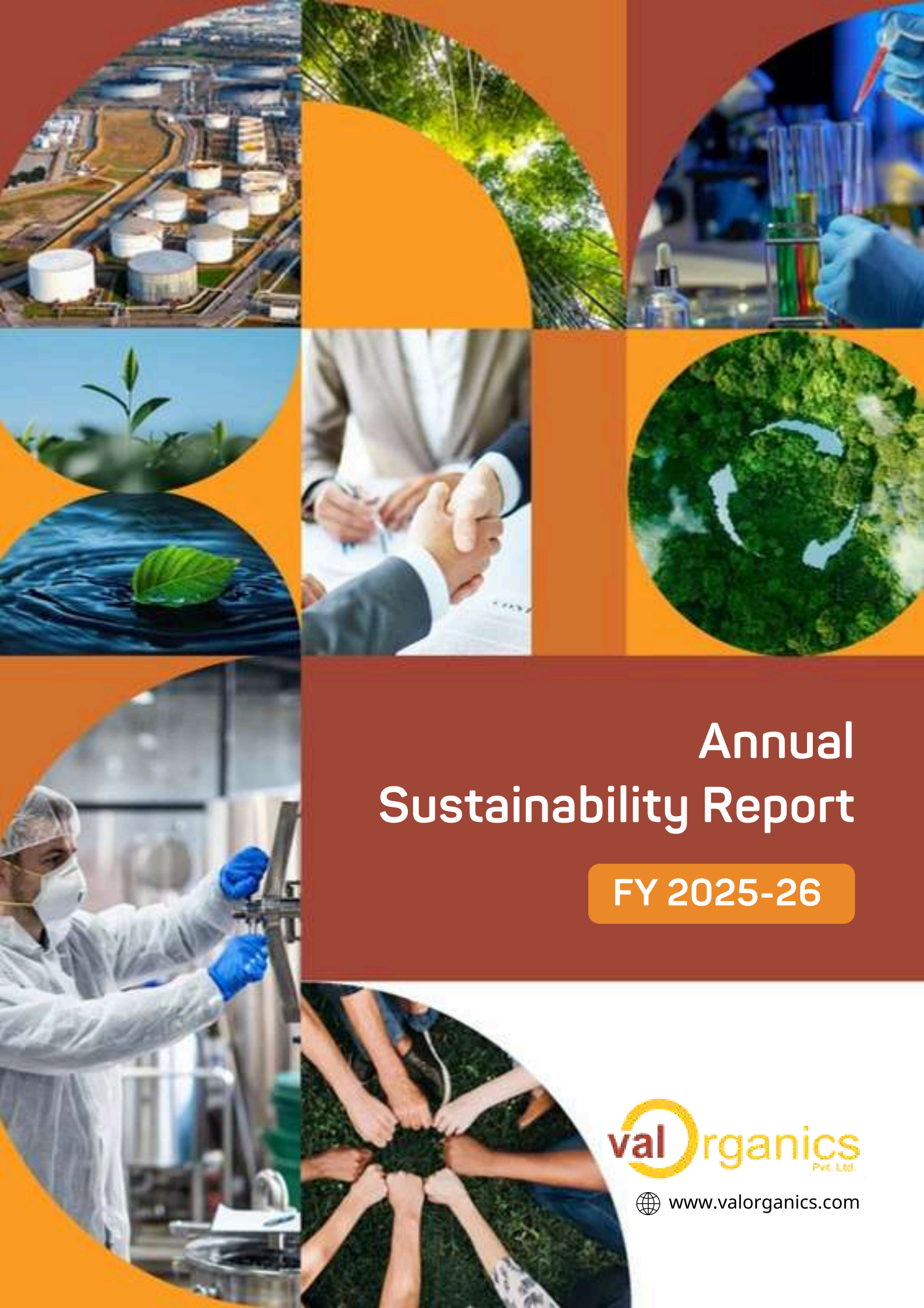




Annual Sustainability Report

FY 2025-26

valorganics
Pvt. Ltd.

 www.valorganics.com



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About this report



About This Report

(GRI 2)

Organisational Details (GRI 2-1)

We, Val Organics Limited (hereinafter referred to as “Val Organics”, “the Company”, “we”, “our”, or “us”), are pleased to present our Annual Sustainability Report for the financial year 2025-26. The report outlines our approach to sustainability and highlights our ongoing efforts to integrate Environmental, Social, and Governance (ESG) considerations into business strategy, operational practices, and corporate decision-making. As we continue to strengthen our commitment to responsible growth, we remain focused on creating long-term value for our stakeholders while advancing environmental stewardship, social responsibility, and sound governance practices across our operations.

The Company continues to strengthen its sustainability journey by aligning its management systems with internationally recognised standards, including ISO 27001:2022 Information Security Management System (ISMS) and ISO 45001:2018 Occupational Health and Safety Management System (OHSMS) certifications. These certifications reinforce the Company's commitment to information security, risk management, employee health and safety, operational discipline, and responsible business practices. By embedding robust management systems and a culture of continuous improvement across its operations, Val Organics seeks to enhance organisational resilience, operational effectiveness, and long-term value creation for its stakeholders.

Reporting Boundary, Scope and Contact Point (GRI 2-2, GRI 2-3)

This Annual Sustainability Report covers the sustainability performance of Val Organics Limited for the financial year 1st April 2025 to 31st March 2026. The scope of this report includes material sustainability topics that are relevant to the Company's operations and stakeholders. These topics have been identified through a structured materiality assessment process and include, among others, climate change and greenhouse gas emissions, energy management, water stewardship, waste management, occupational health and safety, employee development, responsible business conduct, product responsibility, and supply chain sustainability.

The report aims to provide stakeholders with a balanced and transparent account of the Company's sustainability performance, initiatives, achievements, and future commitments. Both qualitative and quantitative information have been included to enable a comprehensive understanding of the Company's approach to sustainable value creation.

Val Organics Private Limited

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 Phone: +91 22 35016300 – 310
 Website: www.valorganics.com



Reporting Frameworks, Principles and Methodology (GRI 2-4, GRI 3-1)

This Annual Sustainability Report has been prepared to provide a transparent overview of Val Organics Private Limited's sustainability performance and ESG initiatives during the reporting period.

The report has been prepared in alignment with the Global Reporting Initiative (GRI) Standards 2021, ensuring consistent, reliable, and comparable sustainability disclosures.

The Company's sustainability approach is further aligned with the United Nations Sustainable Development Goals (UN SDGs), the United Nations Global Compact (UNGC) Principles, and the Science Based Targets initiative (SBTi) framework, reflecting its commitment to responsible business practices, climate action, and sustainable value creation.

This report has not been prepared in accordance with the Corporate Sustainability Reporting Directive (CSRD) – European Sustainability Reporting Standards (ESRS) or the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

The reporting process is guided by the principles of materiality, stakeholder inclusiveness, sustainability context, and completeness, ensuring that the disclosures address the Company's most significant environmental, social, and governance impacts.

Restatement of Information (GRI 2-4)

Val Organics Limited is committed to maintaining the accuracy, consistency, and reliability of its sustainability disclosures. The information presented in this report has been prepared using the best available data, methodologies, and reporting practices applicable during the reporting period.

As the Company's sustainability reporting processes continue to evolve, enhancements in data collection systems, measurement methodologies, and disclosure practices may be implemented to improve reporting quality and comparability. Where relevant, any significant updates to previously reported information will be appropriately disclosed and explained in future reporting periods.

Independent Assurance(GRI 2-5)

Val Organics Limited has implemented internal review and data validation processes to support the accuracy, consistency, and reliability of the information disclosed in this report. Sustainability data has been compiled through established reporting mechanisms and reviewed by relevant functional teams.

To enhance the credibility and transparency of disclosures, this report has been externally assured on a limited assurance basis by Anares Analytics LLP with reference to the Global Reporting Initiative (GRI) Standards.

Stakeholder Feedback Mechanism (GRI 2-29)

Val Organics Limited values the perspectives and feedback of its stakeholders, which play an important role in strengthening our sustainability practices and reporting processes. We welcome comments, suggestions, and inquiries regarding the contents of this report, our sustainability performance, and related initiatives.

For feedback regarding this report, please contact:

Telephone: +91 22 35016300 – 310

Email: info@valorganics.com



Organisational overview

(GRI 2-1, GRI 2-6, GRI 2-28)

Val Organics Private Limited is a specialty chemicals manufacturer that has been in operation since 1998, supplying agrochemical, pharmaceutical, dye, and intermediate products to customers across Asia, Europe, and the Americas. Part of the Goodwill Group of Companies, Val Organics built its foundation through forward integration into Chlorobenzene, Dichlorobenzene, and Trichlorobenzene production, and has since grown — through in-house R&D — into India's largest manufacturer of 2,4 Dichloro Acetophenone and 2,4 Dichloro-5 Fluoro Acetophenone. The company operates on a backward-integrated business model, combining in-house R&D, carefully vetted suppliers, in-house manufacturing, and direct distribution, allowing it to maintain consistent oversight of quality and sustainability across its value chain.

This is reflected in the company's certifications and recognitions to date. Val Organics holds ISO 9001, ISO 14001, and ISO 45001 certification, and complies with REACH, GOTS, and other applicable international regulatory frameworks. The company has also placing it among the top 5% of companies assessed globally for sustainability performance, and has secured membership in both the UN Global Compact (UNGC) and the Science Based Targets initiative (SBTi), reflecting a Net Zero journey grounded in externally validated benchmarks.





Organisational overview



Leadership Message

(GRI 2-22)

Dear Stakeholders,

For more than five decades, I have witnessed the chemical industry's evolution through technological advancements, changing customer expectations, increasing environmental responsibilities, and expanding global markets. Throughout this journey, one principle has remained unchanged: enduring businesses are built on innovation, discipline, responsibility, and trust. At Val Organics, these values have guided us since our inception and continue to shape our approach to growth and value creation. What began as a vision to manufacture high quality chemical intermediates has evolved into a trusted enterprise serving the dyestuff, pigment, pharmaceutical, and agrochemical sectors across domestic and international markets. As our products support critical industrial value chains, we recognize our responsibility to operate with integrity, create sustainable value, and contribute positively to the communities and environments in which we operate.

During Year 2025-26, we continued strengthening the foundations of responsible manufacturing by enhancing process efficiency, reinforcing our HSEQ culture, and integrating sustainability considerations into operational and strategic decision-making. A key area of focus was advancing our Net Zero journey through emission reduction initiatives, greater adoption of renewable energy, and expanded internal training programs to strengthen climate and ESG awareness across the organization. We also enhanced our governance framework through stronger ESG oversight, policy refinement, and improved accountability mechanisms, reaffirming our commitment to transparency, compliance, safety, and ethical business conduct. These initiatives reflect our belief that operational excellence and sustainability must advance together to ensure long-term resilience and competitiveness.

Looking ahead, I am confident that the future of the chemical industry will be shaped not only by technological innovation but also by the ability to innovate responsibly. Organizations that successfully combine product quality, process safety, environmental stewardship, and stakeholder trust will be best positioned to create lasting value. At Val Organics, we remain committed to strengthening our role as a responsible chemical manufacturer through sustainable growth, continuous improvement, and meaningful stakeholder partnerships. I extend my sincere gratitude to our employees, customers, suppliers, business partners, and shareholders for their continued trust and support. Together, we will continue building a resilient, future-ready, and sustainable Val Organics.

MR. LALIT RATANCHAND CHADHA
Founder & Managing Director



“ Behind every formula is a promise – to advance industries, protect the planet, and serve humanity. ”

Sustainability Vision & Commitments

(GRI 2-22, GRI 2-23)

Our Vision

At Val Organics, our sustainability vision is to advance responsible and sustainable chemical manufacturing by integrating environmental stewardship, operational excellence, ethical governance, and stakeholder well-being into our business practices. Guided by our commitment to HSEQ excellence and continuous improvement, we strive to create long-term value while contributing to a resilient, low-carbon, and sustainable future.



Leadership Commitment

Our leadership and management are committed to:

- Advancing our Net Zero journey through targeted emissions reduction initiatives, renewable energy integration, and climate-resilient operations.
- Continuously enhancing ESG governance, transparency, data integrity, and reporting practices.
- Driving cross-functional ownership and accountability to accelerate sustainability performance and value creation.

These commitments guide our decision-making, strengthen organizational resilience, and support our ambition to create sustainable value through responsible chemical manufacturing.



Manufacturing Facilities, Operations and Infrastructure

(GRI 2-1, GRI 2-6)

Val Organics has developed a strong manufacturing and operational foundation to support the production of specialty chemical intermediates serving the dyestuff, pigment, pharmaceutical, agrochemical and specialty chemical sectors. The Company's flagship manufacturing facility located at Sarigam, Gujarat, serves as the hub of its production operations and has been designed with a strong emphasis on Health, Safety, Environment and Quality (HSEQ) standards.

The Sarigam facility is equipped with advanced manufacturing infrastructure, including multipurpose production systems, glass-lined reactors, continuous distillation columns, utility networks and material handling facilities that support efficient and flexible manufacturing operations. The site's process capabilities are built around core technologies such as Friedel Crafts reactions, chlorination, nitration, reduction, hydrogenation and distillation processes, enabling the Company to cater to diverse customer requirements across multiple end-use industries.

The Sarigam manufacturing facility is supported by dedicated R&D infrastructure, including an on-site R&D Laboratory, Kilo Lab and Pilot Plant, enabling process optimization, product development and scale-up capabilities. These capabilities facilitate process optimization, product development and scale-up activities, strengthening operational efficiency and technical competitiveness.

The manufacturing infrastructure is supported by essential utilities including steam generation systems, cooling and chilling facilities, nitrogen generation, storage infrastructure, power distribution networks and environmental management systems. The Company also operates an on-site Effluent Treatment Plant (ETP) and associated pollution control systems to support responsible environmental management and regulatory compliance.



Corporate Journey and Key Milestones

(GRI 2-6)

2018-2020

Established the foundation for environmental and safety management through Scope 1 & 2 GHG emissions tracking, implementation of HIRA protocols, quarterly fire safety drills, rainwater harvesting initiatives, green belt development, and the introduction of a Whistleblower Policy and Ethics Committee.

2020-2022

Strengthened ESG integration through rooftop solar installation, materiality assessment, implementation of a Supplier Code of Conduct, and alignment with the UN Global Compact principles and Sustainable Development Goals.

2022-2023

Advanced sustainability reporting and environmental stewardship through the publication of the first GRI-aligned Sustainability Report, pilot LCAs, solvent recovery initiatives, biodiversity enhancement programs, and eco-efficient product design practices.

2023-2024

Enhanced ESG maturity through a Double Materiality Assessment, EcoVadis Gold Medal recognition, expansion of Scope 3 emissions reporting, supplier ESG engagement, strengthened community development programs, and commitment to Science Based Targets (SBTi).

2024-2025

Adopted advanced sustainability reporting frameworks, completed Product Carbon Footprint assessments, increased renewable energy utilization and water recycling performance, strengthened ESG-related operational procedures, and initiated external assurance of key ESG indicators.

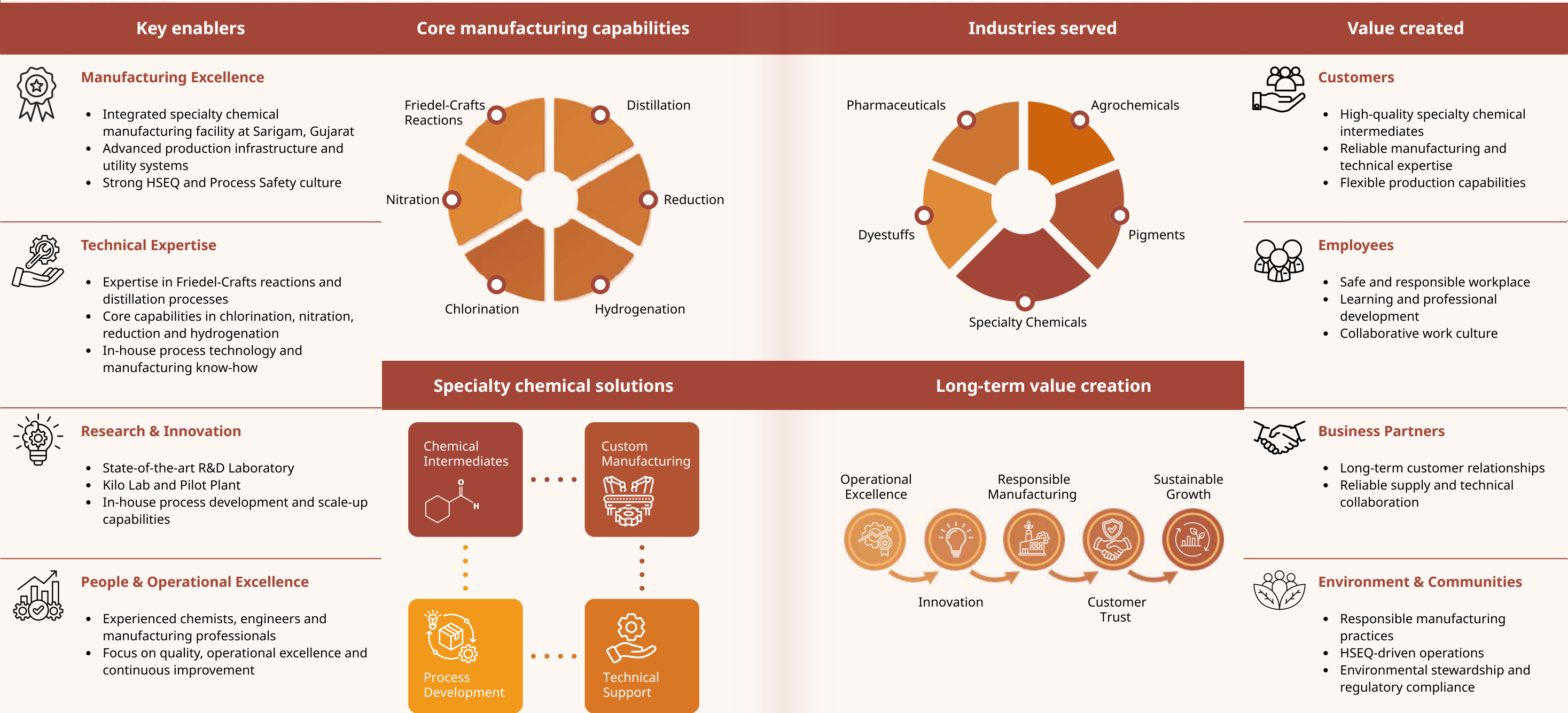
2025-2026

Continued advancing environmental stewardship, climate action, workforce development, ethical governance, and transparent ESG reporting.



Business Model & Value Creation Framework

(GRI 2-6 | GRI 2-22)

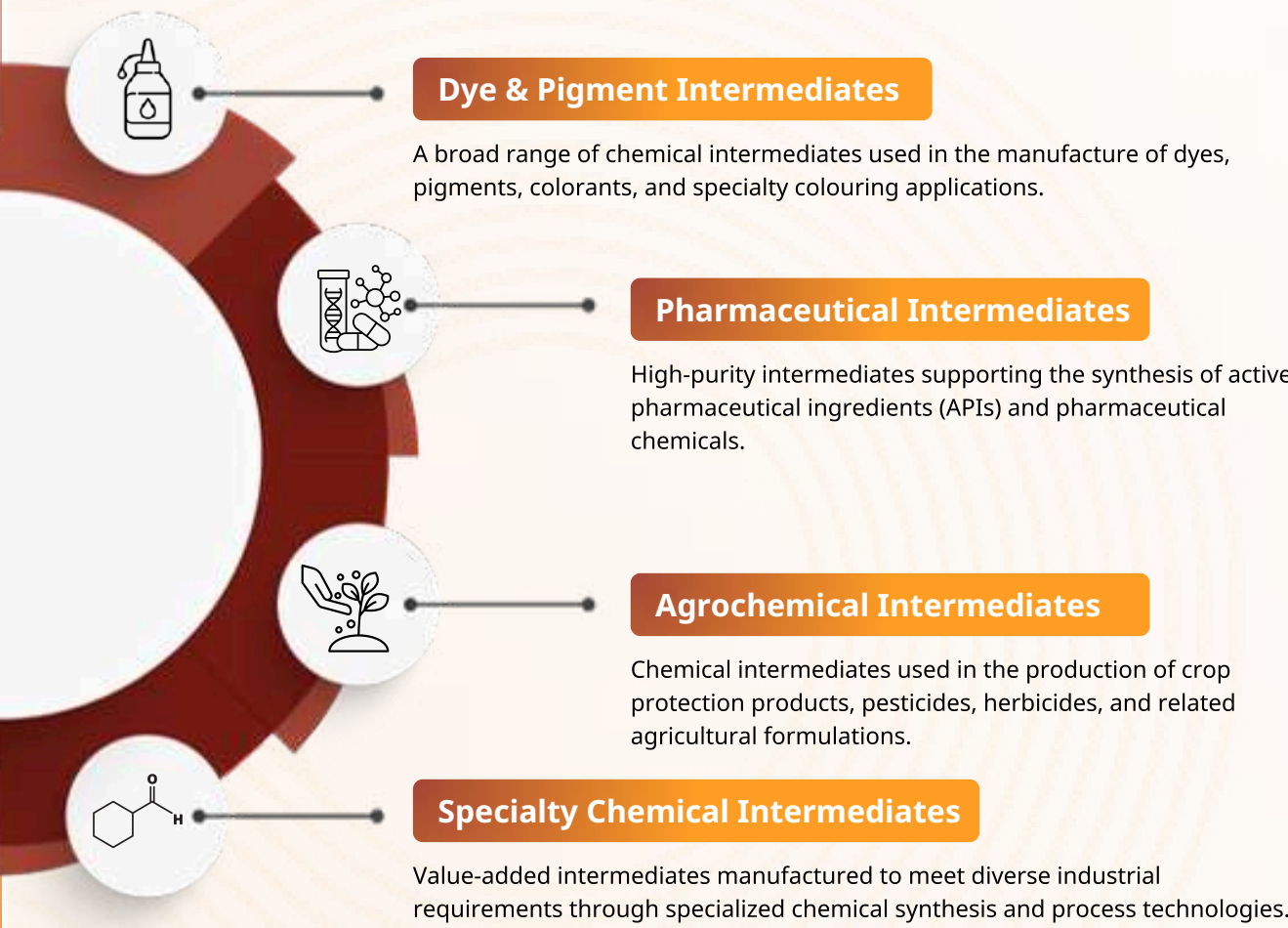


Product Excellence and Market Presence

(GRI 2-6, GRI 3-3)

Val Organics manufactures specialty chemical intermediates that serve as essential building blocks for a wide range of industrial applications. The Company's product portfolio supports customers across the dyes & pigments, pharmaceutical, agrochemical, and specialty chemicals sectors through a combination of technical expertise, process capabilities, and consistent product quality.

Our product portfolio



Industries served

Dye & Pigment Intermediates

Supporting the manufacture of dyes, pigments, and specialty colour solutions.

Pharmaceuticals

Chemical intermediates for pharmaceutical manufacturing and API production.

Agrochemicals

Intermediates for crop protection chemicals and agricultural formulations.

Specialty Chemicals

Products serving diverse industrial and chemical manufacturing applications.

Product excellence

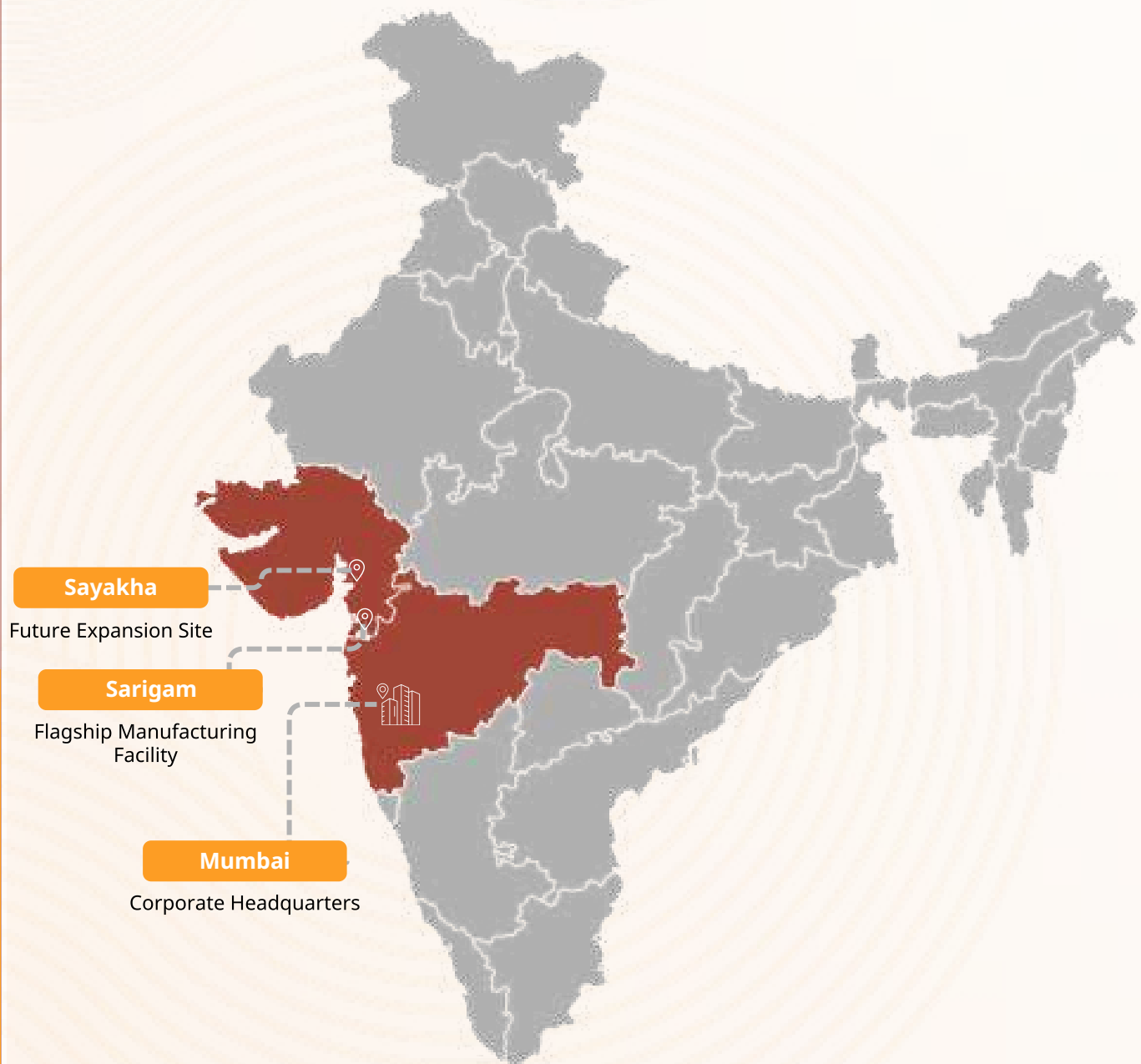
- Customer-focused product quality and consistency
- Advanced manufacturing and process capabilities
- Continuous product and process improvement
- Reliable supply supported by integrated manufacturing operations
- Compliance with applicable quality and regulatory requirements



Global Reach and Market Presence

(GRI 2-1 | GRI 2-6)

Operational Footprint



International Regions



45,573 MT
per annum

Production Capacity

249
employees

Total Team Strength

Awards, Recognitions & Industry Memberships

(GRI 2-1, GRI 2-28)

Awards



Certification



ISO 14001:2015
Environmental Management
System (EMS) Certificate of
Registration



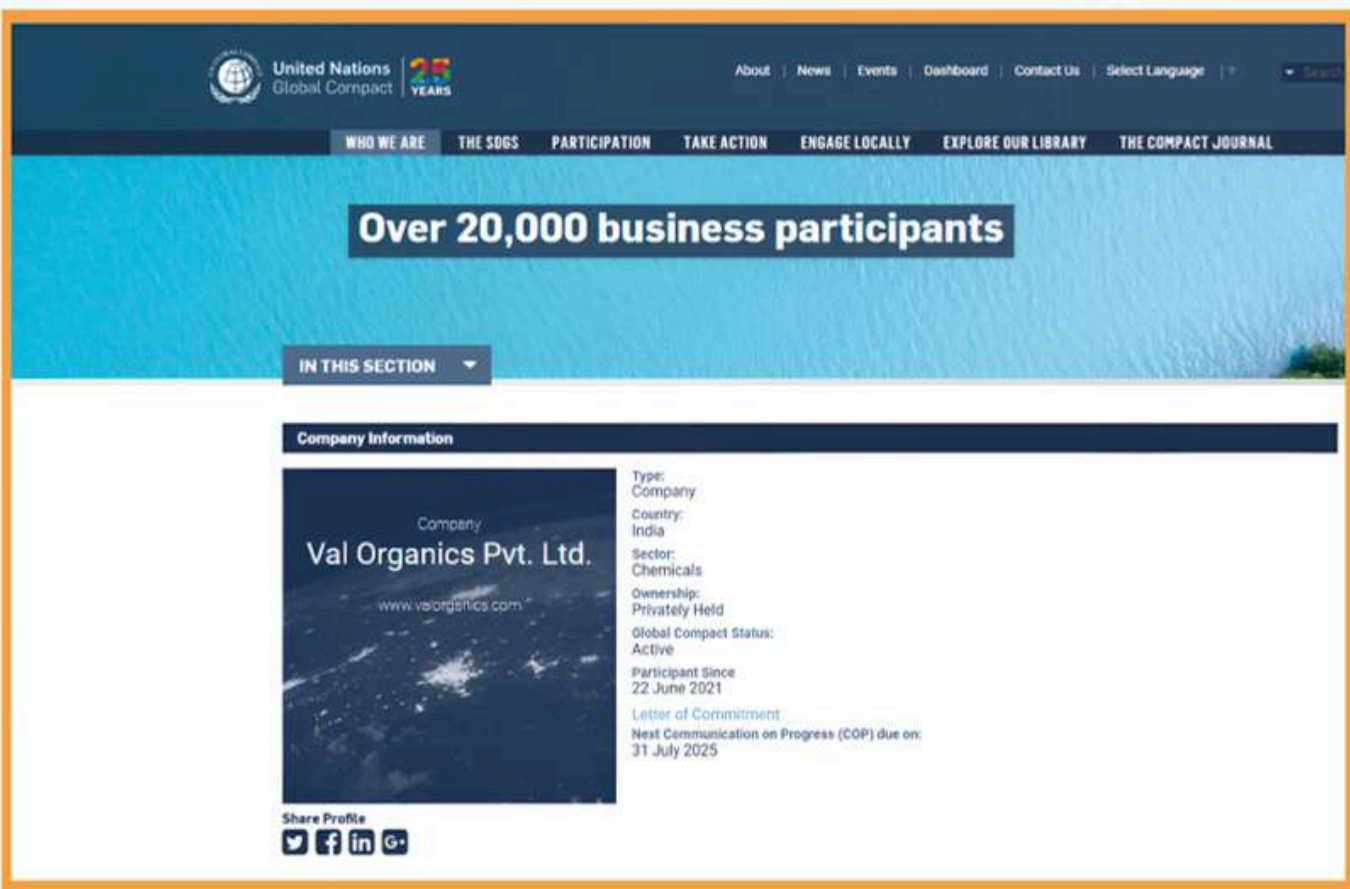
ISO/IEC 27001:2013
Information Security
Management System (ISMS)
Certificate of Registration



ISO 45001:2018
Occupational Health and Safety
Management System (OHSMS)
Certificate of Registration.

Industry Memberships

We are also signatories to the UN Global Compact (UNGC) and adhere to its Ten Principles related to human rights, labour, environment, and anti-corruption.



Sustainability Performance Highlights

(GRI 2-6)



ENVIRONMENTAL

50,240.05

Total Energy Consumption (GJ)

36.24

Renewable Energy Consumption (%)

16885

Total Liquid Hazardous waste converted into an sellable and useful product (MT)

50,550

Water Consumption (KL)

2,555

Water Recycled and Reused (KL)

0.89

Emission Intensity (TCO2Eq / Ton of Production)

10

Hazardous Waste Generated (MT)



SOCIAL

249

Total Employees

5.9

Total Employee Training Hours

00

Lost Time Injuries

3,300

Employees Covered under Health & Safety Training

38.22

CSR Expenditure (₹ Lakhs)



GOVERNANCE

100

Percentage of total workforce trained on business ethics issues (%)

NIL

Whistleblower Cases Reported

100

Data Retention Compliance (%)

100

(ISMS) certified to ISO 27000 (

Achieved

UUNGC and SBTi Membership

Gold

Ecovadis Rating

Our Sustainability Initiatives at A Glance

Driving Continuous Improvement Through Responsible Manufacturing

During FY 2025-26, Val Organics implemented several initiatives to improve resource efficiency, strengthen environmental performance, enhance workplace conditions, and create positive community impact. These initiatives reflect the Company's commitment to operational excellence, innovation, and sustainable manufacturing.

Energy Efficiency & Climate Action

Initiative	Sustainability Benefit
Energy conservation and efficiency programmes	Improved energy performance across manufacturing operations.
Greener fuel sourcing and selection	Supported the transition towards cleaner and lower-carbon energy sources.
Procurement of energy-efficient equipment	Reduced operational energy consumption through improved equipment efficiency.
Installation of daylight windows in the Acetyl Chloride (P1) section	Reduced dependence on artificial lighting and electricity consumption.
Optimisation of soda ash consumption through process integration	Reduced raw material consumption and improved process efficiency.
Underground storage tank for monsoon water management	Eliminated pumping requirements, reducing electricity consumption.
Electrification of kitchen equipment replacing LPG-based cooking	Reduced fossil fuel consumption within support facilities.
Electrically operated vacuum pump installed in 2HAP Distillation (P5 & P9) replacing steam jet ejectors	Reduced steam, energy and water consumption while improving process efficiency.
Replacement of 50 HP quencher circulation pump motor with 15 HP motor	Achieved significant energy savings without affecting operational performance.
Expansion of renewable energy through an additional 2 MW Solar Power Plant (March 2026)	Strengthened renewable electricity generation and supported long-term decarbonisation.
Employee training on Energy Policy, energy conservation techniques and best practice.	Enhanced employee awareness and energy-efficient operational practices.

Water Stewardship

Initiative	Sustainability Benefit
Condensate recovery from process plants	Increased water reuse while reducing boiler feedwater requirements and energy consumption.
Electrically operated vacuum system (P9)	Reduced both water and steam consumption through process optimisation.
Employee training on Water Policy and water conservation practices	Strengthened awareness and responsible water management across operations.

Circular Economy & Waste Management

Initiative	Sustainability Benefit
Hazardous waste conversion into useful products	Converted hazardous waste into value-added products, reducing disposal requirements and supporting circularity.
Co-processing of distillation residue in cement kilns	Enabled beneficial utilisation of waste as an alternative fuel.
Co-processing of spent activated carbon in cement industry	Reduced landfill disposal through resource recovery.
Waste reduction, reuse and recycling programmes	Improved resource efficiency and minimised waste generation.
Employee training on Waste Policy and waste management practices	Promoted responsible waste handling and circular economy awareness.



Materials Efficiency & Resource Optimisation

Initiative	Sustainability Benefit
Cleaning and reuse of cooling tower fins	Reduced material consumption and replacement costs.
Reuse of wooden packaging materials	Improved material circularity and reduced procurement requirements.
Replacement of Whatman paper with reusable filter cloth	Reduced consumable usage and operational costs.
Reuse of office files by replacing internal contents	Minimised paper consumption and office waste.
Recovery and reuse of solvents from APHA solution	Improved solvent recovery while reducing waste generation.
Reuse of cardboard packaging	Increased packaging circularity and reduced material consumption.
Consolidated material transportation planning	Reduced fuel consumption through efficient logistics planning.
Supplier engagement on reusable packaging	Encouraged circular packaging solutions across the supply chain.
Corrosion management programme	Extended equipment life, reduced material replacement and improved asset reliability.
Safe handling and storage of hazardous materials	Strengthened chemical safety and environmental protection.

Health, Hygiene & Workplace Improvement

Initiative	Sustainability Benefit
Conveyor system introduced for bunker operations	Reduced manual handling while improving workplace ergonomics and hygiene.
Closed-loop sampling system	Improved employee health protection by reducing exposure during sampling activities.
Process improvements enhancing workplace health and hygiene	Strengthened safer and cleaner operating conditions across manufacturing areas.
Ongoing occupational health programmes and future health objectives	Supported employee well-being through continuous health improvement initiatives.

Community Development & CSR

Initiative	Sustainability Benefit
CSR initiatives across healthcare, education and community development	Supported local communities through targeted social investments aligned with national development priorities.
Community engagement initiatives including Brahma Kumaris programmes and cleanliness drives	Promoted social well-being, environmental awareness and employee volunteering.
CSR programme monitoring	Focused on beneficiary impact, community needs and long-term social value creation.



Materiality and impact assessment

Materiality and impact assessment

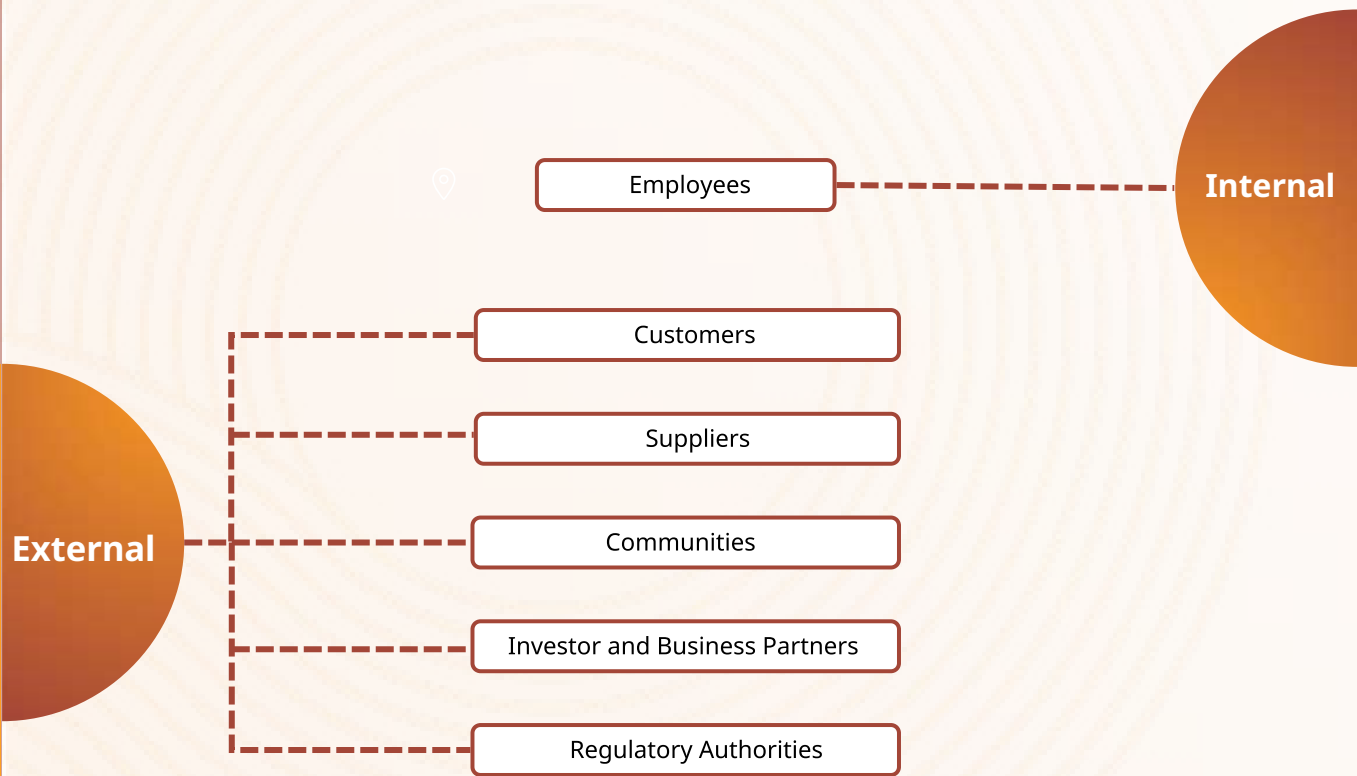
(GRI 2, GRI 3)

Stakeholder Engagement (GRI 2-29)

Val Organics recognizes stakeholder engagement as a fundamental component of its sustainability and business strategy. The Company regularly engages with both internal and external stakeholders to understand their expectations, address concerns, and incorporate valuable insights into its business and sustainability strategies. Through survey and consultation, the Company seeks to understand stakeholder expectations, identify emerging sustainability issues, and incorporate stakeholder perspectives into decision-making processes. The stakeholder engagement process also supports the identification and prioritization of material ESG topics that are most relevant to the Company and its stakeholders.

