



SUSTAINABILITY REPORT

2021-22

OUR FOUNDER	01
LETTER FROM PRESIDENT	02
REPORT CONTENT & ORGANIZATION	03
SCOPE & BOUNDARY	03
ABOUT VACMET INDIA LIMITED	05
COMPANY PORTRAIT	06
INNOVATION & PRODUCT STEWARDSHIPS	07
PRESENCE & OPERATION	08
SUSTAINABILITY STRATEGY	09-12
VISION 2030 GOALS	13
MATERIALITY & STAKEHOLDER ENGAGEMENT	14-15
RISK MANAGEMENT	16-19
ENVIRONMENT PROTECTION	20-21
ENERGY	22
EMISSIONS	23-24
WATER CONSERVATION	25-26
WASTE, RECOVERY & CIRCULARITY	27
COMMUNITY ENGAGEMENT	28
DIVERSITY & INCLUSION	29-30
LEADERSHIP ROLE	31-32
EMPLOYEE HEALTH & SAFETY	33-37
LEARNING & DEVELOPMENT	38-39
GOVERNANCE	40
CORPORATE GOVERNANCE	41-44
ETHICS & COMPLIANCE	45-47
SUPPLY CHAIN MANAGEMENT	48-50
GRI INDEX	51-57
SUSTAINABILITY SCORE CARD	56-57
UN SDGs	58



Late Shri Dinesh Chand Agarwal
Founder - Chairman
Vacmet India Limited

Shri. Dinesh Chand Agarwal, Founder Chairman of Vacmet India Limited was born on January 7, 1949, in Agra. Having an interest in Polymer technology from a young age, He did his Graduation in the field of Plastic and Polymer Engineering from the London School of Polymer. He set up Vacmet India Limited in 1993 and has led its growth to become an INR 20bn+ Company.

Shri. Dinesh Chand Agarwal was First Generation Entrepreneur with over 45 years of experience in the Polymer Industry. has also spearheaded the CSR activities of the company under the Vacmet Foundation. Shri Dinesh

"Where others saw walls, he saw doors"

that is how Shri. Dinesh Chand Agarwal's vision has been expressed. His journey from a humble origin to being a successful industrialist, a philanthropist, and a leader, will be a great source of inspiration for generations to come.

MESSAGE FROM PRESIDENT



The financial year 2021-22 has been a crucial year from the point of view of recovery from the pandemic. The experience and learnings from the last few years reinforce the criticality and importance of sustainable businesses.

REMAINING RESPONSIBLE AS AN ESSENTIAL SUPPLY CHAIN MEMBER

The unprecedented disruption caused by COVID-19 has also provided organizations an opportunity to look at the business from a fresh perspective. VACMET INDIA LIMITED remained resilient throughout the period. We continued to work throughout the pandemic as flexible packaging material was classified as essentials. With strong work ethics, determination, and dedication, VACMET delivered and maintained continuity of supply to its customers.

SAFETY

Safety of our employees & environment has always been our topmost priority and we maintained continuity with various representatives of the government & local administration to extend whatever support we could, in the form of offering our safety team and other infrastructure available with us, such as fire tenders, ambulances and dispensary

OUR PLAN FOR SUSTAINABLE FUTURE

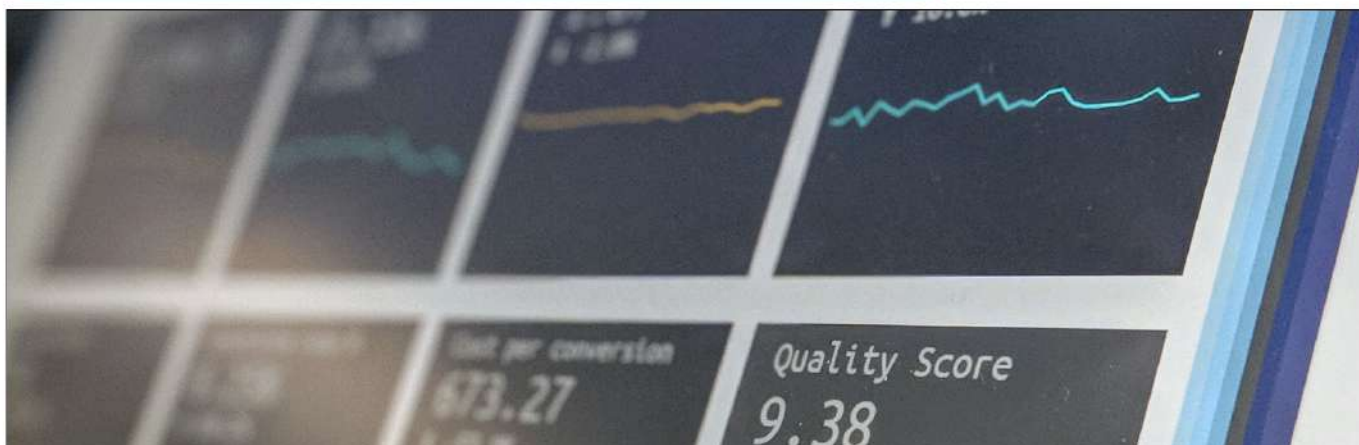
We have made good progress in reducing the environmental footprint of our manufacturing operations. We have reduced CO2 intensity by about 10.2% compared to FY2020-2021. By using our non-recyclable plastics waste and other industrial waste in our energy conversion process, we are helping to reduce the waste headed for landfills. We have also undertaken several projects in our manufacturing operations, helping us improve efficiencies as well as reduce resource utilization.

On the social front, we continue to make good progress in our work with surrounding communities. Our social development programmes have benefited more than one hundred fifty thousand people. These programs include providing basic facilities like drinking water, providing funds to diagnostic centers, donating financial support for education, organizing health camps, and organizing group marriages etc.

The flexible packaging material sector is expected to register healthy growth rates going ahead. Over the long term, we expect a distinct shift in the market requirement, for sustainable product. Sustainable construction and circularity will be the key thrust areas for us and for this we are focusing on use of more and more pre and post consumable recycled plastics and reducing the net plastic requirement by thin gauging. Customers will continue to shift towards more sustainable products, and companies with a diverse product portfolio and a robust innovation pipeline will emerge as winners. As a leading flexible packaging film producing company, VACMET is well-placed to leverage these new challenges.



REPORT CONTENT AND ORGANIZATION



This report is in accordance with the requirements of the **Global Reporting Initiative, GRI Standard Code**.

The report presents information organized around our priorities and key areas of interest to our stakeholders. It covers our performance for the period 1st April 2021 to 31st March 2022. The economic indicators presented in the report are based on the data that forms a part of VACMET Annual Report.

SCOPE AND BOUNDARY

The report scope and boundary covers operations of VACMET INDIA LIMITED, including manufacturing locations, Unit 3, 4 & 5

Business sustainability is our topmost priority – Growth to us is valuable when it helps us achieve sustainable impact for the development of all our stakeholders.

This encompasses for us the ways in which to create increasingly innovative products for our consumers that lower our carbon footprint across the board – production, manufacturing, usage and disposal. It includes enabling communities around our manufacturing facilities, our network partners and our workforce to support us in our commitments towards shared value creation. It includes progressively embracing global best practices that allow us to act as a thought leader by setting appropriate benchmarks for the industry at large.

The result of our strong commitment to sustainability is that we map our contributions to the United Nations Sustainable Development Goals (UN SDGs). It is a commitment that we continue to strengthen.

