



# Sustainability Report 2025



# Introduction

## About Company



Vacmet India Limited 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 Shri 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.

# Vision Mission Value



Vision-  
Our vision is to To  
become a global leader  
in manufacturing of  
polymeric films and allied  
products. ”



Mission –  
While our mission is Ethical  
and sustainable growth  
through product excellence,  
simultaneous growth of our  
stakeholders and the  
communities we touch. ”



Values –

- Accountability
- Innovation
- Entrepreneurial Drive
- Leadership
- Sustainable Development ”

# OUR GLOBAL FOOTPRINT





# Core Principles

Vacmet India Limited 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.

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## Message from the Chairman

Dear Stakeholders,

*It gives me great pride to present Vacmet India Limited's Sustainability Report for FY 2024-25, reflecting our continued journey toward responsible growth, innovation, and resilience.*

*From humble beginnings in 1993, Vacmet has evolved into a global leader in flexible packaging films and metallized paper & board, serving over 70 countries. Throughout this journey, our guiding principle has remained constant, to combine operational excellence with environmental stewardship and social responsibility.*



*This year marks another milestone in our sustainability journey. We have achieved a 3.32% reduction in overall GHG emissions, enhanced the share of renewable energy generation through our 4 MWP solar capacity, and expanded the use of recycled PET in our production. Our Silver rating from EcoVadis (87th percentile) and target validation by the Science Based Targets initiative (SBTi) reaffirm our commitment to globally recognized sustainability standards.*

*At Vacmet, we see sustainability not as an obligation, but as an opportunity to innovate and lead. We continue to invest in energy-efficient technologies, Zero Liquid Discharge facilities, and circular product innovations such as mono-material, recyclable, and PCR-based films. These initiatives not only minimize our environmental footprint but also create long-term value for our customers and communities.*

*Our people remain at the core of this progress. We are fostering a workplace that values safety, equality, and continuous learning, with robust systems for occupational health, employee welfare, and diversity. We take pride in being a company that believes responsible business conduct and profitability go hand in hand.*

*As we look ahead, we reaffirm our vision of becoming a net-zero organization by 2050, with measurable milestones along the way, including 44% emission reduction by 2035 and 90% renewable energy adoption.*

*To all our employees, customers, suppliers, investors, and partners, thank you for your trust and collaboration. Together, we will continue to transform challenges into opportunities and create a sustainable, circular future where performance and purpose converge.*

**Warm regards,  
Rajesh Srivastava  
Chairman, Vacmet India Limited**



## Message from the CFO

Dear Stakeholders,

*It gives me immense pride to present VACMET's Sustainability Report for FY 2024–25. As one of the key players in the plastic film manufacturing industry, VACMET has always strived to balance business excellence with environmental responsibility, social well-being, and strong governance.*

*Over the years, we have built our reputation on innovation, quality, and customer trust. Today, we recognize that our growth must also contribute to a sustainable future, one that minimizes environmental impact while maximizing shared value.*

*To this end, we are embedding sustainability into every stage of our value chain, from sourcing and production to product design and customer engagement.*

*During the past year, we have taken meaningful steps toward improving energy efficiency, reducing waste generation, and enhancing the recyclability of our film products. We are increasingly exploring bio-based and recycled raw materials, optimizing our production processes to minimize resource intensity, and advancing circular economy initiatives through strategic partnerships. These actions underscore our belief that innovation and sustainability are not competing goals but complementary drivers of long-term success.*

*Our people remain at the heart of this journey. Through ongoing training, collaboration, and engagement, we are fostering a culture of responsibility and continuous improvement. Equally, our strong governance framework ensures that transparency, ethics, and accountability remain the foundation of every decision we make.*

*Looking ahead, we recognize that the road to sustainability demands constant progress and collective action. We are committed to setting measurable goals, disclosing our performance transparently, and strengthening our partnerships to accelerate positive change across the plastic film industry.*

*I extend my sincere appreciation to our employees, customers, suppliers, and partners for their unwavering support and trust. Together, we are shaping a future where performance, innovation, and sustainability go hand in hand.*

**Warm regards,**

**Mr. Predeep K. Gupta**

**Chief Financial Officer (CFO), Vacmet India Limited**



# Report Prelude

We are pleased to present Vacmet India Ltd.'s Sustainability Report for the financial year 2024-25, highlighting our ongoing efforts in sustainability. This report details our economic, social, and environmental performance, demonstrating how Vacmet is creating value for its stakeholders. We have designed this overview to be clear and transparent, giving you a full picture of our progress and achievements. Our core mission is to build a sustainable, circular future, and we will continue to work closely with our partners to make this a reality.

Our goal is to present our past performance with complete transparency, giving you valuable insight into our progress. We remain dedicated to creating a circular and sustainable future alongside our partners.