The Company engaged with internal and external stakeholders to understand expectations, concerns, and emerging sustainability priorities.

Stakeholder Groups



Stakeholder Engagement Matrix (GRI 2-29)

Stakeholder Group	Engagement Mechanism	Key Areas of Interest	Frequently of Engagement	Engagement Channels
Employees	Surveys, training programs, town halls	Health & safety, equal opportunity, learning and development	Continuous / Quarterly / Annual	Training sessions, town halls, employee surveys, performance reviews
Customers	Direct interactions, questionnaires, technical discussions	Product quality, regulatory compliance, product stewardship	Continuous / Quarterly	Customer meetings, technical reviews, audits, email communication, feedback mechanisms
Suppliers	Supplier assessments, audits, Code of Conduct reviews	Responsible sourcing, labour practices, environmental compliance	Annual / As Required	Supplier audits, assessments, vendor meetings, procurement reviews, compliance declarations
Communities	Community engagement initiatives and feedback channels	Health, education, environmental protection, local development	Periodic / Annual	CSR programmes, awareness campaigns
Investors and Business Partners	ESG discussions and performance reviews	Governance, transparency, risk management	Quarterly / Annual	Business meetings, ESG disclosures, annual reports
Regulators	Reporting submissions, inspections and audits	Legal compliance, environmental performance and operational safety	Periodic / As Required	Statutory filings, inspections, audits, compliance reports, regulatory meetings

Feedback from value chain partners, logistics providers, and procurement stakeholders was also considered to evaluate supply chain impacts and sustainability-related risks.

Stakeholder Engagement Outcomes (GRI 2-29, GRI 3-1)

Stakeholder feedback highlighted the importance of climate action, resource efficiency, occupational health and safety, responsible business conduct, regulatory compliance, human capital development, and sustainable supply chain management. These insights were considered alongside business priorities, operational risks, regulatory developments, and value chain impacts during the materiality assessment process.

Double Materiality Assessment

(GRI 3-1, GRI 3-2)

Operational Footprint

At Val Organics, sustainability priorities are identified through a structured Double Materiality Assessment (DMA) process that evaluates sustainability matters from two complementary perspectives:

Impact Materiality

assesses the actual and potential positive or negative impacts of the Company's activities, products, and value chain on the environment, society, employees, customers, suppliers, and local communities

Financial Materiality

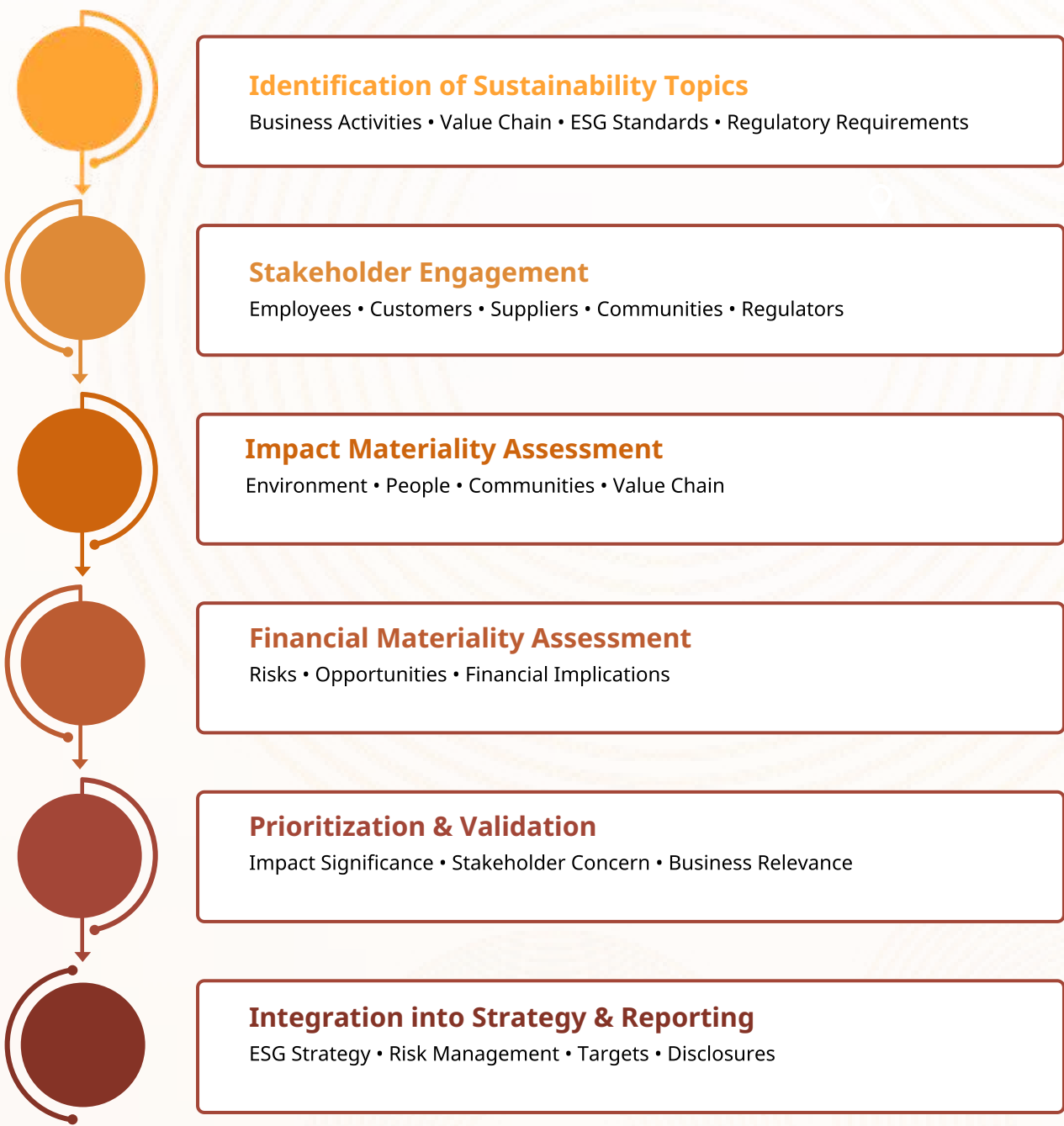
evaluates sustainability-related risks and opportunities that may influence the Company's financial performance, operational continuity, business resilience, enterprise value, market access, and long-term competitiveness.

The assessment enables Val Organics to focus resources on issues that are most significant to stakeholders while also addressing sustainability factors that have the potential to influence business performance and long-term value creation.

The assessment methodology remains aligned with the principles of the Global Reporting Initiative (GRI 2021), European Sustainability Reporting Standards (ESRS), relevant Sustainable Development Goals (SDGs), sector-specific sustainability risks, regulatory developments, stakeholder expectations, and emerging ESG trends affecting the specialty chemicals industry.

Materiality Assessment Methodology (GRI 3-1)

The assessment was conducted through a three-stage process:



Material Topics Identified (GRI 3-2)

Based on the Double Materiality Assessment, the following topics were identified as material to Val Organics.



Materiality Matrix (GRI 3-1, GRI 3-2)

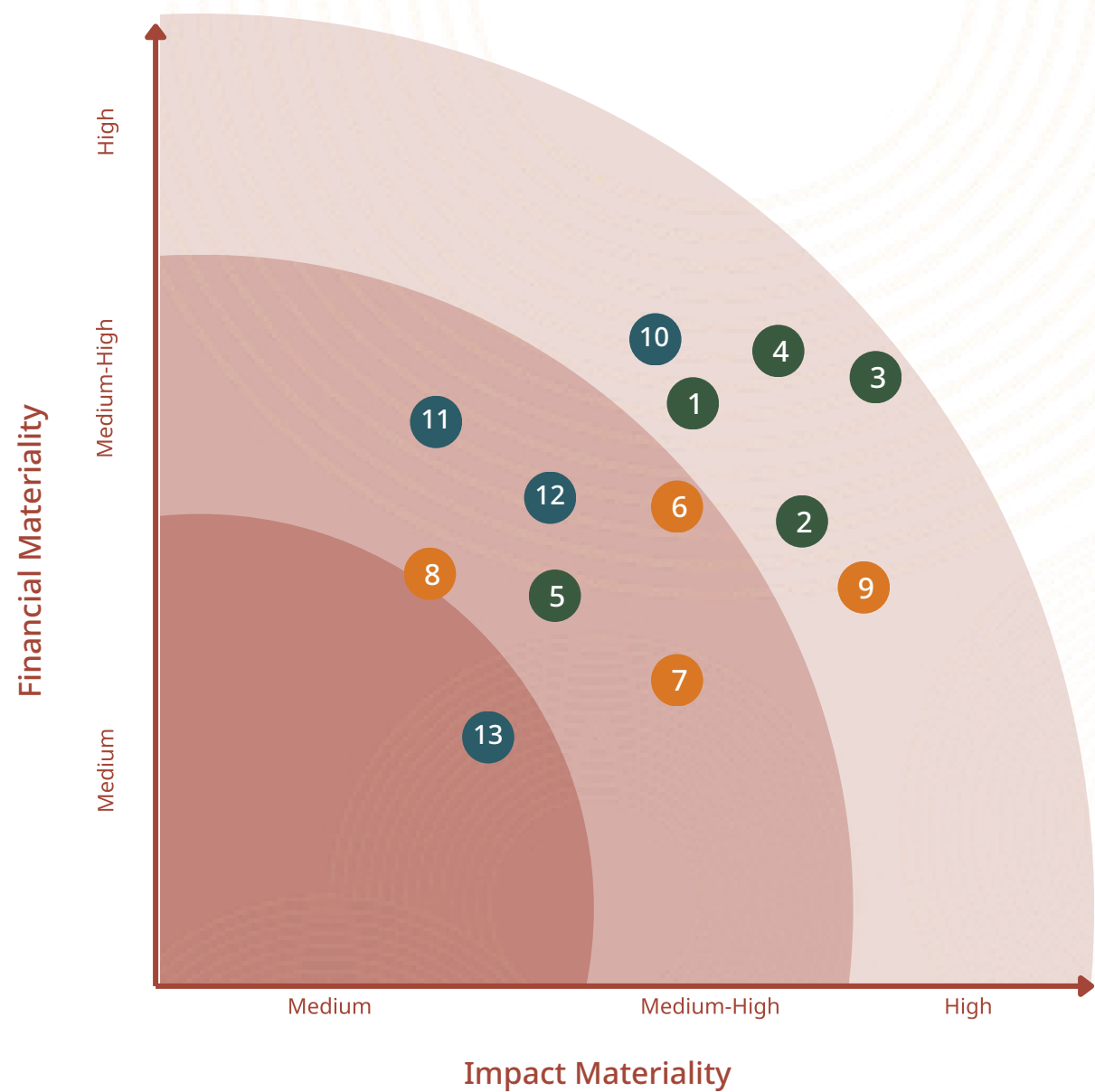
The materiality matrix presents the outcome of Val Organics' Double Materiality Assessment and illustrates the relative significance of identified sustainability topics from both impact and financial materiality perspectives. The matrix reflects stakeholder expectations, business relevance, sustainability impacts, regulatory considerations, and long-term value creation priorities. Topics positioned in the upper-right quadrant represent the highest priorities for management focus, strategic decision-making, performance monitoring, and sustainability reporting.

Material Topic Prioritization (GRI 3-2)

Following the impact and financial materiality assessments, identified sustainability topics were evaluated and prioritized based on the significance of their environmental and social impacts, stakeholder concern, regulatory relevance, business importance, and potential influence on long-term value creation. The prioritization process enabled Val Organics to determine the sustainability matters most relevant to its operations, stakeholders, and value chain. The outcomes of this assessment form the basis of the Company's sustainability strategy, performance monitoring, risk management approach, and reporting disclosures.

Financial and Impact Material Topics (GRI 3-2)

Following the Double Materiality Assessment, the following sustainability topics were identified as material based on their significance from both impact and financial materiality perspectives.



Management of Material Topics (GRI 3-3)

Val Organics manages its material sustainability topics through a structured process that includes policy implementation, target setting, performance monitoring, risk assessment, and periodic management review. Material topics identified through the Double Materiality Assessment are integrated into operational and business planning processes and assigned to relevant functional teams for implementation and oversight. Progress is tracked through key performance indicators, management systems, compliance evaluations, internal reviews, and stakeholder feedback mechanisms. The outcomes are periodically reviewed by senior management to identify improvement opportunities, address emerging risks, and ensure alignment with the Company's sustainability objectives and long-term business strategy.





Governance
and responsible
business conduct



Governance Structure

(GRI 2)

Val Organics believes that effective governance is fundamental to building a resilient, responsible, and future-ready organization. Our governance framework establishes clear accountability, oversight, and decision-making responsibilities across all levels of the business, supporting operational excellence, regulatory compliance, and long-term value creation.

As a specialty chemicals manufacturer, we recognize that strong governance plays a critical role in managing operational complexities, environmental responsibilities, product stewardship obligations, and stakeholder expectations. Governance considerations are therefore integrated into strategic planning, operational management, risk management processes, and sustainability initiatives.

Governance Framework (GRI 2-9)

The governance structure at Val Organics establishes clear oversight, decision-making authority, and operational accountability across business functions.

Governance Hierarchy (GRI 2-9)



The leadership team oversees strategic priorities, operational performance, environmental and safety management, quality systems, regulatory compliance, and sustainability-related initiatives. Regular management reviews support performance monitoring, operational alignment, and informed decision-making across the organization.

Accountability and Leadership Oversight (GRI 2-12)

Clear accountability mechanisms help ensure effective governance and operational discipline throughout the organization.

Leadership oversight includes:

- Strategic business planning and execution
- Environmental, Health, Safety and Quality (HSEQ) performance
- Regulatory and statutory compliance
- Product quality and stewardship
- Risk management and business continuity
- Operational efficiency and resource optimization
- Sustainability performance and improvement initiatives
- Ethical business conduct and responsible decision-making
- Enterprise risk management and compliance monitoring
- Internal control effectiveness and governance assurance
- Stakeholder accountability and transparency practices

Cross-functional collaboration among departments supports the implementation of governance objectives and enables the effective management of business risks and opportunities.

Governance Principles (GRI 2-12, GRI 2-13)

Our governance framework is guided by the following principles:



These principles guide our efforts to create long-term value for customers, employees, suppliers, communities, and other stakeholders.

Governance Oversight of Ethics, Risk and Compliance (GRI 2-12, GRI 2-13)

Val Organics recognizes that effective governance extends beyond operational oversight and includes the management of business risks, regulatory obligations, ethical conduct, and sustainability-related priorities. Leadership teams support the implementation of governance processes that promote responsible decision-making, accountability, operational resilience, and compliance across the organization.

Governance oversight supports:

- Ethical and responsible business conduct
- Enterprise risk management and business continuity
- Regulatory and statutory compliance
- Product stewardship and operational excellence
- Environmental, health, safety, and quality performance
- Stakeholder accountability and transparency
- Sustainability performance monitoring

Sustainability and Governance Integration (GRI 2-12, GRI 2-13, GRI 2-14)

Val Organics recognizes that sustainability is closely linked to long-term business success. Sustainability considerations are incorporated into operational planning, environmental management, occupational health and safety programs, quality management systems, and stakeholder engagement activities.

The Company seeks to integrate environmental, social, and governance considerations through:

- Responsible resource management
- Environmental compliance and stewardship

- Occupational health and safety management
- Employee well-being and development
- Ethical business practices
- Responsible supply chain engagement
- Continuous improvement initiatives

Through this integrated approach, sustainability becomes a shared responsibility across functions rather than a standalone activity, enabling the organization to strengthen resilience, enhance stakeholder trust, and support sustainable growth.

Strengthening Governance for the Future (GRI 2-17)

As stakeholder expectations, industry standards, and regulatory requirements continue to evolve, Val Organics remains committed to strengthening its governance systems and management practices. The Company continues to focus on enhancing transparency, reinforcing accountability, improving operational controls, and embedding sustainability considerations into decision-making processes.

Looking ahead, Val Organics will continue to strengthen governance practices through enhanced risk management, ongoing employee awareness initiatives, robust compliance monitoring, stakeholder engagement, and continuous improvement across business operations. These efforts will support responsible growth, operational resilience, and long-term value creation while reinforcing our commitment to responsible business conduct.

By maintaining a strong governance foundation, Val Organics aims to create lasting value for stakeholders and contribute positively to sustainable industrial development.



Ethical Governance Practices

(GRI 2, GRI 205)

At Val Organics, ethical governance forms an integral part of our business culture and decision-making processes. We are committed to conducting our operations responsibly, transparently, and in accordance with applicable laws, regulations, and internal standards. By fostering a culture of integrity and accountability, we seek to strengthen stakeholder trust, mitigate compliance risks, and support sustainable business growth.

Our ethical governance framework is supported through established policies, employee awareness initiatives, monitoring mechanisms, and reporting channels that promote responsible conduct across the organization.

Embedding Ethical Principles Across Business Operations (GRI 2-23, GRI 2-24)

Val Organics maintains a Code of Business Ethics that provides guidance on expected standards of conduct for employees and relevant business partners. The Code outlines the principles that govern professional behavior, responsible decision-making, compliance obligations, and ethical business practices across the organization.

Key focus areas covered under the Code include:

- Ethical business conduct
- Compliance with applicable laws and regulations
- Anti-bribery and anti-corruption practices

- Conflict of interest management
- Confidentiality and information protection
- Fair competition and responsible business dealings
- Respectful workplace behavior

The Code serves as a foundation for promoting integrity and accountability throughout our operations and business relationships.

Val Organics also encourages suppliers and business partners to uphold ethical business practices consistent with the Company's expectations regarding integrity, compliance, fairness, and responsible conduct. Ethical considerations form an important part of business relationships and stakeholder engagement across the value chain.

Third-Party Integrity and Due Diligence (GRI 205-1, GRI 205-2)

Val Organics recognizes that responsible business conduct extends throughout its value chain. The Company seeks to promote ethical business practices by engaging with suppliers, contractors, service providers, consultants, logistics partners, and other relevant third parties in a responsible manner.

To support integrity across business relationships, due diligence considerations may include:

- Collection and review of relevant third-party information and business credentials
- Evaluation of compliance and regulatory standing
- Assessment of ethical conduct and business reputation
- Risk-based review of higher-risk engagements and transactions
- Ongoing monitoring of critical business relationships where appropriate

Upholding Integrity Through Anti-Corruption Practices (GRI 205-1, GRI 205-2, GRI 205-3)

Val Organics maintains a zero-tolerance approach toward bribery, corruption, facilitation payments, fraud, and other unethical business practices. Employees are expected to conduct business with honesty, fairness, and transparency while adhering to applicable legal and regulatory requirements.

The Company seeks to mitigate corruption-related risks through:

- Clearly communicated ethical conduct expectations
- Employee awareness and compliance training
- Internal monitoring and review mechanisms
- Established reporting and escalation procedures

The Company supports its anti-corruption commitments through periodic reviews, internal monitoring mechanisms, and established escalation processes designed to strengthen compliance and ethical business conduct across operations.

During year 2025-26, Val Organics continued to strengthen awareness regarding responsible business conduct and maintained its commitment to ethical business operations across all functional areas.

Corruption Risk Assessment and Monitoring (GRI 205-1)

Val Organics seeks to identify and assess corruption-related risks as part of its broader governance and compliance framework. Periodic reviews may be undertaken to evaluate areas where bribery, fraud, conflicts of interest, inappropriate business conduct, or third-party integrity concerns could potentially arise.

Risk assessments may consider:

- Procurement and supplier interactions
- Third-party engagements
- Contractual and commercial transactions
- Regulatory interactions
- Financial approval processes

Promoting Objectivity and Responsible Decision-Making (GRI 2-15, GRI 2-24)

Val Organics recognizes the importance of identifying and appropriately managing situations that may create actual, potential, or perceived conflicts of interest.

Employees are expected to act in the best interests of the Company and disclose circumstances that could influence business decisions, professional judgment, or organizational responsibilities. Where necessary, appropriate mitigation measures are implemented to ensure objectivity, fairness, and transparency.

The conflict of interest framework supports ethical decision-making and helps safeguard the integrity of business operations and stakeholder relationships.

Sensitive Transaction Review and Approval Controls (GRI 2-24)

Val Organics recognizes that certain business transactions may require enhanced oversight due to their nature or the potential perception of personal benefit. Appropriate review and approval processes help support transparency, accountability, and compliance with ethical business conduct expectations.

Examples may include:



Strengthening an Ethical Culture Through Awareness and Capacity Building (GRI 2-16, GRI 205-2)

Building awareness of ethical responsibilities remains an important element of our governance approach. Val Organics continues to provide ethics and compliance-related awareness initiatives aimed at strengthening understanding of expected standards of conduct and responsible business practices.

Ethics and compliance awareness are also incorporated into employee onboarding processes, helping reinforce expectations regarding responsible conduct from the outset of employment.

Training and awareness programs may cover topics such as:

- Business ethics and professional conduct
- Anti-bribery and anti-corruption requirements
- Conflict of interest management
- Confidentiality and information protection
- Reporting and escalation procedures
- Responsible interactions with third parties
- Compliance obligations and ethical decision-making

Ethics-related awareness is integrated into employee learning and development initiatives, helping reinforce a culture of accountability and compliance throughout the organization.

Enabling Responsible Reporting and Stakeholder Protection (GRI 2-25, GRI 2-26)

Val Organics maintains a Whistleblower Mechanism that enables employees and other relevant stakeholders to raise concerns regarding suspected misconduct, unethical behavior, policy violations, fraud, corruption, or other matters that may adversely impact the organization.

The mechanism is designed to promote transparency, accountability, and early identification of potential concerns while ensuring fair and impartial review of all reported matters.

Key Features of the Whistleblower Mechanism (GRI 2-26)

Confidentiality Protection

All concerns raised through the whistleblower mechanism are treated confidentially to the extent reasonably possible. Information related to reported cases is handled with appropriate discretion and shared only with authorized personnel involved in the review process.

Protection Against Retaliation

Val Organics does not tolerate retaliation against individuals who report concerns in good faith. Employees and stakeholders are encouraged to raise concerns without fear of discrimination, harassment, victimization, or adverse consequences.

Dedicated Reporting Channels

Concerns may be reported through designated channels, including:

- Official email communication channels
- Reporting to authorized management representatives
- Human Resources and compliance representatives
- Internal grievance and escalation mechanisms

Reported concerns are reviewed in accordance with established procedures, and appropriate actions are taken wherever necessary.

Through these measures, Val Organics aims to foster a culture where ethical concerns can be raised responsibly and addressed in a fair, transparent, and timely manner.

Additional Measures Supporting Ethical Conduct (GRI 2-23)

In addition to the measures described above, Val Organics seeks to strengthen ethical conduct through:

- Communication of ethical conduct expectations
- Conflict of interest disclosure practices
- Fraud prevention awareness
- Employee accountability mechanisms
- Management oversight of compliance matters
- Responsible financial and business conduct
- Periodic review of governance practices and procedures

Enterprise Risk Management and Regulatory Compliance

(GRI 2, GRI 3, GRI 201, GRI 403, GRI 418)

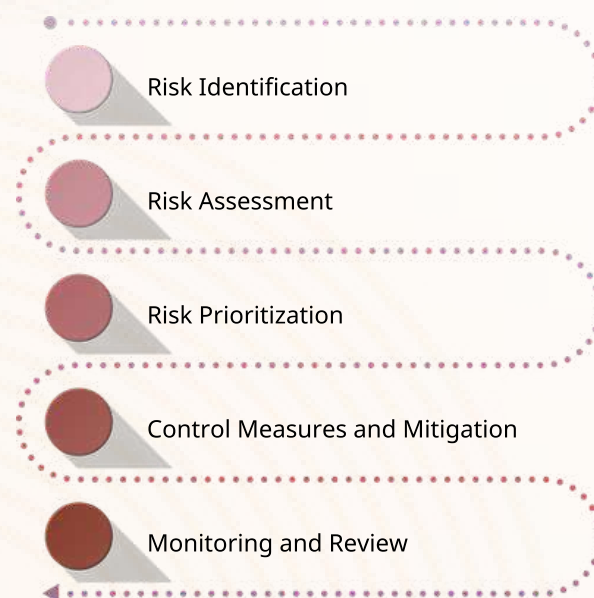
At Val Organics, effective risk management and regulatory compliance are fundamental to maintaining operational excellence, protecting stakeholder interests, and supporting long-term business resilience. As a specialty chemicals manufacturer, the Company recognizes that responsible management of operational, environmental, health and safety, and regulatory risks is essential to ensuring business continuity and sustainable growth.

Our approach focuses on identifying potential risks, evaluating their impact, implementing appropriate controls, and continuously monitoring performance to strengthen operational reliability and compliance across the organization.

Enterprise Risk Management (GRI 2-12, GRI 2-13, GRI 3-3)

Val Organics adopts a proactive approach to managing risks that may influence business performance, operational continuity, environmental stewardship, workplace safety, and regulatory compliance. Risk considerations are integrated into business planning and operational decision-making processes to support informed management actions and continuous improvement.

Risk Management Approach



Through regular assessments and management reviews, the Company seeks to identify emerging challenges and opportunities while strengthening organizational resilience.

Key Risk Areas

- Operational and manufacturing risks
- Process safety risks
- Environmental and regulatory risks
- Occupational health and safety risks
- Supply chain and logistics risks
- Resource availability and utility-related risks
- Climate and environmental risks

Process Safety Governance (GRI 3-3, GRI 403-2)

Process safety remains a critical priority for Val Organics due to the nature of chemical manufacturing operations. The Company seeks to maintain safe and reliable operations through established operating procedures, workplace safety practices, preventive maintenance activities, and continuous monitoring of manufacturing processes.

Process safety considerations are integrated into day-to-day operations through:

- Standard operating procedures for critical processes
- Equipment inspection and maintenance practices
- Process monitoring and operational controls
- Employee safety awareness and training
- Incident reporting and corrective action mechanisms
- Periodic safety reviews and assessments

These measures support safe operations while minimizing the likelihood of operational disruptions and workplace incidents.

Operational Risk Management (GRI 2-13, GRI 3-3)

Val Organics continuously evaluates operational risks that may affect manufacturing efficiency, product quality, employee safety, regulatory compliance, and customer commitments.

The Company seeks to manage operational risks through:

- Defined operational procedures and controls
- Quality management systems
- Preventive maintenance programs
- Performance monitoring and management reviews
- Cross-functional coordination and communication
- Continuous improvement initiatives

Compliance Assurance and Internal Control Reviews (GRI 2-12, GRI 2-27)

Val Organics seeks to maintain effective governance and compliance systems through periodic reviews of operational controls, management processes, and compliance-related procedures.

Review activities may include:

- Assessment of governance and compliance controls
- Evaluation of operational and management systems
- Verification of implementation of established procedures
- Review of approval and authorization processes
- Monitoring of corrective and preventive actions

Review activities may cover governance controls, compliance procedures, operational controls, and selected risk management practices.

Relevant management personnel and designated functional representatives support review activities and the implementation of improvement actions.

Reviews may include retrospective evaluation of existing procedures and controls to identify opportunities for enhancement and strengthen governance effectiveness.

Chemical Handling Controls (GRI 403-2, GRI 403-7)

Given the nature of its operations, Val Organics places significant emphasis on the safe handling, storage, transportation, and use of chemicals and raw materials.

Control measures include:

- Material identification and labeling practices
- Availability of Safety Data Sheets (SDS)
- Safe storage and handling procedures
- Use of appropriate personal protective equipment (PPE)
- Employee training and awareness programs
- Controlled movement of chemicals within operational areas
- Monitoring of workplace safety requirements

These controls are intended to support employee safety, operational integrity, and responsible chemical management.

Emergency Preparedness (GRI 403-1, GRI 403-7)

Val Organics recognizes the importance of preparedness in responding effectively to potential emergency situations. The Company maintains emergency response procedures designed to support employee safety, minimize operational disruptions, and protect surrounding communities and the environment.

Preparedness measures may include:

- Emergency response plans and procedures
- Identification of potential emergency scenarios
- Emergency communication and escalation processes
- Availability of emergency response equipment
- Periodic drills and awareness programs
- Coordination with relevant emergency response agencies where applicable

Regular review of emergency preparedness measures helps strengthen response capabilities and organizational readiness.

Business Continuity Approach (GRI 2-13)

Maintaining operational continuity is important to ensuring consistent service, product availability, and stakeholder confidence. Val Organics seeks to strengthen business resilience through operational planning, resource management, risk mitigation measures, and contingency preparedness.

Key focus areas include:



Cybersecurity and Data Protection (GRI 418-1)

In an increasingly digital business environment, Val Organics recognizes the importance of protecting information assets, business systems, and stakeholder data. The Company seeks to maintain appropriate controls to support information security, operational continuity, and responsible data management across its operations.

Cybersecurity and data protection considerations are integrated into relevant business processes to help safeguard digital infrastructure, confidential information, and operational systems from potential threats and disruptions.

Key focus areas include:

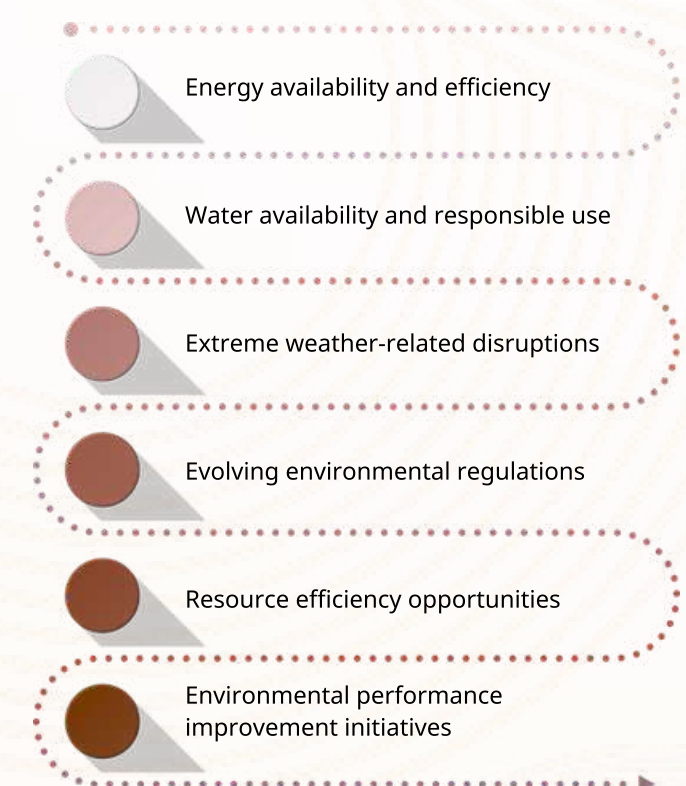
- Secure management of business information and digital systems
- Protection of confidential and sensitive information
- User access controls and authentication measures
- Data storage and information handling practices
- Employee awareness regarding cybersecurity responsibilities
- Monitoring and management of information security risks
- Compliance with applicable information technology and data protection requirements

Val Organics continues to strengthen awareness regarding responsible information handling and cybersecurity practices across the organization. Through ongoing monitoring, operational controls, and employee engagement, the Company seeks to support the confidentiality, integrity, and availability of information assets while maintaining stakeholder trust.

Climate and Environmental Risk Considerations (GRI 201-2)

Val Organics recognizes that climate-related and environmental factors can influence business operations, resource availability, regulatory requirements, and stakeholder expectations. As part of its broader risk management approach, the Company considers environmental and climate-related aspects when evaluating operational and business risks.

Areas of consideration may include:



By incorporating these considerations into its risk management approach, Val Organics aims to enhance resilience while supporting responsible and sustainable operations.

Val Organics remains committed to strengthening its risk management and compliance practices through continuous monitoring, employee awareness, operational controls, and process improvements. By integrating risk management into day-to-day operations, the Company seeks to support safe operations, regulatory compliance, business continuity, and long-term sustainable growth.

Information Security Management and Data Privacy (GRI 2-23, GRI 2-24, GRI 418-1)

Val Organics recognises that effective information security and responsible data management are fundamental to sound corporate governance, operational resilience and stakeholder trust. The Company has implemented an **ISO 27001-certified Information Security Management System (ISMS)** to safeguard confidential business information and strengthen the confidentiality, integrity and availability of information assets. Information security is integrated into governance, risk management and operational processes through preventive controls, employee awareness and continual improvement, supporting compliance with applicable legal, regulatory and contractual requirements while protecting business and stakeholder information.

Key Information Security Practices

- Operates an ISO 27001-certified Information Security Management System (ISMS) to systematically identify, manage and mitigate information security risks across business operations.
- Conducts periodic employee awareness and training programmes to strengthen understanding of information security, cybersecurity awareness, confidentiality obligations and responsible handling of business information.
- Periodically assesses information security risks as part of the Company's enterprise risk management framework and implements preventive and corrective measures to address identified risks.
- Incorporates information security considerations into the evaluation of relevant third-party service providers, contractors and business partners through appropriate due diligence, contractual obligations and risk-based assessment, where applicable.
- Maintains established reporting channels that enable employees and relevant stakeholders to confidentially report suspected information security concerns or policy violations, with protection against retaliation for individuals reporting in good faith.
- Applies appropriate physical and digital access controls to confidential business information and information systems based on authorised roles, responsibilities and business requirements.
- Maintains processes to identify, assess, respond to and recover from information security incidents in order to minimise operational disruption and strengthen organisational resilience.
- Manages business records and information in accordance with applicable legal, regulatory and business requirements, while supporting appropriate retention, protection and secure handling of information assets.
- Respects the privacy of customers, employees and business partners by managing personal and confidential information responsibly and communicating applicable data handling practices through relevant business processes and contractual arrangements, where appropriate.
- Periodically reviews the effectiveness of information security controls through management oversight, internal monitoring and continual improvement of the Information Security Management System.

Information Security Governance Framework

Information Security Framework ISO 27001-certified Information Security Management System (ISMS)	Employee Awareness Periodic information security and confidentiality awareness programmes	Risk Management Periodic assessment of information security risks with appropriate mitigation measures
Third-party Information Security Risk-based evaluation and contractual information security expectations, where applicable	Reporting Mechanism Confidential reporting channels with protection against retaliation	Access Management Role-based physical and digital access controls for authorised personnel
Incident Management Defined processes for identification, response, containment and corrective actions	Data Protection Responsible management of confidential and personal information in accordance with applicable requirements	Continuous Improvement Periodic management review and continual enhancement of information security controls



Business Integrity and Transparency

(GRI 2, GRI 3, GRI 308, GRI 414)

Transparency, accountability, and responsible business conduct are essential elements of Val Organics' governance philosophy. The Company recognizes that maintaining stakeholder trust requires open communication, ethical business relationships, responsible value chain practices, and continuous improvement in governance systems. Through structured stakeholder engagement, responsible business practices, and ongoing performance review mechanisms, Val Organics seeks to strengthen organizational resilience and create long-term value for its stakeholders.

Strengthening Accountability Through Transparent Governance (GRI 2-12)

Val Organics promotes accountability across all levels of the organization through clearly defined responsibilities, management oversight, and established decision-making processes. Transparency is supported through regular communication, performance monitoring, and adherence to applicable regulatory and reporting requirements.

The Company seeks to foster a culture where responsibilities are clearly understood and business decisions are guided by integrity, accountability, and responsible conduct.

Key elements supporting accountability include:

- Defined organizational responsibilities and reporting structures
- Management oversight and review mechanisms
- Monitoring of operational and compliance performance
- Transparent internal communication processes
- Continuous review of governance practices and controls

These measures support informed decision-making and contribute to maintaining stakeholder confidence.

Engaging Stakeholders Through Open Dialogue (GRI 2-29)

Val Organics recognizes that meaningful stakeholder engagement is important for understanding expectations, identifying opportunities for improvement, and strengthening long-term relationships.

The Company engages with a diverse range of stakeholders including:



Engagement takes place through various formal and informal channels, which may include meetings, operational reviews, customer interactions, supplier discussions, training programs, feedback mechanisms, and regulatory communications.

Insights gathered through stakeholder engagement help inform decision-making processes and support continuous improvement across business operations.

Promoting Responsible Supply Chain Relationships (GRI 2-6, GRI 308-1, GRI 414-1)

Val Organics recognizes the important role suppliers and business partners play in supporting operational excellence, product quality, and business continuity. The Company seeks to build long-term and collaborative relationships based on quality, reliability, mutual accountability, and responsible business practices. Through ongoing engagement and communication, Val Organics aims to strengthen value chain performance and support sustainable business growth.

Key focus areas include:

- Product quality and reliability
- Environmental and safety awareness
- Responsible business practices
- Long-term supplier relationships

Val Organics continues to strengthen collaboration with suppliers and business partners to support mutual growth and responsible value chain management.

Fostering Continuous Improvement and Organizational Resilience (GRI 2-12)

Continuous improvement remains an important aspect of Val Organics' governance approach. The Company regularly reviews governance systems, operational controls, management practices, and stakeholder feedback to identify opportunities for enhancement and strengthen organizational resilience.

Improvement efforts focus on:



Through ongoing review and enhancement of management systems and business processes, Val Organics seeks to improve operational performance, strengthen governance outcomes, and support long-term sustainable growth.

Governance Highlights

Val Organics continues to strengthen its governance framework through:

- Governance oversight and accountability mechanisms
- Integration of risk management into business operations
- Stakeholder engagement and transparent communication
- Responsible supply chain collaboration
- Commitment to regulatory compliance
- Continuous enhancement of governance systems and controls
- Long-term focus on sustainable and responsible growth

By fostering transparency, accountability, and responsible business relationships, Val Organics seeks to maintain stakeholder trust and create sustainable value across its operations and value chain.





05

Environmental stewardship and climate action



Environmental Management Framework

(GRI 2, GRI 3, GRI 307)

Environmental stewardship is an integral part of Val Organics' approach to responsible manufacturing and sustainable business growth. As a manufacturer of aromatic and specialty chemical intermediates, the Company recognises the importance of managing environmental impacts associated with resource consumption, process emissions, wastewater generation, waste management and chemical handling throughout the product manufacturing lifecycle.

The Company's manufacturing operations involve specialised chemistries including chlorination, nitration, reduction, hydrogenation and Friedel-Crafts reactions, which require disciplined environmental management and operational controls. Accordingly, environmental considerations are integrated into production planning, process management, utility operations, infrastructure development and business decision-making.

Val Organics' Environmental Management Framework provides a structured approach to identifying environmental aspects, managing operational risks, ensuring regulatory compliance, improving resource efficiency and supporting continual environmental improvement. Through this framework, the Company seeks to strengthen environmental performance while maintaining operational reliability, product quality and long-term business resilience.

Governance for Environmental Excellence (GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-17)

Environmental governance at Val Organics is embedded within the Company's management structure and operational processes. Oversight of environmental performance is supported through leadership involvement, defined responsibilities and cross-functional coordination among manufacturing, engineering, utilities, maintenance, quality assurance and Environment, Health and Safety (EHS) functions.

Environmental matters are periodically reviewed through operational and management review mechanisms, enabling leadership teams to monitor environmental performance, compliance obligations, operational risks and improvement opportunities. This approach facilitates timely decision-making on environmental priorities, infrastructure enhancements and resource efficiency initiatives.