PRECAUTIONARY APPROACH

We follow a precautionary approach towards minimizing our operational impact on the environment. We have implemented best-in-class technology for Polyester Films, BOPP Films, Speciality Coated Films, and Metallized Paper & Board, to limit our ecological footprint and we continue to enhance our efforts for the same.



Company Profile





ABOUT US



Vacmet India Ltd. is one of the world's leading producers of Flexible Packaging Films and Metalized Paper & Board headquartered in India. Catering to customers in more than 70 countries, Vacmet today is one of the most trusted partners for some of the world's largest packaging manufacturers and FMCG brands in their journey towards sustainable packaging.

Founded by the late Mr Dinesh Chand Agarwal, a visionary entrepreneur par excellence, as a speciality coating and metalizing company in 1993; over the years we have expanded into different packaging segments. We have done backward integration into BOPP, BOPET, and PET Chips and done forward integration into Holographic, Stamping Foils, and Metalized Paper & Board.

Our exhaustive range of products goes in for applications such as Packaging, Labelling, Lamination, Brand Security, and Decoration; catering to industries ranging from Food & Beverages to Textiles to Healthcare.

With five manufacturing sites in India, we have combined capacities of 2,50,000 MTA for BOPET and BOPP Films; 60,000 MTA for Metallization; 18,000 MTA for Coating, 90,000 MTA for PET Chips, 10,000 MTA for Paper and 4,000 MTA for holographic films. We also have two subsidiaries in UK & Netherlands and the third one is being set up in the United States as we read.



VACMET AT A GLANCE

PIONEERS AT HEART

FOUNDED IN
1993



THE VACMET FAMILY

1700
EMPLOYEES



OUR PRESENCE

3 INTERNATIONAL
SUBSIDIARIES



INDUSTRY LEADERS

05 MANUFACTURING
UNITS



GLOBAL OUTREACH

CUSTOMER
FOOTPRINT IN
70+
COUNTRIES



ALWAYS THE BEST

30+
BEST EXPORT
AWARDS



PRODUCT PORTFOLIO



WIDE RANGE OF

VACOPET™ BOPET FILMS

BOPP FILMS **VACOPP™**

ECOVAC PCR CONTENT
FILMS

BARRIER FILMS **VACOBARRIER**

VACOPAP™ METALLIZED
PAPER & BOARD

HOLOGRAPHIC
FILMS **VACOHOLo™**



OUR PRODUCTION CAPACITIES

BOPET FILMS 1,30,000 MTA

BOPP FILMS 1,20,000 MTA

METALLIZED 60,000 MTA

BOPET CHIPS 90,000 MTA

COATING 18,000 MTA

HOLOGRAPHIC 4,000 MTA

PAPER 10,000 MTA

SUSTAINABILITY REASSURED



**BEST USE CASES FOR
REDUCE | REUSE | RECYCLE**



**ECO-FRIENDLY
MANUFACTURING PRACTICES**



**ACTIVE CEFLEX
STAKEHOLDERS**



**10% TARGETED
REDUCTION IN GHG BY 2030**





Our Initiative Towards Sustainability

Since the beginning, Vacmet's foundation has been built on sustainability. We have put in years of research and investment in technology to reach a place where we can take pride in our journey towards sustainability.

We understand the perils that plastic can bring to the ecosystem and hence consciously follow a 3R approach of Reduce | Reuse| Recycle in product offerings as well as processes.

Introduction of ECOVAC grade of PCR (Post-Consumer Recycled) PET Films with different variants of recycled content. (like - 30% / 50% and 70%). The films are certified by Intertek.

Waste to energy conversion - we have installed a waste to energy conversion plant with a capacity of 1000 MTPA at one of our manufacturing facilities. We use process trim waste of metallized film and multi-layer laminates here, which are tough to recycle.

Reprocess manufacturing line waste into granules- we have installed a state-of-the-art facility (capacity approx.60000 MTPA) to recycle the process waste into mainstream products without compromising on the product quality.

Zero water discharge project- State-of-the-art effluent treatment to ensure zero effluent discharge, 100% of the wastewater generated is recycled in all our manufacturing units.



Our Initiative Towards Sustainability

We are already a stakeholder in CEFLEX initiative to get the circular economy infrastructure in place in India by 2025. We aim at becoming the trendsetters in our commitment to a 'Circular Economy' and sustainable innovation. We endeavour to invest over 500 millions INR in the next 2-3 years in recycling and waste processing systems.

We believe that sustainability is not just a way, it is the only way. Hence our employees are also given a more meaningful understanding of our impact on the environment. With a deeper understanding, they are incessantly working to minimize the carbon footprint at both an individual as well as company level.



Vacmet's Sustainable Product Offering

- ✦ Single family PET & BOPP based recyclable structures for flexible laminates
- ✦ Heat Seal High Barrier Paper
- ✦ Metallized Paper & Board



SUSTAINABILITY STRATEGY



OUR SUSTAINABILITY FRAMEWORK

Sustainability has been intrinsically woven into our strategy and core business operations since more than a decade. Anticipating and managing future risks and opportunities is embedded into our governance structure. This has helped us to shape the sustainability agenda for our Company and emerge as a global leader in sustainability.

Our framework stands tall on the three pillars of VACMET INDIA LIMITED



Responsible Stewardship



Stakeholder Engagement



Future Proofing

It enables us to systematically apply our sustainability thinking to everything from product development and innovation to our internal systems and external relationships, as well as our risk management. This implementation paves way for purpose-driven and meaningful decision-making. We empower and invest in our people to transform our dreams into reality.

SUSTAINABILITY GOVERNANCE

Our Board and Management Team lead the organization's actions that drive our sustainability agenda to fruition. We communicate with all our stakeholders while maintaining the highest standards of transparency, inspiring trust, and a recognition of accountability across the board

VISION 2030 GOALS



Greenhouse Gas Emissions

(CO2 Emission / ton production)

Reduction by 10%

Non-Renewable Energy

(energy consumption / ton production)

Reduction by 3%

Water Conservation

ZERO

Liquid discharge

Safety

Maintain Zero

occupational

fatality

MATERIALITY



We use materiality assessments to:

- Strengthen relationships with stakeholders
- Gain insights and understanding about stakeholder priorities and perceived performance
- Ensure our performance meets varied stakeholder expectations on the most material ESG topics
- Inform our reporting and communication of the ESG topics most impactful to stakeholders
- Identify current and future trends

Materiality Assessment and Matrix

In late 2020, we commenced a formal materiality assessment to further engage with our audiences, ask new questions, and listen to a greater number of stakeholders. The results and analysis of the assessment — which was completed in 2021 — further informed our ESG strategy through the identification and prioritization of key topics relevant to our business and stakeholders.

Stakeholder input: To gather insights, we sent a survey to a pool of individuals from the following groups:

- Employees
- VACMET Management
- Customers
- Investors
- Our Board of Directors
- Suppliers

Issue selection:

In identifying what topics to collect input on, we conducted desk research, which included observing the prominence of topics across external sources, including, among others:

- Global mega trends
- Media scan results
- GRI, TCFD, and SASB reporting guidelines
- United Nations Sustainable Development Goals
- CDP

Materiality assessment is key to identifying the issues that could potentially impact our value creation abilities over the long term. In FY 2020-21, we carried out a comprehensive materiality assessment exercise involving both internal and external stakeholders (senior management, employees, customers, suppliers, investors, trade bodies, associations). Through the exercise, we identified material topics, which were then ranked based on business priorities and stakeholder expectations, and were also mapped with the relevant United Nations Sustainable Development Goals (UN SDGs)



MATERIALITY

The report presents information organized around our priorities and key areas of interest to our stakeholders. When deciding on the priorities for the Company we were guided by the GRI Standard principles of materiality, stakeholder inclusiveness, sustainability context and completeness. We continuously refine our disclosures in line with the standard.

