



# DRIVING SUSTAINABLE EXCELLENCE

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Building a Better Tomorrow Together



Sustainability Report FY 2023-24

 [www.valorganics.com](http://www.valorganics.com)

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# ABOUT THIS REPORT



We are delighted to present Val Organics Private Limited's annual sustainability report, a testament to our half-century legacy as leaders in intermediates manufacturing. Throughout our journey, we have remained steadfastly committed to environmental stewardship, social responsibility, and robust governance practices. This report serves as a comprehensive reflection of our ongoing efforts to integrate sustainability into every aspect of our operations, from production processes to community engagement initiatives. As we look back on our accomplishments and forward to the challenges ahead, we reaffirm our dedication to building a more sustainable and prosperous future for all stakeholders.

## REPORTING BOUNDARY AND SCOPE

The sustainability report provides a comprehensive overview of Val Organics Private Limited's performance for the Financial Year 2023-24, encompassing both quantitative and qualitative data. It offers stakeholders insight into the company's economic, environmental, and social impacts,

covering manufacturing facilities in Silvassa, Gujarat, and the Head Office in Mumbai, Maharashtra. The report demonstrates Val Organics' commitment to sustainable development and responsible business practices.

## RESTATEMENT

As we embark on another year of sustainability reporting, we reaffirm our commitment to transparent and accountable disclosure. Building upon our experience since the inaugural report in 2020-21, we remain dedicated to upholding the highest standards of accuracy and compliance with evolving reporting guidelines. Recognizing the importance of continuous improvement, we acknowledge the potential for future restatements to further enhance the integrity and quality of our sustainability reporting efforts.

## REFERENCE

Aligned with the GRI standards, encompassing GRI 100 (Foundation), GRI 200 (Economic), GRI 300 (Environmental), and GRI 400 (Social), this report underscores our steadfast commitment to sustainable reporting.



# ABOUT THIS REPORT



Furthermore, it highlights our unwavering dedication to the UN Sustainable Development Goals (SDGs) and elaborates on our compliance with them. Additionally, we adhere rigorously to all 10 principles of the UN Global Compact (UNGC).

## ASSURANCE

The thorough integrity and transparency of this report have been diligently upheld through an extensive process of external assurance and verification, conducted by Growlity Private Limited, a subsidiary of Growlity Inc., our esteemed ESG partner, ensuring the utmost credibility and reliability of the disclosed information.

## CONTACT INFORMATION

Your feedback is crucial as we advance on our sustainability journey. We invite you to share your thoughts and suggestions, which play a vital role in shaping our efforts for a greener future. We deeply appreciate your ongoing support and collaboration in our sustainability endeavors. For inquiries or to provide feedback, please contact us at:

✉ [info@valorganics.com](mailto:info@valorganics.com)

☎ +91 22 35016300 – 310

Head Office: 95, Ground Floor, Chadha Bldg, Wadala (W), Mumbai-400031, India.



ecovadis



SCIENCE  
BASED  
TARGETS



# A MESSAGE FROM THE MANAGING DIRECTOR



**MR. LALIT RATANCHAND  
CHADHA**

Founder & Managing  
Director

Distinguished Stakeholders,  
It is with utmost pride and a profound sense of duty that I present Val Organics' Annual Sustainability Report for the fiscal year 2023-24. With over five decades of steadfast dedication to the chemical industry, I stand committed to steering sustainability and innovation as the bedrock of our corporate philosophy.

Since the inception of Val Organics Pvt. Ltd. in 1998, our journey has been one characterized by an unwavering pursuit of excellence, underscored by an unyielding commitment to environmental stewardship, social responsibility, and economic prosperity. This report serves as a testament to our enduring dedication to these principles and our ongoing endeavors to create sustainable Value for all stakeholders.

As the founder of Val Organics, I am deeply entrenched in the sustainable future of our planet and firmly believe in the transformative potential of responsible business practices. Throughout my tenure, I have endeavored to instill a culture of sustainability & integrity within our organization, ensuring that every decision reflects our steadfast commitment to ethical conduct & environmental preservation.

Within this report, you will find a comprehensive overview of our sustainability initiatives, ranging from the adoption of renewable energy & waste reduction strategies to community engagement & stakeholder collaboration. It is my earnest hope that these endeavors will not only inspire positive change within our industry but also serve as a beacon of hope for future generations.

**“** *In our pursuit of sustainability, we forge a path not just for ourselves but for the generations that will follow. Each step we take today shapes the landscape of tomorrow, weaving a tapestry of resilience, responsibility, and reverence for our planet.* **”**

# A MESSAGE FROM THE COMMERCIAL DIRECTOR



## MR. AKSHAY LALIT CHADHA

Director, Commercial

I am pleased to present the annual sustainability report for Val Organics Pvt. Ltd., providing a comprehensive overview of our sustainability journey and achievements in the fiscal year 2023-24. This report encapsulates our commitment to responsible business practices and environmental stewardship.

The past year has been marked by significant milestones, reflecting our dedication to sustainability across all facets of our operations. One notable achievement is the successful launch of our 2.05 MW solar plant, signaling a pivotal shift towards renewable energy. Complemented by a 15% transition to biofuel from coal, we have established a hybrid energy model comprising wind, solar, and biomass sources. The exceptional performance of our solar plant, with a performance ratio

exceeding 80%, underscores our commitment to reducing our carbon footprint and embracing cleaner energy alternatives.

In addition to our renewable energy initiatives, we have initiated dialogue with our suppliers and launched awareness programs to align them with our sustainability goals. Recognizing the importance of collaboration in driving sustainability, we are encouraged by the enthusiasm displayed by our partners to embrace sustainable practices despite industry challenges.

Furthermore, our corporate social responsibility efforts remain a cornerstone of our commitment to sustainable development. From education and sanitation to healthcare and rural development, we continue to invest in initiatives that make a positive impact on society. Our contributions to institutions like ICT aim to nurture future generations of leaders and innovators in the fields of chemistry, science, education, and entrepreneurship.

# A MESSAGE FROM THE TECHNICAL DIRECTOR



It is with great privilege that I share with you our collective dedication to innovation and sustainability. As the head of production and R&D, I am deeply committed to driving positive change through continuous improvement and technological innovation.

From the adoption of renewable energy to waste minimization initiatives, our sustainability endeavors are aimed at creating lasting Value for both our business and society at large. By integrating sustainability into every facet of our operations, we are not only mitigating environmental risks.

With over two decades of experience in chemical technology and process management, my focus remains steadfast on advancing our sustainability agenda and implementing best practices across our production processes. Our efforts to reduce our environmental footprint, optimize resource utilization, and enhance operational efficiency are showcased in our Annual Sustainability Report.

I extend my sincere appreciation to our talented team, esteemed partners, and Valued stakeholders for their unwavering commitment to our sustainability journey. Together, let us continue to push the boundaries of innovation and sustainability, shaping a brighter and more sustainable future for all.

**“Fostering sustainability isn't merely a duty; it's our unique imprint on the future, a symbol of our pledge to protect the magnificence and abundance of our planet for the prosperity of generations to come.”**



**MR. VIVEK LALIT CHADHA**

Director, (Technical)





# COMPANY OVERVIEW



Val Organics Private Limited, a pioneering entity established in 1998 with its headquarters nestled in the bustling metropolis of Mumbai, India, proudly unveils its comprehensive global sustainability report. This document serves as a testament to our enduring commitment to excellence within the dynamic landscape of chemical manufacturing. Our journey, enriched by a steadfast dedication to quality & innovation, stands as a beacon of sustainable practices and responsible corporate citizenship.

From our modest beginnings, we have traversed a trajectory marked by

unwavering dedication to precision and efficiency. Today, we stand as specialists in the production of intermediates catering to a diverse spectrum of industries, ranging from Dyestuffs and Pigments to Pharma, Agro-chemicals, and Cosmetics. Our strategic emphasis on diversification has not only fortified our foothold in the domestic market but has also propelled us onto the global stage, where our reputation for reliability and trustworthiness resonates deeply.

At the heart of our ascent to prominence lies an unyielding commitment to customer satisfaction.

Our relentless pursuit of excellence has garnered accolades from multinational giants and esteemed Indian enterprises alike. As a premier exporter of intermediates, our reputation serves as a testament to our unwavering commitment to deliver products of unparalleled quality and service excellence.

Central to our success story is our technical prowess and cutting-edge infrastructure, empowering us to lead the charge in Friedel Crafts reactions and distillation processes. With a keen focus on innovation, we continuously push the boundaries of possibility,



# COMPANY OVERVIEW



offering bespoke solutions tailored to the unique needs of our discerning clientele. From Friedel Crafts to Chlorination, Nitration, Reduction, and Hydrogenation, our diverse portfolio of reactions underscores our versatility and expertise.

Yet, amidst our relentless pursuit of excellence, our commitment to health, safety, environment, and quality (HSEQ) remains steadfast. We acknowledge that sustainability is not merely an aspiration but a fundamental Value

ingrained in every facet of our operations. Our dedication to sustainability permeates our efforts to safeguard the well-being of our employees, communities, and the environment, thereby ensuring a brighter tomorrow for generations to come.

As we navigate the path ahead, our core Values of integrity, excellence, and sustainability serve as guiding principles, propelling us towards a future defined by progress and

prosperity. With sustainability at the heart of our business ethos, we remain resolute in our commitment to effecting positive change, shaping a more sustainable world for all. Together, let us forge ahead on this transformative journey, creating enduring Value for society and the environment alike.



# MISSION & VISION



## MISSION

Our mission is to deliver high-quality chemical products while adhering to the highest standards in health, safety, environment, and quality (HSEQ). We are dedicated to leveraging our technical expertise and innovative solutions to meet the evolving needs of our customers while simultaneously making positive contributions to society and the environment. Through our commitment to excellence and sustainability, we strive to uphold our mission and ensure that every aspect of our operations reflects our unwavering dedication to quality and responsibility.

## VISION

Our vision at Val Organics Private Limited is to lead the industry in sustainable chemical manufacturing. Building upon our foundation of excellence and innovation, we aim to drive positive change through continuous improvement and responsible business practices. We aspire to create lasting Value for all stakeholders by integrating sustainability into every facet of our operations, from production processes to supply chain management. By fostering a culture of excellence and integrity, we seek to champion sustainability and innovation, paving the way for a brighter and more sustainable future for generations to come. With our focus on sustainability and commitment to high standards of HSEQ and process safety, we are confident in our ability to create a better tomorrow for our company, our stakeholders, and the planet.



**VISION**  
**MISSION**  
**STRATEGY**  
**VALUE**

# NURTURING SUSTAINABILITY



Val Organics is steadfastly committed to contributing to the global endeavor to achieve the Sustainable Development Goals (SDGs) outlined by the United Nations. As part of our ongoing dedication to sustainability, we prioritize communicating our progress towards these goals, both internally and externally.

Internally, we consistently report our advancements towards the SDGs through various channels, including company-wide meetings, newsletters, and internal communications platforms. By disseminating updates on our initiatives and accomplishments related to the SDGs, we ensure that all employees are cognizant of our sustainability efforts and can actively contribute to our collective goals.

Externally, we annually publish sustainability reports that underscore our alignment with the SDGs and elaborate on the specific actions we undertake to address each goal. These reports are readily accessible to our stakeholders, encompassing customers, investors, partners, and the broader community, thereby underscoring our accountability.

Furthermore, we engage with stakeholders through diverse communication channels, such as social media, stakeholder dialogues, and industry events, to share our progress towards the SDGs and solicit feedback. This open and transparent

communication not only fosters trust and credibility with our stakeholders but also cultivates collaboration and partnership towards achieving the SDGs.

By publicly and internally reporting our progress towards the SDGs, we unequivocally demonstrate our dedication to sustainable development and accountability. We firmly believe that transparent communication is paramount for effecting meaningful change and contributing to a more sustainable future for all.

As we navigate the ever-changing landscape of global sustainability, Val Organics reaffirms its commitment to fostering a brighter and more sustainable future for all. Our annual sustainability report encapsulates our journey, highlighting our unwavering dedication to environmental stewardship, social responsibility, and governance principles.



# NURTURING SUSTAINABILITY



## SUSTAINABILITY PHILOSOPHY

At Val Organics, sustainability is not merely a goal; it serves as our guiding philosophy. We acknowledge our role in sustaining the world for future generations and are resolutely committed to making a positive impact on our environment and communities.

## ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) PRINCIPLES

We prioritize ESG principles throughout our operations, continuously striving for improvement in health, safety, and environmental performance. Our focus encompasses maintaining an accident and pollution-free environment, monitoring and controlling HSE impacts, and regularly reviewing HSEQ objectives and targets.

## ENVIRONMENTAL INITIATIVES

Val Organics actively engages in environmental initiatives, ranging from celebrating World Environment Day to conducting tree plantation drives at our Sarigam site. These efforts underscore our dedication to environmental conservation and sustainability.

## RENEWABLE RESOURCES

By embracing renewable energy sources such as wind and solar power, we reduce our carbon footprint and promote sustainable operations. Our commitment to renewable resources contributes to mitigating climate change and preserving natural resources for future generations.

## SOCIAL RESPONSIBILITY

Val Organics supports projects focusing on education, healthcare, and sanitation, demonstrating our commitment to societal betterment. Through these initiatives, we aim to make a positive impact on communities and promote social development.

## EMPLOYEE ENGAGEMENT

Our sustainability strategy places a strong emphasis on employee engagement. We provide a safe and conducive environment for our employees, recognizing their crucial role in driving sustainability initiatives within the organization.

## OPTIMIZED OPERATIONS

Val Organics is dedicated to sustainable operations, adhering to best practices in safety measures and maintaining high standards for quality control and process management. We actively seek opportunities to minimize waste and maximize efficiency in all aspects of our operations.

## GLOBAL PARTNERSHIPS

Sustainability is a collaborative effort, and Val Organics collaborates closely with its partners to promote sustainable practices throughout the supply chain. We believe in the importance of regular monitoring and analysis to ensure sustainability across all operations.

## CONCLUSION

Val Organics remains steadfast in its commitment to sustainability, setting the standard for responsible business practices in the chemical manufacturing sector. Through our collective efforts, we strive to create a brighter and more sustainable future for generations to come.

# SUSTAINABILITY DASHBOARD



SUSTAINABILITY SUMMARY	FY 2022-23	FY 2023-24
ENVIRONMENTAL		
Carbon emissions	53546 TCO2eq	32621 TCO2eq
Energy Consumption	41261 GJ	36240.74 GJ
Renewable Energy Usage	45 %	58 %
Waste Generated	385.22 MT	476.60 MT
Waste Recycled	23622.74 MT	14245.2 MT
Non-Hazardous Waste Generated	8.4 MT	9.1 MT
Hazardous Waste Generated	376.54 MT	467.511 MT
Water Usage	18906.00 kl	18020.00 kl
Water Recycling	4240 KL	4455 KL
Effluent Discharged	17500 m3	11000 m3



# SUSTAINABILITY DASHBOARD



SUSTAINABILITY SUMMARY	FY 2022-23	FY 2023-24
<b>SOCIAL</b>		
Male Employees	206	213
Female Employees	12	13
Employees over minimum Wage	100%	100%
Employees Covered by Social benefits	100%	100%
Health and Safety Incident Rate	0 incidents/year	0 incidents/year
Safety Training	1600 man-hours	2700 man-hours
<b>GOVERNANCE</b>		
No. of Corruption incidents	0	0
No. of information breaches	0	0
Sustainable innovations	2 Projects	2 Projects
Investment in CSR	106 Lakhs	118 Lakhs
Total new Awards received	1	1
ISO Certificates	2	2

# CORE VALUES OF VAL ORGANICS PRIVATE LIMITED



## 1. DRIVEN BY SUSTAINABLE APPROACHES

Our management systems are inherently motivated by sustainable approaches and goals. Our sustainable initiatives encompass a wide array of practices focused on resource optimization, waste minimization, energy efficiency, water conservation, and emission reduction across all operational domains.

## 2. SOCIAL RESPONSIBILITY AND ENGAGEMENT

Embracing the social dimension, we actively engage in employee participation and corporate social responsibility (CSR) initiatives spanning various thematic areas. Our commitment extends to promoting human rights, ensuring a safe and conducive work environment, and fostering a culture of inclusivity and diversity.

## 3. COMPREHENSIVE POLICY FRAMEWORK

Our policies are comprehensive and cover crucial aspects such as health, safety, environment, customer well-being, quality assurance, water and energy management, waste management, corporate social responsibility, sustainable procurement, anti-discrimination, and whistle-blower protection. These policies are meticulously implemented through regular employee and stakeholder training sessions.

## 4. GUIDED BY CODES OF CONDUCT

The formulation, implementation, and review of our policies and goals are guided by our robust Code of Conduct and Supplier Code of Conduct. These guiding principles ensure alignment with our corporate culture and commitment to ethical and sustainable practices.

## 5. TRANSPARENT COMMUNICATION

Our commitment to sustainability is transparently communicated to all

stakeholders through our employee handbook, which provides detailed information on policies, guidelines, and other essential aspects of our corporate culture. This ensures that all employees are well-versed with our sustainability objectives and actively contribute to their realization.

## 6. PROACTIVE SUSTAINABILITY STRATEGY

Sustainability is not just a buzzword for us; it's at the core of our operational strategy. We recognize the pivotal role of sustainability in shaping the future and are committed to proactively implementing sustainable practices across all stages of our operations.

## 7. STREAMLINED PROCESSES

From the selection of raw materials to unit operations and natural resource management, we ensure that our operations are optimized for sustainability. We prioritize quality materials, optimize quantities and parameters, and develop infrastructure

# CORE VALUES OF VAL ORGANICS PRIVATE LIMITED



in accordance with the highest standards to minimize environmental impact and maximize efficiency.

## 8. CONTINUOUS IMPROVEMENT

We are acutely aware of the environmental impacts of our operations and continuously seek ways to minimize them. Through practices such as reusing, recycling, and minimizing discharges, we strive to extract maximum Value from our resources while minimizing waste and environmental footprint.

## 9. GLOBAL SUSTAINABILITY LEADERSHIP

Sustainability is a global endeavour, and we aspire to lead by example. By championing sustainable practices not only within our organization but also throughout our business partners' operations, we aim to set a precedent for responsible and sustainable business practices in the chemical manufacturing sector.





# AWARDS AND ACCOLADES



In recognition of our unwavering commitment to excellence in the global chemical industry, we are honoured to have received prestigious awards from esteemed organizations such as Chemexcil and Syngenta. These accolades highlight our dedication to quality, innovation, and sustainability, demonstrating our leadership in driving positive change on a global scale. Our notable awards include:

- Chemexcil Award 2015-16
- Chemexcil Award 2012-13
- Chemexcil Award 2011-12
- Syngenta Supplier Award for Agility 2014
- Cleaner Production Award 2015-16
- Best SME of the Year Award Export Sector 2023

These accolades serve as a testament to our relentless pursuit of sustainable practices, setting benchmarks for excellence, and fostering innovation to address global challenges.



# ASSOCIATIONS



ICC  
Indian Chemical Council



**ASMECHEM CHAMBER OF  
COMMERCE & INDUSTRY OF INDIA**

As active participants in leading industry associations worldwide, we prioritize collaboration, knowledge exchange, & collective action to advance sustainable practices & drive positive impact across borders. Our affiliations include:

- Chemexcil
- Indian Chemical Council (ICC)
- Thane Manufacturers Association (TMA)
- Sarigram Industries Association (SIA)
- Association for Small and Medium-scale Chemical Companies (ASMECHEM)
- United Nations Global Compact (UNGC)
- Science Based Targets initiative (SBTi)

As proud signatories to the UNGC, we align our operations with its ten principles encompassing human rights, labour standards, environmental stewardship, and anti-corruption efforts. Through our engagements with ICC, TMA, SIA, ASMECHEM, UNGC and SBTi we contribute to shaping a sustainable future grounded in responsible business practices & ethical conduct on a global scale.



# ASSOCIATIONS



## United Nations Global Compact

### UN GLOBAL COMPACT MEMBER

Val Organics is proud to be a member of the United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative. This membership reflects our commitment to aligning our operations and strategies with the highest ethical standards across human rights, labor, environment, and anti-corruption practices.

### UPHOLDING THE 10 PRINCIPLES

The UNGC's 10 principles provide a framework for responsible business conduct, which we fully embrace:

- **Respecting Human Rights:** We promote human rights within our sphere of influence, including our operations and supply chain.
- **Ensuring Fair Labor Practices:** We uphold the freedom of association, collective bargaining, and safe working conditions for all employees.
- **Protecting the Environment:** We minimize our environmental impact through sustainable practices and continuous improvement.
- **Combating Corruption:** We maintain zero tolerance for corruption and promote ethical business dealings.

### CONTRIBUTING TO A SUSTAINABLE FUTURE

Building a Better Tomorrow: Val Organics & the UN SDGs  
By aligning with the UN Global Compact's principles, Val Organics is committed to contributing to the UN Sustainable Development Goals (SDGs). These goals address critical issues like poverty, inequality, and climate change.

Through our efforts, we aim to create lasting value for society, stakeholders, and the planet.

Collaboration, innovation, and responsible business practices are the cornerstones of our approach. We believe that by working together and embracing new ideas, we can drive positive change and build a more inclusive, equitable, and sustainable future for all.

# ASSOCIATIONS



The screenshot displays the United Nations Global Compact website. The header includes the UN logo and navigation links: About, News, Sign In, Contact Us, Select Language, and a search bar. A secondary navigation bar lists: WHO WE ARE, THE SDGS, PARTICIPATION, TAKE ACTION, ENGAGE LOCALLY, and EXPLORE OUR LIBRARY. The main banner features an aerial view of a river and forest with the text "Over 20,000 business participants". Below this is a section titled "IN THIS SECTION" with a dropdown arrow. The "Company Information" section for Val Organics Pvt. Ltd. is shown, including a company image, name, website, and various details.

Company Information	
 Company <b>Val Organics Pvt. Ltd.</b> <a href="http://www.valorganics.com">www.valorganics.com</a>	Type: SME
	Country: India
	Sector: Chemicals
	Ownership: Privately Held
	Global Compact Status: Active
	Participant Since 22 June 2021
	<a href="#">Letter of Commitment</a> Next Communication on Progress (COP) due on: 31 July 2024
Share Profile 	

# ASSOCIATIONS



SCIENCE  
BASED  
TARGETS

## SBTI COMMITMENT

At Val Organics, we are dedicated to operating responsibly and minimizing our environmental impact. As a proud member of the Science Based Targets initiative (SBTi), we're committed to setting ambitious science-based emissions reduction targets aligned with the latest climate science.

The Science Based Targets initiative is a leading collaborative effort that empowers companies to set ambitious and achievable greenhouse gas (GHG) emissions reduction targets. These targets are grounded in climate science and designed to keep global warming well below 2°C compared to pre-industrial levels.

## VAL ORGANICS: AN SBTi MEMBER

Our membership in SBTi reflects our unwavering commitment to sustainability throughout our value chain. By setting science-based targets, we aim to:

**Reduce our environmental footprint:** We are actively working to decrease our greenhouse gas emissions and contribute to mitigating climate change.

**Enhance resource efficiency:** Setting these targets motivates us to optimize our operations and become more resource-efficient.

**Demonstrate industry leadership:** We strive to be a leader in sustainability within the organic sector.

## BENEFITS OF SBTi MEMBERSHIP

Becoming an SBTi member offers Val Organics several advantages, including:

**Science-based approach:** Our emissions reduction efforts are aligned with the global goal of limiting temperature rise, ensuring a meaningful impact.

**Future-proofing our business:** By setting science-based targets, we are prepared for stricter environmental regulations in the future.

**Enhanced reputation:** Our dedication to sustainability strengthens our reputation as a responsible company, attracting environmentally conscious investors and customers.

**Improved efficiency:** Developing SBTi targets often leads to operational improvements and cost savings through reduced energy consumption and waste generation.

## TRANSPARENCY & COMMUNICATION

We are committed to transparency in our sustainability efforts. We will be communicating our science-based targets and progress towards achieving them in future reports.

By actively participating in SBTi, Val Organics is taking a significant step towards a sustainable future and contributing to a healthier planet. This demonstrates our commitment to environmental responsibility & positions us as a leader in the organic industry.

# SBTI COMMITMENT



https://sciencebasedtargets.org/target-dashboard

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About Standards and guidance Target services Target dashboard Resource library Contact

[KEY](#)

Val Or [ADVANCED FILTERS](#) [DOWNLOAD ALL DATA AS XLS](#)

COMPANY	NEAR-TERM TARGET	NET-ZERO TARGET	ORGANIZATION TYPE
<b>Val Organics Private Limited</b> India, Asia Organization type: Company Sector: Chemicals Company temperature alignment: – Business Ambition for 1.5°C commitment: <span style="color: red;">✗</span>	<b>COMMITTED</b>	–	Company <a href="#">View less</a>

[DOWNLOAD ALL DATA](#)

TARGETS / COMMITMENTS

ACTION	STATUS	TARGET	SCOPE	TARGET CLASSIFICATION	BASE YEAR	TARGET YEAR	DATE PUBLISHED
Commitment	Active	–	–	–	–	–	2024-05-23

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# ISO CERTIFICATIONS



We are committed to operating with the highest standards of quality, information security, and occupational health and safety. This dedication is reflected in our achievement of two internationally recognized ISO certifications:

ISO 27001 and ISO 45001.

## **ISO 27001: INFORMATION SECURITY MANAGEMENT**

Our ISO 27001 certification demonstrates our robust Information

Security Management System (ISMS). This system ensures the confidentiality, integrity, and availability of our valuable information assets. By implementing best practices for data protection and risk management, we safeguard sensitive information and build trust with our stakeholders.

## **ISO 45001: OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT**

Our commitment to employee well-being is underscored by our ISO 45001

certification. This certification signifies our comprehensive Occupational Health and Safety Management System (OHSMS). The OHSMS prioritizes the health and safety of our workforce by identifying and mitigating workplace hazards. Through ongoing risk assessments, training programs, and incident management procedures, we foster a safe and healthy working environment for all employees. sensitive information and build trust with our stakeholders.





# ISO CERTIFICATIONS



## Certificate of Registration

This certificate has been awarded to

**VAL ORGANICS PVT. LTD.**

Plot No. 2201, Road No. 21, GIDC Sarigam, Tal. Umbergaon, Dist. Valsad, Gujarat,  
396155, India

In recognition of the organization's Information Security Management System which complies with

**ISO 27001:2013**

The scope of activities covered by this certificate is defined below

**Please refer to the Appendix**

Certificate Number: 124889/A/0001/UK/En			
Date of Issue of Certification Cycle	Issue Number	Certificate Expiry Date	Certification Cycle
20 December 2022	1	31 October 2025	1
Revision Date	Revision Number	Original Certificate Issue Date	Scheme Number
20 December 2022	0	20 December 2022	n/a

For detailed explanation for the data fields above, refer to <http://www.urs-holdings.com/logos-and-regulations>

Issued by



Mukesh Singhal - On behalf of the Schemes Manager

If there is any doubt as to the authenticity of this certificate, please do not hesitate to contact the Head Office of the Group on [info@urs-certification.com](mailto:info@urs-certification.com).  
URS is a member of United Register of Systems (URS) Ltd, United House, 4 Finton Road, Bournemouth, BH1 2ES, UK. Company Registration No. 1238463.

1/2



## Certificate of Registration

This certificate has been awarded to

**Val Organics Private Limited**

Plot No. 2201, GIDC Sarigam, Tal-Umbergam, Dist. Valsad, State-Gujarat, 396195,  
India

In recognition of the organization's Occupational Health and Safety Management System which complies with

**ISO 45001:2018**

The scope of activities covered by this certificate is defined below

**Research, Development, Design, Manufacture, Maintenance and Quality Control of Speciality Chemicals, Pesticide Intermediates and Pharmaceutical Intermediates and Dyes Intermediates**

Certificate Number: 124889/B/0001/UK/En			
Date of Issue of Certification Cycle	Issue Number	Certificate Expiry Date	Certification Cycle
17 May 2023	1	16 May 2026	1
Revision Date	Revision Number	Original Certificate Issue Date	Scheme Number
17 May 2023	0	17 May 2023	n/a

For detailed explanation for the data fields above, refer to <http://www.urs-holdings.com/logos-and-regulations>

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Mukesh Singhal - On behalf of the Schemes Manager

If there is any doubt as to the authenticity of this certificate, please do not hesitate to contact the Head Office of the Group on [info@urs-certification.com](mailto:info@urs-certification.com).  
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# SUSTAINABLE ACHIEVEMENTS



Our dedication to sustainability has not gone unnoticed, as evidenced by the array of prestigious awards and assessments we have received, affirming our steadfast commitment to environmental stewardship and corporate responsibility on a global scale. Among our notable achievements:

- We have been rigorously assessed by ECOVADIS, a renowned International Sustainability Rater, whose comprehensive evaluation process scrutinizes every aspect of our operations to gauge our sustainability performance.

- In recognition of our exemplary sustainability practices, we are honoured to have attained the esteemed Silver rating from Eco Vadis for the year 2021. This accolade reflects the dedication and diligence with which we approach sustainability initiatives, setting a high standard for ethical conduct and environmental responsibility in the chemical manufacturing industry.

These accomplishments serve as a resounding affirmation of our proactive efforts to mitigate our environmental footprint, uphold the highest ethical standards, and foster positive change within the global chemical manufacturing

landscape. They reinforce our unwavering commitment to sustainability, inspiring us to continually innovate and elevate our sustainability practices to new heights.



# OUR EVOLUTIONARY PATH : A CHRONICAL OF MILESTONES



## **1968: VAL ORGANICS PRIVATE LIMITED EMBARKS ON ITS JOURNEY**

Val Organics Private Limited commences its operations as part of the esteemed Goodwill Group of Companies, marking the initial steps towards its role as a leader in sustainable intermediate manufacturing.

## **1998: FOUNDING OF VAL ORGANICS PRIVATE LIMITED**

Val Organics Private Limited is founded, with its headquarters established in Mumbai. This pivotal moment signifies the inception of our mission to pioneer intermediate manufacturing across diverse sectors such as dyestuffs, pigments, pharmaceuticals, and agrochemicals.

## **1998-2009: ESTABLISHMENT OF MAIDEN MANUFACTURING FACILITY**

Over the course of a decade, Val Organics focuses on establishing its first manufacturing facility in Silvassa. This facility not only enhances production

capabilities but also integrates forward with the product range from the Goodwill Group's Thane operations, thereby strengthening our commitment to sustainability and quality.

## **2001: ARRIVAL OF MR. VIVEK LALIT CHADHA**

Mr. Vivek Lalit Chadha joins Val Organics, bringing with him expertise in production and research and development. His contributions significantly propel our in-house product development initiatives, shaping our journey towards innovation and excellence.

## **2005: INTRODUCTION OF MR. AKSHAY LALIT CHADHA**

Mr. Akshay Lalit Chadha becomes part of the Val Organics team, leading efforts in business development, procurement, sales, marketing, and client relations. His leadership fosters growth and strengthens our relationships within the industry.

## **2009: INAUGURATION OF FLAGSHIP SITE IN SARIGAM, GUJARAT**

Val Organics achieves a milestone with the establishment of its flagship site in Sarigam, Gujarat. This state-of-the-art facility prioritizes health, safety, environment, and quality (HSEQ) standards, positioning us as a leader in Friedel Crafts reactions and distillation processes in India.

## **2010: EMBRACING RENEWABLE RESOURCES**

The inauguration of our inaugural windmill for captive consumption of 0.8 MW in Samana, Gujarat, marks our commitment to renewable resources and reducing our carbon footprint. This initiative underscores our dedication to sustainability and environmental stewardship.

## **2017: EXPANSION OF RENEWABLE ENERGY INITIATIVES**

A second windmill is commissioned near Rajkot, Gujarat, further solidifying our

# OUR EVOLUTIONARY PATH : A CHRONICAL OF MILESTONES



dedication to renewable energy practices and sustainability efforts.

## **2015-2016: ACKNOWLEDGMENT OF EXCELLENCE**

Val Organics is honoured with Chemexcil's Second Award for exceptional performance in the chemical industry within the small and medium-scale sector, recognizing our commitment to excellence and innovation.

## **2016: ADVANCEMENTS IN RESEARCH AND DEVELOPMENT**

A cutting-edge R&D laboratory is established, focusing on sustainable product development and commercialization scaling. This initiative underscores our commitment to enhancing product yields and driving innovation in the industry.

## **2022: EMBRACING SOLAR ENERGY**

Val Organics installs Solar Panels at our Kesh site as part of our commitment to renewable energy and reducing cgreenhouse gas emissions, further advancing our sustainability agenda.

## **FUTURE OUTLOOK: COMMITMENT TO GROWTH AND INNOVATION AT SARIGAM**

Committed to growth and expansion, Val Organics plans to explore additional expansion avenues at our Sarigam site. We welcome global collaborations and projects to foster mutual success, as we continue to uphold our enduring commitment to quality, sustainability, and innovation in the intermediates manufacturing domain. Through relentless dedication to excellence and continual improvement at our Sarigam facility, we aim to sustain industry leadership in the years ahead.





# CULTIVATING SUSTAINABLE PARTNERSHIPS



At Val Organics, we acknowledge the vital role our stakeholders play in shaping our journey towards sustainable growth and success. Our commitment extends beyond mere financial objectives, aiming to create enduring Value for all stakeholders involved in our operations. Here's how we deliver Value to each stakeholder group:

## INVESTORS

- **Stable Returns:** With over five decades of experience in intermediates manufacturing, Val Organics assures investors of stable returns by prioritizing sustainable growth and adhering to sound business practices.
- **Transparency:** We maintain transparency in our operations & financial reporting, providing investors with clear and accurate information to make informed decisions.

- **Risk Management:** Upholding the highest standards of Health, Safety, Environment, and Quality (HSEQ), we implement robust risk management strategies to safeguard investments and ensure long-term sustainability.

## CUSTOMERS

- **High-Quality Products:** Our commitment to excellence ensures the production of high-quality products that consistently meet or exceed customer expectations.
- **Customization:** Leveraging our strategic locations and expertise, we offer tailored solutions to address the unique needs of each customer.
- **Reliability:** With a legacy of five decades, Val Organics has earned the trust of AI and API manufacturers for our consistent and timely delivery.

## EMPLOYEES

- **Safe Work Environment:** We prioritize employee safety through comprehensive safety measures and ongoing training programs to ensure a secure work environment.
- **Career Development:** Investing in professional development, we empower employees to maximize their potential and grow within the organization.
- **Fair Employment Practices:** Our commitment to fairness ensures equal opportunities and fosters a respectful workplace culture that Values diversity and inclusion.

## SUPPLIERS

- **Fair and Ethical Treatment:** Maintaining open communication channels and adhering to timely payments, we uphold fair and ethical treatment of our suppliers.

# CULTIVATING SUSTAINABLE PARTNERSHIPS



- **Collaboration:** Through collaborative relationships, we foster mutual growth and success, driving innovation and efficiency throughout our supply chain.
- **Sustainability:** Promoting sustainable practices, we emphasize environmental responsibility and ethical sourcing to create a more sustainable future.

## LOCAL COMMUNITIES

- **Social Responsibility:** Contributing to society through education, healthcare, and sanitation initiatives, we strive to make a positive impact on the communities in which we operate.
- **Environmental Protection:** Minimizing our environmental impact and supporting local conservation efforts, we are committed to preserving natural resources for future generations.

- **Job Creation:** Creating job opportunities and supporting local businesses, we contribute to economic growth and prosperity within our communities.

## REGULATORS AND GOVERNMENT

- **Compliance:** Prioritizing compliance with laws, regulations, and industry standards, we ensure ethical business conduct and maintain the trust of regulatory authorities.
- **Transparency:** We maintain transparent communication with regulators and government agencies, fostering trust and accountability.
- **Contribution to Society:** Through sustainable practices and community development initiatives, we contribute to social welfare and support the broader goals of society.

## PARTNERS AND COLLABORATORS

- **Mutual Success:** Believing in mutually beneficial partnerships, we collaborate closely with partners and collaborators to achieve shared goals and drive collective success.
- **Innovation:** Encouraging innovation and creativity in collaborations, we embrace new ideas and technologies to drive continuous improvement.
- **Long-term Relationships:** Valuing trust and commitment to excellence, we build long-term relationships with partners based on mutual respect and a shared vision for the future.

# MANAGEMENT TEAM



**MR. LALIT RATANCHAND CHADHA**

Managing Director

He's the founder of the Goodwill Group of Companies and has been serving as the Managing Director of Val Organics Pvt. Ltd. since its establishment in 1998. With over 50 years of experience in the Chemical industry, He's a pioneer in numerous products & technologies. He's holds a degree in Chemical Technology from the Institute of Chemical Technology formerly known as U.D.C.T., a leading Chemical Engineering Institute in the country. He's actively involved in industry associations, serving on the Executive Committee of ICC, as the Vice President of the Association of Small & Medium Scale Chemical Companies (Asmechem), & as the Chairman Emeritus of TMA.



**MR. VIVEK LALIT CHADHA**

Director, Head of Production and R&D

Mr. Vivek Chadha serves as the head of production and R&D at Val Organics. Joining the company in 2001, he brings with him two decades of experience in chemical technology and process management. Mr. Chadha has played a significant role in the success of Val Organics, overseeing the development of numerous new products in-house. He holds a degree in Chemical Engineering from the prestigious University of Wisconsin, Madison, U.S.A.



**MR. AKSHAY LALIT CHADHA**

Director, Business Development

Mr. Akshay Chadha joined Val Organics in 2005 and is responsible for all Business Development activities, including Procurement, Sales & Marketing, and Client Relations. He completed his Master's degree in Business Administration in 2005 from The Cardiff University in Wales, U.K., following his Bachelors in Economics at the University of Texas at Austin, U.S.A. Mr. Akshay Chadha brings a wealth of knowledge and experience to his role, contributing to the company's growth and success in the market.



# ENVIRONMENTAL PERFORMANCE



Embracing the ethos of environmental stewardship, we anchor our sustainability efforts at Our Company in a profound commitment to safeguarding our planet's delicate ecosystems. As we embark on this journey of reflection and progress, we are compelled to share our comprehensive initiatives & achievements from the past year.

In the financial year 2023-24, We continued its steadfast commitment to environmental sustainability by implementing a range of initiatives aimed at reducing energy consumption, enhancing efficiency & integrating renewable energy sources into our operations. Our efforts focused on minimizing our ecological footprint, adhering to stringent environmental

regulations, and proactively seeking innovative solutions to mitigate pollution and promote responsible energy management. Through investments in renewable energy such as wind and solar power, alongside initiatives to optimize energy usage and reduce waste, we are dedicated to fostering a culture of sustainability and leaving a positive impact on the environment for future generations.



# BUILDING A SUSTAINABLE FUTURE:



ASPECT	PRINCIPLES	ENGAGEMENTS	QUALITATIVE OBJECTIVES	QUANTITATIVE TARGETS BASELINE FY 2022-23
Energy Consumption & Greenhouse Gases (GHG)	Reduce energy use & transition to renewable sources.	<ul style="list-style-type: none"> <li>Implement energy efficiency audits &amp; upgrades.</li> <li>Invest in renewable energy sources (solar, wind).</li> <li>Collaborate with energy providers for green options.</li> </ul>	<ul style="list-style-type: none"> <li>Continuously improve energy efficiency through operational changes.</li> <li>Increase the percentage of renewable energy in our energy mix.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce energy consumption by 10% &amp; Source 70% of energy from renewable sources by FY 2029-2030.</li> <li>Reduce GHG emissions by 10% by 2030 .</li> </ul>
Water Consumption & Discharge	Conserve water resources & responsibly manage wastewater.	<ul style="list-style-type: none"> <li>Implement water conservation measures (e.g., low-flow fixtures, leak detection).</li> <li>Treat &amp; discharge wastewater in accordance with regulations.</li> </ul>	<ul style="list-style-type: none"> <li>Minimize water usage across all operations.</li> <li>Improve wastewater treatment efficiency.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce water consumption by 8% by FY 2029-2030.</li> </ul>
Air Pollution	Minimize emissions & prioritize clean air technologies	<ul style="list-style-type: none"> <li>Invest in emission control technologies.</li> <li>Implement air quality monitoring programs.</li> <li>Promote clean transportation alternatives.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce emissions of pollutants (SO<sub>2</sub> NO<sub>x</sub>, Ammonia, Lead, PM and Ozone and</li> <li>Minimize noise and light pollution from operations.</li> </ul>	<ul style="list-style-type: none"> <li>Achieve a 5% reduction in Pollutant emissions (SO<sub>2</sub> NO<sub>x</sub>, Ammonia, Lead, PM and Ozone ) and Implement a plan to reduce noise and Odour pollution by 10% by FY 2029-2030.</li> </ul>

# BUILDING A SUSTAINABLE FUTURE:



ASPECT	PRINCIPLES	ENGAGEMENTS	QUALITATIVE OBJECTIVES	QUANTITATIVE TARGETS BASELINE FY 2022-23
Materials, Chemicals & Waste	Promote responsible sourcing and waste reduction.	<ul style="list-style-type: none"> <li>Implement a sustainable materials procurement policy.</li> <li>Develop waste minimization and recycling programs.</li> </ul>	<ul style="list-style-type: none"> <li>Increase the use of recycled content in materials.</li> <li>Divert 100% of waste from landfill.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce the generation of Hazardous Waste by 5% &amp; increase recycling of Non-Hazardous Waste to 7% by FY 2029-2030.</li> </ul>
Biodiversity	Protect ecosystems & minimize impacts on protected areas.	<ul style="list-style-type: none"> <li>Conduct environmental impact assessments for new operations.</li> <li>Support biodiversity conservation initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>Develop partnerships to conserve endangered species.</li> </ul>	<ul style="list-style-type: none"> <li>Increase Variety of Native Plant Species by 8% within company premises by the FY 2029-2030</li> </ul>
Promotion of Sustainable Consumption	Reduce environmental impact. * Offer durable and long-lasting products.	<ul style="list-style-type: none"> <li>Develop eco-friendly packaging.</li> <li>Provide educational resources on sustainable choices.</li> </ul>	<ul style="list-style-type: none"> <li>Decrease resource consumption per customer.</li> </ul>	<ul style="list-style-type: none"> <li>20% reduction in packaging waste.</li> <li>50% customer awareness of sustainable disposal options.</li> </ul>
Customer Health & Safety	Prioritize ingredient safety. Implement transparent labeling.	<ul style="list-style-type: none"> <li>Source ingredients from responsible suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>Reduce customer health risks.</li> </ul>	<ul style="list-style-type: none"> <li>0% product recalls due to safety concerns.</li> </ul>

# ENERGY EFFICIENCY AND GHG REDUCTION



At Val Organics, environmental stewardship is a core principle guiding our commitment to responsible energy consumption and greenhouse gas (GHG) management. We recognize the critical role we play as a leading manufacturer and actively seek ways to minimize our environmental footprint. This section outlines our comprehensive approach, driven by these core principles, to achieve energy efficiency, reduce GHG emissions, and contribute to a more sustainable future. Our Core Principles for Energy and Sustainability:

- **Efficiency First:** We prioritize maximizing output while minimizing energy consumption in all aspects of our operations. By investing in energy-efficient technologies and processes, we strive to optimize resource utilization and minimize waste.
- **Renewable Integration:** We are committed to increasing the share of

renewable energy sources like wind and solar energy portfolio. This reduces our reliance on fossil fuels and mitigates carbon emissions.