Environmental governance focuses on:

- Compliance with applicable environmental compliance.
- Monitoring of environmental performance indicators.
- Review of environmental risks and mitigation measures.
- Evaluation of resource efficiency initiatives.
- Oversight of pollution prevention measures.
- Assessment of environmental improvement projects.
- Review of environmental incidents, observations and corrective actions.

Environmental Management System and Operational Controls (GRI 2-24, GRI 307-1)

Val Organics manages environmental responsibilities through an integrated system of policies, operational procedures, engineering controls, monitoring mechanisms and compliance management processes designed to support responsible manufacturing practices.

Environmental controls are implemented across key operational areas including raw material handling, process operations, utility management, emissions control systems, wastewater treatment, waste management and product storage. Environmental requirements are incorporated into operating procedures, maintenance practices, project evaluations and process modification activities to minimise environmental impacts and strengthen operational performance.

The Company's environmental management approach is built upon four interconnected pillars:

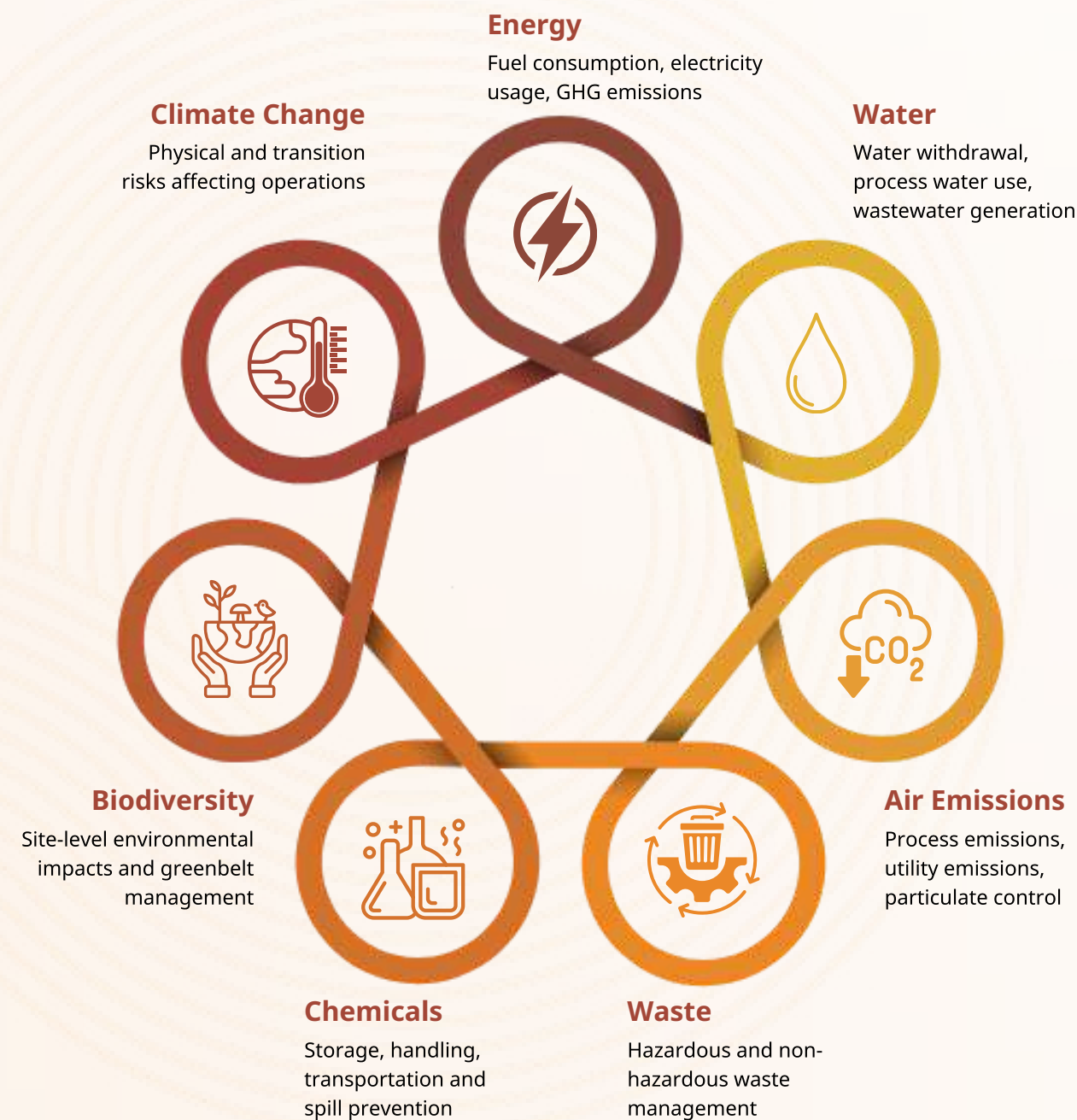


Environmental Planning and Risk Assessment (GRI 3-3, GRI 2-25)

Environmental planning at Val Organics is guided by a proactive assessment of environmental aspects, operational risks and compliance obligations associated with manufacturing activities. Environmental considerations are evaluated during operational reviews, process modifications, infrastructure development projects and management planning exercises.

The Company assesses environmental risks associated with energy consumption, greenhouse gas emissions, water management, air emissions, waste generation, hazardous material handling and climate-related operational challenges. These assessments support the identification of mitigation measures, engineering controls, monitoring requirements and improvement initiatives necessary to manage environmental impacts effectively.

The assessment process considers:



Operational Controls and Resource Management

Resource efficiency and responsible operational management remain important priorities across Val Organics' manufacturing operations. The Company continuously evaluates opportunities to optimise the use of energy, water, raw materials and utilities while maintaining process efficiency, product quality and operational reliability.

Environmental considerations are integrated into routine manufacturing activities through process monitoring, equipment maintenance, utility management and operational performance reviews. Production and utility teams regularly track resource consumption patterns to identify opportunities for efficiency improvement and resource conservation.

Particular focus is placed on reducing process losses, improving utility performance, strengthening material utilisation and promoting responsible management of waste streams generated during manufacturing operations. Opportunities for resource recovery, reuse and operational optimisation are also evaluated wherever technically and operationally feasible.

Monitoring, Evaluation and Compliance Assurance (GRI 2-27, GRI 307-1)

Environmental monitoring and compliance assurance are fundamental components of Val Organics' environmental management framework. The Company maintains environmental monitoring programmes designed to assess operational performance, verify compliance obligations and support informed environmental decision-making.

Environmental parameters related to emissions, wastewater management, resource consumption and waste handling are monitored in accordance with applicable regulatory requirements and internal management practices. Monitoring data is periodically reviewed by operational and EHS teams to evaluate performance trends, identify improvement opportunities and implement corrective actions where required.

Compliance assurance is supported through maintenance of statutory approvals, regulatory reporting, environmental inspections, internal reviews and performance evaluations. Environmental observations and non-conformances are investigated to identify root causes and strengthen preventive measures across operations.

Continuous Improvement and Capacity Building (GRI 404-2)

Continual improvement forms an integral part of Val Organics' environmental management approach. Environmental performance enhancement is driven through operational reviews, environmental monitoring outcomes, audit findings, technology improvements and employee participation initiatives.

The Company promotes environmental awareness across its workforce through training programmes, operational guidance, awareness campaigns and EHS engagement initiatives aimed at strengthening environmental responsibility at all levels of the organisation.

Employee involvement in resource conservation, waste reduction, pollution prevention and compliance initiatives supports the development of a proactive environmental culture. Learnings from audits, inspections, operational reviews and improvement projects are incorporated into management practices to strengthen environmental performance and operational sustainability over time.



Environmental Focus Areas (GRI 3-3)

The environmental priorities of Val Organics are shaped by the nature of its specialty chemical manufacturing operations, process technologies, resource requirements and regulatory responsibilities. The Company's manufacturing activities involve multiple process stages, utility systems, chemical handling operations and supporting infrastructure that require a comprehensive and integrated approach to environmental management.

Accordingly, Val Organics focuses its environmental efforts on those areas that are most relevant to operational sustainability, resource efficiency, environmental protection and long-term business resilience. These focus areas guide environmental planning, capital investments, operational controls, performance monitoring and improvement initiatives across the organisation.

Environmental management at Val Organics extends beyond regulatory compliance and seeks to embed responsible manufacturing practices across the entire operational ecosystem. The Company's approach encompasses efficient management of energy and water resources, reduction of environmental emissions, responsible handling of chemicals and process materials, minimisation of waste generation, protection of local environmental quality and enhancement of environmental awareness among employees.

Environmental Risk and Compliance Management (GRI 2-25, GRI 2-27, GRI 307-1)

Maintaining operational resilience requires continuous evaluation of environmental risks and regulatory obligations that may influence manufacturing activities. For Val Organics, environmental risk management is closely linked with process reliability, environmental protection and responsible business conduct.

The Company adopts a proactive approach towards identifying and managing environmental risks associated with manufacturing operations, utility systems, infrastructure assets, chemical handling activities and evolving regulatory requirements. Risk considerations are integrated into operational reviews, project planning activities and management decision-making processes to support preventive action and effective control measures.

Alongside risk management, maintaining compliance with applicable environmental laws, statutory approvals and regulatory conditions remains a fundamental aspect of environmental governance. Periodic compliance reviews and management oversight help ensure that environmental obligations continue to be effectively managed across operations.



Environmental Priorities (GRI 3-3)

The environmental priorities of Val Organics are shaped by the operational requirements of specialty chemical manufacturing, environmental responsibilities associated with its processes and the Company's commitment to responsible and sustainable growth. These priorities guide environmental planning, operational improvements, infrastructure investments and performance management across the organisation.

The Company's key environmental priorities include:

Climate Change and Greenhouse Gas Management

Managing greenhouse gas emissions associated with manufacturing operations and supporting climate resilience through responsible operational practices.

Energy Performance and Resource Efficiency

Improving energy productivity, optimising utility consumption and enhancing operational efficiency across manufacturing processes.

Water Stewardship and Resource Optimisation

Promoting efficient utilisation of water resources, strengthening conservation efforts and supporting responsible water management practices.

Air Emissions Management

Monitoring and controlling emissions arising from manufacturing and utility operations to support environmental protection and regulatory compliance.

Circular Economy and Waste Management

Reducing waste generation, promoting resource recovery opportunities and ensuring environmentally responsible waste management practices.

Responsible Chemicals Management

Maintaining safe handling, storage and management of chemicals throughout operational activities while minimising potential environmental risks.

Product Stewardship and Chemical Safety

Integrating environmental, safety and regulatory considerations throughout the product lifecycle and supporting responsible product management.

Biodiversity and Greenbelt Development

Enhancing environmental quality through greenbelt development and site-level ecological improvement initiatives.



Climate Change and Greenhouse Gas (GHG) Emissions

(GRI 3, GRI 201, GRI 301, GRI 305)

At Val Organics, climate change is recognised as a critical environmental and strategic concern that has direct implications on operational performance, regulatory compliance, and long-term business sustainability. As a specialty chemicals manufacturer, the Company acknowledges that its operations contribute to greenhouse gas (GHG) emissions, and therefore requires a structured, transparent, and continuously improving approach to climate management.

Accordingly, Val Organics is committed to systematically identifying, measuring, and managing greenhouse gas emissions across its operational boundaries and selected value chain activities. The Company focuses on improving environmental performance through energy efficiency, process optimisation, and responsible resource utilisation, while contributing to broader global efforts towards decarbonisation and climate resilience.

The climate management approach is guided by internationally recognised frameworks, including the GHG Protocol Corporate Standard and ISO 14064-1:2018, which provide a consistent basis for emissions accounting, monitoring, and reporting.

Methodology and Reporting Boundary

Val Organics follows the operational control approach for defining its greenhouse gas reporting boundary, ensuring that all emissions arising from operations under its direct control are included within the inventory. This approach enables consistent tracking of emissions performance across manufacturing operations, utilities, and supporting activities.

The greenhouse gas inventory is prepared in accordance with the principles of the GHG Protocol and ISO 14064-1:2018, covering direct emissions from owned or controlled sources (Scope 1), indirect emissions from purchased electricity (Scope 2), and selected material value chain emissions (Scope 3), based on relevance and data availability.

The Company continuously strengthens its reporting systems by improving data quality, refining emission factors, and enhancing methodological consistency. This supports more accurate decision-making and strengthens transparency in climate-related disclosures.

Greenhouse Gas Emissions Inventory

Val Organics maintains a structured greenhouse gas emissions inventory that enables systematic monitoring of its climate impact across operational and selected value chain activities. The inventory provides a comprehensive understanding of emission sources and supports identification of key reduction opportunities across the organisation.

The emissions profile is categorised into Scope 1, Scope 2, and Scope 3 emissions, enabling a complete view of direct and indirect climate impacts associated with business operations.

Scope 1 Emissions (GRI 305-1)

Scope 1 emissions represent direct greenhouse gas emissions arising from sources that are owned or controlled by Val Organics. These emissions primarily originate from fuel combustion activities, company-owned vehicles, and process-related emissions associated with manufacturing operations.

The Company continues to monitor these emissions closely and implements operational improvements aimed at enhancing combustion efficiency, reducing fuel consumption, and optimising process performance. These measures contribute to gradual reductions in direct emissions intensity while improving overall operational efficiency.

Scope 1 Emissions Performance

Scope 1 Sources	FY 2023-24 (tCO ₂ e)	FY 2024-25 (tCO ₂ e)	FY 2025-26 (tCO ₂ e)
Stationary Fuel Combustion	24,774.45	27,896.61	30,863.26
Mobile Fuel Combustion	27.98	0.50	1.38
Fugitive Emissions	18.11	92.22	80.28
Total Scope 1 Emissions	24,820.53	27,989.33	30,944.92



Scope 2 Emissions (GRI 305-2)

Scope 2 emissions represent indirect greenhouse gas emissions associated with the consumption of purchased electricity across Val Organics' operational facilities. Electricity consumption constitutes a significant component of the Company's overall energy footprint.

To address this, the Company is actively pursuing initiatives focused on improving energy efficiency across operations, optimising electricity consumption patterns, and progressively increasing the share of renewable energy sources within its energy mix. These measures are intended to support a structured reduction in indirect emissions over time while enhancing energy resilience.

Scope 2 Emissions Performance

Scope 2 Sources	FY 2023-24 (tCO ₂ e)	FY 2024-25 (tCO ₂ e)	FY 2025-26 (tCO ₂ e)
Purchased Electricity	6,118.13	8,403.07	13,283.19
Total Scope 2 Emissions	6,118.13	8,403.07	13,283.19



Scope 3 Emissions (GRI 305-3)

Scope 3 emissions include indirect emissions that occur across the Company's value chain beyond its direct operational boundary. Val Organics recognises that these emissions represent a significant portion of its total climate impact and therefore continues to strengthen its approach to identifying and assessing material Scope 3 categories.

Upstream emissions primarily include purchased goods and services, packaging materials, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and upstream leased assets. Downstream emissions include transportation and distribution of finished products and relevant downstream leased assets, where applicable.

The Company is progressively enhancing its Scope 3 emissions assessment through improved data collection, supplier engagement, and refinement of estimation methodologies. These efforts are aimed at improving transparency and enabling more informed climate-related decision-making across the value chain.

Scope 3 Emissions Performance

Scope 3 Category	FY 2025-26 (tCO ₂ e)	Scope 3 Category	FY 2025-26 (tCO ₂ e)
Purchased Water	9.18	Downstream Transport	94.43
Employee Commute	475.46	Purchased Goods	305.17
Food Consumption	187.25	Waste Generated	49.58
Travel for Business Purpose (Land)	0.03	Water Treatment	1.28
Leased Assets	44.13	Purchased Electricity (T&D Factor)	262.36
Upstream Transport	128.92	Total Scope 3 Emissions	1,557.79

Scope 3 Sources	FY 2023-24 (tCO ₂ e)	FY 2024-25 (tCO ₂ e)	FY 2025-26 (tCO ₂ e)
Total Scope 3 Emissions	1,688.69	1,208.71	1,557.79



GHG Emissions Performance

Val Organics evaluates its greenhouse gas emissions performance across all emission scopes to understand overall climate impact and track progress over time. This includes monitoring absolute emissions trends, identifying key emission drivers, and assessing the effectiveness of implemented reduction initiatives.

The Company utilises emissions performance data to support strategic decision-making, operational improvements, and alignment of sustainability objectives with long-term business planning. This approach ensures that emissions reduction efforts are integrated into core operational processes.

GHG Emissions Intensity (GRI 305-4)

In addition to absolute emissions tracking, Val Organics monitors greenhouse gas emissions intensity to evaluate environmental performance relative to production output. This indicator provides insights into operational efficiency and enables assessment of decarbonisation progress independent of production scale.

Emissions intensity analysis supports benchmarking of performance over time and helps identify areas where process improvements can further reduce environmental impact per unit of production.

Intensity Metric	FY 2023-24 (tCO ₂ e)	FY 2024-25 (tCO ₂ e)	FY 2025-26 (tCO ₂ e)
GHG Emissions Intensity (tCO ₂ e per tonne of production)	0.98	0.91	0.89

Climate Risk and Resilience

Climate change presents a range of physical and transition-related risks that may influence operational continuity, resource availability, and long-term business stability. Val Organics continuously assesses these risks to strengthen resilience and ensure preparedness for evolving climate conditions.

Physical climate risks include exposure to extreme weather events, temperature variability, and associated operational disruptions. The Company also evaluates vulnerabilities related to energy reliability, water availability, and supply chain dependencies.

To address these challenges, Val Organics integrates adaptive operational practices, strengthens resource efficiency measures, and enhances emergency preparedness systems. These efforts support business continuity and improve the organisation's ability to respond effectively to climate-related disruptions.

Climate Risks and Opportunities (GRI 3-3, GRI 201-2)

Climate change presents both risks and opportunities that may influence long-term business performance and operational resilience.

Climate-Related Risks

- Physical risks associated with changing weather patterns and extreme climate events
- Resource-related risks, including water availability and energy security
- Evolving environmental regulations and compliance requirements
- Increasing stakeholder expectations regarding climate performance and disclosure

Climate-Related Opportunities

- Energy efficiency and operational optimization initiatives
- Increased adoption of renewable energy solutions
- Sustainable product development and process innovation
- Enhanced supply chain engagement and environmental performance improvements

Understanding these risks and opportunities supports the Company's efforts to strengthen resilience while identifying pathways for sustainable growth.

Climate Action and Decarbonization Initiatives

Val Organics is actively implementing a range of initiatives aimed at reducing greenhouse gas emissions and strengthening its long-term decarbonisation strategy. These initiatives are integrated into operational and environmental management systems to ensure structured and sustained progress.

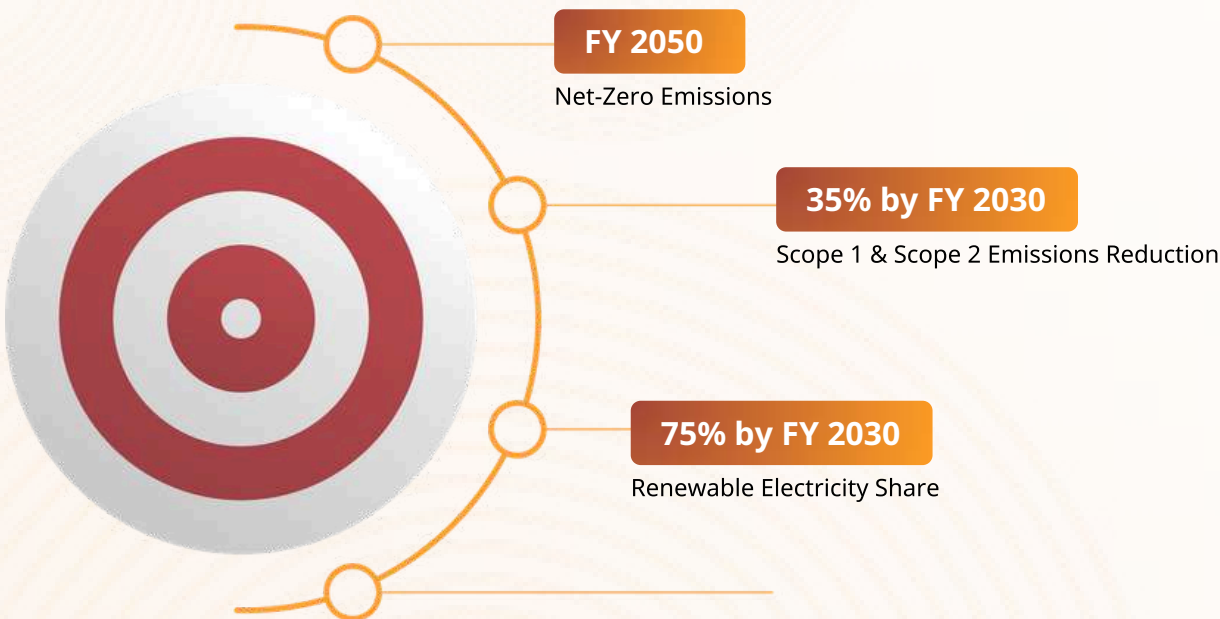
The Company promotes climate awareness among employees through engagement programmes that encourage energy conservation and responsible resource use. Regular carbon assessments and emissions audits are conducted to identify inefficiencies and improvement opportunities across operations.

Process optimisation initiatives and the adoption of energy-efficient technologies play a key role in reducing emissions intensity. The Company is also evaluating advanced decarbonisation pathways, including emerging technologies such as carbon capture and storage, where applicable.

In addition, Val Organics is strengthening its assessment of carbon offset mechanisms and other complementary initiatives that may support long-term climate objectives. These actions collectively contribute to improving operational sustainability and reducing environmental impact across the value chain.

Climate Targets and Roadmap

Val Organics has established a structured climate transition roadmap aligned with its long-term sustainability ambition and evolving global climate expectations. The roadmap focuses on systematic emissions reduction, energy transition, and improvement in operational efficiency.

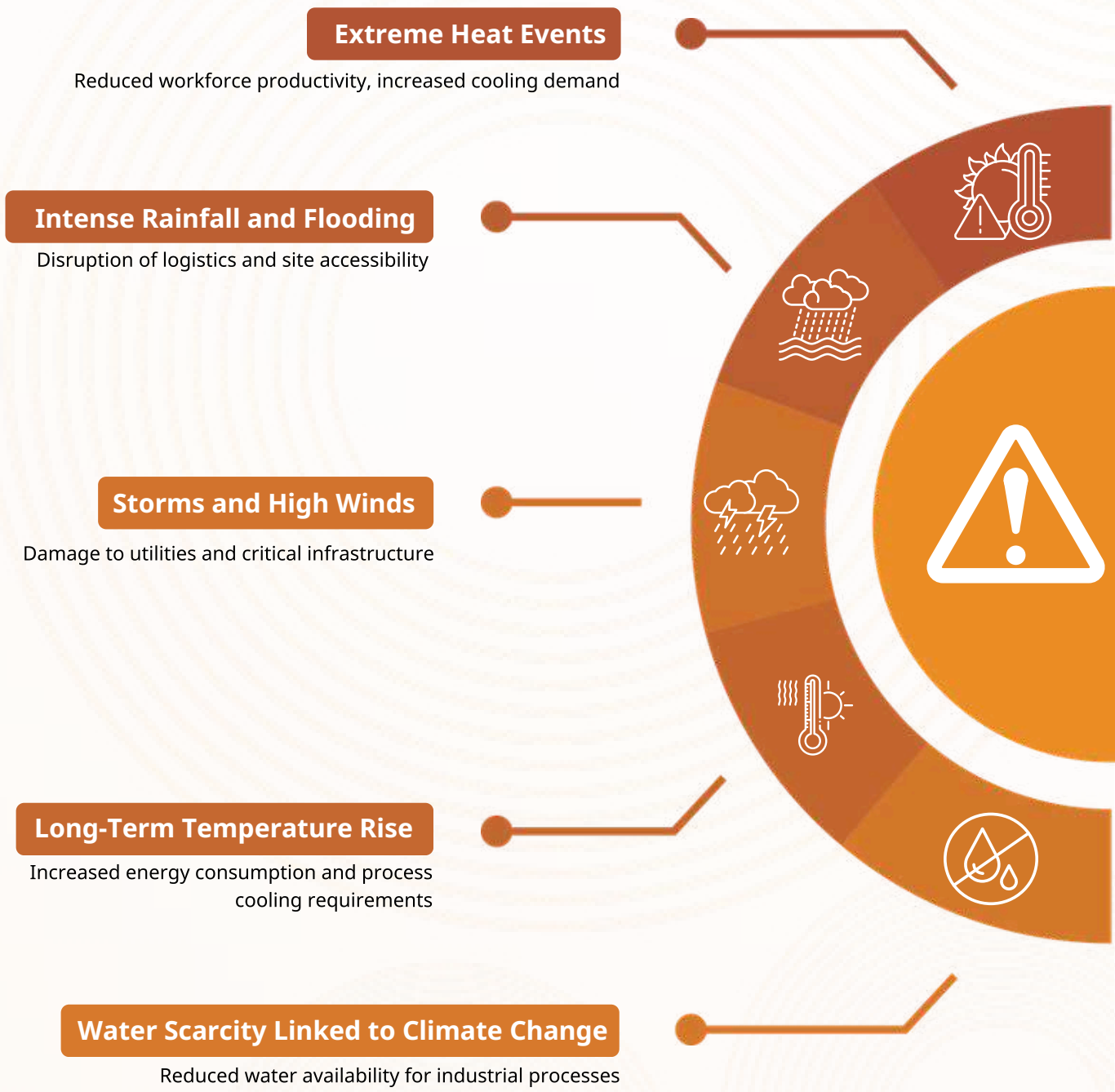


Climate Risk and Vulnerability Assessment

Val Organics periodically evaluates potential operational and business risks associated with changing climatic conditions. The assessment considers both short-term extreme weather events and long-term climate trends that could influence manufacturing operations, infrastructure reliability, workforce safety, logistics continuity, and supply chain performance.

The assessment supports proactive planning and enables the organization to identify areas requiring operational resilience measures and infrastructure preparedness.

Climate Hazard Categories Assessed



Looking ahead, Val Organics remains committed to strengthening its climate management framework through continuous improvement in emissions monitoring, expansion of Scope 3 assessment coverage, and increased adoption of low-carbon technologies.

Future efforts will focus on enhancing renewable energy integration, improving process efficiency, and deepening value chain engagement to support broader decarbonisation outcomes. These initiatives will enable the Company to progressively align its operations with global climate transition pathways while ensuring sustainable and responsible business growth.

Climate Adaptation and Operational Resilience (GRI 3-3, GRI 201-2)

While climate risk assessments help identify potential vulnerabilities, Val Organics also focuses on strengthening operational resilience through adaptive management practices designed to reduce the impact of environmental and climate-related disruptions on manufacturing operations. The Company integrates climate adaptation considerations into operational planning, infrastructure management, utility reliability, and emergency preparedness activities to support business continuity under changing environmental conditions.

Climate adaptation measures are periodically reviewed to ensure operational systems remain responsive to evolving climatic conditions, resource constraints, and site-specific environmental risks.



Operational Adaptation Measures



Energy Management and Efficiency

(GRI 3, GRI 302)

Energy Management Approach (GRI 3-3, GRI 302-1, GRI 302-4)

Val Organics follows a structured and continuously improving energy management framework aimed at enhancing operational efficiency, reducing energy intensity, and supporting the Company's broader decarbonisation objectives. Energy management is integrated into operational planning across manufacturing units and supporting functions to ensure systematic monitoring and optimisation of energy consumption.

The framework is designed to support data-driven decision-making and includes periodic performance reviews, identification of inefficiencies, and implementation of targeted improvement actions. Energy considerations are embedded in operational processes, enabling alignment between production efficiency and environmental performance objectives.

The Company adopts technology-enabled monitoring systems to track energy consumption patterns across facilities, enabling real-time visibility and improved control over energy usage. This structured approach supports continuous improvement in energy performance and contributes to long-term sustainability goals.



Energy Consumption Performance (GRI 302-1)

Energy consumption at Val Organics includes electricity purchased from the grid, fuel-based energy used in operations, and renewable electricity sourced through on-site and external arrangements. Energy data is monitored across all key operational facilities to assess consumption trends and identify opportunities for efficiency improvement. Energy consumption trends are continuously monitored to support identification of high-energy processes and implementation of optimisation initiatives.

Energy Consumption Summary

Energy Source	FY 2023-24	FY 2024-25	FY 2025-26
Grid Electricity (MWh)	10,067.68	11,558.56	13,955.57
Renewable Electricity (MWh)	5,807.84	5,462.89	5,058.19

*Diesel consumption is converted using Net Calorific Value (NCV) and emission factor methodology based on IPCC and MoEFCC guidelines.

During the reporting period, energy performance continued to be closely monitored, with updated data for the subsequent period to be disclosed in the next reporting cycle.

Energy Intensity Performance (GRI 302-3)

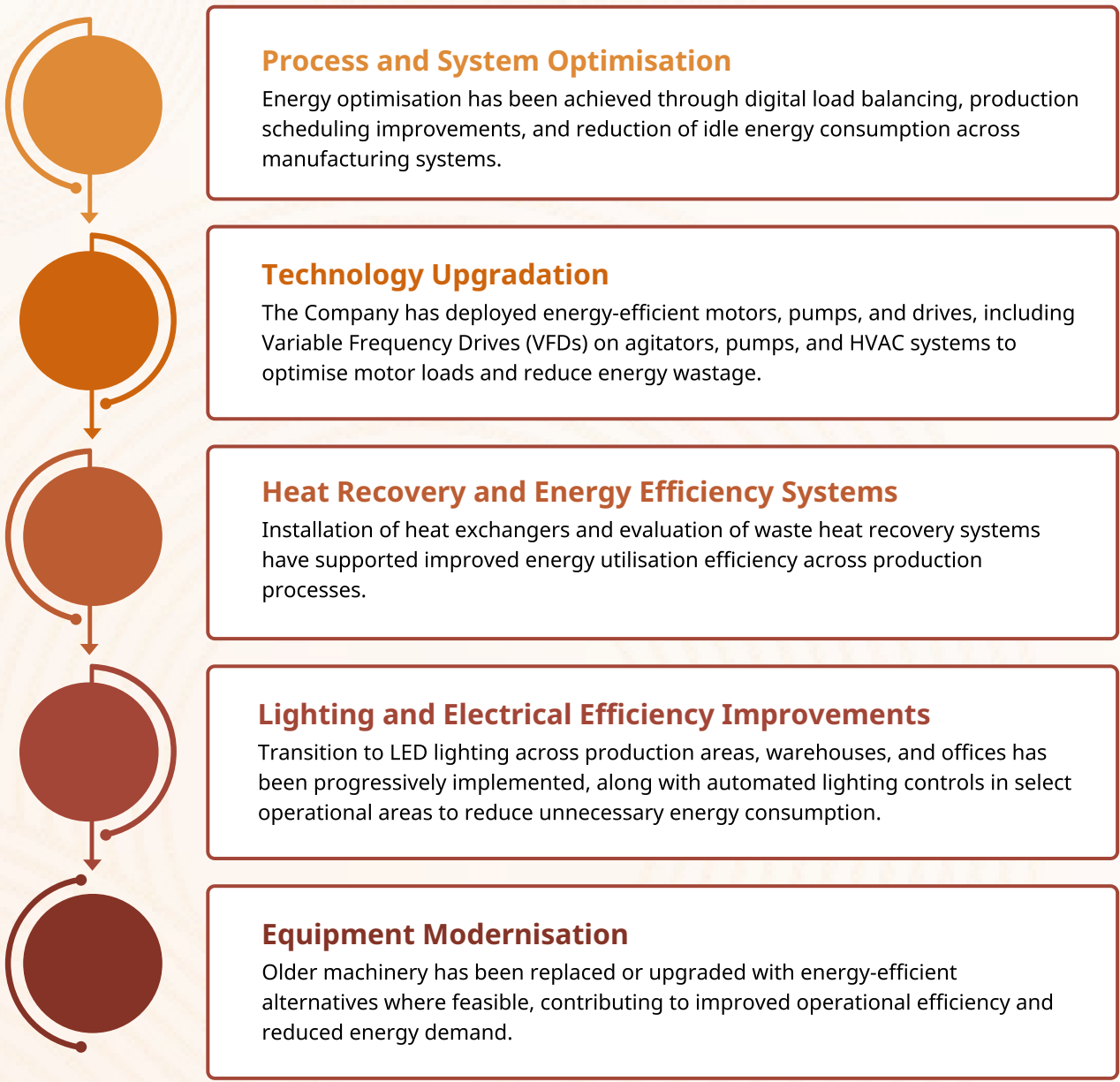
Energy intensity is used as a key performance indicator to evaluate operational efficiency relative to production output. It enables assessment of energy efficiency improvements independent of production growth.

During the latest reporting period, Val Organics recorded an improvement in energy intensity of approximately 8.7% (MWh per tonne of output), reflecting continued focus on process optimisation and efficiency improvements across operations.



Energy Efficiency Initiatives (GRI 302-4, GRI 305-5)

Val Organics has implemented multiple energy efficiency initiatives across its operations, focusing on process optimisation, equipment modernisation, and system-level improvements.



LED Lighting and Electrical Upgrades (GRI 302-4)

The organization has progressively upgraded lighting systems across facilities and continues to strengthen these efforts. Key actions include:

- Transition to LED lighting across production areas, warehouses, and offices
- Replacement of conventional fixtures with high-efficiency lighting systems
- Introduction of automated lighting controls in select areas to reduce unnecessary consumption.

Energy Audits and Performance Monitoring (GRI 302-4)

Val Organics conducts periodic energy audits across its manufacturing facilities to assess energy usage patterns and identify improvement opportunities.

These audits focus on:

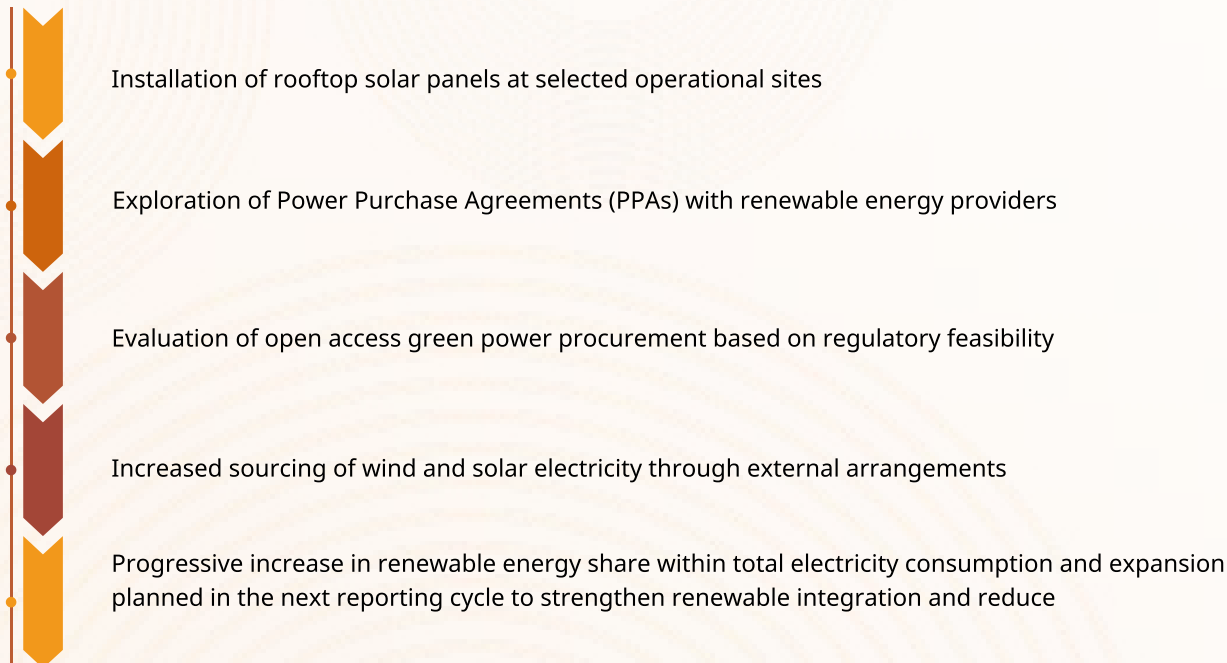
- Equipment-level energy performance evaluation
- Process heat and electricity usage optimization
- Identification of leakage, wastage, and idle load conditions
- Recommendations for retrofits and operational improvements

Findings from energy audits are systematically converted into actionable improvement measures, which are integrated into operational planning and continue to guide energy optimisation initiatives in subsequent reporting periods.



Renewable Energy Use and Transition Strategy (GRI 302-1, GRI 302-3)

Val Organics is progressively increasing the share of renewable energy in its operations as part of its structured energy transition strategy. The renewable energy roadmap follows a phased approach:

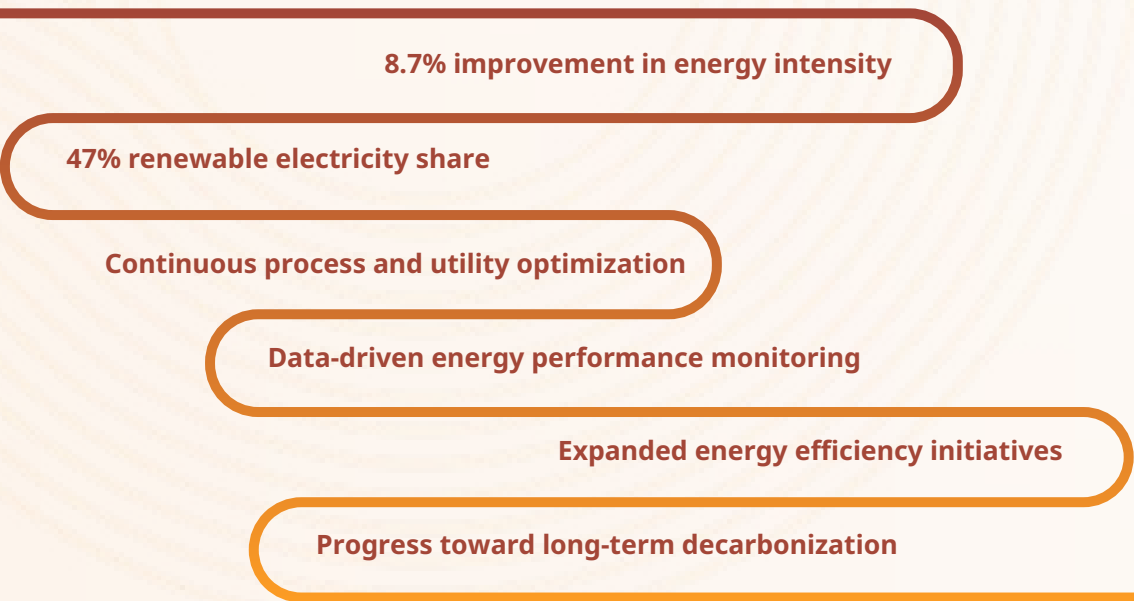


During the reporting period, renewable energy accounted for approximately 47% of total electricity consumption, reflecting significant progress toward cleaner energy adoption.

Energy Reduction and Performance Pathway (GRI 302-3, GRI 302-4)

Val Organics continues to strengthen its energy performance through a structured pathway focused on efficiency improvements, renewable energy integration, process optimization, and long-term decarbonization.

Total thermal energy is derived from a fuel mix of 27% Briquettes and 73% coal.



Water Stewardship and Resource Optimisation

(GRI 303)

Water Stewardship Framework:

Building Resilience Through Circular Water Management

Water is a critical resource for Val Organics' manufacturing operations and plays a key role in ensuring operational continuity, product quality, and process stability. In the context of increasing water stress, variability in availability, and rising regulatory expectations, the Company recognises the need for structured and responsible water stewardship practices.

Val Organics adopts a circular water management approach based on the principles of conservation, efficiency, reuse, recycling, and continuous improvement. This approach is integrated into the broader environmental management system and supports long-term operational resilience.

Water governance is embedded within the Company's ESG oversight framework, where water-related performance, risks, and improvement actions are periodically reviewed. This enables proactive identification of inefficiencies and strengthens decision-making related to water resource optimisation and risk management.