MATERIALITY ASSESSMENT & STAKEHOLDER ENGAGEMENT

Our materiality process aims to inform and drive how we engage with internal and external stakeholders and invest our resources – as well as how we identify and prioritize the environmental, social, and governance (ESG) topics most impactful to our stakeholders, our communities, and our company. Our materiality assessments and stakeholder engagement complement our risk management strategy, which enables us to take a holistic approach in identifying and prioritizing key topics.

This is our first materiality assessment, and we plan to refresh and update the assessment in every three years. In addition to conducting an official materiality assessment, we practice ongoing and exhaustive stakeholder engagement in a variety of ways (see below for more).

↑ Importance to External Stakeholders	● Data Privacy and cyber security ▲ Water Use	▲ Climate resilience ● Compensation and Benefits ● Employee Engagement ● Training and Development	◆ Advancing the Circular Economy ● Diversity, Inclusion, and Equal Opportunity ● Employee Health and Safety ● Ethical Practices ▲ GHG Emissions and Energy Use ◆ Materials Management
	● Collective bargaining ● Taxation	■ Human Rights, Supply Chain Labor, Safety Standards	▲ Waste
	■ Indirect Economic impact ■ Local Environmental impact ■ Philanthropy and Charitable Giving ◆ Responsible Marketing	● Responsible Advocacy	■ Business Continuity ◆ Customer Satisfaction ◆ Innovation ◆ Substances of Concern and Materials

→ Importance to VACMET India

- Communities
- Employees
- Governance
- ◆ Products and Services
- Supply Chain
- ▲ Sustainable Processes



RISK Management

Our comprehensive risk identification and management process provides necessary input to inform our strategic planning and business improvement goals. We utilize a deliberate Risk Management System that:

- **Includes formal policies, procedures, and governance that defines and communicates our policy regarding the management and oversight of risk**
- **Is subject to oversight and execution by various stakeholders**
- **Assures effective identification, analysis, prioritization, and management of risks**

After we identify material risks and opportunities, we evaluate and prioritize them based on formal, defined risk-ranking criteria for:

- **Significance of impact – the potential effect of an event**
- **Occurrence likelihood – the possibility a given event will take place**
- **Speed of impact or velocity – the time between the occurrence of an event and its impact**

We have a robust internal control environment and seek feedback on the effectiveness of applicable control over material risks.



Risk Management Responsibilities

Under our risk management, these specific groups take on risk management responsibilities



Our Compliance, ESG Committee and Board of Directors oversee our Sustainability related activities.



The Board's **Audit Committee**



Oversees the enterprise **strategic risk management** function, activities, and reporting;



Reviews the enterprise strategic risk assessment



Receives enterprise and **climate-change risk updates** if any based on input from risk owners and senior leadership

Our Executive Leadership Team

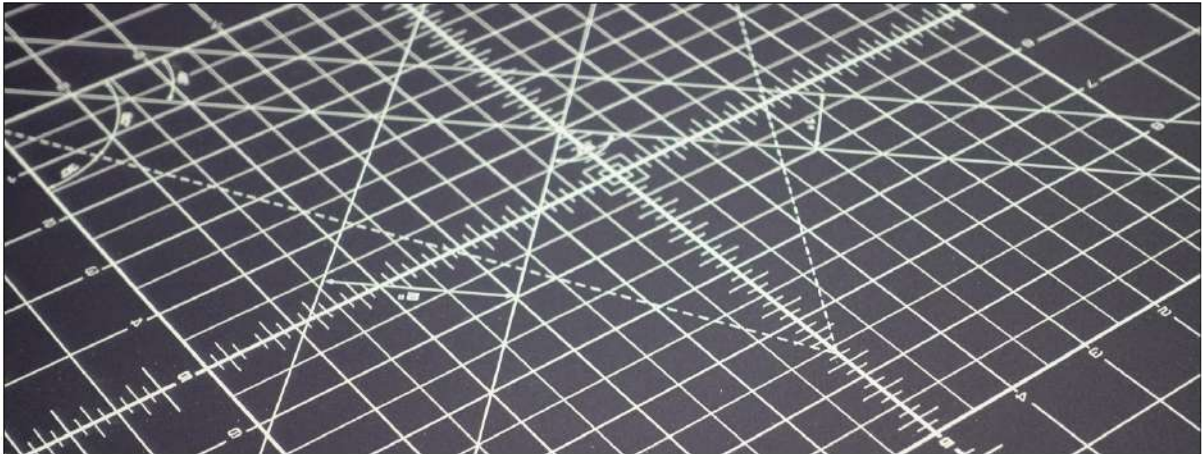
- Reviews priorities and results and
- Communicates the priorities and results to multiple levels of leadership and sets the tone for the program and ownership expectations.

VACMET INDIA LIMITED management identifies and executes on mitigation of risks across the company.



Risk Identification Measures

We identify risks through a variety of people, process methodologies, and tools. This includes climate-related risks at operational levels, energy use, material supply, production, transportation, human resources, and weather / natural risks



Our sources for identifying risks include, but not limited to:

Professional and trade-related business associations and their publications and journals

Engagement with our customers, suppliers and employees
Input from numerous sources

Our Board of Directors, executive leadership, and other company leadership

Business leaders, stakeholders, and professional services firms

Changes in market conditions and in financial results

Communications from government agencies and employees

Media and industry alerts

Engagement in insightful ESG-focused investor conferences

Informal discussions, focused workshops, & scenario analyses



Ongoing Stakeholder Engagement

In addition to conducting a periodic materiality assessment, we continually engage with our stakeholders to gain input around our sustainability strategies, goals, and how we can continue to improve. We believe that ongoing dialogue and transparency establishes trust, strengthens relationships, and helps us prioritize areas in which we have the greatest impact and are most important to our stakeholders. Below is a summary of how we engage with key stakeholders throughout the year:

Stakeholder Group	Who They Are	How We Engage
Customers	Customers represent one of our largest stakeholder groups, and we embrace an ongoing dialogue related to our sustainability and responsibility program. Our customers vary in size, with regional and global breadth, and provide valuable insight on consumer expectations.	Customer engagement is critical to inform us on consumer expectations and how our customers are working to meet those expectations. With many customers, we conduct presentations to review and update our sustainability and responsibility program. We gain valuable insights into important environmental design criteria through innovation partnerships where we jointly develop packaging solutions.
Suppliers	Suppliers are critical stakeholders for VACMET INDIA Limited. In our sustainability journey, we would meet with our core suppliers to discuss strategies to reduce our environmental profile and improve the environmental metrics of our products. Key areas of focus include PCR based product, single family packing material and barrier materials.	We have a team approach with suppliers regarding innovation. Developing the next generation of inks, adhesives, and barrier coatings that meet high expectations for sustainability requires subject matter expertise in chemistry, renewable materials, processing, and recyclability.
Employees	Our employees are an essential stakeholder group integral to achieving our goals. They help us to understand and appreciate how our operations and products impact the communities in which we operate. Potential employees also provide a unique perspective. In many cases, they validate our program as shown by their eagerness to explore employment opportunities with a company whose belief system aligns with theirs.	Quarterly business updates on sustainability and responsibility are prepared by meeting our employees virtually and/or with in person with our senior leadership team in live discussions. These town hall sessions offer employees the opportunity to involve in discussion with the senior leadership team resulting in more in-depth engagement on a variety of topics.