- **Continuous Improvement:** We believe in ongoing improvement and innovation in energy management. Through regular monitoring, assessment & optimization of our energy systems, we continuously identify opportunities for further efficiency gains and emissions reduction.
- **Transparency and Accountability:** We are transparent about our energy consumption and GHG emissions. We regularly measure, monitor, and report our performance, holding ourselves accountable to stakeholders and demonstrating our environmental commitment.
- **Collaboration through Engagement:** We actively engage with stakeholders, including employees,

suppliers, customers, and local communities. This fosters collaboration and knowledge sharing on energy conservation and GHG reduction initiatives. By involving stakeholders, we ensure our actions reflect the values and priorities of our broader community.

## OUR GOALS

We aim to minimize our environmental footprint by reducing energy consumption and greenhouse gas emissions across all operational activities.

We are committed to taking decisive action to mitigate climate change by implementing energy-saving measures and investing in renewable energy solutions

We seek to positively impact the communities in which we operate by reducing air pollution and promoting cleaner, more sustainable energy practices.

# ENERGY EFFICIENCY AND GHG REDUCTION



We have established ambitious targets to reduce energy consumption by 10 % by FY 2029-2030, using FY 2022-2023 as the baseline.

We are committed to reducing greenhouse gas emissions by 10% by FY 2029-2030, compared to FY 2022-2023, through the implementation of energy-saving initiatives and renewable energy projects.

We aim to increase the proportion of renewable energy in our total energy consumption to 70% by FY 2029-2030, contributing to a lower carbon footprint and greater sustainability.

## ENGAGEMENT STRATEGIES FOR ENERGY CONSERVATION AND GHG REDUCTION

- **Stakeholder Collaboration:** We engage with stakeholders, including employees, suppliers, customers & local communities to foster

- collaboration & knowledge sharing on energy conservation & greenhouse gas reduction initiatives.
- **Industry Partnerships:** We actively participate in industry collaborations and initiatives focused on sustainable energy practices, leveraging collective expertise and resources to drive positive change.
- **Government & Regulatory Engagement:** We work closely with government agencies and regulatory bodies to ensure compliance with energy efficiency standards and advocate for policies that support renewable energy adoption and emissions reduction.

## EMPOWERING OUR WORKFORCE: DRIVING SUSTAINABILITY THROUGH EDUCATION & ACTION

- At Val Organics, we recognize that our employees are champions of sustainability. To empower them and foster a culture of environmental

responsibility, we have developed comprehensive training programs focused on energy conservation and climate action.

## BUILDING A KNOWLEDGE BASE:

- **Energy Conservation Fundamentals:** Our programs equip employees with essential knowledge on energy conservation principles and practices. They gain a deep understanding of energy efficiency, the impact of their actions on energy consumption, and practical strategies to reduce usage in their daily tasks.
- **Understanding Greenhouse Gases :** Employees are educated about GHGs, their contribution to climate change, and the importance of emissions reduction. Through interactive sessions, they explore ways to minimize GHGs in their roles and the broader environmental implications of their actions.



# ENERGY EFFICIENCY AND GHG REDUCTION



## FOSTERING INNOVATION & COLLABORATION:

**Sharing Success Stories:** Training sessions serve as platforms for sharing best practices and success stories related to energy conservation and GHG reduction. Employees learn from each other's experiences, innovative ideas, and successful initiatives, inspiring them to implement similar practices in their work areas.

**Embracing New Technology:** As part of our commitment to innovation, we provide training on new energy-efficient processes, technologies, and equipment. This empowers employees to operate such machinery, utilize smart technologies, and integrate sustainability considerations into their workflows.

## ENGAGING EMPLOYEES FOR ACTION

- **Interactive Learning:** Our training programs feature interactive workshops, discussions, and hands-

on activities to actively engage employees. This allows them to ask questions, share insights, and collaborate with colleagues to develop practical solutions for energy conservation and climate action.

- **Role-Specific Training:** Recognizing that roles have varying impacts on energy consumption and GHG emissions, we tailor sessions to address specific job functions. Whether it's production, facilities management or administrative tasks, employees receive customized training relevant to their responsibilities.
- **A Culture of Continuous Learning:** Energy conservation & climate action are ongoing priorities at Val Organics. We foster a culture of continuous learning & improvement. This encourages employees to stay updated through refresher courses, seminars and best in sustainability.

## MEASURING IMPACT

- **Employee Feedback Mechanisms:** We value employee feedback as a vital tool for evaluating the effectiveness of our training programs. Through surveys, focus groups & feedback sessions, we gather insights on employees' understanding, engagement & satisfaction with the training content and delivery methods.
- **Performance Metrics:** We track key performance indicators related to energy consumption, GHG emissions, and sustainability goals to assess the impact of employee training on our environmental performance. By analysing data trends.

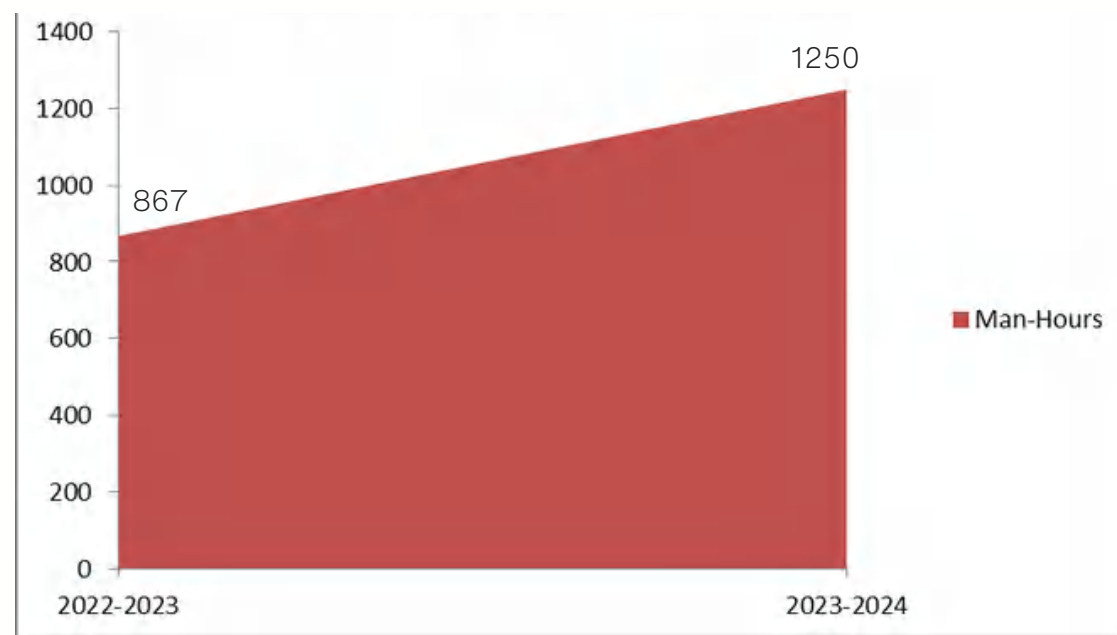


# ENERGY EFFICIENCY AND GHG REDUCTION



PEOPLE TRAINED IN ENERGY EFFICIENCY	
FINANCIAL YEAR	MAN-HOURS
2022-2023	867
2023-2024	1250

## ENERGY EFFICIENCY TRAINING



## ENERGY CONSUMPTION EFFICIENCY

Energy serves as the bedrock of modern civilization, propelling progress and economic prosperity on a global scale. It powers industries, illuminates cities, and fuels innovation, shaping the trajectory of our present and future. At Val Organics Private Limited, we deeply comprehend the profound significance of energy in driving societal development and environmental stewardship. With a steadfast commitment to sustainability ingrained in our corporate ethos, we are dedicated to advancing the responsible utilization of energy resources while endeavouring to diminish our dependence on finite, non-renewable sources.

## ENERGY EFFICIENCY INITIATIVES

Our commitment to energy efficiency begins with fostering a culture of sustainability among our employees. Through targeted training programs, we prioritize the communication of energy-saving goals and best practices, empowering our workforce to actively engage in energy conservation efforts.

# ENERGY EFFICIENCY AND GHG REDUCTION

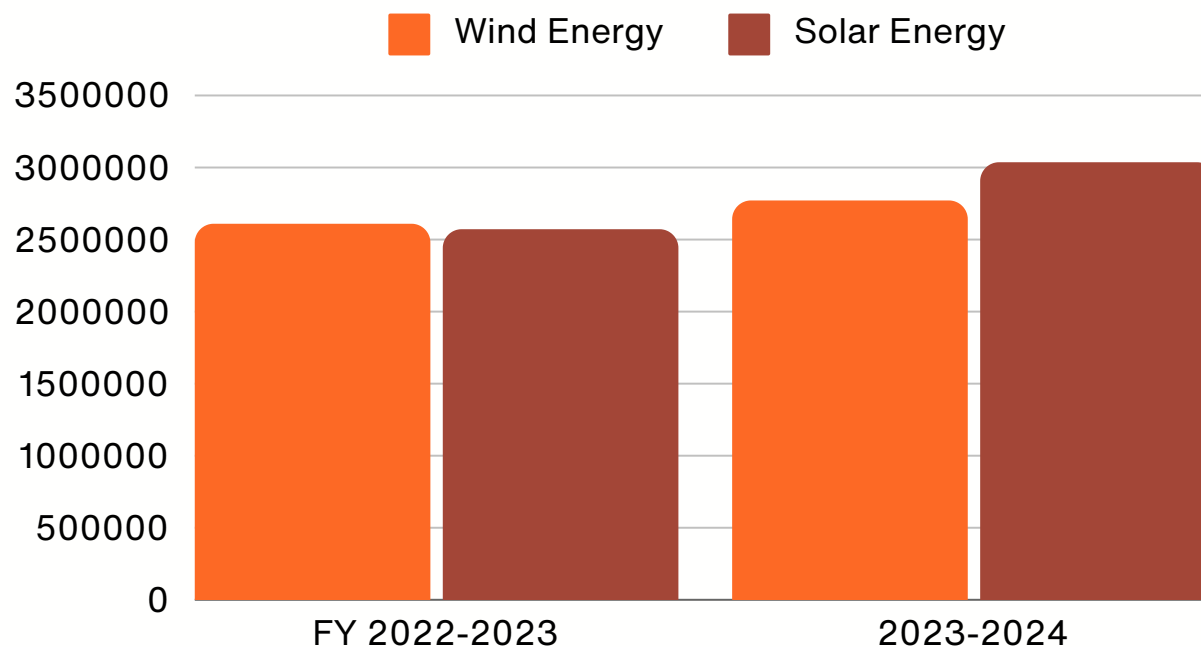


## ACHIEVING SIGNIFICANT SAVINGS THROUGH AUTOMATION

Through the adoption of cutting-edge automation technologies, we have achieved substantial savings in electricity and steam consumption. By leveraging automation, we optimize energy usage and minimize waste.

## RENEWABLE ENERGY INTEGRATION

we are dedicated to expanding our investments in renewable energy sources such as wind and solar power. By harnessing the power of these clean, sustainable resources, we can reduce our reliance on fossil fuels and decrease our carbon footprint. Wind and solar energy play a pivotal role in our electricity generation portfolio, with wind energy accounting for 28% & solar energy for 30%, totalling a remarkable 58% of our total production. Through strategic investments and partnerships, we are actively working to transition to a more sustainable energy model, one that prioritizes environmental responsibility and long-term viability.



## GREEN STEAM REDUCING RELIANCE ON COAL

At Val Organics Private Limited, we recognize the imperative to transition towards more sustainable energy sources. Our innovative approach includes the integration of briquettes alongside coal in our steam production processes, pioneering what we call "Green Steam." This initiative represents a significant step towards reducing our reliance on coal for thermal energy while promoting the use of cleaner, renewable alternatives.

# ENERGY EFFICIENCY AND GHG REDUCTION



Briquettes, derived from organic waste materials, offer a sustainable alternative to traditional coal. By utilizing briquettes in conjunction with coal, we have successfully diversified our energy sources, leading to a more balanced and environmentally friendly energy portfolio. This strategic integration has not only reduced our carbon footprint but has also enhanced the efficiency and sustainability of our operations.

The use of briquettes has proven to be a game-changer in our quest for sustainable energy solutions. By harnessing the power of these renewable resources, we have achieved remarkable results, significantly reducing our 20% dependence on coal for thermal energy production. As a result, we have witnessed a substantial decrease in emissions and environmental impact, aligning with our commitment to environmental stewardship. Moreover, the adoption of briquettes has paved the way for a greener future, driving innovation

and fostering a culture of sustainability within our organization. Through ongoing research and development initiatives, we continue to explore ways to optimize the use of briquettes and further reduce our reliance on fossil fuels. Our dedication to sustainability extends beyond mere compliance; it is a fundamental aspect of our corporate identity, guiding our actions and shaping our vision for a brighter, more sustainable tomorrow.

USE OF BRIQUETTES	
FINANCIAL YEAR	PERCENTAGE USED
2022-2023	15%
2023-2024	20%

## VIGILANT OVERSIGHT AND ADAPTATION

Maintaining vigilant oversight of our operations allows us to promptly address emerging environmental challenges and

adapt our strategies accordingly. We understand that sustainability is an ongoing journey, and we are committed to continuously evolving and improving our practices to meet the changing needs of our plan.

## ECO-EFFICIENCY EFFORTS

Deploying LED lights and power-efficient equipment: In addition to our core initiatives, our ongoing eco-efficiency efforts include deploying LED lights and power-efficient equipment. By embracing eco-friendly technologies, we contribute to our sustainability objectives and minimize our environmental footprint.

Also, Waste heat recovery is a critical component of our sustainability initiatives and efforts to reduce our environmental impact. By capturing and utilizing excess heat generated in our operations, we are not only improving energy efficiency but also minimizing our carbon footprint. Through innovative technologies and strategic implementation, we have successfully recovered and repurposed

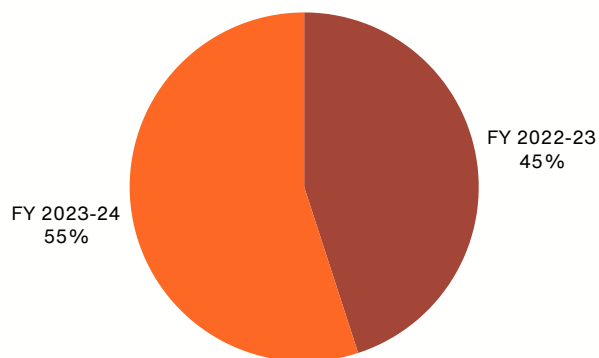




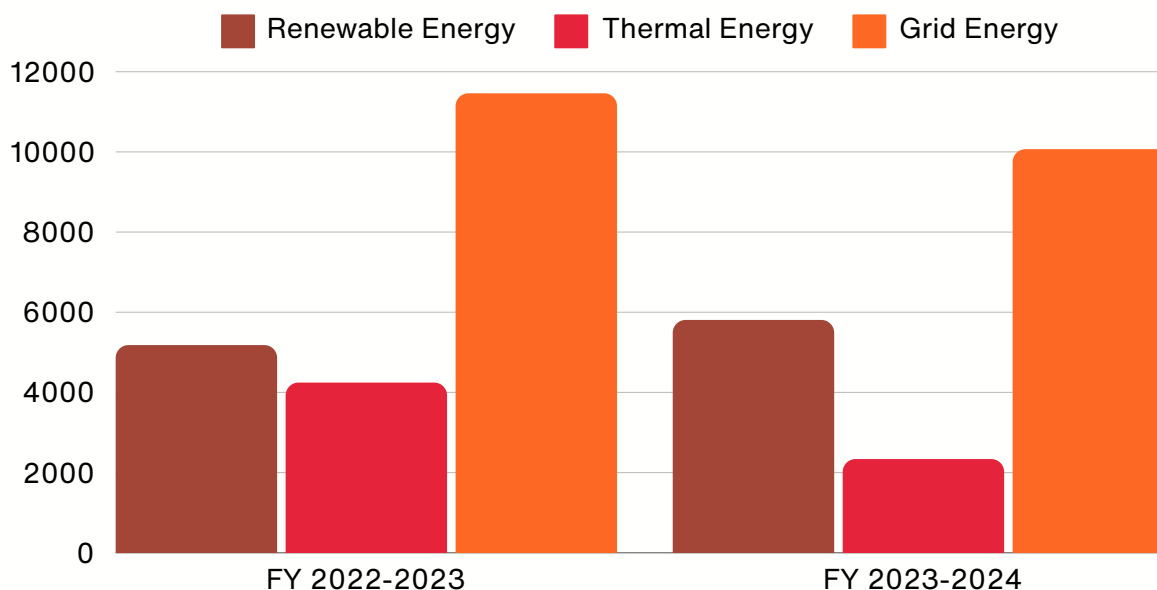
# ENERGY EFFICIENCY AND GHG REDUCTION



waste heat to power additional processes, resulting in cost savings and resource conservation. In the financial year 2023-2024, we have recovered 272549.61 Mcal of waste heat, leading to a reduction of 2862 MT of CO<sub>2</sub> emissions. This sustainable approach aligns with our commitment to environmental stewardship and reinforces our dedication to operating in an eco-friendly manner. As we continue to prioritize waste heat recovery in our operations, we are driving towards a more sustainable future and demonstrating our ongoing commitment to sustainable practices.



ENERGY INTENSITY PER TON OF PRODUCTION	
FINANCIAL YEAR	INTENSITY (GJ/MT)
2022-2023	0.94
2023-2024	1.14



# ENERGY EFFICIENCY AND GHG REDUCTION



## POWERING SUSTAINABILITY: VAL ORGANICS OPTIMIZES ENERGY UTILITIES

At Val Organics, we recognize the critical role energy plays in our operations. Essential utilities, like chilling plants, air compressors, and steam boilers, form the backbone of our facility. However, they also contribute to roughly 70% of our total power consumption. This year, we've made significant progress in optimizing these utilities to minimize our environmental impact and improve cost-efficiency.

## INVESTING IN EFFICIENCY:

One key area of focus has been evaluating the efficiency of our compressed air systems. In January 2022, we implemented a strategic upgrade at our facility. We replaced a reciprocating compressor with a more efficient screw compressor model. Screw compressors are renowned for their ability to significantly reduce energy consumption compared to traditional reciprocating models. While

the specific details of the efficiency gains are still under evaluation, this initiative serves as a strong example of how strategic utility selection can contribute to substantial power savings.

## LOOKING AHEAD:

Optimizing our energy utilities is a continuous process. Val Organics

remains committed to constantly evaluating our systems and exploring innovative solutions. This allows us to further reduce our environmental footprint and create a more sustainable future for our business and the communities we serve.

ENVIRONMENTAL IMPACT OF UPGRADED CHILLING SYSTEM AT VAL ORGANICS		
TOTAL PLANT CHILLING LOAD REQUIRED	120 TR	
Case 1	Proposed reciprocating compressors	
Model no.	Capacity	Motor (KW)
KCX-63	80	160
KCX-42	40	75



# ENERGY EFFICIENCY AND GHG REDUCTION



TOTAL POWER CONSUMPTION	235	
Case 2	Proposed screw compressor	
	120	200
Total power consumption	200	
Per hour power saving by use of screw compressor	35	

THEORETICAL CALCULATION FOR AVERAGE 18 HOURS RUNNING/DAY	VALUE (KW)
Total power consumption in reciprocating screw compressor/day	4230
Total power consumption in reciprocating screw compressor/day	3600
Power saving by utilization of screw compressor/day	630

ACTUAL POWER SAVING CALCULATION	VALUE	UNIT
As per 13th April 2024, total running hours from Jan 2022	13139	Hours
Actual power saved till 13th April 2024	459865	KW
CO2 EMISSION REDUCTION CALCULATION	VALUE	UNIT
CO2 emission per KW electricity generation	0.95	Kg/kWh
Total Actual CO2 emission reduced from Jan 2022 to April 2024	12482.05	kg

# ENERGY EFFICIENCY AND GHG REDUCTION



## GHG EMISSIONS REDUCTION

Val Organics proudly leads the charge against climate change, propelled by an unwavering commitment to curbing greenhouse gas emissions. Grounded in a profound sense of environmental stewardship, we have forged ahead with targeted strategies to shrink our carbon footprint & champion sustainability across our operations.

## CARBON OFFSETTING AND CARBON CAPTURE

Val Organics tackles climate change head-on. We ensure our carbon offsets meet high standards like Verified Carbon Standard (VCS) or Gold Standard, and actively invest in carbon capture technology. This multi-pronged approach directly reduces greenhouse gases and builds a more sustainable future.

## CARBON CAPTURE TECHNOLOGY

Val Organics tackles climate change head-on with a comprehensive strategy. We offset our emissions with verified projects and invest in cutting-edge carbon capture technology, directly reducing greenhouse gases at the source. This two-pronged approach minimizes our environmental impact and paves the way for a sustainable future.





# ENERGY EFFICIENCY AND GHG REDUCTION



## WASTE HEAT RECOVERY & CHP UNITS

At Val Organics, we are deeply committed to sustainability and environmental stewardship. As part of our ongoing efforts to reduce our environmental footprint, we have successfully incorporated waste heat recovery systems and Combined Heat and Power (CHP) units into our operations. These innovative systems enable us to capture and repurpose excess thermal energy, transforming what would otherwise be wasted heat into valuable resources.

## WASTE HEAT RECOVERY SYSTEMS

Waste heat recovery systems are designed to capture the heat that is typically lost during industrial processes and convert it into useful energy. By implementing these systems, Val Organics is able to recover heat from various sources such as exhaust gases, steam, and hot water.

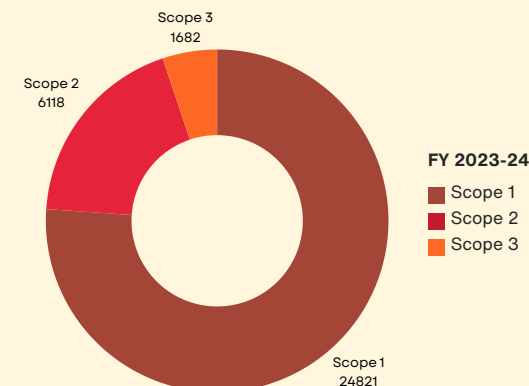
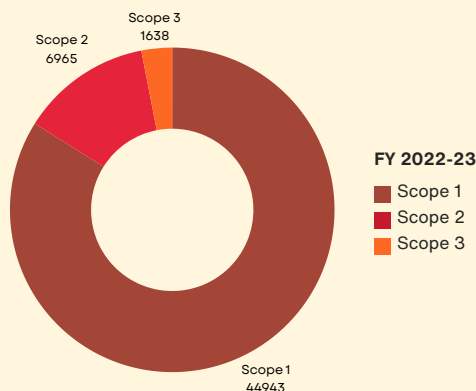
This recovered heat is then repurposed for other processes within our operations, reducing the need for additional energy inputs.

## COMBINED HEAT AND POWER UNIT

Combined Heat and Power (CHP) Units CHP units, also known as cogeneration systems, simultaneously generate electricity and useful heat from a single fuel source.

The integration of waste heat recovery and CHP units has had a substantial impact on our energy consumption and greenhouse gas emissions. Our initiatives have resulted in a recovery of 272549.61 Mcal of overall energy consumption in FY 2023-24 and a 2862 MT decrease in greenhouse gas emissions compared to the previous year. These reductions are a testament to the effectiveness of our sustainability strategies and our dedication to continuous improvement.

## UNDERSTANDING OUR SOURCES OF GREENHOUSE GAS EMISSIONS



# ENERGY EFFICIENCY AND GHG REDUCTION



SCOPE	FY 2022-23 (GHG EMISSIONS)	FY 2023-24 (GHG EMISSIONS)
Scope 1 TCO <sub>2</sub> Eq	44942.6	24821.31
Scope 2 TCO <sub>2</sub> Eq	6965	6118.1
Scope 3 (Partial) TCO <sub>2</sub> Eq	1637.9	1682.2
GHG Emission intensity (Scope 1 & 2) (TCO <sub>2</sub> Eq/Ton of Production )	1.18	0.98

GHG EMISSION (SCOPE)	ACTIVITIES INVOLVED	GHG EMISSIONS (TCO <sub>2</sub> EQ)	
		FY 2022-23	FY 2023-34
Scope 1	Diesel Generator	42.0	102.0
	Diesel Pump	1.0	1.0
	Refilling of Refrigerant	26.2	18.1
	Company Vehicles	28.0	28.8
	Boiler	44835.7	24661.0
	Fire Extinguishers Refilled	0.0	0.01

# ENERGY EFFICIENCY AND GHG REDUCTION



GHG EMISSION (SCOPE)	ACTIVITIES INVOLVED	GHG EMISSIONS (TCO2EQ)	
		FY 2022-23	FY 2023-34
Scope 1	Purchased Cooking Gas	9.7	10.4
Scope 2	Purchased Electricity	6965.0	6118.1
Scope 3 (Partial)	Purchased Water	2.8	2.7
	Employee Commute	101.1	115.2
	Travel for Business Purpose (land)	0.2	0.4
	Leased Assets	42.6	41.2
	Upstream Transport	665.2	591.4
	Downstream Transport	102.6	135.5
	Purchased Goods	327.1	382.9
	Waste Generated	180.8	223.5
	Purchased Electricity (Transportation & Distribution)	215.5	189.3

# ENERGY AND CARBON AUDIT



## SCOPE OF THE AUDIT

Our energy and carbon audit encompasses all aspects of our operations, including office buildings, manufacturing sites, and transportation activities. By conducting a thorough assessment of energy usage and GHG emissions across these areas, we gain a holistic understanding of our environmental footprint and can target areas for improvement.

## ASSESSMENT PROCESS

The audit process involves collecting and analysing data related to energy consumption and GHG emissions from various sources, including utility bills, fuel consumption records, and transportation logs. Our team of experts utilizes industry-standard methodologies and tools to quantify our carbon footprint accurately.

## KEY FINDINGS

Through the energy and carbon audit, we have identified significant areas of energy consumption and GHG emissions within our operations. This includes energy-intensive processes in manufacturing, energy usage in office

buildings, and emissions from transportation activities. By quantifying these emissions and understanding their sources, we can prioritize mitigation efforts and set meaningful reduction targets.

## POTENTIAL REDUCTION OPPORTUNITIES

The audit has highlighted several potential reduction opportunities for Val Organics Pvt. Ltd. These may include:

- Implementing energy-efficient technologies and practices to reduce energy consumption in manufacturing processes and office buildings.
- Optimizing transportation routes and modes to minimize fuel consumption and emissions associated with logistics operations.
- Investing in renewable energy sources to offset carbon emissions and transition towards a low-carbon energy portfolio.
- Enhancing waste management practices to minimize methane emissions from organic waste and landfill disposal.





# ENERGY AND CARBON AUDIT



## **VERIFYING OUR COMMITMENT: THIRD-PARTY GHG EMISSIONS ASSURANCE**

At Val Organics, transparency and accountability are cornerstones of our sustainability efforts. To ensure the credibility and reliability of our greenhouse gas (GHG) emissions data, we engage a third-party verifier to conduct a comprehensive assessment in accordance with a recognized verification standard.

This year, our GHG emissions inventory underwent verification following the ISO 14064-3 standard. This internationally recognized standard provides a robust framework for verifying GHG emissions and removals. The independent verification process assures stakeholders that our emissions are measured, quantified, and reported accurately.

The verification report is available upon request, providing detailed insights into our GHG emissions profile and verification methodology. By undergoing this rigorous third-party

verification, we demonstrate our commitment to transparency and responsible environmental practices.

We are committed to continually monitoring and reducing our environmental footprint. The insights gained through the verification process will guide our future efforts as we strive towards achieving our sustainability goals.

## **VAL ORGANICS: TAKING AMBITIOUS CLIMATE ACTION WITH SCIENCE- BASED TARGETS**

At Val Organics, we recognize the urgency of climate action and the pressing need to address climate change. Our commitment to sustainability is unwavering, and we are dedicated to reducing our greenhouse gas (GHG) emissions to contribute to a healthier planet. As a tangible demonstration of this commitment, we have recently committed to establishing ambitious science-based GHG emissions reduction targets that will be reviewed and approved by the Science Based Targets initiative (SBTi).

The Science Based Targets initiative is a globally recognized organization that sets standards and guidelines for companies to reduce their GHG emissions in line with the latest climate science. By committing to these standards, we ensure that our future emissions reduction efforts will be robust, credible, and scientifically grounded. Our goal is to align with the Paris Agreement, aiming to keep global warming well below 2°C above pre-industrial levels and pursue efforts to limit it to 1.5°C.

# WATER MANAGEMENT



we view water not just as a resource, but as a life-sustaining necessity. Deeply rooted in sustainability, innovation & responsibility, our water management approach prioritizes minimizing our environmental impact & ensuring water availability for future generations.

**Resource Stewardship:** We are committed to water conservation and efficiency, minimizing our overall water footprint. Through advanced technologies and a culture of conservation, we strive to be responsible stewards of this precious resource.

**Environmental Protection:** We prioritize protecting water quality and aquatic ecosystems. Our activities comply with regulations and standards to prevent pollution and ensure we don't harm local water bodies or habitats.

**Community Engagement:** We actively engage with local communities, stakeholders, and water authorities. Through open dialogue and collaboration on water management initiatives, we aim to address community needs and promote shared water stewardship.

“We aim to: Reduce water consumption by 8% through the implementation of water recycling, reuse, and treatment initiatives to minimize environmental impact and protect local water resources.

- Zero Liquid Discharge by FY 2029-2030: Implementing zero liquid discharge systems by FY 2029-2030 to ensure that no wastewater is discharged from our facilities, further reducing our environmental footprint & promoting sustainable water management practices.”



# WATER MANAGEMENT



## TRANSPARENCY AND COMMUNICATION

- **Water Conservation Programs:** We implement water conservation programs across our facilities to reduce water usage and optimize efficiency. This includes conducting water audits, identifying leaks and inefficiencies, and implementing equipment upgrades and process improvements to minimize water waste.
- **Wastewater Treatment and Recycling:** We invest in advanced wastewater treatment technologies to treat and recycle wastewater generated during our operations. By reclaiming and reusing treated water, we reduce our freshwater intake and minimize discharge.
- **Community Outreach and Education:** We conduct outreach and educational programs to raise awareness about water conservation and pollution prevention among employees, local communities, and stakeholders. Through workshops,

seminars, and public awareness campaigns, we empower individuals to take action and participate in water stewardship efforts.

## OUR TARGETS

- **Reduced Water Intensity:** Reduce water intensity across our operations by implementing water-saving measures, optimizing processes, and adopting water-efficient technologies to achieve a 17.0 % reduction in water consumption from previous year.
- **Enhanced Water Quality:** Maintain and improve water quality standards through effective pollution prevention measures, wastewater treatment initiatives, and adherence to regulatory requirements to ensure compliance with water quality standards.
- **Sustainable Water Sourcing:** Promote sustainable water sourcing by using alternative sources like rainwater harvesting, greywater reuse, and groundwater replenishment to reduce freshwater withdrawals and minimize environmental impact.

## WATER CONSUMPTION AND CONSERVATION

Minimizing water consumption stands as a central pillar of our sustainability strategy. Through ongoing innovation and process optimization, we strive to diminish water usage across all operational sectors. From research and development to production processes, our commitment to efficiency and conservation remains unwavering. Leveraging cutting-edge technologies like sensor-controlled faucets and low-flow fixtures, we maximize water efficiency while minimizing waste. In FY 2023-2024, our efforts resulted in a reduction of 21.57% reduction in water consumption.

### Key Initiatives for Water Conservation:

- Development of processes with minimal water usage across all research and production activities reduces wastewater generation, enhancing efficiency and resource conservation.
- Installation of water-saving devices such as sprinklers and low-flow fixtures minimizes water wastage in various operational areas, contributing to water conservation efforts.

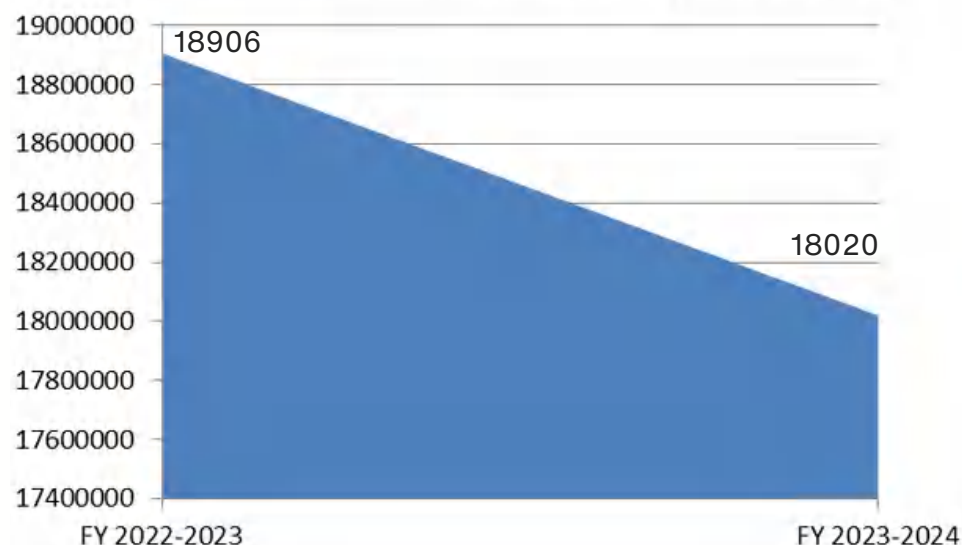


# WATER MANAGEMENT



- Comprehensive monitoring systems track water consumption, effluent discharges, and condensate recovery, enabling proactive management and optimization of resources.

## Water Consumption Trend



### WATER CONSUMPTION TREND (KL)

FY 2022-23	106000
FY 2023-24	60000

**CONDENSATE RECOVERY,  
ENABLING PROACTIVE  
MANAGEMENT & OPTIMIZATION OF  
RESOURCES.**



# WATER MANAGEMENT



## INNOVATIVE TECHNOLOGIES FOR WATER RECYCLING AND REUSE

Effectively managing wastewater and effluent is crucial to our sustainability strategy and environmental responsibility. Through investments in advanced treatment systems and adherence to stringent policies, we ensure regulatory compliance and excellence in environmental performance. Our transition to sustainable alternatives like Mechanical

Vapour Recompression (MVR) demonstrates our commitment to responsible water management, enhancing efficiency. Our dedication to water conservation is evident in our innovative approach, with 4455kL of effluent recycled through Reverse Osmosis (RO). These efforts, including advanced technologies like RO filtration and MVR, support our Zero Liquid Discharge (ZLD) goal, contributing to a sustainable future.

Implementing air-cooled, dry or hybrid cooling technologies minimizes water consumption and enables cooling water recycling, reducing our environmental footprint and promoting resource efficiency.

## RAIN WATER HARVESTING: OUR TARGET

Our new rainwater harvesting system targets an impressive 50KL of rainwater by next year.

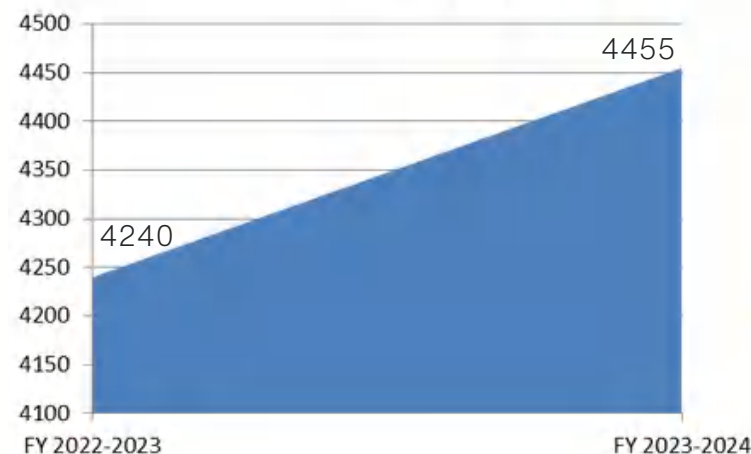
### WATER RECYCLE

FY 2022-2023	4240 KL	FY 2023-2024	4455 KL
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### AMOUNT OF FRESHWATER USED IN WASHING PROCESS

Product Name	Value (KL)
2,4-DICAP	8996
2,4-DCFAP	0
DCB	2068
2,2,4-TRICAP	369
4-HAP	5958

### Water Recycled



In financial year 2023-2024, Val reused 17,391 kl of wash water. This reuse helped prevent energy use required for treating the generated wastewater.

# WATER MANAGEMENT



## ACCURATE MEASUREMENT OF WATER WITH CONTROLLED AUTOMATION

Val Organics is committed to safeguard its water sources by effective implementation of process technology to reduce water consumption, recycle and conserve the water. Optimum usage of water in manufacturing processes plays important role in monitoring, controlling and reducing the water consumption.

We use and handle averagely 90 to 100 kl of water per day in different process streams and in utility services. To provide this much quantity of water to different processes makes it a difficult job for quantification. If there is not a reliable technology to measure the supply of water to different processes, then it may lead to extra uncontrolled consumption of water.

To prevent this, we have installed advanced DCS and PLC controlling system across all manufacturing plants and utility blocks. These DCS and PLC controlling (Automation) systems are

installed with flow meters (with only 0.02% error) which quantifies exact amount of water to be consumed/ supplied and prevents extra unwanted water been consumed in processes and ultimately prevents extra waste water generation and further treatment processing.

VAL has three DCS controlling plants and 02 plants with PLC controlled system. Water is consumed in only plant-01, Plant-05 and Plant-07, while Plant-02 & 03 and Plant-04 are distillation and crystallization plant which don't consume water.

SR. NO.	PLANT	CONTROLLING SYSTEM	NO. OF FLOW TRANSMITTERS FOR WATER MEASUREMENT
1	Plant-01	DCS	12
2	Plant-05	DCS	05
3	Plant-07	DCS	10



# WATER MANAGEMENT



## EFFLUENT MANAGEMENT

At Val Organics, we maintain cutting-edge effluent treatment systems, continuously upgrading and maintaining them for optimal performance. Our Effluent Treatment Plant (ETP), with a capacity of 40 m3 per day, employs a multi-stage treatment process, including primary, secondary, and tertiary stages, along with advanced technologies like biomass treatment. Rigorous quality checks guarantee compliance with stringent standards before responsible discharge into the sea via a dedicated pipeline. Additionally, our membership in the Sarigam Common Effluent Treatment Plant fosters collaboration to enhance effluent management regionally. This commitment reduces our environmental footprint while meeting regulatory standards. In financial year 2023-2024, we reduced 31% effluent discharge volume compared to financial year 2022-2023.

We uphold environmental standards through regular wastewater quality assessments. By monitoring effluent discharge and promptly addressing

deviations, we ensure compliance with regulatory standards. This commitment reflects our dedication to environmental stewardship and responsible operations.

## PREVENTION OF GROUNDWATER CONTAMINATION

We implement robust control measures to prevent the discharge of pollutants into groundwater, ensuring its integrity and purity. Our proactive approach includes regular monitoring of pollutant levels in groundwater, enabling us to promptly identify any deviations and take corrective actions. By adopting these methods, we demonstrate our commitment to the preservation of precious natural resources for future generations.

### EFFLUENT DISCHARGE TREND

FY 2022-23	17.5 ML
FY 2023-24	12 ML

## VAL ORGANICS SOLVENT-FREE MANUFACTURING PROCESS

Val Organics private limited does not

use any solvents in its manufacturing, waste treatment, cleaning, or other activities that could contaminate water.

## WATER AUDIT

Our water audit encompasses all aspects of our operations, including manufacturing processes, office buildings, and auxiliary facilities. By analysing water consumption data and conducting on-site inspections, we gain a comprehensive understanding of our water usage patterns and identify areas where water use can be optimized or reduced.

## AUDIT PROCESS

The water audit process involves several key steps:

**1. Data Collection:** We collect comprehensive data on water consumption from various sources, including utility bills, meter readings, and process water usage records.

**2. Site Inspection:** Our team conducts on-site inspections to assess water distribution systems, identify leaks or inefficiencies, and evaluate water-saving opportunities.

# WATER MANAGEMENT



**3. Analysis and Evaluation:** We analyse the collected data to determine trends, benchmark our water usage against industry standards, and identify areas of high consumption or potential inefficiencies.

**4. Recommendations:** Based on our findings, we develop recommendations for water conservation measures and efficiency improvements. These recommendations may include infrastructure upgrades, process optimizations, behavioural changes, or implementation of water-saving technologies.

## WATER RISK ASSESSMENT

At Val Organics, we prioritize proactive measures to address water-related risks at our manufacturing sites. Using advanced tools like Adequate Water Risk Atlas by World Resource Institute (WRI) and the Water Risk Filter by World Wildlife Fund (WWF), we conduct Thorough water risk assessments.

These comprehensive water assessments not only help us pinpoint areas experiencing water stress and scarcity across our operational regions, but also provide valuable insights for stakeholder engagement. We collaboratively develop targeted strategies for mitigation, ensuring water security for all.