The Company also evaluates water-related risks and opportunities, including availability of freshwater sources, operational dependency on water-intensive processes, regulatory compliance requirements, and exposure to water-stressed regions in the value chain.

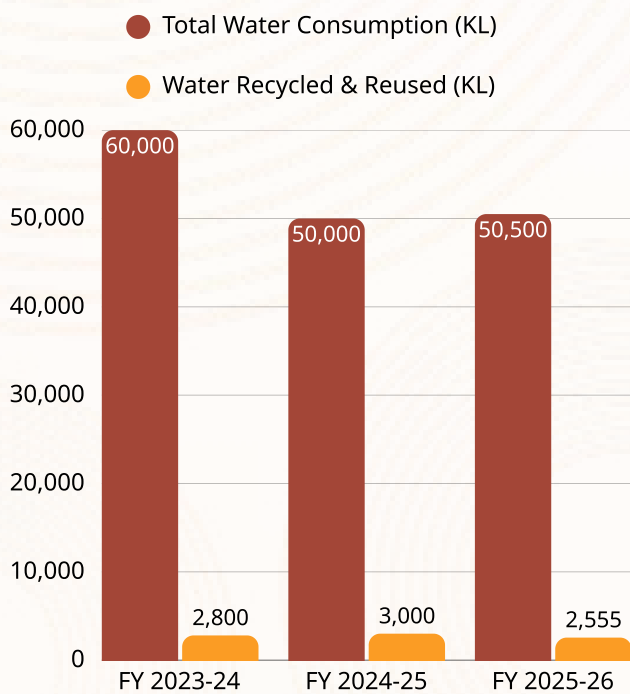
Water Withdrawal and Consumption Management (GRI 303-3, GRI 303-5)

Water is utilised across manufacturing operations for process requirements, cooling systems, boiler feed applications, utilities, and domestic consumption. The Company tracks water withdrawal and consumption across operational sites to ensure responsible usage and identify optimisation opportunities.

Water Withdrawal Sources

Water is sourced from:

- Groundwater (borewells / industrial extraction systems)
- Municipal and industrial supply networks
- Internal reuse and treated water streams



Water Efficiency and Conservation (GRI 303-5)

Val Organics implements structured water efficiency measures to reduce freshwater dependency and improve operational water productivity.

Water Audits and Efficiency Assessment

Periodic water audits are conducted across manufacturing facilities to evaluate consumption patterns and identify improvement opportunities. These audits include:

- Water usage inventory and mapping
- Process-level consumption analysis
- Efficiency evaluation of water-intensive operations
- Identification of leakage, wastage, and inefficiencies
- Recommendations for operational improvements

Process Optimisation and Conservation Measures

Water usage is optimised through improved process control, reduction of wastage, and operational efficiency measures across production systems.

Cooling Water Optimisation

The Company uses cooling systems designed to minimise freshwater consumption, including:

- Closed-loop cooling systems in selected operations
- Water recirculation systems for cooling applications
- Process-level optimisation of cooling demand

Operational Water Conservation

Additional measures include leak detection, controlled water usage practices, and optimisation of non-process water consumption.



Water Recycling and Circular Water Management (GRI 303-3, GRI 303-4)

Val Organics places strong emphasis on water recycling and reuse as part of its circular water management strategy. Treated wastewater is reused wherever technically feasible to reduce freshwater withdrawal and improve resource efficiency.

Water Reuse Systems

- Internal recycling of treated process water
- Reuse of treated water in cooling towers and utilities
- Recirculation of non-contaminated water streams
- Integration of reuse systems into operational water cycles

Wastewater Treatment Infrastructure

The Company operates dedicated:

- Effluent Treatment Plants (ETPs)
- Sewage Treatment Plants (STPs)
- Reverse Osmosis (RO) systems
- Multi-stage biological and chemical treatment systems
- Planned Mechanical Vapor Recompression (MVR) Technology

Treated water is reused within operations under a structured Zero Liquid Discharge (ZLD)-aligned approach, where feasible. Sludge generated from treatment processes is managed in accordance with applicable hazardous waste regulations.

Water Basin Risk Assessment

Recognizing the importance of water security to manufacturing operations, Val Organics evaluates potential risks associated with local water basin conditions and external water-related stress factors. The assessment focuses on understanding site-level exposure to water availability challenges and water quality risks that could affect operational continuity.

The review incorporates publicly available hydrological information, local regulatory requirements, groundwater conditions, and regional water availability trends.

Water-Related Risks Evaluated

Water Scarcity

Reduced water availability for process operations

Groundwater Depletion

Increased sourcing challenges and operational costs

Deterioration of Incoming Water Quality

Additional treatment requirements

Seasonal Water Variability

Production planning challenges

Regulatory Water Restrictions

Potential operational constraints

Water Risk Management Approach

Val Organics addresses identified risks through:

- Continuous monitoring of water consumption patterns
- Water recycling and reuse initiatives
- Rainwater harvesting infrastructure
- Optimization of process water utilization
- Evaluation of alternative water conservation opportunities



Wastewater Management and Quality Control (GRI 303-4)

Wastewater generated from operations is systematically collected, treated, and monitored to ensure compliance with applicable regulatory requirements.

The Company conducts regular wastewater quality testing to ensure that effluent meets prescribed CPCB and GPCB standards prior to reuse or controlled discharge.

Wastewater treatment processes follow a multi-stage approach covering primary, secondary, and tertiary treatment to ensure effective removal of physical, chemical, and biological contaminants.

Water Resource Protection and Replenishment (GRI 303-1, GRI 303-2, GRI 303-4)

Val Organics implements preventive and corrective measures to protect water and soil resources and minimise environmental risks associated with operations.

Key Measures Include:

- Rainwater harvesting systems at selected sites for water capture and reuse
- Groundwater protection measures including monitoring and preventive controls
- Spill prevention systems including bunding, containment structures, and emergency response mechanisms
- Chemical storage systems based on compatibility and safety standards
- Periodic soil monitoring around high-risk operational areas
- Environmental audits and compliance assessments

During FY 2025-26, we continued to maintain robust monitoring and preventive control measures across our operations, with no reported incidents of soil or groundwater contamination. Moving forward, we will continue to strengthen environmental safeguards, monitoring practices, and operational controls to support long-term environmental resilience and responsible resource management.

These efforts reinforce our commitment to protecting natural resources, enhancing environmental performance, and driving continuous improvement across our operations.

Managing Water Risks and Strengthening Resilience (GRI 3-3, GRI 303-1)

Water stewardship is integrated into our broader environmental and ESG risk management framework. We recognize that proactive management of water-related risks is essential for maintaining operational continuity, supporting regulatory compliance, and enhancing long-term resilience.

To strengthen our water management approach, we continue to implement:

- Standard Operating Procedures (SOPs) governing water use, reuse, treatment processes, utility operations, and emergency response protocols
- Periodic water risk assessments using recognized tools such as the WRI Aqueduct Framework
- Real-time monitoring through advanced water metering systems
- Automated flow-control mechanisms in high-consumption areas
- Internal audits to identify leakage risks and efficiency improvement opportunities
- Awareness and training programmes for employees, contractors, and utility teams on water conservation, operational practices, and risk preparedness
- Assessment of water-related risks across critical supply chains, particularly for raw materials sourced from water-stressed regions
- Integration of water performance indicators into operational monitoring and management systems
- Periodic contingency planning to strengthen preparedness for water-related risks and disruptions
- Emergency preparedness and contingency planning for water-related disruptions

Strengthening Water Stewardship for the Future (GRI 3-3, GRI 303-5)

We remain committed to continuously enhancing our water stewardship performance through innovation, operational excellence, and responsible resource management. Looking ahead, we will continue to strengthen conservation initiatives, improve recycling and reuse capabilities, advance monitoring systems, and evaluate opportunities for alignment with globally recognized water stewardship frameworks.

As part of our long-term sustainability roadmap, we aim to further embed water stewardship principles across our operations while supporting environmental resilience, resource security, and sustainable business growth. We also remain committed to progressing our alignment with the Alliance for Water Stewardship (AWS) principles and strengthening our approach to responsible water management over the long term. Through continuous improvement and responsible resource management, Val Organics is committed to strengthening water resilience, reducing freshwater dependency, and supporting long-term sustainable growth.

	FY 2023-24 ((kL/MT of Product Produced)	FY 2024-25 ((kL/MT of Product Produced)	FY 2025-26 ((kL/MT of Product Produced)
Water Intensity	1.89	1.77	1.1



Air Emissions Management

(GRI 3, GRI 305, GRI 307)

Air Emissions Management Framework (GRI 3-3, GRI 305-7)

Managing Air Quality and Atmospheric Emissions

At Val Organics, effective management of air emissions forms an integral part of our environmental stewardship and operational excellence strategy. As a specialty chemicals manufacturer, we recognise our responsibility to prevent atmospheric pollution, minimise local environmental impacts, and maintain compliance with applicable environmental regulations.

Our air emissions management framework focuses on identifying emission sources, implementing pollution prevention measures, deploying emission control technologies, and conducting continuous monitoring to minimise impacts on air quality and surrounding communities. The framework is integrated into our broader Environmental Management System and supports continual improvement in environmental performance.

Key Sources of Air Emissions

Air emissions associated with operations primarily originate from:

- Manufacturing and chemical processing activities
- Boilers and thermic fluid heating systems
- Diesel generator sets
- Solvent handling, storage and transfer operations
- Material handling and loading/unloading activities
- Effluent treatment and utility operations
- Internal logistics and transportation activities

Regulatory Compliance Management

The Company monitors air emissions in accordance with applicable CPCB and SPCB requirements, Consent to Operate conditions, and other relevant environmental regulations. Periodic monitoring, compliance reviews, and environmental audits support ongoing regulatory adherence and performance evaluation.

Air Pollution Prevention Approach

Key preventive measures include:

- Process optimisation to minimise emissions at source
- Cleaner production and resource efficiency initiatives
- Installation of pollution control equipment
- Local exhaust ventilation systems
- Use of lower-emission fuels where feasible
- Preventive maintenance of critical equipment
- Good housekeeping and operational control practices

Air Pollution Prevention and Control (GRI 305-7)

Val Organics employs a combination of engineering controls, process improvements, and pollution abatement systems to minimise atmospheric emissions and improve environmental performance.



Particulate Matter (PM) Emission Control

Measures implemented to reduce particulate emissions include:

- Bag filters and dust collection systems
- Electrostatic Precipitators (ESPs), where applicable
- Wet scrubbers
- Enclosed material handling systems
- Covered storage and transfer areas
- Dust suppression and housekeeping programmes

Volatile Organic Compound (VOC) Management

VOC emissions are managed through:

- Closed-loop transfer and handling systems
- Vapour containment measures
- Solvent recovery and reuse practices
- Equipment integrity programmes
- Controlled storage of volatile materials
- Fugitive emission monitoring and control

SO₂ and NO_x Emission Reduction

To minimise combustion-related emissions, the Company implements:

- Use of low-sulphur fuels
- Burner optimisation and combustion control
- Fuel-air ratio optimisation
- Energy-efficient combustion systems
- Preventive maintenance of utility equipment

Heavy Metal Emission Prevention

Potential heavy metal emissions are controlled through:

- Raw material quality controls
- Process containment systems
- Filtration and treatment technologies
- Monitoring of applicable emission parameters

Fugitive Emissions Management (GRI 305-7)

Effective management of fugitive emissions forms an important component of Val Organics' air emissions management framework. Unlike stack emissions, fugitive emissions arise from unintended releases of gases, vapours, or volatile substances from process equipment, storage systems, transfer operations, and utility infrastructure. If not properly controlled, fugitive emissions may contribute to air pollution, product losses, odour generation, occupational exposure risks, and environmental impacts.

To minimise such risks, the Company adopts a preventive approach that combines engineering controls, equipment integrity management, routine inspections, leak detection programmes, and continuous maintenance practices. Fugitive emission management is integrated into operational controls and environmental performance monitoring to support regulatory compliance and responsible manufacturing practices.

Leak Integrity Management

Val Organics implements a structured Leak Detection and Repair (LDAR) Programme to proactively identify, assess, and address potential sources of fugitive emissions across operational facilities. The programme focuses on equipment and components that are more susceptible to leakage during normal operations, maintenance activities, or equipment ageing.

The LDAR programme covers:

- Valves and valve assemblies
- Pumps and pump seals
- Flanges and pipe joints
- Compressors and associated equipment
- Storage tanks and tank fittings
- Pipelines and transfer lines
- Sampling points and process connections
- Loading and unloading stations
- Solvent handling and transfer systems

Periodic inspections are conducted to identify potential leak points, assess equipment integrity, and verify the effectiveness of containment systems. Where leaks are detected, corrective actions are initiated based on the severity, environmental significance, and operational criticality of the issue. Follow-up inspections are undertaken to verify repair effectiveness and ensure timely closure of identified issues.

LDAR Process Framework



The implementation of the LDAR programme supports improved environmental performance, reduced material losses, enhanced operational reliability, and strengthened pollution prevention across manufacturing operations.

Process Integrity & Containment

To minimise the potential release of air pollutants into the surrounding environment, Val Organics employs a range of containment and equipment integrity measures designed to ensure the enclosure of emission sources and maintain the airtightness of critical process systems.

Key containment measures include:

- Closed-loop processing and transfer systems for volatile materials
- Sealed storage vessels and chemical storage tanks
- Vapour-tight piping and transfer arrangements
- High-integrity gaskets, seals, and packing systems
- Enclosed loading and unloading operations where feasible
- Secondary containment systems around critical storage areas
- Controlled venting arrangements and emission capture systems
- Local exhaust ventilation systems for source-level pollutant capture

These controls help reduce the potential release of volatile organic compounds (VOCs), process vapours, odorous substances, and other air pollutants during manufacturing, storage, and material handling activities.

Fugitive Emissions Management

Routine monitoring activities are undertaken to evaluate the effectiveness of fugitive emission controls and identify opportunities for improvement. Monitoring programmes focus on high-risk operational areas, chemical handling systems, storage facilities, and process equipment where potential emissions may occur.

Monitoring activities may include:

- Visual inspections of process equipment and storage systems
- Equipment integrity assessments
- Inspection of seals, flanges, valves, and transfer systems
- Evaluation of odour and vapour release risks
- Review of maintenance records and corrective actions
- Verification of containment system effectiveness

The findings from monitoring activities are incorporated into operational reviews and improvement programmes to strengthen environmental performance and minimise uncontrolled emissions.

Emission Control System Maintenance

Preventive maintenance remains a critical element of the Company's fugitive emissions management strategy. Scheduled maintenance programmes are implemented to ensure the reliability and effectiveness of process equipment, containment systems, and pollution control infrastructure.

Key maintenance activities include:

- Periodic inspection and replacement of seals, gaskets, and packing materials
- Maintenance of pumps, compressors, and transfer equipment
- Inspection and servicing of storage tanks and pipelines
- Verification of local exhaust ventilation systems
- Performance assessment of pollution control equipment
- Calibration and maintenance of monitoring instruments
- Timely replacement of worn or damaged components

Through proactive maintenance and equipment integrity management, Val Organics seeks to minimise the likelihood of leaks, improve operational efficiency, extend equipment life, and reduce environmental risks associated with fugitive emissions.

The Company continues to strengthen fugitive emission management through ongoing process optimisation, enhanced monitoring practices, employee awareness programmes, and continuous improvement initiatives aimed at supporting cleaner production and responsible environmental stewardship.



Air Quality Monitoring and Assessment (GRI 305-7, GRI 307-1)

Effective air quality management requires continuous evaluation of emission performance and environmental conditions surrounding operational facilities. Val Organics implements a structured monitoring and assessment programme to measure key air quality parameters, verify regulatory compliance, evaluate the effectiveness of emission control measures, and identify opportunities for continual improvement.

The monitoring framework encompasses stack emissions, ambient air quality, and environmental nuisance parameters, providing a comprehensive understanding of the Company's air quality performance across operational boundaries.

Stack Emission Monitoring

Air emissions from significant point sources are periodically monitored through accredited monitoring agencies and approved methodologies. Monitoring activities are conducted in accordance with applicable regulatory requirements and environmental consent conditions.

Key parameters assessed include:

- Particulate Matter (PM)
- Sulphur Oxides (SO_x)
- Nitrogen Oxides (NO_x)
- Volatile Organic Compounds (VOCs), where applicable
- Heavy Metals and other prescribed pollutants, where applicable

Continuous Emission Monitoring Systems (CEMS) are installed at designated emission sources to facilitate real-time tracking of emission performance and support timely operational response where required. Monitoring data is reviewed periodically to assess trends, identify deviations, and support corrective actions.

Ambient Air Quality Monitoring

Ambient air quality monitoring is conducted at strategically selected locations within and around the facility perimeter to evaluate the potential impact of operational activities on the surrounding environment.

The monitoring programme typically includes assessment of:

- PM_{2.5}
- PM₁₀
- Sulphur Dioxide (SO₂)
- Nitrogen Oxides (NO_x)
- Volatile Organic Compounds (VOCs), where applicable

Monitoring results provide valuable insights into local air quality conditions and support ongoing evaluation of environmental performance.

Environmental Performance Evaluation

Monitoring data generated through stack and ambient air quality assessments is periodically analysed to evaluate environmental performance and the effectiveness of existing management controls. Trend analysis supports the identification of areas requiring operational attention, process improvements, or additional mitigation measures.

The assessment process enables the Company to:

- Evaluate compliance with applicable environmental standards
- Assess the effectiveness of emission control infrastructure
- Identify emerging environmental risks and performance trends
- Support informed decision-making and operational improvements
- Strengthen environmental performance management and reporting

Compliance Verification and Reporting

Monitoring results are reviewed against applicable CPCB and SPCB standards, consent conditions, and other relevant environmental requirements. Any observations requiring attention are evaluated through established management processes and addressed through appropriate corrective and preventive actions.

Periodic environmental performance reviews and compliance assessments further support transparency, accountability, and continuous improvement in air quality management practices across operations.



Local Environmental Impact Management (GRI 3-3, GRI 305-7)

Managing Local Environmental Impacts

Val Organics recognizes that environmental stewardship extends beyond regulatory air emission compliance and includes the responsible management of potential impacts on neighbouring communities, surrounding ecosystems, and the local environment. As part of its environmental management framework, the Company implements a range of operational controls and monitoring practices to minimise nuisance impacts associated with odour, noise, dust, traffic movement, and other site-related activities.

Through preventive maintenance, engineering controls, operational discipline, and periodic environmental assessments, the Company seeks to maintain a safe and responsible operating environment while supporting positive community and stakeholder relationships.

Odour Management Practices

The Company implements various operational and engineering measures to minimise odour generation associated with chemical handling, storage, manufacturing processes, wastewater treatment activities, and material transfer operations. Odour management is integrated into routine operational controls to prevent the release of unpleasant or potentially disruptive odorous substances into the surrounding environment.

Key odour mitigation measures include:

- Enclosed storage and handling systems for chemicals and raw materials
- Sealed containers and controlled transfer operations
- Ventilation and extraction systems in designated process areas
- Process containment and equipment integrity controls
- Regular housekeeping and spill prevention practices
- Prompt management of waste and treatment residues
- Periodic inspection of storage, transfer, and treatment facilities

Noise Management Programme

Noise generated from manufacturing equipment, utility systems, pumps, compressors, material handling activities, and vehicular movement is managed through a structured noise management programme. The Company seeks to minimise noise impacts through engineering controls, equipment maintenance, and operational improvements designed to reduce sound generation at source.

Noise mitigation measures include:

- Installation of acoustic enclosures around selected equipment
- Use of silencers, mufflers, and sound attenuation devices
- Vibration isolation systems for rotating machinery
- Equipment shielding and insulation measures
- Optimised equipment layout and operational scheduling
- Noise control barriers where required

Site Boundary Noise Monitoring

Periodic noise monitoring is conducted at designated locations across the facility boundary to assess environmental noise levels and verify compliance with applicable regulatory requirements. Monitoring results are reviewed as part of the Company's environmental performance evaluation process and support the identification of improvement opportunities where necessary.

Preventive Maintenance for Noise Reduction

Preventive maintenance plays an important role in controlling abnormal noise generation and maintaining equipment efficiency. Routine inspection and maintenance programmes are implemented to identify potential issues before they result in excessive vibration, equipment deterioration, or elevated noise levels.

Key activities include:

- Scheduled equipment inspections
- Lubrication and servicing of rotating equipment
- Vibration monitoring and condition assessment
- Timely replacement of worn components
- Alignment and balancing of critical machinery
- Maintenance of acoustic control systems

These activities support reliable equipment performance while helping to minimise operational noise impacts.



Air Emissions Performance (GRI 305-7)

Ambient Air Quality Performance

Parameter	FY 2023-24	FY 2024-25	FY 2025-26
PM _{2.5} (µg/m ³)	23.75	24	24
PM ₁₀ (µg/m ³)	70	68	67
SO ₂ (µg/m ³)	29	24	25
NOx(µg/m ³)	21.08	20	22

Noise Monitoring Performance

Monitoring Location	FY 2023-24	FY 2024-25	FY 2025-26
Day Time Noise Level dB (A) Leq Near Plant	71.70	73	61.25
Night Time Noise Level dB (A) Leq Near Plant	66.6	60	52.5

Biodiversity and Greenbelt Development

(GRI 3, GRI 304, GRI 308)

Biodiversity Management Approach (GRI 3-3, GRI 304-1)

Val Organics recognizes the importance of preserving biodiversity and maintaining ecological balance as part of responsible environmental stewardship. While the Company's operations are primarily situated within designated industrial areas, biodiversity considerations are integrated into environmental planning, operational management, greenbelt development, and site infrastructure initiatives.

Our approach focuses on preventing adverse environmental impacts, enhancing green cover within operational boundaries, protecting natural resources, and supporting ecological resilience through responsible land-use practices. Biodiversity management is aligned with the Company's broader environmental objectives and is supported through environmental monitoring, pollution prevention measures, resource conservation initiatives, and continuous improvement programmes. Through systematic environmental management and greenbelt enhancement activities, Val Organics seeks to maintain a positive ecological footprint while supporting sustainable industrial development.

Biodiversity Risk Assessment (GRI 304-1, GRI 304-2)

Val Organics periodically evaluates environmental aspects and potential biodiversity-related risks associated with its operations through environmental assessments, compliance reviews, and operational monitoring programmes. These assessments support the identification of potential ecological interactions and help ensure that environmental impacts are effectively managed.

Based on site-level assessments conducted during the reporting period:

- Operational facilities are not located within legally protected areas, wildlife sanctuaries, national parks, eco-sensitive zones, or officially designated Key Biodiversity Areas (KBAs).
- No significant impacts on protected habitats, threatened species, or ecologically sensitive ecosystems were identified.
- No instances of habitat conversion, habitat fragmentation, or biodiversity-related regulatory non-compliance were reported during the reporting period.
- Environmental controls relating to air emissions, wastewater management, waste handling, noise control, and chemical management continue to support the prevention of adverse impacts on surrounding environmental receptors.

Biodiversity-related considerations are also incorporated into project planning, facility expansion assessments, and environmental approval processes to support responsible operational development and environmental risk management.

Biodiversity Considerations Across the Value Chain (GRI 304-2, GRI 308-1)

Val Organics recognizes that biodiversity considerations may extend beyond direct operations and into the broader value chain. Environmental aspects are considered during supplier evaluations and responsible sourcing assessments where applicable, helping to strengthen awareness of environmental risks associated with raw material procurement and supply chain activities.

As part of its sustainability journey, the Company will continue exploring opportunities to enhance biodiversity-related considerations within supplier engagement and environmental due diligence processes.

Greenbelt Development and Ecological Enhancement (GRI 304-3)

Greenbelt development remains a key element of Val Organics' environmental management strategy. Well-developed greenbelt areas provide multiple environmental benefits, including dust attenuation, noise reduction, microclimate improvement, carbon sequestration, visual enhancement, and support for local ecological conditions.

The Company continues to maintain and strengthen greenbelt areas within and around its operational facilities through structured plantation programmes, landscape management activities, and periodic maintenance initiatives.

Key initiatives include:

- Development and maintenance of greenbelt areas around manufacturing facilities
- Plantation of native and locally adapted tree species
- Periodic replacement of damaged or low-survival vegetation
- Landscape enhancement and ecological improvement programmes
- Monitoring and maintenance of plantation areas to improve long-term survival rates
- Participation in environmental awareness and plantation initiatives where feasible

These efforts contribute to improving environmental quality while enhancing ecological value within operational premises.

Native Species Development

Wherever feasible, plantation programmes prioritise native and regionally suitable species that are well adapted to local climatic and environmental conditions. Native species generally require lower maintenance inputs, support local ecological functions, and contribute to the preservation of regional biodiversity.

Species selection is guided by ecological suitability, survivability, water requirements, and long-term environmental benefits, helping create resilient and sustainable greenbelt ecosystems.

Biodiversity Conservation Measures (GRI 304-2, GRI 304-3)

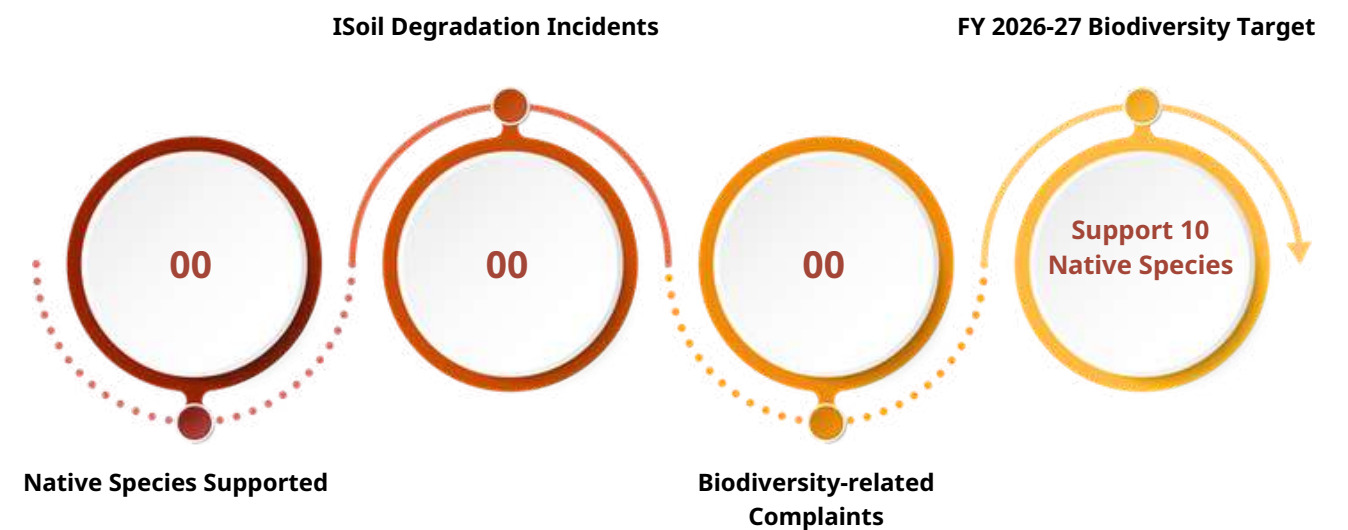
Val Organics adopts a precautionary approach towards biodiversity conservation by implementing environmental management practices that minimise potential impacts on surrounding ecosystems and natural resources.

Key biodiversity conservation measures include:

- Maintenance and enhancement of greenbelt and landscaped areas
- Protection of natural drainage pathways within operational boundaries
- Effective air emission, wastewater, and waste management systems
- Pollution prevention and resource conservation initiatives
- Spill prevention and environmental risk management practices
- Environmental monitoring and compliance assessments
- Employee awareness programmes focused on environmental stewardship and conservation

These measures support the preservation of local environmental quality while contributing to the Company's broader sustainability objectives.

Biodiversity Performance (GRI 304-3)



Val Organics remains committed to continuously strengthening biodiversity stewardship through enhanced greenbelt development, native species plantation, environmental awareness initiatives, and ongoing integration of biodiversity considerations into environmental management processes.

Through responsible land management, pollution prevention, and ecological enhancement initiatives, the Company aims to support environmental resilience, strengthen natural ecosystems, and contribute to long-term sustainable growth.



Circular Economy and Waste Management

(GRI 301, GRI 306, GRI 404)

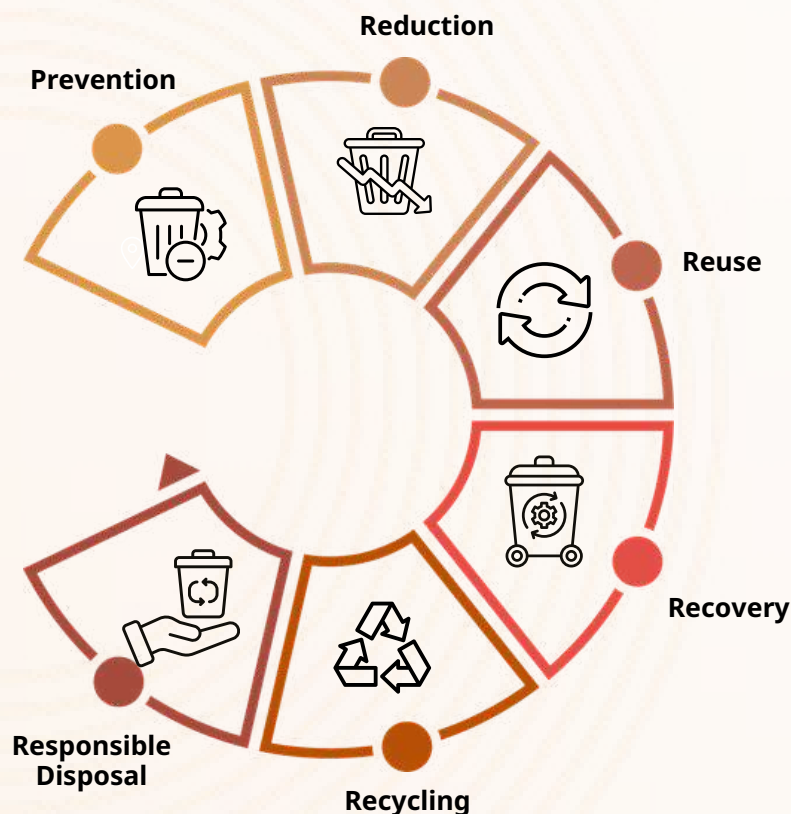
Circular Economy and Waste Management Framework (GRI 3-3, GRI 301-2, GRI 306-1)

At Val Organics, waste management is integrated with broader circular economy principles aimed at improving resource efficiency, reducing waste generation, recovering valuable materials, and minimising environmental impacts associated with manufacturing activities. The Company adopts a lifecycle-oriented approach that prioritises waste prevention, material recovery, recycling, and responsible disposal while supporting regulatory compliance and sustainable manufacturing practices.

Our waste management framework is guided by the principles of the waste hierarchy and focuses on reducing waste generation at source, improving material utilisation, enhancing recovery opportunities, and promoting circular use of resources throughout operational processes.

Circular Economy Hierarchy

Through continuous improvement initiatives, Val Organics seeks to strengthen circularity, reduce dependence on virgin resources, and improve overall resource productivity.



Waste Identification and Segregation (GRI 306-2, GRI 306-3)

Effective waste management begins with the identification, classification, and segregation of waste streams generated across manufacturing, utility, laboratory, warehouse, maintenance, and administrative activities.

The Company maintains a structured waste stream mapping process that tracks waste from generation to final treatment, recovery, recycling, co-processing, or disposal. This enables improved waste traceability, regulatory compliance, and identification of waste minimisation opportunities.

Waste Stream Mapping Process



Waste Segregation Framework



Dedicated collection systems, labelled containers, designated storage areas, and operational procedures support segregation at source and prevent cross-contamination between waste streams.

Waste Reduction and Resource Efficiency (GRI 301-2, GRI 306-2)

Val Organics continuously evaluates opportunities to minimise waste generation through process optimisation, improved material utilisation, operational controls, and resource efficiency initiatives.

Key waste minimisation measures include:

- Process optimisation to reduce material losses and off-specification generation
- Improved production yield and raw material utilisation
- Inventory management to reduce material expiry and obsolescence
- Reuse of packaging materials and operational supplies where feasible
- Reduction of single-use materials across operational activities
- Digital documentation systems reducing paper consumption
- Preventive maintenance programmes reducing waste arising from equipment inefficiencies

These initiatives support the reduction of waste generation at source while improving resource productivity across operations.

Resource Recovery and Circularity (GRI 301-2, GRI 301-3, GRI 306-4)

- Solvent recovery and reuse through recovery systems
- Recovery of reusable process materials where feasible
- Recycling of metal scrap and packaging materials
- Recovery of reusable drums and containers

- Evaluation of beneficial utilisation opportunities for by-products and process residues
- Engagement with authorised recyclers and recovery partners

These initiatives contribute to reduced waste generation, improved material efficiency, and increased circularity across manufacturing operations.

Hazardous Waste Valorization

Val Organics converts more than 70% of selected hazardous waste into valuable products wherever technically feasible, reducing waste disposal and improving resource efficiency. This initiative reinforces the Company's commitment to circular economy principles and responsible manufacturing.

Sustainable Packaging and Material Circularity (GRI 301-1, GRI 301-2, GRI 301-3)

The Company continues to improve packaging efficiency through initiatives aimed at reducing material consumption and increasing opportunities for reuse and recycling.

Key initiatives include:

- Reuse of drums and transport packaging where feasible
- Use of bulk packaging and Intermediate Bulk Containers (IBCs)
- Optimisation of packaging design to minimise material consumption
- Improved segregation and recovery of packaging waste
- Evaluation of recyclable and recycled-content packaging materials
- Reduction of unnecessary secondary packaging

These efforts help reduce packaging-related waste while supporting circular material flows across the value chain.

Recycling and Reuse (GRI 306-4)

Val Organics promotes recycling and reuse practices across operational activities to maximise resource recovery and minimise disposal requirements.

Internal Reuse Practices

- Reuse of recoverable containers and packaging materials
- Reuse of operational materials where technically feasible
- Recovery and reuse of selected process inputs

External Recycling Practices

- Recycling of paper, cardboard, plastics, and metal scrap through authorised recyclers
- Recovery of reusable drums and containers through approved agencies
- Recycling of packaging and auxiliary materials through certified waste management partners

The Company continues to identify opportunities to improve recycling rates and enhance resource recovery performance.

Hazardous Waste Management (GRI 306-2, GRI 306-5)

Hazardous waste generated from manufacturing operations is managed through a structured framework designed to ensure safe handling, storage, transportation, treatment, and disposal in accordance with applicable regulatory requirements.

Hazardous Waste Management Controls

- Waste identification and classification
- Labelling and inventory management
- Segregated storage in designated hazardous waste areas
- Secondary containment and spill prevention measures
- Periodic inspection and compliance reviews
- Use of authorised transporters and disposal facilities
- Manifest tracking and disposal documentation

Hazardous Waste Traceability Process

- Waste Generation
- Classification & Inventory Recording
- Secure Storage
- Authorised Transportation
- TSDF / Co-processing / Recycling Facility
- Final Disposal Confirmation

Val Organics maintains records relating to hazardous waste quantities, movement, treatment routes, and final disposal destinations. Hazardous waste is transferred only to authorised facilities operating in accordance with applicable environmental regulations.

The Company does not knowingly participate in unauthorised transboundary movement of hazardous waste and aligns its waste management practices with environmentally sound management principles reflected in the Basel Convention framework and applicable national regulations.

Awareness and Capacity Building (GRI 404-2, GRI 306-2)

Employee awareness and participation are essential for effective waste management and circular economy implementation.

Periodic training programmes and awareness initiatives cover:

- Waste segregation and sorting practices
- Hazardous waste handling procedures
- Recycling and resource recovery practices
- Circular economy principles
- Spill prevention and environmental protection
- Regulatory compliance obligations
- Waste minimisation opportunities within operational activities

These programmes support responsible waste management behaviours and strengthen environmental awareness across the organisation.

Environmental Protection and Continuous Improvement (GRI 3-3, GRI 306-2)

Val Organics regularly reviews waste management performance to identify opportunities for improvement and strengthen environmental protection measures.

Key focus areas include:

- Waste audits and waste performance reviews
- Waste reduction opportunity assessments
- Improvement of waste storage and handling infrastructure
- Enhancement of recovery and recycling programmes
- Strengthening waste inventory and tracking systems
- Evaluation of circular economy opportunities
- Ongoing compliance monitoring and environmental assessments

These initiatives support continual improvement in waste management performance and contribute to long-term sustainability objectives.

Waste Performance (GRI 306-3, GRI 306-4, GRI 306-5)

Waste Generation

Parameter	FY 2023-24	FY 2024-25	FY 2025-26
Hazardous Waste Generated (MT)	467.5	480	200
Non-Hazardous Waste Generated (MT)	9.1	10	10
Total Waste Generated (MT)	23,014.6	31455	20,220
Hazardous Waste Converted into Valuable Products (%)	NA	NA	>70

Parameter	FY 2023-24	FY 2024-25	FY 2025-26
Total weight of waste Treated (in Metric Tonnes)	11	9	10

Val Organics remains committed to strengthening circular economy practices through waste minimisation, resource recovery, recycling, solvent recovery, packaging optimisation, and enhanced waste traceability systems. Going forward, the Company will continue exploring opportunities to increase material circularity, improve recovery rates, reduce disposal volumes, and further integrate circular economy principles into operational decision-making.

Responsible Materials and Chemicals Management

(GRI 3, GRI 301, GRI 306, GRI 403)

Responsible management of materials and chemicals is central to Val Organics' commitment to sustainable manufacturing, operational safety, and environmental stewardship. We strive to optimize resource utilization, ensure safe chemical handling, minimize waste, and comply with applicable regulatory requirements across our operations.

Materials and Chemicals Management Framework (GRI 3-3, GRI 301-1)

At Val Organics, responsible management of materials and process chemicals is fundamental to sustainable manufacturing, environmental protection, operational safety, and resource efficiency. As a specialty chemicals manufacturer, we manage a diverse range of raw materials, intermediates, catalysts, solvents, reagents, additives, and utility chemicals throughout the manufacturing lifecycle.

Our approach focuses on minimizing material losses, improving resource productivity, reducing environmental impacts associated with chemical usage, and ensuring safe management of substances throughout procurement, storage, handling, usage, recovery, and disposal stages. Material and chemical management practices are integrated into operational planning, environmental management systems, process safety programmes, and compliance management processes.

The framework supports the efficient utilization of resources while maintaining product quality, operational reliability, workplace safety, and environmental performance.

Core Elements of the Framework

- Responsible procurement and material selection
- Material efficiency and resource productivity programmes
- Hazardous substance management and control
- Chemical lifecycle management
- Safe storage, handling and transportation practices
- Hazardous substance reduction initiatives
- Resource recovery and circularity programmes
- Emergency preparedness and environmental protection
- Regulatory compliance and continual improvement

Material Efficiency and Sustainable Material Use (GRI 301-1, GRI 301-2)

Efficient utilization of raw materials contributes to both environmental sustainability and operational excellence. Val Organics continuously evaluates opportunities to reduce material consumption through process optimisation, yield improvement initiatives, enhanced process controls, and recovery of reusable materials.