Environment Protection





Reducing Non-Renewable Energy



One of our Vision 2030 goals is to reduce our non-renewable energy use by 3%. We strive to accomplish this goal in three ways:

- Decrease our total energy consumption through energy efficiency projects
- Convert our energy sources from non-renewable to renewable
- Manage site energy with energy management systems

We also reduce our energy footprint by:

- Transitioning to LED lighting
- Using more efficient motors and direct drives in identified equipment
- Improving other energy-saving processes like HVAC and compressors



Energy Consumption

Source	Unit	FY 2020-21	FY 2021-22
Electrical	TJ	530.234	861.920
Diesel	TJ	12.859	10.061



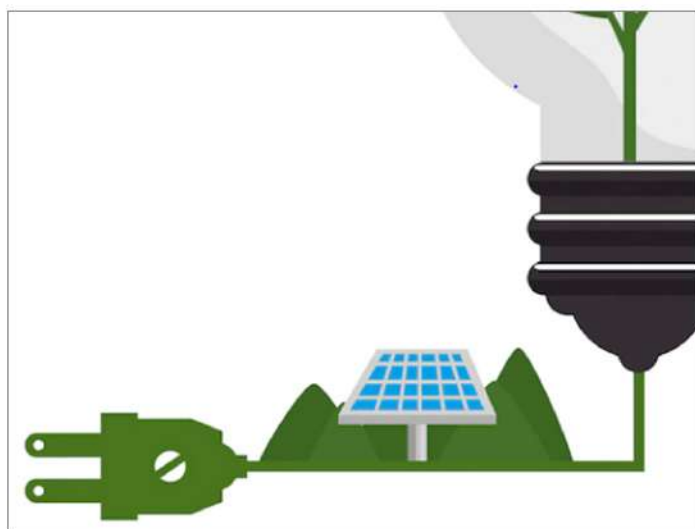
Energy

Central to our energy management approach is the goal of minimizing environmental impacts. To accomplish this goal takes the expertise and innovative thinking of two critical teams that work collaboratively with our operations and manufacturing teams

Supply Chain Team, which works with our manufacturing facilities to manage energy and fuel costs

Energy conservation team, a team of energy experts, which consults with our manufacturing to identify and implement energy efficiency opportunities as we work to reduce our energy consumption. Together with the operations and manufacturing teams, the above-mentioned experts strive to:

- Optimize the costs and efficiency of electricity, Coal, biomass, and other fuel sources
- Prioritize fuel reliability and energy efficiency by utilizing a sophisticated energy system management tool across our manufacturing units, where energy consumption is much more intensive than with our converting operations
- Reduce our non-renewable energy use by a variety of measures



Reducing Energy Consumption

- We strive to reduce total energy consumption. By shrinking our energy consumption annually, we will be advancing our goals of reducing our environmental impacts and continuing to support our customer strategies to reach their ESG goals.



Emissions Tracking

Our reporting and tracking GHG emissions include:

Direct (Scope 1): From sources VACMET Production facilities; we have starts tracked these emissions from 2020.

- Diesel Consumption in DG-sets
- Diesel & petrol Consumption by company owned vehicle
- LPG Consumption
- Gas filled fire extinguisher
- Pet Coke consumption
- Refrigerant consumption HVAC

Indirect (Scope 2): This scope includes all emissions from purchased Electrical energy from the grid Other

Indirect (Scope 3): From sources outside of VACMET; reported since 2018 by estimating emissions for these categories:

- Paper Consumptions
- Raw Mat Transported
- Employee Commuting
- Finished product transported

GHG Emissions	Unit	2020-2021	2021-2022
GHG Scope 1	Metric Ton of CO ₂ e per MT production	0.82	0.66
GHG Scope 2 (Market-Based)	Metric Ton of CO ₂ e per MT production	0.78	0.70
GHG Scope 3	Metric Ton of CO ₂ e per MT production	0.12	0.14

Air Quality

All Production site	PM (MTA)	NO _x (MTA)	SO ₂ (MTA)
2020-2021	5.06	3.63	2.85
2021-2022	8.33	4.33	3.72



Emissions

One of our Vision 2030 goals is to reduce global GHG emissions by 10% percent. Our strategy to meet this goal focuses on three main initiatives:

- Production efficiency
- Manufacturing footprint optimization
- Energy reduction projects



Vital to our strategy to reduce emissions is the use of Incinerators for energy conversion.

Additionally, we communicate with stakeholders in a transparent manner by voluntarily reporting on our GHG emissions data in this ESG report.



Water Conversation

Water is crucial to our business. Because of this, we are committed to reducing our water usage and ensuring we responsibly return the water we borrow from the environment. Our company:

- **Continually invests in technologies** — such as water tanks, advanced strainers for water treatment, and clarifying units — that allow us to reuse more of our process water and reduce our draw on water resources
- **Implemented a structured water monitoring system** to identify additional water conservation opportunities
- **Recycles and reuses** water many times in our processes before treatment and release back into the environment as part of our water and effluent management



Water Management

Polymeric film manufacturing is a less water consuming process. As Environmentally responsible company we employ measures to minimize our water usage.

Beyond recycling and reusing water numerous times at our plant. Our company borrow water from local sources for manufacturing. The water is then treated and virtually all of the water is returned back to the environment. To receive state permits for groundwater and surface water based on extraction volumes, we measure the volume of water we withdraw.



Effluent Management

We diligently monitor and test our effluent discharges from our production units. By doing so, we decrease our environmental impact and ensure compliance with permit and regulatory requirements.

The limitations and controls imposed by government permits contain restrictions on the nature and characteristics of our wastewater discharges, including:

- **Limits for biochemical oxygen demand (BOD)**
- **Total suspended solids (TSS)**
- **Various other parameters**

There is very low risk associated with our waste treatment and effluent conditions.



Water Conservation Data

Total Water Withdrawal

Parameter	Unit	FY 2020-21	FY 2021-22
Ground water	m3	225034	205634
Water from municipality	m3	99232	103338
Recycled	m3	46571	54600
Total water withdrawal	m3	370837	363572
Water recycled and reused	%	12.6%	15%



WASTE, RECOVERY, AND CIRCULARITY

We understand the value and environmental impact of recycling materials. As we strive to make

Film and paper products a circular package of choice, we:

- **Adhere to our Designing for the Environment (DfE) process, allowing us to develop and manufacture packaging in innovative and sustainable ways — and with optimal recyclability in mind**
- **Recycle nearly all waste generated in our manufacturing process and continuously look for new reuse opportunities**
- **Reduce landfill waste with our waste recycling program (Incinerator)**



Circulatory Practices

Our adoption of circular economic practices includes our:

- **DfE philosophy**
- **Ability to keep products and materials in use, which limits our environmental impact as well as our Customers**
- **Responsible waste/recovery strategies**





Community Engagement

VACMET INDIA LIMITED give preference for spending the money earmarked for CSR activities in the local area where it operates. CSR activities will be either implemented by the company on its own or through specialized agencies. Only such agencies will be assigned responsibility that carry a good track record of undertaking and implementing such activities successfully.