### WASTEWATER QUALITY ASSESSMENT

pH	7.5 - 8.5
COD	79.95 mg/l
BOD	22 mg/l
Ammonical Nitrogen	12.99 mg/l
Total Suspended Solids	35 mg/l





# WATER MANAGEMENT



DESCRIPTION	DETECTION METHODS	LIKELIHOOD	SEVERITY	RISK LEVEL	CONTROL MEASURES	STATUS	OWNER
Water Scarcity	Aqueduct Water Risk Atlas & Filter	Medium	High	High	Implement water conservation measures, invest in waterefficient techno.	Ongoing	Sustainability Team
Water Quality Concerns	Regular water quality testing, monitoring effluent discharge	Low	Medium	Medium	Implement wastewater treatment upgrades, enhance monitoring systems	In Progress	Environment & Health Team
Regulatory Compliance	Review of local water regulations, engagement with regulatory authorities	Medium	Medium	Medium	Ensure compliance through adherence to regulations, proactive engagement with authorities	Ongoing	Legal and Compliance Team
Infrastructure Vulnerability	Assessment of infrastructure vulnerability, proactive maintenance	Low	High	Medium	Implement infrastructure upgrades, develop contingency plans	Planned	Operations and Maintenance Team
Community Relations	Stakeholder engagement, community feedback mechanisms	Low	Low	Low	Implement community outreach programs, enhance communication channels	Ongoing	Corporate Social Responsibility Team

# AIR POLLUTION MANAGEMENT



At Val Organics Pvt. Ltd., we prioritize the health and safety of our employees, stakeholders, and the environment. This commitment extends to safeguarding the air we breathe. We manage the impact of hazardous and non-hazardous air emissions, and address pollution from road congestion related to our operations. Our comprehensive air pollution management program, guided by strong principles and focused action, aims to mitigate air pollution and create a cleaner future. Our guiding Principles for Clean Air are:

- **Prevention is Key:** We implement measures to prevent and minimize air emissions of both hazardous and non-hazardous pollutants at our facilities and during transportation activities.
- **Compliance through Action:** We adhere to all regulatory requirements and industry standards related to air quality and pollution control. This ensures compliance and protects public health.
- **Continuous Improvement:** We are committed to ongoing evaluation. We strive to continuously improve our processes, technologies, & operational practices to further reduce air emissions and lessen our environmental impact.
- **Transparency Matters:** We maintain complete transparency in reporting air pollution data, emission levels, and the mitigation efforts we undertake. This information is shared with stakeholders and regulatory authorities alike.
- **Community Collaboration:** We value open communication & engagement with local communities. We address concerns related to air pollution, actively solicit feedback, and work collaboratively on solutions for environmental protection.
- **Innovation for a Cleaner Future:** We embrace innovation and invest in research and development to explore cleaner technologies and alternative solutions for reducing air emissions.



# AIR POLLUTION MANAGEMENT



Leading the charge against air pollution, our innovative solutions and measurable impact set the standard. With targets like limiting the production of SO<sub>2</sub> by 40 mg/Nm<sup>3</sup>, NO<sub>x</sub> by 25 mg/Nm<sup>3</sup>, Ammonia by 400 mg/M<sup>3</sup>, PM<sub>2.5</sub> by 60 mg/M<sup>3</sup>, PM 10 150 mg/M<sup>3</sup> and Ozone by 100 mg/M<sup>3</sup> we're committed to cleaner air. Achieving an impressive effectiveness with cutting-edge scrubbing systems, we're driving real change. Join us as we pioneer sustainable practices for a pollution-free future.

## STAKEHOLDER OUTREACH

**1. Stakeholder Dialogue:** Foster open dialogue with stakeholders to understand concerns related to air pollution and incorporate feedback into decision-making processes.

**2. Collaboration:** Collaborate with industry peers, government agencies, and NGOs to develop and implement air quality improvement initiatives and best practices.

**3. Education and Awareness:** Conduct educational programs and awareness campaigns to inform employees and communities about the impacts of air pollution and the importance of mitigation efforts.

**4. Technology Sharing:** Share best practices and technological advancements with suppliers and partners to promote cleaner production processes and transportation practices.

## OUR TARGETS

**Emission Reduction:** Implement measures to reduce emissions of pollutants such as VOC, SO<sub>2</sub>, NO<sub>x</sub>,

PM, Ozone, odour, noise, and light from our operations and transportation activities. Set specific targets to reduce emissions of hazardous and non-hazardous pollutants by a certain percentage compared to baseline levels.

**Odour and Noise Control:** Implement measures to control and minimize odours and noise emissions associated with our operations, particularly in residential areas. Establish targets to reduce complaints related to odour and noise emissions from our facilities and transportation activities.

**Traffic Management:** Develop strategies to mitigate road congestion and traffic resulting from our operations, including promoting alternative transportation modes and optimizing logistics routes. Set targets to reduce congestion and traffic-related emissions by optimizing transportation routes, promoting carpooling, and implementing traffic management strategies.

# AIR POLLUTION MANAGEMENT



## EMISSION REDUCTION TARGETS

POLLUTANTS	REDUCTION TARGETS (%)
SO <sub>2</sub>	40 mg/Nm <sup>3</sup>
NO <sub>x</sub>	25 mg/Nm <sup>3</sup>
Ammonia	400 mg/m <sup>3</sup>
PM 10	150 mg/m <sup>3</sup>
PM 2.5	60 mg/m <sup>3</sup>
Ozone	100 mg/m <sup>3</sup>
Noise	75 dB
Light	NA

## PERIODICAL ANALYSIS FOR AIR QUALITY MONITORING

At Val Organics, we prioritize environmental monitoring mechanisms to track the levels of major air pollutants during our operations. Through periodical analysis, we conduct comprehensive monitoring of particulate matter,

nitrogen oxides, sulphur dioxide (SO<sub>2</sub>) and other heavy metals.

Our monitoring protocols involve regular assessments to ensure compliance with regulatory standards and to safeguard air quality. We can identify any deviations and take timely corrective actions to mitigate environmental impacts.

Through our commitment to proactive monitoring and analysis, we demonstrate our dedication to environmental stewardship and responsible operations. By staying vigilant & responsive to air quality concerns, we strive to minimize our environmental footprint and promote a healthier living environment for all.

## ACTIONS TAKEN

- Installation of emission control technologies such as scrubbers to reduce SO<sub>x</sub>, NO<sub>x</sub>, PM and other harmful emissions.
- Implementation of noise reduction measures such as soundproofing and barrier installation to minimize noise pollution.

- Optimization of transportation routes and schedules to reduce traffic congestion and emissions.
- Continuous monitoring of air quality and emission levels to identify areas for improvement and implement corrective measures.
- Advanced technologies and stringent work processes to control dust and particulate matter emissions. Dust collection and extraction systems capture airborne particles, while water sprinkler systems suppress dust generation. Formal clean-up processes ensure prompt removal of dust, minimizing environmental impact and promoting cleaner air.

## EMISSIONS/ TOTAL WEIGHT OF AIR POLLUTION

FY 2022-2023	179.86 mg/m <sup>3</sup>
FY 2023-2024	107.79 mg/m <sup>3</sup>

# AIR POLLUTION MANAGEMENT



## PROACTIVE MEASURES FOR CLEANER AIR AND QUIETER SURROUNDINGS

### AIR QUALITY MANAGEMENT

At Val Organics, our commitment to reducing emissions of atmospheric pollutants ensures cleaner air and a healthier living environment. We continually improve production processes to minimize emissions at their source and invest in cutting-edge equipment to enhance efficiency. Implementation of

effective scrubbing systems across our facilities reduces emissions of pollutants like sulphur dioxide (SO<sub>2</sub>), nitrogen oxides (NO<sub>x</sub>), particulate matter (PM), Ammonia, Ozone and Lead, preserving air quality and promoting overall well-being.

### LEAK DETECTION & REPAIR

Additionally, we have implemented a Leak Detection and Repair (LDAR) program to effectively reduce fugitive

emissions from our operations & maintaining the airtightness of equipment. We have established a systematic approach to locate and repair leaking components, including valves, pumps, connectors, compressors & agitators, in order to minimize fugitive emissions. By diligently monitoring and addressing potential leaks, we remain committed to reducing our environmental impact and promoting sustainable operations.

EMISSIONS			
POLLUTANT	PERMISSIBLE LIMITS	FY 2022-2023	FY 2023-2024
SO <sub>2</sub>	40 mg/Nm <sup>3</sup>	22.4	29
NO <sub>x</sub>	25 mg/Nm <sup>3</sup>	17.42	21.08
PM <sub>10</sub>	100 mg/m <sup>3</sup>	75.33	25.25
PM <sub>2.5</sub>	60 mg/m <sup>3</sup>	38	30



# AIR POLLUTION MANAGEMENT



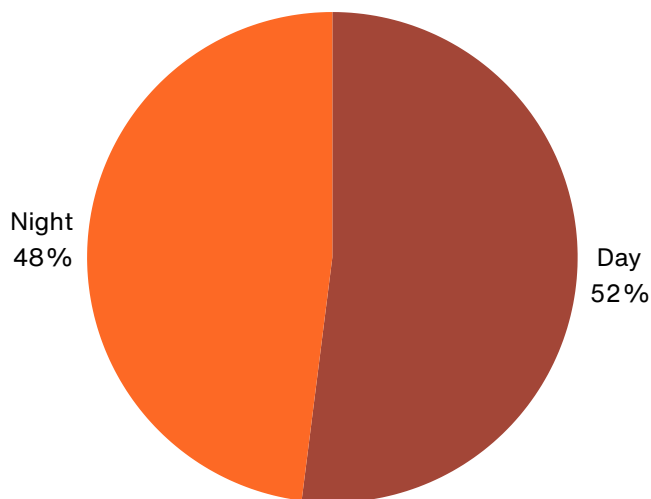
## REGULAR NOISE MONITORING

We conduct regular noise measuring campaigns to monitor noise emissions during operations, ensuring compliance with regulatory standards and maintaining a safe environment for surrounding communities. Undertaking site boundary, noise measurements allows us to proactively address noise concerns, reflecting our commitment to responsible environmental stewardship.

We prioritize mitigating noise emissions to ensure a peaceful environment for surrounding communities. Through various work processes and technologies, we actively reduce noise from our operations. This includes the installation of noise control walls such as greenbelt barriers and sound barrier blankets, as well as the implementation of noise control systems and equipment like acoustic enclosures, muffling

controls, and silencers for exhaust air pneumatic equipment. Additionally, we focus on insulation of specified production zones to further minimize noise impact. These measures reflect our commitment to responsible environmental stewardship and maintaining a harmonious relationship with our neighbours.

Noise Levels



ACTIVITY	WHAT DO WE DO	HOW IT HELPS	RESULT
Noise Monitoring	Regularly measure noise levels	Stay within regulations & identify improvement areas	Avg. noise reading: 71.70 dB

NOISE LEVEL DB (A) LEQ NEAR PLANT	
TIME	FY 2023-2024
Day	71.70
Night	66.6

# AIR POLLUTION MANAGEMENT



## ODOUR CONTROL INITIATIVES

Addressing environmental nuisances like odour is essential at Val Organics. Through advanced odour control systems and proactive measures, we mitigate odour emissions from our operations, creating a more pleasant environment for surrounding communities and fostering a harmonious relationship with our neighbours. We are dedicated to minimizing odour emissions to ensure a

pleasant environment for our surrounding communities. To achieve this, we have implemented various work processes and technologies aimed at mitigating odour. These include isolated storage facilities and ventilation techniques designed to contain and manage odorous substances effectively. By employing these measures, we strive to minimize the impact of odours on the local environment and maintain a positive relationship with our neighbours.

Through our commitment to air pollution management principles, engagements, qualitative objectives, and quantitative targets, we aim to minimize the environmental impact of our operations and contribute to the well-being of our surroundings. By working collaboratively, embracing innovation, and continuously improving our practices, we strive to create a sustainable future with clean air for all.





# WASTE MANAGEMENT



At Val Organics, our commitment to waste management reflects our unwavering dedication to environmental sustainability and responsible manufacturing. We understand the significant impact these practices have on our environment, communities, and future generations. As a leader in the modern industrial landscape, we navigate complexities by embracing proactive waste management, driven by innovation, collaboration, and a steadfast commitment to excellence. Our guiding Principles for Sustainable Waste Management are:

**Resource Efficiency First:** We prioritize optimizing the use of raw materials and chemicals throughout our processes. This minimizes waste generation and maximizes resource efficiency.

**Preventing Pollution at the Source:** Our operations are focused on pollution prevention. We implement technologies and practices that reduce or eliminate emissions and waste creation at their source.

**Compliance with Responsibility:** We adhere to all relevant laws, regulations,

and industry standards concerning the handling, storage, and disposal of materials, chemicals, and waste. Beyond compliance, we take full responsibility for the environmental impact of our activities.

**Waste Reduction:** We aim to reduce the generation of hazardous waste by 5% compared to baseline levels.

# WASTE MANAGEMENT



**Recycling and Recovery:** We commit to increasing the percentage of Non-Hazardous waste recycled or recovered from our operations to 7% by FY 2029-2030.

## TRANSPARENCY AND ACCOUNTABILITY: BUILDING TRUST FOR PROGRESS

At Val Organics, we recognize that effective waste management goes beyond internal efforts. It requires a collaborative ecosystem where everyone plays a vital role. Our approach is built upon a foundation of clarity and stakeholder empowerment. We clearly define roles and equip our workforce, supply chain partners, and clients with the knowledge and skills necessary to actively contribute. This is achieved through comprehensive training programs and ongoing engagement initiatives. Furthermore, we foster a culture of accountability and ownership, cultivating a shared responsibility for sustainable waste management practices across our entire value chain.

## EXTENDING OUR COMMITMENT: FOSTERING A CULTURE OF ENVIRONMENTAL STEWARDSHIP

Our commitment to waste management extends beyond our operational boundaries. We actively seek to permeate our interactions with stakeholders and communities worldwide. Through educational campaigns, outreach programs, and collaborative partnerships, we strive to raise environmental awareness and foster engagement at local, national, and global levels. By inspiring collective action and driving behavioural change, we aim to instil a sense of environmental stewardship and responsibility that transcends generations.

## KEY STRATEGIES FOR SUSTAINABLE WASTE MANAGEMENT

- **Stakeholder Collaboration:** We actively engage with a broad range of stakeholders, including employees, suppliers, customers, and local communities. This fosters dialogue and collaboration on sustainable materials and waste management practices. By working together, we can achieve more impactful and lasting results.

- **Continuous Improvement:** We are committed to ongoing evaluation and improvement of our materials and waste management processes. This involves regular monitoring, assessments, and the implementation of best practices. This ensures we continually optimize our approach for a more sustainable future.

## WASTE AS A RESOURCE

- **Revenue Generation:** We explore innovative business models and market opportunities to create economic value from recyclable materials within our waste streams. This approach not only reduces waste but also contributes to our financial sustainability.
- **Value-Added Services:** We are constantly seeking ways to add value through responsible waste management practices. This may involve developing new products from recycled materials or offering value-added waste management services to other businesses.



# WASTE MANAGEMENT



- **State-of-the-Art Infrastructure:** Our commitment extends to investing in cutting-edge waste handling infrastructure and protocols. This ensures safe, efficient, and environmentally responsible waste management across all our facilities minimizing environmental impact and enhancing operational efficiency.

## GLOBAL COLLABORATION AND PARTNERSHIP

Effective waste management requires collective action and collaboration on a global scale. As such, we actively seek alliances with government agencies, industry leaders, academic institutions, and local communities worldwide. Through collaborative research, knowledge sharing, and capacity-building initiatives, we address complex waste management challenges collaboratively, leveraging collective expertise, resources, and best practices to drive positive change and create lasting impact.

## OUR TARGETS

- **Promotion of Circular Economy:** We aim to transition towards a circular economy model by prioritizing reuse, recycling, and recovery of materials and chemicals within our operations and supply chain.
- **Risk Reduction:** We prioritize the identification and mitigation of risks associated with the use and disposal of hazardous materials and chemicals, safeguarding the health and safety of our employees and the environment.



# WASTE MANAGEMENT



WASTE GENERATION	
TIME PERIOD	WASTE GENERATED (METRIC TONNES)
FY 2022-2023	32482
FY 2023-2024	23014.6

WASTE RECYCLED	
TIME PERIOD	WASTE RECYCLED (METRIC TONNES)
FY 2022-2023	23622.74
FY 2023-2024	14245.27

# NON-HAZARDOUS WASTE



## INTERNAL SORTING & DISPOSAL OF WASTE ACCORDING TO WASTE STREAMS

At VAL Organics, our waste management strategy revolves around minimizing waste generation at its source. This proactive approach begins with internal sorting and disposal of waste according to distinct waste streams. By categorizing waste based on its nature and origin, we streamline disposal processes and maximize recycling opportunities.

## RESPONSIBLE DISPOSAL, GLOBALLY

We conduct a comprehensive mapping of waste streams to identify sources, types, and volumes of waste generated across our operations. We follow the strictest standards for handling, storing, and disposing of materials – even across borders. Our commitment goes beyond compliance, taking full responsibility for a sustainable environmental impact.

## MAPPING OF WASTE STREAMS

- **Canteen & Garden Waste:** Organic waste, such as mixed food and

garden waste from our canteen and gardening activities.

- **Paper Waste:** Mixed paper & board waste originating from administrative & operational activities.
- **Glass Waste:** Discarded glass materials sourced from various processes and facilities.
- **Plastic Waste:** Assorted plastics, encompassing various types of plastic materials utilized in our operations.

Through a blend of innovative technologies, process optimization, and employee engagement initiatives, we aim to curtail the generation of these waste streams. Embracing the principles of

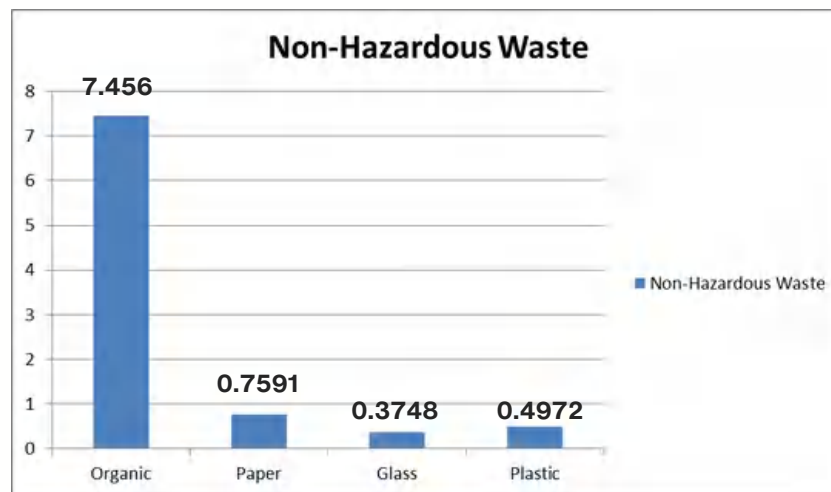
reduce, reuse, and recycle, we mitigate environmental impact while driving cost efficiencies and resource conservation.

As stewards of the environment, we recognize sustainability as an ongoing journey of continual improvement and adaptation. We foster a culture of innovation, agility & continuous learning. Through rigorous evaluation, robust feedback mechanisms & proactive adoption of emerging technologies, we ensure that our waste management practices remain resilient, effective & environmentally responsible, safeguarding the planet for future generations.

NON HAZARDOUS WASTE GENERATION (MT)		
TYPE OF WASTE	FY 2022-2023	FY 2023-2024
Organic (canteen and garden waste)	7.93	7.45
Paper	0.24	0.76
Glass	0.17	0.37
Plastic	0.30	0.50



# NON-HAZARDOUS WASTE





# HAZARDOUS WASTE



## RISK ASSESSMENT AND MITIGATION

At VAL Organics, our hazardous waste management strategy stands as a testament to our unwavering commitment to environmental stewardship. It is founded on rigorous risk assessment procedures that form the bedrock of our operations. Through exhaustive evaluations of our chemical processes and operations, we meticulously identify potential hazards associated with hazardous waste streams such as Residue, ETP Sludge, Used Oil, and Spent Carbon. These assessments enable us to implement robust control measures aimed at minimizing risks & ensuring the safety of our workforce and the environment alike. By fortifying protective layers and fostering a culture of safety consciousness, we proactively strive to safeguard not only our personnel but also the surrounding ecosystems, thus reinforcing our dedication to sustainable practices.

## SUSTAINABLE MATERIAL MANAGEMENT

Our initiatives focus on adopting methods, technologies, and processes to reduce material usage effectively in operations. We improve product design and production/synthesis techniques to lower the amount of material, chemicals, and reagents required, enhancing efficiency without compromising product quality. Additionally, we adopt technologies that reduce the volume of raw materials needed to achieve the same product strength and durability. This includes implementing innovative manufacturing methods and equipment to streamline production and minimize material waste. These proactive measures aim to reduce our environmental footprint and optimize resource utilization, contributing to a more sustainable and efficient operation. Our commitment to material consumption reduction underscores our dedication to responsible stewardship and continuous improvement in manufacturing processes.

## RECOVERED INPUT MATERIAL UTILIZATION

We recover input materials for reuse, minimizing waste and promoting sustainability. By repurposing useful by-products, solvents, and chemical agents, we reduce environmental impact and optimize resource utilization. Through advanced processes, we reclaim valuable materials, contributing to a more efficient and eco-friendly operation.

## PROCEDURAL ADHERENCE AND RIGOR

Meticulous adherence to procedures governing hazardous waste storage, handling, labelling, and disposal is fundamental to our operational philosophy. Our stringent protocols, crafted to align with regulatory mandates and industry best practices, serve as an impenetrable barrier against accidents or incidents. By strictly following these protocols, we minimize the likelihood of environmental contamination and ensure uninterrupted operational continuity. Through unwavering adherence to these



# HAZARDOUS WASTE



procedures, we reaffirm our commitment to operational integrity and environmental responsibility.

## **GHS COMPLIANCE AND TRAINING EXCELLENCE**

Our commitment to safety and regulatory compliance is ingrained in our alignment with the Globally Harmonized System (GHS) for chemical labelling and classification. Extensive training programs in hazardous materials (HAZMAT) handling empower our personnel with the knowledge and skills necessary to navigate the hazards associated with waste streams such as Residue, ETP Sludge, Used Oil, and Spent Carbon. By investing in the continuous development of our training programs, we ensure our workforce remains equipped to manage hazardous waste effectively and safely.

## **QUALIFICATION AND EXPERTISE**

Qualification in HAZMAT handling transcends being merely a prerequisite;

it serves as a testament to our commitment to operational excellence and environmental stewardship. Rigorous training programs tailored to address specific hazards associated with Residue, ETP Sludge, Used Oil, and Spent Carbon ensure unwavering adherence to safety protocols. By cultivating a highly skilled & knowledgeable workforce, we enhance our organizational capacity to mitigate risks effectively and manage hazardous waste with precision and expertise.

## **COMMUNITY ENGAGEMENT AND STAKEHOLDER COLLABORATION: FOSTERING COLLECTIVE RESPONSIBILITY**

Val recognizes that promoting stakeholder wellness goes hand in hand with fostering a culture of safety and responsibility within the broader community. As such, the company actively engages with surrounding communities to raise awareness about hazardous chemical management and safety measures. Collaborating with local authorities, emergency responders, and regulatory agencies enhances chemical safety and

emergency preparedness, fostering collective responsibility and resilience.

## **EMISSION CONTROL AND TECHNOLOGICAL INNOVATION**

Acknowledging the imperative of minimizing environmental impact, we invest in innovative measures to control emissions effectively and enhance operational efficiency. From the strategic deployment of pneumatic bag charging systems to the implementation of cutting-edge scrubbing technologies, our commitment to technological innovation underscores our dedication to environmental responsibility & operational excellence. By embracing emerging technologies & best practices, we strive to minimize our environmental footprint while maximizing the efficiency & sustainability of our hazardous waste management operations. This relentless pursuit of innovation and sustainability underscores our dedication to creating a brighter, cleaner future, solidifying our position as leaders in hazardous waste management excellence.

# HAZARDOUS WASTE

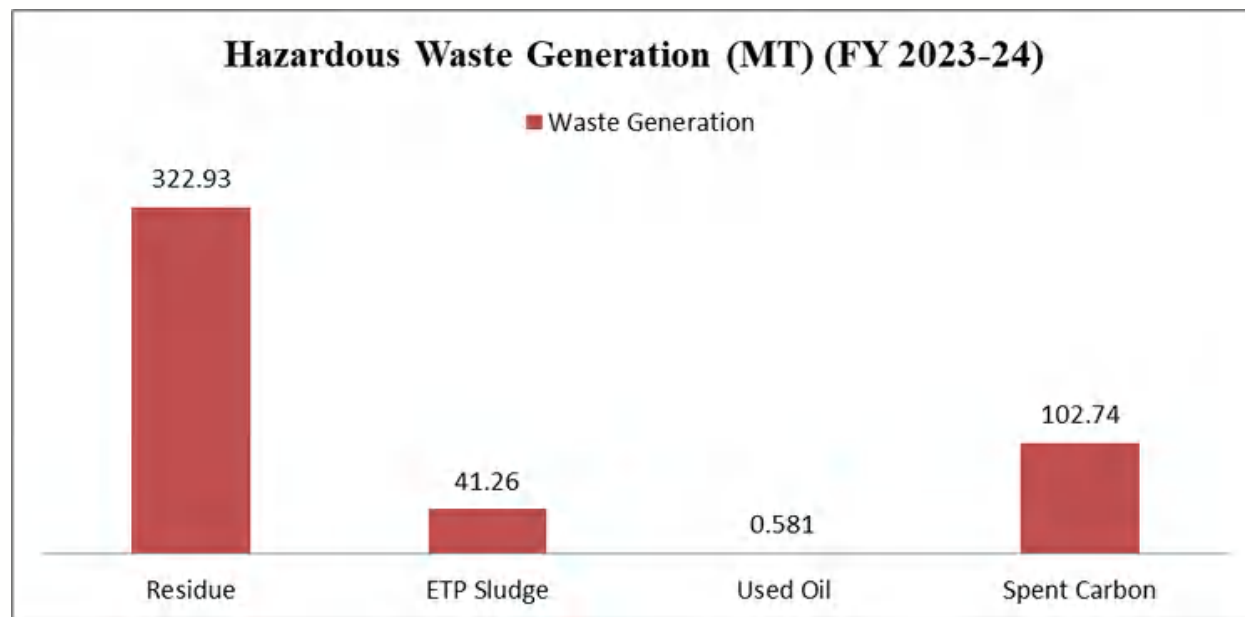


## MINIMIZING OUR IMPACT: SAFER MATERIALS, BRIGHTER FUTURE

Val Organics prioritizes sustainability. We actively reduce hazardous substances in our operations through:

**Greener Options:** Transitioning to eco-friendly solvents, bio-based feedstock, and safer additives.

**Reduced Footprint:** Lowering reliance on fossil fuels and hazardous materials. These efforts create a safer work environment, reduce environmental impact, and contribute to sustainable practices. We continuously seek innovative solutions and partner with responsible suppliers.



HAZARDOUS WASTE GENERATION (MT)		
TYPE OF WASTE	FY 2022-2023	FY 2023-2024
Residue	296.1	322.93
ETP Sludge	79.76	41.26
Used Oil	0.68	0.581
Spent Carbon	-	102.74

# ENVIRONMENTAL CONSERVATION AND BIODIVERSITY PRESERVATION



At Val Organics, we recognize that preserving biodiversity is fundamental to environmental health and the well-being of future generations. We are committed to integrating biodiversity conservation into our operations and collaborating with stakeholders to achieve a positive impact. Our comprehensive framework for biodiversity conservation is built upon four key principles:

**Preserving Ecosystem Integrity:** We prioritize the protection and restoration of natural ecosystems within and surrounding our operational areas. This ensures healthy habitats for diverse plant and animal species, fostering a thriving and resilient environment.

**Safeguarding Endangered Species:** We understand the crucial role endangered species play in maintaining ecological balance. We implement dedicated measures to minimize

habitat destruction, pollution & other threats. This ensures sustainable populations of these precious creatures.

**Responsible Land Management:** Our operations adhere to responsible land management practices. This includes minimizing our footprint on natural areas, preventing encroachment upon protected areas and critical habitats, and promoting sustainable land use practices.

**Collaboration for Impact:** We recognize that effective biodiversity conservation requires a collaborative approach. We actively engage with local communities, conservation organizations, and governmental agencies. Through collaboration, we can share knowledge, resources, and best practices to implement impactful biodiversity conservation initiatives that



# ENVIRONMENTAL CONSERVATION AND BIODIVERSITY PRESERVATION



Our focus is to:

“Achieve a net positive impact on biodiversity by FY 2029-2030 (e.g., through habitat restoration).

Increase Variety of Native Plant Species by 8% within company premises by the FY 2029-2030”

## ENGAGING STAKEHOLDERS FOR EFFECTIVE CONSERVATION

- **Stakeholder Consultations:** We value open communication and prioritize consultations with local communities and indigenous groups. These consultations help us understand their perspectives and traditional.
- **Biodiversity Assessments:** Before commencing any new projects, we conduct thorough biodiversity assessments. These assessments identify potential impacts on

protected areas, endangered species, and ecosystems. By proactively identifying potential risks, we can mitigate them and minimize our environmental footprint.

- **Capacity Building:** We invest in capacity-building initiatives to empower both our employees and local stakeholders. This equips them with the knowledge and skills necessary to make informed decisions and participate actively in biodiversity conservation efforts.

## CELEBRATING BIODIVERSITY AND TAKING ACTION:

A central focus of our World Environment Day activities is a large-scale tree planting initiative at the Sarigam site. We collaborate with esteemed organizations like G.I.D.C.,

G.P.C.B., Aarti Drugs, and Valiant Organics to collectively plant a significant number of trees. This collaborative effort symbolizes our unwavering commitment to nurturing nature and restoring ecosystems. We are committed to continuous improvement and increasing our positive environmental impact.

## QUALITATIVE OBJECTIVES

- **Habitat Restoration:** Implement habitat restoration programs to enhance the resilience & biodiversity of degraded ecosystems within our operational areas.

# ENVIRONMENTAL CONSERVATION AND BIODIVERSITY PRESERVATION



- **Biodiversity Education:** Promote awareness and appreciation of biodiversity among employees, stakeholders, and local communities through educational campaigns and outreach activities.
- **Sustainable Sourcing:** Source raw materials and products from suppliers committed to sustainable practices to minimize negative impacts on biodiversity. By adhering to these principles, engaging stakeholders, pursuing qualitative objectives, and meeting quantitative targets, Our committed to minimizing its environmental footprint and promoting biodiversity conservation as an integral part of our corporate responsibility efforts.



# ALIGNMENT WITH SDG'S



By prioritizing the safety and well-being of its workforce as paramount, Val Organics takes proactive steps to mitigate the risks associated with hazardous chemicals. Through stringent adherence to safety protocols and continuous training initiatives, the company not only safeguards its employees but also fosters a culture of responsibility and care. By promoting healthy lives and well-being for all ages, Val Organics contributes to a safer and healthier working environment, thereby reinforcing its commitment to sustainability and social responsibility.



Val Organics' constant dedication to water management, conservation, and the treatment of effluents underscores its commitment to safeguarding clean water sources and promoting sanitation. Through meticulous monitoring of water usage, implementation of water-saving technologies, and investment in advanced effluent treatment systems, the company not only minimizes its environmental footprint but also contributes significantly to ensuring access to clean water for communities and ecosystems alike. By prioritizing sustainable water practices across its operations, Val Organics exemplifies a proactive approach to addressing water-related challenges.



Through strategic investments in renewable energy solutions, particularly in the utilization of solar and wind power, Val Organics is actively participating in the global movement towards clean and sustainable energy sources. By power of natural resources, the company not only reduces its

carbon footprint but also plays a vital role in diversifying the energy mix and promoting resilience in the face of climate change. By championing renewable energy technologies, Val Organics demonstrates a commitment to driving positive change in the energy sector while fostering a more sustainable future for generations to come.



Val Organics demonstrates its commitment to environmental stewardship through innovative approaches and advanced technologies in hazardous chemical management. By adopting cutting-edge solutions, These efforts not only

promote inclusive and sustainable industrialization but also contribute to minimizing energy usage and optimizing resource utilization. Val Organics sets a precedent for sustainable practices, emphasizing the importance of environmental responsibility within the industrial landscape.



Val Organics goes beyond its operations to optimize transportation and logistics, thereby reducing emissions and promoting sustainable waste management practices. the company minimizes its carbon footprint while ensuring

timely delivery of goods and communities by reducing air pollution and congestion. Furthermore, the company's meticulous effluent management practices, aimed at minimizing environmental impact, play a crucial role in building resilient and sustainable urban environments. Through these initiatives, Val Organics demonstrates its commitment to environmental responsibility and the well-being of communities, paving the way for a greener and more sustainable future.

# ALIGNMENT WITH SDG'S



Val Organics' comprehensive sustainability strategy encompasses various initiatives aimed at minimizing its environmental footprint and promoting responsible resource management.

From rigorous waste reduction programs to the integration of environmental criteria into procurement decisions, the company actively supports sustainable consumption and production patterns. Val Organics sets a commendable standard for the industry. Val Organics contributes to a global movement towards more responsible and sustainable business operations, ensuring a brighter future for both people and the planet.



Val Organics demonstrates its commitment to combating climate change through a multifaceted approach, emphasizing emission reduction, sustainable hazardous chemical management, and the adoption of greener energy solutions.

By implementing measures to minimize emissions and embracing sustainable practices, the company significantly reduces its environmental impact. Moreover, the transition towards greener energy sources underscores Val Organics' dedication to sustainability. These proactive efforts emphasize the urgency of taking action to combat climate change and its far-reaching impacts.



Proper waste management practices, coupled with responsible effluent treatment procedures, play a crucial role in safeguarding marine ecosystems and preserving life below water. By preventing marine pollution, these initiatives not

only protect the delicate balance of underwater ecosystems but also ensure the well-being of marine life. From reducing the discharge of harmful chemicals to implementing efficient waste disposal methods, every effort contributes to the resilience and sustainability of our oceans.



Effluent management practices that prioritize minimizing environmental impact and promoting responsible waste management indirectly contribute to preserving terrestrial ecosystems and biodiversity. By reducing land pollution and

promoting sustainable waste management practices, Val Organics underscores its commitment to environmental stewardship. These efforts exemplify a proactive approach to mitigating environmental degradation and safeguarding the planet for future generations.



Through active collaboration with stakeholders, industry partners, and participation in global alliances and partnerships, Val Organics demonstrates its commitment to supporting sustainable development. By fostering meaningful

relationships and engaging in collaborative initiatives, the company contributes to the revitalization of global partnerships. Specifically, by collaborating on waste management solutions and emissions reduction strategies, Val Organics exemplifies the importance of collective action and cooperation in addressing global challenges. These collaborative efforts not only amplify the impact of individual actions but also pave the way for innovative solutions and lasting change on a global scale.







# SOCIAL PERFORMANCE



At Val Organics Private Limited, our commitment to social responsibility extends beyond our business operations to encompass our impact on society at large. We recognize the importance of fostering inclusive and equitable communities while ensuring the well-being and safety of our employees, stakeholders, and the broader society. In the financial year 2023-24, we remained dedicated to advancing social performance through various initiatives aimed at promoting diversity, equity, and inclusion within our workforce, supporting community

development projects, and upholding human rights across our Value chain. We prioritize the well-being and professional development of our employees, acknowledging that they are the cornerstone of our success. Beyond our workplace, we remain deeply committed to supporting the communities in which we operate. Respect for human rights is fundamental to our business ethos, and we are committed to upholding ethical practices throughout our supply chain. Effective stakeholder engagement is integral to our approach to social

performance. Through open dialogue and transparent communication, we strive to build constructive relationships, address concerns, and identify opportunities for collaboration that drive positive social impact and create shared Value for all stakeholders. Our social performance initiatives in the financial year 2023-24 reflect our unwavering commitment to making a meaningful difference in the lives of people and communities, working towards a more just, inclusive, and sustainable future for all.

# POLICIES & PRACTICES FOR A SUSTAINABLE WORKPLACE



ASPECT	POLICY	ENGAGEMENTS	QUALITATIVE OBJECTIVES	QUANTITATIVE TARGETS BASELINE FY 2022-23
Employee Health & Safety	Provide a safe work environment & prevent work-related injuries & illnesses. Implement a comprehensive safety program with regular training. Foster a culture of safety awareness & open communication	Conduct regular safety audits and risk assessments. Investigate and address all safety incidents. Promote employee participation in safety initiatives.	<ul style="list-style-type: none"> <li>Continuously improve safety performance through proactive measures.</li> <li>Reduce the number of work-related accidents &amp; illnesses.</li> </ul>	<ul style="list-style-type: none"> <li>Achieve a 100% reduction in recordable incidents by FY 2029-2030.</li> <li>Increase employee participation in safety training program by 60%.</li> </ul>
Working Conditions	Offer competitive wages and benefits packages. Promote work-life balance and respect the right to disconnect. Maintain open communication channels with employees.	Conduct regular employee satisfaction surveys. Offer flexible work arrangements. Establish clear communication protocols for feedback.	<ul style="list-style-type: none"> <li>Create a positive and supportive work environment.</li> <li>Ensure fair compensation &amp; benefits for employees</li> </ul>	<ul style="list-style-type: none"> <li>Ensure 100% of our employees stays above living wages as per Benchmark by FY 2029-30.</li> <li>Achieve zero complaints about living wages by FY 2029-30.</li> <li>Conduct regular wage assessments twice a year by FY 2029-30.</li> </ul>

# POLICIES & PRACTICES FOR A SUSTAINABLE WORKPLACE



ASPECT	POLICY	ENGAGEMENTS	QUALITATIVE OBJECTIVES	QUANTITATIVE TARGETS BASELINE FY 2022-23
Labour Relations	Foster constructive and respectful relationships with employee representatives (if applicable). Respect the right to freedom of association and collective bargaining. Promote open & transparent communication on labour issues.	Maintain regular dialogue with employee representatives. Participate in collective bargaining negotiations in good faith (if applicable). Address employee concerns & grievances promptly.	<ul style="list-style-type: none"> <li>Maintain positive &amp; productive relationships with employee representatives.</li> <li>Uphold fair labour practices and respect worker rights.</li> </ul>	<ul style="list-style-type: none"> <li>Achieve 100% resolution rate for employee grievances within 7 days.</li> <li>Conduct annual training for management on labour relations best practices.</li> </ul>
Career Management	Implement a fair and transparent recruitment process. Provide opportunities for training & development. Offer career advancement opportunities based on merit.	Develop clear recruitment and selection criteria. Conduct regular performance reviews & offer career development plans. Promote internal mobility & career growth opportunities.	<ul style="list-style-type: none"> <li>Empower employees to reach their full potential.</li> <li>Attract and retain top talent.</li> </ul>	<ul style="list-style-type: none"> <li>Achieve a 5% rate of internal promotions to management positions by FY 2029-30.</li> <li>Offer 7 hours of training per employee annually.</li> <li>Increase employee participation in training programs by 15% by FY 2029-2030</li> </ul>

# POLICIES & PRACTICES FOR A SUSTAINABLE WORKPLACE



ASPECT	POLICY	ENGAGEMENTS	QUALITATIVE OBJECTIVES	QUANTITATIVE TARGETS BASELINE FY 2022-23
Child & Forced Labour	Have a zero-tolerance policy for child and forced labour. Conduct supplier audits to verify responsible labour practices. Raise awareness of child and forced labour issues.	Partner with organizations working to combat child and forced labour. Implement supplier code of conduct that prohibits child and forced labour. Train employees to identify & report potential child & forced labour violations.	<ul style="list-style-type: none"> <li>Demonstrate a commitment to ethical sourcing and eradicate child and forced labour in our supply chain.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct supplier audits for 100% of high-risk suppliers annually.</li> <li>Develop a training program on child and forced labour for all purchasing personnel by FY 2029-2030.</li> </ul>
Diversity, Equity & Inclusion (DE&I)	Promote a diverse, equitable & inclusive workplace. Provide equal opportunities for all employees regardless of race, gender, ethnicity, sexual orientation, etc. Create a culture of respect & inclusion.	Develop and implement a DE&I strategy. Set diversity goals for recruitment and promotion. Offer unconscious bias training for all employees.	<ul style="list-style-type: none"> <li>Foster an environment where all employees feel valued and respected.</li> <li>Leverage the benefits of a diverse workforce.</li> </ul>	<ul style="list-style-type: none"> <li>Increase diversity representation in leadership positions by 15% by FY 2029-30 as compare to baseline FY 2022-23.</li> </ul>



# POLICIES & PRACTICES FOR A SUSTAINABLE WORKPLACE



ASPECT	POLICY	ENGAGEMENTS	QUALITATIVE OBJECTIVES	QUANTITATIVE TARGETS BASELINE FY 2022-23
External Stakeholder Human Rights	Respect human rights throughout our operations and supply chain. Conduct human rights impact assessments. Engage with stakeholders on human rights issues.	Develop a human rights policy that aligns with international standards. Partner with stakeholders to promote human rights. Monitor and address any identified human rights risks in our operations.	<ul style="list-style-type: none"> <li>Minimize our negative impact on external stakeholders.</li> <li>Uphold human rights principles throughout our business activities.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct human rights impact assessments for all major new projects.</li> <li>Develop a grievance mechanism for external stakeholders to report human rights violations.</li> </ul>
Living Wages	Ensure all employees receive a living wage above the minimum standards for a decent standard of living. Regularly review wages to align with inflation and living costs.	Collaborate with labor unions and worker representatives, benchmark wages against industry standards and regional costs, and provide financial literacy programs.	<ul style="list-style-type: none"> <li>Commit to fair compensation and economic stability.</li> <li>Ensure employees can afford a decent living standard.</li> <li>Promote well-being and job satisfaction through equitable wages.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure 100% of our employees earn above living wages as per benchmark by FY 2029-30.</li> <li>Achieve zero complaints about living wages by FY 2029-30.</li> <li>Conduct regular wage assessments twice a year by FY 2029-30.</li> </ul>



# HUMAN RIGHTS, LABOUR PRACTICES AND DECENT WORK



"Val stands firm in its commitment to human rights, fair labour practices, and fostering a culture of respect and equality. With 100% of our workforce trained in our Corporate Code of Conduct and Whistle-blower Policy, we prioritize transparency and accountability. Our unwavering dedication sets the bar for corporate social responsibility, inspiring meaningful impact within and beyond our organization."