## Depicting the report

Our Sustainability Report aligns with the Global Reporting Initiative (GRI) Standards 2021, providing a trusted framework for identifying and addressing key areas of interest to our stakeholders. Beyond compliance with these standards, we have gone further to enhance our reporting to meet the expectations of our valued customers and business partners. We remain fully committed to transparency and continuous improvement in sustainability practices. We sincerely appreciate your ongoing support and collaboration as we work together toward the shared objective of building a more sustainable future.

# Intended Audience

This sustainability report is intended for all stakeholders who are invested in our journey toward responsible growth and environmental stewardship. Our aim is to communicate transparently and meaningfully with the diverse groups who influence, and are influenced by, our business.

Our primary audiences include:

- **Investors and Shareholders**

To provide insights into our ESG performance, long-term risk management, and value creation strategies.

- **Customers and Partners**

To demonstrate our commitment to sustainable practices in product development, supply chain, and innovation.

- **Employees and Future Talent**

To reinforce our values, showcase our responsible workplace culture, and highlight how each role contributes to sustainability goals.

- **Regulators and Policymakers**

To align with national and global sustainability frameworks and demonstrate compliance with environmental and social standards.

- **Communities and Civil Society**

To affirm our role as a responsible corporate citizen and our impact on local ecosystems and livelihoods.

- **Suppliers and Contractors**

To communicate expectations for responsible sourcing, ethical practices, and shared accountability in our sustainability journey.

This report may also be of interest to academics, industry analysts, ESG rating agencies, and other organizations engaged in the transition to a more sustainable and circular economy.

# Key Achievements

***Reduction in the Product Carbon Footprint for BOPET/MET and BOPP/MET***

***Commitment and Target Validation on SBTi***

***Verification of the GHG emissions from Third Party***

***Achieved Silver Rating for EcoVadis with 87 percentiles***

***% of recycled PET used for the production  
15% (Percentage from PET PCR/Production of PET)***

***Integration of on-site renewable energy system of capacity  
4 MWp with total generation of ~4094316 kWh in the FY 24-25***

***Zero Liquid Discharge certified facility for one of the sites***

***Started our Stakeholder Engagement Program  
Covering 20% of critical stakeholders***

***Overall Reduction of ~3.32 % in GHG emissions  
for the entire group in FY 24-25, compared to last FY 23-24***

# Targets

***To take the responsibility for our products in accordance with EPR compliance***

***ZLD facilities for all the production sites till 2035***

***Incorporating 30% of recycled PET for all of our production till 2035***

***70 % Substitution of fossil fuels with biomass-based fuels by 2035***

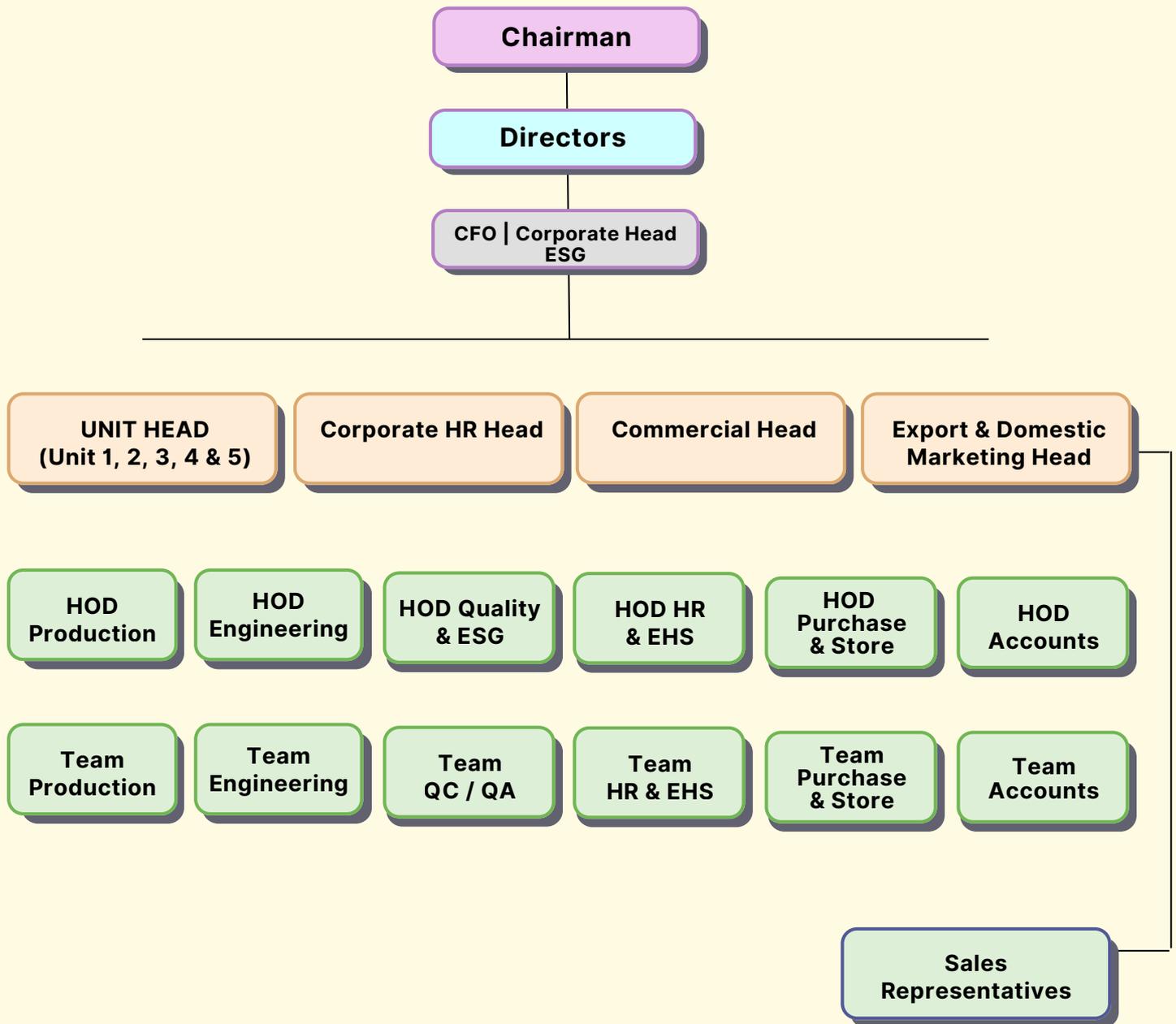
***Commitment and Target Validation on SBTi***