List Of CSR Initiatives

- Lokhitam Dialysis Centre, Agra
- ICU On Wheels Advanced Critical Care Ambulance
- Ramkali Devi Saraswati Balika Vidhya Mandir, Vrindavan School
- Moksha Dham (Cremation Centre) Gohari, Chhata, Mathura (UP)
- Group Marriage
- RO & Chiller Plant installation





Diversity and Inclusion

Our commitment to fostering a diverse and inclusive culture celebrating wide-ranging ideas, experiences, and backgrounds is unwavering. As such, we:

- **Respect cultural differences**
- **Treat everyone with dignity**
- **Believe a thriving diverse, inclusive, and equitable working environment is integral to our daily operations**
- **Strive to achieve a diverse and inclusive workforce by committing to equal employment opportunity and non-discriminatory practices in hiring, training, and compensating our employees**



The results of our actions and beliefs benefit our company and our culture by:

- Encouraging creativity, innovation, and collaboration
- Propelling our ability to serve our global customers and communities
- Creating a competitive advantage for the company, making the ideals a cornerstone of our success



Employee Diversity and Inclusion

In our quest to create a diverse and inclusive workforce – as well as an equitable working environment and culture – we strive to mirror the diversity of the communities where we operate. As we progress in meeting this goal, we’ve committed to listening to our employees, thought leaders, and others to help enhance and accelerate our diversity and inclusion efforts.

We focus on creating a diverse, inclusive, and equitable environment by:

- **Engaging diverse talent**
- **Influencing recruitment, development, advancement, and retention**
- **Articulating our progress through proactive communications**
- **Regulating and managing workplace equality and fairness**
- **Evaluating, creating, and continuously updating a systematic set of tools and resources**
- **Educating leaders and employees on role modeling the diversity initiative strategy every day**



To honor our commitment to foster and celebrate employee diversity, we continually strive to do better and dedicate resources to further strengthen our work on this front.



Leadership's Role

The diverse composition of our executive and senior leadership teams facilitates an environment where inclusion is modeled and cascaded through our organization. Additionally, we share diversity and inclusion metrics with senior leaders on an ongoing basis to highlight our progress and drive accountability.



Board/ Top management Responsibility

As part of our company's mission to drive equitable treatment of employees and a culture of inclusion, our TOP management) Committee annually reviews our company's:

- Inclusion and diversity processes, practices, programs, and initiatives
- Integrated talent management processes and programs





Equal Opportunity

We're proud to be an equal opportunity employer. As such, we do not make employment decisions based on race, color, religion, age, gender or sex (including pregnancy), national origin, ancestry, marital status, sexual orientation, gender identity, disability, genetic information, or any characteristic protected by law.

In addition, our Equal Employment Opportunity policy includes special provisions for:

- Pay Transparency Nondiscrimination, protecting employees or applicants who've inquired about, discussed, or disclosed pay information
- Individuals with Disabilities, taking into consideration specific hiring, promoting, accommodating, and educating all employees

Employee Support and Resources

We do our best to make our employees feel supported, protected, and part of an inclusive environment. If a topic or concern arises, Our Core Values in Action lets employees:

- Know about our Code of Business Conduct and Ethics
- Decide if an activity or situation in which they find themselves violates our Code or VACMET policies, such as our Anti-Harassment and Equal Employment Opportunity policies
- Act on their decision by speaking up about their concerns to their manager or HR Representative
- 24X7 help desk to support employee and their families in case of any emergency





Employee Health & Safety

We focus on providing a work environment where health and safety are top priorities. The physical and mental well-being of our employees is fundamental to the success of our business. When it comes to safety at VACMET India Limited, there are no shortcuts. Our goal of attaining injury-free workplaces while maintaining high standards of quality and ambitious productivity expectations involves :

- Complying with applicable health and safety laws and regulations
- Increasing awareness and engagement of employees in health and safety initiative
- Reporting “near miss” incidents, evaluating those situations, and implementing appropriate counter measures to prevent similar incidents
- Implementing HIRA (Hazard Identification & Risk assessment) during new production line/ expansions
- CFT (Cross functional Team) approach for root cause analysis for minor safety incidences and developing & implementing to prevent incidences in future
- Adhering to our Code of Conduct and Health, Safety, and Environmental (HS&E) policies, which set forth our principles and expectations for how we approach and prioritize the health and safety of our employees





HOW TO PROTECT YOURSELF FROM COVID-19

1

WEARING PROTECTIVE MASK

2

WASH YOUR HANDS FREQUENTLY AND USE SANITIZER

3

USE TISSUES WHEN COUGHING OR SNEEZING

4

COOK FOOD THOROUGHLY

5

STAY AT HOME. GO OUTSIDE ONLY FOR SUPERMARKET OR PHARMACY





COVID 19 Control Measures

• Apart from initiatives taken for controlling Covid 19 during first wave, Vacmet India Limited not only taken lot of new initiatives for limiting Covid 19 spread during second wave in 2021-22 but also reinforced the measure taken during Covid 19 first wave. Some of the initiatives area as under:

- Full vaccination of all employees. Company arranged paid vaccination camps for all employees inside the company premises.
- New Joinings only after getting full vaccination certificate (both dosage).
- Refresher training on Covid-19.
- Installation of Automatic Sanitization Machine at the units gate.
- Develop a walking box machine for sanitizations.
- Mask distribution sanitizers stands in various locations of plant.
- Prepared a video on COVID related activities.
- Develop Oxygen inhaling machine.
- Work from Home / alternative work schedule.
- Strictly follow the uses of mask, sanitization and social distancing at work place
- Provide the OPD consultation (virtual) for effective employees, especially with fever, cough and cold.
- Provide immunity booster drink/ KADA to each employee, twice in a day.
- Maintain the availability of all kind of medicine inside the plant (related with fever, cough and fever), Oximeter, Thermometer, etc.
- Arranged self-checking Covid 19 test kits.
- Arranged the face shield, gloves for visitors, specify a particular place to meet them, asking the antigen and RTPCR report for every visitors and from the employee who was on leave at least for 2 days.
- Scheduled all the internal meeting on virtual mode
- Provided PPE kit of Covid to security and other critical area person those were highly in contact with others.



Safety Performance

Our efforts to keep our workplaces safe for our employees consistently results our efforts to minimize COVID-19 impacts were successful due to enhanced health and safety protocols implemented for our global workforce



Employee Input Helping Us Play It Safe

Our HS&E policies ensure our employees have a voice and can take action so they feel protected and safe in our workplace. If employees observe an unsafe condition, potential hazard, or dangerous practice,

- They are expected to address the topic with their coworker or supervisor
- Can report the topic to their local HS&E representative





Workplace Safety and Security Policies

In addition to our Health, Safety and Environmental (HS&E) Policy, we protect our employees by establishing other policies so they can feel safe and secure in the workplace.

- **Workplace Violence Policy:** Prohibits violence, threats, and other behaviors that disrupt the workplace or put employees at risk
- **Anti-Harassment Policy:** Establishes zero tolerance for bullying, intimidation, or any conduct that may be considered harassment or lead to harassment, or creates a hostile environment for anyone
- **Drugs and Alcohol Policy:** Guards against the misuse and abuse of drugs and alcohol that can impair judgment, create health risks, and endanger all employees

Healthcare and Wellness Benefits

We offer benefit and compensation programs that are among the best in the industry to reward the talented people who make our company successful. Benefits that give our employees and their families peace of mind as well as contribute to their overall well-being include:

- Medical Insurance for all employees along with their spouse.
- Comprehensive medical plan options with built-in prescription drug benefits
- Life insurance for all employees.
- Short-term and long-term disability coverage
- Work from home facility, if any family member is diagnosed with Covid 19.



Learning & Development

We strive to provide an environment that brings out the best in our people. Whether hourly or salaried, we believe that each and every one of our employees deserves the opportunity to grow and thrive at VACMET India.

Our commitment to developing our talent isn't merely altruistic. It's both the right thing to do and the smartest way to run our company. When we grow from within, we all stand to prosper.