## HUMAN RIGHTS

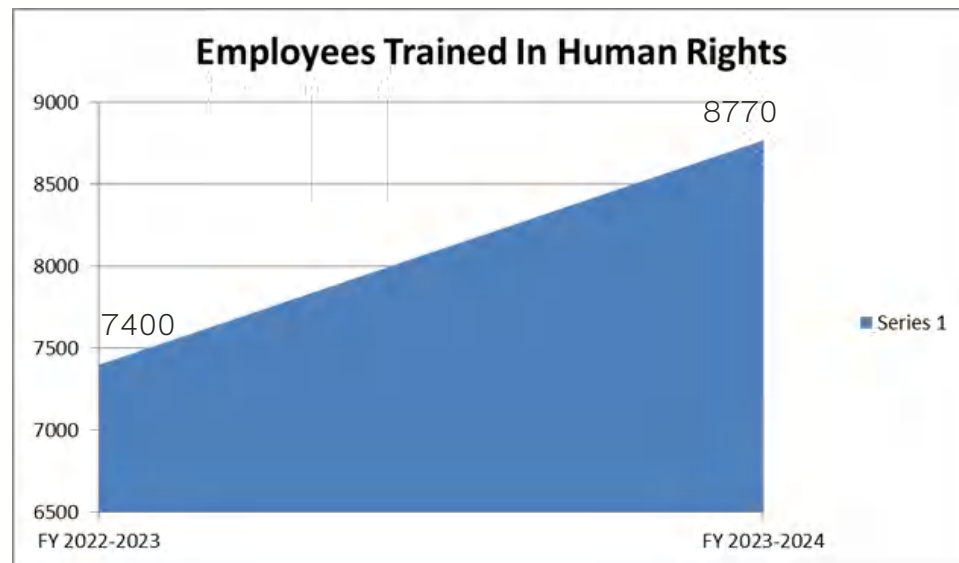
At Val, the commitment to upholding

## HUMAN RIGHTS

human rights is ingrained in every facet of its operations, reflecting a deep-seated belief in the inherent dignity and worth of every individual. Beyond mere acknowledgment, Val actively champions the fundamental rights of its workforce, embedding this ethos into the very fabric of its working standards and protocols. Through a meticulously crafted approach to human rights, Val ensures that each member of its team is treated with unwavering dignity and respect, with robust protocols in place

to swiftly address any infringements. Central to this commitment is Val's Corporate Code of Conduct, a guiding document that not only sets forth ethical guidelines but also serves as a shield against discrimination, harassment, and any form of human rights violation. By fostering an environment where human rights are not just upheld but revered, Val cultivates a culture of inclusivity and equality that permeates throughout the organization. Val has set a minimum four-week limit to communicate before any operational changes or additions come into effect, affecting our people.

# HUMAN RIGHTS, LABOUR PRACTICES AND DECENT WORK



TRAINING COMPLETION RATES		
TIME PERIOD	TRAINING HOURS	TRAINING HOURS/EMPLOYEE
FY 2022-2023	7400	4.79
FY 2023-2024	8770	5.08

EMPLOYEE FEEDBACK AND SATISFACTION	
TIME PERIOD	SATISFACTION SCORE (OUT OF 10)
Month/year 1	8.5
Month/year 2	8.7
Month/year 3	9.0

# HUMAN RIGHTS, LABOUR PRACTICES AND DECENT WORK



## ENGAGING EXTERNAL STAKEHOLDERS IN ETHICAL PRACTICES

External stakeholders, including communities, customers & suppliers, are directly impacted by a company's operations, making it crucial for organizations to address both direct & indirect human rights impacts. This material framework of principles, engagements, qualitative objectives, and quantitative targets aimed at safeguarding the rights of external stakeholders, encompassing rights to property/land, self-determination, safety/security & more.

### CORE VALUES

- **Accountability:** Acknowledging the company's responsibility for respecting human rights and remedying any adverse impacts resulting from its operations.
- **Transparency:** Providing clear and accessible information about the company's human rights policies,

procedures, and performance.

- **Non-discrimination:** Ensuring equal treatment and opportunities for all external stakeholders, irrespective of race, gender, religion, or other characteristics.
- **Actionable Initiatives**
- **Stakeholder Consultations:** Actively engaging with external stakeholders to understand their perspectives, concerns, and expectations regarding human rights.
- **Grievance Mechanisms:** Establishing accessible channels for stakeholders to raise human rights-related grievances and ensuring timely & effective resolution.
- **Partnerships & Collaborations:** Collaborating with civil society organizations, governmental bodies, and other stakeholders to address systemic human rights issues and leverage collective expertise and resources.

## OUTCOMES & GOALS

- **Community Empowerment:** Facilitating opportunities for local communities to participate in decision-making processes that affect their rights and well-being.
- **Conflict Prevention and Resolution:** Implementing measures to identify and mitigate potential conflicts arising from the company's operations, particularly in regions with complex socio-political dynamics.
- **Cultural Heritage Preservation:** Respecting & preserving the cultural heritage and traditional practices of indigenous communities impacted by the company's activities.
- **Land Rights Protection:** Ensure that all land acquisitions and land use practices comply with internationally recognized standards, with a target of zero cases of land grabbing or forced displacement.





# HUMAN RIGHTS, LABOUR PRACTICES AND DECENT WORK



- **Workplace Safety:** Reduce the number of work-related accidents and incidents by a specific percentage annually through enhanced safety measures, training, and monitoring.
- **Supplier Due Diligence:** Conduct human rights assessments of all suppliers and contractors, aiming for 100% compliance with human rights standards within a specified timeframe.

## SUSTAINABLE & ETHICAL LABOUR PRACTICES

At Val Organics Pvt. Ltd., we believe a sustainable and ethical approach to labour practices is fundamental to our success. We are committed to creating a workplace environment that fosters respect, empowers our employees, and upholds the highest ethical standards.

We value our people as the foundation of our success. Recruitment and advancement are based solely on

qualifications and skills. Stringent policies prohibit child labour and discrimination, ensuring a fair and equitable workplace for all.

We empower our people through comprehensive induction training and ongoing professional development initiatives. These programs equip our employees with the knowledge, skills, and confidence they need to succeed in their roles and contribute to the company's growth.

Respect, collaboration, transparency, and fairness guide our interactions with employee representatives and trade unions. We prioritize social dialogue and collective bargaining to ensure employee well-being and organizational success.

We actively engage with recognized employee representatives through regular consultations, meetings, and joint problem-solving initiatives. This ongoing communication strengthens

employee voice and fosters a sense of ownership within the company.

Our commitment to ethical labour practices is reflected in our clearly defined objectives and targets. These include enhancing employee voice, promoting social dialogue, negotiating fair collective bargaining agreements, and increasing employee participation in union membership and engagement structures.

## ERADICATING CHILD AND FORCED LABOUR

- **Zero-Tolerance Policy:** We have a comprehensive framework to prevent and eradicate child and forced labour throughout our supply chain.
- **Transparency & Accountability:** Our Supplier Code of Conduct explicitly prohibits these practices, and we hold ourselves and suppliers accountable.

# HUMAN RIGHTS, LABOUR PRACTICES AND DECENT WORK



- **Combating Practices:** We use risk assessments, audits, and remediation strategies to identify and address potential violations.
- **Empowering Workers & Raising Awareness:** We provide information on worker rights, train employees, and collaborate with stakeholders to raise awareness.
- **Building Ethical Partnerships:** We collaborate with suppliers who share our commitment to ethical labour practices.
- **Measurable Goals:** We have set ambitious goals for supplier compliance, employee training, and achieving zero tolerance for child labour.

## IMPACT ASSESSMENTS & STAKEHOLDER COLLABORATION

- **Proactive Approach:** We identify potential human rights risks through supplier screening, on-site audits,

and collaboration with NGOs and local communities.

- **Building a Culture of Awareness & Prevention:** We offer comprehensive training programs to equip employees to identify and report child and forced labour violations.

## ENSURING ETHICAL RECRUITMENT: PROTECTING YOUNG WORKERS

- **Age Verification:** We verify all applicant IDs to ensure they meet the minimum legal working age.
- **Dedicated Measures for Young Workers:** We have stricter working hour limitations, enhanced on-boarding and orientation, open communication channels, ongoing health and safety checks, and regular safety audits with young worker needs in mind.

## SAFEGUARDING EMPLOYEE PRIVACY

**Clear Process:** We have a transparent policy outlining how we handle

employee identification documents, respecting privacy and allowing employees to retain control of their originals. Secure storage options are available when copies are necessary.

- **Proportionate Security: Safeguarding Employee Rights**
- **Preventing Excessive Use of Force:** We have a strict use-of-force policy aligned with the UN definition, emphasizing de-escalation tactics and using force only as a last resort. Regular reviews and training ensure adherence.
- **Respecting Freedom of Movement:** Clearly defined security zones and open communication minimize disruption to employee movement. We provide channels for employees to report concerns.



# HUMAN RIGHTS, LABOUR PRACTICES AND DECENT WORK



## CONTINUOUS MONITORING & IMPROVEMENT

We are relentlessly committed to preventing child and forced labour within our own operations. We utilize a multi-pronged monitoring approach with internal audits, external audits, and employee reporting. We assess the effectiveness of our actions in risk identification, compliance, and remediation efforts. Based on these findings, we continuously refine our

approach through policy updates, employee training, and stakeholder collaboration.

## GRIEVANCE MECHANISM AND REMEDIATION PROCESS

We offer a robust grievance mechanism with accessible reporting channels (hotline, online portal, and supervisors/HR) to ensure all stakeholders can report suspected labour violations confidentially and without fear of retaliation. In the event a

violation is identified, Val Organics has a victim-centred remediation process. We work with relevant authorities & NGOs to determine the most appropriate response, which may include immediate removal from forced labour situations, access to medical and psychological care, social services and reintegration support. We maintain transparent communication with all stakeholders throughout the process & monitor the effectiveness of implemented remedies.



# IMPACT ASSESSMENT



DESCRIPTION	DETECTION METHODS	LIKELIHOOD	SEVERITY	RISK LEVEL	CONTROL MEASURES	STATUS	OWNER
Use of child labour in raw material sourcing.	Supplier audits Supplier self-assessments Community engagement Whistle-blower reports	Medium	High	High	Supplier Code of Conduct: Explicitly prohibits child labour. Risk-based supplier audits: Prioritize audits in high-risk regions or sectors. Contractual clauses: Include termination clauses for violations.	In Progress	Procurement Team
Forced labour within our own operations.	Employee surveys (anonymous) Internal audits Security footage review	Low	High	Medium	Strong recruitment practices: Age verification, ethical recruitment policies. Grievance mechanism: Safe & accessible reporting channels. Employee training: Awareness of forced labour indicators and reporting procedures.	Implemented	Human Resources



# IMPACT ASSESSMENT



DESCRIPTION	DETECTION METHODS	LIKELIHOOD	SEVERITY	RISK LEVEL	CONTROL MEASURES	STATUS	OWNER
Human trafficking in worker dormitories managed by third-party vendors.	Audits of worker dormitories (living conditions, recruitment practices) Collaboration with local NGOs Review of vendor contracts	Medium	Medium	Medium	Vendor selection: Partner with reputable vendors with strong social compliance practices. Contractual clauses: Include human trafficking prevention measures monitoring requirements. Joint audits with vendors: Conduct regular audits of worker dormitories.	Implemented	Procurement & Sustainability Teams
Retaliation against employees reporting labour violations.	Analysis of grievance reports Employee surveys (confidential) Exit interviews	Low	Medium	Low	Non-retaliation policy: Clear communication of protection for whistle blowers. Anonymous reporting channels: Encourage employees to report concerns without fear. Investigation procedures: Fair and impartial investigation of all reported violations.	Implemented	Human Resources & Ethics Committee

# IMPACT ASSESSMENT



CASES OF CHILD LABOUR		CASES OF FORCED LABOUR	
FINANCIAL YEAR	NO. OF CASES	FINANCIAL YEAR	NO. OF CASES
2022-2023	0	2022-2023	0
2023-2024	0	2023-2024	0

## EMPLOYEE REPRESENTATION AND ENGAGEMENT

At our company, we prioritize fostering a collaborative and inclusive workplace culture where the voices of our employees are heard and valued. Central to this commitment is the recognition and engagement of employee representatives or representative bodies, such as labour unions or works councils. These entities serve as crucial intermediaries, facilitating open communication, collective bargaining, and consultation processes on behalf of all employees.

**Existence of Employee Representative Bodies:** Our Company acknowledges the existence of labour unions, works councils, or other representative bodies that play an integral role in representing the interests and concerns of our

diverse workforce. These representatives are democratically elected by their peers, ensuring that they effectively represent the collective voice of all employees.

### Functions and Responsibilities:

Employee representatives or representative bodies are actively engaged in two-way communication between management and workers. They serve as advocates for employees, addressing issues related to working conditions, wages, benefits, and other employment-related matters. Through regular meetings, consultations, and negotiations, they contribute to the development of policies and practices that promote fairness, equity, and employee well-being in the workplace.

## KEY FEATURES OF EMPLOYEE REPRESENTATION

### Democratic Election Process:

Representatives are elected through democratic processes, ensuring transparency and accountability in their roles.

**Two-Way Communication** Representatives facilitate open dialogue between management and employees, ensuring that concerns and feedback are effectively communicated and addressed.

**Collective Bargaining:** Employee representatives engage in collective bargaining negotiations with management to secure favourable terms and conditions of employment for all employees.

**Conflict Resolution:** In cases of disputes or conflicts, representatives act as mediators, seeking mutually acceptable resolutions that uphold the interests of both employees and the organization.

# IMPACT ASSESSMENT



## BENEFITS OF EMPLOYEE REPRESENTATION:

- **Empowerment of Employees:**  
Representation empowers employees by giving them a platform to voice their concerns and actively participate in decision-making processes.
- **Enhanced Workplace Relations:**  
Effective representation fosters trust, collaboration, and mutual respect between employees and management, contributing to a positive work environment.
- **Improved Organizational Performance:** By addressing employee needs and promoting employee engagement, representation supports organizational performance and productivity.



# DECENT WORK



For Val, the provision of decent work transcends mere regulatory compliance—it is a deeply ingrained principle that shapes its organizational culture. Rooted in a foundation of respect, trust, and transparency, Val endeavours to create an environment where every employee feels valued, supported, and empowered in their respective roles. Embracing the diversity and richness of its workforce, Val actively promotes merit-based hiring and equal opportunities, ensuring that all individuals have access to a level playing field for professional growth and advancement. Through a robust framework of training programs and stringent safety protocols, Val prioritizes the health, safety, and well-being of its employees, fostering a workplace that is both physically and psychologically safe. Open and transparent communication channels, coupled with regular feedback mechanisms, further enhance employee engagement and satisfaction, fostering a culture of collaboration and continuous improvement. In embodying the principles of decent work, Val not only fulfils its responsibilities as an employer

standard of excellence in ethical and responsible business practices. Val's comprehensive approach to human rights, labour practices & decent work not only underscores its commitment to social

but also sets a responsibility but also serves as a beacon of inspiration for the broader corporate community, setting a benchmark for excellence in employee welfare and well-being.

TRAINING PROGRAM- NUMBER OF WORKFORCE (EMPLOYEE + WORKER) %		
TRAINING PROGRAM	FY 2022-2023	FY 2023-2024
Code of Conduct	100	100
Anti-Discrimination, Anti-Harassment and Equal Opportunity	90	98
Whistle-blower Policy	100	100
Job Responsibility & Authority	91	99
Employee Handbook	86	89
Stress Management	60	79
CSR policy	68	83
Career Management & Skill Development	89	93
Human Rights	76	81
Gender Equality	87	89



# DECENT WORK



## FOSTERING A POSITIVE AND REWARDING WORK ENVIRONMENT

At Val Organics, we prioritize the cultivation of a positive and rewarding work environment, recognizing its pivotal role in attracting and retaining top talent, fostering innovation, and ensuring long-term success. Our commitment is underscored by a robust framework of guiding principles, qualitative objectives, and comprehensive employee benefit programs designed to uphold the well-being, professional development, and overall satisfaction of our workforce.

### GUIDING PRINCIPLES FOR POSITIVE WORKING CONDITIONS

- **Fair Compensation:** We believe in equitable compensation practices, ensuring that our employees receive competitive wages and salaries commensurate with their performance, experience, and industry standards. Regular compensation reviews are conducted to uphold fairness across the organization.

- **Benefits Package:** Our comprehensive benefits package encompasses health insurance, paid time off, retirement savings plans, and other provisions aimed at supporting the holistic well-being of our employees and their families.
- **Work-Life Balance:** Val Organics values the importance of work-life balance and actively promotes flexible work arrangements to accommodate diverse lifestyles while discouraging excessive overtime.
- **Right to Disconnect:** We respect the personal time of our employees and encourage them to disconnect from work emails and calls outside of working hours, fostering a culture of rejuvenation and preventing burnout.
- **Communication and Transparency:** Open and transparent communication channels, including regular meetings, employee surveys, and an open-door policy, ensure that employees feel empowered to voice their concerns and provide feedback on working conditions.

### TOTAL HOURS WORKED

FINANCIAL YEAR	MAN-HOURS
2022-2023	415376
2023-2024	457056

### PROMOTING FAIR & HEALTHY WORK CONDITIONS THROUGH COLLABORATION

At Val Organics, we believe a strong and collaborative relationship with our employees is essential for achieving long-term sustainability. This year, we continued our commitment to fair and healthy working conditions through a comprehensive Collective Bargaining Agreement (CBA) established with our employee representatives.

The CBA, which adheres to national labour laws and regulations, outlines key provisions that directly contribute to our sustainability goals:

# DECENT WORK



- **Wages & Benefits:** The agreement establishes minimum wage levels, overtime pay structures, and comprehensive health insurance coverage for employees. This fosters a sense of security and well-being, contributing to a more stable and engaged workforce.
- **Working Hours:** The CBA defines the standard workweek, ensures adequate breaks and rest periods, and promotes a healthy work-life balance for employees. This minimizes fatigue and burnout, ultimately leading to improved productivity and a more sustainable operation.
- **Health & Safety:** The agreement outlines comprehensive workplace safety standards, training programs for employees, and clear procedures for addressing safety concerns. This proactive approach minimizes accidents and injuries, creating a safer work environment and reducing associated costs.
- **Inclusion & Diversity:** The CBA

promotes a culture of equal opportunities and fair treatment for all employees, regardless of background or identity. This fosters a more diverse and inclusive workforce, leading to greater innovation and a stronger company culture – both essential for long-term sustainability.

By working collaboratively with our employees through the CBA, we aim to achieve:

- **Employee Well-being:** A safe and healthy work environment with opportunities for growth and development.
- **Fair Compensation & Benefits:** Competitive wages, comprehensive health insurance, and a healthy work-life balance.
- **Reduced Environmental Impact:** Minimized workplace accidents and injuries, leading to lower operational costs.
- **Enhanced Innovation & Sustainability:** A diverse & inclusive workforce that drives creativity & long-term success.

We remain committed to continuous improvement and will work closely with our employees to ensure the CBA remains effective in supporting our sustainability goals and fostering a positive work environment for all.

## QUALITATIVE OBJECTIVES AND ENGAGEMENT INITIATIVES

- **Continuous Improvement:** We are committed to ongoing enhancement of our working conditions through proactive solicitation of employee feedback and engagement in continuous improvement initiatives.
- **Diversity and Inclusion:** Our inclusive work environment fosters respect and collaboration among employees from diverse backgrounds, ensuring that all voices are heard and valued.
- **Employee Engagement:** Professional development opportunities and career advancement initiatives empower employees to realize their full potential, driving sustained engagement and commitment to organizational goals.



# EMPLOYEE BENEFITS PACKAGE



Our employee benefits program is tailored to attract top talent, promote engagement, and nurture a culture of inclusivity & respect. Key provisions include:

- **Competitive Compensation:** Reflective of individual skills, experience & contributions, our competitive salaries are regularly benchmarked against industry standards.
- **Health & Wellness:** Comprehensive health insurance coverage, wellness programs & access to counselling services support the physical and mental well-being of employees & their families.
- **Retirement Planning:** A retirement savings plan with employer matching contributions enables employees to plan for future financial security.
- **Paid Time Off:** Generous vacation, holiday & sick leave provisions afford employees the opportunity to recharge & prioritize their health without financial burden.
- **Professional Development:** Training programs, workshops & educational assistance initiatives empower employees to enhance their skills and pursue career growth opportunities.
- **Work-Life Balance:** Flexible work arrangements and an employee assistance program promote a healthy balance between professional and personal responsibilities.
- **Employee Recognition:** Various recognition programs celebrate the contributions and achievements of employees, fostering a culture of appreciation and motivation.
- **Employee Discounts & Perks:** Exclusive discounts, company-sponsored events, and access to social clubs enrich the employee experience and promote camaraderie.
- **Inclusive Workplace Culture:** Commitment to diversity, equal employment opportunities, and a respectful workplace culture ensures that every employee feels valued and empowered to succeed.



# EMPLOYEE BENEFIT SATISFACTION LEVEL:



EMPLOYEE BENEFIT SATISFACTION LEVEL	
BENEFITS	SATISFACTION LEVEL (%)
Salaries	100
Health insurance	100
Retirement benefits	100
Career advancement	100
Work-life balance	100
Parental Leaves	100

Our ongoing commitment to employee satisfaction is reflected in the high levels of satisfaction across key benefit categories, as indicated by our recent survey results.

## TEMPORARY EMPLOYEES AND NON-EMPLOYEE WORKERS BENEFITS:

While temporary employees and non-employee workers may not receive the same benefits package as permanent employees, we remain dedicated to ensuring fair treatment and support, including competitive compensation, safety measures, training opportunities, and clear communication.

## GENDER PAY RATIO ANALYSIS:

At Val Organics, we are committed to transparency and equality. We conduct regular gender pay ratio analyses to identify and address any disparities in compensation. Our goal is to foster an inclusive workplace where all employees are compensated fairly and equitably, regardless of gender. Currently, there is no pay gap between male and female employees holding the same designation.



# EMPLOYEE COMPENSATION DISCLOSURE



Val Organics champions transparency in compensation. We believe in rewarding our team competitively, recognizing the value you bring through your qualifications, experience, and performance. Our structured framework ensures fair compensation across all roles, attracting and retaining top talent within the organic industry. This commitment to fairness extends beyond salaries. We disclose the annual CEO pay ratio to median employee pay, following regulations. This transparency fosters a culture of trust, empowering our team to excel and driving Val Organics' continued success as a leader in the organic industry.

## TRANSPARENCY IN COMPENSATION

We strive for transparency in our compensation practices by:

- Conducting regular salary benchmarking to ensure our compensation packages are competitive within the industry & local market.

- Utilizing clear and objective criteria for setting salaries and promotions.
- Communicating compensation policies and procedures clearly to all employees.

## LIVING WAGE ANALYSIS AND COMMITMENT TO FAIR COMPENSATION

At Val Organics, we prioritize ensuring our employees receive fair and competitive wages that enable a decent standard of living. We believe this approach contributes to a more motivated workforce, fostering a positive social impact.

We conduct regular living wage benchmarking analyses based on IDH Living wage Method to assess the adequacy of our compensation packages against recognized Living Wage Benchmarks for our region. The Process:

**Benchmark Selection:** We meticulously select a reliable benchmark that takes

into account factors such as location, family size, and cost of living. This ensures the chosen benchmark accurately reflects the needs of our employees.

- **Data Collection:** Our team thoroughly collects comprehensive wage data, encompassing salaries, benefits, and hourly rates, to provide a robust basis for comparison.
- **Comparison:** We conduct a detailed comparison of our employee wages against the chosen benchmark, identifying any discrepancies and gaps that may exist.

Next Steps:

Based on the outcomes of our analysis, we remain proactive in ensuring fair compensation for our workforce. Our next steps may include:

- **Setting Goals for Wage Improvement:** We establish clear objectives aimed at closing any wage gaps identified during the analysis.



# EMPLOYEE COMPENSATION DISCLOSURE



## • Enhancing Employee Benefit Packages:

In addition to addressing wage discrepancies, we continuously evaluate and enhance our benefit offerings to provide comprehensive support to our employees.

**Continuous Monitoring:** We remain vigilant in monitoring wage trends and adjusting our practices as needed to uphold our commitment to fair compensation.

## PERCENTAGE OF EMPLOYEES COVERED AND PAID BELOW LIVING WAGE

Based on the living wage benchmarking analysis, 0% of our direct employees currently earn below the identified living wage level.

## UNDERSTANDING OUR WAGE GAP FOR LOW-WAGE WORKERS

We are committed to transparency in reporting the extent of the wage gap for employees earning below the living

wage. We calculate the average wage gap as the difference between the living wage benchmark and the average wage of direct employees who fall below this benchmark. This data is expressed as a percentage of the living wage benchmark. We publicly report the results of our living wage benchmarking analysis, including:

- The percentage of employees covered by the analysis.
- The percentage of employees paid below the living wage.
- The percentage of the average

wage gap for employees paid below the living wage benchmark.

- This report serves as an example of our public reporting.

## ADDRESSING THE GAP

- Regularly reviewing and adjusting wages based on economic factors and living wage benchmarks.
- Offering competitive benefits packages that complement base salaries.
- Investing in career development opportunities that empower employees to increase their earning potential.

SKILLWISE AVERAGE SALARY MONTHLY SALARY PAID		
CATEGORY	COMPENSATION (INR)	
	FY 2022-2023	FY 2023-2024
Skilled Manpower (Supervisor)	15895	15802
Semi-Skilled Manpower (Operator, Fitter)	11527	10710
Negligibly Skilled Manpower (Helpers)	4867	3088





# EMPLOYEE WELLNESS



At Val Organics, we prioritize the well-being of our employees by creating a safe and healthy work environment. We achieve this through a comprehensive approach guided by four core principles that are fundamental to our safety culture:

- **Prevention:** Our primary focus is on preventing accidents and injuries before they occur. We invest in proactive safety measures, hazard identification programs, and risk assessments to minimize safety risks.
- **Continuous Improvement:** We are committed to ongoing evaluation and improvement of our safety protocols

and procedures. This includes regular training programs, employee feedback mechanisms, and the adoption of best practices in safety management.

- **Shared Responsibility:** We believe that safety is a shared responsibility. We empower employees to actively participate in safety initiatives, report potential hazards, and contribute to a culture of safety awareness.
- **Open Communication:** We maintain open communication channels with all employees. This includes transparent reporting of safety incidents, regular safety briefings, and fostering a culture where

employees feel comfortable raising safety concerns without fear of reprisal.

“We aim to maintain the zero cases of injuries by every year till FY 2029-2030.

Increase employee participation in ergonomics training by 100% by FY 2029-2030.

Reduce employee stress levels as measured by a standardized survey by 100% by FY 2029-2030.

Increase employee participation in wellness program by 100% by FY 2029-2030.”

# EMPLOYEE WELLNESS



## ENGAGEMENT: BUILDING A SAFETY MIND-SET

**Safety Training:** We equip employees with the knowledge and skills they need to work safely through regular training programs. These programs focus on hazard identification, safe work procedures, and emergency response protocols.

**Safety Committees:** Employee participation is crucial. We empower employees to actively participate in safety committees. These committees conduct safety inspections, investigate incidents, and collaborate with management on developing and improving safety programs.

**Incentive Programs:** We recognize and reward employees who actively contribute to a safe work environment. Incentive programs acknowledge employees who demonstrate safe work practices and report potential hazards, further reinforcing a culture of safety awareness.

**Beyond Prevention:** Supporting Employee Well-being

**Employee Assistance Programs (EAPs):** We recognize that employee well-being extends beyond physical safety. We offer confidential counselling and support services through Employee Assistance Programs (EAPs) to address employee concerns related to stress, mental health, and substance abuse.

### OUR TARGETS

- Implement engineering controls to address 100% of identified physical hazards by FY 2029-2030.
- Implement a confidential reporting system for safety concerns and conduct anonymous surveys to assess employee perception of safety culture.

## COMPREHENSIVE HEALTH, SAFETY, AND ENVIRONMENT (HSE) POLICY

Val's Health, Safety, and Environment (HSE) Policy is not just a document but a living embodiment of the company's dedication to occupational safety and health. This meticulously crafted policy underscores Val's commitment to continuous improvement, stringent

monitoring, and unwavering compliance with regulations, ensuring a secure working environment for every Val employee.

## EXTENSIVE TRAINING PROGRAMS: EQUIPPING EMPLOYEES WITH ESSENTIAL SKILLS

Val leaves no stone unturned when it comes to equipping its workforce with the knowledge and skills needed to navigate the intricacies of hazardous chemical management. Through meticulously designed HSE training programs, employees undergo comprehensive sessions aimed at identifying, mitigating, and responding to hazards inherent in chemical operations. These initiatives go beyond mere compliance, fostering a proactive safety culture where employees are empowered to prioritize their well-being and contribute to a safer workplace environment.

FINANCIAL YEAR	TRAINING (MAN-HOURS)
2022-2023	1600
2023-2024	2700



# EMPLOYEE WELLNESS



## REGULAR MEDICAL CHECK-UPS: PROACTIVELY MONITORING EMPLOYEE HEALTH

Val understands that employee well-being extends beyond the workplace, which is why the company places a premium on regular medical check-ups. These check-ups not only serve as a proactive measure to monitor employee health but also provide an avenue for addressing any health concerns promptly. By taking a proactive approach to employee health, Val demonstrates its commitment to maintaining a healthy and resilient workforce.

## EMPLOYEE SAFETY AND HEALTH INITIATIVES: FOSTERING A CULTURE OF AWARENESS AND PREPAREDNESS

Beyond policies and procedures, Val's commitment to employee safety & health is evident in its day-to-day operations. The company implements rigorous measures to safeguard employees from chemical hazards, encompassing everything from comprehensive risk assessments to stringent control measures. Regular training sessions further reinforce these initiatives,

fostering a culture of awareness and preparedness among Val employees. We are committed to creating a safe and healthy work environment through initiatives such as periodic health check-ups, first aid training with CPR and mock drill scenarios. By ensuring our workforce is prepared to handle emergencies and maintain their well-being, we cultivate a culture of safety, resilience and employee satisfaction.

### HEALTH & WELLNESS PROGRAM

FY	PARTICIPATION %
2022-2023	100
2023-2024	100

FY	INTERNAL AUDITS	HSE AWARENESS EVENTS	MOCK DRILLS
2022-2023	2	2	2
2023-2024	2	2	2

## INVESTMENT IN EMPLOYEE TRAINING AND DEVELOPMENT: EMPOWERING EMPLOYEES FOR SUCCESS

Val recognizes that investing in employee training and development is not just about compliance but about empowerment. The company offers specialized HAZMAT training, process safety education and skill enhancement programs to equip employees with the knowledge & skills needed to mitigate risks effectively. By fostering a culture of continuous learning & improvement, Val empowers its employees to take ownership of their safety and well-being, contributing to a safer & more resilient work environment.

# EMPLOYEE WELLNESS



FINANCIAL YEAR	TOTAL LOST MAN DAYS	TOTAL INJURIES	TOTAL ILLNESS	TOTAL ACCIDENTS
2022-2023	0	0	0	0
2023-2024	0	0	0	0

## ADDRESSING SPECIFIC HAZARDS

- **Dangerous Equipment:** Regularly inspect & maintain equipment, provide proper training for operation & enforce safe work procedures.
- **Work Practices:** Develop safe work procedures, encourage open communication of unsafe practices & provide feedback & coaching to improve safety.
- **Hazardous Substances:** Implement proper labelling, storage & handling procedures, provide Personal Protective Equipment (PPE) & conduct training on safe use.

## PROMOTING EMPLOYEE HEALTH AND WELL-BEING: VAL'S INTEGRATED APPROACH

We remain steadfast in our commitment to enhance the welfare and safety of our workforce as part of our social responsibility mandate. In the fiscal year 2023-24, the company has implemented a series of policies and initiatives aimed at nurturing the well-being and security of its employees.

- **Implementation of Effective Scrubbing Systems:** Acknowledging our responsibility to reduce emissions, we prioritize the installation of effective scrubbing systems in upcoming projects. This proactive measure ensures a healthier and safer working environment for all employees.

- **Diverse Process Training Sessions:** We conduct a range of process training sessions covering crucial topics such as Hazard and Operability Studies (HAZOP), Hazard Identification and Risk Assessment (HIRA), Material Compatibility, Root Cause Analysis (RCA), and Process Safety. These initiatives empower our workforce with the skills and knowledge needed to navigate complex operational challenges effectively.
- **Maintenance of HSE Critical Equipment:** The foundation of our safety measures lies in the continual maintenance of Health, Safety, and Environment (HSE) critical equipment. Through our robust Preventive Maintenance (PM) program, we ensure that all vital equipment operates optimally, upholding stringent safety standards.
- **Installation of Measurement Equipment:** Precision and accuracy are paramount for operational efficiency and safety. Hence, we

# EMPLOYEE WELLNESS



prioritize the installation of Level Transmitters & Pressure Transmitters to enhance measurement accuracy & process reliability, contributing to a safer work environment.

- **Advancement towards DCS Operated Plants:** Leveraging technological advancements, we are transitioning towards Distributed Control System operated plants. This transition enhances reinforcing our commitment to safety and operational efficiency.
- **Zero Process Incidents:** Our unwavering commitment to safety is evident in our record of zero process incidents. This achievement underscores our dedication to continuous improvement.
- **Training & Development Programs:** we foster a culture of mutual development & diversity through comprehensive training programs. Covering areas such as Human Resources, Health, Safety & Environment, Process Safety knowledge & awareness necessary for personal, professional growth.

## COMMITMENT TO EMERGENCY PREPAREDNESS

we recognize that despite rigorous preventive measures, emergencies can still occur. We are committed to being fully prepared to respond effectively to any potential event, prioritizing the safety of our employees, communities & the environment.

## COMPREHENSIVE EMERGENCY RESPONSE PLANS

- Our plans ensure the safety, swift evacuation of employees in the event of an emergency.
- We take steps to minimize potential impact on surrounding community.
- Our plans prioritize measures to protect the environment & minimize potential ecological damage.

**Regular Training Exercises:** We conduct regular training exercises for all stakeholders, including employees, contractors, emergency response teams. These exercises ensure everyone is familiar with emergency response protocols & can react effectively to minimize potential harm.

## DEDICATED EMERGENCY RESPONSE TEAMS

We have established highly-trained and well-equipped dedicated response teams

- **Spill Control Team:** Trained, prepared to contain & clean up spills of hazardous materials.
- **Rescue Team:** Equipped to respond to rescue situations and ensure the safety of personnel.
- **First Aid Team:** Provides immediate medical attention to injured individuals in an emergency.
- **Firefighting Team:** Trained to combat fires and minimize damage

## MULTI-LAYERED SAFETY MEASURES:

- **Fire Safety:** We have a robust fire safety infrastructure including alarm systems, fire hydrant lines, proof electrical systems. pressurized fire water rings, smoke & heat detectors & Additionally, we collaborate closely with local fire departments for quick response in case of emergency.



# EMPLOYEE WELLNESS



- **General Safety:** We prioritize general safety throughout facilities with mandatory safety equipment, clearly marked fire safety showers, eye wash basins & adequate space between buildings. equipped medical room is readily available.
- **Process Safety:** Our processes are designed with safety in mind. This includes automatic material handling systems, a nitrogen plant for vacuum breaking, scrubbing systems to control emissions, hazard studies to identify potential risks, and PLC controls for automated process management.

## INVESTING IN A SAFE & HEALTHY WORKPLACE: THE CBA & EMPLOYEE WELL-BEING

At Val Organics, we prioritize the health and safety of our employees. This commitment is reflected in collaborative efforts with employee representatives through a recently signed Collective Bargaining Agreement (CBA) focused on health & safety practices.

## ALIGNMENT WITH NATIONAL STANDARDS & REGULATIONS

The agreement is in accordance with all national laws & regulations governing workplace safety. It outlines a comprehensive framework for initiatives that go beyond the minimum legal requirements, fostering a culture of safety & well-being within our company.

## KEY INITIATIVES & IMPACT

The agreement establishes a joint committee comprised of employer and employee representatives.

- Identifying & addressing workplace hazards
- Developing & implementing safety protocols
- Monitoring compliance with health and safety regulations

The CBA guarantees access to comprehensive safety training programs for all employees. These programs address potential hazards specific to each job role and equip employees with the knowledge and skills necessary to work safely.

The agreement ensures a transparent and collaborative process for reporting and investigating workplace incidents. This allows for prompt corrective actions and continuous improvement of safety measures.

## OUTCOMES & SUSTAINABILITY IMPACT

Our commitment to a safe and healthy workplace, as reflected in the CBA, contributes to several sustainability goals:

- **Reduced Work-Related Injuries:** Effective safety measures lead to fewer workplace accidents and injuries, reducing human suffering and associated costs.
- **Improved Employee Morale & Productivity:** When employees feel safe at work, they tend to be more engaged and productive, contributing to overall business success.
- **Positive Brand Reputation:** A commitment to employee safety fosters a positive brand image and strengthens community trust.







# EMPLOYEE DEVELOPMENT & DIVERSITY



Val Organics Pvt. Ltd places paramount importance on fostering a culture of mutual development & diversity among its workforce, recognizing that the empowerment & inclusion of all employees are fundamental to organizational success.

"Our aim is to: Reduce Time-to-Hire by 10% by FY 2029-2030.

Increase applications from underrepresented groups by 7% by FY

2029-2030 (e.g., female applicants for leadership role).

Increase employee participation in training programs by 100% by FY 2029-2030. Increase average annual training hours per employee by FY 2029-2030."

## EQUAL OPPORTUNITIES FOR GROWTH

At Val, we believe that every employee deserves equal opportunities for career advancement & personal development.

Our commitment to providing a level playing field is reflected in our comprehensive training programs, which cover a wide range of topics including human resources, health, safety, and environment (HSE), and process safety. Through these programs, we equip our employees with the skills, knowledge, and awareness necessary to thrive in their roles and contribute effectively to our organization's objectives.

# EMPLOYEE: DEVELOPMENT AND DIVERSITY



## FOSTERING AN INCLUSIVE AND RESPECTFUL WORKPLACE

At Val Organics, we are committed to creating a diverse, equitable, and inclusive workplace where everyone feels valued, respected, and empowered to reach their full potential. We achieve this through a comprehensive approach that addresses diversity, discrimination, harassment, and wage equality.

## AWARENESS TRAINING ON DIVERSITY & INCLUSION

We offer mandatory training programs for all employees on:

- Understanding & appreciating diversity (age, race, ethnicity, gender, sexual orientation, disability etc.)
- Recognizing & preventing discrimination and unconscious bias.

- Identifying & reporting harassment (including sexual harassment).
- Building a culture of respect, inclusion.

## ACTIONS TO PREVENT WORKPLACE HARASSMENT

We have a zero-tolerance policy for all forms of harassment, including sexual harassment. This policy is clearly communicated to all employees. We provide multiple, accessible channels for employees to report harassment, including:

- Dedicated hotline with a toll-free number
- Secure online reporting portal
- Reporting through supervisors or designated HR personnel
- We maintain a strict non-retaliation policy to ensure employees feel safe reporting harassment.

- We conduct thorough investigations into all reported incidents of harassment and take appropriate disciplinary action.

No cases of workplace harassment were filed during the financial year 2023-2024.

## SUPPORT GROUPS FOR MINORITIES AND VULNERABLE GROUPS

We encourage the formation and participation in employee-led affinity groups that provide support and networking opportunities for minorities and vulnerable groups.

We offer resources and support to these groups through dedicated spaces for meetings and events.

## WOMEN'S DEVELOPMENT PROGRAMS

We are committed to promoting gender equality in the workplace. We offer development programs specifically designed to empower women, including:

# EMPLOYEE: DEVELOPMENT AND DIVERSITY



- Leadership training programs
- Mentorship opportunities with senior female leaders
- Sponsorship programs to connect women with career advancement opportunities

## PROMOTING INCLUSION OF EMPLOYEES WITH DISABILITIES

- We actively recruit and retain employees with disabilities.
- We provide reasonable accommodations to ensure employees with disabilities can perform their jobs effectively.
- We offer accessibility training to managers and colleagues to foster a more inclusive work environment.

## GRIEVANCE MECHANISM FOR DISCRIMINATION & HARASSMENT

We have a robust grievance mechanism that allows employees to report

discrimination and harassment confidentially and without fear of retaliation. This mechanism includes multiple reporting channels as outlined above. All complaints are investigated promptly and fairly.

## REMEDIATION PROCEDURES FOR DISCRIMINATION & HARASSMENT VICTIMS

We have a well-defined procedure for addressing confirmed cases of discrimination and harassment. This may include:

- Disciplinary action against the perpetrator, up to and including termination of employment.
- Counselling and support services for the victim.
- Corrective action to prevent similar incidents from occurring in the future.

## ACTIONS TO PROMOTE WAGE EQUALITY

- We are committed to ensuring equal pay for equal work, regardless of gender, race, ethnicity, or any other protected characteristic.
- We conduct regular pay equity audits to identify and address any potential pay gaps.
- We utilize transparent and objective criteria for setting salaries and promotions.

### DIVERSITY IN WORKFORCE

#### GENDER DIVERSITY FY 2023-24

Number of Males	213
Number of Females	13

# EMPLOYEE: DEVELOPMENT AND DIVERSITY



AGE GROUP	
19-30	153
31-50	64
50+	9

OTHERS	
Local People in Workplace (%)	66.97
People With Disabilities (%)	0

## PROMOTING A RESPECTFUL WORKPLACE: COLLABORATION ON DIVERSITY, EQUITY, AND INCLUSION

At Val Organics, we are committed to fostering a diverse, equitable & inclusive workplace free from discrimination & harassment. We believe a culture of respect is essential for attracting and retaining top talent, driving innovation, and achieving long-term sustainability

## COLLABORATION WITH EMPLOYEE REPRESENTATIVES

In accordance with national laws and regulations, we maintain a comprehensive Collective Bargaining Agreement (CBA) with our employee representatives. This agreement outlines specific commitments to diversity, equity, and inclusion (DE&I) and prohibits discrimination and harassment in all its forms.