***44% Emission Reduction target by 2035,  
Net zero by 2050 for Scope 1, 2 and 3 for all of our operations***

***90% of the energy demand to be Met by RE by 2050***



# Organization Structure



# Credibility Through Independent External Assurance

To enhance the transparency, reliability, and integrity of this sustainability report, an independent assurance has been undertaken by XYZ Pvt Ltd, an internationally recognized, accredited third-party assurance provider.

The assurance was conducted in accordance with XYZ's sustainability assurance protocols,

The assurance process focused on evaluating:

The accuracy and completeness of disclosed data and performance indicators

The alignment of disclosures with the Global Reporting Initiative (GRI) Standards

The credibility of material topics and stakeholder engagement processes

The systems and processes used to collect, analyse, and report sustainability performance

Assurance Scope & Level

The assurance covered our sustainability disclosures for the reporting period FY 24-25, across key environmental, social, and governance (ESG) parameters. A limited level of assurance was provided, and both qualitative and quantitative data were assessed.

Kindly refer to the assurance statement on [Link](#)



# Product Portfolio

- BOPP Films
- BOPET Films
- Metalized BOPP Films
- Metalized BOPET Films
- Metalized Paper and Board
- High Performance Coated films
- Polyester Resins



# Application with Sustainable Solution

Our films are engineered to meet the diverse and evolving needs of the packaging industry, serving a wide range of applications across sectors such as food and beverages, health and personal care, and consumer goods.

These include:

- Food packaging (dry, frozen, and processed foods)
- Juices and liquid foods
- Health and personal care products
- Cosmetics and toiletries
- Confectionery and snacks
- Microwaveable food packaging
- Lidding films for trays and containers
- Sauces, noodles, and ready-to-eat meals
- Anti-fog applications for enhanced shelf appeal and visibility



Each solution is tailored to deliver optimal performance in terms of barrier protection, saleability, printability, and sustainability enabling our customers to meet both regulatory requirements and consumer expectations.

Industrial Applications - Our films are designed to serve a wide spectrum of industrial applications, offering performance, durability, and adaptability across diverse use cases. These include:

- Labels and stickers
- Smart cards and security holography
- Embossing and decorative finishes
- Yarn packaging and duct insulation
- Release liners and adhesive tapes
- Automotive components
- Magnetic tapes and barcode labels



# Application with Sustainable Solution

With a strong focus on functionality, consistency, and end-use performance, our industrial-grade films are engineered to meet the evolving technical and regulatory requirements of specialized industries.

Printing and Imaging - Our products play a vital role in the printing and imaging industry, serving as high-quality print media for a wide range of applications, including photo albums, product brochures, posters, offset printing, and laser printing.

Engineered for excellent printability, clarity, and surface performance, our films ensure vibrant visuals and long-lasting impressions across both commercial and consumer printing segments.

We are committed to a sustainable packaging approach based on the core principles of reducing, reusing, and recycling. These principles guide our product innovation and have shaped a portfolio designed to meet both performance and environmental standards.