When our employees pursue their curiosity, our teams get wiser. When we ask each other questions, our processes become more defined. And when we acquire new skills, we stay on the cutting edge.

One of the most influential and important drivers at VACMET India are our employees, who bring their inspiration, creativity, and ingenuity to the company every day. This belief in our employees drives our dedication of resources to provide a broad range of opportunities for on-the-job learning and development initiatives that help:

- Ensure we engage our employees at work, resulting in greater job satisfaction and performance
- Solve our ongoing business challenges by attracting and developing individuals with different talents, ideas, and experiences
- Attract and retain top talent for our workforce by providing on-the-job training needed to build and grow rewarding careers
- Provide continual opportunities for advancement to motivate high performance





Our Learning Approach

At VACMET India Limited, learning and development isn't just about courses and workshops. Here, learning happens constantly, and the best lessons happen on-the-job, moment-to-moment, and person-to-person. And while it may seem like an optional activity or even a distraction, it's actually an essential component to how our company stays sharp and profitable.

While we invest in formal training opportunities, we believe that learning is a mindset. We want each and every employee to feel encouraged to pursue their curiosity, tackle challenges, and expand their toolbox whenever possible. To that end, we take an **80/10/10 approach** to learning:

- **80 percent through on-the-job experiences**
- **10 percent through relationships, such as coaching, mentoring, & social learning (volunteer activities, networks, professional groups)**
- **10 percent through classroom or online training**





Governance

We believe establishing a framework to meet our company's goals as well as our stakeholders' involves:

- Acting ethically and responsibly, which is not only the right thing to do but strengthens our business and sets us up for future success
- Considering risks and opportunities related to our economic, social, and environmental impacts on an ongoing basis as part of our strategic planning, risk management, and governance approach



INFORMATION SECURITY

With the increasing importance of data and information, it is becoming one of most critical asset and most businesses are heavily dependent on. The world is moving towards digitization and so are we. While, digitization helps in removing redundancy and making our lives simpler in many different ways, it also brings with itself the different ways of risk of loss, theft, or data breach. This can potentially lead to cutdown of processes, loss of working hours and loss of customer and supplier databases, and various intellectual properties of the Company, to name a few. To address this situation, Information security/ Cyber security committee is being formed comprising senior leadership team headed by our director.

Cyber security policy aims to

1. Protect VACMET INDIA LIMITED from any risk or fraud or exposure and minimize impact
2. Facilitate compliance to regulatory requirements like IT Act 2008 (Section 43A), Company Act (Section 134(3)(n)), etc.





Key Responsibilities of this Committee

Ensure that cyber security & data privacy efforts are aligned to business strategy 2. Allocation of resources to develop and enforce Security Policies, at all levels of the Company. 3. Review key risks, controls and residual risks 4. Update Board of Directors once in a year

Code Of Conduct

To ensure fairness, transparency, and uniformity within the organization, we follow a comprehensive Code of Conduct, to which all our organizational policies are also aligned. These measures provide our employees the right direction towards healthy conduct and help foster an ethical work culture and make us a conducive place to work.

Audit Committee and ESG

The Audit Committee periodically reviews and evaluates our policies with respect to risk assessment and management, internal financial controls etc.. This includes discussions of our major financial risk exposures, as well as the steps taken to monitor and control such exposures, if any.





Management Oversight of ESG Topics

Our Board of Directors set expectations to demonstrate our culture and guide our values and strategy., our Senior Leadership Team is responsible for:

- **Reviewing, approving, and monitoring business strategies and financial performance**
- **Ensuring processes are in place for maintaining the integrity of our:**
 - Financial reporting
 - Legal and ethical compliance matters
 - Relationships with customers, suppliers, employees, community, and stockholders
 - Strategic direction and reports regularly on key areas to Board/Management
 - Reporting to our Board/Management on significant projects and compliance matters
 - Provides Health, Safety and Environmental (HS&E) and sustainability highlights to the Board/Management.

Our Board fulfills its responsibilities through practices as:

- Reviewing actual results against the plans
- Reviewing and approving significant corporate actions, such as acquisitions and divestitures, plant rationalizations, and major projects involving significant capital spending
- Define and assess our company culture through involvement with employee development including engaging with high-potential employees in critical succession paths

In respect of regulatory and social matters review, the Board has committees: such as Audit, Nomination & Remuneration Committee, CSR Committee. Each committee reports to the board on its specific area. Our Senior leadership team maintains overall ownership for our sustainability and social responsibility strategy, under overall supervision by our Board



Executive Committees with ESG Responsibilities

Compliance & ESG Committee:

The Compliance & ESG Committee is a cross-functional group that includes leaders from Legal, Human Resources, Internal Audit, IT, and ESG. The committee comprises of following:

1. President Operations
2. Chief Financial Officer
3. Sr. Vice President Commercial
4. Head HR
5. Company Secretary

- Meets regularly to discuss and assess emerging compliance issues in our company as well as to implement compliance initiatives company-wide

- Provides input and direction to the Board of Directors regarding the Annual Compliance Report, which details the prior year's compliance initiatives and the compliance plan for the coming year





ETHICS AND COMPLIANCE

Our Code of Business Conduct and Ethics outlines the principles, policies, and laws that guide our actions while working. Our Code applies to everyone at VACMET India Limited. As a representation of our Core Values, the Code:

- Shows us how to be responsible for ourselves and for each other
- Protects our personal integrity at all times by giving us a way to respond to unethical actions

Our Code works in conjunction with our other key policies:

- Non-discrimination and Anti-harassment Policy
- Supplier Sustainability Guidelines
- Employee Handbook (HR Manual)
- Human Rights Policy
- Business Ethics Policy

We also expand on certain issues important to our business in our specific Disclosures, Company Policies, which address these issues & more:

- Anti-Bribery
- Anti-Harassment
- Anti-Slavery and Human Trafficking
- Human Rights
- Conflict of interest
- Equal Employment Opportunity
- Maintain work environments that protect the human dignity of all
- Ensure all business & working relationships are never exploitive or corrupt
- Annually or periodically reviewing and updating them
- Distributing them to employees & making them available via the online training tool
- Requiring acknowledgment of receipt of and compliance with them
- Conducting training on them
- Requiring each of our procurement agreements to include our Supplier Code of Conduct prohibiting slavery and trafficking
- Conducting regular audits of our facilities to check on compliance



Actions to Increase Accountability and Compliance

Speaking

We encourage all employees to report any activity or behavior that is illegal, unethical, or does not comply with our Code of Business Conduct and Ethics. They can report any infractions to Their manager & A human resources representative

Training

We weave respect and human rights into the fiber of our business by conducting annual training on:

- Our Code of Conduct for each of our employees, reminding them of our Core Values, Human Rights policy, and our policies prohibiting discrimination and harassment
- Identifying and addressing trafficking in our Supply Chain by educating salaried employees, including those in our Supply Chain and Human Resources departments
- Anti-harassment and respectful workplace practices for each of our managers across all Units

Auditing

We conduct regular human resources audits of our facilities to ensure they are compliant with all Indian Law and regulation requirements, as well as VACMET India Limited policies.

Human Rights

- Employ a labor force with a minimum age of 18 and expect the same of our, suppliers, and business partners
- Do not support work performed by forced labor, convicted criminals, or prisoners.