## KEY PROVISIONS OF THE CBA

- **Zero-Tolerance Policy:** The agreement clearly outlines a zero-tolerance policy for discrimination and harassment. This includes a defined process for reporting incidents and ensuring prompt and fair investigations.
- **Diversity & Inclusion Initiatives:** The CBA encourages collaboration between the company and employee representatives on initiatives that promote a diverse workforce and an inclusive work environment.

## OUTCOMES & SUSTAINABILITY IMPACT

- **Fair & Equitable Treatment:** The CBA helps ensure fair and equitable treatment for all employees, regardless of background or identity. This fosters a sense of belonging & contributes to a more engaged and productive workforce – a key social sustainability factor.
- **Reduced Conflict & Turnover:** By fostering a respectful work environment, the CBA can help reduce workplace conflict & employee turnover.



# EMPLOYEE: DEVELOPMENT AND DIVERSITY



## EXTERNAL COLLABORATIONS AND TRAINING PROGRAMS

Collaboration with external agencies and organizations plays a vital role in enriching our employee development initiatives. Through partnerships with local fire fighter agencies for fire tender training and workshops organized by customer companies, we enhance employee skill enhancement and safety awareness. These collaborations contribute to a culture of continuous learning and improvement, enabling our workforce to stay abreast of industry best practices and emerging trends.

SKILL DEVELOPMENT TRAINING	
FINANCIAL YEAR	TRAINING %
2022-2023	100%
2023-2024	100%

## TOTAL TRAINING HOURS DISTRIBUTION

Allocation of training hours across various departments ensures that our workforce receives comprehensive and targeted training tailored to their roles and responsibilities. Departments including HR, HSE, Maintenance, Production, Quality Control (QC), Research and Development (R&D), and Key Leaders (KL) benefit from specialized training programs aimed at enhancing performance and safety. This strategic approach to training ensures that our employees are equipped with the necessary skills.

TRAINING PROGRAM (MANHOURS) FY 2023-24	
TRAINING TOPIC	MANHOURS
People Trained on GHG	1800
People Trained on Energy Efficiency	950
People Trained on Water Efficiency	880
Employees Trained on Sustainable Sourcing	700
People Trained on Health and Safety	2700
People Trained on Human Rights	860
People Trained on Career Management	400
People Trained on Gender Equality	330
People Trained on Anti Corruption	230

# EMPLOYEE: DEVELOPMENT AND DIVERSITY



## BUILDING A PERFORMANCE-DRIVEN CULTURE: REGULAR PERFORMANCE ASSESSMENTS

At Val Organics, we recognize that a high-performing workforce is essential for achieving long-term sustainability. To empower our employees and drive continuous improvement, we have established a robust system for regular performance assessment.

Our Performance Assessment Process:

**Goal Setting:** At the beginning of each performance cycle, employees and their managers collaboratively set SMART goals (Specific, Measurable, Achievable, Relevant, and Time-bound). These goals are aligned with individual career aspirations and departmental objectives, ensuring a clear path for development and contribution to overall sustainability goals.

**Ongoing Feedback:** We encourage a culture of open communication through

managers. This allows for continuous feedback, coaching, and course correction as needed.

**Mid-Year Review:** A formal mid-year review provides an opportunity to assess progress against established goals, identify areas for improvement, and adjust strategies if necessary.

**Annual Performance Review:** At the end of the performance cycle, a comprehensive review evaluates employee performance against set goals, considers qualitative factors like teamwork and problem-solving skills, and identifies areas for further development.

## FRAMEWORK FOR HOLISTIC CAREER MANAGEMENT

Effective career management is pivotal for organizational success as it ensures the alignment of individual aspirations with organizational goals. This framework encompasses a comprehensive approach to managing careers, covering recruitment, evaluation, training, and the

sensitive aspect of managing layoffs. It integrates principles, engagements, qualitative objectives, and quantitative targets to foster employee growth while meeting organizational needs at each career stage.



# EMPLOYEE: DEVELOPMENT AND DIVERSITY



CAREER MANAGEMENT			
Recruitment	Evaluation	Training	Management of Layoffs
Principles			
<ul style="list-style-type: none"> <li>• Meritocracy: Recruitment decisions based on skills, competencies and potential rather than biases or favouritism.</li> <li>• Diversity &amp; Inclusion: Ensuring a diverse talent pool that reflects varied perspectives and experiences.</li> <li>• Transparency: Clear communication of job roles, expectations and growth opportunities from the outset.</li> </ul>	<ul style="list-style-type: none"> <li>• Objective Performance Assessment: Evaluating employees based on predefined, measurable criteria.</li> <li>• Regular Feedback: Providing constructive feedback to employees to facilitate their growth and development.</li> <li>• Fairness &amp; Equity: Ensuring evaluation processes are free from biases and discrimination.</li> </ul>	<ul style="list-style-type: none"> <li>• Lifelong Learning: Promoting a culture of continuous learning and development.</li> <li>• Tailored Learning Paths: Offering training programs customized to individual career goals and organizational needs.</li> <li>• Technology Integration: Leveraging digital platforms and tools to deliver scalable and interactive training solutions.</li> </ul>	<ul style="list-style-type: none"> <li>• Compassion and Respect: Treating affected employees with dignity &amp; empathy throughout the process.</li> <li>• Open Communication: Transparently communicating the reasons for layoffs &amp; providing support resources.</li> <li>• Fair Treatment: Ensuring fairness in the selection criteria and severance packages offered to impacted employees.</li> </ul>

# EMPLOYEE: DEVELOPMENT AND DIVERSITY



## CAREER MANAGEMENT

### Engagements

- |  |   |  |   |
|--|---|--|---|
| <ul style="list-style-type: none"> <li>• Targeted Talent Acquisition: Identifying talent pools aligned with organizational culture and requirements.</li> <li>• Candidate Experience Enhancement: Ensuring a positive experience for applicants, regardless of the outcome.</li> <li>• Continuous Feedback: Soliciting feedback from candidates to enhance recruitment processes.</li> </ul> | <ul style="list-style-type: none"> <li>• Performance Reviews: Conducting periodic reviews to assess progress against objectives and identify areas for improvement.</li> <li>• Goal Setting: Collaboratively setting SMART (Specific, Measurable, Achievable, Relevant, Time-bound) goals aligned with organizational objectives.</li> <li>• Development Planning: Creating individualized development plans to address skill gaps and career aspirations.</li> </ul> | <ul style="list-style-type: none"> <li>• Skills Assessments: Conducting regular assessments to identify skill gaps and training needs.</li> <li>• Learning Opportunities: Providing access to diverse learning resources, including workshops, e-learning modules, and mentorship programs.</li> <li>• Certification Support: Assisting employees in obtaining relevant certifications to enhance their skillset and marketability.</li> </ul> | <ul style="list-style-type: none"> <li>• Outplacement Services: Providing assistance to affected employees in job search, resume writing, and interview preparation.</li> <li>• Employee Support Programs: Offering counselling services and career transition workshops to help employees cope with the emotional impact of layoffs.</li> <li>• Alumni Networks: Maintaining connections with former employees to facilitate potential rehiring or referrals.</li> </ul> |
|--|---|--|---|



# EMPLOYEE: DEVELOPMENT AND DIVERSITY



## CAREER MANAGEMENT

### Objectives & Targets

- |   |  |   |   |
|---|--|---|---|
| <ul style="list-style-type: none"> <li>• Increase Diversity Representation: Set targets for the recruitment of underrepresented groups.</li> <li>• Reduce Time-to-Hire: Establish quantitative targets to streamline recruitment processes without compromising quality.</li> <li>• Enhance Employer Branding: Measure improvements in employer brand perception through candidate feedback surveys.</li> </ul> | <ul style="list-style-type: none"> <li>• Increase Employee Engagement: Set targets for improvement in employee satisfaction scores related to performance evaluation processes.</li> <li>• Enhance Skill Development: Measure the increase in employee competency levels through training and development initiatives.</li> <li>• Reduce Attrition Rate: Establish quantitative targets to retain high-performing employees through effective evaluation and feedback mechanisms.</li> </ul> | <ul style="list-style-type: none"> <li>• Increase Training Participation: Set targets for the percentage of employees engaged in training activities annually.</li> <li>• Improve Training Effectiveness: Measure the impact of training programs on employee performance and productivity.</li> <li>• Foster a Learning Culture: Establish qualitative targets related to the promotion of a learning-oriented environment within the organization.</li> </ul> | <ul style="list-style-type: none"> <li>• Mitigate Negative Impact: Set targets for minimizing the negative impact of layoffs on employee morale and organizational reputation.</li> <li>• Facilitate Smooth Transitions: Measure the effectiveness of outplacement services in helping affected employees secure new employment opportunities.</li> <li>• Preserve Employer Brand: Establish qualitative targets related to maintaining positive relationships with departing employees and the broader community.</li> </ul> |
|---|--|---|---|



## INVESTING IN OUR PEOPLE: A SUSTAINABLE WORKFORCE STRATEGY

At Val Organics, we believe a skilled and engaged workforce is critical for achieving long-term sustainability. This year, we strengthened our collaboration with employees through a renewed Collective Bargaining Agreement (CBA) established in accordance with national labour laws and regulations. The agreement focuses on career management and training, ensuring a framework for initiatives that promote employee growth, engagement, and long-term success – all essential ingredients for achieving our sustainability goals.

### THE CBA ESTABLISHES A FRAMEWORK FOR:

- Annual Career Development Meetings: Employees and managers work together to discuss career goals and develop personalized development plans, fostering a

culture of employee engagement. This ensures alignment with company goals and equips employees with the skills necessary to contribute effectively to long-term sustainability initiatives.

- Internal Job Posting System: Vacant positions are filled internally first, providing career advancement opportunities and promoting employee retention. This reduces on-boarding costs associated with external hires and fosters a stable and experienced workforce – crucial for operational excellence and minimizing our environmental impact.
- Targeted Training & Development: We offer a variety of programs addressing current and future industry needs, including sustainability practices. This equips employees with the skills necessary to adapt and innovate, contributing to long-term environmental and economic sustainability.

## BY INVESTING IN OUR WORKFORCE THROUGH THE CBA, WE AIM TO:

- Increase employee engagement and retention
- Reduce our environmental impact through operational efficiency and a skilled workforce
- Foster a culture of innovation for the development of sustainable practices

# COMMUNITY ENGAGEMENT AND DEVELOPMENT



Val Organics Private Limited's commitment to community development and diversity runs deep, as the company strives to make meaningful contributions to the welfare of its employees, society, and the environment through its robust Corporate Social Responsibility (CSR) initiatives. These initiatives are not just mere gestures but are intricately woven into the fabric of the company's Values, aligning seamlessly with legal frameworks and international standards. Val's CSR efforts are focused on addressing critical areas such as poverty eradication, education, healthcare, environmental conservation, and support for vulnerable groups, reflecting its holistic approach towards social responsibility.

"At Val Organics Private Limited, our CSR initiatives are deeply rooted in our commitment to social responsibility. We aim to make a positive impact on our communities through projects focused on education, healthcare, environmental

conservation, and supporting vulnerable groups. INR 118 Lakhs was allocated to CSR activities.

## FOCUS AREAS OF CSR INITIATIVES

- Val's CSR projects and contributions continue to prioritize several key areas
- Enhancing the well-being of Employees, Society, the Environment
- Supporting Education and Eradicating Poverty for the Underprivileged
- Promoting Healthcare & Sanitization
- Providing Assistance during Natural Disasters and Calamities
- Extending aid to Widows/Families of Martyrs from Indian Armed Forces
- Promoting Health, Sports & Fitness for para-athletes, national athletes, and underprivileged children pursuing Sports

- Collaborating with Government-recognized Funds & NGOs engaged in relevant activities

## POVERTY ERADICATION

Val recognizes poverty as a significant barrier to sustainable development and channels its CSR initiatives towards uplifting underprivileged communities. Through strategic partnerships and collaborative endeavours, the company extends financial support, vocational training, and employment opportunities to individuals and families grappling with economic hardships. By empowering these communities with the means to break free from the shackles of poverty, Val endeavours to foster sustainable socio-economic development and create a pathway towards a brighter future for all.

# COMMUNITY ENGAGEMENT AND DEVELOPMENT



## AMOUNT DONATED THROUGH CORPORATE SOCIAL RESPONSIBILITY INITIATIVES

FINANCIAL YEAR	AMOUNT DONATED (INR)
2022-2023	106 Lakhs
2023-2024	118 Lakhs

## EDUCATION

Education is heralded as the cornerstone of societal progress, and Val wholeheartedly embraces this belief through its dedicated CSR efforts. The company actively supports initiatives aimed at improving access to quality education for underserved populations, recognizing it as a fundamental right for all. Val's contributions extend to the establishment of educational facilities, provision of scholarships, and implementation of teacher training programs. Moreover, the company

organizes workshops, seminars, and skill-building sessions to enhance learning outcomes and promote the ethos of lifelong learning within communities.

## HEALTHCARE

Val places a premium on healthcare initiatives, understanding the pivotal role it plays in enhancing overall community well-being. With a focus on bolstering medical infrastructure and advocating preventive healthcare measures, the company collaborates with healthcare institutions and NGOs to establish medical facilities and conduct health awareness campaigns. These initiatives are aimed at addressing prevalent health issues and improving community health outcomes, thereby fostering a healthier and more resilient society.

## COMMUNITY ENGAGEMENT MATRIX - FY 2022-23

DONATION IN	AMOUNT DONATED (LAKHS)
Medical Infrastructure	75.50
Education	28.75
Sports	2.00

# COMMUNITY ENGAGEMENT AND DEVELOPMENT



## ENVIRONMENTAL CONSERVATION

"Each year, on 5th June, the Sarigam site comes alive with the vibrant celebration of World Environment Day. With great enthusiasm, Val Organics joins hands with its partners and stakeholders to mark this significant occasion. A key highlight of the celebration is the planting of over 100 trees within the Sarigam site itself, symbolizing our commitment to nurturing nature. In collaboration with esteemed organizations such as G.I.D.C., G.P.C.B., Aarti Drugs, and Valiant Organics, we have collectively planted a staggering 3000 trees.

Through initiatives like reforestation, waste management strategies, and the promotion of renewable energy, we are actively working towards creating a greener and more sustainable world. By mitigating environmental degradation and fostering ecological balance, At Val Organics, our vision for a sustainable future drives us to go above and

beyond, leaving a lasting legacy of environmental stewardship and responsible citizenship.

## SUPPORT FOR VULNERABLE GROUPS

Val extends a helping hand to vulnerable groups within the community, including women, children, the elderly, and persons with disabilities, recognizing their unique needs and challenges. The company implements empowerment programs & social welfare schemes aimed at enhancing their livelihoods and overall well-being. Through these initiatives, Val fosters a culture of inclusivity, equality, and compassion, ensuring that no one is left behind on the path to progress. In conclusion, Our CSR initiatives reflect its unwavering commitment to creating positive social impact and fostering sustainable development. By addressing key societal challenges and embracing the principles of social responsibility, exemplifies ethical leadership and sets a shining example for others to follow in the journey towards a better tomorrow.





# ALIGNMENT WITH SDG'S



"By recognizing poverty as a multifaceted challenge that requires comprehensive solutions, Val strategic partnerships and targeted interventions aim not only to alleviate immediate economic hardships but also to create sustainable livelihood opportunities for marginalized communities. By providing financial support, vocational training, and access to employment, Val empowers individuals and families to break free from the cycle of poverty, fostering economic resilience and social inclusion."



"At Val Organics Private Limited, ensuring the health and well-being of our employees is paramount. We go beyond compliance with regulations, instituting a comprehensive approach that includes regular medical check-ups and extensive training programs. These initiatives empower our workforce to prioritize safety and mitigate risks effectively. Additionally, we've implemented robust safety systems, leveraging cutting-edge technologies to create a safe workplace. Furthermore, as part of our commitment to CSR, Val actively donates to healthcare initiatives, extending our commitment to community wellness. Through these efforts, we foster a culture of compassion, inclusivity, and social responsibility, both within our organization and beyond."

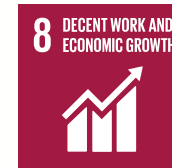


"Val Organics demonstrates its dedication to education by actively supporting initiatives that enhance access to quality learning opportunities. By investing in educational programs, we strive to empower individuals with the knowledge and skills

needed to succeed, contributing to a more inclusive and equitable society. Our commitment aligns closely with the global goal of promoting universal access to education, fostering a brighter future for generations to come. Through these initiatives, we aim to create pathways for lifelong learning and personal development, embodying our values of excellence and social responsibility."



"Val promotes gender equality by actively welcoming candidates from diverse backgrounds and ensuring equal opportunities for career advancement regardless of gender. Through our inclusive hiring practices and supportive work environment, we strive to cultivate a culture where everyone feels valued and empowered to excel. By championing gender equality in all aspects of our operations, we contribute to building a more equitable and inclusive society where individuals can thrive based on merit and capability, irrespective of gender."



"Val provides equal opportunities for career advancement and personal development, fostering a workplace culture where every employee has a fair chance to excel and grow. Our collaborations with external agencies go beyond mere skill enhancement; they serve as vital conduits for fostering safety awareness and professional development, ultimately contributing to both individual growth and broader economic prosperity. By empowering our workforce with the necessary skills and knowledge, we not only invest in our employees' futures but also contribute to the overall advancement of our communities and industries."



# ALIGNMENT WITH SDG'S



"Val invests significantly in cutting-edge safety systems and equipment, harnessing the latest advancements in technology to create an environment where workplace safety is paramount. Through strategic investments in

state-of-the-art safety technologies and equipment, we not only prioritize the well-being of our employees but also strive to optimize operational efficiency. By staying at the forefront of safety innovation, we uphold our commitment to providing a work environment where employees can thrive with confidence, knowing that their safety is our top priority."



"Val's steadfast commitment to diversity and inclusion in the workplace goes beyond mere acknowledgment; it forms the very foundation upon which our organizational culture thrives. We believe in cultivating an environment where every

individual's unique background, perspective, and contribution are not only valued but celebrated. By championing diversity and inclusion, we foster a sense of mutual respect, collaboration, and belonging among our diverse workforce. Through equal opportunities for growth, ongoing initiatives, and inclusive policies, we strive to create a workplace where every employee feels empowered to reach their full potential, driving collective success and innovation."



Through collaborative efforts with local authorities, emergency responders, and regulatory agencies, we work tirelessly to enhance safety standards and emergency preparedness measures. By nurturing these

partnerships and promoting proactive communication, we aim to create a shared understanding of potential risks and effective mitigation strategies, ultimately fostering a safer and more resilient environment for all stakeholders.



"The company's steadfast commitment to environmental conservation encompasses multifaceted initiatives such as reforestation, waste management, and promoting sustainable land use practices. By actively participating in

these efforts, Val contributes significantly to the protection, restoration, and sustainable utilization of terrestrial ecosystems, aligning closely with global objectives aimed at preserving the planet's natural resources for future generations."



"Val's steadfast commitment to continuous improvement in its training programs and reporting mechanisms exemplifies its proactive approach towards fostering partnerships to achieve the Sustainable Development Goals. By

constantly refining its training initiatives and enhancing its reporting systems, Val demonstrates a readiness to collaborate with stakeholders from diverse sectors to drive progress towards global sustainability. Through these collaborative efforts, the company not only strengthens its own sustainability practices but also contributes to broader initiatives aimed at tackling global challenges and fostering sustainable development on a larger scale."

# MATERIALITY



## PROCESS FOR DETERMINING MATERIAL TOPICS AT VAL ORGANICS

At Val Organics, we are committed to transparency and accountability in our sustainability reporting. Our process for determining material topics is rigorous and comprehensive, aligning with the Global Reporting Initiative (GRI) standards to ensure that we address the most significant sustainability issues facing our organization and stakeholders. Below is an overview of our process:

**1. Stakeholder Engagement (GRI 102-40, 102-42):** We begin by identifying and engaging with our key stakeholders, including employees, customers, investors, suppliers, local communities, regulators, and NGOs. Through surveys, interviews, workshops, and other communication channels, we gather feedback on sustainability priorities, concerns, and expectations.

**2. Materiality Assessment (GRI 102-44, 102-46):** We conduct a materiality

assessment to prioritize sustainability topics based on their significance to our business & stakeholders. This assessment involves analysing the environmental, social, and governance (ESG) impacts of our operations, as well as their potential risks opportunities. We consider factors such as stakeholder input, industry trends, regulatory requirements and reputational considerations.

**3. Criteria for Materiality (GRI 102-47):** We use specific criteria to evaluate the materiality of sustainability topics, including:

- Relevance to our business operations and strategy
- Significance of the topic's impact on stakeholders and the environment
- Potential risks and opportunities associated with the topic
- Alignment with international frameworks, such as the United Nations Sustainable Development Goals (SDGs), UNGC and the GRI Standards

**4. Internal Review and Validation (GRI 102-48):** Our sustainability team

collaborates with cross-functional departments, including operations, finance, human resources, and corporate governance, to review and Validate the identified material topics. This ensures alignment with our business objectives and integration into decision-making processes.

**5. External Assurance (GRI 102-49):** To enhance the credibility and reliability of our sustainability reporting, we may seek external assurance from independent third-party auditors or consultants. External assurance provides stakeholders with confidence in the accuracy and completeness of our sustainability disclosures.

Our process for determining material topics is dynamic and iterative. We regularly review and update our materiality assessment to reflect changes in our business context, stakeholder expectations, regulatory landscape, and emerging sustainability trends. This continuous improvement ensures that our sustainability reporting remains relevant, informative, and impactful.



# MATERIALITY ASSESSMENT



MATERIAL TOPIC	GRI	RISKS FROM	RISKS TO	OPPORTUNITIES
ENVIRONMENT				
Greenhouse Gas (GHG) Emissions	GRI 305	Regulatory penalties, carbon taxes, reputational damage due to high emissions	Reduced carbon footprint, enhanced brand reputation, compliance with emission regulations	Investment in renewable energy, development of carbon offset projects, participation in emission reduction initiatives
Energy Consumption and Efficiency	GRI 302	Energy price volatility, disruptions in energy supply, increased operational costs due to energy inefficiency	Reduced operational costs, improved resource efficiency, enhanced competitiveness	Investment in energy-efficient equipment, adoption of smart energy management systems, employee training on energy conservation
Climate Change Adaptation	GRI 301	Business interruption due to climate-related disasters, supply chain disruptions, increased insurance premiums	Enhanced resilience to climate-related risks, improved business continuity	Integration of climate risk considerations into business planning, collaboration with stakeholders on climate resilience initiatives
Material Consumption and Sourcing	GRI 301	Supply chain disruptions, reputational damage from unsustainable sourcing practices, resource scarcity	Reduced environmental impact, enhanced resource efficiency, improved supplier relationships	Development of circular economy practices, adoption of closed-loop supply chain models, innovation in material recycling processes

# MATERIALITY ASSESSMENT



MATERIAL TOPIC	GRI	RISKS FROM	RISKS TO	OPPORTUNITIES
Water Management	GRI 303	Water scarcity, water quality degradation, regulatory fines for non-compliance	Enhanced water stewardship, reduced water-related risks, improved brand reputation	Investment in water-efficient technologies, collaboration with local communities on water conservation projects, water footprint assessments
Waste Management	GRI 306	Environmental pollution, regulatory non-compliance penalties, reputational damage from improper waste management practices	Reduced environmental footprint, cost savings from waste reduction, enhanced brand credibility	Implementation of zero-waste initiatives, development of product take-back programs, partnership with waste management companies
Land Use and Biodiversity	GRI 304	Habitat destruction, loss of ecosystem services, regulatory fines for biodiversity violations	Preservation of ecosystem services, improved biodiversity conservation, enhanced brand Value	Adoption of sustainable land management practices, investment in biodiversity conservation projects, engagement with local communities
SOCIAL				
Employee Health and Safety	GRI 403	Workplace accidents, occupational health hazards, legal liabilities for non-compliance	Improved employee morale and productivity, reduced absenteeism and turnover rates	Creation of a safety culture, investment in safety equipment and training programs, employee participation in safety committees



# MATERIALITY ASSESSMENT



MATERIAL TOPIC	GRI	RISKS FROM	RISKS TO	OPPORTUNITIES
Fair Labor Practices	GRI 401	Exploitative labor practices, labor strikes, reputational damage from labor rights violations	Enhanced employee satisfaction & loyalty, improved brand reputation, reduced turnover rates	Implementation of ethical sourcing policies, supplier audits for labor compliance, engagement with labor unions
Diversity and Inclusion	GRI 405	Discrimination & harassment claims, lack of diversity in leadership positions, negative public perception	Enhanced innovation and creativity, improved employee engagement & retention, broader talent pool	Development of diversity & inclusion metrics, creation of employee resource groups, partnerships with diversity organizations
Respect for Human Rights	GRI 412	Human rights abuses in the supply chain, negative media coverage, legal action for human rights violations	Protection of human rights, improved reputation & stakeholder trust, mitigation of legal & financial risks	Implementation of human rights impact assessments, collaboration with human rights NGOs, supplier capacity building programs
Consumer Information & Transparency	GRI 417	Consumer distrust due to lack of transparency, legal action for misleading claims, reputational damage from product controversies	Increased consumer trust and loyalty, enhanced brand reputation, competitive advantage	Adoption of product eco-labelling schemes, development of sustainability reports, engagement with consumer advocacy groups

# MATERIALITY ASSESSMENT



MATERIAL TOPIC	GRI	RISKS FROM	RISKS TO	OPPORTUNITIES
Social Inclusion	GRI 406	Social exclusion & marginalization, lack of access to opportunities for marginalized communities, reputational damage from social inequality issues	Improved societal cohesion & stability, enhanced reputation as a socially responsible company	Implementation of diversity hiring programs, partnerships with NGOs for community development, sponsorship of social inclusion initiatives
Investing in Communities	GRI 413	Lack of community support for business activities, misalignment between corporate and community interests, reputational damage from failed community projects	Strengthened community relations, positive brand perception, long-term business sustainability	Collaboration with community stakeholders, development of shared Value initiatives, creation of community investment funds
GOVERNANCE				
Anti-corruption and Bribery	GRI 205	Legal sanctions and fines for corruption, damage to reputation & loss of trust, business disruption due to corruption investigations	Enhanced corporate reputation, reduced legal and financial risks, improved business ethics culture	Establishment of whistleblower mechanisms, implementation of anti-corruption compliance programs, engagement with anti-corruption initiatives
Risk Management	GRI 103	Financial losses from unidentified risks, reputational damage from risk incidents, regulatory non-compliance penalties	Improved decision-making, enhanced resilience to disruptions, protection of stakeholder interests	Integration of risk management into strategic planning, development of enterprise risk management frameworks, adoption of risk assessment tools

# MATERIALITY ASSESSMENT



MATERIAL TOPIC	GRI	RISKS FROM	RISKS TO	OPPORTUNITIES
Board Composition and Diversity	GRI 102	Lack of diverse perspectives in decision-making, governance failures due to homogeneous boards, reputational damage from board controversies	Improved governance effectiveness, better risk oversight and strategic guidance, enhanced stakeholder trust	Implementation of board diversity quotas, recruitment of diverse board members, establishment of board diversity committees
Corporate Governance Disclosures	GRI 103	Lack of transparency and accountability, shareholder activism and legal challenges, reputational damage from governance scandals	Enhanced stakeholder trust and confidence, improved access to capital, reduced governance-related risks	Adoption of governance best practices, establishment of governance committees, regular stakeholder engagement on governance matters
Stakeholder Engagement	GRI 102	Stakeholder dissatisfaction and opposition, reputational damage from failure to address stakeholder concerns, legal action for stakeholder grievances	Enhanced stakeholder relationships, improved business reputation, identification of emerging opportunities	Development of stakeholder engagement strategies, establishment of stakeholder advisory boards, integration of stakeholder feedback mechanisms
Business Ethics Code of Conduct	GRI 205	Breaches of ethics leading to legal and reputational consequences, erosion of trust from stakeholders, loss of employee morale and motivation	Enhanced corporate reputation, improved employee morale and loyalty, reduced legal and financial risks	Implementation of ethics training programs, creation of whistle-blower mechanisms, regular ethics audits and reviews

# MATERIALITY ASSESSMENT



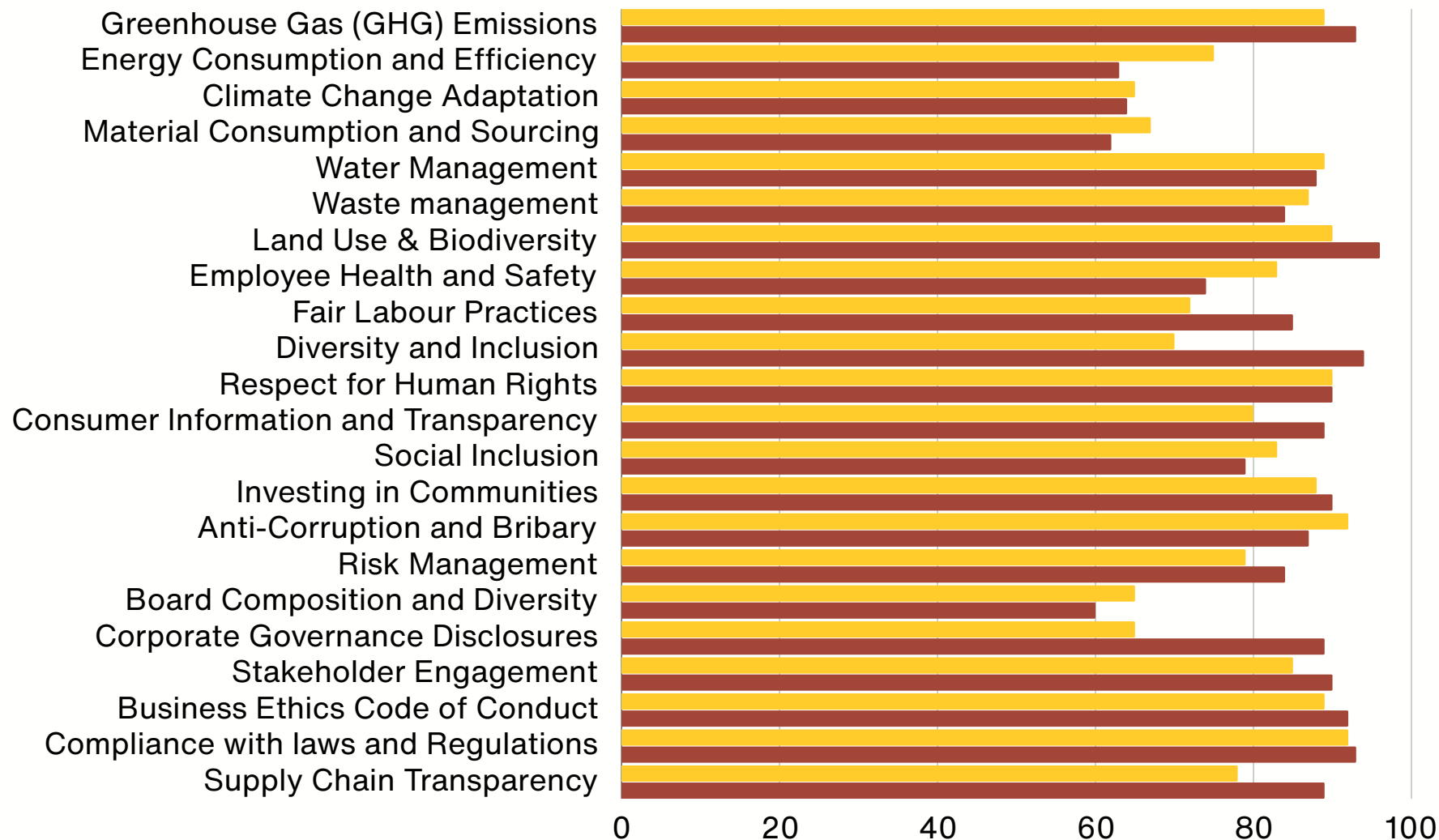
MATERIAL TOPIC	GRI	RISKS FROM	RISKS TO	OPPORTUNITIES
Compliance with Laws and Regulations	GRI 205	Legal sanctions and fines for non-compliance, reputational damage from legal violations, loss of business licenses & permits	Reduced legal and regulatory risks, enhanced reputation and trust, improved business stability	Development of compliance training programs, engagement with regulatory authorities, establishment of legal compliance committees
Supply Chain Transparency	GRI 308	Supply chain disruptions, reputational damage from supplier misconduct, legal liabilities from supply chain violations	Improved supply chain resilience, enhanced reputation and brand Value, reduced supply chain risks	Implementation of supply chain traceability systems, supplier capacity building programs, collaboration with industry initiatives

# MATERIALITY MATRIX



Important to Stake Holder

Important to Business







# GOVERNANCE PERFORMANCE



At Val Organics Pvt. Ltd, we steadfastly acknowledge the pivotal role that robust corporate governance practices play in nurturing trust, accountability, and long-term sustainability within our organization and among our stakeholders. It is imperative to underscore our unwavering dedication to ethical conduct and transparency, which serve as the bedrock of our corporate governance framework.

Our commitment to governance excellence is not merely a formality; it is deeply ingrained in our corporate ethos and permeates every facet of our operations. We understand that adhering to stringent governance standards is not only a legal obligation

but a moral imperative. As such, we hold ourselves to the highest ethical standards, ensuring that our actions are guided by integrity, honesty, and fairness.

Transparency serves as a guiding principle in all our endeavours. We believe in providing clear and comprehensive disclosures that enable stakeholders to make informed decisions. By fostering an environment of openness and accountability, we strive to build trust and confidence among our shareholders, customers, employees, and the broader community.

Moreover, our governance practices extend beyond mere compliance with

laws and regulations; they embody a proactive approach to risk management, stakeholder engagement, and continuous improvement. We view governance as a dynamic process that requires constant vigilance and adaptability to evolving societal expectations and industry standards.

In essence, our governance philosophy is rooted in the belief that sustainable business success is intrinsically linked to principled leadership and a steadfast commitment to upholding the interests of all stakeholders. As we reflect on the past year's achievements and challenges, we reaffirm our dedication to advancing governance excellence as a cornerstone of our corporate strategy.

# OUR ETHICAL BUSINESS CONDUCT POLICIES



ASPECT	PRINCIPLES	ENGAGEMENTS	QUALITATIVE OBJECTIVES	QUANTITATIVE TARGETS BASELINE FY 2022-23
Corruption	Conduct business with honesty & integrity. Zero tolerance for bribery or improper inducements.	<ul style="list-style-type: none"> <li>Implement a robust anti-corruption policy.</li> <li>Conduct regular training on anti-corruption best practices.</li> <li>Establish a confidential reporting mechanism for suspected wrongdoing.</li> </ul>	<ul style="list-style-type: none"> <li>Foster a culture of transparency and accountability.</li> <li>Minimize the risk of corruption throughout our operations.</li> </ul>	<ul style="list-style-type: none"> <li>Train 100% of employees on anti-corruption policies annually by FY 2029-2030.</li> <li>Investigate and address all reported incidents of corruption promptly.</li> </ul>
Conflict of Interest	Employees must avoid situations where personal interests conflict with their professional duties.	<ul style="list-style-type: none"> <li>Develop and enforce a clear conflict of interest policy.</li> <li>Require employees to disclose potential conflicts.</li> <li>Provide guidance on managing conflicts of interest.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure all business decisions are made ethically and objectively.</li> <li>Maintain public trust in our operations.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct annual training for employees on identifying and managing conflicts of interest.</li> <li>Achieve a 100% disclosure rate for potential conflicts of interest.</li> </ul>
Fraud	Maintain accurate financial records and conduct business with honesty.	<ul style="list-style-type: none"> <li>Implement strong internal controls to prevent fraud.</li> <li>Conduct regular audits of financial statements.</li> <li>Establish a hotline for reporting suspected fraud.</li> </ul>	<ul style="list-style-type: none"> <li>Minimize the risk of financial losses due to fraud.</li> <li>Protect the integrity of our financial reporting.</li> </ul>	<ul style="list-style-type: none"> <li>Perform quarterly internal audits for all business units.</li> <li>Investigate and address all reported incidents of fraud promptly.</li> </ul>

# OUR ETHICAL BUSINESS CONDUCT POLICIES



ASPECT	PRINCIPLES	ENGAGEMENTS	QUALITATIVE OBJECTIVES	QUANTITATIVE TARGETS BASELINE FY 2022-23
Money Laundering	We do not engage in activities that conceal the origin of illegal funds.	<ul style="list-style-type: none"> <li>Implement a Know Your Customer program to identify customers.</li> <li>Monitor transactions for suspicious activity.</li> <li>Report any suspected money laundering to the authorities.</li> </ul>	<ul style="list-style-type: none"> <li>Comply with all relevant anti-money laundering laws and regulations.</li> <li>Mitigate the risk of being used for illegal financial activities.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct KYC checks for 100% of high-risk customers.</li> <li>Develop and implement a program to train employees on identifying suspicious activity.</li> </ul>
Anti-Competitive Practices	Compete fairly and ethically in all markets.	<ul style="list-style-type: none"> <li>Develop &amp; enforce a competition compliance program.</li> <li>Conduct training for employees on competition law.</li> </ul>	<ul style="list-style-type: none"> <li>Ensure compliance with all competition laws and regulations.</li> <li>Foster a fair and competitive marketplace.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct annual training on competition law for sales &amp; marketing departments.</li> <li>Develop a process for reviewing mergers &amp; acquisitions for potential anti-competitive effects.</li> </ul>
Information Security	Protect the confidentiality, integrity, and availability of company information	<ul style="list-style-type: none"> <li>Implement a comprehensive information security program.</li> <li>Conduct regular security awareness training.</li> <li>Regularly test and update our IT systems to address vulnerabilities.</li> </ul>	<ul style="list-style-type: none"> <li>Safeguard sensitive company information from unauthorized access, disclosure, or loss.</li> <li>Maintain the reliability and availability of our IT systems.</li> </ul>	<ul style="list-style-type: none"> <li>Achieve a 100% completion rate for annual information security awareness training for employees by FY 2029-2030.</li> <li>Conduct penetration testing of our IT systems on an annual basis.</li> </ul>

# BOARD STRUCTURE AND COMPOSITION



Val Organics Pvt. Ltd. stands as a beacon of corporate responsibility and at the helm of its ethical compass lies the esteemed board of directors. Charged with the weighty responsibility of guiding the company through the complex terrain of modern business, the board serves as the custodian of Val Organics values, ensuring that every decision is not only financially sound but also aligned with the highest standards of ethics and integrity. Beyond its fiduciary duties, the board embodies the soul of the organization, championing a culture of transparency, accountability, and sustainable stewardship.

“Our diverse and ethical board leads with integrity, guiding us with transparency and fairness. With 2% female representation as our target, inclusivity is at our core. Specialized committees and an Ethics Officer ensure every voice is heard and every concern addressed. We're committed to responsible governance, creating lasting value for all stakeholders.”

## COMPOSITION

The composition of Val Organics board reflects a tapestry of talent, diversity, and expertise, carefully woven to harness the full spectrum of human ingenuity and insight. ranging from seasoned industry veterans to trailblazing innovators and respected thought leaders. This mosaic of backgrounds and perspectives serves as a testament to our unwavering commitment to inclusivity and the belief that diversity is not just a moral imperative but a strategic advantage.

Moreover, Val Organics has made significant strides in promoting gender and ethnic diversity within its boardroom, recognizing that true progress can only be achieved through the collective empowerment of all voices. By fostering an environment where every director is valued for their unique contributions, Val Organics cultivates a culture of collaboration and mutual respect that transcends organizational boundaries.

## RESPONSIBILITIES

- **Strategic Guidance:** The board of directors of Val Organics Pvt. Ltd. is entrusted with providing strategic guidance and direction to the company. They ensure alignment with the company's long-term vision, mission, and values. By setting clear strategic objectives and overseeing their implementation, the board ensures Val Organics remains adaptable and positioned to capitalize on emerging opportunities while navigating challenges effectively.
- **Risk Oversight:** The board oversees the identification, assessment, and management of risks facing Val Organics Pvt. Ltd. This encompasses financial, operational, and ESG risks. By maintaining a robust risk management framework, the board safeguards the company's assets, reputation, and long-term sustainability.



# BOARD STRUCTURE AND COMPOSITION



- **Governance Oversight:** Val Organics Pvt. Ltd.'s board serves as the ultimate authority on corporate governance matters, ensuring compliance with legal and regulatory requirements alongside industry best practices. This includes monitoring the effectiveness of internal controls and governance structures.
- **Financial Oversight:** The board monitors Val Organics Pvt. Ltd.'s financial performance, ensuring the integrity of its financial reporting. This involves reviewing and approving financial statements, assessing the adequacy of financial controls, and ensuring compliance with accounting standards and regulatory requirements.
- **Stakeholder Engagement:** Val Organics Pvt. Ltd.'s board engages with key stakeholders such as shareholders, employees, customers, suppliers, and communities. By soliciting feedback

- and addressing concerns, the board ensures the company remains responsive to stakeholder needs and expectations.
- **Succession Planning:** The board oversees succession planning for key leadership positions within Val Organics Pvt. Ltd., including the CEO and senior executives. By identifying and developing future leaders, the board ensures continuity of leadership and mitigates risks associated with key personnel transitions.
- **Ethical Leadership:** Val Organics Pvt. Ltd.'s board promotes a culture of integrity, transparency, and ethical conduct throughout the organization. This includes establishing and enforcing ethical standards, as well as providing guidance on ethical dilemmas and conflicts of interest.
- **Monitoring Performance:** The board monitors Val Organics Pvt. Ltd.'s

- performance, assessing progress towards strategic objectives and key performance indicators. By holding management accountable and providing feedback, the board drives continuous improvement and ensures the company delivers value to its stakeholders.

In fulfilling these responsibilities, the board of directors of Val Organics Pvt. Ltd. plays a vital role in guiding strategic direction, ensuring responsible governance, and safeguarding the company's long-term success.

## COMPOSITION DIVERSITY

Our Board comprises individuals with varied professional backgrounds, including technical, financial, legal, and managerial expertise. This diversity of experience ensures a comprehensive perspective in board deliberations, allowing us to navigate complex challenges and seize opportunities with agility and insight.





# BOARD STRUCTURE AND COMPOSITION



We recognize the immense Value that diverse perspectives bring to the table, driving innovation, creativity, and resilience in our decision-making processes.