Our product range includes -

- Thick films for electrical and electronic appliances, designed to improve durability and extend product life.
- Foldable films used in medical and industrial settings, offering flexibility and ease of handling.
- High-barrier, high-adhesion films for metallic surfaces, suited for various industrial applications.
- Transparent barrier films developed for food packaging, supporting shelf life and product integrity.
- Specialty-coated BOPP and BOPET films for print media, compatible with digital and UV inks.

These products are developed with a focus on material efficiency, performance, and lower environmental impact throughout their lifecycle.

# Feedback

We wholeheartedly invite and value your input, ideas, and questions regarding our sustainability report, as they play a pivotal role in enhancing our future reporting endeavors. Please don't hesitate to share your suggestions or queries with us by visiting our contact page at

<https://www.vpipl.co.in/contact.php>. For your convenience, we offer global access to our reports through our company website. You can easily access the sustainability report by visiting the following web address: [www.vpipl.co.in](http://www.vpipl.co.in) Your engagement and feedback are instrumental in our ongoing commitment to transparency and sustainability reporting.

# Certificates



# Materiality Analysis

We have conducted a comprehensive Materiality Analysis to identify and prioritize the sustainability topics most relevant to our business and stakeholders. This process included meaningful engagement with key stakeholder groups including customers, suppliers, and industry experts ensuring that our sustainability strategy reflects both external expectations and internal priorities.

## Procedure Adopted for Materiality Analysis

**Stakeholders Identification**  
Recognized important stakeholders like customers, suppliers, employees and industry experts

**Survey**  
Gathered stakeholders' preference on the topics relevant to our business

**Mapping**  
Importance of Issues to VIL and stakeholders

**Diagnosis assessment**  
Evaluation of the topic relating to impact

**Materiality Matrix**  
Visualization in a graphical representation

This process enabled us to align our priorities with stakeholder expectations and industry relevance. By engaging key stakeholders and assessing both business impact and societal relevance, we identified the most material topics that will guide our ESG initiatives and reporting. It was aimed at aligning our environmental, social, and governance (ESG) priorities with the expectations of our stakeholders and the strategic direction of our business. This analysis helps us focus our efforts and reporting on the areas where we can create the greatest impact, both in terms of business resilience and responsible production.



# Strength Under Pressure: Mitigating Risk in a Changing World

At the core of our sustainability strategy is a robust risk management framework that enables us to identify, assess, and address environmental, social, operational, and reputational risks. In line with global best practices, we are actively conducting Greenhouse Gas (GHG) accounting with third party verification, have secured SBTi validation for our near-term emissions reduction targets, and are proud to have achieved a silver rating from EcoVadis, placing us among the top-performing companies in our industry on key ESG metrics. The following section outlines our key sustainability-related risks, their broader context, and the mitigation measures we have implemented.



A plastic film manufacturing firm faces a range of strategic, operational, regulatory, environmental, and reputational risks. Below is a categorized list of relevant risks

## Regulatory & Compliance

**Risk:** Tightening of plastic waste rules, EPR obligations, and restrictions on certain types of plastic films

**Context:**

As global and local regulations become more stringent around plastic waste management—including product bans, Extended Producer Responsibility (EPR) mandates, and stricter recycling obligations—our business faces increased regulatory scrutiny and compliance requirements.

**Mitigation Measures:**

We are proactively redesigning our portfolio to prioritize recyclable, mono-material films and RPET, bio-based materials, and biodegradable films. Our EPR compliance infrastructure has been enhanced through digital and third-party audits. We also collaborate with industry associations to stay ahead of policy developments and advocate for balanced, science-based regulation.

## Operational & Supply Chain Risks

**Risk:**

**Volatile raw material pricing (PET, PP resins)**

**Context:**

The prices of key raw materials such as PET and PP resins are highly susceptible to global supply-demand imbalances, geopolitical tensions, and fossil fuel market volatility.

**Mitigation Measures:**

We have secured long-term contracts with key suppliers and are accelerating the adoption of recycled and bio-based alternatives, supporting both cost stability and our sustainability goals.

## Risk: Energy and utility disruptions

**Context:**

Our manufacturing operations are energy-intensive, and disruptions to energy and water supply can impact output and increase emissions.

**Mitigation Measures:**

We are investing in energy-efficient technologies, diversifying energy sources—including solar and captive power—and have implemented energy management systems at all facilities.

## Risk: Machinery downtime or obsolescence

**Context:**

Aging equipment can lead to unplanned downtime, operational inefficiencies, and increased emissions intensity.

**Mitigation Measures:**

We follow a preventive maintenance regime, allocate capital for planned technology upgrades, and we are enhancing internal technical capabilities to reduce equipment-related disruptions.

## Risk: Transportation and logistics challenges

**Context:**

Delays in transportation due to infrastructure, weather events, or geopolitical risks can affect raw material availability and on-time delivery.

**Mitigation Measures:**

We have developed a diversified logistics partner network and try to track supply chain visibility and risk anticipation.