Anti-Corruption

We have a strict zero-tolerance policy for bribery. Our Business Ethics Policy outline clear bribery and corruption prohibitions. Educating everyone at VACMET India

- Our governance bodies, which include our Board of Directors, Corporate Governance Committee, the Executive team, and the Compliance Committee



Compliance Team

- Facilitates the development, implementation, and operation of an effective compliance and ethics program
- Promotes an organizational culture that encourages law-abiding and ethical conduct
- Apprises our Board of its activities
- Creates reports for the Board of Directors that details VACMET's compliance program
- Consists of our Human Resources; Information Technology; Internal Audit; Health, Safety and Environment
- Meets quarterly or more frequently as appropriate

The Compliance Team's responsibilities include:

Risk Assessment — Assess the risks of non-compliance with applicable laws or regulations and of unethical conduct by employees and third parties, including independent agents, subcontractors, and suppliers

Policies and Procedures — Develop appropriate compliance policies and procedures for the program, including responsibility for any recommendations to amendments to the Code of Conduct

Training and Communication — Increase employee awareness of compliance and ethics-related policies and procedures through training, updating, and distributing codes of conduct, notifications regarding reporting methods available, and other compliance communications

Auditing and Monitoring — Coordinate with Internal Audit to audit and monitor adherence to the Company compliance and ethics-related policies and procedures

Evaluation of Program Effectiveness — Monitor developments in applicable legal and regulatory standards, industry practice, and general best practices relating to compliance and ethics programs. Review the effectiveness of the compliance and ethics program. Evaluate the sufficiency of reporting channels and investigations of any ethics violations



SUPPLY CHAIN MANAGEMENT

Since our suppliers are vital to our success, we constantly strive to choose suppliers committed to strong ethics and business conduct standards similar to our own. Our procurement principles, revolve around high standards and our stakeholder commitments.



SUPPLY CHAIN MANAGEMENT

Our procurement principles, which revolve around high standards and our stakeholder commitments, are to:

- Source for the best value
- Obtain business requirements legally and ethically
- Provide equal opportunity

We expect our suppliers to consider potential environmental impacts of daily business decision-making processes as well as opportunities to ensure cleaner air and water and to reduce waste by:

- Conserving natural resources
- Recycling and reducing
- Implementing pollution controls

When procuring raw materials, we take into consideration their environmental impact. By conducting a periodic peer-reviewed Life Cycle Assessment (LCA) of our packaging products, we can:

- Better understand our products' environmental impact
- Make better supply procurement decisions that increase our products' circularity and reduce their impact on the environment

We also continually work to improve supply chain efficiency resulting in reduced fuel consumption. We strive to improve our surface transport load factor, resulting in further reduction of greenhouse gas emissions.

Supplier Expectations and Screening

To establish and maintain supplier relationships based on our core values and beliefs, we require compliance with our Global Supplier Code of Conduct. As such, we:

- Screen new suppliers to ensure compliance
- Review existing suppliers for compliance as they come up for contract renegotiations.



Our Supplier Policies

We believe acting ethically, responsibly, in an environmentally sustainable manner is not only the right thing to do, but also the right thing to do for our business. We expect no less from our suppliers. The policies in our Global Supplier Code of Conduct require suppliers to:

- Protect human rights and treat all employees with dignity and respect as understood by the international community
- Prevent and not participate in human trafficking, involuntary labor, or child labor
- Protect confidential information
- Not accept improper payments to influence an act or decision
- Avoid conflicts of interest or appearance of conflicts of interest
- Operate with integrity and sustainable business practices

Global Supplier Code of Conduct

We developed our Global Supplier Code of Conduct to set out our global minimum expectations in the areas of:

- **Business integrity and ethical practices**
- **Anti-corruption**
- **Labor practices**
- **Associate health and safety**
- **Environmental management and sustainable business practices**

We require all of our suppliers to comply with the Code as well as applicable laws and regulations. Non-compliance can lead to terminating our relationship with a supplier. Contracts for new suppliers and existing suppliers undergoing contract negotiations cannot be finalized without the supplier agreeing to our Code of Conduct framework.

Additionally, we expect suppliers to communicate and apply our Global Supplier Code of Conduct and relevant policies throughout their supply chains.



Global Reporting Initiative

(GRI)

This report is in accordance with the requirements of the Global Reporting Initiative, GRI Standard Core. It covers our sustainability performance for the period from 1st April 2021 to 31st March 2022.



Global Reporting Initiative (GRI)

GRI Standard	Disclosure	Page No / Response	Page No
GRI 102: GENERAL DISCLOSURES 2016			
ORGANISATIONAL PROFILE			
102-1	Name of the organization	VACMET INDIA LIMITED	05
102-2	Activities, brands, products, and services	BOPET, BOPP, Specialty Coated Films, Metallized paper & board	6-8
102-3	Location of headquarters	ANANT PLAZA, SECOND FLOOR 4/117-2A, CIVIL LINES, CHURCH ROAD, AGRA, UTTAR PRADESH, INDIA, PINCODE:282002	
102-4	Location of operations	VACMET has 5 production facilities in India. Out of which, 4 facilities are 100 kms from New Delhi in District Mathura and 1 in Central India near Indore	
102-5	Ownership and legal form	Our company	
102-6	Markets served	Our operation	
102-7	Scale of the organization	Our operation	
102-8	Information on employees and other workers	Our workforce	56
102-9	Supply chain	Supply chain management	48-50
102-10	Significant changes to the organization and its supply chain	None	
102-11	Precautionary Principle or approach		03
102-12	External initiatives		28
STRATEGY			
102-14	Statement from senior decision-maker		02
102-15	Key impacts, risks, and opportunities	Risk management	16-19
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior	Code of conduct	45-47
102-17	Mechanisms for advice and concerns about ethic	Ethics and compliance , Code of conduct	45-47
GOVERNANCE			
102-18	Governance structure	Corporate Governance	41-44
102-20	Executive-level responsibility for economic, environmental, and social topics	Corporate Governance	41-44
102-21	Consulting stakeholders on economic, environmental, and social topics		
102-22	Composition of the highest governance body and its committees	Corporate Governance	41-44
102-23	Chair of the highest governance body	Corporate Governance	41-44
102-24	Nominating and selecting the highest governance body	Corporate Governance	41-44
102-25	Conflicts of interest		



Global Reporting Initiative (GRI)

102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance	41-44
102-29	Identifying and managing economic, environmental, and social impacts		
102-30	Effectiveness of risk management processes	Risk Management	16-19
102-31	Review of economic, environmental, and social topics		
	STAKEHOLDER ENGAGEMENT		15
102-40	List of stakeholder groups		15
102-42	Identifying and selecting stakeholders		15
102-43	Approach to stakeholder engagement		15
102-44	Key topics and concerns raised		index
	REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements		
102-46	Defining report content and topic Boundaries		index
102-47	List of material topics		14-15
102-48	Restatements of information	Not Applicable	
102-49	Changes in reporting	Not Applicable	
102-50	Reporting period	All information in this report is as of March 31, 2021, unless otherwise stated	
102-51	Date of most recent report	May 2022	
102-52	Reporting cycle	Annual (Financial Year)	
102-53	Contact point for questions regarding the report	Ambrish Dwivedi a.dwivedi@vpiplmail.co.in	
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with GRI Standards : Core Option.	
GRI 205: ANTI-CORRUPTION			
205	Anti-corruption Management Approach	Ethics and compliance	45-47
205-2	Communication and Training on Anti-corruption Policies and Procedures	Ethics and compliance	45-47
ENVIRONMENT			
Materials			14-15
301	Materials Management Approach		14-15
301-1	Materials used by weight or volume		14-15
301-2	Recycled input materials used		14-15
301-3	Reclaimed products and their packaging materials		14-15
Energy			
302	Energy Management Approach	Energy	22
302-1	Energy consumption within the organization	Energy	22
302-2	Energy consumption outside of the organization	Energy	22
302-3	Energy intensity	Energy	22
302-4	Reduction of energy consumption	Energy	22