GENDER DIVERSITY	
Male	100 %
Female	0 %

BACKGROUND DIVERSITY	
Local Communities	100 %
Others	0%

## COMMITTEES

In addition to its distinguished board of directors, Val Organics has established several specialized committees to address key areas of focus and ensure comprehensive oversight and governance. These committees include:

### 1. Employee Satisfaction Committee:

Committed to promoting a positive work environment and fostering employee well-being, this committee oversees initiatives aimed at enhancing employee engagement, satisfaction & morale. with committee heads and members to which our employees can

report any issues regarding the following subjects held by these respective committees.

The Employee Satisfaction Committee ensures that the concerns and feedback of employees are addressed promptly and effectively, contributing to a culture of inclusivity and mutual respect.

LIST OF COMMITTEES	
SR.NO	COMMITTEE
1	Employee Satisfaction Committee
2	Female Committee
3	Male Committee
4	Sustainability Committee

# BOARD STRUCTURE AND COMPOSITION



**2. Female Committee:** Led by a female leader and comprising female members, the Female Committee is dedicated to advancing the interests and opportunities of women within Val Organics. This committee addresses gender-related issues, promotes women's leadership development, and advocates for policies that support work-life balance and career advancement. The Female Committee plays a pivotal role in fostering a supportive and inclusive work environment where women can thrive and excel.

**3. Male Committee:** Comprising male members, the Male Committee advocates for the advancement of male employees within Val Organics. This committee addresses gender-related issues faced by male staff members, promotes diversity in leadership roles, and fosters a culture of inclusivity and respect for all employees, regardless of gender. By addressing the unique challenges and opportunities faced by male employees,

the Male Committee contributes to a more equitable and inclusive workplace for all.

These committees meet regularly, with a frequency of 15 days or as per the requirement, to discuss pertinent issues, share insights, and develop strategies for continuous improvement. Additionally, in cases where the HR and the three committees encounter difficulty in resolving complicated cases, they have the option to escalate the matter to the Ethics Officer.

**4. Sustainability Committee:** Comprising dedicated members, the Sustainability Committee advocates for the advancement of sustainable practices within Val Organics. This committee addresses environmental and social issues, promotes eco-friendly initiatives, and fosters a culture of sustainability and responsibility for all employees.



# BOARD STRUCTURE AND COMPOSITION



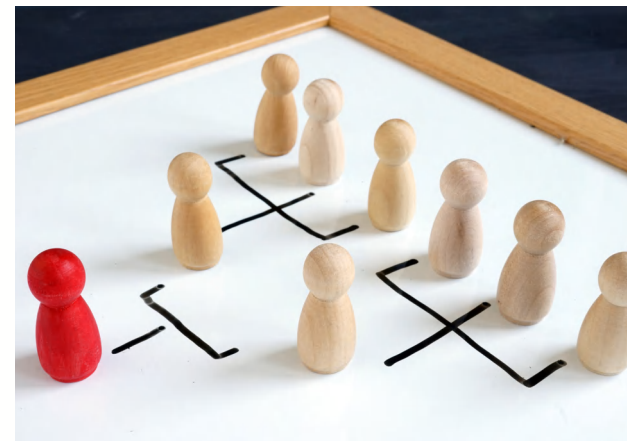
## ETHICS OFFICER

Valuing ethical conduct as paramount, Val Organics has appointed an Ethics Officer who serves as a core member of the management team. The Ethics Officer plays a crucial role in upholding the company's ethical standards and ensuring compliance with legal and regulatory requirements. Employees have access to the Ethics Officer's email ID, allowing them to report any serious concerns or ethical breaches directly. This streamlined process facilitates the easy filing of cases and ensures that issues are addressed promptly and with the utmost confidentiality.

In cases where the HR and the three committees have difficulty in resolving complicated cases, they must proceed to escalate the matter to the Ethics Officer for further investigation and resolution. This ensures that all employees have access to a fair and impartial process for addressing grievances and upholding the highest

standards of ethics and integrity within Val Organics Pvt. Ltd.

By fostering a culture of transparency, accountability, and ethical conduct, Val Organics demonstrates its commitment to responsible governance and sustainable business practices, ensuring the well-being and satisfaction of its employees while driving long-term value for its stakeholders.



# PROMOTING FAIRNESS, EQUITY, AND SUSTAINABILITY



Executive compensation at Val Organics Pvt. Ltd. encompasses a comprehensive framework designed to attract, retain, and motivate top talent while aligning with the company's values and long-term objectives. Our approach to executive compensation reflects our commitment to responsible governance, ethical leadership, and sustainable value creation.

"Val Organics Pvt. Ltd. is committed to transparent and performance-oriented executive compensation, reflecting our values of fairness and accountability.

## TRANSPARENCY AND ACCOUNTABILITY

Transparency and accountability are fundamental principles guiding our executive compensation practices. We believe in openness and clarity in communicating our compensation policies to stakeholders, ensuring that our decisions are well-understood and aligned with corporate governance Standards.

We uphold transparency and accountability through various measures:

**Comprehensive Reporting:** Our reports serve as repositories of detailed disclosures pertaining to executive and employee compensation, thereby ensuring transparency and accountability to stakeholders. We provide stakeholders with insights into our compensation practices, including the rationale behind compensation decisions and the alignment of compensation with performance and sustainability objectives.

**External Assurance:** To validate the accuracy and reliability of our remuneration data, we subject ourselves to external assurance processes, thereby instilling stakeholders with confidence in the integrity of our compensation practices. External assurance provides stakeholders with independent validation of our compensation practices,

## PERFORMANCE-BASED COMPENSATION

Our executive compensation packages are heavily performance-based, linking rewards directly to the achievement of strategic objectives, financial targets, and key performance indicators (KPIs). This approach incentivizes executives to drive sustainable growth, innovation, and value creation for our shareholders.

**Equity Alignment:** We emphasize equity alignment in our compensation structure to ensure that executives have a vested interest in the long-term success and prosperity of the company and restricted stock units, align executive interests with those of shareholders, promoting shareholder value creation and responsible stewardship of company resources.

# PROMOTING FAIRNESS, EQUITY, AND SUSTAINABILITY



## REMUNERATION POLICY AND PRINCIPLES

Our remuneration policy stands as a guiding framework for fair and sustainable compensation practices at Val Organics Pvt. Ltd. Firmly rooted in the principles of transparency, equity, and stakeholder engagement, our policy underscores our commitment to cultivating an inclusive and ethical work environment. Key tenets of our remuneration policy encompass:

**1.Fairness and Equity:** We staunchly believe in fair and equitable compensation for all employees, underpinned by transparent and objective criteria that consider factors such as skills, experience, and performance. Our compensation packages are structured to ensure that every employee receives fair compensation commensurate with their contributions, fostering a culture of trust and mutual respect within our organization.

## 2.Transparency and Disclosure:

Embracing a culture of transparency, we are dedicated to open communication regarding our remuneration practices, offering comprehensive disclosures in our annual sustainability reports. This includes elucidating the criteria guiding compensation packages, delineating performance metrics, and elucidating the rationale behind compensation decisions. By providing stakeholders with clear and accessible information, we aim to foster understanding and trust in our compensation practices.

**3.Stakeholder Engagement:** Actively seeking input and feedback from stakeholders, encompassing employees, investors, and external experts, constitutes a cornerstone of our compensation strategy. Through ongoing dialogue and consultation, we endeavour to instil a sense of ownership and accountability among stakeholders, ensuring alignment with their expectations and values. Our compensation practices are shaped by

the diverse perspectives and insights gleaned from these engagements, enabling us to make informed decisions that reflect the interests of our stakeholders.

Our remuneration policy seamlessly integrates sustainability considerations, aligning executive compensation with pivotal Environmental, Social, and Governance (ESG) metrics. This strategic alignment incentivizes our executives to spearhead responsible business practices conducive to long-term stakeholder value creation. Executives are incentivized to prioritize sustainability initiatives and integrate ESG considerations into their decision-making processes, thereby driving positive social and environmental impact alongside financial performance.

## PERFORMANCE METRICS AND TARGETS

Our compensation practices are intricately linked to performance metrics encompassing both financial and non-financial indicators of sustainability.



# PROMOTING FAIRNESS, EQUITY, AND SUSTAINABILITY



Notable performance areas include:

Financial Performance: Metrics pertaining to revenue growth, profitability, and shareholder value enhancement. Executives are evaluated based on their ability to deliver sustainable financial results while

upholding ethical business practices and stakeholder interests.

Stakeholder Satisfaction: Soliciting feedback from stakeholders across the spectrum, such as employees, customers, suppliers, and communities, regarding their satisfaction with our

compensation practices and overall corporate conduct. Executives are evaluated based on their ability to foster positive stakeholder relationships and address stakeholder concerns in a timely and effective manner.

STAKEHOLDER SATISFACTION		
METRIC	TARGET	EVALUATION
Employee Satisfaction	Achieve an average employee satisfaction score of 100% based on regular surveys	Aggregate feedback from employee satisfaction surveys
Customer Satisfaction	Maintain or increase customer satisfaction rating by 100%	Aggregate feedback from customer surveys and service quality assessments
Supplier satisfaction	Maintain or increase supplier satisfaction ratings by 100%	Aggregate feedback from supplier surveys and supplier performance reviews
Community satisfaction	Maintain or increase community satisfaction rating by 100%	Aggregate feedback from community outreach programs, public perception surveys & social responsibility initiatives

# PROMOTING FAIRNESS, EQUITY, AND SUSTAINABILITY



## RISK MANAGEMENT AND GOVERNANCE

Val Organics maintains robust risk management and governance practices to mitigate potential risks associated with executive compensation. Our compensation committee oversees the design and implementation of compensation programs, ensuring compliance with regulatory requirements, industry standards, and best practices in corporate governance.

## CONTINUOUS EVALUATION AND IMPROVEMENT

We continuously evaluate and refine our executive compensation programs to adapt to changing market conditions, regulatory requirements, and stakeholder feedback. Through regular reviews and benchmarking exercises, we strive to enhance the effectiveness, fairness, and alignment of our compensation practices with our company's evolving needs and strategic priorities.

At Val Organics Pvt. Ltd., executive compensation is more than just a means of rewarding performance – it's a reflection of our commitment to responsible governance, ethical leadership, and sustainable value creation. By aligning compensation with performance, equity, risk management, and stakeholder engagement, we reinforce our dedication to building a culture of excellence and accountability at every level of our organization.



# RISK MANAGEMENT, COMPLIANCE, TAX REPORTING



"At Val Organics Pvt. Ltd., our proactive approach to risk management underscores our commitment to transparency and accountability. With a robust framework encompassing environmental, social, and governance risks, we prioritize stakeholder trust. Our stringent information security protocols and tax compliance measures, reinforced by ISO 27001 certification, reflect our dedication to ethical practices. Through continuous improvement initiatives and technological advancements, we remain vigilant against cyber threats, ensuring the integrity of our operations and meeting stakeholder expectations."

## COMPREHENSIVE RISK MANAGEMENT FRAMEWORK

At Val Organics Pvt. Ltd., our dedication to risk management transcends the bounds of mere compliance; it's a proactive strategy deeply ingrained in the very fabric of our organizational DNA. Recognizing the intricate and

interconnected nature of today's business landscape, we understand that risks can emerge from multifaceted sources, spanning environmental, social, and governance domains.

In response to this dynamic reality, we have meticulously crafted a comprehensive risk management framework that casts a wide net, encompassing an array of potential risks and uncertainties. From the spectre of supply chain disruptions to the ever-shifting regulatory landscape, we leave no stone unturned in our pursuit of identifying & addressing potential risks.

Each risk is subjected to rigorous analysis, with meticulous attention paid to evaluating its likelihood reputation and stakeholders. Our approach is not merely reactive; it's proactive & forward-thinking, aimed at pre-emptively mitigating risks before they escalate into crises.



# RISK MANAGEMENT, COMPLIANCE, TAX REPORTING



By embracing a holistic view of risk management, we not only fortify our resilience in the face of adversity but also seize opportunities for innovation and growth. Our commitment to navigating uncertainty with prudence and foresight underscores our unwavering dedication to safeguarding the interests of our stakeholders and upholding the trust they have placed in us.

## TRANSPARENCY AND ACCOUNTABILITY

Transparency and accountability serve as more than mere aspirations at Val Organics Pvt. Ltd.; they stand as fundamental principles intricately woven into the fabric of our organizational ethos. We hold steadfast to the belief that fostering a culture of openness and honesty is not just beneficial but imperative for sustained success.

In our commitment to transparency, we prioritize the unfettered flow of

information, both internally among our teams and externally to our stakeholders. Through regular disclosures, comprehensive stakeholder engagement initiatives, and rigorous third-party validations, we strive to ensure that our risk management practices are not only transparent but also credible and accountable.

By proactively sharing insights into our risk exposure and mitigation efforts, we aim to cultivate trust and confidence among our stakeholders. Each disclosure serves as a testament to our unwavering commitment to navigating challenges responsibly and ethically, reinforcing our dedication to upholding the highest standards of integrity and accountability in all facets of our operations.

Through these concerted efforts, we endeavour to not only meet but exceed the expectations of our stakeholders, thereby fostering enduring relationships built on a foundation of transparency, credibility, and mutual trust.

## COMPLIANCE WITH TAX LAWS AND REGULATIONS

Tax compliance stands as a cornerstone of our corporate ethos at Val Organics Pvt. Ltd., embodying our unwavering commitment to responsible business practices. We firmly grasp the significance of adhering to tax laws and regulations across all jurisdictions where our operations extend, recognizing it not only as a legal obligation but as a profound moral imperative.

At the core of our tax compliance efforts lies a dedicated team of seasoned professionals who remain vigilant in monitoring the ever-evolving landscape of tax legislation. Their proactive approach enables us to anticipate and assess the implications of emerging tax laws on our business operations

# RISK MANAGEMENT, COMPLIANCE, TAX REPORTING



Through meticulous record-keeping, timely reporting, and strategic tax planning initiatives, we ensure that our tax practices are not only transparent and ethical but also fully aligned with the pertinent laws and regulations.

By embracing a proactive stance towards tax compliance, we mitigate potential risks and fortify our reputation as a conscientious corporate entity. Our commitment to ethical tax practices extends beyond mere regulatory

compliance; it underscores our dedication to being a responsible corporate citizen.

Through our adherence to stringent tax compliance measures, we strive not only to uphold the trust of our stakeholders but also to make meaningful contributions to the communities in which we operate, thereby fostering sustainable socio-economic development.





# DATA SECURITY



Val Organics prioritizes data security as a cornerstone of our operations. We leverage cutting-edge encryption technologies, stringent access controls, and regular security audits to safeguard sensitive information and prevent potential breaches. This comprehensive approach ensures our data security protocols remain resilient in the face of evolving cyber threats. By prioritizing information security, we not only instill confidence in our stakeholders but also uphold the trust and integrity that underpins our business.

## CASES OF INFORMATION BREACHES

Financial Year	No. of Cases
2022-2023	0
2023-2024	0

## EMPOWERING OUR WORKFORCE: INFORMATION SECURITY AWARENESS TRAINING

We recognize that our employees are a critical line of defence against cyber threats. To ensure a strong security

posture, we offer comprehensive Information Security Awareness Training programs delivered in both web-based and in-person formats.

### STRENGTHENING KNOWLEDGE THROUGH ENGAGING TRAINING:

Web-based Modules: Accessible and convenient, these modules provide foundational knowledge on information security topics such as:

- Identifying phishing attempts and social engineering tactics
- Password hygiene and strong password creation practices
- Recognizing and reporting suspicious activity
- Data classification and handling procedures
- Secure browsing habits and best practices for avoiding malware

Interactive Workshops: Led by experienced security professionals, these sessions delve deeper into specific topics and encourage active participation through:

- Case studies and real-world scenarios to enhance practical application
- Q&A sessions to address employee concerns and questions
- Interactive exercises and simulations to reinforce key learning points

### TAILORED TRAINING FOR SPECIFIC ROLES:

Recognizing that some roles carry a higher risk profile, we offer specialized training programs for employees with greater access to sensitive information or who interact frequently with external parties. These programs address specific threats and vulnerabilities relevant to their job functions.

### CONTINUOUS LEARNING AND REINFORCEMENT:

We understand that information security practices require ongoing vigilance. We deliver our training programs annually and supplement them with regular security awareness communications throughout the year. This ensures employees stay current on evolving threats and best practices.

# DATA SECURITY



## MEASURING THE IMPACT OF TRAINING:

We believe in evaluating the effectiveness of our training programs. We conduct pre- and post-training assessments to gauge employee knowledge retention and understanding of key security concepts. This feedback allows us to refine our training content and delivery methods to continuously improve employee awareness.

## BUILDING A CULTURE OF SECURITY:

Our training programs go beyond technical knowledge transfer. We strive to cultivate a culture of information security awareness within Val Organics. This includes:

- Encouraging employees to report suspicious activity without fear of reprisal
- Promoting open communication channels with the IT security team
- Recognizing and rewarding employees who demonstrate exemplary security practices

## OUR INFORMATION SECURITY DUE DILIGENCE PROGRAM FOR THIRD PARTIES

At Val Organics Pvt. Ltd., we understand that the security of our stakeholders' information extends beyond our internal systems. That's why we implement a robust Information Security Due Diligence program to evaluate and mitigate risks associated with third-party vendors, suppliers, contractors, IT service providers, and consultants who process personal data or handle stakeholder information on our behalf.

## OUR PROGRAM FOLLOWS A MULTI-STEP APPROACH:

**Risk Assessment:** We conduct a comprehensive risk assessment to identify high-risk third parties based on factors such as:

- The sensitivity of the data they access or process
- Their information security practices
- Their industry sector and regulatory environment

**Pre-Engagement Screening:** Before entering into a business relationship, we conduct thorough pre-engagement screening on potential third parties.

- Reviewing Public Records: We research public records to identify any history of data breaches or information security incidents.
- Security Questionnaires: We require potential partners to complete questionnaires that assess their information security practices, data privacy policies, and incident response procedures.
- Reference Checks: We conduct reference checks with previous business partners of the third party to gather insights into their security posture.

**Contractual Safeguards:** Our contracts with third parties include clear information security clauses that address:

- Data security obligations
- Permitted access and use of data
- Incident reporting requirements
- Data breach notification procedures
- Regular security audits



# DATA SECURITY



## ONGOING MONITORING:

Our due diligence process doesn't stop at on-boarding. We continuously monitor the information security performance of our third parties throughout the engagement. This includes:

- **Periodic Security Reviews:** We conduct periodic reviews of third-party information security practices to ensure they remain compliant with our standards.
- **Third-Party Audits:** In certain cases, we may require third parties to undergo independent security audits to verify the effectiveness of their controls.
- **Security Incident Notification:** We require third parties to promptly notify us of any security incidents involving our data.
- **Performance Reviews:** Information security performance is considered during our regular third-party performance reviews.

## EMPOWERING TRANSPARENCY: WHISTLE-BLOWER PROCEDURE FOR INFORMATION SECURITY CONCERNS

At Val Organics Pvt. Ltd., we recognize that a culture of open communication is essential for maintaining a strong information security posture. We encourage all stakeholders, including employees, customers, vendors, and partners, to report any suspected information security breaches or related concerns.

## OUR WHISTLE-BLOWER PROCEDURE UPHOLDS THE FOLLOWING CORE PRINCIPLES:

- **Confidentiality Guarantee:** We guarantee complete confidentiality to the whistle-blower. We will not disclose any identifying information without the individual's consent, except as required by law.
- **Non-Retaliation Guarantee:** We strictly prohibit retaliation against anyone who reports a suspected information security breach in good faith. This includes threats, disciplinary action, or any form of disadvantage.

- **Dedicated Reporting Channels:** We offer multiple, accessible channels for reporting information security concerns:
- **Internal Web-based Portal:** Our secure, anonymous web portal allows stakeholders to report concerns confidentially 24/7.
- **Dedicated Whistle-blower Hotline:** We maintain a dedicated phone hotline staffed by trained personnel to receive reports directly.
- **Whistle-blower Email Address:** We provide a designated email address specifically for reporting information security concerns.
- **Ethics and Compliance Officer:** Stakeholders can also directly contact our designated Ethics and Compliance Officer for reporting purposes.

## INVESTIGATING AND ADDRESSING CONCERNS:

- Immediate security measures to address the breach or vulnerability.
- Disciplinary action against individuals involved in the reported incident.
- Enhanced security protocols and employee training.



# RISK ASSESSMENT

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DETECTION	METHODS	LIKELIHOOD	SEVERITY	RISK LEVEL	CONTROL MEASURES	STATUS	OWNER
Phishing attacks targeting employees	Email filtering, employee training, security awareness campaigns	High (Employees receive frequent phishing attempts)	Medium (Data loss could be limited to individual accounts)	High	Implement multi-factor authentication (MFA) for all logins. Enhance employee training on phishing identification. Conduct regular phishing simulations.	In Progress	IT Security Team
Unauthorized access to sensitive data	Access control logs, intrusion detection systems (IDS)	Medium (Potential for human error or system vulnerabilities)	High (Exposure of confidential data)	High	Implement role-based access control. Encrypt sensitive data at rest & in transit. Conduct regular access control reviews.	Implemented	IT Security Team
Malware infection on employee devices	Endpoint security software, user activity monitoring	Medium (Employees may unknowingly download malware)	Medium (Disruption of operations, potential data loss)	Med	Enforce endpoint security software on all devices. Implement a mobile device management solution. Restrict employee access to unauthorized websites.	Implemented	IT Security Team

# RISK ASSESSMENT

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DETECTION	METHODS	LIKELIHOOD	SEVERITY	RISK LEVEL	CONTROL MEASURES	STATUS	OWNER
Loss of mobile devices containing company data	Device tracking software, data encryption on mobile devices	Low (Strong password policies & device encryption are in place)	Medium (Data loss could be limited to a single device)	Low	Enforce strong password policies for mobile devices. Enable remote wipe functionality on all devices. Educate employees on data security best practices for mobile devices.	Implemented	IT Security Team & HR Department
Supply chain vulnerabilities from third-party vendors	Vendor security questionnaires, penetration testing of third-party systems (if applicable)	Medium (Reliance on external vendors introduces risk)	Medium (Data breach could occur through a compromised vendor)	Med	Conduct security assessments of high-risk third-party vendors. Include information security clauses in vendor contracts. Implement ongoing monitoring of third-party security posture.	Ongoing	Procurement & IT Security Team



# RISK ASSESSMENT



## STRENGTHENING OUR DEFENCES: AUDITS OF CONTROL PROCEDURES FOR INFORMATION SECURITY

We recognize that a strong information security posture requires continuous vigilance. To ensure the effectiveness of our information security control systems, we conduct regular audits using a two-pronged approach:

### 1. Internal Testing:

- **Our IT security team performs periodic internal audits:** These audits involve comprehensive assessments of our information security controls, including:
  - Access controls and user privileges
  - Data encryption practices
  - Security incident response procedures
  - System and network security configurations
  - Vulnerability management practices
- **Internal audits identify potential weaknesses within our controls and allow us to:**

- Implement corrective actions to address identified vulnerabilities.
- Enhance the overall effectiveness of our information security posture.
- Promote a culture of security consciousness within the organization.

### 2. Formal External Audits:

- **We complement our internal testing program with regular external audits:** These audits are conducted by independent security professionals who provide an objective assessment of our information security controls.
- **External audits offer several benefits:**
  - **Fresh perspective:** External auditors bring fresh expertise and can identify areas for improvement that might be overlooked by internal teams.
  - **Increased credibility:** External audits demonstrate to our stakeholders our commitment to maintaining robust information security practices.

- **Alignment with industry standards:** External audits help ensure our information security controls are aligned with industry best practices and regulatory requirements.

## INCIDENT RESPONSE PROCEDURE (IRP)

We understand that information security breaches can occur despite our best efforts. To minimize their impact, we have a comprehensive Incident Response Procedure (IRP) in place.

- **Employee Training:** Employees are trained to identify potential information security breaches and report them immediately following a standardized protocol.
- **Containment and Eradication:** Our IRP outlines a clear process for isolating the breached system, identifying the scope of the incident, and eradicating the threat.
- **Data Recovery and Restoration:** The IRP ensures a swift and secure recovery process for affected data and systems.



# RISK ASSESSMENT



- **Communication and Reporting:** We have a defined communication plan to promptly inform stakeholders, regulatory bodies, and affected parties of a breach.

- **Continuous Improvement:** We conduct post-incident reviews to identify root causes and implement improvements to our IRP to prevent similar incidents from happening again.

## IMPLEMENTATION OF A RECORDS RETENTION SCHEDULE

Val Organics maintains a formalized and detailed Records Retention Schedule (RRS). third-party, must be retained based on legal and business requirements.

- **Data Classification:** All data is classified based on its sensitivity to ensure appropriate retention periods.
- **Secure Storage and Archiving:** Data is securely stored during its retention period and disposed of securely when it reaches its end-of-life.

- **Compliance Assurance:** The RRS ensures compliance with relevant data privacy regulations and industry best practices.

## MEASURES TO PROTECT THIRD-PARTY DATA:

We recognize the importance of safeguarding third-party data entrusted to us.

- **Access Controls:** We implement strict access controls that restrict access to third-party data to authorized personnel only.
- **Data Encryption:** Sensitive third-party data is encrypted at rest and in transit to further enhance protection.
- **Security Awareness Training:** Our employees are regularly trained on information security best practices, including handling.

## MEASURES FOR GAINING STAKEHOLDER CONSENT:

Val Organics is committed to transparency and accountability regarding the collection, storage and use of confidential information.

- **Privacy Notice and Data Subject Rights:** We maintain a comprehensive Privacy Notice that clearly outlines the types of data we collect, how it is used, with whom it may be shared, and the data subject rights available.
- **Consent Mechanisms:** We obtain explicit consent from stakeholders before processing, sharing, or retaining their confidential information. This consent is clear, specific, and informed.
- **Right to Access and Control:** Stakeholders have the right to access, rectify, or erase their personal data held by Val Organics. We provide clear and accessible mechanisms for exercising these rights.

By implementing these comprehensive measures, Val Organics Pvt. Ltd. builds a robust information security framework that protects confidential information and safeguards stakeholder trust. We are committed to ongoing improvement and adaptation to ensure our information security practices remain effective in the face of evolving threats.

# UPHOLDING SHAREHOLDER RIGHTS AND TRANSPARENT GOVERNANCE



At Val Organics Pvt. Ltd., we place utmost importance on upholding shareholder rights and fostering transparent governance practices. We view our shareholders not just as investors, but as integral partners in our journey towards sustainable growth and success. Through a multifaceted approach, we strive to ensure that our shareholders are not only informed but actively engaged in our decision-making processes. Regular shareholder meetings, comprehensive reporting, and accessible communication channels are just a few ways we empower our shareholders with the knowledge and insights they need to make informed decisions about their investments. By promoting transparency and accountability in our governance practices, we aim to build lasting relationships built on trust and mutual respect.

At Val Organics Pvt. Ltd., we prioritize shareholder rights and transparent governance, ensuring 99% comprehensive reporting and 24/7 communication channels. Through various shareholder meetings annually and stakeholder engagements, we foster active involvement. Our ethical lobbying practices include 100% disclosed expenditures, with most of contributions supporting sustainability-aligned initiatives. This commitment strengthens our reputation as a trusted corporate citizen, driving positive outcomes for all stakeholders.

## COMPREHENSIVE STAKEHOLDER ENGAGEMENT FOR SUSTAINABLE DEVELOPMENT

At the core of our operations lies an unyielding dedication to stakeholder engagement, driven by our firm belief that sustainable development is the fruit

of collaborative endeavours and shared responsibilities. We deeply comprehend and appreciate the extensive ramifications of our actions across a diverse spectrum of stakeholders, encompassing not only our devoted employees and steadfast customers but also our esteemed suppliers and the vibrant communities in which we operate. Hence, we transcend the boundaries of conventional corporate engagement, embarking on a journey characterized by proactive involvement and empathetic attentiveness to the multifaceted needs and concerns of those influenced by our endeavours.

Through an intricate tapestry of innovative engagement initiatives, spanning from immersive stakeholder roundtables to comprehensive impact assessments and dynamic community partnership programs, we intricately weave a fabric of inclusivity and co-



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creation. Here, stakeholders are not passive bystanders but active collaborators, contributing profoundly to the formulation of our strategies and decisions. Embracing stakeholder engagement as the bedrock of our business ethos, we aspire not merely to instigate positive change within our organizational sphere but to catalyze broader societal transformation across social, environmental, and economic domains.

Our stakeholder engagement process accentuates inclusivity, responsiveness, and transparency. Leveraging various channels such as stakeholder consultations, surveys, and dialogue sessions, we adeptly gather feedback and insights from our stakeholders. This invaluable feedback is seamlessly integrated into our decision-making processes, ensuring that our actions remain firmly aligned with stakeholder

expectations and societal imperatives.

Through our Corporate Social Responsibility (CSR) initiatives, we tangibly showcase our commitment to stakeholder welfare and sustainable development, fostering shared value for stakeholders and fostering a positive impact on the communities we serve.

We relentlessly endeavour to foster profound relationships with our stakeholders, founded upon pillars of trust, transparency, and mutual respect. Our dedication to stakeholder engagement transcends mere compliance; it serves as an intrinsic aspect of our corporate ethos, propelling our tireless efforts to forge enduring value for all stakeholders, now and into the future.



# UPHOLDING SHAREHOLDER RIGHTS AND TRANSPARENT GOVERNANCE



## TRANSPARENT LOBBYING PRACTICES AND ETHICAL CONTRIBUTIONS

In navigating the intricate landscape of lobbying and political contributions, Val Organics Pvt. Ltd. upholds an unwavering commitment to integrity, transparency, and ethical conduct. Recognizing the weight of our engagement with policy makers and the pivotal role of advocacy in shaping conducive policy environments,

we hold ourselves to the highest standards of accountability and transparency.

From meticulously disclosing our lobbying expenditures to rigorously adhering to stringent codes of conduct, every facet of our advocacy efforts resonates with our core values and principles. Moreover, we advocate tirelessly for policies that champion

sustainability, social responsibility, and ethical business practices, leveraging our influence as a force for positive societal transformation. Through our steadfast dedication to transparent lobbying practices and ethical contributions, we not only honour our pledge to responsible citizenship but also cultivate enduring relationships with stakeholders, thus bolstering our standing as a trusted corporate steward.





# ETHICAL BUSINESS PRACTICES



At Val Organics Pvt. Ltd., ethical integrity isn't just a value we uphold; it's the bedrock upon which our operational philosophy is built. It infuses every facet of our business practices, guiding our decisions and interactions with stakeholders at every level. Our commitment to upholding the utmost standards of ethical conduct isn't merely a choice; it's a fundamental aspect of who we are, fostering a culture steeped in integrity, honesty, and accountability across our organization.

"In the dynamic landscape of the digital era, Val Organics Pvt. Ltd. stands as a bastion of integrity and accountability. With 0 reported cases of corruption and 0 instances of whistleblowing surfacing during FY 2023-24, our unwavering vigilance remains paramount. These figures not only highlight the pervasive nature of unethical challenges but also emphasize our steadfast commitment to transparency and integrity."

## STRINGENT CODE OF CONDUCT AND ETHICS POLICIES

To fortify our commitment to ethical behaviour, Val Organics Pvt. Ltd. has

painstakingly crafted robust code of conduct and ethics policies. These policies serve as more than just guidelines; they're a beacon of moral direction for our employees, offering clear principles to navigate the complex landscape of ethical decision-making in the workplace. With detailed provisions outlining expectations for ethical behaviour, our policies serve as a cornerstone of our corporate governance framework, ensuring that integrity remains at the forefront of everything we do.

## ETHICS AWARENESS CAMPAIGN

In a proactive stride towards promoting ethical awareness and education, Val Organics Pvt. Ltd. launched an extensive ethics awareness campaign. Through this initiative, we empower our employees with the knowledge and resources necessary to navigate ethical dilemmas confidently and ethically in their day-to-day operations. It's not merely about compliance; it's about instilling a culture of ethical consciousness that permeates every aspect of our organization. Our

campaign includes interactive workshops, online training modules, and regular communication channels to ensure that ethical considerations are top of mind for every member of our team. By fostering a culture where ethical behaviour is celebrated and rewarded, we create an environment where integrity thrives, enabling us to better serve our stakeholders and society as a whole.

## CASE STUDIES IN ETHICAL LEADERSHIP

Val Organics Pvt. Ltd. believes in leading by example, and our case studies in ethical leadership exemplify this commitment. These real-world scenarios highlight instances where employees have demonstrated remarkable integrity and ethical decision-making in challenging situations. By sharing these stories internally and externally, we not only recognize and celebrate ethical behaviour but also provide tangible examples for others to emulate. These case studies aren't just stories; they're compelling examples of our dedication to ethical business practices, underscoring the importance of integrity in every aspect of our operations and inspiring others to uphold similar standards.



# ETHICAL BUSINESS PRACTICES



## COMMITMENT TO ETHICAL STANDARDS

At Val Organics Pvt. Ltd., ethical standards are non-negotiable. Guided by a comprehensive Code of Conduct and Whistle-blower Policy, we hold ourselves to the highest ethical benchmarks. These policies aren't just documents; they're a testament to our unwavering stance against corruption, bribery, and improper political contributions. Our commitment to ethical standards extends beyond mere compliance; it's about creating a culture where integrity is woven into the fabric of our organization, guiding our decisions and actions at every turn. We're committed to fostering an environment where ethical behaviour isn't just encouraged; it's expected, and where every member of our team feels empowered to uphold these standards.

## ANTI-CORRUPTION AND ANTI-BRIBERY

At Val Organics Pvt. Ltd., we are committed to the highest ethical standards. This commitment is reflected in our robust Code of Conduct and comprehensive Anti-Bribery Policy.

COMMITMENT TO ETHICAL CONDUCT (BAR CHART)	
Financial Year	Reported Ethical Violations
2022-2023	0
2023-2024	0

REGULATORY COMPLIANCE (LINE CHART)	
Financial Year	No. of Fines/Penalties due to Non-Compliance
2022-2023	0
2023-2024	0

WHISTLE-BLOWER REPORTS OVER TIME	
Financial Year	Reports/Cases filed
2022-2023	0
2023-2024	0

These policies go beyond mere guidelines; they are a cornerstone of our corporate governance framework, ensuring unwavering adherence to ethical conduct throughout our operations.

## ANTI-CORRUPTION AND BRIBERY AWARENESS TRAINING

At Val Organics, we are committed to conducting business ethically and with the highest integrity. We believe this approach fosters trust with our

# ETHICAL BUSINESS PRACTICES



stakeholders and contributes to a more sustainable and responsible business landscape.

To achieve this commitment, we prioritize employee education on preventing corruption and bribery-related issues.

We offer comprehensive Anti-Corruption and Bribery Awareness Training programs to all employees, including:

- **New Hires:** All new employees undergo mandatory training during on-boarding to establish a strong foundation in our ethical standards and expectations.
- **Ongoing Training:** We provide ongoing Anti-Corruption and Bribery Awareness Training for all employees at regular intervals. This ensures continuous knowledge reinforcement and adaptation to evolving risks.

- **Targeted Training:** Tailored training programs are offered to employees in high-risk roles or those regularly interacting with third parties.

## TRAINING FORMAT AND DELIVERY:

We recognize the importance of delivering training in a format that is accessible and engaging for all employees.

- **Web-based Modules:** Interactive web-based modules provide a flexible and convenient way for employees to complete training at their own pace. These modules cover essential topics like definitions of corruption and bribery, red flags for suspicious behaviour.
- **In-Person Workshops:** We conduct in-person workshops led by experienced facilitators to foster deeper understanding and encourage active participation.
- **Leadership Training:** Dedicated training is provided to our leadership team to ensure they are equipped to champion ethical conduct and act as role models for all employees.

## STRENGTHENING KNOWLEDGE AND SKILLS:

Our Anti-Corruption and Bribery Awareness Training programs are designed to strengthen employee knowledge and skills in several key areas:

- **Understanding Corruption and Bribery:** Employees gain a clear understanding of different forms of corruption and bribery, including red flags and potential risks.
- **Recognizing Conflicts of Interest:** The training helps employees identify potential conflicts of interest and navigate them appropriately.
- **Gift-Giving and Hospitality:** Clear guidelines are provided regarding the acceptance and offering of gifts and entertainment to ensure these practices do not create a perception of undue influence.
- **Reporting Procedures:** Employees are thoroughly informed about internal reporting channels and encouraged to report any suspected violations without fear of retaliation.

# ETHICAL BUSINESS PRACTICES



## TRAINING ON ANTI-CORRUPTION

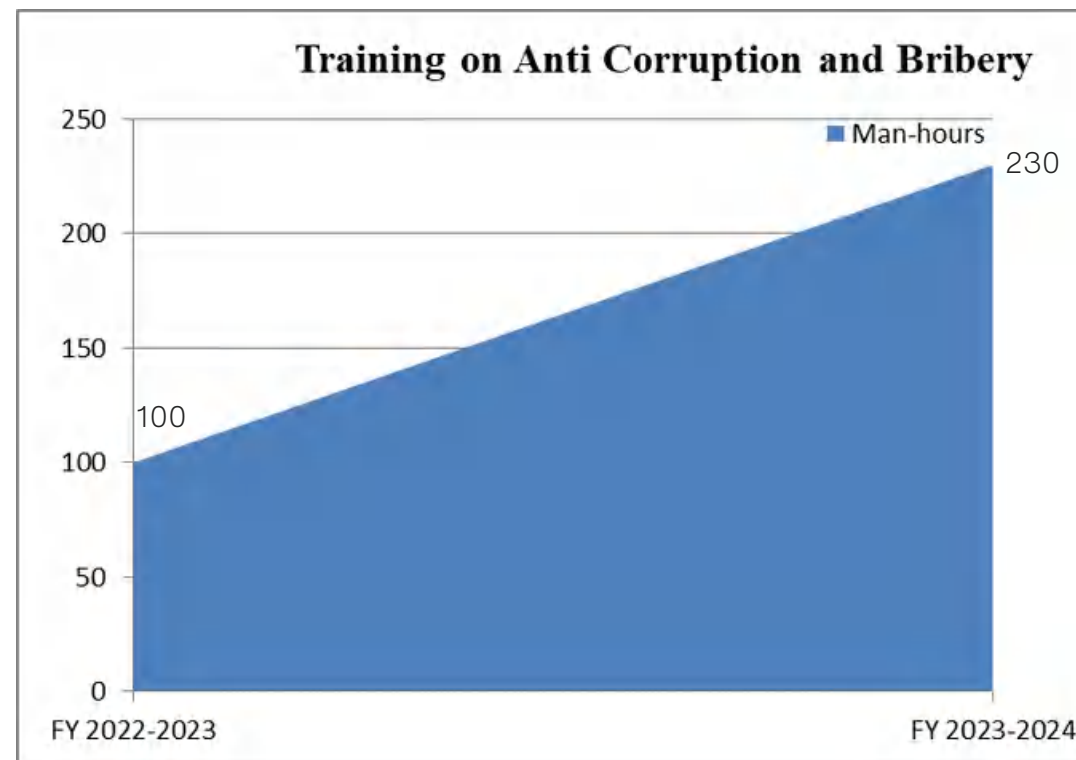
Financial Year	Training Hours (Man-hours)
2022-2023	100
2023-2024	230

### ANTI-CORRUPTION DUE DILIGENCE ON THIRD PARTIES

At Val Organics, upholding ethical business practices extends beyond our internal operations. We recognize the importance of mitigating corruption risks associated with third-party relationships. This includes suppliers, vendors, commission agents, brokers, sales representatives, distributors, contractors, customs brokers, and consultants.

### COMPREHENSIVE DUE DILIGENCE PROGRAM:

We have implemented a robust Anti-Corruption Due Diligence program to assess the corruption risks posed by potential and existing third-party partners. This program adheres to detailed and concrete steps, ensuring compliance.



### KEY STEPS:

- **Risk Assessment:** We conduct a risk assessment to identify high-risk categories of third parties based on factors like location, industry sector, and the nature of services provided. This helps us prioritize our due diligence efforts.
- **Pre-Engagement Screening:** Before entering into a business relationship, we conduct comprehensive pre-engagement screening on potential third parties. This includes:
  - **Reviewing Public Records:** We research public records to identify any history of corruption-related red flags.

# ETHICAL BUSINESS PRACTICES



Introduction

Environmental

Social

Governance

Products

- **Third-Party Questionnaires:** We require potential partners to complete questionnaires that address their anti-corruption policies and procedures.
- **Reference Checks:** We conduct reference checks with previous business partners of the third party to gather insights into their ethical practices.
- **Contractual Safeguards:** Our contracts with third parties include clear anti-corruption clauses that prohibit bribery, facilitation payments & other corrupt practices.
- **Ongoing Monitoring:** Our due diligence process doesn't stop at on-boarding. We continuously monitor the performance of our third parties throughout the engagement. This may involve:
  - **Periodic Reviews:** We conduct periodic reviews of third-party anti-corruption practices.

- **Whistle-blower Hotline:** We maintain a robust whistle-blower hotline for employees to report suspected corrupt practices by third parties.
- **Media Monitoring:** We monitor relevant media sources to identify any potential corruption-related concerns associated with our third parties.

## FILED CASES OF CORRUPTION

2022-2023	0
2023-2024	0

## WHISTLE-BLOWER PROCEDURE FOR REPORTING CORRUPTION AND BRIBERY

We are dedicated to conducting business with integrity, transparency throughout our entire supply chain. We believe a sustainable future is only achievable through ethical practices. To ensure this commitment, we have established a comprehensive whistle-blower procedure that empowers stakeholders to confidentially report any

suspected instances of corruption or bribery.

## ESTABLISHED MECHANISM FOR REPORTING

We offer multiple channels for stakeholders to report concerns, ensuring accessibility and comfort:

## INTERNAL REPORTING

- **Web Portal:** We have a secure, user-friendly web portal where you can submit reports anonymously or confidentially.
- **Compliance Officer:** Reports can be directly submitted in writing to our independent Compliance Officer.
- **Third-Party Hotline:** We maintain a confidential, 24/7 third-party hotline managed by a reputable external provider. This hotline allows you to report concerns anonymously if desired.