## **Environmental & Sustainability Risks**

### **Risk: Climate change**

#### **Context:**

Climate-related physical risks such as flooding, extreme heat, and water scarcity pose threats to facility operations and supply chain stability.

#### **Mitigation Measures:**

We have conducted facility-level climate risk assessments and embedded resilience into our Business Continuity Plans (BCPs). Our validated SBTi targets guide our decarbonization roadmap, and we actively track and report Scope 1, 2 and 3 emissions.

### **Risk: Shift to Circular Economy**

#### **Context:**

The shift to a circular economy is accelerating, with increasing pressure from regulators, customers, and consumers to design products that are recyclable, reusable, or compostable.

#### **Mitigation Measures:**

Our R&D is focused on circular film innovations, and we have established in-house recycling and reprocessing capabilities. We are also incorporating recycled PET in raw materials; we partner with certified recyclers and the raw material waste produced in our operations are also used again as a raw material for same or different product.

### **Risk: Wastewater and resource efficiency**

#### **Context:**

High water usage and wastewater discharge can lead to environmental damage and reputational risk, particularly in water-stressed regions.

#### **Mitigation Measures:**

We have installed ETPs in all operational units to treat wastewater efficiently. These ETPs have a capacity of 30KLD in Unit-2 & 3, 90 KLD in Unit-4, and 60 KLD in Unit-5. Notably, Unit-5 is a Zero Liquid Discharge (ZLD) unit, showcasing our commitment to minimizing water discharge.

## **Financial & Market**

### **Risk: Overdependence on a few large customers**

#### **Context:**

A concentrated customer base exposes the business to revenue fluctuations if any key account is lost or reduced.

#### **Mitigation Measures:**

We have diversified our customer portfolio across sectors and geographies, and exploring new applications in areas like industrial, agriculture, and healthcare packaging to reduce dependency risk.

## **Technology Risks**

### **Risk: Falling behind on sustainable product innovation**

#### **Context:**

The market is shifting rapidly toward sustainable materials. Failure to innovate in this area may lead to lost market share and diminished brand value.

#### **Mitigation Measures:**

We are expanding our in-house R&D, investing in the development of recyclable and biodegradable films, to drive innovation aligned with sustainability goals.

## **Reputational Risks**

**Risk:** Plastic waste and pollution

**Context:**

Public concern over plastic pollution can affect brand perception and influence customer and investor decisions.

**Mitigation Measures:**

We have increased transparency through detailed sustainability reporting, obtained third-party certifications for our products, and are actively engaged in industry-led circular economy platforms.

**Risk: Stakeholder distrust due to lack of sustainability progress**

**Context:**

In today's ESG-conscious world, stakeholders expect clear progress and accountability on sustainability goals.

**Mitigation Measures:**

We have planned to set science-based targets through the SBTi, achieved a silver rating from EcoVadis, and publicly disclosed our performance in alignment with GRI Standards. We have also got assurance for our GRI aligned sustainability report and assurance for our GHG accounting report by an independent third-party verifier enhance transparency and build stakeholder trust

# Unwrapping the Future Sustainable Opportunities Ahead



### **Opportunity: Attracting the Eco-Conscious Consumer Through Product Innovation**

Sustainability has become a key decision driver for modern consumers and the brands they trust. Through continued investment in sustainable product innovation, we are creating solutions that align with this growing demand, such as:

- Recyclable mono-material films
- Bio-based and compostable films
- Lightweight downgauged films
- Films with high levels of post-consumer recycled (PCR) content

These innovations help reduce waste and resource consumption while positioning us as a preferred partner for brands aiming to meet their own sustainability commitments and satisfy eco-conscious consumers.

### **Opportunity: Strengthening Brand Value Through Sustainability Leadership**

Today, brand value is measured not just in quality and reliability, but in purpose and responsibility. Our commitment to sustainability enhances our brand reputation across the value chain. By embedding ESG principles into our operations:

- We deepen trust with customers, partners, and communities
- Attract purpose-driven clients and long-term relationships
- Differentiate ourselves in a crowded marketplace
- Support clients in meeting their own ESG reporting requirements

Being known as a sustainability-focused manufacturer boosts our brand equity and unlocks premium market opportunities.

### **Opportunity: Winning Public and Private Sector Collaborations**

Our proactive stance on sustainability enables us to participate in:

- Industry alliances for circularity and innovation
  - Government-led plastic reduction initiatives and policy shaping
  - R&D grants and funding for sustainable materials
  - Joint ventures with FMCG companies and recyclers to develop new film applications
- These collaborations can accelerate innovation, reduce risks, and expand market access.

### **Opportunity: Attracting Investors with Strong ESG Performance**

More investors are incorporating ESG criteria into their decision-making. Our continued progress on sustainability can:

- Attract sustainable investment funds
- Increase our ESG ratings from third-party evaluators
- Improve access to climate-linked financing instruments
- Demonstrate long-term value creation through responsible practices

This enhances our financial resilience and supports growth.