Global Reporting Initiative (GRI)

302-5	Reductions in energy requirements of products and services	Energy	22
Water and Effluents			
303	Water Management Approach	Water Conservation	25-26
303-1	Water withdrawal by source	Water Conservation	25-26
303-2	Water sources significantly affected by withdrawal of water	Water Conservation	25-26
303-3	Water recycled and reused	Water Conservation	25-26
Emissions			
305	Emissions Management Approach	Emission	23-24
305-1	Direct (Scope 1) GHG emissions	Emission	23-24
305-2	Energy indirect (Scope 2) GHG emissions	Emission	23-24
305-3	Other indirect (Scope 3) GHG emissions	Emission	23-24
305-4	GHG emissions intensity	Emission	23-24
305-5	Reduction of GHG emissions	Emission	23-24
305-6	Emissions of ozone-depleting substances (ODS)	We do not emit any of ozone depleting substance (ODS) in our production facilities	
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emission	Emission	23-24
Waste			
306	Effluents Management Approach	Water conservation	25-26
306-1	Water discharge by quality and destination	Water conservation	25-26
306-3	Significant spills	None to report	
306-4	Transport of hazardous waste	None to report	
Environmental Compliance			
307	Environmental Compliance Management Approach	VACMET India Limited is firmly committed to environmental stewardship and that commitment is reflected in our Sustainability Vision 2030 and with our disclosures. We have a corporate environmental, health and safety (EHS) management team that supports local EHS experts. Our environmental management structure and activities work to ensure full compliance with national, state, local and all other applicable regulations. VACMET India Limited EHS team also maintains our environmental policy regarding environmental stewardship.	
Supplier Environmental Assessment			
308	Supplier Environmental Assessment Management Approach	Supply chain management	48-50



Global Reporting Initiative (GRI)

308-1	New suppliers that were screened using environmental criteria	Supply chain management	48-50
308-2	Negative environmental impacts in the supply chain and actions taken	None to report	
SOCIAL			
Employment			
401	Employment Management Approach	Employee health and safety , Learning and development, diversity and inclusion	33-37
401-1	New Employee Hires and Employee Turnover		
401-2	Benefits provided to full-time employees	EPF, ESI.etc	
Occupational Health and Safety			
403	Occupational Health and Safety Management Approach	Employee health and safety	33-37
403-2	Types of Injury and Rates of Injury, Occupational Diseases, Lost Days	Employee health and safety	33-37
Training and Education			
404	Training and Education Management Approach	Learning and development	38-39
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Learning and development	38-39
404-3	Percentage of employees receiving regular performance and career development reviews	Learning and development 100% of our salaried workforce receive regular performance and career development reviews	38-39
Diversity and Equal Opportunity			
405	Diversity and Equal Opportunity Management Approach	Diversity and inclusion	29-30
405-1	Diversity of Governance Bodies and Employees	Diversity and inclusion	29-30
Human Rights Assessment			
412	Human Rights Assessment Management Approach	Ethics and Compliances	45-47
412-2	Employee training on human rights policies or procedures		46
412-3	Significant Investment Agreements and Contracts that Include Human Rights Clauses or that Underwent Human Rights Screening	Ethics and Compliances	45-47
Local Communities			
413	Local Communities Management Approach	Community engagement	28
413-1	Operations with Local Community Engagement, Impact Assessments and Development Programs	Community engagement	28
Supplier Social Assessment			
414	Supplier Social Assessment	Supply chain management	48-50
Public Policy			
415	Public Policy Management Approach	Ethics and Compliances	45-47
415-1	Political Contributions	Ethics and Compliances	45-47



Global Reporting Initiative (GRI)

Annexure

Sustainability score card

This chapter provides our sustainability performance over time

People

Employee Details

	2020-2021	2021-2022
No. of Employees	1377	1430
Attrition	5.81	13.33
Training hours per employee	15	18

Employee distribution by role, age and gender -2020-2021

	Gender		Age		
	M	F	<30	30-50	>50
Permanent employees					
Leaders	15	0	0	2	13
Managers	66	1	0	44	22
Executives	336	0	125	195	16
Workers	655	0	229	397	29
Non - Permanent					
Trainees	305	0	319	8	0
Contract Labour	1138				

Employee distribution by role, age and gender -2020-2021

	Gender		Age		
	M	F	<30	30-50	>50
Permanent employees					
Leaders	16	0	0	2	14
Managers	81	1	0	54	28
Executives	335	1	136	180	19
Workers	975	0	462	470	43
Non - Permanent					
Trainees	96	0	96	0	0
Contract Labour	1244	0	0	0	0



Global Reporting Initiative (GRI)

GHG Emissions			
GHG Emissions	Unit	FY 2020-2021	FY 2021-22
GHG Scope 1	Metric Ton of CO ₂ e per MT production	0.82	0.66
GHG Scope 2 (Market-Based)	Metric Ton of CO ₂ e per MT production	0.78	0.70
GHG Scope 3	Metric Ton of CO ₂ e per MT production	0.12	0.14

Other Air Emissions

Parameter	Units	FY 2020-21	FY 2021-22
SPM	Tonnes/year	5.06	8.33
SOx	Tonnes/year	2.85	3.72
Nox	Tonnes/year	3.63	4.33

Waste Management and recycling

Parameter	Units	FY 2020-21	FY 2021-22
Hazardous waste (solid)	Tonnes	10.4	10.12
Hazardous waste (liquid)	Tonnes	0	0
Total Hazardous waste	Tonnes	10.4	10.12
Non-hazardous waste (solid)	Tonnes	3990.766	4714.739
Waste reused/recycle/sold	Tonnes	3990.766	4714.739

Total water withdrawal			
Parameter	Unit	FY 2020-2021	FY 2021-2022
Ground water	m ³	225034	205634
Water from municipality	m ³	99232	103338
Recycled	m ³	46571	54600
Total water withdrawal	m³	370837	363572
Water recycled and reused	%	12.6%	15%

Direct Energy Consumption

Parameter	Unit	FY 2020-2021	FY 2021-2022
Others (Includes Diesel oil, furnace oil, LDO and other fuel)	GJ	487859	570750

Indirect Energy Consumption

Parameter	Unit	FY 2020-2021	FY 2021-2022
Electricity purchased	GJ	530234	861920



UN Sustainable Development Goal

We Strongly Abide by following United Nation Sustainable Development Goals

1	No Poverty Goal 1. End poverty in all its forms everywhere
2	Zero Hunger Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture
3	Good Health and Well-being Goal 3. Ensure healthy lives and promote well-being for all at all ages
4	Quality Education Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
5	Gender Equality Goal 5. Achieve gender equality and empower all women and girls
6	Clean Water and Sanitation Goal 6. Ensure availability and sustainable management of water and sanitation for all
7	Affordable and Clean Energy Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all
8	Decent Work and Economic Growth Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
9	Industry, Innovation, and Infrastructure Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
10	Reduced Inequalities Goal 10. Reduce inequality within and among countries
11	Sustainable Cities and Communities Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable
12	Responsible Consumption and Production Goal 12. Ensure sustainable consumption and production patterns
13	Climate Action Goal 13. Take urgent action to combat climate change and its impacts
14	Life Below Water Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development
15	Life on Land Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
16	Peace and Justice Strong Institutions Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
17	Partnerships for the Goals Goal 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development