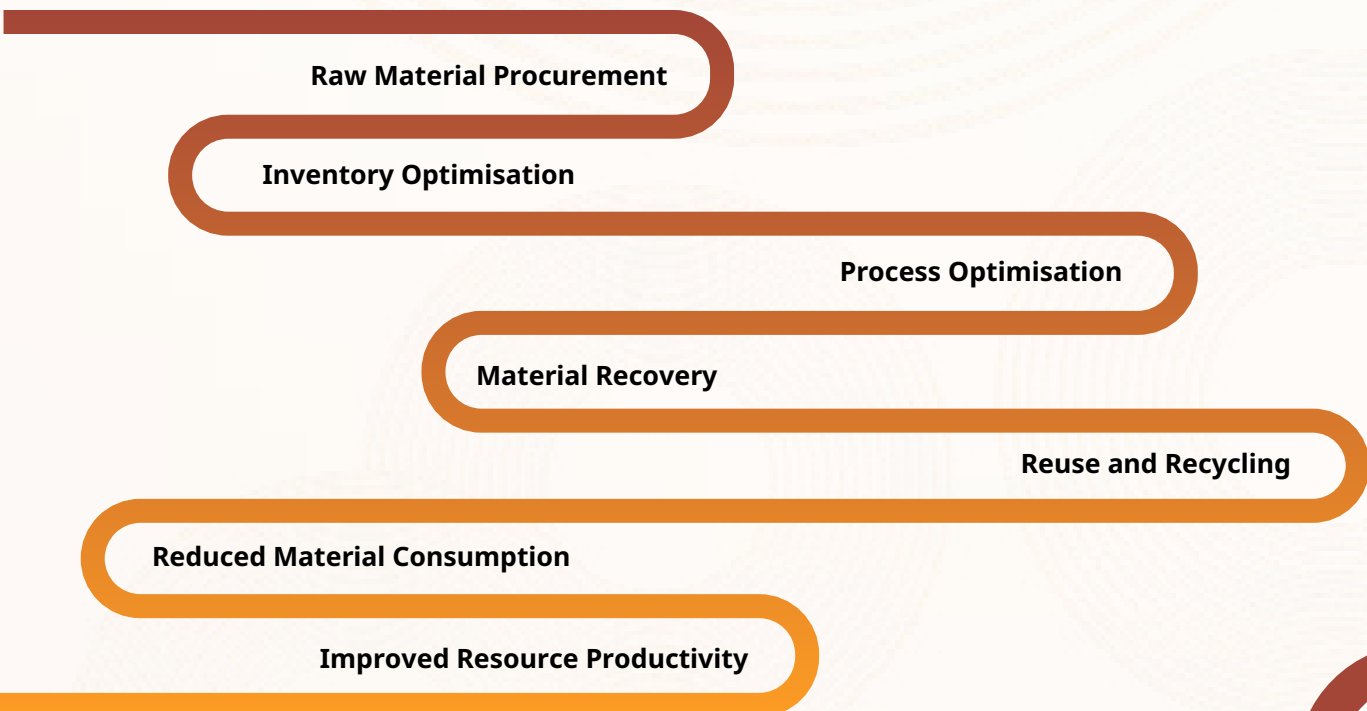
The Company focuses on maximizing conversion efficiency and minimizing material losses throughout manufacturing operations. Process reviews, production optimisation initiatives, and operational monitoring support the identification of opportunities to enhance resource productivity and reduce waste generation at source.

Material Efficiency Initiatives

- Process optimisation to improve material conversion efficiency
- Reduction of off-specification production and process losses
- Improved batch yield management
- Optimization of raw material consumption ratios
- Enhanced catalyst utilization and performance monitoring
- Closed-loop solvent recovery and reuse systems
- Improved inventory management to reduce material obsolescence
- Process automation and control systems to minimise wastage

These initiatives contribute towards reducing material intensity while improving overall manufacturing performance.

Material Efficiency Improvement Flow



Resource Efficiency and Circular Material Use (GRI 301-2, GRI 301-3)

Resource efficiency is embedded within manufacturing operations through initiatives aimed at maximizing material value and extending resource life cycles. Recovery and reuse opportunities are periodically assessed to reduce dependence on virgin materials and support circular economy objectives.

- Recovery and reuse of process solvents where technically feasible
- Reuse of packaging materials and containers
- Recovery of reusable process intermediates
- Recycling of auxiliary materials through authorised recyclers
- Optimization of chemical dosing systems
- Reduction of material losses during handling and transfer
- Evaluation of circular resource opportunities within manufacturing operations

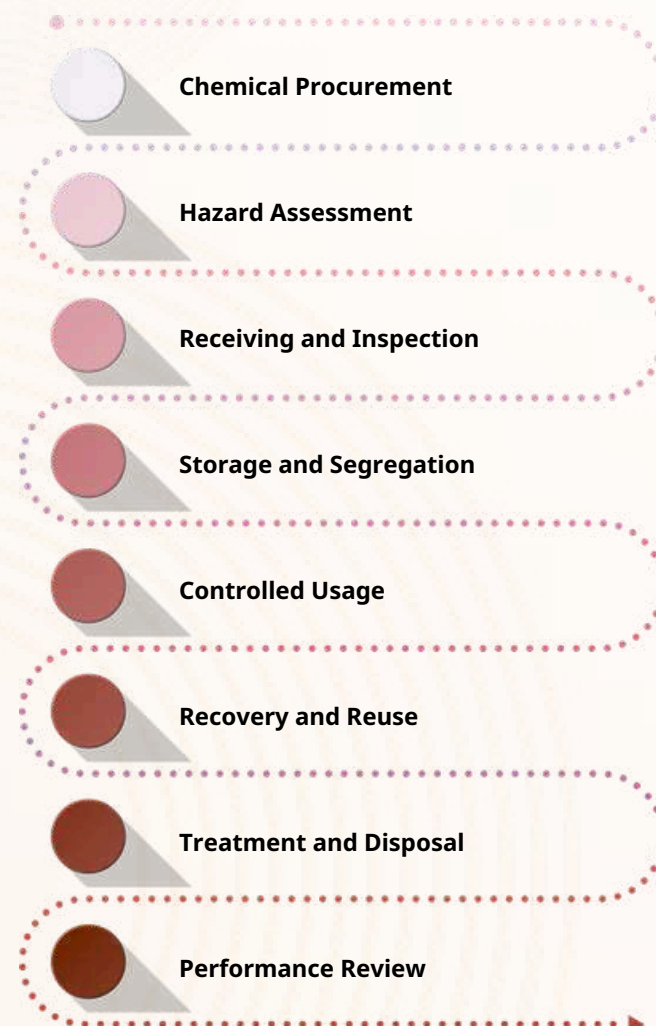
These practices contribute to improved resource utilisation while reducing environmental impacts associated with material extraction and disposal.

Responsible Chemical Lifecycle Management (GRI 3-3, GRI 403-2)

Val Organics applies a lifecycle-based approach to chemical management covering procurement, storage, handling, transportation, usage, recovery, treatment, and disposal. Appropriate controls are implemented throughout each stage to minimise operational, environmental, and safety risks associated with chemical usage.

The Company maintains documented procedures governing chemical management activities and periodically reviews operational controls to ensure effectiveness and regulatory compliance.

Chemical Lifecycle Management Process



Hazardous Substances Inventory and Control (GRI 403-2)

A structured inventory management system is maintained to monitor hazardous substances used within manufacturing operations. Chemical inventories are periodically reviewed to ensure traceability, compatibility-based storage, regulatory compliance, and effective risk management.

The inventory system supports:

- Hazard classification and identification
- Quantity tracking and inventory control
- Storage location mapping
- Compatibility assessment
- Emergency preparedness planning
- Regulatory reporting and documentation

Periodic reviews help identify opportunities for inventory optimisation and reduction of unnecessary chemical storage.

Hazardous Substances Labelling, Storage, Handling and Transportation (GRI 403-2)

Val Organics maintains documented procedures governing the safe management of hazardous substances throughout operational activities.

Key Chemical Control Measures:

- GHS-compliant hazard labelling systems
- Availability of Safety Data Sheets (SDS) at operational locations
- Compatibility-based storage arrangements
- Secondary containment systems and spill control provisions
- Dedicated hazardous material storage areas
- Controlled loading and unloading procedures
- Sealed transfer systems and leak prevention controls
- Safe internal transportation practices
- Emergency response equipment at critical locations
- Routine inspection of storage and handling infrastructure

Employee Training on Safe Chemical Management (GRI 403-5, GRI 404-2)

Competent and informed employees are essential for effective chemical management. Training programmes are conducted periodically to strengthen awareness of chemical hazards, safe handling requirements, emergency response procedures, and environmental protection responsibilities.

Training Areas:

- Hazard communication
- Chemical handling procedures
- Storage compatibility requirements
- Spill prevention and response
- Personal protective equipment usage
- Emergency preparedness and incident reporting
- Environmental protection measures
- Safe transfer and transportation practices

Training effectiveness is periodically evaluated through observations, audits, drills, and competency assessments.

Hazardous Substances Reduction and Substitution (GRI 301-2, GRI 306-1)

Val Organics continuously evaluates opportunities to minimise the use of hazardous substances through process innovation, material substitution, operational improvements, and resource-efficient technologies.

The Company seeks to reduce both the quantity and toxicity of hazardous substances used within operations while maintaining product quality and process performance.

Reduction and Substitution Initiatives

- Evaluation of lower-hazard alternatives
- Adoption of less toxic process chemicals where feasible
- Reduction in solvent consumption through process optimisation
- Improved catalyst performance reducing auxiliary material usage
- Process modifications to minimise hazardous by-products
- Optimisation of chemical dosing systems
- Evaluation of renewable and bio-based alternatives
- Reduction of inventory volumes for high-risk substances

These initiatives contribute towards reducing operational risks and improving environmental performance.

Eco-Friendly and Bio-Based Process Materials (GRI 301-2)

The Company periodically evaluates opportunities to incorporate environmentally preferable process materials into manufacturing and support operations where technically and commercially feasible.

Examples may include:

- Bio-based lubricants for maintenance applications
- Low-toxicity cleaning agents
- Renewable feedstock alternatives
- Environmentally preferable process aids
- Biodegradable maintenance consumables

The selection of alternative materials is based on technical suitability, environmental performance, safety considerations, and product quality requirements.

Priority Chemicals Management

Val Organics supports internationally recognised efforts aimed at minimising the use and release of Persistent Organic Pollutants (POPs). Procurement controls, raw material reviews, supplier assessments, and operational safeguards are implemented to prevent the intentional use of prohibited substances and minimise unintended environmental releases.

Key Measures

- Screening of raw materials against applicable regulatory requirements
- Review of supplier compliance information
- Controlled storage and handling procedures
- Monitoring of regulated substances where applicable
- Prevention of uncontrolled environmental releases
- Continuous regulatory compliance reviews

Mercury and Mercury-Containing Materials Management

Val Organics supports the objectives of the Minamata Convention through measures designed to minimise the use and release of mercury and mercury-containing materials.

Mercury Management Measures

- Preference for mercury-free equipment and instrumentation
- Replacement of obsolete mercury-containing devices
- Procurement controls restricting mercury-containing materials
- Safe handling and storage procedures
- Environmentally sound disposal through authorised facilities
- Periodic inspection and inventory verification programmes

No intentional use of mercury-based manufacturing technologies is undertaken within operations.

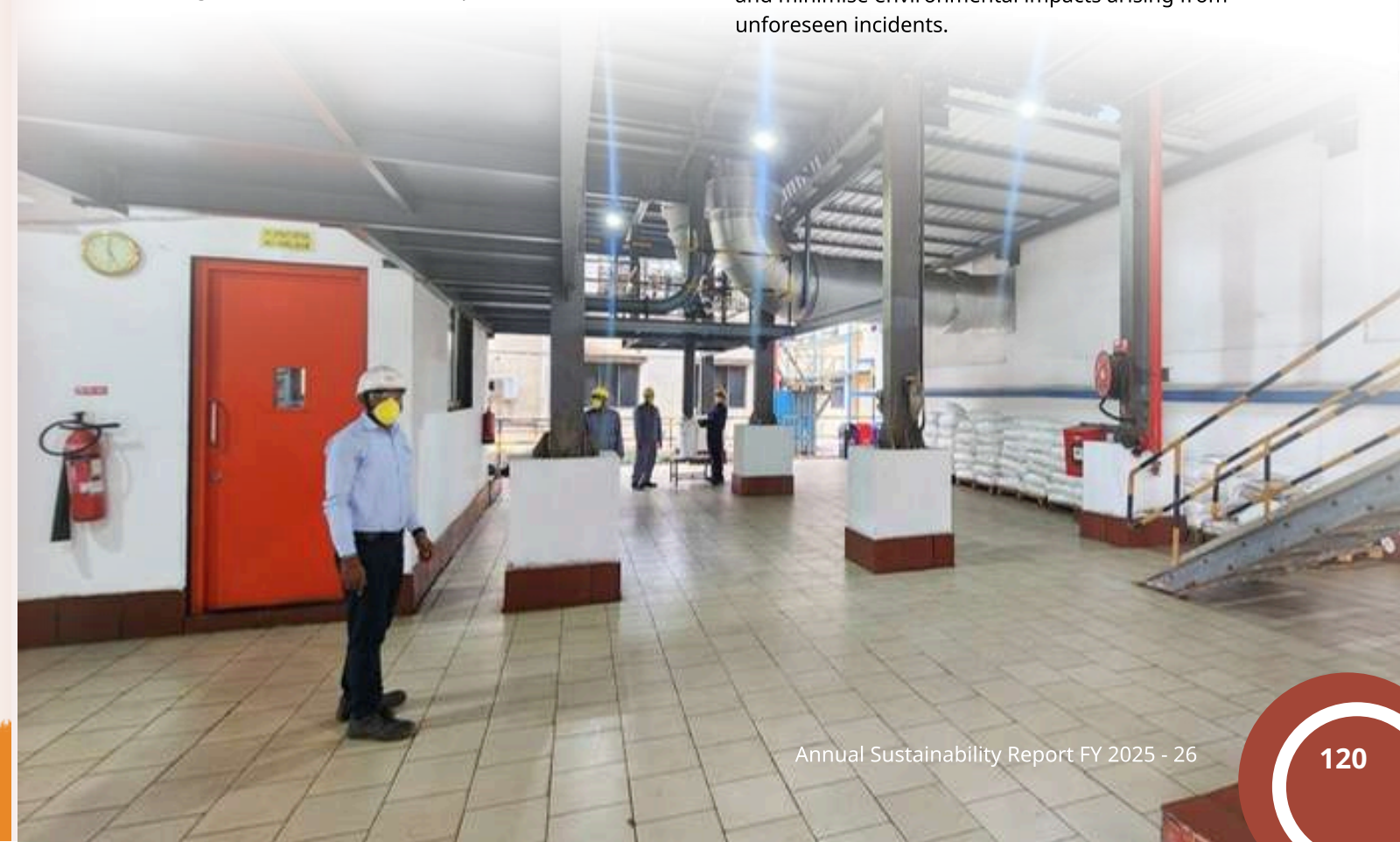
Emergency Preparedness and Environmental Protection (GRI 3-3, GRI 403-2)

Comprehensive emergency preparedness measures are maintained to manage incidents involving chemicals that could potentially impact air, water, soil, employees, or surrounding communities.

Environmental Emergency Response Measures

- Chemical spill response procedures
- Secondary containment and bunding systems
- Spill kits and emergency response equipment
- Incident reporting and escalation protocols
- Emergency drills and mock exercises
- Environmental incident investigation procedures
- Corrective and preventive action programmes
- Periodic review of emergency preparedness plans

These measures help strengthen operational resilience and minimise environmental impacts arising from unforeseen incidents.



Performance of Sustainable Raw Material Sourcing

Parameter	FY 2023-24	FY 2024-25	FY 2025-26
% of Sustainable Sourcing of Raw material	12	15.4	17

Val Organics remains committed to strengthening responsible chemicals management through enhanced material efficiency, chemical stewardship, resource recovery, process innovation, and environmental risk management. Going forward, the Company will continue evaluating opportunities to improve material circularity, expand recovery initiatives, advance safer chemical alternatives, and strengthen lifecycle-based management practices that support sustainable manufacturing and long-term environmental performance.



Product Stewardship and Chemical Safety

(GRI 301, GRI 306, GRI 404)

Product Stewardship Approach (GRI 3-3, GRI 416-1, GRI 417-1)

At Val Organics, product stewardship extends across the entire product lifecycle, encompassing product development, regulatory compliance, manufacturing, transportation, customer use, and end-of-life management. The Company integrates product safety, environmental responsibility, regulatory compliance, and customer engagement into its product stewardship framework to support the safe and sustainable use of its products.

Through collaboration between Quality Assurance, Regulatory Affairs, Research & Development, Environment, Health & Safety (EHS), and Commercial functions, product-related risks and opportunities are evaluated throughout the lifecycle of products. This approach helps ensure compliance with applicable regulations, effective hazard communication, responsible product use, and continuous improvement in product sustainability performance.

Product Stewardship Framework



Chemical Regulatory Compliance and Product Safety (GRI 2-27, GRI 416-1, GRI 417-1)

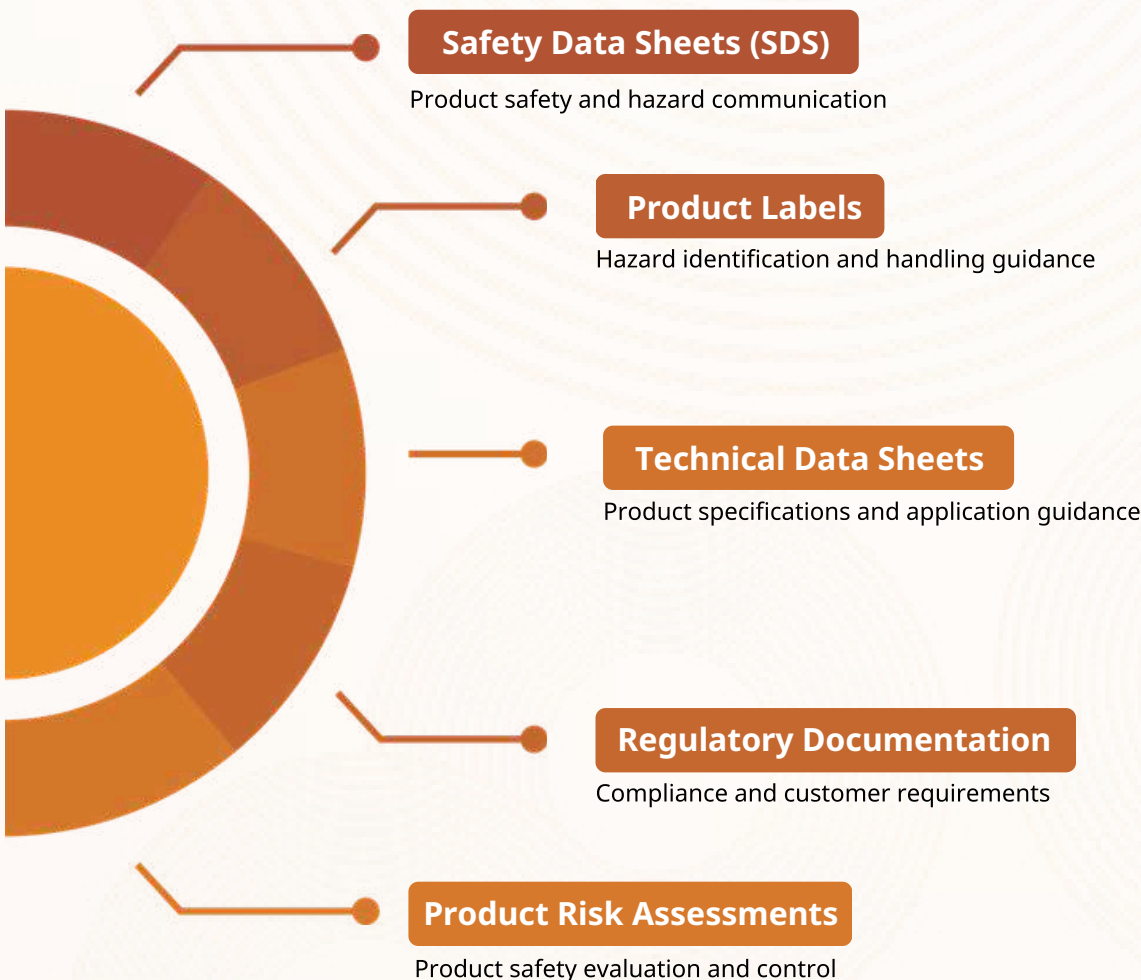
Val Organics maintains processes to monitor applicable chemical regulations, product safety requirements, hazard communication obligations, and customer-specific compliance expectations across the markets it serves. Regulatory reviews support product classification, documentation management, labeling requirements, transportation compliance, and customer communication activities.

Safety Data Sheets (SDS), product labels, technical documentation, and hazard communication materials are periodically reviewed and updated to reflect applicable regulatory requirements and product-specific information.

Key Compliance and Product Safety Activities

- Periodic review of applicable chemical regulations and customer requirements
- Product classification and hazard assessment
- SDS preparation and revision management
- Product labeling and packaging verification
- Chemical inventory and documentation management
- Customer-specific compliance support
- Regulatory change monitoring
- Product safety communication and awareness

Product Safety Documentation Framework



Sustainable Product Design and Environmental Performance (GRI 301-2, GRI 416-1)

Environmental considerations are incorporated into product development and process improvement activities to support resource efficiency, product performance, and reduced environmental impacts throughout the product lifecycle.

The Company continues to evaluate opportunities to optimize formulations, improve material utilization, enhance process efficiency, and reduce environmental impacts associated with manufacturing and product use. Product Carbon Footprint (PCF) assessments and lifecycle-based evaluations provide insights into environmental hotspots and support continuous improvement initiatives.

Focus Areas in Sustainable Product Design

- Improved reaction and process efficiencies
- Enhanced material utilisation
- Improved catalyst and solvent efficiency
- Reduction of process losses
- Lower waste generation
- Evaluation of lower-hazard alternatives where feasible
- Resource-efficient manufacturing practices
- Improved product performance and application efficiency



Sustainable Product Design Framework



Responsible Product Use and Customer Communication (GRI 417-1, GRI 417-2)

Val Organics provides customers with information that supports the safe handling, storage, transportation, application, and disposal of products. Product stewardship information is communicated through Safety Data Sheets, product labels, technical documentation, product specifications, and customer support interactions.

This information assists customers in maximizing product performance while minimizing health, safety, and environmental risks throughout the product lifecycle.

Information Provided to Customers

- Product hazard identification
- Safe handling procedures
- Storage requirements
- Recommended usage conditions
- Personal protective equipment requirements
- Spill response measures
- Fire-fighting guidance
- Transportation information
- Environmental precautions
- Disposal recommendations

Customer Engagement Mechanisms

- Technical support services
- Product stewardship communications
- Product application guidance
- Customer awareness programmes
- Product performance reviews
- Customer feedback and complaint management systems

Feedback received through these channels supports product improvement, customer satisfaction, and continuous enhancement of product stewardship practices.

Product End-of-Life Management and Packaging Circularity (GRI 301-3, GRI 417-1)

Val Organics promotes responsible management of products and associated packaging materials at the end of their useful life. Disposal guidance is communicated through Safety Data Sheets and technical documentation to support environmentally sound handling of product residues, containers, and packaging materials.

The Company also continues to evaluate opportunities to improve packaging efficiency and strengthen circular material flows through reuse, recycling, and recovery initiatives.

Key End-of-Life and Circularity Initiatives

- Responsible disposal guidance for product residues
- Container management recommendations
- Reusable packaging systems where feasible
- Returnable drums and containers
- Packaging optimisation initiatives
- Evaluation of recyclable packaging materials
- Resource recovery opportunities
- Engagement with authorised recyclers and waste management partners

Packaging Optimisation Priorities

Lightweighting

Reduce packaging material consumption

Reusable Containers

Promote multiple-use packaging systems

Packaging Durability

Extend packaging service life

Material Simplification

Improve recyclability

Recyclable Materials

Support circular economy outcomes

Emergency Preparedness and Product Recall Management (GRI 416-1, GRI 416-2)

Val Organics maintains procedures to manage product-related incidents that may affect customer safety, regulatory compliance, or environmental performance. The framework supports timely investigation, corrective action implementation, customer communication, and product traceability.

Product End-of-Life Management

Performance Indicator	FY 2023-24	FY 2024-25	FY 2025-26
Reporting on Product End of Life Treatment	0	0	0

Customer Health and Safety (GRI 2-23, GRI 2-24, GRI 416-1, GRI 416-2, GRI 417-1)

Val Organics is committed to ensuring that its products are manufactured, handled and supplied with due consideration for customer health, safety and regulatory compliance. Through its product stewardship approach, the Company provides technical information, promotes safe handling practices and evaluates product-related risks throughout the product lifecycle. By integrating regulatory compliance, scientific assessment and customer engagement into its operations, Val Organics supports the responsible use of its specialty chemicals while minimising potential health and safety risks.

Customer Health and Safety Management Framework





Social responsibility



Workforce Practices and Decent Employment Standards

(GRI 2, GRI 3, GRI 202, GRI 401, GRI 402)

At Val Organics, our workforce is the foundation of operational excellence, innovation, and long-term business sustainability. We are committed to fostering a workplace that promotes fair employment practices, responsible remuneration, equal opportunity, social protection, employee participation, and respectful working conditions. Our approach is guided by applicable labour laws, internationally recognized labour principles, and our commitment to providing a safe, inclusive, and rewarding work environment.

As a responsible specialty chemicals manufacturer, we recognize that attracting, developing, and retaining talent requires more than regulatory compliance. Accordingly, we strive to provide competitive compensation, meaningful benefits, transparent employment practices, employee voice mechanisms, and opportunities that support both professional growth and personal wellbeing.

The Company's workforce management approach aligns with the principles of decent work, fair labour practices, human dignity, and social responsibility, supporting Sustainable Development Goal (SDG) 8 – Decent Work and Economic Growth.

Workforce Overview (GRI 2-7, GRI 2-8, GRI 401-1)

Val Organics maintains a diverse workforce comprising employees across manufacturing, quality assurance, engineering, supply chain, administration, sales, and corporate functions.

The Company seeks to create stable employment opportunities while supporting workforce development and local economic growth.

Employee Profile

249 Total Employees	11 Female Employees	16.48 employee Attrition Rate (%)
238 Male Employees	484,524 Total Hours Worked	
35 New Hires		

Workforce Composition

The workforce includes employees across multiple functions:

- Manufacturing and Operations
- Engineering and Maintenance
- Quality Control and Quality Assurance
- Research and Development
- Supply Chain and Procurement
- Sales and Marketing
- Corporate and Administrative Functions

Employment Categories



Workforce Management Framework (GRI 3-3, GRI 401, GRI 402)

Employment Principles

Val Organics follows a structured workforce management framework designed to promote fairness, transparency, legal compliance, and equal opportunity throughout the employee lifecycle.

The framework governs:

- Recruitment and onboarding
- Employment contracts
- Compensation administration
- Working hour management
- Leave administration
- Employee communication
- Grievance handling
- Separation and retirement processes

Responsible Employment Practices

Our employment practices are guided by the following principles:

- Equal employment opportunity
- Non-discrimination in hiring and employment
- Compliance with labour and social security regulations
- Respect for employee rights and dignity
- Fair compensation and benefits
- Transparent employment terms
- Prevention of forced labour and child labour
- Open communication and employee participation

Fair Compensation and Benefits (GRI 202-1, GRI 401-2)

Responsible Remuneration and Employee Benefits

Val Organics is committed to providing fair, competitive, and responsible remuneration that supports employee wellbeing while enabling the Company to attract, retain, and develop a skilled workforce. Our compensation approach is designed to ensure that remuneration practices remain equitable, transparent, and aligned with applicable legal requirements, industry conditions, and business performance.

Wage Review and Adequacy Assessment

The Company recognizes that responsible remuneration extends beyond compliance with statutory minimum wage requirements. Accordingly, wage levels are periodically reviewed through structured internal processes to evaluate their adequacy and competitiveness within the local economic context.

The review process considers multiple factors, including:

- Changes in inflation and cost-of-living conditions
- Prevailing wage levels within relevant industries and locations
- Labour market trends and workforce availability
- Employee skills, experience, and responsibilities
- Internal pay equity considerations
- Business performance and workforce retention requirements

Through these assessments, Val Organics seeks to maintain compensation practices that support employee financial wellbeing while ensuring fairness and consistency across the organization.

Pay Equity and Responsible Remuneration

The Company strives to maintain equitable remuneration practices by applying role-based compensation structures, objective performance evaluations, and standardized review processes. Compensation decisions are guided by job responsibilities, qualifications, experience, and performance, helping promote consistency and reduce the potential for unjustified pay disparities.

Communication of Remuneration Framework

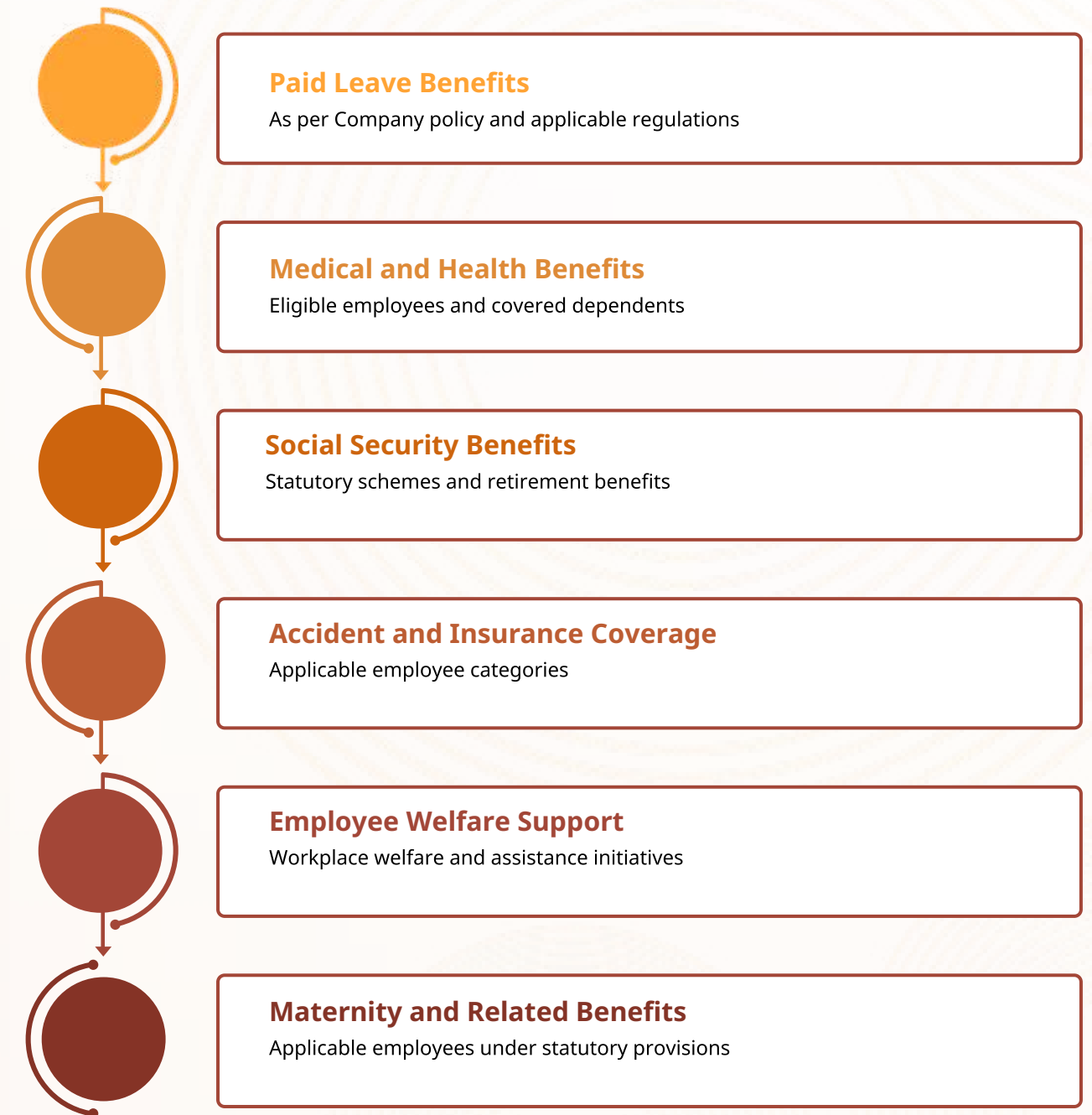
Val Organics believes employees should have a clear understanding of how remuneration is structured and administered. Information regarding compensation and benefits is communicated through multiple channels, including employment contracts, offer letters, employee handbooks, onboarding programs, payroll statements, performance review discussions, and HR communication processes.

Employees are provided with information relating to:

- Base salary and wage components
- Applicable allowances and benefits
- Performance-linked incentives, where applicable
- Overtime compensation provisions
- Salary review processes
- Career progression and remuneration advancement opportunities

Employee Benefits Framework

In addition to wages and salaries, Val Organics provides a range of employee benefits intended to support workforce wellbeing, financial security, and social protection.



Healthcare Coverage and Medical Support

Val Organics supports employee health through company-facilitated healthcare arrangements and medical benefit programs. Eligible employees may receive access to healthcare coverage through insurance-based arrangements, reimbursement mechanisms, or other approved support programs.

Healthcare support may include:

- Hospitalization and medical treatment coverage
- Coverage for work-related injuries and illnesses
- Access to treatment for non-occupational medical conditions
- Emergency medical assistance
- Health and wellness screening initiatives
- Coverage extensions for eligible dependents, where applicable

Social Security and Financial Protection

The Company facilitates employee participation in applicable social security and retirement benefit schemes in accordance with regulatory requirements. These arrangements contribute to long-term financial security and employee welfare.

Coverage may include:

- Provident Fund (PF)
- Employee State Insurance (ESI), where applicable
- Gratuity benefits
- Maternity benefits
- Employee compensation provisions
- Other applicable statutory social protection schemes

Living Wage and Responsible Remuneration (GRI 202-1, GRI 2-30)

Living Wage Considerations

Val Organics recognizes that responsible remuneration extends beyond compliance with statutory wage requirements. The Company acknowledges that wage adequacy should be considered within the broader context of employees' basic living needs, local economic conditions, and evolving labour market dynamics. Accordingly, remuneration practices are periodically reviewed to support fair, competitive, and responsible compensation across the workforce.

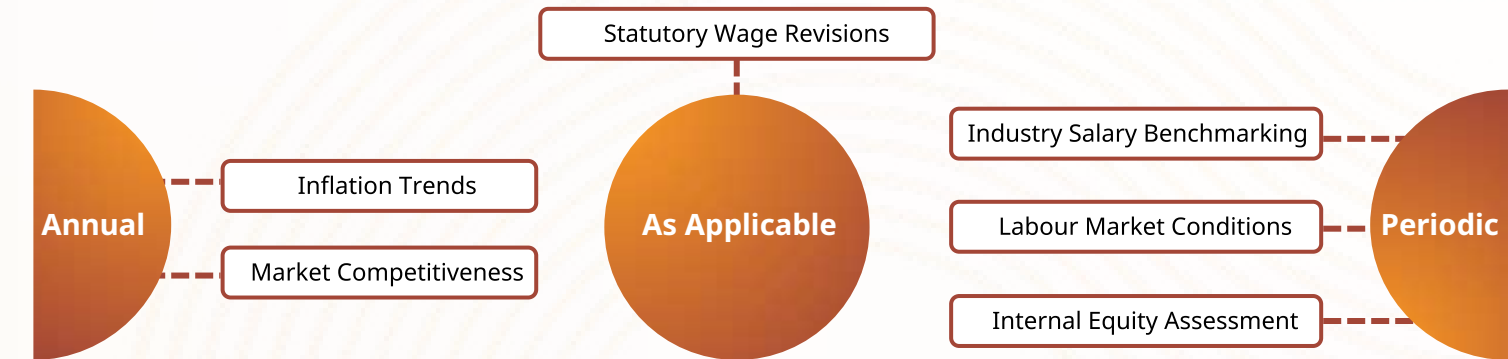
Living Wage Benchmark Assessment Approach

As part of its remuneration review process, Val Organics may consider relevant external and internal reference points when evaluating wage competitiveness and adequacy. The assessment approach is intended to provide management with insights into changing economic conditions and workforce expectations while supporting informed compensation decisions.

The review process may consider:

- Regional cost-of-living trends
- Inflation and purchasing power impacts
- Industry compensation benchmarks
- Labour market conditions and skill availability
- Workforce attraction and retention considerations
- Statutory wage revisions and regulatory developments
- Internal compensation consistency and pay equity considerations

Wage Adequacy Review Framework



Living Wage Gap Management Approach

Val Organics strives to continuously strengthen responsible remuneration practices through periodic evaluation of salary structures and workforce requirements. Where opportunities for improvement are identified, management may assess appropriate actions aimed at enhancing wage competitiveness and supporting employee financial wellbeing.

The Company's approach may include:

- Periodic review of salary and wage structures
- Assessment of inflationary impacts on employee earnings
- Evaluation of market and industry compensation trends
- Review of workforce retention and attraction needs
- Consideration of internal pay consistency and fairness
- Continuous improvement of remuneration practices and policies

Communication of Remuneration Process

Val Organics believes employees should have a clear understanding of how remuneration is structured, administered, and reviewed. Information relating to compensation and benefits is communicated through multiple channels to promote transparency and employee awareness.

Communication mechanisms include:

- Employment offer letters and appointment contracts
- Salary structure and payroll disclosures
- Employee handbook and HR policies
- Employee induction and orientation programs
- Performance review and development discussions
- HR communication and employee support channels

Employees are provided with information regarding:

- Base salary and wage components
- Applicable allowances and benefits
- Incentive eligibility, where applicable
- Overtime compensation provisions
- Salary review processes
- Career progression and remuneration advancement opportunities

Working Hours and Overtime Management (GRI 2-30, GRI 401-1)

Responsible Working Hour Practices

Val Organics is committed to maintaining responsible working hour practices that support employee wellbeing, operational efficiency, and regulatory compliance. Working schedules are established in accordance with applicable labour requirements and operational needs, while ensuring adequate consideration of employee welfare and rest periods.

Working Hours Monitoring System

To support effective management of working hours, the Company maintains attendance and time-management processes that enable monitoring of employee attendance, shift schedules, and overtime requirements.

The monitoring framework may include:

- Attendance recording systems
- Shift scheduling and roster management
- Supervisor verification of attendance records
- Overtime authorization procedures
- Payroll validation processes
- Periodic internal reviews of working hour records

Regular monitoring enables management to identify instances of excessive working hours, recurring overtime patterns, and scheduling irregularities that may require corrective action or workforce planning interventions.

Working Hours Review Process



Overtime Management

Val Organics recognizes that occasional overtime may be necessary to support business continuity, customer commitments, or operational requirements. Overtime work is managed through established approval processes designed to ensure compliance with legal requirements and responsible workforce management practices.

Management periodically reviews overtime trends to:

- Monitor working hour compliance
- Prevent excessive overtime accumulation
- Identify workforce planning requirements
- Support employee wellbeing and adequate rest periods
- Improve operational efficiency

Overtime Compensation

Employees performing approved work beyond their contractual or scheduled working hours are compensated in accordance with applicable labour regulations and Company policies.

Additional working hours may be compensated through:

- Overtime wage payments
- Statutory premium rates, where applicable
- Compensatory leave arrangements, where permitted
- Appropriate payroll recording and verification

The Company maintains documented payroll and attendance records to support transparency and accuracy in overtime administration and compensation.

Flexible and Family-Friendly Workplace (GRI 401-2)

Supporting Work-Life Integration

Val Organics recognizes that employees have diverse personal, family, and caregiving responsibilities that may extend beyond the workplace. The Company seeks to foster a supportive work environment that enables employees to effectively balance professional commitments with personal and family obligations.

Flexible Work Arrangements

Subject to operational requirements and role suitability, Val Organics supports workplace flexibility through employee-centric scheduling and leave management practices. Such arrangements may be considered to address individual circumstances while maintaining operational effectiveness.

Flexible Work Arrangements

Performance Indicator	FY 2025-26	FY 2030 Target
Pay Ratio Between the Highest-Paid Individual and the Median Employee	355:1	340:1

Examples may include:

- Flexible shift scheduling
- Variable work schedules, where operationally feasible
- Temporary schedule adjustments during exceptional circumstances
- Employee-friendly leave planning
- Workforce arrangements that support personal and family responsibilities

Family Support and Caregiver Assistance

The Company recognizes that employees may have responsibilities related to childcare, eldercare, dependent care, or family health needs. Accordingly, Val Organics seeks to provide supportive workplace practices that help employees manage these responsibilities while maintaining employment continuity.