## CONFIDENTIALITY GUARANTEE

We are committed to protecting the confidentiality of your identity. You can choose to report anonymously through



# ETHICAL BUSINESS PRACTICES



the web portal or hotline. Even if you choose to identify yourself, we will take all reasonable steps to protect your confidentiality throughout the investigation process.

## NON-RETALIATION GUARANTEE

the web portal or hotline. Even if you choose to identify yourself, we will take all reasonable steps to protect

your confidentiality throughout the investigation process. Val Organics Pvt. Ltd. strictly prohibits retaliation against any stakeholder who reports suspected misconduct in good faith. This includes threats, disciplinary action, or any other form of intimidation. We have clear policies in place to prevent retaliation and to investigate any allegations of retaliation seriously.

## INVESTIGATION AND FOLLOW-UP

All reported concerns will be promptly investigated by a qualified, independent team. We take all reported issues seriously and are committed to taking appropriate corrective action. We will keep you informed of the progress of the investigation, within the limitations of confidentiality.

### PROACTIVE INTEGRITY: CORRUPTION RISK ASSESSMENT AND MITIGATION

DESCRIPTION	DETECTION METHODS	LIKELIHOOD	SEVERITY	RISK LEVEL	CONTROL MEASURES	STATUS	OWNER
Gift-giving practices with business partners: Offering or accepting gifts that could influence business decisions.	Review of expense reports Surprise audits Whistle-blower reports	Medium	Medium	Medium	Develop and enforce a clear gift giving policy. Implement a centralized gift register. Conduct training on acceptable business practices.	Implemented	Procurement & Compliance
Inadequate due diligence on third parties: Selecting vendors or partners with a high risk of corruption.	Review of due diligence procedures Third-party audits Industry reports	Low	High	Medium	Develop and enforce comprehensive due diligence procedures. Utilize third-party risk assessment tools. Include anti-corruption clauses in contracts.	Under Review	Risk Management Team

# ETHICAL BUSINESS PRACTICES



## PROACTIVE INTEGRITY: CORRUPTION RISK ASSESSMENT AND MITIGATION

DESCRIPTION	DETECTION METHODS	LIKELIHOOD	SEVERITY	RISK LEVEL	CONTROL MEASURES	STATUS	OWNER
Facilitation payments: Offering small bribes to expedite routine government services.	Whistle-blower reports Internal investigations Random inspections	Low	Medium	Low	Implement a zero-tolerance policy on facilitation payments. Provide clear reporting channels for employees. Train employees on relevant anti-corruption laws.	Partially Implemented	Internal Audit
Weak expense management procedures: Potential for fraudulent expense claims or misuse of company funds.	Review of expense reports Internal audits Data analytics	Medium	Medium	Medium	Implement robust expense management controls. Require pre-approval for high-value expenses. Conduct regular expense report reviews.	Ongoing Review	Finance Department

### STRENGTHENING OUR INTEGRITY: AUDITS OF CONTROL PROCEDURES

At Val Organics Pvt. Ltd., we are committed to upholding the highest ethical standards and preventing all forms of corruption and bribery within our operations. To demonstrate our dedication to continuous improvement, we conduct regular audits of our control procedures, ensuring their effectiveness in mitigating these risks.

### FOCUS AREAS AND METHODOLOGY:

Our internal audit program prioritizes the following control procedures:

- **Accounting Controls:** Regular audits assess the effectiveness of internal controls over financial reporting, including segregation of duties, transaction authorization, and record-keeping practices.

- **Purchasing Controls:** Procurement audits evaluate vendor selection processes, conflict of interest procedures, and adherence to anti-corruption clauses in contracts.
- **Gifts and Hospitality Controls:** Dedicated audits verify compliance with our Anti-Corruption Policy regarding gift-giving and hospitality practices with business partners.



# ETHICAL BUSINESS PRACTICES



## INTERNAL TESTING VS. EXTERNAL AUDITING:

We utilize a two-pronged approach to ensure comprehensive coverage:

- **Internal Testing:** Our internal audit team, composed of qualified and independent professionals, conducts regular reviews of control procedures. This allows for a proactive and ongoing assessment.
- **Formal External Audits:** In addition to internal testing, we engage a reputable external audit firm to conduct a comprehensive review of our control procedures at least once every three years. This external perspective provides an additional layer of assurance.

## BENEFITS OF REGULAR AUDITS:

Regular audits of control procedures offer several advantages:

- **Identify and Address Weaknesses:** Audits help us identify potential vulnerabilities in our control systems, allowing us to implement corrective actions before issues arise.

- **Promote Continuous Improvement:** By regularly evaluating our systems, we can refine and strengthen our controls over time, ensuring they remain effective in an ever-evolving environment.
- **Demonstrate Accountability:** Regular audits demonstrate our commitment to transparency and accountability to stakeholders, including investors, employees, and regulatory bodies.

## BUILDING TRUST THROUGH TRANSPARENCY: OUR APPROACH TO ETHICAL INTERACTIONS

At Val Organics, maintaining the highest ethical standards is crucial. To ensure transparency and prevent conflicts of interest, we have a clear process for sensitive transactions, like offering gifts or accepting travel from external partners.

When such a situation arises, we require employees to disclose the details beforehand, including the nature, value, and business justification. Depending on the value and type of transaction, approval is sought from different levels

of management. For smaller items, a departmental manager may suffice, while high-value gifts or sponsorships require review by our dedicated Ethics Committee - a group of senior leaders and compliance specialists. They carefully evaluate each situation based on clear criteria like business justification, policy alignment, and potential conflicts. This ensures transparency and keeps us on the right track, ethically speaking.

# ALIGNMENT WITH SDG'S



“Val Organics Pvt. Ltd. is committed to gender equality and diversity. Our specialized committees, like the Female and Male Committees, advocate for gender equality and address related issues.

Through initiatives led by these committees and the Employee Satisfaction Committee, we create a supportive work environment for all employees, promoting career growth and success regardless of gender. Our efforts reflect our commitment to fostering inclusivity and driving innovation within our organization.”



Val Organics' attainment of ISO 27001 certification and our unwavering commitment to regulatory compliance underscore our dedication to fostering excellence and responsibility. By prioritizing information security and adhering to

industry standards, we bolster infrastructure resilience and adhering to industry standards, we bolster infrastructure resilience and promote inclusive and sustainable business practices. Our proactive approach drives continuous improvement and innovation, ensuring we remain leaders in ethical operations. Through embracing emerging trends and evolving regulatory requirements, we uphold our commitment to integrity, transparency, and accountability, creating long-term value for stakeholders and communities. This steadfast dedication serves as a cornerstone of our ethos, guiding us towards a future built on trust, sustainability, and mutual prosperity.



“Val Organics upholds responsible consumption and production through stringent regulatory compliance and risk management practices. Our commitment to transparency supports sustainable initiatives by providing stakeholders with accurate information for informed decisions. We prioritize open dialogue and collaboration to drive positive change both within our organization and in our broader community. By fostering a culture of sustainability.”



“Val Organics' steadfast commitment to ethical standards and integrity, embodied in our comprehensive Code of Conduct and Whistle-blower Policy, serves as a linchpin in fostering peace, justice, and robust institutions. Our

adherence to these principles promotes inclusivity, accountability, and adherence to these principles promotes inclusivity, accountability, and transparency, laying the groundwork for sustainable development and equitable access to justice. we actively contribute to transparent governance and the fight against illicit financial practices. Through these initiatives.”



Val Organics' stakeholder engagement initiatives, guided by GRI standards, reflect our commitment to sustainable partnerships and inclusive decision-making. Through open dialogue and trust-building, we address diverse stakeholder

concerns, ensuring their voices shape our strategies. These practices extend beyond compliance, fostering long-term relationships and collaboration towards shared goals.



# DELIVERING WELL-BEING THROUGH SUSTAINABLE PRODUCTS



ACETOPHENONE SERIES	
PRODUCT NAME	CAS NUMBER
4-Hydroxy Acetophenone (Para Hydroxy Acetophenone)	99-93-4
2-Hydroxy Acetophenone (Ortho Hydroxy Acetophenone)	582-24-1
2,4-DichloroAcetophenone	2234-16-4
2,5-DichloroAcetophenone	2476-37-1
3,4-DichloroAcetophenone	2642-63-9
2,6-DichloroAcetophenone	937-20-2
2,4-Dichloro-5-FluoroAcetophenone	704-10-9
2,4-Dichloro Valerophenone	61023-66-3
2,2,4-Trichloro Acetophenone	4252-78-2
4-Methyl Acetophenone	122-00-9
4-Methoxy Acetophenone	100-06-01
2-Chloro-4(4-ChloroPhenoxy)	119851-28-4

ACETOPHENONE SERIES	
PRODUCT NAME	CAS NUMBER
4-Chloro Acetophenone	99-91-2
2,6-Dichloro-3-Fluoro Acetophenone 85-7	290835-
4-Acetoxy Acetophenone	13031-43-1

CHLORO BENZENE SERIES	
PRODUCT NAME	CAS NUMBER
Mono-Chlorobenzene	108-90-7
Ortho-dichlorobenzene	95-50-1
Para-dichlorobenzene Trichlorobenzene	106-46-7
1,2,4- Trichlorobenzene	120-82-1
1,2,3- Trichlorobenzene	87-61-6
1,3,5-Trichlorobenzene	108-70-3
1,2,4,5-Tetrachlorobenzene	95-94-3



# DELIVERING WELL-BEING THROUGH SUSTAINABLE PRODUCTS



CHLORO-ANILINE SERIES	
PRODUCT NAME	CAS NUMBER
2,5-DichloroAniline	95-82-9
2,4,5-TrichloroAniline	636-30-6
2,4,6-TrichloroAniline	634-93-5

NITROBENZENE SERIES	
PRODUCT NAME	CAS NUMBER
2,5- Dichloro Nitrobenzene	89-61-2
2,4,5- Trichloronitrobenzene	89-69-0

BENZOPHENONE SERIES	
PRODUCT NAME	CAS NUMBER
4-Hydroxy Benzophenone	1137-42-4
4-Chloro 4-Hydroxy Benzophenone	42019-78-3
4,4 Difluoro Benzophenone	345-92-6

OTHERS	
PRODUCT NAME	CAS NUMBER
2,6 Dichloro Benzoic Acid	50-84-0
1,4-bis(4'- fluorobenzoyl)benzene	68418-51-9
1,4-bis(4'- hydroxybenzoyl)benzene	15517-46-1
2,6-Dihydroxy Benzoic Acid	303-07-1
2-Methoxy Benzoic Acid	579-75-9

# DELIVERING WELL-BEING THROUGH SUSTAINABLE PRODUCTS



## PRODUCT SUSTAINABILITY AND SAFETY INITIATIVES

- **Environmental Impact Reduction:** Val Organics takes a comprehensive approach to minimize the environmental footprint of its products. Utilizing renewable energy sources such as wind energy and implementing energy audits to reduce carbon emissions, the company prioritizes sustainability throughout its operations. Additionally, Val Organics operates an Effluent Treatment Plant (ETP) to ensure effective waste treatment, adhering to strict pollution control norms.
- **Product Safety and Quality Assurance:** Upholding stringent safety and quality standards, Val Organics invests in advanced testing equipment across its Quality Control, Production Control, and Research and Development labs. Through meticulous testing procedures

involving gas chromatographs, Karl Fisher analysers.

- **Commitment to Sustainable Innovation:** Val Organics is committed to driving sustainable innovation through continuous research and development efforts. By investing in eco-friendly product formulations and securing patents for sustainable technologies, the company aims to reduce its environmental impact while delivering high-quality products to its customers.
- **Lifecycle Management & Responsible Waste Practices:** We prioritizes responsible waste management practices throughout the lifecycle of its products. From product design to end-of-life management, the company focuses on recycling initiatives, collaborates with waste management partners for proper disposal, including hazardous waste incineration, ensuring compliance with environmental regulations.

- **Ethical Supply Chain Practices:** We emphasizes ethical sourcing practices by collaborating with suppliers committed to sustainability. By implementing comprehensive procurement strategies and vetting suppliers for ethical & environmental standards, the company aims to minimize the environmental impact of its supply chain while upholding ethical practices.
- **Transparency in Marketing & Labelling:** We dedicated to transparency in marketing and product labelling, providing customers with accurate and comprehensive information about its products. Adhering to regulatory requirements and industry standards, the company ensures clear and informative labelling that includes ingredients, usage instructions. In marketing communications, We prioritizes honesty, accuracy, integrity, avoiding misleading claims and providing evidence-based information to build trust with customers.

# DELIVERING WELL-BEING THROUGH SUSTAINABLE PRODUCTS



- **Prioritizing Safety through Proactive Research and Chemical Databases:**

At Val Organics, we go beyond simply offering safe products; we proactively identify potential health and safety concerns throughout the product lifecycle. A key component of this commitment is our use of company-specific research and chemical databases to identify or analyse any potential health and safety impacts during the product use phase.

## OUR APPROACH

**Internal Research:** Our dedicated research team conducts in-house studies to evaluate the safety profile of our products during use. This may involve simulating real-world use scenarios and analysing potential interactions with other substances.

**Chemical Database Utilization:** We leverage access to comprehensive chemical databases like:

### High-Throughput Screening (HTS)

**Databases:** These databases contain data on the potential health effects of a wide range of chemicals, allowing us to identify potential hazards associated with ingredients in our products.

**Exposure Assessment Databases:** These databases provide information on typical exposure levels to various chemicals, helping us assess potential risks associated with product use.

### Safety Data Sheets (SDS) Databases:

These databases compile safety information from manufacturers on individual chemicals, allowing us to understand the specific hazards associated with each ingredient in our products.

**Continuous Monitoring & Evaluation:** We stay updated on the latest scientific advancements and regulatory changes related to product safety. We regularly review existing research, especially when new information becomes available.

## BENEFITS OF OUR APPROACH

- **Early Identification of Potential Risks:** By proactively researching and utilizing chemical databases, we can identify potential health and safety concerns early in the product development process.
- **Data-Driven Decision Making:** The data obtained allows us to make informed decisions about product formulation, labelling, and usage instructions.
- **Continuous Improvement:** Our ongoing research and database utilization ensure that our safety practices evolve alongside scientific understanding.

## COMMITMENT TO TRANSPARENCY:

We are committed to transparency with our customers. We strive to provide clear and concise information about the safety of our products through product labelling, safety data sheets, and readily available resources on our website.

# CUSTOMER HEALTH & SAFETY



At Val Organics Private Limited, ensuring the health and safety of our customers is a top priority. We recognize the importance of assessing and addressing the health and safety impacts of our products At Val Organics Private Limited, ensuring the health and safety of our customers is paramount. We understand the significance of assessing and addressing the health and safety impacts of our products and services, aligning with our commitment to transparency, accountability, and continuous improvement. Our Principles for customer health and safety are:

## OUR APPROACH

**1.Product Safety:** We adhere to rigorous safety standards and regulations to ensure that our products meet or exceed all applicable health and safety requirements. From manufacturing to distribution.

**2.Transparency:** We believe in transparent communication with our customers regarding the safety and usage of our products. Clear labelling, instructions, and warnings are provided to help customers make informed decisions and use our products safely.

**3. Continuous Improvement:** We are dedicated to continually improving the safety of our products and services through research, innovation, and feedback from our customers. We actively seek ways to enhance safety measures and minimize potential risks.

Our objective is to proactively identify and mitigate potential health and safety risks associated with our products and services. Through thorough risk

assessments and preventive measures, we aim to minimize the likelihood of harm to our customers.

Also, we are committed to maintaining the highest standards of quality assurance to ensure that our products consistently meet safety requirements and perform as intended. Quality control measures are implemented across all aspects of our operations to safeguard customer health and safety.



# CUSTOMER HEALTH & SAFETY



## CUSTOMER SAFETY FIRST: POLICIES, PERFORMANCE, AND PROACTIVE MEASURES

CATEGORY	DESCRIPTION	DATA (FY 2023 - 2024)	INITIATIVES	CATEGORY
Product Recalls	Number of product recalls initiated due to identified safety concerns.	0	<ul style="list-style-type: none"> <li>Implement a robust product safety testing program.</li> <li>Maintain a system for post-market surveillance to identify potential safety issues.</li> <li>Develop a clear and effective product recall process.</li> </ul>	Product Recalls
Customer Complaints	Number of customer complaints received related to product safety or health concerns.	0	<ul style="list-style-type: none"> <li>Maintain a system for receiving and investigating customer complaints.</li> <li>Analyse customer complaints to identify trends and potential safety issues.</li> <li>Implement corrective actions to address identified problems.</li> </ul>	Customer Complaints
Product-Related Injuries	Number of reported injuries associated with our products (if applicable).	0	<ul style="list-style-type: none"> <li>Work with customers to understand the circumstances of reported injuries.</li> <li>Investigate the root cause of product-related injuries.</li> <li>Implement design or manufacturing changes to prevent future injuries (if applicable).</li> </ul>	Product-Related Injuries
Proactive Safety Measures	Key initiatives undertaken to ensure product safety.	List of initiatives (e.g., investment in safety testing equipment, participation in industry safety standards development)	<ul style="list-style-type: none"> <li>Continuously improve our product safety practices.</li> <li>Stay informed about emerging safety risks.</li> <li>Collaborate with industry stakeholders on safety initiatives.</li> </ul>	Proactive Safety Measures



# CUSTOMER HEALTH & SAFETY



## OUR TARGETS

“We aim to reduce the number of customer incidents related to product safety by FY 2029-2030. This target reflects our commitment to continuously improving the safety of our products and services.

Compliance Rate: We strive to achieve a compliance rate of 100% with relevant health and safety regulations and standards. This target demonstrates our dedication to meeting and exceeding regulatory requirements to protect customer health and safety.”

## COMMITMENT TO CUSTOMER HEALTH AND SAFETY

At Val Organics, the health and safety of our customers is our top priority. We take a proactive approach to ensure you have the information you need to use our products safely and effectively.

## OUR COMPREHENSIVE AWARENESS PROGRAM

Clear Product Labelling: We strictly adhere to labelling standards, so our products are easy to understand. Safety

instructions, hazard warnings, and precautionary measures are prominently displayed to help you make informed decisions.

Accessible Safety Resources: Detailed safety information is readily available online at our website and other platforms. This includes product Safety Data Sheets (SDS), FAQs, and safe handling guidelines. You can access this information 24/7 for your convenience.

Educational Initiatives: We conduct educational campaigns and workshops to raise awareness about product safety and best practices. This empowers you with the knowledge and skills necessary to minimize risks and ensure safe product handling.

Responsive Customer Support: Our dedicated customer support team is here for you. They can address any health or safety-related inquiries, providing personalized guidance and ensuring you receive accurate information and support whenever needed.

## EMERGENCY PREPAREDNESS AND CUSTOMER INTERACTION

We are committed to your safety in the event of an unforeseen issue. Our comprehensive emergency preparedness plan ensures we can effectively communicate with you regarding potential health and safety risks.

**Proactive Risk Management:** We continuously monitor and assess potential hazards related to our products. This proactive approach allows us to anticipate.

**Clear Communication Channels:** We maintain open lines of communication. If a health or safety concern arises with a product, we will promptly inform you through various channels, including email, social media.

**Customer Engagement and Education:** We believe an informed customer is a safe customer. We provide educational materials, FAQs, and online resources to equip you with the knowledge needed to use our products safely and effectively.

# CUSTOMER HEALTH & SAFETY



**Swift Emergency Response:** In the event of an emergency, our dedicated response team takes immediate action to mitigate the impact on our customers. This includes activating response protocols, initiating product recalls if necessary.

**Direct Communication:** As part of our emergency plan, we may have a call back process where we reach out to you directly to alert you about any urgent health or safety advisories related to our products.

**Continuous Improvement:** We are always looking for ways to improve our emergency preparedness and customer interaction procedures. Regular reviews, simulations, and feedback mechanisms ensure our protocols are constantly evolving to provide the highest level of customer safety and satisfaction.

By prioritizing customer health and safety through comprehensive awareness programs and proactive emergency preparedness, Val Organics demonstrates our commitment to building trust.

## COMPREHENSIVE EXTERNAL FEEDBACK COLLECTION FOR CUSTOMER HEALTH AND SAFETY

At Val Organics, the health and safety of our customers are paramount. We actively seek external feedback to identify and address any potential health and safety concerns throughout the entire customer experience – before, during, and after product or service use. Here's how we achieve this:

### MULTIPLE DEDICATED CHANNELS:

**Customer Service Hotline:** We maintain a dedicated customer service hotline staffed by knowledgeable representatives. Customers can call anytime to report health & safety concerns, ask questions, or seek assistance related to product or service safety. All calls are documented and reviewed by our safety team to identify trends and recurring issues.

**Online Feedback Forms:** User-friendly online feedback forms are readily available on our website. These forms allow customers to submit anonymous feedback 24/7 on their experiences with our products or services.

**Social Media Monitoring:** We actively monitor our social media channels for mentions of our products or services. This allows us to identify and address potential safety concerns raised by customers in a public forum. Our social media team promptly responds to inquiries and directs customers to appropriate channels for further assistance or resolution.

**Dedicated Email Address:** We have a designated email address specifically for receiving health and safety feedback. This ensures that messages are promptly routed to the relevant departments for investigation and action.

**Product and Service Reviews:** We encourage customers to leave reviews and ratings of our products and services on various online platforms. These reviews provide valuable insights into customer experiences, including any health and safety issues they may have encountered. We actively monitor these reviews and take appropriate action to address identified concerns.

# CUSTOMER HEALTH & SAFETY



**In-Person Feedback Stations:** In physical locations like retail stores or service centres, we have designated feedback stations. These stations allow customers to fill out forms or speak directly with staff members about any health and safety concerns related to our products or services.

**Third-Party Surveys:** Periodically, we partner with independent third-party survey companies to conduct assessments of customer satisfaction. These surveys often include specific questions about health and safety, providing valuable insights into customer perceptions and experiences.

**Continuous Improvement:** By leveraging these diverse feedback channels, we demonstrate our commitment to transparency and accountability. The information we gather is used to:

**Identify Potential Hazards:** We proactively identify potential hazards and safety risks based on customer feedback.

**Investigate Incidents:** Reported safety incidents are thoroughly investigated to determine their cause and prevent future occurrences.

**Improve Communication:** We use feedback to improve product labelling, develop educational resources, and issue clear communication regarding any identified safety concerns.

**Building a Culture of Safety:** By actively collecting and responding to external feedback, we gain valuable insights into customer experiences and continuously improve our health and safety practices. This commitment ensures a safer environment for everyone who interacts with our products and services.

## SAFETY DATA SHEET (SDS)

An SDS is a comprehensive document that details the essential health and safety information regarding a specific chemical substance or mixture. It serves as a critical resource for customers to understand the potential hazards associated with a product and the recommended handling practices to minimize risks.

We design our user-friendly SDSs to be informative and clear, providing crucial details about our products, including:

**Section 1: Identification:** This section identifies the product and the supplier, including contact information in case of emergencies.

**Section 2: Hazard(s) Identification:** This section clearly outlines the potential hazards associated with the product. Here, customers will find classifications for both physical hazards (flammability, reactivity, etc.) and health hazards (skin irritation, respiratory effects, etc.).

**Section 3: Composition/Information on Ingredients:** This section details the ingredients in the product, including their percentages and any hazardous components.

**Section 4: First-Aid Measures:** This section provides clear instructions for customers on responding to potential exposure scenarios, including inhalation, skin contact, ingestion, and eye contact.

# CUSTOMER HEALTH & SAFETY



## Section 6: Accidental Release

**Measures:** This section provides guidance on how to safely contain and clean up spills or leaks of the product.

**Section 7: Handling and Storage:** This section outlines safe practices for handling and storing the product, including recommended storage conditions, ventilation requirements, and any incompatible materials.

**Section 8: Exposure Controls/Personal Protection:** This section details recommended exposure limits for any hazardous components and outlines appropriate personal protective equipment (PPE) to minimize potential health risks for customers.

**Understanding the Product:** Sections 9 through 16 of the SDS delve deeper into the product's characteristics:

**Section 9: Physical and Chemical Properties:** This section provides key physical and chemical information about the product, such as appearance, odour, boiling point, melting point, pH, etc.

**Section 10: Stability and Reactivity:** This section outlines the product's stability under normal storage conditions and identifies any potential hazardous reactions.

**Section 11: Toxicological Information:** This section summarizes available toxicological data on the product and its components, including potential health effects of exposure for customers.

**Section 12: Ecological Information:** This section provides information on the environmental impact of the product, including its biodegradability, aquatic toxicity, and potential for bioaccumulation.

**Section 13: Disposal Considerations:** This section outlines safe disposal methods for the product and its packaging, ensuring compliance with relevant environmental regulations.

**Section 14: Transport Information:** This section provides information for the safe transportation of the product according to national and international regulations.

**Section 15: Regulatory Information:** This section lists relevant safety, health, and environmental regulations that apply to the product and its components.

**Section 16: Other Information:** This section may include additional information, such as the preparation date of the SDS and any revisions made.

## EASY ACCESS TO YOUR SAFETY RESOURCE:

We make our SDSs readily available on our website in a downloadable format. Customers can easily find the SDS for a specific product by searching by product name or code. Additionally, a physical copy of the relevant SDS is included with each product shipment.

By providing comprehensive and accessible SDSs, we demonstrate our commitment to transparency and empowering customers to make informed decisions about product use. We encourage customers to review the SDS for any product before use. Our safety team is here to ensure customers have the information they need to use our products safely and effectively.

# CUSTOMER HEALTH & SAFETY



## **SAFEGUARDING CUSTOMERS: A FORMALIZED RISK ASSESSMENT PROCESS**

At Val Organics, the health and safety of our customers is paramount. We are committed to proactively identifying and mitigating any potential risks associated with our products and services throughout their lifecycle. This commitment is reflected in our formalized risk assessment process, which ensures we continuously evaluate and address potential customer health and safety concerns.

### **OUR APPROACH:**

Our risk assessment process is a comprehensive and ongoing program designed to identify, analyze, and control potential hazards before they cause harm to our customers. It is applied in three key scenarios:

### **NEW OPERATIONS START-UP:**

Prior to launching a new operation or introducing a new product or service, a thorough risk assessment is conducted. This assessment considers potential hazards throughout the entire customer

experience, from product development and manufacturing to usage and disposal.

The assessment identifies potential hazards, evaluates the severity and likelihood of their occurrence, and establishes appropriate control measures to mitigate risks. Examples of control measures may include modifying product formulations, developing clear safety instructions, or providing training for customers on safe product use.

### **CHANGE OF OPERATIONS:**

Whenever there is a significant change to existing operations, such as introducing new equipment, modifying production processes, or reformulating products, a risk assessment is revisited and updated.

This ensures that potential hazards associated with the changes are identified and addressed, protecting customer safety throughout the product lifecycle.

### **PERIODIC REVIEW OF CURRENT ACTIVITIES:**

We don't stop at initial assessments. We conduct regular reviews of our existing activities and products to ensure continuous risk identification and mitigation.

This may involve reviewing incident reports, customer feedback, and industry best practices to identify any emerging hazards or areas for improvement in our safety protocols.

### **DOCUMENTATION AND COMMUNICATION:**

All risk assessments are documented in detail, outlining the identified hazards, their associated risk levels, and the control measures implemented. This documentation serves as a reference point for future reviews and ensures ongoing awareness of potential risks.

Additionally, we communicate the key findings of risk assessments to relevant personnel within our company, ensuring everyone involved in product development, manufacturing,



# CUSTOMER HEALTH & SAFETY



## PROACTIVE RISK IDENTIFICATION:

By proactively identifying hazards, we can prevent potential incidents before they occur.

## DATA-DRIVEN DECISION MAKING:

Risk assessments provide us with valuable data to guide our decisions regarding product development, operational procedures, and customer safety communication.

## CONTINUOUS IMPROVEMENT:

Our ongoing risk assessment process ensures that our safety practices evolve alongside new technologies, industry best practices, and customer needs.

## COMMITMENT TO CUSTOMER SAFETY:

By prioritizing a formalized risk assessment process, we demonstrate our unwavering commitment to the health and safety of our customers. We believe in creating a safe environment for everyone who interacts.

## INCIDENTS OF NON-COMPLIANCE

Monitoring and Reporting: We maintain rigorous monitoring and reporting

systems to track incidents of non-compliance concerning product and service information, labelling.

Any instances of non-compliance, including customer complaints, adverse events, or regulatory violations, are promptly investigated and documented.

Root Cause Analysis: In the event of non-compliance incidents, we conduct thorough root cause analyses to identify underlying factors contributing to the issue.

Corrective Actions: Upon identifying areas of non-compliance, we take immediate corrective actions to address root causes.

Corrective Actions: Upon identifying areas of non-compliance, we take immediate corrective actions to address root causes and prevent future occurrences.

## COMMITMENT TO HEALTH AND SAFETY

Val Organics remains steadfast in upholding the highest standards of

health and safety throughout our operations.

We are committed to providing accurate product and service information, ensuring compliance with labelling requirements.

Our dedication to transparency, accountability, and continuous improvement underscores our commitment to safeguarding the health and safety of our customers.

### CUSTOMER SAFETY TRAINING SESSIONS

FINANCIAL YEAR	TRAINING SESSIONS CONDUCTED
2022-2023	65%
2023-2024	65%

### CUSTOMER PARTICIPATION IN SUSTAINABILITY MEETINGS

FY	PARTICIPATION RATE
2022-2023	65%
2023-2024	70%

# CUSTOMER SATISFACTION & QUALITY ASSURANCE



At Val Organics Pvt. Ltd, our dedication to customer satisfaction and quality assurance permeates every facet of our operations. It's not merely a goal but a guiding principle that shapes our approach to delivering excellence in products and services. Through a relentless commitment to stringent quality control measures and a steadfast focus on meeting customer needs, we strive to exceed expectations and uphold the highest standards of quality.

## QUALITY CONTROL MEASURES

Ensuring the quality of our products is paramount, which is why we have implemented rigorous quality control protocols at every stage of our production process. From meticulously sourcing raw materials to the final delivery of our products, we maintain strict adherence to quality standards. Our state-of-the-art laboratories and testing facilities are equipped with cutting-edge technology to conduct comprehensive quality assessments. This ensures that our products

consistently meet or surpass stringent quality benchmarks and regulatory requirements. Moreover, continuous monitoring and evaluation mechanisms

enable us to promptly identify and address any deviations from quality parameters, ensuring that our customers receive only the best.

QUALITY ASSURANCE	
METRIC	VALUE
Defect rate	1.0%
Compliance rate	90.0%
Contamination rate	0.5%
Rejections per Lot	0.0%



# CUSTOMER SATISFACTION & QUALITY ASSURANCE



## COMPLIANCE WITH INTERNATIONAL STANDARDS

At Val Organics, we recognize the importance of adhering to internationally recognized standards to uphold the integrity and safety of our products. As such, we maintain certifications and accreditations that underscore our commitment to quality and safety. Our adherence to standards such as ISO 9001 for quality management systems and ISO 14001 for environmental management demonstrates our unwavering dedication to excellence. By aligning with these standards, we not only enhance the quality of our products but also foster trust and confidence among our customers and stakeholders.

## CUSTOMER FEEDBACK AND SATISFACTION

Central to our commitment to customer satisfaction is the active solicitation and integration of customer feedback into our operations. We employ various feedback mechanisms, including

surveys, focus groups, and direct communication channels, to gauge customer satisfaction levels and identify areas for improvement. This feedback-driven approach enables us to gain invaluable insights into customer preferences, concerns, and expectations. By listening attentively to our customers and acting upon their feedback, we continuously strive to enhance their overall experience and strengthen our relationships.

CUSTOMER FEEDBACK ANALYSIS	
FEEDBACK CATEGORY	PERCENTAGE (%)
Excellent	80
Good	18
Fair	2
Poor	0

## CONTINUOUS IMPROVEMENT INITIATIVES

At Val Organics, we embrace a culture of continuous improvement as a means to drive excellence and innovation. We are unwavering in our pursuit of setting new benchmarks for quality & customer satisfaction. the integration of innovative technologies, we continuously enhance our capabilities and raise the bar for performance. Our commitment to staying ahead of the curve ensures that we not only meet but exceed customer expectations, positioning us as a leader in our industry.

## CASE STUDIES

We believe that actions speak louder than words, which is why we are proud to share real-world examples of how our commitment to customer satisfaction. Here are some relevant case studies showcasing instances where We successfully resolved customer issues, improved product quality, or implemented innovative solutions based on customer feedback.

# CUSTOMER SATISFACTION & QUALITY ASSURANCE



Val Organics is dedicated to exceeding expectations. We work closely with customers to overcome challenges. Our commitment to quality is unwavering, exemplified by our recent product enhancements. Furthermore, Val Organics consistently pushes boundaries with innovative solutions.

At Val Organics Pvt. Ltd, customer satisfaction and quality assurance are not mere objectives; they are fundamental principles that drive our success. By prioritizing quality, listening attentively to our customers, and embracing a culture of continuous improvement, we ensure that every interaction with Val exceeds

expectations. Our unwavering commitment to excellence reinforces our reputation as a trusted partner, poised to deliver unparalleled Value and quality to our customers.

CASE STUDY TITLE	KEY ACTIONS	OUTCOME
Resolving Customer Issue	Enhanced communication channels	Increased customer satisfaction
Improving Product Quality	Implementing advanced testing methods	Reduction in defects
Innovative Solutions	Customer-driven product development	Enhanced product features





# SUSTAINABLE SUPPLY CHAIN MANAGEMENT



Val Organics places significant emphasis on transparent communication throughout its supply chain management processes. By maintaining open channels of communication, the company ensures that stakeholders, including employees, communities, and the general public, are kept well-informed about the measures taken to manage hazardous

measures taken to manage hazardous chemicals safely. This commitment to transparency extends to regular updates and accessible information regarding the handling, storage, and disposal of hazardous materials, thereby promoting a culture of accountability and trust within the organization and its surrounding communities. Furthermore, Val

Organics upholds ethical supply chain practices, prioritizing suppliers who adhere to stringent environmental and social standards in the sourcing of raw materials. We are complying to ISO 28000 through these practices. The company not only ensures responsible chemical management but also fosters accountability and transparency across its supply chain network.



# GREENING OUR SUPPLY CHAIN



ASPECT	SUSTAINABLE PROCUREMENT POLICY ON ENVIRONMENTAL ISSUES (BASELINE FY 2022-23)	SUSTAINABLE PROCUREMENT POLICY ON ENVIRONMENTAL ISSUES (BASELINE FY 2022-23)
Principles	<ul style="list-style-type: none"> <li>Integrate environmental considerations throughout the procurement process.</li> <li>Prioritize life cycle assessment to minimize environmental impact.</li> <li>Encourage continuous improvement in environmental performance within the supply chain.</li> </ul>	<ul style="list-style-type: none"> <li>Uphold fair labour practices and respect human rights throughout the supply chain.</li> <li>Comply with all applicable labour laws and regulations.</li> <li>Promote decent work and a safe working environment for all employees within the supply chain.</li> </ul>
Engagement	<ul style="list-style-type: none"> <li>Conduct supplier assessments to evaluate environmental practices.</li> <li>Partner with suppliers to implement sustainable practices.</li> <li>Collaborate on setting &amp; achieving environmental goals.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct social audits of suppliers to assess labour practices.</li> <li>Engage in open communication with suppliers on labour issues.</li> <li>Partner with suppliers to improve working conditions.</li> </ul>
Qualitative Objectives	<ul style="list-style-type: none"> <li>Increase the use of recycled content in procured materials.</li> <li>Reduce greenhouse gas emissions associated with procured goods and services.</li> <li>Minimize waste generation throughout the supply chain. Increase energy efficiency of procured products.</li> </ul>	<ul style="list-style-type: none"> <li>Achieve a living wage standard for all workers within the supply chain.</li> <li>Implement programs to promote diversity and inclusion within the workforce. Eliminate forced labour and human trafficking from the supply chain.</li> <li>Uphold freedom of association and collective bargaining rights.</li> </ul>
	<ul style="list-style-type: none"> <li>By FY 2029-30, source 25% of materials from Sustainable alternatives</li> </ul>	<ul style="list-style-type: none"> <li>Achieve a living wage for 45% of workers within the supply chain by FY 2029-2030.</li> </ul>

# GREENING OUR SUPPLY CHAIN



ASPECT	SUSTAINABLE PROCUREMENT POLICY ON ENVIRONMENTAL ISSUES (BASELINE FY 2022-23)	SUSTAINABLE PROCUREMENT POLICY ON ENVIRONMENTAL ISSUES (BASELINE FY 2022-23)
Quantitative Objectives	<ul style="list-style-type: none"> <li>Reduce greenhouse gas emissions associated with procurement by 10% by FY 2029-2030.</li> <li>Increase the average energy efficiency rating of procured products by 10% by FY 2029-2030.</li> </ul>	<ul style="list-style-type: none"> <li>Achieve a zero-tolerance policy for forced labour and human trafficking.</li> </ul>
Integration with Conventional Considerations	<ul style="list-style-type: none"> <li>Conduct cost-benefit analyses that consider both environmental and traditional procurement factors.</li> <li>Develop selection criteria that prioritize environmentally responsible suppliers while maintaining competitive pricing and quality.</li> <li>Partner with suppliers to identify innovative solutions that meet both environmental and economic goals.</li> </ul>	<ul style="list-style-type: none"> <li>Integrate labour and human rights considerations into supplier selection criteria alongside traditional factors like price, quality, and reliability.</li> <li>Conduct risk assessments to identify potential labour and human rights issues within the supply chain.</li> <li>Collaborate with suppliers to develop solutions that address labour and human rights issues while maintaining cost-effectiveness.</li> </ul>

## TRANSPARENT COMMUNICATION AND ETHICAL PRACTICE

Val Organics places paramount importance on transparent communication to ensure the safety of communities and the well-being of its employees. Regular updates and accessible information regarding hazardous chemical management

practices foster a culture of accountability & trust. The company's ethical supply chain practices guarantee that materials are responsibly sourced, thereby promoting responsible chemical management.

## RAW MATERIAL SOURCING

Val Organics is committed to upholding responsible sourcing practices, ensuring

that materials are procured from suppliers dedicated to sustainability and ethical standards. Through meticulous assessments, the company verifies the environmental and social impacts of raw material extraction, giving preference to suppliers adhering to responsible sourcing guidelines and advocating sustainable practices. By prioritizing such suppliers.

# ENVIRONMENTAL SUSTAINABILITY



## OPTIMIZING TRANSPORTATION AND LOGISTICS

Efficient transportation and logistics operations are paramount in our mission to slash GHG emissions. To this end, we've implemented innovative strategies to optimize transportation routes, minimize idle time, and deploy fuel-efficient vehicles. These initiatives have yielded tangible reductions in emissions associated with our transportation activities.

Efforts to mitigate environmental impact include the adoption of eco-friendly practices such as renewable energy adoption, waste reduction, and carbon footprint mitigation. Through collaboration with suppliers, Val Organics actively promotes sustainability initiatives such as eco-friendly packaging and energy-efficient manufacturing processes. By embracing these initiatives, the company aims to minimize its environmental footprint and contribute to a more sustainable future.

CO2 EMISSIONS			
UPSTREAM (TCO2eq)		DOWNSTREAM (TCO2eq)	
FY 2022-2023	FY 2023-2024	FY 2022-2023	FY 2023-2024
665.18	132.03	102.55	135.51

## SOCIAL RESPONSIBILITY AND ETHICAL SOURCING

Val Organics upholds social responsibility and ethical sourcing practices throughout its supply chain. The company ensures adherence to labour rights, fair wages, and safe working conditions across all stages of the supply chain. Engaging with suppliers to enforce compliance with social standards fosters transparency and accountability, supporting diversity and inclusion initiatives within the industry. By prioritizing ethical sourcing practices, Val Organics contributes to the promotion of responsible business conduct and social well-being.

- In our commitment to responsible sourcing, we've made significant strides towards eliminating conflict minerals – tin, tantalum, tungsten, and gold – from our supply chain. We actively partner with suppliers to ensure responsible mineral sourcing practices are in place, and we are continually evaluating progress towards achieving a completely conflict-free supply chain.

## SUPPLIER SCREENING USING SOCIAL AND ENVIRONMENTAL ASPECTS

Val Organics implements a rigorous screening process for suppliers based on social and environmental criteria to ensure alignment with sustainability objectives. This screening evaluates

# ENVIRONMENTAL SUSTAINABILITY



suppliers' commitment to labour rights, environmental regulations, and ethical business conduct. Suppliers demonstrating a strong commitment to sustainability and responsible practices are given preference in the selection process, thereby reinforcing the company's dedication to ethical procurement and environmental stewardship.

## **SUPPLY CHAIN RESILIENCE AND RISK MANAGEMENT**

Strategies aimed at enhancing supply chain resilience include comprehensive scenario planning and business continuity planning to effectively manage disruptions. Collaborative efforts with suppliers facilitate the development of robust networks and contingency plans, ensuring business continuity even amidst unforeseen challenges. By proactively addressing risks and building resilience, Val Organics strengthens its supply chain and ensures continued operations in the face of adversity.

Val Organics prioritizes innovation and collaboration as drivers of sustainability within the supply chain ecosystem. By engaging with industry partners and stakeholders, the company fosters the development of sustainable solutions and drives continuous improvement. Exploration of emerging technologies enhances transparency and efficiency while promoting responsible sourcing and production practices. Through these collaborative efforts, Val Organics aims to drive positive change and promote sustainable practices throughout its supply chain network.

## **GUIDING PRINCIPLES FOR SUPPLIER SELECTION**

When selecting suppliers, Val Organics considers a range of factors including environmental performance, social responsibility, governance practices, performance track record, and commitment to innovation and continuous improvement. Ensuring alignment with sustainability objectives, supplier selection contributes to overall

ESG performance and supports shared sustainability goals. By prioritizing suppliers that uphold ethical and sustainable practices, Val Organics reinforces its commitment to environmental stewardship and social responsibility.

Through the integration of sustainable practices into its supply chain operations, Val Organics demonstrates its unwavering commitment to environmental stewardship, social responsibility, and ethical business conduct. By fostering transparent communication, ethical sourcing, supplier screening, and collaboration, the company strives to create a resilient and sustainable supply chain ecosystem that drives long-term value creation while minimizing environmental impacts and promoting social well-being.