## Opportunity: Expanding Circular Business Models

The move toward a circular economy presents opportunities to reinvent value chains and create closed-loop systems. We're exploring business models that allow us to:

- Offer film take-back or recycling programs for customers
- Develop partnerships with waste collection and recycling companies
- Produce films with higher percentages of post-industrial and post-consumer recycled content
- Introduce closed-loop production systems to reduce virgin material dependence

These models not only reduce waste but also create competitive differentiation and new revenue opportunities.

## Opportunity: Process Optimization for Resource Efficiency

Continuous improvement in operational efficiency supports both sustainability and profitability. By optimizing production processes, we can:

- Reduce energy and water usage
- Minimize raw material waste through precision manufacturing
- Decrease scrap rates and improve material yield
- Move towards the goal of zero-waste-to-landfill practices in our facilities

These enhancements contribute directly to our ESG performance while lowering costs.

## Opportunity: Building a Greener, More Resilient Supply Chain

Sustainability must extend beyond our factory gates. We are taking steps to create a more circular, transparent, and responsible supply chain by:

Sourcing raw materials with lower environmental impact

Collaborating with suppliers on energy-efficient and sustainable practices

Partnering with recyclers and converters to close material loops

Improving traceability and ESG performance across the value chain

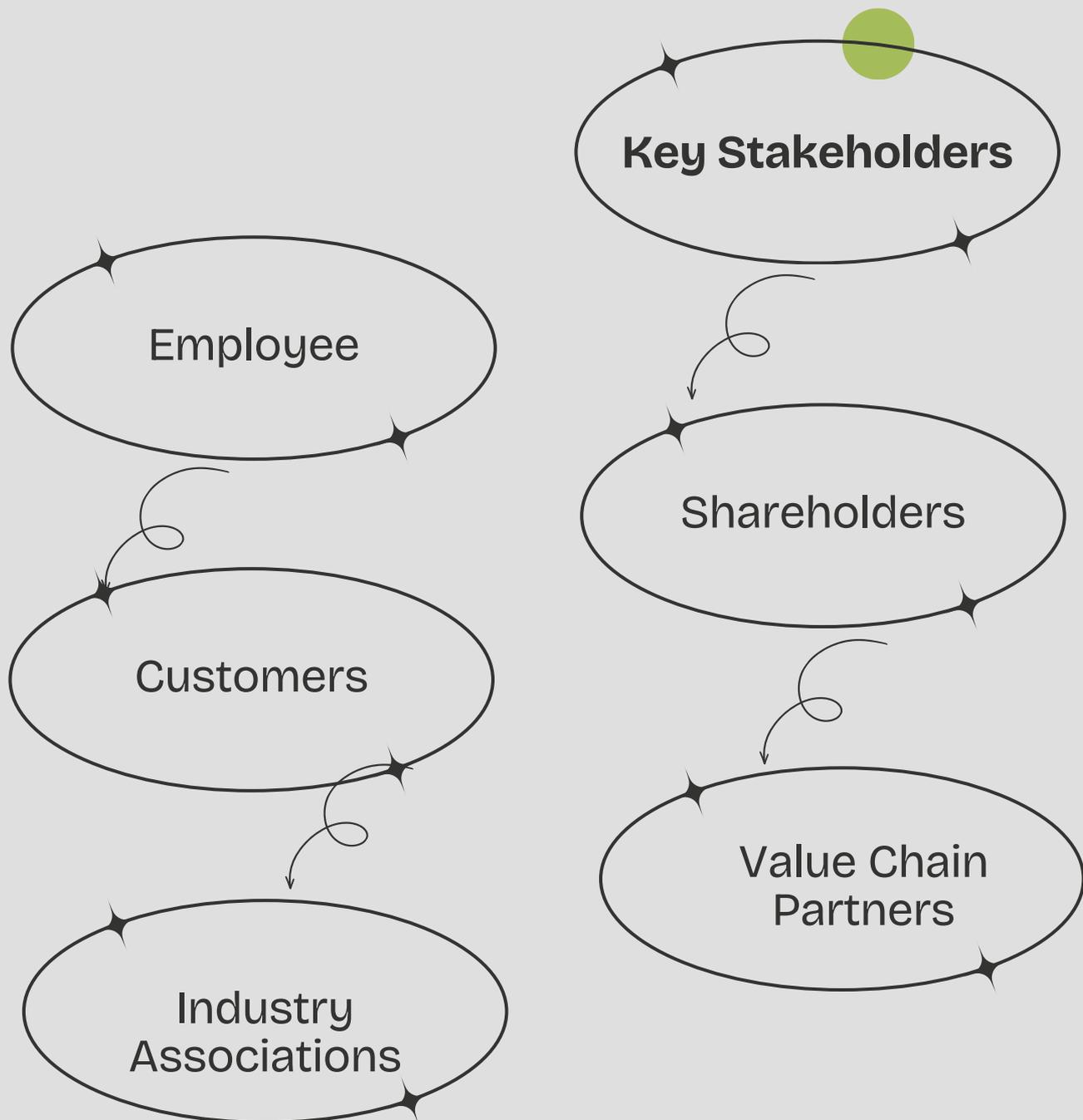
A sustainable supply chain enhances operational reliability, reduces long-term risks, and strengthens our ability to deliver responsible products to market.