Support measures may include:

- Maternity leave and related statutory protections
- Parental leave provisions, where applicable
- Family medical leave arrangements
- Emergency leave support
- Leave for caregiving responsibilities
- Protection of employment rights during approved leave periods

Leave Benefits Framework

Val Organics provides leave entitlements in accordance with Company policies and applicable legal requirements.

Leave Category	Coverage
Earned / Privilege Leave	As per policy
Casual Leave	As per policy
Sick Leave	As per policy
Maternity Leave	Applicable employees
Paternity Leave	Applicable employees, where applicable
Special or Emergency Leave	Subject to approval and policy provisions

Through these measures, the Company aims to support employee wellbeing, workforce retention, and a positive workplace experience while promoting a culture that respects both professional and personal commitments.

Employee Voice and Social Dialogue (GRI 2-30)

Val Organics believes that open communication and constructive dialogue contribute to a positive workplace culture and improved organizational performance.

Employee Representatives

Employees are encouraged to communicate workplace concerns through designated supervisors, departmental representatives, HR personnel, and management forums.

Worker Consultation

The Company facilitates employee consultation through:

- Departmental meetings
- Shop-floor discussions
- Toolbox interactions
- Town hall meetings
- Employee communication forums
- Policy awareness sessions

Employee feedback is considered during workplace improvement initiatives and policy reviews.

Collective Bargaining

Where applicable, Val Organics respects employee rights relating to freedom of association and collective representation in accordance with applicable legal requirements.

Employee Satisfaction and Workplace Experience (GRI 2-29, GRI 403-4)

Val Organics recognizes that employee engagement and satisfaction are important indicators of organizational health and workforce sustainability.

Employee Surveys

The Company periodically gathers employee feedback to better understand workplace experiences and identify improvement opportunities.

Survey topics may include:

- Working conditions
- Leadership communication
- Workplace culture
- Career development
- Compensation and benefits
- Employee wellbeing
- Safety perception
- Work-life balance

Where appropriate, independent or confidential survey mechanisms may be utilized to strengthen employee participation and ensure candid feedback.

Worker Feedback Mechanisms

Employees can raise suggestions, concerns, or improvement opportunities through:

- HR interaction channels
- Suggestion systems
- Employee meetings
- Digital communication platforms
- Supervisory discussions

Worker Voice, Grievance Mechanisms and Accountability (GRI 2-25, GRI 2-26, GRI 414-2)

Val Organics recognizes the importance of providing accessible and effective grievance mechanisms that enable workers and relevant stakeholders within its supply chain to raise concerns related to labour practices, human rights, workplace conduct, discrimination, harassment, or other unethical behaviour. The Company encourages suppliers to establish formal grievance channels that are transparent, accessible, and communicated to workers, ensuring concerns can be reported through appropriate reporting mechanisms.

Suppliers are expected to foster an environment where individuals can raise concerns in good faith without fear of retaliation or adverse consequences. Grievances should be handled with appropriate confidentiality, protecting the privacy of all parties involved while ensuring fair, impartial, and timely review. Through these mechanisms, Val Organics seeks to promote accountability, strengthen responsible labour practices, and support a culture of trust, integrity, and respect throughout its supply chain.

Where appropriate, suppliers are encouraged to monitor grievance trends and resolution outcomes to identify improvement opportunities, strengthen workplace practices, and enhance compliance with responsible business conduct principles. This approach supports continual improvement while reinforcing transparency and accountability across the value chain.

Principles of an Effective Grievance Mechanism

Accessibility Grievance channels are communicated and accessible to workers and relevant stakeholders.	Confidentiality Information is managed with appropriate confidentiality and respect for privacy.
Non-retaliation Individuals raising concerns are protected against retaliation or unfair treatment.	Fair Review Reported concerns are reviewed objectively, impartially, and consistently.
Timely Resolution Grievances are addressed through structured procedures within appropriate timeframes.	

Remediation and Corrective Action (GRI 2-26, GRI 414-2)

Val Organics encourages suppliers to maintain appropriate procedures for addressing substantiated cases related to labour practices, human rights, discrimination, harassment, workplace misconduct, or other violations of responsible business conduct. Where concerns are identified, suppliers are expected to implement timely corrective actions that are proportionate to the nature and severity of the issue while supporting fair treatment and compliance with applicable legal and contractual requirements.

Corrective actions may include implementing process improvements, strengthening internal controls, providing additional awareness or training, supporting affected individuals where appropriate, and taking disciplinary measures where necessary. Suppliers are also encouraged to document actions taken, monitor the effectiveness of implemented measures, and periodically review their grievance management processes to promote continual improvement.

Val Organics remains committed to strengthening responsible supply chain management by encouraging ethical labour practices, enhancing supplier awareness of human rights responsibilities, and promoting transparent grievance and remediation processes. Through ongoing supplier engagement and continuous improvement initiatives, the Company seeks to reinforce accountability, respect for human rights, and responsible business conduct across its value chain.

This version is fully aligned with Val Organics' supplier sustainability assessment chapter, avoids making unsupported claims, and follows the language and style expected in a Tier-1 Annual Sustainability Report.

Additional Workforce Welfare Initiatives

Beyond the above programs, Val Organics continues to strengthen employee welfare through:

- Employee recognition initiatives
- Workforce communication programs
- Financial wellbeing awareness
- Workplace infrastructure improvements
- Employee welfare committees
- Inclusion and respect initiatives

Future Workforce Priorities (GRI 3-3)

Looking ahead, Val Organics aims to further strengthen its people management practices through focused initiatives that support workforce wellbeing, talent retention, and responsible employment.

Key Priorities

- Enhance workforce diversity and inclusion
- Strengthen employee engagement and feedback systems
- Expand digital workforce management capabilities
- Continue wage competitiveness reviews
- Improve work-life balance initiatives
- Strengthen employee welfare and social protection programs
- Enhance workforce planning and talent retention
- Promote a culture of respect, accountability, and continuous improvement

Workforce Priorities Roadmap



This workforce management approach supports Val Organics' objective of creating a workplace where employees are respected, fairly rewarded, empowered to contribute, and positioned for long-term success while supporting sustainable business growth.

Occupational Health and Safety

At Val Organics, safeguarding the health, safety, and wellbeing of employees, contractors, and visitors is a fundamental operational priority. As a manufacturer operating within the specialty chemicals sector, we recognize the importance of proactively identifying workplace hazards, managing operational risks, and fostering a strong safety culture across all activities.

Val Organics maintains an Occupational Health and Safety Management System aligned with ISO 45001:2018 principles. Dedicated safety officers, EHS Professionals, cross-functional safety committees, and worker representatives work collaboratively to identify risks, implement corrective measures, and strengthen safety performance across operations. Our occupational health and safety (OHS) approach is built on the principles of risk prevention, regulatory compliance, continuous improvement, and employee participation. Through structured risk assessments, operational controls, health surveillance programs, training initiatives, emergency preparedness measures, and performance monitoring systems, we seek to provide a safe and healthy working environment while minimizing workplace incidents and occupational health risks.

Health and Safety Governance (GRI 403-1, GRI 403-8)

Val Organics maintains a structured health and safety management framework that integrates safety considerations into day-to-day operations, decision-making processes, and workplace practices. The framework is supported by management oversight, defined responsibilities, operational procedures, and employee participation mechanisms that promote accountability at all organizational levels.

The health and safety management approach focuses on:

- Compliance with applicable occupational health and safety regulations
- Hazard identification and risk mitigation
- Employee consultation and participation
- Safe operating procedures and work instructions
- Incident reporting and corrective action management
- Emergency preparedness and response
- Continuous monitoring and improvement of safety performance

Health and Safety Risk Assessment Process (GRI 403-2)

Val Organics conducts periodic occupational health and safety risk assessments to systematically identify, evaluate, and manage workplace hazards that may impact employees, contractors, and other individuals present at operational locations.

The risk assessment process is designed to support proactive risk management and focuses on identifying potential hazards before incidents occur.

Hazard Identification and Risk Evaluation

Risk assessments may consider:

- Chemical handling activities
- Process operations and equipment use
- Material movement and storage
- Mechanical and electrical hazards
- Workplace ergonomics
- Noise and environmental exposure
- Emergency and abnormal operating conditions

The assessment process typically includes:

Hazard Identification

Identification of conditions or activities that may cause harm

Periodic Review

Review of risks based on operational changes and workplace conditions

Risk Evaluation

Assessment of likelihood and severity of identified risks

Risk Prioritization

Classification of risks based on significance

Control Measures

Identification of mitigation and preventive controls

Preventive and Corrective Action Planning

Findings from risk assessments are translated into preventive and corrective action plans to reduce or eliminate identified risks.

Actions may include:

- Engineering controls
- Process improvements
- Equipment modifications
- Administrative controls
- Additional training and awareness programs
- Personal protective equipment (PPE) enhancements
- Monitoring and follow-up reviews

Hierarchy of Risk Controls

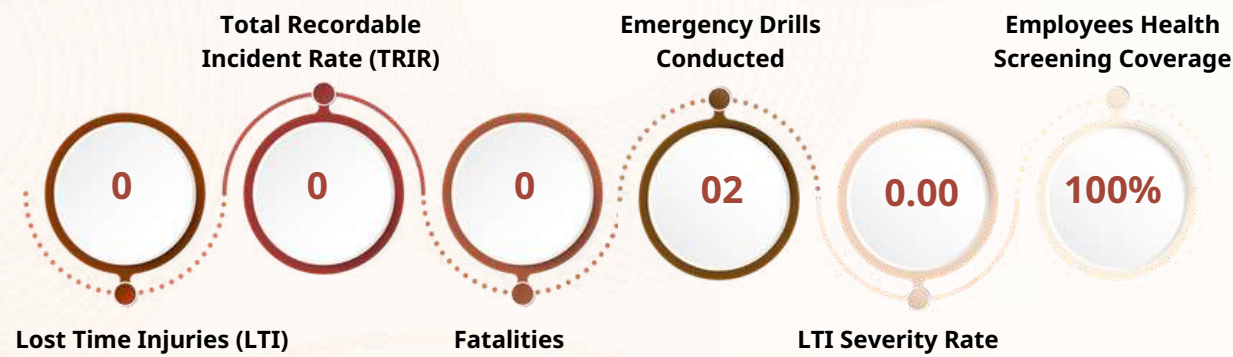
Where practical, identified risks are managed using the hierarchy of controls approach, prioritizing:



Occupational Health & Safety Infrastructure

- ✓ Fire Water Ring System
- ✓ Smoke & Heat Detection Systems
- ✓ Emergency Alarm Systems
- ✓ Safety Showers & Eye Wash Stations
- ✓ First Aid Facilities
- ✓ Medical Room with Visiting Doctor
- ✓ Emergency Response Teams
- Health Risk Assessments - **Conducted Regularly**

FY 2025-26 Safety Performance



Hazardous Substance Exposure Control (GRI 403-2, GRI 403-7)

As part of chemical manufacturing operations, Val Organics implements controls intended to minimize employee exposure to hazardous substances and support safe handling practices.

Control measures may include:

- Standard operating procedures for chemical handling
- Safety Data Sheet (SDS) availability
- Chemical storage and segregation controls
- Local exhaust and ventilation systems
- Personal protective equipment requirements
- Spill prevention and containment measures
- Periodic workplace inspections

Noise Exposure Management

Where operational activities generate elevated noise levels, the Company implements measures to monitor and manage occupational noise exposure.

Actions may include:

- Periodic noise level assessments
- Equipment maintenance programs
- Engineering controls to reduce noise generation
- Hearing protection requirements in designated areas
- Employee awareness programs on noise-related risks

Ergonomic Risk Management

The Company recognizes that workplace design can influence employee health and productivity. Ergonomic considerations are incorporated into workplace assessments to reduce physical strain and improve working conditions.

Areas of focus include:

- Workstation layout
- Manual handling practices
- Material handling equipment
- Workplace accessibility
- Task design and workflow optimization

Repetitive Strain Injury (RSI) Prevention

Val Organics seeks to minimize musculoskeletal risks associated with repetitive activities through:

- Job rotation where appropriate
- Ergonomic workplace assessments
- Employee awareness programs
- Proper lifting and handling practices
- Workplace design improvements

Workplace Mental Health and Stress Management

The Company recognizes the importance of psychological wellbeing as an integral component of occupational health. Efforts are undertaken to foster a supportive workplace environment that promotes respectful interactions, workload management, open communication, and employee wellbeing.

Supportive measures may include:

- Employee communication channels
- Access to supervisors and management support
- Employee grievance mechanisms
- Awareness initiatives on workplace wellbeing
- Actions to address workplace concerns and stress-related issues

Health Surveillance and Occupational Health Management Medical Check-Ups (GRI 403-3)

Val Organics facilitates periodic health assessments intended to support the early identification of potential occupational health concerns and promote employee wellbeing.

Health assessments may include:

- Pre-employment medical examinations
- Periodic medical check-ups
- Fitness-for-work assessments
- Occupational health evaluations
- Follow-up assessments where required

Occupational Health Monitoring

Additional monitoring may be conducted for employees working in environments with specific occupational risk factors.

Monitoring programs may focus on:

- Chemical exposure-related health risks
- Noise-related health impacts
- Physical and ergonomic risks
- Operational exposure concerns
- Other workplace health factors identified through risk assessments

Health Surveillance Program

Special consideration may be provided for employees working in roles involving exposure to identified occupational risk factors. Monitoring programs may be designed based on the nature of workplace hazards and applicable occupational health requirements.

Potential focus areas include:

- Chemical exposure
- Noise exposure
- Respiratory health
- Physical workload
- Ergonomic risk factors

Emergency Preparedness and Response (GRI 403-2, GRI 403-7)

Emergency Action Plans

Val Organics maintains emergency preparedness procedures designed to guide employees and contractors during emergency situations and minimize potential impacts on people, operations, and the environment. Emergency planning may address:

- Fire incidents
- Chemical spills
- Process-related emergencies
- Equipment accidents
- Medical emergencies
- Natural events and other site-specific risks

Incident Response Procedures

Emergency response procedures establish responsibilities, communication protocols, evacuation requirements, and escalation processes for managing workplace emergencies.

Emergency Drills and Preparedness

Preparedness activities may include:

- Mock drills
- Fire response exercises
- Emergency evacuation practices
- Equipment readiness checks
- Emergency response team training

Health and Safety Training and Awareness (GRI 403-5)

Training plays an important role in strengthening employee awareness, competence, and safe work practices.

Health and safety training programs may cover:

- Workplace hazards and controls
- Safe operating procedures
- Chemical safety
- Emergency response requirements
- Use of personal protective equipment
- Incident reporting processes
- Occupational health awareness

Training is provided based on job responsibilities, workplace risks, and operational requirements.

Safety Audits and Performance Monitoring (GRI 403-2)

Val Organics undertakes inspections, audits, and compliance reviews to evaluate the effectiveness of health and safety controls and identify opportunities for improvement.

Monitoring activities may include:

- Equipment safety inspections
- Workplace walkthroughs
- Internal safety audits
- Compliance assessments
- Corrective action tracking
- Management review of findings

Audit observations are reviewed to determine corrective and preventive measures and support continual improvement of safety performance.

Contractor and Visitor Safety Management (GRI 403-7, GRI 403-8)

Val Organics extends its commitment to occupational health and safety beyond employees to include contractors, service providers, and visitors entering Company premises. The Company seeks to ensure that all individuals performing work or accessing operational areas are aware of applicable safety requirements and workplace hazards.



Contractor Health and Safety Management

Contractors engaged at Company facilities are expected to comply with site-specific health and safety requirements. Depending on the nature of work being performed, contractors may be covered through safety inductions, risk assessments, work permit controls, supervision arrangements, emergency preparedness procedures, and incident reporting requirements.

Contractor safety controls may include:

- Site safety orientation and induction
- Communication of workplace hazards
- Contractor risk assessments
- Work permit systems for designated activities
- Personal protective equipment (PPE) requirements
- Compliance with safe work procedures
- Emergency response awareness
- Monitoring of contractor safety performance

Health and Safety Performance

100% Employees Covered under the OHS Management System (%)	00 Lost Time Injury Frequency Rate (LTIFR)	15 Contractor Safety Trainings Conducted
3,300 People Trained on Health & Safety (in Manhours)	02 Health Check-Ups Conducted	00 Recordable Incidents

Continuous Improvement (GRI 3-3, GRI 403-1)

Val Organics is committed to continually strengthening its occupational health and safety performance through proactive risk management, employee participation, operational learning, and performance reviews. Key areas of ongoing focus include:

- Strengthening hazard identification processes
- Enhancing workplace risk controls
- Improving employee awareness and competence
- Expanding health surveillance programs
- Strengthening emergency preparedness capabilities
- Improving incident prevention and reporting systems
- Advancing safety culture across the organization

Through these efforts, Val Organics aims to maintain a workplace where health, safety, and wellbeing remain integral to operational excellence and sustainable business performance.



Process Safety Management

(GRI 3, GRI 403)

Managing Process Risks Through Prevention, Reliability and Operational Discipline

As a specialty chemical manufacturer, Val Organics recognizes that effective process safety management is essential for protecting people, assets, operations, and the environment. Process safety focuses on preventing unintended releases of hazardous substances, process upsets, equipment failures, fires, explosions, and other incidents that may arise from operational activities.

The Company's process safety approach emphasizes hazard identification, operational controls, equipment reliability, safe handling of process materials, management of operational changes, emergency preparedness, and continuous performance monitoring. Through these measures, Val Organics seeks to maintain safe and reliable operations while supporting responsible manufacturing practices.

Process Safety Governance

Process safety responsibilities are integrated into operational management systems and manufacturing activities. Process safety considerations are incorporated into operating procedures, maintenance activities, workplace inspections, incident reviews, and risk management processes to support safe and reliable operations.

The process safety framework focuses on:

- Identification and management of process-related risks
- Safe handling of process materials
- Asset reliability and equipment integrity
- Compliance with operating procedures
- Prevention of loss-of-containment events
- Emergency preparedness and response
- Continuous monitoring and improvement

Process Hazard Identification and Risk Assessment

Process Hazard Identification

Val Organics undertakes process risk assessments to identify and evaluate hazards associated with manufacturing operations, equipment, process materials, utilities, and operational activities.

Assessments may consider:

- Chemical handling and storage operations
- Process equipment and utilities
- Material transfer activities
- Potential leak, spill, or release scenarios
- Fire and explosion hazards
- Operational deviations and abnormal conditions

Risk Assessment and Review

The process risk assessment framework incorporates:

- Hazard Identification**
Identify process hazards and risks.
- Risk Evaluation**
Assess likelihood and impact.
- Risk Review**
Review risks and process changes.
- Risk Controls**
Implement preventive controls.
- Corrective Actions**
Address gaps and improve performance.

Process Safety Controls and Safeguards

Val Organics implements operational controls intended to reduce process safety risks and support safe handling of process materials throughout manufacturing operations.

Hazardous Substance Management

The Company utilizes chemical identification, labeling, and communication practices designed to support safe handling and awareness of chemical hazards throughout storage, transfer, and operational activities.

Control measures may include:

- Product and chemical identification systems
- Labelling aligned with applicable regulatory requirements
- Availability of Safety Data Sheets (SDS)
- Segregated storage arrangements
- Controlled material handling procedures
- Spill prevention and containment measures
- Safe transportation and transfer practices
- Safety signage and operating instructions

Exposure Prevention Measures

To minimize potential employee exposure to process materials, operational controls may include:

- Engineering and containment controls
- Ventilation and extraction systems
- Closed handling arrangements where feasible
- Personal protective equipment requirements
- Safe operating procedures
- Workplace inspections and monitoring

Process Efficiency and Loss Prevention

Val Organics seeks to improve process efficiency through operational controls that minimize material losses, reduce process deviations, and support consistent product quality. Efficient utilization of process inputs contributes to both operational reliability and responsible resource management.

Mechanical Integrity and Asset Reliability

Maintaining equipment reliability is an important component of process safety management. Val Organics undertakes maintenance and inspection activities intended to support the safe operation of process equipment and utilities.

Mechanical integrity activities may include:

- Preventive maintenance programs
- Equipment inspection schedules
- Utility system monitoring
- Calibration of critical instruments
- Maintenance planning and execution
- Identification and correction of equipment deficiencies

Regular inspection and maintenance activities help reduce the likelihood of equipment failures that could impact process safety performance.

Permit-to-Work and Safe Operating Procedures

Val Organics utilizes documented operating procedures and work controls to support safe execution of operational and maintenance activities. Permit-to-work controls help verify that hazards have been identified, risks assessed, and required safeguards implemented before work commences.

Where applicable, permit-to-work systems may be used for activities involving elevated operational risks. Examples may include:

- Hot work activities
- Electrical maintenance work
- Confined space entry
- Line opening activities
- Maintenance interventions
- Other controlled operational tasks

These controls help ensure that hazards are identified and appropriate precautions are implemented prior to commencing work.

Management of Change (MOC)

Changes to equipment, materials, processes, operating conditions, or procedures may introduce new risks if not properly evaluated. Val Organics recognizes the importance of assessing operational changes prior to implementation. Management of Change considerations may include:

- Review of proposed changes
- Evaluation of potential operational impacts
- Assessment of process safety risks
- Updating of procedures and documentation
- Communication of relevant changes
- Implementation of required control measures

This approach helps maintain operational reliability while supporting safe and controlled change management.

Process Emergency Preparedness and Response

Val Organics maintains emergency preparedness measures intended to support effective response to process-related incidents and abnormal operating conditions.

Emergency planning may address:

- Chemical spills and releases
- Fire incidents
- Utility failures
- Equipment-related emergencies
- Process upsets
- Other operational emergency scenarios

Preparedness activities may include emergency response procedures, communication arrangements, emergency equipment readiness, and periodic drills.

Incident Investigation and Learning

Process-related incidents, abnormal events, near misses, and operational deviations provide valuable opportunities for learning and improvement.

Where applicable, reported incidents may be reviewed to:

- Identify root causes and contributing factors
- Assess effectiveness of existing controls
- Develop corrective and preventive actions
- Improve operating procedures
- Strengthen risk management practices

Lessons learned are incorporated into operational reviews and improvement initiatives where relevant.

Val Organics is committed to continuously strengthening process safety performance through operational learning, equipment reliability, risk reduction initiatives, and process optimization efforts.

Key focus areas include:

- Strengthening process risk management practices
- Enhancing equipment reliability and integrity
- Improving operational controls and procedures
- Reinforcing process safety awareness
- Advancing emergency preparedness capabilities
- Promoting a culture of operational discipline and continuous improvement

Through these efforts, Val Organics seeks to maintain safe, reliable, and responsible manufacturing operations while supporting sustainable business growth.

Employee Training and Development

Building Capabilities for Sustainable Growth (GRI 3-3, GRI 404-1, GRI 404-2, GRI 404-3)

At Val Organics, employee development is recognized as a key enabler of operational excellence, innovation, quality performance, and long-term business sustainability. The Company seeks to provide learning opportunities that enhance technical expertise, strengthen functional competencies, support career progression, and prepare employees for evolving business requirements.

The learning and development approach focuses on continuous capability building, performance enhancement, leadership readiness, and professional growth across different stages of an employee's career journey.

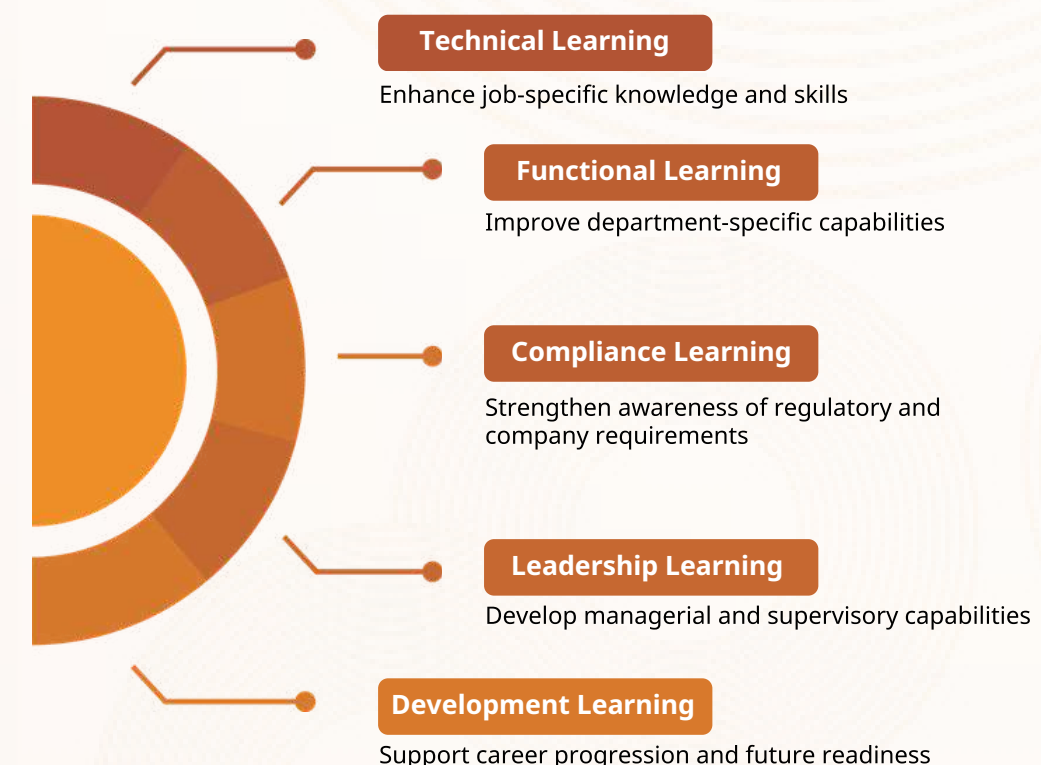
Learning and Development Framework (GRI 404-2)

Val Organics promotes a culture of continuous learning by providing employees with opportunities to strengthen job-related knowledge, improve workplace effectiveness, and develop competencies required for future responsibilities. Learning initiatives are designed to support both organizational objectives and individual career aspirations.

The Company's learning and development framework seeks to:

- Enhance employee capabilities and technical expertise
- Support operational excellence and quality performance
- Build functional and cross-functional competencies
- Strengthen leadership readiness
- Encourage continuous professional development
- Support long-term career growth

Learning Approach



Technical and Functional Skills Development (GRI 404-2)

Val Organics provides learning opportunities intended to strengthen employee knowledge and competencies relevant to their roles and responsibilities. Training programs may be delivered through classroom sessions, on-the-job learning, practical demonstrations, knowledge-sharing initiatives, external programs, or digital learning platforms where appropriate.

Training topics may include:

- Manufacturing operations and process knowledge
- Product quality and quality management systems
- Laboratory and analytical techniques
- Process safety and operational controls
- Maintenance and equipment reliability
- Regulatory and industry requirements
- Functional and professional skills
- Communication and workplace effectiveness

In addition to role-specific learning, employees may participate in development programs aimed at enhancing professional competencies and preparing for expanded responsibilities and future career opportunities. The Company seeks to ensure that employees are equipped with the knowledge and skills required to perform their responsibilities effectively while supporting operational performance and business growth.

Compliance and Mandatory Training (GRI 404-2)

Val Organics conducts mandatory training programs to reinforce awareness of company policies, operational requirements, workplace responsibilities, and applicable regulatory obligations.

Compliance-related training may cover:

- Environmental responsibilities
- Process safety awareness
- Emergency preparedness
- Code of Conduct and ethical business practices
- Workplace policies and procedures
- Quality and regulatory compliance requirements

Leadership Development (GRI 404-2)

Val Organics recognizes the importance of developing future leaders capable of supporting organizational growth and workforce engagement. Leadership development efforts focus on strengthening managerial capabilities, decision-making skills, communication effectiveness, team leadership, and accountability.

Development opportunities may include:

- Supervisory capability building
- Coaching and mentoring support
- Leadership exposure through project participation
- Cross-functional collaboration opportunities
- Performance management and people leadership skills

Performance Management Framework (GRI 404-3)

Val Organics maintains a structured performance management process designed to support employee development, performance improvement, and achievement of individual and organizational objectives.

Performance reviews provide opportunities to:

- Assess achievement of agreed objectives
- Identify strengths and development needs
- Discuss career aspirations and growth opportunities
- Provide constructive feedback and guidance
- Recognize employee contributions and performance

Performance Review Elements

Goal Achievement

Evaluation of agreed objectives

Functional Competence

Assessment of role effectiveness

Behavioural Competence

Evaluation of workplace behaviours

Development Needs

Identification of learning opportunities

Career Discussions

Review of future growth opportunities

The performance management process supports ongoing dialogue between employees and supervisors while promoting continuous improvement and professional development.

Individual Development Planning (GRI 404-3)

Val Organics encourages employees and supervisors to engage in development discussions aimed at identifying future growth opportunities and capability enhancement needs.

Development planning may consider:

- Current role requirements
- Individual strengths and competencies
- Areas for improvement
- Career interests and aspirations
- Future skill requirements
- Learning and development priorities

Action plans may include targeted training, developmental assignments, knowledge-sharing opportunities, coaching, mentoring, or other learning interventions designed to support employee growth over time.

Career Growth and Internal Mobility (GRI 404-2, GRI 404-3)

Val Organics seeks to provide employees with opportunities for professional growth and career advancement within the organization. The Company recognizes that internal mobility supports employee engagement, capability development, knowledge retention, and workforce sustainability.

Internal mobility opportunities may include:

Vertical Mobility

Progression into positions with greater responsibilities and leadership accountability.

Horizontal Mobility

Movement across functions or departments to broaden knowledge and experience.

Cross-Functional Development

Participation in projects, assignments, or initiatives that enhance transferable skills and organizational understanding.

Capability-Based Career Progression

Advancement opportunities based on demonstrated performance, skills, experience, and business requirements.

Training Effectiveness Assessment (GRI 404-1, GRI 404-2)

Val Organics evaluates learning initiatives to assess their relevance, effectiveness, and contribution to employee development and business performance.

Training effectiveness may be assessed through:

- Participant feedback and learning evaluations
- Knowledge assessments, where applicable
- Supervisor observations and feedback
- Application of learning in the workplace
- Improvement in role-specific competencies
- Achievement of development objectives

Insights from these assessments support continuous enhancement of learning and development programs. Feedback and assessment outcomes are reviewed to identify opportunities for improving future learning initiatives and enhancing employee development outcomes.



Learning and Development Performance Indicators

4
Environmental
Programs Implemented
(No.)

100 %
Customer Safety Training
Sessions

750
Career & Skill Training

Future Skills Roadmap

As business requirements continue to evolve, Val Organics remains committed to strengthening workforce capabilities through continuous learning and skill development. Future focus areas include enhancing technical competencies, strengthening leadership capabilities, promoting cross-functional learning, supporting career development, and preparing employees for emerging operational and business requirements.



Employee Engagement and Wellbeing

(GRI 3-3, GRI 401-2, GRI 403-6, GRI 404-2)

Fostering a Supportive, Inclusive and Engaging Workplace

Val Organics believes that employee wellbeing and engagement are essential to organizational success, workforce resilience, and sustainable growth. The Company seeks to create a workplace environment where employees feel valued, respected, supported, and empowered to contribute to business objectives while achieving personal and professional fulfilment.

The employee wellbeing approach focuses on physical wellbeing, psychological wellness, work-life balance, employee participation, recognition, and creating a workplace culture built on trust, collaboration, and mutual respect.

Employee Wellbeing Framework

Val Organics promotes employee wellbeing through initiatives that support health, safety, engagement, professional growth, and overall workplace experience. The Company's wellbeing approach aims to foster a positive work environment while supporting employee productivity, motivation, and long-term wellbeing.

The wellbeing framework is guided by the following priorities:

- Physical health and wellbeing
- Psychological wellness
- Work-life balance
- Employee engagement and participation
- Recognition and appreciation
- Inclusive workplace culture
- Continuous employee feedback

Physical Wellbeing Initiatives (GRI 403-6)

The Company recognizes the importance of supporting employees' physical wellbeing as part of a healthy and productive workforce. Physical wellbeing initiatives complement the occupational health and safety programs described elsewhere in this report and focus on promoting overall employee wellness.

Key initiatives may include:

- Periodic health awareness programs
- Preventive healthcare initiatives
- Health screening
- Workplace hygiene and sanitation measures
- Awareness programs promoting healthy lifestyles
- Employee wellbeing communications and campaigns

Physical Wellbeing Indicators

100%

% employees covered in awareness program

Mental Health and Psychological Wellbeing (GRI 403-6)

Val Organics recognizes the importance of psychological wellbeing in maintaining a healthy and productive work environment. The Company seeks to promote a respectful workplace culture where employees are encouraged to communicate concerns, seek support when needed, and maintain a healthy balance between professional and personal responsibilities.

The Company's approach may include:

- Open communication and employee support channels
- Workplace respect and dignity initiatives
- Managerial support and employee guidance
- Awareness programs on stress management and wellbeing
- Promotion of positive workplace relationships
- Employee feedback and listening mechanisms

These initiatives contribute to a supportive workplace environment and help strengthen employee morale and engagement.

Work-Life Balance Programs (GRI 401-2)

Val Organics recognizes that maintaining a healthy balance between work and personal responsibilities contributes to employee wellbeing and long-term engagement.

The Company supports work-life balance through:

- Leave and time-off provisions
- Supportive workplace policies
- Responsible working hour practices
- Employee wellbeing and family support considerations
- Flexibility in managing personal commitments

Employee Recognition and Appreciation

Val Organics values the contributions made by employees at all levels of the organization. Employee recognition helps reinforce positive behaviours, strengthen motivation, and promote a culture of appreciation.

Recognition may be provided through:

- Performance-based acknowledgements
- Achievement and milestone recognition
- Team accomplishment appreciation
- Leadership acknowledgement of employee contributions
- Informal and formal recognition initiatives

The Company believes that recognizing employee efforts contributes to higher engagement and workplace satisfaction.

Employee Engagement Programs

Val Organics promotes employee engagement through initiatives that encourage collaboration, communication, participation, and shared organizational purpose.

Employee engagement activities may include:

- Employee interaction programs
- Team-building initiatives
- Awareness campaigns
- Organizational communication sessions
- Knowledge-sharing activities
- Employee participation in workplace initiatives

Employee Feedback and Participation (GRI 2-29)

Val Organics encourages open communication and constructive dialogue between employees and management. Employees are provided opportunities to share feedback, raise concerns, suggest improvements, and contribute ideas that support workplace enhancement and operational excellence.

Feedback channels may include:

- Supervisor and management interactions
- Employee meetings and discussions
- Performance review discussions
- HR communication channels
- Employee feedback mechanisms
- Grievance reporting channels

Building a Culture of Belonging

Val Organics seeks to cultivate a workplace culture where employees feel respected, valued, and included regardless of role, background, or level within the organization.

The Company promotes a culture of belonging through:

- Respectful workplace practices
- Equal opportunity principles
- Collaboration and teamwork
- Open communication
- Employee participation and inclusion
- Recognition of diverse perspectives and contributions

These efforts contribute to a positive workplace environment that supports employee engagement and organizational effectiveness.

Future Wellbeing Priorities

Val Organics remains committed to strengthening employee wellbeing and engagement through continuous improvement initiatives aligned with workforce needs and organizational growth.

Future focus areas include:

- Enhancing employee wellbeing initiatives
- Strengthening employee engagement programs
- Expanding employee participation opportunities
- Promoting psychological wellbeing awareness
- Supporting work-life balance
- Reinforcing a culture of inclusion, respect, and belonging



Human Rights and Labour Practices

Upholding Fundamental Rights Across the Workforce ((GRI 3-3, GRI 406-1, GRI 407-1, GRI 408-1, GRI 409-1)

Val Organics is committed to conducting business in a manner that respects internationally recognized human rights and promotes fair labour practices across its operations. The Company recognizes that protecting human dignity, ensuring fair treatment, preventing exploitation, and maintaining ethical employment practices are fundamental to responsible business conduct.

The Company's approach focuses on preventing child labour, forced labour, human trafficking, and other forms of labour exploitation while promoting responsible recruitment, worker protection, ethical employment practices, and access to effective grievance mechanisms. Human rights considerations are integrated into workforce management processes, recruitment practices, compliance reviews, and employee engagement initiatives.

Human Rights Commitment (GRI 2-23, GRI 2-24)

Val Organics is committed to maintaining a workplace founded on respect, fairness, dignity, and equal opportunity. The Company supports the protection of fundamental human rights and seeks to ensure that all employment relationships are based on voluntary work, lawful employment practices, and mutual respect.

The Company's human rights commitments include:

- Prohibition of child labour
- Prevention of forced labour and human trafficking
- Ethical recruitment practices
- Respect for employee dignity and freedom of movement
- Protection against workplace exploitation
- Fair and lawful employment practices
- Access to grievance and remediation mechanisms

Human Rights Governance and Due Diligence (GRI 2-24, GRI 2-25)

Val Organics seeks to integrate human rights considerations into workforce management and employment-related processes. Human rights due diligence forms part of broader compliance, recruitment, labour management, and workforce oversight activities.

The due diligence approach may include:

- Review of workforce-related risks
- Verification of legal employment eligibility
- Recruitment process controls
- Contractor and labour provider assessments, where applicable
- Internal compliance reviews
- Monitoring of workforce practices
- Investigation of reported concerns

These processes support the identification, prevention, and mitigation of potential human rights risks within the Company's operations.

Human Rights Risk Assessment (GRI 408-1, GRI 409-1)

Val Organics incorporates human rights considerations into workforce risk assessments and compliance review processes. The objective is to identify actual or potential risks relating to child labour, forced labour, human trafficking, exploitative recruitment practices, and vulnerable worker groups.



Human rights reviews may evaluate:

Child Labour

Employment of underage workers

Forced Labour

Coercive or involuntary employment

Human Trafficking

Exploitative recruitment or movement of workers

Recruitment Practices

Unethical recruitment activities

Vulnerable Workers

Increased exposure to labour exploitation risks

Child Labour Prevention (GRI 408-1)

Val Organics maintains a zero-tolerance approach toward child labour and is committed to ensuring compliance with applicable labour laws regarding minimum working age requirements.

Age Verification Process

The Company implements employment verification procedures intended to confirm the age and eligibility of prospective employees before hiring decisions are finalized.

Verification measures may include:

- Review of government-issued identification documents
- Verification of age-related employment eligibility
- Personnel record maintenance
- Pre-employment documentation checks

Monitoring and Controls

To strengthen compliance, workforce records may be periodically reviewed as part of employment administration and internal monitoring activities.

Training and Awareness

Relevant personnel involved in recruitment and workforce administration may receive awareness on responsible hiring practices and child labour prevention requirements.

Forced Labour and Human Trafficking Prevention (GRI 409-1)

Val Organics prohibits all forms of forced labour, bonded labour, involuntary labour, human trafficking, and other exploitative employment practices.

The Company seeks to ensure that employment relationships are entered into freely and that employees are not subjected to coercion, intimidation, debt bondage, or restrictions on personal freedom.

Control measures may include:

- Voluntary employment practices
- Transparent employment terms and conditions
- Prohibition of recruitment-related coercion
- Monitoring of employment practices
- Access to grievance mechanisms
- Review of labour-related concerns where reported

The Company expects all employees and relevant business partners to comply with applicable labour laws and responsible employment practices.

Protection of Young Workers

Val Organics is committed to protecting the rights, health and wellbeing of young workers, where employment is legally permissible, through responsible labour practices and compliance with applicable laws. As a specialty chemicals manufacturer, the Company adopts appropriate safeguards to ensure that young workers are assigned suitable work, receive adequate workplace guidance and supervision, and are protected from activities that may adversely affect their health, safety or development.

Key Practices

- Verification of legal working age and statutory employment requirements before engagement.
- Job-specific induction, workplace safety instructions and awareness of operational risks.
- Appropriate supervision, safe work practices and use of personal protective equipment (PPE).
- Assignment of work based on competency, workplace risk and applicable legal requirements, including restrictions on hazardous activities where required.
- Compliance with applicable regulations governing working hours, overtime, rest periods and night work for young workers.
- Maintenance of statutory employment records and, where required by law, appropriate parental or guardian consent documentation.
- Periodic review of employment practices to support the wellbeing, safety and continuous protection of young workers.