# ENVIRONMENTAL HAZARDS AND NEGATIVE IMPACTS



HAZARDS/ NEGATIVE IMPACTS	CAUSES	EFFECTS	POSSIBLE MITIGATION
Pollution	Release of pollutants from transportation, production & disposal processes.	Air and water pollution, soil contamination, ecosystem degradation & adverse health effects on humans and wildlife.	Implement pollution prevention measures such as using cleaner production technologies and optimizing processes to reduce emissions.
Deforestation	Clearing of forests for agricultural expansion, timber extraction, and infrastructure development.	Loss of biodiversity, habitat destruction, soil erosion, climate change, and disruption of ecosystem services.	Adopt sustainable sourcing practices & certifications to ensure responsible forest management. Implement reforestation & afforestation programs to restore lost habitats.
Greenhouse Gas Emissions	Fossil fuel combustion, industrial processes, and transportation activities.	Global warming, climate change, sea level rise, extreme weather events, and disruption of ecosystems and agricultural productivity.	Transition to renewable energy sources & energy-efficient technologies. Enhance energy management practices and promote alternative transportation modes.
Waste Generation	Excessive packaging, manufacturing waste, and end-of-life product disposal.	Landfill pollution, resource depletion, habitat destruction, contamination of soil, water, air.	Reduce, reuse, and recycle materials throughout the supply chain. Design products for durability & recyclability. Implement waste management programs to minimize landfill disposal.



# ENVIRONMENTAL HAZARDS AND NEGATIVE IMPACTS



HAZARDS/ NEGATIVE IMPACTS	CAUSES	EFFECTS	POSSIBLE MITIGATION
Resource Depletion	Overexploitation of natural resources such as water, minerals & fossil fuels.	Resource scarcity, water stress, ecosystem degradation & loss of biodiversity.	Adopt resource-efficient practices and technologies to minimize resource consumption. Explore alternative materials & Renewable resources. Implement water recycling & conservation measures.
Habitat Destruction	Destruction of natural habitats for agricultural expansion, urbanization & infrastructure development.	Loss of biodiversity, habitat fragmentation, extinction of species, and disruption of ecosystem functions.	Conduct environmental impact assessments & biodiversity surveys to identify sensitive areas. Implement habitat conservation & restoration projects.
Soil Degradation	Soil erosion, contamination from agricultural chemicals, and industrial activities.	Reduced soil fertility, loss of arable land, desertification, and water pollution.	Implement soil conservation practices such as terracing, contour ploughing, and cover cropping. Use organic farming methods to improve soil health and fertility. Implement soil remediation techniques for contaminated sites.

# ENVIRONMENTAL HAZARDS AND NEGATIVE IMPACTS



HAZARDS/ NEGATIVE IMPACTS	CAUSES	EFFECTS	POSSIBLE MITIGATION
Air and Water Contamination	Discharge of pollutants into air and water bodies from industrial processes, agriculture, and improper waste disposal.	Waterborne diseases, toxic algal blooms, fish kills, respiratory illnesses & ecosystem degradation.	Install pollution control devices and treatment systems to remove contaminants from emissions and wastewater. Implement best management practices for preventing runoff & contamination from agricultural activities.
Noise Pollution	Noise from transportation, construction & industrial machinery.	Hearing loss, stress, sleep disturbances, communication interference and disruption of wildlife behaviour.	Implement noise abatement measures such as sound barriers, mufflers, and acoustic enclosures. Schedule noisy activities during off-peak hours to minimize disturbance to surrounding communities.
Chemical Spills	Accidental spills or leaks of hazardous chemicals during transportation, storage & handling.	Soil and water contamination, ecosystem disruption, health risks to humans and wildlife & clean-up costs.	Develop & implement spill response plans with proper containment and clean-up procedures. Conduct regular inspections & maintenance of storage facilities and transportation equipment to prevent leaks and spills.

# SUPPLIER SUSTAINABILITY ASSESSMENT



As part of our commitment to sustainable procurement, we utilize a comprehensive supplier sustainability assessment process. This remote, questionnaire-based approach allows us to evaluate environmental, social, and governance (ESG) practices within our supply chain without requiring on-site visits.

## OUR ASSESSMENT PROCESS:

- **Questionnaire Design:** We have developed a robust questionnaire aligned with industry best practices and leading sustainability frameworks. It covers key areas like:
  - **Environmental management:** Waste management, energy efficiency, resource consumption.
  - **Labour practices:** Working conditions, fair wages, worker safety, compliance with labour laws.
  - **Social responsibility:** Community engagement, ethical sourcing, diversity and inclusion.
  - **Governance:** Anti-corruption practices, data security, business ethics.
- **Supplier Participation:** We encourage all suppliers to complete the self-assessment questionnaire annually.
- **Data Analysis and Engagement:** We analyse the collected data to identify potential risks and opportunities for improvement. We then engage with suppliers to:
  - Discuss their responses and understand their sustainability practices.
  - Share best practices and resources to assist them in strengthening their ESG performance.



# FOSTERING DIVERSITY & INCLUSION IN OUR SUPPLY CHAIN



At Val Organics, we believe that a diverse and inclusive supply chain is not only the right thing to do, but also good for business. We are committed to promoting opportunities for women-owned businesses (WOBs), minority-owned businesses (MOBs), and other diverse suppliers, while fostering diversity, equity, and inclusion (DE&I) within our suppliers' workforces.

## ACTIONS TO WORK WITH WOMEN-OWNED BUSINESSES (WBES) IN THE SUPPLY CHAIN:

- **Strategic Sourcing:** We actively seek out WBEs through:
  - Partnering with certified WBE organizations and associations.
  - Utilizing diversity supplier databases.
  - Implementing supplier selection processes that consider qualified local and global WOBS.

- **Mentorship and Support:** We offer mentorship programs and educational resources to help WOBS navigate the procurement process and grow their businesses.
- **Contract Negotiation Flexibility:** We strive to offer flexible contract terms that are beneficial to WBEs, considering factors like payment schedules and minimum order quantities.

## ACTIONS TO WORK WITH DIVERSE SUPPLIERS (MBE, DBE, VBE, DVBE, LGBTBE, ETC.):

- **Expanding our Supplier Network:** We leverage partnerships with diverse supplier organizations to identify qualified MOBS across various categories.
- **Inclusive Selection Criteria:** Our supplier selection process considers qualifications alongside diversity certifications, ensuring a level playing field for qualified MOBS.

- **Supplier Development Programs:** We offer targeted development programs to help MOBS understand our procurement needs and strengthen their capabilities.

## ADVANCING DIVERSITY, EQUITY, AND INCLUSION IN SUPPLIER WORKFORCES:

- **Supplier DE&I Training:** We encourage and may require our suppliers to participate in DE&I training programs.
- **Monitoring and Transparency:** We implement processes to monitor the implementation of DE&I actions.
- **Diversity Metrics and Goals:** We encourage suppliers to track and report diversity representation within their workforce, aligning.
- **Supplier Recognition:** We recognize and celebrate suppliers who demonstrate leadership in DE&I practices.

# TOWARDS GOLD: VAL ORGANICS' JOURNEY WITH GROWLITY PVT. LTD.



At Val Organics, our commitment to sustainability is steadfast. We are proud to announce that we achieved the prestigious Silver badge from Ecovadis in 2021, a testament to our dedication to environmental, social, and ethical practices in our operations.

However, our journey towards sustainability does not end here. We believe in continuous improvement and setting higher benchmarks for ourselves. That's why we have partnered with Growlity Pvt. Ltd., a leading sustainability consultancy, to propel our efforts towards the Ecovadis Golden badge.

Together with Growlity Pvt. Ltd., we are embarking on a collaborative journey to enhance our sustainability performance across all facets of our business. By leveraging their expertise and innovative

solutions, we aim to address key sustainability challenges, implement best practices, and drive meaningful impact throughout our supply chain.

Our focus extends beyond mere compliance; we are committed to driving systemic change and creating positive environmental and social outcomes. Through strategic initiatives, transparent communication, and stakeholder engagement, we are determined to achieve the Ecovadis Golden badge.

As we move forward on this journey, we invite our stakeholders, partners, and customers to join us in our commitment to sustainability. Together, we can make a difference and build a more sustainable future for generations to come. Stay tuned as we embark on this exciting new chapter towards the Ecovadis Golden badge!



# CERTIFICATE OF APPRECIATION



## Certificate Appreciation

Presented by



**VAL ORGANICS PRIVATE LIMITED**

**Best Service  
Supplier  
2022-2023**

We would like to express our warmest admiration for your unfailing supply services to us as one of our prominent supplier. We are delighted to inform that supplier performance based on Environment, Health, Safety and social compliances of the year 2022-2023 has been reviewed by the team at our end and we are pleased to announce the,

**BEST SUPPLIER PERFORMANCE AWARD**

to

**R. M. Automation**

Date: 03/04/2023

Place: Sarigam

Mr. Vivek L. Chadha  
Director -VAL Organics

# ESG KPI ROADMAP FY 2029-30



KEY PERFORMANCE INDICATORS				
ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
ENVIRONMENTAL				
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO2eq) 44,973	Scope 1 GHG (tCO2eq) 5% Reduction 42,724 / <b>24,821</b>	Scope 1 GHG (tCO2eq) 15% Reduction 38,227/	Scope 1 GHG (tCO2eq) 25% Reduction 33,730/
	Scope 2 GHG (tCO2eq) 6,965	Scope 2 GHG (tCO2eq) 5% Reduction 6,617/ <b>6,118</b>	Scope 2 GHG (tCO2eq) 15% Reduction 5920/	Scope 2 GHG (tCO2eq) 25% Reduction 5224/
	Scope 3 GHG (tCO2eq) 1,638	Scope 3 GHG (tCO2eq) 5% Reduction 1,556 / <b>1,682</b>	Scope 3 GHG (tCO2eq) 15% Reduction 1,392/	Scope 3 GHG (tCO2eq) 25% Reduction 1,229/
	Scope 3 Downstream GHG Emission (tCO2eq) 103	Scope 3 Downstream GHG Emission (tCO2eq) 98 / <b>136</b>	Scope 3 Downstream GHG Emission (tCO2eq) 88/	Scope 3 Downstream GHG Emission (tCO2eq) 77 /
	Scope 3 Upstream GHG Emission (tCO2eq) 665	Scope 3 Upstream GHG Emission (tCO2eq) 632 / <b>591</b>	Scope 3 Upstream GHG Emission (tCO2eq) 565/	Scope 3 Upstream GHG Emission (tCO2eq) 499 /
	Specific Scope 1+ 2 GHG Emission (KGC02eq / Ton of Product) 1.18	Specific Scope 1+ 2 GHG Emission (KGC02eq / Ton of Product) (Target/Actual) 0.9 / <b>0.98</b>	Specific Scope 1+ 2 GHG Emission (KGC02eq / Ton of Product) (Target/ Actual) 0.8 /	Specific Scope 1+ 2 GHG Emission (KGC02eq / Ton of Product) (Target/Actual) 0.7 /

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	People Trained on GHG (Manhours) 1150	People Trained on GHG (Manhours) (Target / Actual) 1600/ <b>1800</b>	People Trained on GHG (Manhours) (Target / Actual) 2000	People Trained on GHG (Manhours) (Target / Actual) 2200
Environmental Complaints	# of Complaints NIL	# of Complaints NIL / <b>NIL</b>	# of Complaints NIL	# of Complaints NIL
Energy	Total Energy consumption (in MWH) 11461.27	Total Energy consumption (in MWH) (Target / Actual) 10,888.20/ <b>10067.68</b>	Total Energy consumption (in MWH) (Target / Actual) 9742.07/	Total Energy consumption (in MWH) (Target / Actual) 8595.95/
	Energy Intensity (GJ/MT product produced.) 0.94	Energy Intensity (GJ/MT product produced.) 0.90 / <b>1.14</b>	Energy Intensity (GJ/MT product produced.) 0.85 /	Energy Intensity (GJ/MT product produced.) 0.80
	Total renewable energy consumption (45 %)	Total renewable energy consumption 47% / <b>58%</b>	Total renewable energy consumption 52%	Total renewable energy consumption 56%
	Total renewable energy consumption (MWH) 5,181.43	Total renewable energy consumption (MWH) (Target / Actual) 5,440.50/ <b>5,807.84</b>	Total renewable energy consumption (MWH) (Target / Actual) 5,958.64/	Total renewable energy consumption (MWH) (Target / Actual) 6,476.78/

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Energy	People Trained on Energy Efficiency (Manhours) 867	People Trained on Energy Efficiency (Manhours) (Target / Actual) 1200 / <b>1250</b>	People Trained Energy Efficiency (Manhours) (Target/ Actual) 1400	People Trained on Energy Efficiency (Manhours) (Target / Actual) 1600
Water	Total Water consumption (in Kilo Litres / Year) 106000	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 100000/ <b>60000</b>	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 98000/	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 96000/
	Total Water Recovered (in Kilo Litres / Year) 4240	Total Water Recovered (in Kilo Litres/Year) (Target/Actual) 5000 / <b>2800</b>	Total Water Recovered (in Kilo Litres / Year) (Target / Actual) 5500 /	Total Water Recovered (in Kilo Litres / Year) (Target / Actual) 6000 /
	Total Rain Water Harvested (in Kilo Litres / Year) 0	Total Water consumption from surface water (in Kilo Litres) (Target / Actual) 10/ 0	Total Water consumption from surface water (in Kilo Litres) (Target / Actual) 50 /	Total Water consumption from surface water (in Kilo Litres) (Target / Actual) 90 /
	Total Water Treated (In % of Total Water consumption) 4%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 3.5 % / <b>4.66%</b>	Total Water Treated (In % of Total Water consumption) (Target / Actual) 3%	Total Water Treated (In % of Total Water consumption) (Target / Actual) 2.5 %

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Water	Water Intensity (Water consumed KL / Product Produced MT.) 2.41	Water Intensity (Water consumed KL / Product Produced MT.) 2.2 / <b>1.89</b>	Water Intensity (Water consumed KL / Product Produced MT.) 2.1	Water Intensity (Water consumed KL / Product Produced MT.) 2
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100 / <b>49.33</b>	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100 / <b>35</b>	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100 /	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 100 /
	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) 50 / <b>11.49</b>	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) 50 / <b>12.99</b>	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) 50 /	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) 50 /
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 / <b>70.28</b>	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 / <b>79.95</b>	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 /	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 250 /



# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Water	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / <b>20.92</b>	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 / <b>22</b>	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 /	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 30 /
	People Trained on Water Efficiency (Manhours) 640	People Trained on Water Efficiency (Manhours) 1100/ <b>1200</b>	People Trained on Water Efficiency (Manhours) 1400	People Trained on Water Efficiency (Manhours) 1700
Air Pollution	SO <sub>2</sub> (mg /Nm <sup>3</sup> ) (Limit /Result) 40/ <b>22.4</b>	SO <sub>2</sub> (mg /Nm <sup>3</sup> ) (Limit /Result) 40/ <b>29</b>	SO <sub>2</sub> (mg /Nm <sup>3</sup> ) (Limit /Result) 40/	SO <sub>2</sub> (mg /Nm <sup>3</sup> ) (Limit /Result) 40/
	NO <sub>x</sub> (mg /Nm <sup>3</sup> ) (Limit /Result) 25/ <b>17.42</b>	NO <sub>x</sub> (mg /Nm <sup>3</sup> ) (Limit /Result) 25/ <b>21.08</b>	NO <sub>x</sub> (mg /Nm <sup>3</sup> ) (Limit /Result) 25 /	NO <sub>x</sub> (mg /Nm <sup>3</sup> ) (Limit /Result) 25/
	PM <sub>10</sub> (mg/M <sup>3</sup> ) ambient air (Limit /Result) 100 / 69.58	PM <sub>10</sub> (mg/M <sup>3</sup> ) ambient air (Limit /Result) 100 / <b>70</b>	PM <sub>10</sub> (mg/M <sup>3</sup> ) ambient air (Limit /Result) 100 /	PM <sub>10</sub> (mg/M <sup>3</sup> ) ambient air (Limit /Result) 100 /
	PM <sub>2.5</sub> (mg/M <sup>3</sup> ) ambient air (Limit /Result) 60 / 25.41	PM <sub>2.5</sub> (mg/M <sup>3</sup> ) ambient air (Limit/Result) 60 / <b>23.75</b>	PM <sub>2.5</sub> (mg/M <sup>3</sup> ) ambient air (Limit /Result) 60 /	PM <sub>2.5</sub> (mg/M <sup>3</sup> ) ambient air (Limit /Result) 60 /

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Light	Cases of Non-Compliance of IS -3646 Standard Part - I - 2018 301	Cases of Non-Compliance of IS - 3646 Standard Part - I - 2018 150 / <b>303</b>	Cases of Non Compliance of IS - 3646 Standard Part - I - 2018 150	Cases of Non-Compliance of IS - 3646 Standard Part - I - 2018 150
Noise	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 70.6 / 75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) <b>71.70</b> / 75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) / 75	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit) / 75
	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) 64.98 / 70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) <b>66.6</b> / 70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) / 70	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit) / 70
Biodiversity Conservation	Number of native species supported (Target / Actual) 0	Number of native species supported (Target / Actual) 05 / <b>00</b>	Number of native species supported (Target / Actual) 10 /	Number of native species supported (Target / Actual) 10 /
	Cases of Soil degradation due to spillage 0	Cases of Soil degradation due to spillage (Target/ Actual) 0 / <b>0</b>	Cases of Soil degradation due to spillage (Target/ Actual) 0 /	Cases of Soil degradation due to spillage (Target/ Actual) 0 /
	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0 / <b>0</b>	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Waste Generation	Total Waste Generated (in Metric Tonnes) (Target / Actual) 32482	Total Waste Generated (in Metric Tonnes) (Target / Actual) 31402 / <b>23014.6</b>	Total Waste Generated (in Metric Tonnes) (Target / Actual) 30386 /	Total Waste Generated (in Metric Tonnes) (Target / Actual) 29370 /
	Total Hazardous Waste Generation (in Metric Tonnes) 376.54	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 395.37/ <b>467.5</b>	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 320/	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 282/
	Total non-Hazardous Waste Generation (in Metric Tonnes) 8.4	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 7.1/ <b>9.1</b>	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 1.4/	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 1.2/
	Total Liquid Hazardous Waste Generation (in Metric Tonnes) 32100	Total Liquid Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 31000 / <b>22538</b>	Total Liquid Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 30000 /	Total Liquid Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 29000 /
	Total weight of waste Recycled (in Metric Tonnes) 23622.74	Total weight of waste Recycled (in Metric Tonnes) (in Metric Tonnes) 22122.74 / <b>14245.27</b>	Total weight of waste Recycled (in Metric Tonnes) (in Metric Tonnes) 20622.74 /	Total weight of waste Recycled (in Metric Tonnes) (in Metric Tonnes) 19122.74 /

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Waste Generation	Total weight of waste Treated (in Metric Tonnes) 17.5	Total weight of waste Treated (in Metric Tonnes) (Target / Actual) 16 / 11.0	Total weight of waste Treated (in Metric Tonnes) (Target / Actual) 15 /	Total weight of waste Treated (in Metric Tonnes) (Target / Actual) 12 /
Product End of Life	Reporting on Product End of Life Treatment (Target / Actual) 0	Reporting on Product End of Life Treatment (Target / Actual) 1 / 0	Reporting on Product End of Life Treatment (Target / Actual) 5	Reporting on Product End of Life Treatment (Target / Actual) 5
Supplier training on GHG Emissions calculation	Conduct Supplier training on GHG Emissions calculation 65 %	Conduct Supplier training on GHG Emissions calculation (Target / Actual) 100 / 65 %	Conduct Supplier training on GHG Emissions calculation (Target / Actual) 100 % /	Conduct Supplier training on GHG Emissions calculation (Target / Actual) 100 % /
Sustainable Sourcing	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 15%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 50% / 45%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 100% /	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 100% /

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Sustainable Sourcing	% of Sustainable Sourcing of Raw material (Target / Actual) 5%	% of Sustainable Sourcing of Raw material (Target / Actual) 10% / <b>12%</b>	% of Sustainable Sourcing of Raw material (Target / Actual) 15% /	% of Sustainable Sourcing of Raw material (Target / Actual) 25% /
<b>SOCIAL</b>				
Employment	Child Labour (%) (Target / Actual) NIL	Child Labour (%) (Target / Actual) NIL / <b>NIL</b>	Child Labour (%) (Target / Actual) NIL /	Child Labour (%) (Target / Actual) NIL /
	Force Labour (%) (Target / Actual) NIL	Force Labour (%) (Target / Actual) NIL / NIL	Force Labour (%) (Target / Actual) NIL /	Force Labour (%) (Target / Actual) NIL /
	Attrition Ratio (%) (Target / Actual) 21.87	Attrition Ratio (%) (Target / Actual) 20 / <b>23.66</b>	Attrition Ratio (%) (Target / Actual) 18 /	Attrition Ratio (%) (Target / Actual) 16 /
	Total Training Hours per employee (Target / Actual) 4.79	Total Training Hours per employee (Target / Actual) 5/ <b>5.08</b>	Total Training Hours per employee (Target / Actual) 6/	Total Training Hours per employee (Target / Actual) 7/
	Average Salary above Minimum Wages for skilled employees (Rs.) 15895	Average Salary above Minimum Wages for skilled employees (Rs.) 16500/ <b>15802</b>	Average Salary above Minimum Wages for skilled employees (Rs.) 17500	Average Salary above Minimum Wages for skilled employees (Rs.) 18000



# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Employment	Average Salary above Minimum Wages for semi skilled employees (Rs.) 11527	Average Salary above Minimum Wages for semi skilled employees (Rs.) 12000/ <b>10710</b>	Average Salary above Minimum Wages for semi skilled employees (Rs.) 12500	Average Salary above Minimum Wages for semi skilled employees (Rs.) 13000
	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) 4867	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) 5400/ <b>3088</b>	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) 5800	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) 6200
	Employees Above Living wage rules 100%	Employees Above Living wage rules 100% / <b>100%</b>	Employees Above Living wage rules 100%	Employees Above Living wage rules 100%
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100% / <b>100%</b>	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%
	Hiring of Local People (%) 69.38	Hiring of Local People (%) 75/ <b>66.97</b>	Hiring of Local People (%) 80.00	Hiring of Local People (%) 85.00
	Hiring of People with Disability (%) 0%	Hiring of People with Disability (%) 2% / <b>0%</b>	Hiring of People with Disability (%) 3% /	Hiring of People with Disability (%) 3% /

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Employment	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 1% / <b>0%</b>	Hiring of Vulnerable / Marginalized People at Top Management level (%) 2%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 2%
	Hiring of Vulnerable / Marginalized People in company (%) 37%	Hiring of Vulnerable / Marginalized People in company (%) 38% / <b>36%</b>	Hiring of Vulnerable / Marginalized People in company (%) 39%	Hiring of Vulnerable / Marginalized People in company (%) 40%
Workplace Diversity	Percentage of workers from minority groups and/or vulnerable workers employed in relation to the whole organization (if applicable) 0.95%	Percentage of workers from minority groups &/or vulnerable workers employed in relation to the whole organization (if applicable) 1% / <b>0.93%</b>	Percentage of workers from minority groups &/or vulnerable workers employed in relation to the whole organization (if applicable) 2% /	Percentage of workers from minority groups &/or vulnerable workers employed in relation to the whole organization (if applicable) 3% /
	Percentage of workers from minority groups &/or vulnerable workers in top executive positions 0%	Percentage of workers from minority groups &/or vulnerable workers in top executive positions 1%	Percentage of workers from minority groups &/or vulnerable workers in top executive positions 1.5%	Percentage of workers from minority groups &/or vulnerable workers in top executive positions 1.5%

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for direct workforce 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00 / 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00	Lost time injury (LTI) frequency rate for direct workforce 0.00
	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time injury (LTI) frequency rate for Subcontractor's Workers 0.00
	Lost time injury (LTI) severity rate for direct workforce 0.00	Lost time injury (LTI) severity rate for direct workforce 0.00 / 0.00	Lost time injury (LTI) severity rate for direct workforce 0.00	Lost time injury (LTI) severity rate for direct workforce 0.00
	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00
	# of Work-related Incidents 0	# of Work-related Incidents 0 / 0	# of Work-related Incidents 0	# of Work-related Incidents 0
	# of Fatal Incidents 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 0	# of Fatal Incidents 0

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Health & Safety Incidents / Accidents	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0
	People Trained on Health & Safety (in Manhours) 1600	People Trained on Health & Safety (in Manhours) (Target / Actual) 2000/2700	People Trained on Health & Safety (in Manhours) (Target / Actual) 3000 /	People Trained on Health & Safety (in Manhours) (Target / Actual) 3000 /
Human Rights	% of direct employees covered by a living wage benchmarking analysis 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100% / 100%	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100% /	% of direct employees covered by a living wage benchmarking analysis (Target / Actual) 100%
	% of all employees paid below living wage, including direct employees, individual contractors & dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors & dispatched workers (Target / Actual) 0% / 0%	% of all employees paid below living wage, including direct employees, individual contractors & dispatched workers (Target / Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors & dispatched workers (Target / Actual) 0%

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Human Rights	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0% / <b>0%</b>	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual) 0%
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 % / <b>100%</b>	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %
	# of Complaints reported on Child Labour / Human Trafficking NIL	# of Complaints reported on Child Labour / Human Trafficking <b>NIL</b>	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual) NIL /	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual) NIL /
	# of Complaints reported on Sexual Harassment NIL	# of Complaints reported on Sexual Harassment <b>NIL</b>	# of Complaints reported on Sexual Harassment (Target / Actual) NIL /	# of Complaints reported on Sexual Harassment (Target / Actual) NIL



# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Human Rights	# of Complaints reported on Discrimination (Internal) NIL	# of Complaints reported on Discrimination (Internal) NIL	# of Complaints reported on Discrimination (Internal) (Target / Actual) NIL	# of Complaints reported on Discrimination (Internal) (Target / Actual) NIL
	# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers NIL	# of Complaints reported on Discrimination by Suppliers (Target / Actual) NIL	# of Complaints reported on Discrimination by Suppliers (Target / Actual) NIL
	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers NIL	# of Complaints reported on Discrimination by Customers (Target / Actual) NIL	# of Complaints reported on Discrimination by Customers (Target / Actual) NIL
	# of Complaints reported on Discrimination by Other Stakeholders NIL	# of Complaints reported on Discrimination by Other Stakeholders NIL	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) NIL	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) NIL
	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL	# of Complaints reported on Data Privacy / Security (Internal) NIL

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Human Rights	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL	# of Complaints reported on Data Privacy / Security by Suppliers NIL
	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL	# of Complaints reported on Data Privacy / Security by Customers NIL
	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders NIL
	People Trained on Human Rights (Manhours) 500	People Trained on Human Rights (Manhours) (Target / Actual) 900/ <b>860</b>	People Trained on Human Rights (Manhours) (Target / Actual) 1000	People Trained on Human Rights (Manhours) (Target / Actual) 1200
	People Trained on overall Career Management & Skill Development (Manhours) 250	People Trained on overall Career Management & Skill Development (Manhours) (Target / Actual) 500/ <b>400</b>	People Trained on overall Career Management & Skill Development (Manhours) (Target / Actual) 700	People Trained on overall Career Management & Skill Development (Manhours) (Target / Actual) 900

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Human Rights	Awareness Session conducted on Career Management 2	Awareness Session conducted on Career Management (Target / Actual) 5 / 4	Awareness Session conducted on Career Management (Target / Actual) 10	Awareness Session conducted on Career Management (Target / Actual) 15
Gender Equality	Gender balance at Executive level (Women to Men %) 0	Gender balance at Executive level (Women to Men %) (Target / Actual) 1 / 0	Gender balance at Executive level (Women to Men %) (Target / Actual) 2 /	Gender balance at Executive level (Women to Men %) (Target / Actual) 2 /
	Gender balance at Top / Key Manager level (Women to Men %) 0	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual) 1 / 0	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual) 1 /	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual) 1 /
	Gender balance of Employees (Women to Men %) 5.5	Gender balance of Employees (Women to Men %) (Target / Actual) 10 / 6.1	Gender balance of Employees (Women to Men %) (Target / Actual) 15	Gender balance of Employees (Women to Men %) (Target / Actual) 20

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Gender Equality	People Trained on Gender Equality (Man-hours) (Targets/Actual) 150	People Trained on Gender Equality (Man-hours) (Targets/Actual) 300 / <b>330</b>	People Trained on Gender Equality (Man-hours) (Targets/Actual) 500 /	People Trained on Gender Equality (Man-hours) (Targets/Actual) 700/
	Average unadjusted gender pay gap 0	Average unadjusted gender pay gap 0 / 0	Average unadjusted gender pay gap 0 / 0	Average unadjusted gender pay gap 0 / 0
Working Conditions	# of Hours Worked (Manhours) 415376	# of Hours Worked (Manhours) <b>457056</b>	# of Hours Worked (Manhours) -	# of Hours Worked (Manhours) -
	% of your plants and offices that were assessed 100 %	% of your plants and offices that were assessed 100 % / <b>100%</b>	% of your plants and offices that were assessed 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	Incident of non-potable drinking water identification NIL
	% employees covered in awareness program 100 %	% employees covered in awareness program 100 % / <b>100%</b>	% employees covered in awareness program 100 %	% employees covered in awareness program 100 %

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Working Conditions	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles NIL / NIL	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles NIL
ISO Certifications	ISO 27000 Certification satisfied. 100%	ISO 27000 Certification satisfied. 100%	ISO 27000 Certification satisfied. 100%	ISO 27000 Certification satisfied. 100%
	ISO 45001 Certification satisfied. 100%	ISO 45001 Certification satisfied. 100%	ISO 45001 Certification satisfied. 100%	ISO 45001 Certification satisfied. 100%
Corporate Social Responsibility	Amount Spent on CSR (Lakhs) 106	Amount Spent on CSR (Lakhs) <b>118</b>	Amount Spent on CSR (Lakhs) -	Amount Spent on CSR (Lakhs) -
	# of social initiatives at National and Local level 6	# of social initiatives at National and Local level 10/ <b>8</b>	# of social initiatives at National and Local level TBD	# of social initiatives at National and Local level TBD
GOVERNANCE				
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL / <b>NIL</b>	# of Complaints reported on Corruption & Bribery NIL	# of Complaints reported on Corruption & Bribery NIL



# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Anti-Corruption & Bribery	Percentage of all operational sites with certified anti-corruption management system 100%	Percentage of all operational sites with certified anti-corruption management system 100%	Percentage of all operational sites with certified anti-corruption management system 100%	Percentage of all operational sites with certified anti-corruption management system 100%
	People Trained on Anti-Corruption & Bribery (in Manhours) 100	People Trained on Anti-Corruption & Bribery (in Manhours) 250/ <b>230</b>	People Trained on Anti-Corruption & Bribery (in Manhours) 350	People Trained on Anti-Corruption & Bribery (in Manhours) 450
Information Management	Data Breach Incidents: NIL	Data Breach Incidents: NIL	Data Breach Incidents: NIL/	Data Breach Incidents: NIL
	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 100%	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 100% / <b>100%</b>	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 100%	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 100%
	Data Retention Compliance: 100%	Data Retention Compliance: 100% / <b>100%</b>	Data Retention Compliance: 100%	Data Retention Compliance: 100%

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Information Management	User Complaints: NIL	User Complaints: NIL	User Complaints: NIL	User Complaints: NIL
Value Chain	Suppliers evaluated for ESG Performance (in %) NIL	Suppliers evaluated for ESG Performance (in %) NIL 30 % / <b>25 %</b>	Suppliers evaluated for ESG Performance (in %) NIL 60 % /	Suppliers evaluated for ESG Performance (in %) NIL 90 %
	Suppliers evaluated for CSR Reporting (Onsite) (in %) NIL	Suppliers evaluated for CSR Reporting (Onsite) (in %) 30 % / <b>15 %</b>	Suppliers evaluated for CSR Reporting (Onsite) (in %) 50 % /	Suppliers evaluated for CSR Reporting (Onsite) (in %) 70 %
	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0 / 0	Average Number of Non-Conformities Found per supplier 0 /	Average Number of Non-Conformities Found per supplier 0
	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0 / 0	Avg Number of Corrective Actions taken / Supplier NA	Avg Number of Corrective Actions taken / Supplier NA
	Suppliers in Agreement with company Policies (in %) 100%	Suppliers in Agreement with company Policies (in %) 100 % / <b>100 %</b>	Suppliers in Agreement with company Policies (in %) 100%	Suppliers in Agreement with company Policies (in %) 100%

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Value Chain	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 % <b>100 %</b>	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) 100 %
	Integration of sustainability clauses in supplier contracts 100 %	Integration of sustainability clauses in supplier contracts 100 % / <b>60 %</b>	Integration of sustainability clauses in supplier contracts 100 % /	Integration of sustainability clauses in supplier contracts 100 %
	Avg Number of Non-Conformities Found per supplier 0	Avg Number of Non-Conformities Found per supplier 0/ <b>0</b>	Avg Number of Non-Conformities Found per supplier 0	Avg Number of Non-Conformities Found per supplier 0
	% of all buyers who received training on sustainable procurement 5%	% of all buyers who received training on sustainable procurement 15%/ <b>12%</b>	% of all buyers who received training on sustainable procurement 35%	% of all buyers who received training on sustainable procurement 90%
Anti-Competitive Practice	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Anti-Competitive Practice	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 % / <b>100 %</b>	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 %
Ethics	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100 % / <b>100%</b>	Percentage of total workforce trained on business ethics issues (%) 100 % /	Percentage of total workforce trained on business ethics issues (%) 100%
	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100 % / <b>100%</b>	Employee feedback on ethics training (satisfaction rate) 100 % /	Employee feedback on ethics training (satisfaction rate) 100%
	Number of whistleblower reports received NIL	Number of whistleblower reports received NIL / <b>NIL</b>	Number of whistleblower reports received NIL	Number of whistleblower reports received NIL
	Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100%	Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100 % / <b>100%</b>	Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100%	Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted 100%

# ESG KPI ROADMAP FY 2029-30



ESG AREA	FY 2022-23 BASELINE	FY 2023-24 PERFORMANCE	FY 2024-25 TARGET	FY 2029-30 TARGET
Customer Health & Safety	# of Product Related Incident 0	# of Product Related Incident (Target / Actual) 0/0	# of Product Related Incident 0/	# of Product Related Incident 0
	Conduct Customer safety training sessions of Customers 65%	Conduct Customer safety training sessions of Customers 100 % / 65 %	Conduct Customer safety training sessions of Customers 100 % /	Conduct Customer safety training sessions of Customers 100 %
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting 65%	Customer Participation Rate in Sustainability Session / Meeting 100% / 70 %	Customer Participation Rate in Sustainability Session / Meeting 100% /	Customer Participation Rate in Sustainability Session / Meeting 100%
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 65%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% / 70 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% /	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100%
	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0 / 0	Complaints registered on the violation of Collective Bargaining Agreement 0/	Complaints registered on the violation of Collective Bargaining Agreement 0



# ADHERENCE UNGC'S PRINCIPLES



PRINCIPLE NUMBER	PRINCIPLE DESCRIPTION	PAGE NO.
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.	16, 78, 82, 83, 85
Principle 2	Businesses should make sure that they are not complicit in human rights abuses	87, 82, 16
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	80, 86, 91, 94, 105, 109, 115, 179
Principle 4	Businesses should support the elimination of all forms of forced and compulsory labour.	81, 86, 87, 88
Principle 5	Businesses should support the effective abolition of child labour.	81, 86, 87, 88, 89
Principle 6	Businesses should support the elimination of discrimination in respect of employment and occupation.	83, 85, 86, 107, 108, 109
Principle 7	Businesses should support a precautionary approach to environmental challenges.	42, 44, 53, 60, 61, 62, 63, 68, 71, 74, 75
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	44, 53, 60, 61, 68, 74, 75
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	42, 51, 61, 63, 70, 71, 75
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	154, 155, 156, 157

# VAL ORGANICS' SBTI JOURNEY



ASPECT	ACTIONS	BENEFIT
Supplier Diversity	Partner with certified WBE and diverse supplier organizations. Implement supplier selection processes that consider qualified local and global WOBs and MOBs. Offer mentorship programs and educational resources to WOBs and MOBs.	Creates a more resilient and innovative supply chain. Fosters social responsibility and inclusion.
GHG Emissions Verification	Engage a third-party verifier to conduct a comprehensive assessment following ISO 14064-3. Make the verification report available upon request.	Increases transparency and accountability for emissions reporting. Builds trust with stakeholders.
Science-Based Targets	Committed to setting science-based targets through the SBTi (if applicable). Working with SBTi to develop science-based targets (if not yet approved).	Sets ambitious goals for emissions reduction, aligning with climate science. Positions Val Organics as a leader in climate action.

# GRIEVANCE AND REMEDIATION



At Val Organics Pvt. Ltd., we are committed to fostering a positive work environment and maintaining high standards of integrity, fairness, and accountability. Our Grievance Management System (GMS) is a cornerstone of this commitment, ensuring that all stakeholders have a transparent and effective means to raise concerns and seek resolution. This section of our sustainability report outlines our GMS, demonstrating our dedication to addressing grievances promptly and comprehensively.

Scope and Purpose of the Grievance Management System (GMS)

The GMS at Val Organics Pvt. Ltd. is universally applicable across all departments and operational sites, providing a structured framework for addressing a wide range of grievances. The system is designed to:

## 1. Promote a Positive Work Environment:

By addressing grievances promptly, we enhance employee morale and satisfaction, contributing to a supportive and productive work culture.

## 2. Ensure Transparency and Fairness:

Standardized procedures and impartial investigations build trust among employees, clients, contractors, and other stakeholders.

## 3. Mitigate Legal and Regulatory Risks:

Timely resolution and documentation of grievances help us adhere to relevant laws and regulations, minimizing legal liabilities.

## 4. Facilitate Continuous Improvement:

Feedback from stakeholders and regular reviews of the GMS enable us to identify and implement improvements in our policies and practices.

## 5. Uphold Organizational Values:

The GMS supports our core values of integrity, fairness, and accountability, fostering a culture of open communication and ethical conduct.

Types of Grievances Addressed : Our grievance mechanism addresses a broad spectrum of concerns, including:

- Human rights complaints

- Employment conditions (workload, working hours, compensation)
- Working conditions (harassment, discrimination)
- Diversity and inclusion matters

## AVAILABILITY AND REPORTING CHANNELS

Information about our grievance procedure is publicly available in local languages across all countries where we operate, ensuring accessibility and transparency. Grievances can be reported through various channels:

- Direct communication with supervisors
- Contacting the designated officer, via email or phone
- Utilizing the anonymous online reporting system on the company intranet

## RECORD KEEPING AND CONFIDENTIALITY

We maintain a comprehensive system to document all grievances, each assigned a

# GRIEVANCE AND REMEDIATION



unique identification number for efficient tracking. Confidentiality and non-retaliation are core principles of our GMS, ensuring that complainants feel safe and protected.

Investigation and Resolution Process :

- Immediate Reporting: Employees must report incidents immediately to ensure swift attention and mitigation.
- Initial Assessment: The designated officer conducts an initial assessment within 2 business days to gauge severity and urgency.
- Comprehensive Investigation: Investigations, which typically conclude within 7 days, involve gathering additional information, interviewing witnesses, and conducting site inspections.
- Remediation Process

Based on the findings of the investigation, appropriate remedial actions are taken to address the identified issues. The remediation process includes the following detailed steps::

1. Identification of Remedial Actions
2. Consultation with Complainant
3. Implementation of Remedial Actions
4. Monitoring and Follow-Up
5. Documentation and Record Keeping

## ESCALATION AND LEGAL STEPS

**Persistent Concerns:** If the concern persists without resolution, or if legal action is warranted, the matter is escalated to senior management within 2 business days from the initial resolution attempt.

**Legal Actions:** Depending on the nature and severity of the grievance, legal actions such as mediation, arbitration, or litigation may be pursued, in accordance with relevant legal frameworks.

**Appeal Procedure :** An appeal procedure is in place to allow complainants to challenge decisions or outcomes they believe to be unjust or inadequate. This ensures that individuals have recourse if they are dissatisfied with the initial resolution of their complaint.

## Continuous Improvement and Review :

Val Organics Pvt. Ltd. conducts annual reviews of the GMS to evaluate its

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# GROWLITY ASSURES



## Independent Assurance on verification of ESG Performance

Growlity/AR/2203

Reporting Period - April 01, 2023 to March 31, 2024

The Management

**Val Organics Pvt. Ltd.**  
Kohinoor Square, 4401,  
B Wing, N.C. Kelkar Marg,  
Opp. Shivsena Bhavan, Dadar (West),  
Mumbai -400 028. India.

**Independent Assurance Report** Growlity, Inc. was appointed **Val Organics Pvt. Ltd.** (referred to as 'the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company's ESG KPI Roadmap Upto FY 2029-30 report and Annual Sustainability Report FY 2023-24. The sustainability information provided within the report adheres to the comprehensive guidelines set forth by the Global Reporting Initiative's (GRI) Universal Standards 2021 and GHG emission calculation is followed keeping in mind the GHG Protocol ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growlity Private Limited. underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts **Scope of Assurance and Methodology** The Scope of our work for this assurance engagement was limited to review of information pertaining to environmental, social and Governance performance such as Commitments / KPIs and Green House Gas (GHG) Emissions Inventory for the mentioned reporting period and to verify its alignment with reference to GRI universal standard 2021. Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

GROWLITY PRIVATE LIMITED.  
B-311, SNS ATRIA, VESU, SURAT - 395007. INDIA

[contact@growlity.com](mailto:contact@growlity.com)

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

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

**Locations Covered – 100% (The company has single site which is at below location)**

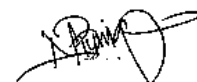
Plot No. 2201, Road No. 21, Gidc Estate, Sarigam, Valsad, Gujarat -396155 **Our**

### Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for FY 2023-24. The Company has prepared report having sustainability data with reference to GRI universal standards 2021. The Report includes a description of the ESG Performance in terms of Key Performance Indicators (KPI) and verification of GHG Emissions of Scope 1, Scope 2 and Scope 3. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

### Conclusion

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



Dr. Nitin Dumasia  
President & CEO

Date: 17th April 2024

Place: INDIA

GROWLITY PRIVATE LIMITED.  
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