# Working Together: Our Stakeholders, Our Shared Purpose

We believe that sustainability is not something we achieve alone, it is built through meaningful collaboration with our stakeholders. From employees and customers to suppliers, regulators, and the communities where we operate, each stakeholder group plays a vital role in shaping our sustainability journey.



# Identified Stakeholders



## Engagement method for different stakeholders

Stakeholder Group	Engagement Channels & Frequency	Key Topics & Expectations
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Regular town halls and department meetings</li> <li>• Annual employee engagement surveys</li> <li>• Safety committees and suggestion boxes</li> <li>• Training sessions and internal newsletters</li> </ul>	<ul style="list-style-type: none"> <li>• Occupational health and safety</li> <li>• Career development and training</li> <li>• Skill improvement</li> <li>• Job security and inclusive culture – Work-life balance</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Ongoing account management and B2B feedback loops</li> <li>• Joint development projects</li> <li>• Annual customer satisfaction surveys</li> </ul>	<ul style="list-style-type: none"> <li>• Product sustainability (recyclability, carbon footprint)</li> <li>• Compliance with packaging regulations</li> <li>• Innovation in material design</li> <li>• Transparent communication on ESG commitments</li> </ul>
<b>Suppliers &amp; Partners</b>	<ul style="list-style-type: none"> <li>• Supplier code of conduct audits (annual)</li> <li>• On-site visits and joint ESG evaluations</li> <li>• Supplier onboarding and sustainability questionnaires</li> <li>• Shared R&amp;D and innovation pilots</li> </ul>	<ul style="list-style-type: none"> <li>• Ethical labour practices and human rights</li> <li>• Waste and energy management</li> <li>• Circular economy collaboration</li> <li>• Quality and delivery performance</li> <li>• Alignment with our environmental and social standards</li> </ul>
<b>Local Communities</b>	<ul style="list-style-type: none"> <li>• Community outreach programs and sponsorships</li> <li>• Local hiring initiatives and internships</li> <li>• Environmental impact consultations</li> <li>• Volunteering and donation campaigns</li> </ul>	<ul style="list-style-type: none"> <li>• Local employment opportunities</li> <li>• Environmental impact (e.g. emissions, waste)</li> <li>• Education and skill-building support</li> <li>• Responsible community presence and transparency</li> </ul>
<b>Regulators &amp; Policymakers</b>	<ul style="list-style-type: none"> <li>• Regulatory reporting and compliance submissions</li> <li>• Participation in policy consultations and industry roundtables</li> <li>• Monitoring policy developments and engaging via trade bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with environmental and labor laws</li> <li>• Extended Producer Responsibility (EPR) and waste laws</li> <li>• Climate disclosures and emission targets</li> <li>• Health, safety, and waste reduction mandates</li> </ul>
<b>Industry Associations</b>	<ul style="list-style-type: none"> <li>• Membership in packaging and plastics alliances</li> <li>• Contribution to working groups and joint statements</li> <li>• Sharing sustainability performance data</li> <li>• Conferences, webinars, and knowledge exchange</li> </ul>	<ul style="list-style-type: none"> <li>• Best practices in sustainability</li> <li>• Innovation and technology adoption</li> <li>• Industry-wide sustainability goals (e.g. net-zero plastics)</li> <li>• Advocacy on regulatory frameworks</li> </ul>
<b>Investors &amp; ESG Analysts</b>	<ul style="list-style-type: none"> <li>• Annual ESG and financial disclosures</li> <li>• Sustainability reporting (GRI, SBTi)</li> </ul>	<ul style="list-style-type: none"> <li>• Climate-related risks and opportunities</li> <li>• Emission reduction and SBTi progress</li> <li>• Governance and ethical business practices</li> <li>• Long-term value creation through ESG integration</li> <li>•</li> </ul>

# Our customers

Our customers play a key role in shaping how our products are manufactured. The sustainability behind our products is driven by two main factors: our own internal commitment and the growing demand from our customers. From food producers to healthcare suppliers, agricultural companies to industrial packagers, they count on us to deliver reliable, high-performance plastic films that help protect their products and get them safely where they need to go.

# Our customers

More and more, our customers are looking for packaging that does more with less, be it less material, less waste, or less environmental impact. We work closely with them to find smarter solutions, whether that means creating films that use fewer resources, developing recyclable or mono-material options, or using post-consumer recycled content in new products.