Responsible Recruitment and Worker Protection (GRI 2-24, GRI 409-1)

Val Organics seeks to promote responsible recruitment practices that support fair treatment and reduce the risk of labour exploitation.

Ethical Recruitment

Recruitment processes are intended to provide transparency regarding employment conditions, job responsibilities, compensation arrangements, and workplace expectations.

Recruitment Partner Due Diligence

Where external recruitment agencies or labour providers are engaged, the Company may undertake appropriate reviews to assess compliance with applicable legal and ethical employment requirements.

Reviews may consider:

- Legal compliance status
- Recruitment practices
- Worker treatment standards
- Contract transparency
- Compliance with applicable labour requirements

Freedom of Movement Protection

Val Organics recognizes employees' right to freedom of movement and voluntary employment.

Protection of Personal Documents

The Company does not require employees to surrender personal identification documents as a condition of employment. Employees retain control of their personal documents throughout the employment relationship.

Young Worker Protection (GRI 408-1)

Where legally permissible and applicable, young workers may be employed only in accordance with applicable labour laws and age-related employment requirements.

The Company seeks to ensure that young workers are protected from activities that may pose risks to their health, safety, wellbeing, or development.

Protection measures may include:

- Verification of legal working age requirements
- Assignment of age-appropriate work
- Restrictions on hazardous work activities
- Compliance with applicable working hour requirements
- Compliance with legal restrictions on night work, where applicable

Human Rights Grievance Mechanism (GRI 2-25, GRI 2-26)

Val Organics maintains accessible channels through which employees and other relevant stakeholders may raise concerns related to human rights, health and safety, labour practices, workplace treatment, diversity, equity and inclusion (DEI), discrimination, harassment, child labour, forced labour, or any other employment-related issues. Employees are informed about the available reporting channels and the procedures for raising concerns, ensuring that the grievance mechanism remains accessible to all. The Company handles all reported concerns with appropriate confidentiality to protect the identity and privacy of individuals utilizing the grievance mechanism. It is committed to ensuring that individuals who report concerns in good faith are protected from retaliation, discrimination, or any form of adverse treatment. All reported concerns are reviewed, investigated, and addressed through established internal processes in a fair, impartial, and timely manner, reinforcing the Company's commitment to respecting human rights, promoting diversity, equity and inclusion, fostering ethical workplace practices, and maintaining a safe, respectful, and inclusive working environment.

Remediation and Corrective Action Process (GRI 2-25)

Val Organics recognizes the importance of responding appropriately to any identified human rights concerns. Where issues are identified, the Company seeks to implement corrective actions proportionate to the nature and severity of the issue.

The remediation process may include:



Human Rights Awareness, Stakeholder Engagement and Continuous Improvement (GRI 2-26, GRI 408-1, GRI 409-1)

Val Organics recognizes that awareness, engagement, and monitoring are important elements of effective human rights management.

Human rights awareness initiatives may include:

- Employee awareness programs
- Responsible recruitment awareness
- Child labour prevention awareness
- Forced labour and human trafficking awareness
- Communication of reporting channels
- Awareness of workplace rights and responsibilities

The Company may also engage with employees, contractors, temporary workers, and other workforce groups to understand concerns, identify improvement opportunities, and strengthen labour practices.

Human Rights Performance Indicators

1100 People Trained on Human Rights (Manhours)	1100 Employees Covered by Human Rights Awareness Programs	NIL Force Labour (%) (Actual)
NIL No of Complaints reported on Child Labour / Human Trafficking	00 Human Rights Grievances Reported	NIL Human Rights Grievances Resolved
NIL No of Complaints reported on Sexual Harassment	NIL Confirmed Forced Labour Cases	NIL Confirmed Human Trafficking Cases

Val Organics remains committed to strengthening human rights due diligence, enhancing workforce awareness, improving monitoring mechanisms, and promoting responsible labour practices across its operations.



Diversity, Equity and Inclusion

Fostering an Inclusive and Respectful Workplace(GRI 2 -7, GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, GRI 3-3, GRI 405-1, GRI 405-2, GRI 406-1)

Val Organics believes that a diverse and inclusive workforce contributes to innovation, operational excellence, employee engagement, and sustainable business growth. As a specialty chemicals manufacturer, the Company recognizes the value of bringing together individuals with diverse experiences, perspectives, skills, and backgrounds while ensuring that all employees are treated fairly, respectfully, and equitably.

The Company's Diversity, Equity and Inclusion (DEI) approach focuses on providing equal opportunities, promoting a culture of mutual respect, preventing discrimination and harassment, and supporting an inclusive work environment where employees can contribute and grow based on merit and performance.

Fair Employment, Anti-Discrimination and Respectful Workplace

Val Organics is committed to fostering a workplace built on fairness, respect and equal opportunity. The Company promotes merit-based employment practices throughout the employee lifecycle and strives to provide an inclusive work environment where discrimination, harassment and inappropriate workplace behaviour are not tolerated. Through responsible employment practices, employee awareness initiatives and established reporting mechanisms, Val Organics supports a culture of dignity, diversity and mutual respect.

Key Practices

- Merit-based recruitment, selection and career advancement based on qualifications, competence, performance and business requirements.
- Equal access to learning, professional development and career growth opportunities.
- Employee awareness programmes covering the Code of Conduct, business ethics, diversity, inclusion, discrimination prevention and respectful workplace behaviour.
- Promotion of an inclusive workplace that supports equal opportunities and considers accessibility requirements for employees, where practicable.
- Open communication, employee engagement and feedback channels that encourage participation and foster an inclusive workplace culture.
- Confidential grievance mechanisms with protection against retaliation, supported by fair investigation, appropriate corrective actions and monitoring of reported concerns.
- Fair remuneration practices that consider roles, responsibilities, qualifications, skills, experience and performance, while supporting equal opportunity and responsible workforce management.

DEI Governance Framework (GRI 2-23, GRI 2-24, GRI 405-1)

Val Organics is committed to maintaining workplace practices that support fairness, equal opportunity, and professional respect across all levels of the organization. DEI principles are integrated into people management processes and supported through employment policies, recruitment practices, performance management systems, and workplace conduct expectations.

The Company's DEI framework is guided by the following principles:

- Equal opportunity for all employees
- Fair and objective employment practices
- Respect for individual dignity
- Non-discrimination in employment decisions
- Inclusive workplace culture
- Prevention of workplace harassment
- Merit-based growth and advancement

These principles support a workplace environment where employees are valued for their capabilities, contributions, and professional conduct.

Equal Opportunity Employment (GRI 405-1, GRI 406-1)

Val Organics seeks to provide equal employment opportunities throughout the employee lifecycle, including recruitment, training, development, promotion, and retention.

Employment-related decisions are intended to be based on:

- Qualifications and competencies
- Job requirements
- Relevant experience
- Performance and potential
- Business needs

The Company does not support discrimination on the basis of gender, age, disability, religion, caste, ethnicity, marital status, nationality, or other characteristics protected under applicable laws. Through equal opportunity practices, Val Organics aims to attract, develop, and retain a capable and diverse workforce.

Inclusive Recruitment Practices (GRI 405-1)

Val Organics strives to maintain recruitment processes that are fair, transparent, and based on objective evaluation criteria. Recruitment activities are designed to identify candidates with the appropriate skills, knowledge, experience, and potential required for specific roles.

Key elements of the recruitment approach include:

- Role-based hiring criteria
- Objective candidate evaluation
- Consistent selection processes
- Equal consideration of qualified applicants
- Compliance with applicable employment requirements

The Company seeks to promote inclusive hiring practices while maintaining a strong focus on competence, safety, and operational requirements.

Fair Promotion and Career Advancement (GRI 405-2)

Val Organics is committed to providing employees with fair access to career development and advancement opportunities. Promotion and career progression decisions are intended to be based on merit, performance, skills, leadership potential, and business requirements.

The Company seeks to support equitable career advancement by:

- Applying objective performance evaluation processes
- Encouraging continuous professional development
- Providing access to learning opportunities
- Supporting internal talent development
- Recognizing employee contributions and capabilities

Inclusive Workplace Culture (GRI 405-1, GRI 406-1)

Val Organics promotes a workplace culture founded on professionalism, collaboration, and mutual respect. The Company believes that an inclusive work environment enables employees to contribute effectively while supporting teamwork, knowledge sharing, and innovation.

The Company encourages:

- Respectful workplace interactions
- Open and constructive communication
- Collaboration across functions
- Recognition of diverse perspectives
- Professional and ethical conduct

Anti-Discrimination and Anti-Harassment Measures (GRI 406-1)

Val Organics maintains a zero-tolerance approach toward discrimination, harassment, bullying, intimidation, and other forms of inappropriate workplace behaviour.

Employees are expected to uphold standards of professional conduct and treat colleagues, contractors, visitors, and business partners with dignity and respect.

The Company's approach includes:

- Communication of workplace conduct expectations
- Awareness of respectful workplace behaviours
- Reporting channels for workplace concerns
- Review and investigation of reported incidents
- Corrective action where necessary

The Company seeks to maintain a work environment that is free from discrimination and harassment and supportive of employee wellbeing and professional development.

Gender Equality and Equal Pay (GRI 405-2)

Val Organics supports gender equality and seeks to provide equitable opportunities for participation, development, and career advancement.

The Company promotes:

- Gender-neutral recruitment practices
- Merit-based promotion decisions
- Equal access to learning opportunities
- Fair remuneration practices for comparable roles
- Equal opportunity participation in professional development

Val Organics believes that a diverse workforce contributes to stronger decision-making, improved collaboration, and long-term organizational success.

Gender Diversity Indicators

1
Minority/Vulnerable Workforce (%)

1
Minority/Vulnerable Executives (%)

Disability Inclusion (GRI 405-1, GRI 406-1)

Val Organics supports the principles of equal opportunity and seeks to provide a workplace environment that respects the rights and capabilities of persons with disabilities.

The Company endeavors to:

- Provide equal consideration during recruitment
- Promote fair employment opportunities
- Encourage workplace inclusion
- Support accessibility improvements where appropriate
- Foster a respectful and supportive work environment

Val Organics recognizes the value of diverse abilities and aims to create an environment where employees can contribute according to their skills and potential.

Employee Inclusion and Participation (GRI 2-26, GRI 405-1)

Val Organics encourages employee participation and open communication as part of building an inclusive workplace culture.

Employees may contribute through:

- Employee communication forums
- Departmental discussions
- Suggestion mechanisms
- Awareness programs
- Cross-functional collaboration initiatives

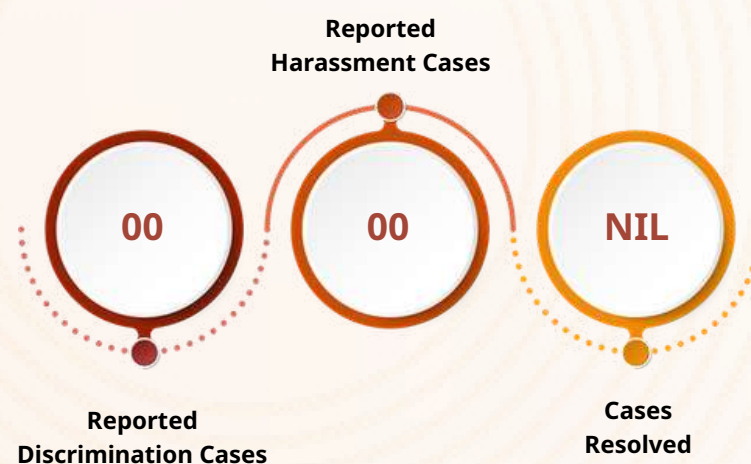
The Company values employee perspectives and seeks to promote constructive dialogue that supports continuous improvement and organizational development.

Future DEI Priorities (GRI 3-3)

Val Organics remains committed to strengthening diversity, equity, and inclusion practices across the organization. Key focus areas include:

- Strengthening inclusive workplace culture
- Enhancing equal opportunity practices
- Supporting workforce diversity
- Promoting respectful workplace behaviours
- Increasing DEI awareness and engagement
- Strengthening monitoring and reporting mechanisms
- Advancing equitable career development opportunities

Diversity, Equity and Inclusion Performance Indicators



Val Organics will continue to foster a workplace culture where diversity is valued, inclusion is encouraged, and employees are empowered to contribute to the Company's long-term success.

Community Engagement and Social Impact

Creating Shared Value Through Responsible Community Partnerships (GRI 3-3, GRI 2-29, GRI 203-1, GRI 203-2, GRI 413-1, GRI 413-2)

Val Organics believes that long-term business success is closely linked to the wellbeing of the communities in which it operates. As a specialty chemicals manufacturer, the Company seeks to contribute positively to local development by fostering transparent stakeholder engagement, supporting education and skill development, promoting environmental awareness, encouraging employee volunteerism, and creating sustainable economic value. Guided by responsible business conduct, open dialogue, regulatory compliance, and collaborative partnerships, Val Organics strives to create shared value while supporting inclusive and sustainable community development.

Understanding Our Stakeholders

Building strong relationships with stakeholders is fundamental to Val Organics' community engagement approach. The Company maintains regular engagement with local authorities, neighbouring communities, customers, suppliers, industry associations, regulatory bodies, employees, and educational institutions to understand stakeholder expectations, address operational concerns, communicate environmental and safety commitments, and strengthen long-term relationships built on transparency and responsible business conduct. Through meetings, consultations, awareness programs, site interactions, industry forums, community initiatives, and other appropriate communication channels, Val Organics seeks to identify material social priorities and foster collaborative partnerships.

This stakeholder-centric approach is supported by a structured Community Engagement Framework that focuses on five key priority areas.



The Company actively engages with diverse stakeholder groups to ensure its initiatives remain relevant and responsive.

Stakeholder Group	Primary Engagement Objectives
Local Communities	Community wellbeing and environmental awareness
Employees	Workplace communication and organizational development
Customers	Product quality, safety and responsible business practices
Suppliers and Contractors	Responsible supply chain collaboration
Regulatory Authorities	Regulatory compliance and statutory engagement
Educational Institutions	Knowledge sharing and skill development
Industry Associations	Industry collaboration and best practice exchange

Turning Commitments into Action

Guided by its engagement framework, Val Organics implements initiatives that contribute to sustainable community development while creating positive social and economic value. During FY 2025-26, the Company supported a range of community initiatives across healthcare, education, community welfare, and social development through financial contributions to charitable institutions and non-profit organizations. These initiatives reflect Val Organics' commitment to creating shared value and strengthening the wellbeing of the communities connected to its operations.



CSR Initiatives Undertaken During FY 2025-26

S.No.	Organization	CSR Activity	Amount Paid (₹)
1	Ganeshdas Chadha Rotary Centre	Towards medical expenses	162,400
		Towards medical expenses	200,000
2	Umeed Child Development Centre	Towards contribution to community activities	500,000
		Towards contribution to community activities	500,000
3	Yuva Shakti Charitable Trust	Towards CSR activity	100,000
4	Sanskrutik Vikas Mandal	Towards Corpus Fund	20,000
5	Rotary Club of Deonar Mumbai	Towards educational purpose	200,000
6	The Jimmy S. Bilimoria Foundation	Towards Corpus Fund	200,000
7	Shrimati Champaben Ramkrushna Oza Education	Towards construction of a new school building	620,000
8	Help Care Society	Towards wheelchairs	100,000
9	The Lions Club of Bombay Charity Fund	Towards charity fund	500,000
10	Savinand Shiksha Foundation	Community and educational support	300,000
11	The National Education Society	Educational support	420,000
Total CSR Expenditure			₹3,822,400

The Company's CSR investments during FY 2025-26 primarily supported healthcare, education, community development, and charitable initiatives, contributing to inclusive and sustainable development while addressing the evolving needs of local communities.

Recognizing that education and skill development are important drivers of long-term progress, the Company seeks to support initiatives that encourage learning, technical awareness, and capacity building within surrounding communities.



Engagement Area	Description
Technical knowledge sharing	Sharing industry knowledge through interactions with academic and technical institutions
Industrial exposure	Supporting educational visits where appropriate
Graduate engagement	Providing opportunities for students and early-career professionals
Skill enhancement	Promoting technical capability relevant to the chemical manufacturing sector

Val Organics also supports initiatives that contribute to community health and wellbeing. Community-focused programs may be undertaken directly or in collaboration with local organizations and relevant stakeholders.

Measuring Our Social Impact (GRI 203-2, GRI 413-1)

Val Organics seeks to evaluate the effectiveness of its community engagement initiatives by monitoring participation, outreach, and the relevance of programs undertaken. Periodic reviews support continuous improvement and help align future initiatives with evolving community needs. Performance may be reviewed through indicators such as:

11 Community Programs Conducted	3 Educational Institutions Engaged	7 Social Initiatives (No.)
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Looking Ahead Future Community Commitments (GRI 3-3, GRI 413-1)

Val Organics remains committed to strengthening its contribution to sustainable community development through responsible engagement and collaborative partnerships. Looking ahead, the Company will continue to focus on:

- Expanding stakeholder engagement initiatives
- Strengthening education and skill development programs
- Promoting environmental awareness within local communities
- Encouraging greater employee participation in community initiatives
- Enhancing measurement of social outcomes
- Supporting responsible and sustainable local development

Through these efforts, Val Organics aims to create lasting positive social value while maintaining trusted relationships with the communities connected to its operations.



Other CSR Activities





07

Responsible manufacturing and supply chain management



Sustainable Procurement and Manufacturing Approach

(GRI 3, GRI 204)

Responsible Manufacturing and Sustainable Supply Chain Approach (GRI 3-3, GRI 204-1)

Responsible manufacturing forms the foundation of Val Organics' business philosophy. As a specialty chemicals manufacturer, the Company recognizes that product quality, operational excellence, and long-term business success depend on responsible manufacturing practices and a resilient supply chain. Accordingly, Val Organics partners with suppliers who share its commitment to quality, regulatory compliance, ethical business conduct, and responsible operational practices.

The Company's procurement and manufacturing approach balances business requirements with environmental, social, and governance (ESG) considerations. Alongside evaluating technical capability, product quality, delivery performance, and commercial competitiveness, sustainability considerations are progressively integrated into supplier engagement, procurement decisions, and operational practices. Through supplier qualification, due diligence, periodic performance reviews, regulatory compliance verification, and collaborative partnerships, Val Organics continues to strengthen responsible sourcing while enhancing supply chain resilience and creating long-term value.

Responsible Manufacturing and Sustainable Value Chain (GRI 3-3, GRI 204-1)

Val Organics adopts a value chain approach that integrates responsible procurement, operational excellence, supplier collaboration, and sustainability principles across its business activities. This approach supports reliable product quality, responsible manufacturing, regulatory compliance, and long-term business resilience.

Responsible Procurement

Source materials and services from qualified suppliers that meet quality, technical, and compliance requirements.

Responsible Manufacturing

Operate manufacturing processes with emphasis on product quality, operational excellence, and regulatory compliance.

Supplier Partnership

Foster collaborative relationships that encourage continuous improvement and responsible business practices.

Sustainable Value Chain

Strengthen transparency, responsible sourcing, and long-term supply chain resilience through ongoing supplier engagement.

Responsible Procurement (GRI 3-3, GRI 204-1)

Responsible procurement is an integral part of Val Organics' purchasing strategy. Beyond quality, cost, delivery, and technical capability, procurement decisions progressively consider ethical business conduct, regulatory compliance, and relevant environmental and social considerations. This integrated approach supports responsible sourcing while strengthening operational resilience and long-term business performance.



Inclusive Sourcing (GRI 204-1)

Val Organics is committed to maintaining a fair, transparent, and objective supplier selection process that provides equal opportunities for capable suppliers to participate in its procurement activities. Supplier selection is based on defined commercial, technical, quality, and compliance requirements while encouraging long-term partnerships with suppliers that demonstrate responsible business practices and contribute to sustainable value creation.

Our Approach

- Fair and transparent supplier evaluation
- Equal consideration based on technical and commercial capability
- Objective procurement decisions supported by defined evaluation criteria
- Long-term partnerships with responsible suppliers
- Support for supply chain diversity and business continuity, where appropriate

Ethical and Responsible Supply Chain Practices (GRI 2-23, GRI 2-24, GRI 2-25, GRI 2-26, GRI 2-27, GRI 3-3)

Val Organics is committed to conducting business with integrity while promoting ethical and responsible practices throughout its supply chain. The Company believes that sustainable procurement extends beyond quality, cost, and delivery considerations to include respect for human rights, fair labour practices, regulatory compliance, business ethics, and transparent supplier relationships. Through responsible procurement and continuous supplier engagement, Val Organics seeks to strengthen a supply chain founded on accountability, transparency, and responsible business conduct.

Buyer Awareness on Sustainable Procurement (GRI 3-3, GRI 204-1)

Sustainable procurement is supported by strengthening awareness among procurement personnel on responsible sourcing principles. This enables procurement teams to integrate sustainability considerations alongside quality, technical capability, delivery performance, and commercial requirements during supplier evaluation and engagement.

Responsible Procurement Promote responsible sourcing practices	Business Ethics Strengthen ethical procurement decisions
ESG Awareness Improve understanding of sustainability considerations	Regulatory Compliance Support informed procurement decisions

As sustainability expectations continue to evolve, Val Organics remains committed to continuously strengthening its procurement practices and supply chain governance. The Company will continue to focus on:

- Strengthening sustainability integration within procurement and supplier management processes.
- Enhancing supplier engagement on responsible business practices.
- Expanding transparency and traceability across the supply chain, where appropriate.
- Encouraging greater alignment with evolving regulatory and customer expectations.
- Advancing responsible sourcing through collaboration, innovation, and continuous improvement.

Through these priorities, Val Organics aims to build a resilient, transparent, and sustainable supply chain that supports responsible manufacturing and long-term value creation.

Supplier Sustainability Assessment

(GRI 3, GRI 204, GRI 308, GRI 414)

Val Organics recognizes that a sustainable and resilient supply chain begins with responsible supplier selection, robust due diligence, and ongoing performance evaluation. As a manufacturer of specialty chemicals, we seek to collaborate with suppliers who demonstrate strong capabilities in quality, regulatory compliance, ethical business conduct, and responsible environmental and social practices. Our supplier sustainability assessment process integrates technical, commercial, operational, and ESG considerations to support responsible sourcing, strengthen supply chain resilience, and promote long-term value creation.

Through structured supplier qualification, sustainability assessments, periodic performance reviews, collaborative engagement, and continuous improvement initiatives, we encourage suppliers to align with our responsible procurement principles while supporting operational excellence and customer expectations.

Supplier Qualification (GRI 204-1, GRI 308-1, GRI 414-1)

Val Organics follows a structured supplier qualification process to evaluate prospective suppliers before they are approved for business. Depending on the nature of materials and services procured, the evaluation considers technical capability, manufacturing reliability, product quality, regulatory compliance, commercial viability, and responsible business practices to ensure suppliers consistently meet operational and customer requirements.

Supplier Qualification Process



Technical Capability Manufacturing capability and technical expertise	Product Quality Product specifications and quality consistency
Regulatory Compliance Applicable legal and regulatory requirements	Business Reliability Delivery capability and supply continuity
Commercial Assessment Commercial viability and long-term partnership potential	

Supplier Sustainability Code of Conduct (GRI 204-1)

Val Organics communicates its expectations for responsible business conduct through a Supplier Sustainability Code of Conduct, which serves as a guiding framework for suppliers on ethical, environmental, social, and governance responsibilities. The Code complements our procurement practices by encouraging compliance with applicable laws, responsible operations, and internationally recognized business principles throughout the supply chain.



Environmental, Social and Governance (ESG) Assessment (GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2)

As part of supplier due diligence, Val Organics adopts a risk-based approach to evaluate environmental, social, and governance (ESG) factors based on supplier criticality, procurement category, and potential business risks. These assessments support informed sourcing decisions, strengthen responsible procurement practices, and enhance supply chain resilience.

Assessment Areas

- Environmental compliance and regulatory permits
- Resource efficiency and waste management practices
- Occupational health and safety performance
- Labour practices and human rights
- Business ethics and responsible conduct
- Legal and regulatory compliance



Environmental

Environmental compliance, resource management, and operational impacts

Social

Labour practices, human rights, workplace health and safety



Governance

Business ethics, integrity, legal compliance, and responsible conduct

Supply Risk

Supplier reliability, business continuity, and operational resilience



Sustainability Clauses in Supplier Contracts (GRI 204-1)

Where appropriate, supplier agreements incorporate sustainability-related provisions that reinforce responsible business expectations and compliance obligations. These contractual requirements support transparent supplier relationships and encourage alignment with Val Organics' responsible sourcing principles.

Typical Sustainability Provisions

- Compliance with applicable laws and regulations
- Ethical business conduct and anti-bribery requirements
- Environmental and occupational health and safety responsibilities
- Respect for human rights and fair labour practices
- Product quality and regulatory compliance obligations
- Cooperation during supplier assessments and compliance reviews
- Appropriate contractual action in the event of material non-compliance

Supplier Performance Monitoring (GRI 308-2, GRI 414-2)

Val Organics believes responsible supplier management extends beyond supplier selection. Through periodic performance evaluations, supplier audits, compliance reviews, and collaborative corrective actions, we work with suppliers to strengthen quality, operational reliability, regulatory compliance, and responsible business practices while fostering long-term partnerships.

Supplier Performance Evaluation (GRI 308-2, GRI 414-2)

Product Quality

Product conformity and quality consistency

Delivery Performance

Timely and reliable supply

Regulatory Compliance

Compliance with applicable requirements

Responsiveness

Technical and commercial support

Sustainability

Responsible business practices, where applicable

Supplier Audits and Compliance Reviews (GRI 308-2, GRI 414-2)

Depending on supplier criticality, procurement category, or identified risks, supplier assessments may include on-site or remote reviews covering:

- Manufacturing and quality management systems
- Product traceability and documentation
- Regulatory compliance
- Environmental, health, and safety practices
- Corrective action implementation

Where improvement opportunities are identified, Val Organics works collaboratively with suppliers to implement timely corrective actions, monitor progress, and strengthen long-term performance through continual improvement and effective risk management.

Supplier Engagement and Capacity Building (GRI 308-2, GRI 414-2)

Val Organics values collaborative supplier relationships and encourages continuous improvement through regular engagement, technical discussions, and knowledge sharing. Supplier engagement supports alignment with evolving regulatory, customer, quality, and sustainability expectations while strengthening long-term partnerships.

Supplier Engagement Activities

- Technical and quality discussions
- Product and process improvement initiatives
- Sharing regulatory and customer requirements
- Business review meetings
- Sustainability awareness and responsible sourcing communication

Supplier Recognition and Partnership Development (GRI 204-1)

Suppliers demonstrating consistent quality, reliability, technical support, and responsible business practices are recognized through long-term collaborative relationships that contribute to operational excellence and supply chain resilience.

Product Quality

Encourage consistent quality performance

Delivery Reliability

Strengthen supply continuity

Technical Support

Promote collaborative problem-solving

Business Partnership

Foster long-term relationships

Continuous Improvement

Encourage ongoing performance enhancement

Responsible Workplace Expectations (GRI 414-1, GRI 414-2)

Val Organics encourages suppliers to foster workplaces that uphold fairness, respect, diversity, and human rights while providing safe and healthy working environments. Suppliers are expected to maintain appropriate grievance mechanisms that enable workers and stakeholders to raise concerns confidentially and without fear of retaliation.

Supplier Expectations

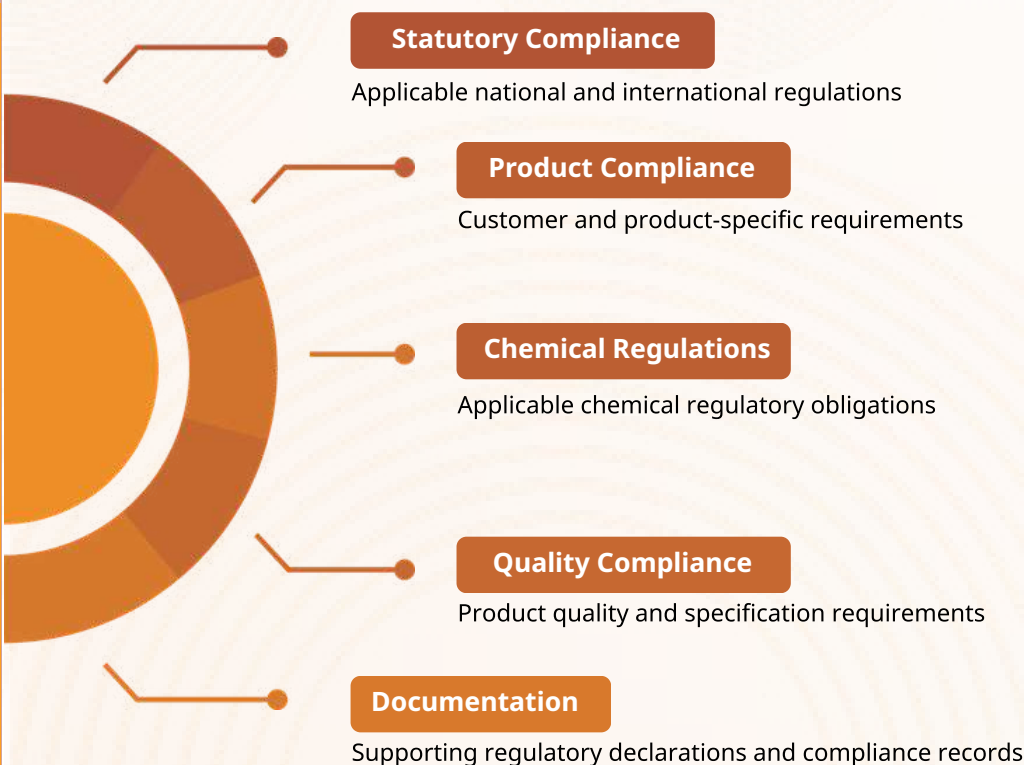
- Promote equal opportunity and fair treatment
- Prevent discrimination and workplace harassment
- Respect human rights and employee dignity
- Prohibit child labour and forced labour
- Maintain safe and healthy working conditions
- Comply with applicable labour legislation



Supply Chain Compliance and Traceability

Val Organics promotes a responsible and compliant supply chain by encouraging suppliers to meet applicable legal, regulatory, and customer requirements while supporting product stewardship and supply chain transparency.

Supplier Regulatory Compliance



REACH Compliance

For products supplied to regulated international markets, Val Organics works with relevant suppliers to obtain applicable regulatory declarations and documentation supporting customer and market requirements, including REACH compliance where applicable.

Regulatory Documentation may include:

- REACH declarations, where applicable
- Product regulatory information
- Safety and compliance documentation
- Customer-specific compliance declarations
- Supporting technical documentation

Conflict Minerals Due Diligence

Where relevant to applicable products, customer requirements, or regulatory expectations, Val Organics supports appropriate due diligence and supplier declarations regarding the responsible sourcing of minerals to promote transparency and responsible supply chain practices.





Annexure



ESG KPI Roadmap

ENVIRONMENTAL						
ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) (Actual)	Scope 1 GHG (tCO ₂ eq) 25% Reduction	
	44,942.70	24,820.53	27,989.33	30,944.92	33,707/	
	Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) (Actual)	Scope 2 GHG (tCO ₂ eq) 25% Reduction	
	6,965.01	6,118.13	8,403.07	13,283.19	5,224/	
	Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) (Actual)	Scope 3 GHG (tCO ₂ eq) 25% Reduction	
	1,651.29	1,688.70	1,208.79	1,557.79	1,238.47/	
	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) 25% Reduction	
	102.55	135.51	88.60	94.43	77/	
	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Upstream GHG Emission (tCO ₂ eq) (Actual)	Scope 3 Upstream GHG Emission (tCO ₂ eq) 25% Reduction	
	665.20	591.40	149.49	128.92	499/	
	Specific Scope 1+ Scope 2 Emission (KGCO ₂ eq / Ton of Product) (Actual)	Specific Scope 1+ Scope 2 Emission (KGCO ₂ eq / Ton of Product) (Actual)	Specific Scope 1+ Scope 2 Emission (KGCO ₂ eq / Ton of Product) (Actual)	Specific Scope 1+ Scope 2 Emission (KGCO ₂ eq / Ton of Product) (Actual)	Specific Scope 1+ Scope 2 Emission (KGCO ₂ eq / Ton of Product) (Target)	
	1.18	0.98	0.91	0.89	0.7 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
	People Trained on GHG (Manhours) (Actual)	People Trained on GHG (Manhours) (Actual)	People Trained on GHG (Manhours) (Actual)	People Trained on GHG (Manhours) (Actual)	People Trained on GHG (Manhours) (Target)	
	1,150	1,800	2,000	2,040	2,200 /	
Environmental Complaints	# of Complaints (Actual)	# of Complaints (Actual)	# of Complaints (Actual)	# of Complaints (Actual)	# of Complaints (Target)	
	NIL	NIL	NIL	NIL	NIL /	
Energy	Total Energy consumption (in MWH) (Actual)	Total Energy consumption (in MWH) (Actual)	Total Energy consumption (in MWH) (Actual)	Total Energy consumption (in MWH) (Actual)	Total Energy consumption (in MWH) (Target)	
	11,461.27	10,067.68	11,558.56	13,955.57	8,595.95/	
	Energy Intensity (GJ/MT product produced.) (Actual)	Energy Intensity (GJ/MT product produced.) (Actual)	Energy Intensity (GJ/MT product produced.) (Actual)	Energy Intensity (GJ/MT product produced.) (Actual)	Energy Intensity (GJ/MT product produced.) (Target)	
	0.94	1.14	1.04	1.1	0.80 /	
	Total renewable energy consumption (Actual)	Total renewable energy consumption (Actual)	Total renewable energy consumption (Actual)	Total renewable energy consumption (Actual)	Total renewable energy consumption (Target)	
	45 %	58%	47.2%	36.24%	56% /	
	Total renewable energy consumption (in MWH) (Actual)	Total renewable energy consumption (in MWH) (Actual)	Total renewable energy consumption (in MWH) (Actual)	Total renewable energy consumption (in MWH) (Actual)	Total renewable energy consumption (in MWH) (Target)	
	5,181.43	5,807.84	5,462.897	5058.19	6,476.78/	
	People Trained on Energy Efficiency (Manhours) (Actual)	People Trained on Energy Efficiency (Manhours) (Actual)	People Trained on Energy Efficiency (Manhours) (Actual)	People Trained on Energy Efficiency (Manhours) (Actual)	People Trained on Energy Efficiency (Manhours) (Target)	
	867	1,250	1,444	1,500	1,600 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Water	Total Water consumption (in Kilo Litres / Year) (Actual) 1,06,000	Total Water consumption (in Kilo Litres / Year) (Actual) 60,000	Total Water consumption (in Kilo Litres / Year) (Actual) 50,000	Total Water consumption (in Kilo Litres / Year) (Actual) 50,500	Total Water consumption (in Kilo Litres / Year) (Target) 96,000/	
	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual) 4,240	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual) 2,800	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual) 3,000	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual) 2,555	Total Water Recycled and Reused (in Kilo Litres / Year) (Target) 6,000 /	
	Total Rain Water Harvested (in Kilo Litres / Year) (Actual) 0	Total Water consumption from surface water (in Kilo Litres) (Actual) 0	Total Water consumption from surface water (in Kilo Litres) (Actual) 0	Total Water consumption from surface water (in Kilo Litres) (Actual) 0	Total Water consumption from surface water (in Kilo Litres) (Target) 90 /	
	Total Water Treated In % of Total Water consumption (Actual) 4%	Total Water Treated In % of Total Water consumption (Actual) 4.66%	Total Water Treated In % of Total Water consumption (Actual) 3.9%	Total Water Treated In % of Total Water consumption (Actual) 5%	Total Water Treated In % of Total Water consumption (Target) 2.5 % /	
	Water Intensity (Water consumed KL / Product Produced MT.) (Actual) 2.41	Water Intensity (Water consumed KL / Product Produced MT.) (Actual) 1.89	Water Intensity (Water consumed KL / Product Produced MT.) (Actual) 1.77	Water Intensity (Water consumed KL / Product Produced MT.) (Actual) 1.1	Water Intensity (Water consumed KL / Product Produced MT.) (Target) 2 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Water	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) (Actual) 100 / 49.33	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) (Actual) 100 / 35	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) (Actual) 100 / 40	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)(Actual) 100 / 16	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)(Target) 100 /	
	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) (Actual) 50 / 11.49	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result)(Actual) 50 / 12.99	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) (Actual) 50 / 12	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result)(Actual) 50 / 15.1	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result)(Target) 50 /	
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) (Actual) 250 / 70.28	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) (Actual) 250 / 79.95	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) (Actual) 250 / 73.0	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) (Actual) 250 / 89.1	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) (Target) 250 /	
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) (Actual) 30 / 20.92	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) (Actual) 30 / 22	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) (Actual) 30 / 23	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) (Actual) 30 / 25	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) (Target) 30 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
	People Trained on Water Efficiency (Manhours) (Actual) 640	People Trained on Water Efficiency (Manhours) (Actual) 1,200	People Trained on Water Efficiency (Manhours) (Actual) 1,307	People Trained on Water Efficiency (Manhours) (Actual) 1,340	People Trained on Water Efficiency (Manhours) (Target) 1,700 /	
Air Pollution	SO2 (mg /Nm3) (Limit / Result (Actual)) 40/22.4	SO2 (mg /Nm3) (Limit / Result (Actual)) 40/29	SO2 (mg /Nm3) (Limit / Result (Actual)) 40/24	SO2 (mg /Nm3) (Limit / Result (Actual)) 40/25	SO2 (mg /Nm3) (Limit / Result (Target)) 40/	
	NOx (mg/Nm3) (Limit / Result (Actual)) 25/17.42	NOx (mg/Nm3) (Limit / Result (Actual)) 25/21.08	NOx (mg/Nm3) (Limit / Result (Actual)) 25 / 20	NOx (mg/Nm3) (Limit / Result (Actual)) 25 / 22	NOx (mg/Nm3) (Limit / Result (Target)) 25/	
	PM10 (mg/M3) ambient air (Limit /Result) (Actual) 100 / 69.58	PM10 (mg/M3) ambient air (Limit /Result) (Actual) 100 / 70	PM10 (mg/M3) ambient air (Limit /Result) (Actual) 100 / 68	PM10 (mg/M3) ambient air (Limit /Result) (Actual) 100 / 67	PM10 (mg/M3) ambient air (Limit /Result) (Target) 100 /	
	PM2.5 (mg/M3) ambient air (Limit/Result) (Actual) 60 / 25.41	PM2.5 (mg/M3) ambient air (Limit/Result) (Actual) 60 / 23.75	PM2.5 (mg/M3) ambient air (Limit/Result) (Actual) 60 / 24	PM2.5 (mg/M3) ambient air (Limit/Result) (Actual) 60 / 24	PM2.5 (mg/M3) ambient air (Limit/Result) (Target) 60 /	
Light	Cases of Non-Compliance of IS – 3646 Standard Part – I – 2018 (Actual) 301	Cases of Non-Compliance of IS – 3646 Standard Part – I – 2018 (Actual) 303	Cases of Non-Compliance of IS – 3646 Standard Part – I – 2018 (Actual) 200	Cases of Non-Compliance of IS – 3646 Standard Part – I – 2018 (Actual) 50	Cases of Non-Compliance of IS – 3646 Standard Part – I – 2018 (Target) 150 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Noise	Day Time Noise Level dB (A) Leq Near Plant (Result/ Limit) (Actual) 70.6 /75	Day Time Noise Level dB (A) Leq Near Plant (Result / Limit) (Actual) 71.70 /75	Day Time Noise Level dB (A) Leq Near Plant (Result/ Limit) (Actual) 73/75	Day Time Noise Level dB (A) Leq Near Plant (Result/ Limit) (Actual) 61.25/75	Day Time Noise Level dB (A) Leq Near Plant (Result / Limit) (Target) /75	
	Night Time Noise Level dB (A) Leq Near Plant (Result/ Limit) (Actual) 64.98 /70	Night Time Noise Level dB (A) Leq Near Plant (Result/ Limit) (Actual) 66.6 /70	Night Time Noise Level dB (A) Leq Near Plant (Result/ Limit) (Actual) 60/70	Night Time Noise Level dB (A) Leq Near Plant (Result/ Limit) (Actual) 52.5/ 70	Night Time Noise Level dB (A) Leq Near Plant (Result/ Limit) (Target) /70	
Biodiversity Conservation	Number of native species supported (Actual) 0	Number of native species supported (Actual) 0	Number of native species supported (Actual) 0	Number of native species supported 0	Number of native species supported 10 /	
	Cases of Soil degradation due to spillage (Actual) 0	Cases of Soil degradation due to spillage (Actual) 0	Cases of Soil degradation due to spillage (Actual) 0	Cases of Soil degradation due to spillage (Actual) 0	Cases of Soil degradation due to spillage (Target) 0/	
	Complaints received on Biodiversity (Actual) 0	Complaints received on Biodiversity (Actual) 0	Complaints received on Biodiversity (Actual) 0	Complaints received on Biodiversity (Actual) 0	Complaints received on Biodiversity (Target) 0 /	
Waste Generation	Total Waste Generated (in Metric Tonnes) (Actual) 32,482	Total Waste Generated (in Metric Tonnes) (Actual) 23,014.6	Total Waste Generated (in Metric Tonnes) (Actual) 31,455	Total Waste Generated (in Metric Tonnes) (Actual) 20,220	Total Waste Generated (in Metric Tonnes) (Target) 29,370 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Waste Generation	Total Hazardous Waste Generation (in Metric Tonnes) (Actual) 376.54	Total Hazardous Waste Generation (in Metric Tonnes) (Actual) 467.5	Total Hazardous Waste Generation (in Metric Tonnes) (Actual) 480	Total Hazardous Waste Generation (in Metric Tonnes) (Actual) 200	Total Hazardous Waste Generation (in Metric Tonnes) (Target) 282 /	
	Total non- Hazardous Waste Generation (in Metric Tonnes) (Actual) 8.4	Total non- Hazardous Waste Generation (in Metric Tonnes) (Actual) 9.1	Total non- Hazardous Waste Generation (in Metric Tonnes) (Actual) 10	Total non- Hazardous Waste Generation (in Metric Tonnes) (Actual) 10	Total non- Hazardous Waste Generation (in Metric Tonnes) (Target) 1.2 /	
	Total Liquid Hazardous Waste Generation (in Metric Tonnes) 32,100	Total Liquid Hazardous Waste Generation (in Metric Tonnes) (Actual) 22,538	Total Liquid Hazardous Waste Generation (in Metric Tonnes) (Actual) 30,965	Total Liquid Hazardous Waste Generation (in Metric Tonnes) (Actual) 20,000	Total Liquid Hazardous Waste Generation (in Metric Tonnes) 29,000 /	
	Total Liquid Hazardous waste converted into an sellable & useful product. (in Metric Tonnes) (Actual) NA	Total Liquid Hazardous waste converted into an sellable and useful product. (in Metric Tonnes) (Actual) NA	Total Liquid Hazardous waste converted into an sellable and useful product. (in Metric Tonnes) (Actual) NA	Total Liquid Hazardous waste converted into an sellable and useful product. (in Metric Tonnes) (Actual) 16,885	Total Liquid Hazardous waste converted into an sellable and useful product. (in Metric Tonnes) (Actual) 35,000 /	
	Total weight of waste Co-processed (in Metric Tonnes (Actual) 316.54	Total weight of waste Co-processed (in Metric Tonnes (Actual) 399.5	Total weight of waste Co-processed (in Metric Tonnes (Actual) 408	Total weight of waste Co-processed (in Metric Tonnes (Actual) 520.95	Total weight of waste Coprocesed (in Metric Tonnes (Target) TBD/	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
	Total weight of waste Treated (in Metric Tonnes) (Actual) 17.5	Total weight of waste Treated (in Metric Tonnes) (Actual) 11.0	Total weight of waste Treated (in Metric Tonnes) (Actual) 9	Total weight of waste Treated (in Metric Tonnes) (Actual) 10	Total weight of waste Treated (in Metric Tonnes) (Actual) 17.5/	
Product End of Life	Reporting on Product End of Life Treatment (Actual) 0	Reporting on Product End of Life Treatment (Actual) 0	Reporting on Product End of Life Treatment (Actual) 0	Reporting on Product End of Life Treatment (Actual) 0	Reporting on Product End of Life Treatment (Target) 5/	
Product Use	Number of customer complaints received regarding product performance or consistency (Actual) 0	Number of customer complaints received regarding product performance or consistency (Actual) 0	Number of customer complaints received regarding product performance or consistency (Actual) 0	Number of customer complaints received regarding product performance or consistency (Actual) 0	Number of customer complaints received regarding product performance or consistency (Target) 0 /	
	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Actual) 100 %	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Actual) 100 %	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Actual) 100 %	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Actual) 100 %	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target) 100% /	
	% of returned product batches due to quality defects or performance issues (Actual) 0	% of returned product batches due to quality defects or performance issues (Actual) 0	% of returned product batches due to quality defects or performance issues (Actual) 0	% of returned product batches due to quality defects or performance issues (Actual) 0	% of returned product batches due to quality defects or performance issues (Target) 0 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Sustainable Sourcing	% of Buyers Trained Sustainable Sourcing of Raw material (Actual) 15%	% of Buyers Trained Sustainable Sourcing of Raw material (Actual) 45%	% of Buyers Trained Sustainable Sourcing of Raw material (Actual) 70%	% of Buyers Trained Sustainable Sourcing of Raw material (Actual) 72%	% of Buyers Trained Sustainable Sourcing of Raw material (Target) 100% /	
	% of Sustainable Sourcing of Raw material (Actual) 5%	% of Sustainable Sourcing of Raw material (Actual) 12%	% of Sustainable Sourcing of Raw material (Actual) 15.4%	% of Sustainable Sourcing of Raw material (Actual) 17%	% of Sustainable Sourcing of Raw material (Target) 25% /	
Environmental Services & Advocacy	Number of workshops / training sessions held to educate consumers on sustainability (Actual) 1	Number of workshops / training sessions held to educate consumers on sustainability (Actual) 2	Number of workshops / training sessions held to educate consumers on sustainability (Actual) 1	Number of workshops / training sessions held to educate consumers on sustainability (Actual) 1	Number of workshops / training sessions held to educate consumers on sustainability (Actual) 2 /	
	# Number of environmental service programs implemente d by the company (e.g., clean- ups, tree plantations) (Actual) 2	# Number of environmental service programs implemented by the company (e.g., clean- ups, tree plantations) (Actual) 3	# Number of environmental service programs implemente d by the company (e.g., clean- ups, tree plantations) (Actual) 5	# Number of environmental service programs implemented by the company (e.g., clean- ups, tree plantations) (Actual) 4	# Number of environmental service programs implemented by the company (e.g., clean- ups, tree plantations) (Target) 5 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Environmental Services & Advocacy	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Actual) 50%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Actual) 60%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Actual) 70%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Actual) 74%	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Actual) 20%	
	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Actual) 1	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Actual) 2	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Actual) 1	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Actual) 1	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target) 10 /	
	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Actual) 1	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Actual) 2	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Actual) 2	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Actual) 2	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Target) 5 /	

SOCIAL						
ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Employment	Child Labour (%) (Actual) NIL	Child Labour (%) (Actual) NIL	Child Labour (%) (Actual) NIL	Child Labour (%) (Actual) NIL	Child Labour (%) (Target) NIL	
	Force Labour (%) (Actual) NIL	Force Labour (%) (Actual) NIL	Force Labour (%) (Actual) NIL	Force Labour (%) (Actual) NIL	Force Labour (%) (Target) NIL	
	Attrition Ratio (%) (Actual) 21.87	Attrition Ratio (%) (Actual) 23.66	Attrition Ratio (%) (Actual) 17.9	Attrition Ratio (%) (Actual) 16.48	Attrition Ratio (%) (Target) 16 /	
	Total Training Hours per employee (Actual) 4.79	Total Training Hours per employee (Actual) 5.08	Total Training Hours per employee (Actual) 5.5	Total Training Hours per employee (Actual) 5.9	Total Training Hours per employee (Target) 7/	
	Average Salary above Minimum Wages for skilled employees (Rs.) (Actual) 15,895	Average Salary above Minimum Wages for skilled employees (Rs.) (Actual) 15,802	Average Salary above Minimum Wages for skilled employees (Rs.) (Actual) 16,100	Average Salary above Minimum Wages for skilled employees (Rs.) (Actual) 19,000	Average Salary above Minimum Wages for skilled employees (Rs.) (Actual) 18,000 /	
	Average Salary above Minimum Wages for semi-skilled employees (Rs.) (Actual) 11,527	Average Salary above Minimum Wages for semi-skilled employees (Rs.) (Actual) 10,710	Average Salary above Minimum Wages for semi-skilled employees (Rs.) (Actual) 11,000	Average Salary above Minimum Wages for semi-skilled employees (Rs.) (Actual) 18,000	Average Salary above Minimum Wages for semi-skilled employees (Rs.) (Target) 13,000 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Employment	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) (Actual) 4,867	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) (Actual) 3,088	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) (Actual) 4,000	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) (Actual) 16,900	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) (Target) 6,200 /	
	Pay ratio between the highest-paid person and the median employee (%) (Actual) NA	Pay ratio between the highest-paid person and the median employee (%) (Actual) NA	Pay ratio between the highest-paid person and the median employee (%) (Actual) NA	Pay ratio between the highest-paid person and the median employee (%) (Actual) 355:1	Pay ratio between the highest-paid person and the median employee (%) (Target) 340:1 /	
	% of Employees Above Living wage rules (Actual) 100%	% of Employees Above Living wage rules 100%	% of Employees Above Living wage rules (Actual) 100%	% of Employees Above Living wage rules 100%	% of 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%	Subcontractor's Workers Covered under Minimum Wage / 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% /	
	Hiring of Local People (%) (Actual) 69.38	Hiring of Local People (%) (Actual) 66.97	Hiring of Local People (%) (Actual) 75.00	Hiring of Local People (%) (Actual) 79.00	Hiring of Local People (%) (Target) 85.00 /	
	Hiring of People with Disability (%) (Actual) 0%	Hiring of People with Disability (%) 0%	Hiring of People with Disability (%) (Actual) 0%	Hiring of People with Disability (%) 0%	Hiring of People with Disability (%) 3%	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Employment	Hiring of Vulnerable / Marginalized People at Top Managemet level (Actual) 0%	Hiring of Vulnerable / Marginalized People at Top Managemet level (Actual) 0%	Hiring of Vulnerable / Marginalized People at Top Managemet level (Actual) 0%	Hiring of Vulnerable / Marginalized People at Top Managemet level (Actual) 0%	Hiring of Vulnerable / Marginalized People at Top Managemet level (Target) 2% /	
	Hiring of Vulnerable / Marginalized People in company (%) (Actual) 37%	Hiring of Vulnerable / Marginalized People in company (%) (Actual) 36%	Hiring of Vulnerable / Marginalized People in company (%) (Actual) 38%	Hiring of Vulnerable / Marginalized People in company (%) (Actual) 40%	Hiring of Vulnerable / Marginalized People in company (%) (Target) 40% /	
Workplace Diversity	Percentage of workers from minority groups and / or vulnerable workers employed in relation to the whole organization (if applicable) (Actual) 0.95%	Percentage of workers from minority groups and / or vulnerable workers employed in relation to the whole organization (if applicable) (Actual) 0.93%	Percentage of workers from minority groups and / or vulnerable workers employed in relation to the whole organization (if applicable) (Actual) 0.9%	Percentage of workers from minority groups and / or vulnerable workers employed in relation to the whole organization (if applicable) (Actual) 1%	Percentage of workers from minority groups and / or vulnerable workers employed in relation to the whole organization (if applicable) (Target) 3%/	
	Percentage of workers from minority groups and / or vulnerable workers in top executive positions (Actual) 0%	Percentage of workers from minority groups and / or vulnerable workers in top executive positions (Actual) 1%	Percentage of workers from minority groups and / or vulnerable workers in top executive positions (Actual) 1.5%	Percentage of workers from minority groups and / or vulnerable workers in top executive positions (Actual) 1%	Percentage of workers from minority groups and / or vulnerable workers in top executive positions (Target) 1.5%	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for direct workforce (Actual) 0.00	Lost time injury (LTI) frequency rate for direct workforce (Actual) 0.00	Lost time injury (LTI) frequency rate for direct workforce (Actual) 0.00	Lost time injury (LTI) frequency rate for direct workforce (Actual) 0.00	Lost time injury (LTI) frequency rate for direct workforce (Actual) 0.00 /	
	Lost time injury (LTI) frequency rate for Subcontractor' s Workers (Actual) 0.00	Lost time injury (LTI) frequency rate for Subcontractor' s Workers (Actual) 0.00	Lost time injury (LTI) frequency rate for Subcontractor' s Workers (Actual) 0.00	Lost time injury (LTI) frequency rate for Subcontracto r's Workers (Actual) 0.00	Lost time injury (LTI) frequency rate for Subcontracto r's Workers (Target) 0.00 /	
	Lost time injury (LTI) severity rate for direct workforce (Actual) 0.00	Lost time injury (LTI) severity rate for direct workforce (Actual) 0.00	Lost time injury (LTI) severity rate for direct workforce (Actual) 0.00	Lost time injury (LTI) severity rate for direct workforce (Actual) 0.00	Lost time injury (LTI) severity rate for direct workforce (Target) 0.00 /	
	Lost time Severity (LTI) frequency rate for Subcontractor' s Workers (Actual) 0.00	Lost time Severity (LTI) frequency rate for Subcontractor' s Workers (Actual) 0.00	Lost time Severity (LTI) frequency rate for Subcontractor' s Workers (Actual) 0.00	Lost time Severity (LTI) frequency rate for Subcontracto r's Workers (Actual) 0.00	Lost time Severity (LTI) frequency rate for Subcontracto r's Workers (Target) 0.00/	
	# of Fatal Incidents (Actual) 0	# of Fatal Incidents (Actual) 0	# of Fatal Incidents (Actual) 0	# of Fatal Incidents (Actual) 0	# of Fatal Incidents (Target) 0 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Health & Safety Incidents / Accidents	Number of days lost to work-related injuries, fatalities and ill health (Actual) 0	Number of days lost to work-related injuries, fatalities and ill health (Actual) 0	Number of days lost to work-related injuries, fatalities and ill health (Actual) 0	Number of days lost to work-related injuries, fatalities and ill health (Actual) 0	Number of days lost to work-related injuries, fatalities and ill health (Target) 0 /	
	People Trained on Health & Safety (in Manhours) (Actual) 1600	People Trained on Health & Safety (in Manhours) (Actual) 2700	People Trained on Health & Safety (in Manhours) (Actual) 3200	People Trained on Health & Safety (in Manhours) (Actual) 3,300	People Trained on Health & Safety (in Manhours) (Target) 3000 /	
Human Rights	Direct employees covered by a living wage benchmarkin g analysis (Actual) 100%	Direct employees covered by a living wage benchmarkin g analysis (Actual) 100%	Direct employees covered by a living wage benchmarkin g analysis (Actual) 100%	Direct employees covered by a living wage benchmarkin g analysis (Actual) 100%	Direct employees covered by a living wage benchmarkin g analysis (Target) 100%	
	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Actual) 0%	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Human Rights	average wage gap for direct employees paid below living wage against a living wage benchmark (Actual) 0%	average wage gap for direct employees paid below living wage against a living wage benchmark (Actual) 0%	average wage gap for direct employees paid below living wage against a living wage benchmark (Actual) 0%	average wage gap for direct employees paid below living wage against a living wage benchmark (Actual) 0%	average wage gap for direct employees paid below living wage against a living wage benchmark (Target) 0% /	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (Actual) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Actual) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) (Target) 100 % /	
	# of Complaints reported on Child Labour / Human Trafficking (Actual) NIL	# of Complaints reported on Child Labour / Human Trafficking (Actual) NIL	# of Complaints reported on Child Labour / Human Trafficking (Actual) NIL	# of Complaints reported on Child Labour / Human Trafficking (Actual) NIL	# of Complaints reported on Child Labour / Human Trafficking (Target) NIL /	
	# of Complaints reported on Sexual Harassment (Actual) NIL	# of Complaints reported on Sexual Harassment (Actual) NIL	# of Complaints reported on Sexual Harassment (Actual) NIL	# of Complaints reported on Sexual Harassment (Actual) NIL	# of Complaints reported on Sexual Harassment (Target) NIL /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Human Rights	# of Complaints reported on Discrimination (Internal) (Actual) NIL	# of Complaints reported on Discrimination (Internal) (Actual) NIL	# of Complaints reported on Discrimination (Internal) (Actual) NIL	# of Complaints reported on Discrimination (Internal) (Actual) NIL	# of Complaints reported on Discrimination (Internal) (Target) NIL /	
	# of Complaints reported on Discrimination by Suppliers (Actual) NIL	# of Complaints reported on Discrimination by Suppliers (Actual) NIL	# of Complaints reported on Discrimination by Suppliers (Actual) NIL	# of Complaints reported on Discrimination by Suppliers (Actual) NIL	# of Complaints reported on Discrimination by Suppliers (Target) NIL /	
	# of Complaints reported on Discrimination by Customers (Actual) NIL	# of Complaints reported on Discrimination by Customers (Actual) NIL	# of Complaints reported on Discrimination by Customers (Actual) NIL	# of Complaints reported on Discrimination by Customers (Actual) NIL	# of Complaints reported on Discrimination by Customers (Target) NIL /	
	# of Complaints reported on Discrimination by Other Stakeholders (Actual) NIL	# of Complaints reported on Discrimination by Other Stakeholders (Actual) NIL	# of Complaints reported on Discrimination by Other Stakeholders (Actual) NIL	# of Complaints reported on Discrimination by Other Stakeholders (Actual) NIL	# of Complaints reported on Discrimination by Other Stakeholders (Target) NIL	
	# of Complaints reported on Data Privacy / Security (Internal) (Actual) NIL	# of Complaints reported on Data Privacy / Security (Internal) (Actual) NIL	# of Complaints reported on Data Privacy / Security (Internal) (Actual) NIL	# of Complaints reported on Data Privacy / Security (Internal) (Actual) NIL	# of Complaints reported on Data Privacy / Security (Internal) (Target) NIL /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Human Rights	# of Complaints reported on Data Privacy / Security by Suppliers (Actual) NIL	# of Complaints reported on Data Privacy / Security by Suppliers (Actual) NIL	# of Complaints reported on Data Privacy / Security by Suppliers (Actual) NIL	# of Complaints reported on Data Privacy / Security by Suppliers (Actual) NIL	# of Complaints reported on Data Privacy / Security by Suppliers (Target) NIL /	
	# of Complaints reported on Data Privacy / Security by Customers (Actual) NIL	# of Complaints reported on Data Privacy / Security by Customers (Actual) NIL	# of Complaints reported on Data Privacy / Security by Customers (Actual) NIL	# of Complaints reported on Data Privacy / Security by Customers (Actual) NIL	# of Complaints reported on Data Privacy / Security by Customers (Target) NIL /	
	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual) NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual) NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual) NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Actual) NIL	# of Complaints reported on Data Privacy / Security by Other Stakeholders (Target) NIL /	
	People Trained on Human Rights (Manhours) (Actual) 500	People Trained on Human Rights (Manhours) (Actual) 860	People Trained on Human Rights (Manhours) (Actual) 956	People Trained on Human Rights (Manhours) (Actual) 1100	People Trained on Human Rights (Manhours) (Target) 1200 /	
	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 250	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 400	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 630	People Trained on overall Career Management and Skill Development\ (Manhours) (Actual) 750	People Trained on overall Career Management and Skill Development\ (Manhours) (Target) 900 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
	Awareness Session conducted on Career Management (Actual) 2	Awareness Session conducted on Career Management (Actual) 4	Awareness Session conducted on Career Management (Actual) 7	Awareness Session conducted on Career Management (Actual) 11	Awareness Session conducted on Career Management (Target) 15 /	
Gender Equality	Gender balance at Executive level (Women to Men (Actual)) 0	Gender balance at Executive level (Women to Men (Actual)) 0	Gender balance at Executive level (Women to Men % (Actual)) 0	Gender balance at Executive level (Women to Men (Actual)) 0	Gender balance at Executive level (Women to Men % (Actual)) 2 /	
	Gender balance at Top / Key Manager level (Women to Men % (Actual)) 0	Gender balance at Top / Key Manager level (Women to Men (Actual)) 0	Gender balance at Top / Key Manager level (Women to Men % (Actual)) 0	Gender balance at Top / Key Manager level (Women to Men (Actual)) 0	Gender balance at Top / Key Manager level (Women to Men % (Target)) 1 /	
	Gender balance of Employees (Women to Men %) (Actual) 5.5	Gender balance of Employees (Women to Men %) (Actual) 6.1	Gender balance of Employees (Women to Men %) (Actual) 5.47	Gender balance of Employees (Women to Men %) (Actual) 3.9	Gender balance of Employees (Women to Men %) (Target) 20 /	
	People Trained on Gender Equality (Manhours) (Actual) 150	People Trained on Gender Equality (Manhours) (Actual) 330	People Trained on Gender Equality (Manhours) (Actual) 400	People Trained on Gender Equality (Manhours) (Actual) 500	People Trained on Gender Equality (Manhours) (Target) 700 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
	Average unadjusted gender pay gap (Actual) 0	Average unadjusted gender pay gap (Actual) 0	Average unadjusted gender pay gap (Actual) 0	Average unadjusted gender pay gap (Actual) 0	Average unadjusted gender pay gap (Target) 0 /	
Working Conditions	# of Hours Worked (Manhours) (Actual) 415376	# of Hours Worked (Manhours) (Actual) 457056	# of Hours Worked (Manhours) (Actual) 466,002	# of Hours Worked (Manhours) (Actual) 484,524	# of Hours Worked (Manhours) (Target) 550,000 /	
	% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Actual) 100%	% of your plants and offices that were assessed (Actual) 100%	% 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 (Actual) NIL	Incident of non-potable drinking water identification (Actual) NIL	Incident of non-potable drinking water identification (Actual) NIL	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL /	
	% employees covered in awareness program (Actual) 100%	% employees covered in awareness program (Actual) 100%	% employees covered in awareness program (Actual) 100%	% employees covered in awareness program (Actual) 100%	% employees covered in awareness program (Target) 100% /	
	Incident of non-compliance of working conditions principles (Actual) NIL	Incident of non-compliance of working conditions principles (Actual) NIL	Incident of non-compliance of working conditions principles (Actual) NIL	Incident of non-compliance of working conditions principles (Actual) NIL	Incident of non-compliance of working conditions principles (Target) NIL /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
ISO Certifications	% of operational sites certified with ISO 27000 Certification (Actual) 100%	% of operational sites certified with ISO 27000 Certification (Actual) 100%	% of operational sites certified with ISO 27000 Certification (Actual) 100%	% of operational sites certified with ISO 27000 Certification (Actual) 100%	% of operational sites certified with ISO 27000 Certification (Target) 100% /	
	% of operational sites certified with ISO 45001 Certification (Actual) 100%	% of operational sites certified with ISO 45001 Certification (Actual) 100%	% of operational sites certified with ISO 45001 Certification (Actual) 100%	% of operational sites certified with ISO 45001 Certification (Actual) 100%	% of operational sites certified with ISO 45001 Certification (Target) 100% /	
Corporate Social Responsibility	Amount Spent on CSR (Lakhs) (Actual) 106	Amount Spent on CSR (Lakhs) (Actual) 118	Amount Spent on CSR (Lakhs) (Actual) 214	Amount Spent on CSR (Lakhs) (Actual) 38.22	Amount Spent on CSR (Lakhs) (Target) 150	
	# of social initiatives at National and Local level (Actual) 6	# of social initiatives at National and Local level (Actual) 8	# of social initiatives at National and Local level (Actual) 7	# of social initiatives at National and Local level (Actual) 7	# of social initiatives at National and Local level (Target) 10	

GOVERNANCE						
ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Anti- Corruption & Bribery	# of Complaints reported on Corruption & Bribery (Actual) NIL	# of Complaints reported on Corruption & Bribery (Actual) NIL	# of Complaints reported on Corruption & Bribery (Actual) NIL	# of Complaints reported on Corruption & Bribery (Actual) NIL	# of Complaints reported on Corruption & Bribery (Target) NIL /	
	Percentage of all operational sites with certified anti-corruption management system (Actual) 100%	Percentage of all operational sites with certified anticorruption management system (Actual) 100%	Percentage of all operational sites with certified anti-corruption management system (Actual) 100%	Percentage of all operational sites with certified anti-corruption management system (Actual) 100%	Percentage of all operational sites with certified anti- corruption management system (Target) 100% /	
	People Trained on Anti- Corruption & Bribery (in Manhours) (Actual) 100	People Trained on Anti- Corruption & Bribery (in Manhours) (Actual) 230	People Trained on Anti- Corruption & Bribery (in Manhours) (Actual) 345	People Trained on Anti- Corruption & Bribery (in Manhours) (Actual) 345	People Trained on Anti- Corruption & Bribery (in Manhours) (Target) 450 /	
Information Management	Data Breach Incidents (Actual) NIL	Data Breach Incidents (Actual) NIL	Data Breach Incidents (Actual) NIL	Data Breach Incidents (Actual) NIL	Data Breach Incidents (Target) NIL /	
	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 (Actual) 100%	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 (Actual) 100%	Percentage of all operational sites with an information security management system (ISMS) certified to ISO 27000 (Actual) 100%	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 (Target) 100% /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Information Management	Data Retention Compliance: (Actual) 100%	Data Retention Compliance: (Actual) 100%	Data Retention Compliance: (Actual) 100%	Data Retention Compliance: (Actual) 100%	Data Retention Compliance: (Target) 100% /	
	User Complaints: (Actual) NIL	User Complaints: (Actual) NIL	User Complaints: (Actual) NIL	User Complaints: (Actual) NIL	User Complaints: (Target) NIL /	
Value Chain	Suppliers evaluated for ESG Performance (in %) (Actual) NIL	Suppliers evaluated for ESG Performance (in %) (Actual) 25%	Suppliers evaluated for ESG Performance (in %) (Actual) 55%	Suppliers evaluated for ESG Performance (in %) (Actual) 50%	Suppliers evaluated for ESG Performance (in %) (Target) 100 % /	
	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual) NIL	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual) 15%	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual) 20%	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Actual) 25%	Suppliers evaluated for ESG Reporting (Onsite) (in %) (Target) 100 % /	
	Average Number of Non-Conformities Found per supplier (Actual) 0	Average Number of Non-Conformities Found per supplier (Actual) 0	Average Number of Non-Conformities Found per supplier (Actual) 0	Average Number of Non-Conformities Found per supplier (Actual) 0	Average Number of Non-Conformities Found per supplier (Target) 0 /	
	Avg Number of Corrective Actions taken / Supplier (Actual) 0	Avg Number of Corrective Actions taken / Supplier (Actual) 0	Avg Number of Corrective Actions taken / Supplier (Actual) 0	Avg Number of Corrective Actions taken / Supplier (Actual) 0	Avg Number of Corrective Actions taken / Supplier (Target) 0/	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Value Chain	Suppliers in Agreement with company Policies (in %) (Actual) 100 %	Suppliers in Agreement with company Policies (in %) (Actual) 100 %	Suppliers in Agreement with company Policies (in %) (Actual) 100 %	Suppliers in Agreement with company Policies (in %) (Actual) 100 %	Suppliers in Agreement with company Policies (in %) (Target) 100 % /	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct 100 %	Suppliers in Agreement with company's Supplier Code of Conduct (in %) (Actual) 100 %	Suppliers in Agreement with company's Supplier Code of Conduct 100 %	Suppliers in Agreement with company's Supplier Code of Conduct 100 % /	
	Integration of sustainability clauses in supplier contracts (Actual) 100 %	Integration of sustainability clauses in supplier contracts (Actual) 60 %	Integration of sustainability clauses in supplier contracts (Actual) 65 %	Integration of sustainability clauses in supplier contracts (Actual) 100 %	Integration of sustainability clauses in supplier contracts (Target) 100 % /	
	Incident of Deceptive Advertising: (Actual) NIL	Incident of Deceptive Advertising: (Actual) NIL	Incident of Deceptive Advertising: (Actual) NIL	Incident of Deceptive Advertising: (Actual) NIL	Incident of Deceptive Advertising: (Target) NIL /	
Anti-Competitive Practice	departments covered under Risk Assessment Internal Audit (Actual) 100 %	departments covered under Risk Assessment Internal Audit (Actual) 100 %	departments covered under Risk Assessment Internal Audit (Actual) 100 %	departments covered under Risk Assessment Internal Audit (Actual) 100 %	departments covered under Risk Assessment Internal Audit (Target) 100 %	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Ethics	Percentage of total workforce trained on business ethics issues (%) (Actual) 100%	Percentage of total workforce trained on business ethics issues (%) (Actual) 100 %	Percentage of total workforce trained on business ethics issues (%) (Actual) 100%	Percentage of total workforce trained on business ethics issues (%) (Actual) 100%	Percentage of total workforce trained on business ethics issues (%) (Target) 100% /	
	Employee feedback on ethics training (satisfaction rate) (Actual) 100%	Employee feedback on ethics training (satisfaction rate) (Actual) 100%	Employee feedback on ethics training (satisfaction rate) (Actual) 100%	Employee feedback on ethics training (satisfaction rate) (Actual) 100%	Employee feedback on ethics training (satisfaction rate) (Target) 100% /	
	Number of whistleblower reports received (Actual) NIL	Number of whistleblower reports received (Actual) NIL	Number of whistleblower reports received (Actual) NIL	Number of whistleblower reports received (Actual) NIL	Number of whistleblower reports received (Target) NIL /	
	Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual) 100%	Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual) 100%	Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual) 100%	Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Actual) 100%	Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted (Target) 100% /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Reporting	FY 2024-25 Reporting	FY 2025-26 Reporting	FY 2029-30 Target	UN - SDGs
Customer Health and Safety	# of Product Related Incident (Actual) 0	# of Product Related Incident (Actual) 0	# of Product Related Incident (Actual) 0	# of Product Related Incident (Actual) 0	# of Product Related Incident (Actual) 0	
	Conduct Customer safety training sessions of Customers (Actual) 65%	Conduct Customer safety training sessions of Customers (Actual) 65%	Conduct Customer safety training sessions of Customers (Actual) 70%	Conduct Customer safety training sessions of Customers (Actual) 100 %	Conduct Customer safety training sessions of Customers (Target) 100 % /	
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting (Actual) 65%	Customer Participation Rate in Sustainability Session / Meeting (Actual) 70%	Customer Participation Rate in Sustainability Session / Meeting (Actual) 70%	Customer Participation Rate in Sustainability Session / Meeting (Actual) 72%	Customer Participation Rate in Sustainability Session / Meeting (Target) 100% /	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Actual) 65%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Actual) 70%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Actual) 70%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Actual) 70%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting (Target) 100% /	
	Complaints registered on the violation of Collective Bargaining Agreement (Actual) 0	Complaints registered on the violation of Collective Bargaining Agreement (Actual) 0	Complaints registered on the violation of Collective Bargaining Agreement (Actual) 0	Complaints registered on the violation of Collective Bargaining Agreement (Actual) 0	Complaints registered on the violation of Collective Bargaining Agreement (Target) 0 /	

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409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	-
410-1	Security personnel trained in human rights policies or procedures	-
411-1	Incidents of violations involving rights of indigenous peoples	-
413-1	Incidents of violations involving rights of indigenous peoples	-
413-2	Operations with significant actual and potential negative impacts on local communities	-
414-1	New suppliers that were screened using social criteria	-
414-2	Negative social impacts in the supply chain and actions taken	-
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Independent Assurance on Verification of Sustainability Information

Anares/AR/26-06

Reporting Period – April 2025 to March 2026

The Management

Val Organics Pvt. Ltd.

Kohinoor Square, 4401, B Wing, N.C. Kelkar Marg,
Opp. Shirsena Bhavan, Dadar (West), Mumbai – 400 028, India.

Independent Assurance Report

Anares Analytics LLP (hereinafter referred to as "The Service Provider" or "Anares Analytics LLP") have been engaged by Val Organics Private Limited, (hereinafter referred to as "The Company") to conduct a limited assurance engagement on the sustainability information presented in the Company's Annual Sustainability Report (ASR) FY 2025-26 and ESG KPI Roadmap up to FY 2029-30 disclosure for the specified reporting period. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the report. The sustainability information provided within the report has been prepared with reference to the Global Reporting Initiative's (hereinafter referred to as "GRI") Universal Standards 2021. The greenhouse gas (GHG) emissions information included within the reporting scope has been reviewed with reference to the principles and requirements of ISO 14064-1:2018, where applicable, and the assurance engagement has been conducted in accordance with the principles of ISO 14064-3:2019 for verification of greenhouse gas statements, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Anares Analytics LLP underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international principles for reporting on its Environmental, Social, and Governance (hereinafter referred to as "ESG") initiatives.

Scope of Assurance and Methodology

The verification was conducted to provide a limited assurance conclusion on selected non-financial sustainability disclosures for the reporting period and to assess their alignment with the applicable criteria, including the GRI Universal Standards 2021. For the greenhouse gas (GHG) emissions information within the defined assurance scope, the review also considered the applicable principles and requirements of ISO 14064-1:2018, including relevance, completeness, consistency, transparency and accuracy. The assurance procedures for the GHG emissions information included a review of the organizational and operational boundaries, identification and classification of emission sources, activity data, emission factors, calculation methodologies, consolidation of emissions and supporting documentation, on a selective test basis. The assessment was performed with consideration of the principles of ISO 14064-1:2018 and the applicable verification principles of ISO 14064-3:2019.

The assurance engagement was conducted in accordance with the defined scope, criteria, and methodology established for this engagement. Based on our review, the Company has demonstrated materiality in disclosures, inclusivity in stakeholder engagement, responsiveness to key sustainability concerns, and consideration of impacts across relevant areas.

- Remote verification of data, on a selective test basis, for the following units/locations, through consultations with the site team and ESG committee members of the Val Organics Private Limited
1. Plot No. 2201, Road No. 21, GIDC Estate, Sarigam, Valsad, Gujarat-396155

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10th Floor, The Junomoneta Tower nr. Rajhans Cinema, Adajan Gam, Pal Gam, Surat, Gujarat 394510

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2. Ground Floor, Chadha Building, Plot No-95, Wadala, Wadala, Mumbai, Maharashtra 400031

- 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;
- Review of the GHG emissions inventory, including organizational and operational boundaries, emission sources, activity data, emission factors, calculation methodologies, consolidation approach and supporting evidence, with reference to the applicable principles of ISO 14064-1:2018.
- Review of company's plans, policies and practices, pertaining to their Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.
- Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.
- Evaluation of the GHG emissions information using risk-based and sampling-based assurance procedures, with consideration of the principles of ISO 14064-3:2019, including materiality, evidence gathering, data verification and assessment of identified misstatements.

Company's Accountability

The ESG Committee Representative at the Company is responsible for preparing the Annual Sustainability Report FY 2025-26 and ESG KPI Roadmap up to FY 2029-30, including the GHG emissions information, in accordance with the applicable reporting criteria and for ensuring that the information is free from material misstatement. The Company is responsible for establishing appropriate methodologies, determining organizational and operational boundaries, collecting and maintaining activity data and supporting evidence, selecting appropriate emission factors, performing calculations and ensuring the completeness and accuracy of the reported GHG emissions information with reference to the applicable principles of ISO 14064-1:2018.

This entails specifically choosing and applying suitable methodologies for sustainability reporting and GHG quantification, gathering and organizing relevant data, selecting appropriate emission factors, maintaining supporting records, and making well-founded assumptions or estimates where necessary.

The Company is responsible for the preparation and submission of the Annual Sustainability Report FY 2025-26 and ESG KPI Roadmap up to FY 2029-30 including ensuring accuracy of the data appropriateness of methodology, and completeness of supporting evidence.

Our Observations

The Company has prepared the Annual Sustainability Report FY 2025-26 with sustainability information with reference to the GRI Universal Standards 2021. The GHG emissions information included within the assurance scope has been reviewed with consideration of the applicable principles and requirements of ISO 14064-1:2018, including relevance, completeness, consistency, transparency and accuracy. The Annual Sustainability Report FY 2025-26 and ESG KPI Roadmap up to FY 2029-30 includes a description of the Company's stakeholder engagement process, materiality assessment and relevant performance disclosures on the identified material topics. There is further scope to strengthen data/information management system to ensure uniform and accurate reporting or disclosures. Areas of further improvement wherever identified have been brought before the attention of the management & ESG Committee representatives of the company. These observations do not affect our conclusion presented in this statement.

Areas for improvement include:

- Strengthening data accuracy through enhances internal controls.
- Expanding disclosures on supply chain sustainability performance.

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- Linking ESG performance more explicitly with strategic business outcomes

Guidelines for Utilization of This Statement

The Company is obligated to replicate the Anares Analytics LLP's Independent Assurance statement along with any attachments in their entirety, ensuring no alterations, deletions, or supplements are made.

This statement is specifically designed to convey the outcomes of the commissioned evaluation to the Company, defining the boundaries of the engagement. It is important to note that Anares Analytics LLP has not taken into account the potential interests of any third parties regarding the chosen sustainability information, this assurance report, or the conclusions drawn by Anares Analytics LLP. Consequently, nothing within the scope of this engagement or statement grants any third-party entities any form of rights or entitlements.

Limitations

The assurance engagement outlined herein does not encompass the following areas.

1. Our assurance does not cover any data or information pertaining to the financial performance of the Company
2. Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
3. Any data or information that falls outside the specified reporting period is not covered by our assurance scope
4. Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.
5. The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well as assertions related to intellectual Property rights and competitive matters, are beyond the scope of our assurance.
6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks or standards other than the criteria explicitly specified within the scope of this assurance engagement, including the GRI Universal Standards 2021 and the applicable requirements of ISO 14064-1:2018 for GHG emissions information.

Our Assurance Team and Independence:

Our assurance team comprises multidisciplinary professionals with expertise in sustainability, environmental, social, and governance (ESG) matters and has experience in conducting similar engagements for a range of organizations. As an independent assurance provider, Anares Analytics LLP maintains objectivity, impartiality, and professional integrity throughout the insurance process and has implemented appropriate measures to safeguard its independence and avoid conflicts of interest. Anares Analytics LLP's independence policies and procedures ensure compliance with this standard. Details of Anares Analytics LLP's independence policies and procedures can be made available to stakeholders upon request by contacting us at contact@anaresassure.com

Restriction of Liability

This assurance statement has been prepared solely for the Company in accordance with the terms of our engagement. Anares Analytics LLP does not accept or assume any responsibility to any third party for the information contained in this statement. This assurance statement applies exclusively to the

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Company's Annual Sustainability Report FY 2025-26 and ESG KPI Roadmap up to FY 2029-30 as defined within the scope. It may not be relied upon by other stakeholders for different purposes. Anares Analytics LLP shall not be held liable for any decisions or actions taken by third parties based on this assurance statement.

Conclusion

On the basis of our limited assurance procedures, nothing has come to our attention that causes us to believe that the Company has not fairly presented the sustainability information included in its Annual Sustainability Report FY 2025-26 and ESG KPI Roadmap up to FY 2029-30 for the reporting period, in all material respects, in accordance with the applicable reporting criteria. With respect to the GHG emissions information within the defined assurance scope, nothing has come to our attention that causes us to believe that the information has not been prepared, in all material respects, with consideration of the applicable principles and requirements of ISO 14064-1:2018.

Signature,
Mr. Pankaj Shah
Director
Anares Analytics LLP
Date: 27th May 2026
Place: India

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