A lot of these innovations come from listening, sitting down with our customers, understanding their challenges, and figuring out what we can improve together. That kind of collaboration is something we really value.

Our customers want to know where materials come from, how products are made, and what happens to them after use. That's why we're working on:

- Sharing clearer data on the environmental footprint of our films.
- Expanding certified product options.
- Staying ahead of the curve on recycling, regulations, and new materials

We also make sure to provide all these details to our customers through one-on-one discussion, published sustainability report, through disclosures and publicly committing our sustainability initiatives and targets to support our customers in informed decision making and pass on these sustainability claims to their customers.



# Our Suppliers: The Partners Who Power Us

Every product we make starts with the materials we source and the suppliers we trust. Our suppliers are not just vendors; they are essential partners in our journey toward more sustainable manufacturing. We work closely with a network of suppliers who provide the raw materials, resins, additives, and packaging that go into our plastic films. As expectations around sustainability continue to rise, we are committed to sourcing responsibly and pushing for higher standards throughout our supply chain.

We see our supplier relationships as long-term collaborations. Through regular communication, audits, and joint innovation, we work together to improve product performance while reducing environmental impact. Whether it's exploring new raw material with a lower carbon footprint or experimenting with existing raw materials, or finding ways to reduce packaging waste these efforts only succeed because of strong supplier partnerships.

## ESG EXPECTATIONS FROM SUPPLIERS

<b>Regulatory Compliance</b>	Suppliers must comply with all applicable environmental, social, and governance (ESG) regulations, including Indian and international laws.
<b>Anti-corruption &amp; Business ethics</b>	Suppliers must have zero tolerance for bribery, fraud, or unethical practices, ensuring fair business conduct.
<b>Ethical Sourcing of raw materials</b>	Suppliers must ensure responsible sourcing of materials, avoiding conflict minerals and environmentally harmful extraction practices.
<b>Environmental Protection</b>	Suppliers shall adopt sustainable practices to minimize emissions, pollution, and resource depletion in line with Vacmet's environmental commitments.
<b>Energy Efficiency &amp; Carbon footprint</b>	Suppliers must implement energy-efficient technologies and track carbon emissions, aiming for continuous reduction.
<b>Waste Management</b>	Suppliers shall have policies for responsible waste disposal, recycling, and hazardous material handling to minimize environmental impact.
<b>Water Conservation</b>	Suppliers must implement water-efficient processes, prevent contamination, and ensure responsible water usage.
<b>Human rights &amp; Labor Standards</b>	Suppliers must prohibit child labor, forced labor, discrimination, and ensure fair wages, safe working conditions, and legal working hours.
<b>Health and Safety compliance</b>	Suppliers must maintain a safe workplace, provide protective equipment, and follow occupational health and safety (OHS) standards.
<b>Diversity and Inclusion</b>	Suppliers must promote equal employment opportunities and support a diverse workforce

# Responsible Supply Chain Management Strategies



- **Communication Expectations**
- **Strengthening Local Sourcing**
- **Supplier Risk Categorization**
- **ESG Integration Roadmap**
- **Vendor Onboarding & Screening**
- **Capacity Building & Awareness**
- **Performance Monitoring**

# Human Capital and Engagement



Employees are central to the continued growth and operational excellence of Vacmet. As a plastic film manufacturing company operating in a competitive and safety-critical industry, we recognize the importance of a skilled, motivated, and supported workforce.

Across our operations, we invest in training and upskilling programs to strengthen technical capabilities and support career development. We actively promote open communication, fair treatment, and employee wellbeing, ensuring that our workforce remains engaged, informed, and aligned with the company's values and goals.

We also understand the importance of compliance with local labor laws and international standards, including non-discrimination, freedom of association, and the right to collective bargaining. Our approach to workforce management reflects our broader commitment to sustainability, operational resilience, and responsible business conduct.

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### Employee profile

As of March 31, 2025, our workforce comprised a total of 2774 employees, consisting of 1747 permanent employees and 1027 contractual employees across various manufacturing sites. This diversity is a testament to our inclusive hiring practices.

In the current reporting period within this workforce, 11 are female employees, while the remaining 2,763 are male employees. At Vacmet, we are resolute in ensuring that female employees are provided with equal opportunities to progress and thrive within the organization. Notably, during this reporting period, approximately 100% of our female employees, out of the 11 within the organization, have been at the managerial positions.

## Approach towards Employee

We are steadily progressing toward becoming a true learning organization—one that places strong emphasis on continuous skilling, reskilling, and upskilling of our workforce. As part of our quarterly Labor and Human Rights (L&HR) policy planning process, we regularly assess emerging skill requirements to ensure alignment with both our corporate objectives and location-specific strategies.

Our HR initiatives are led by the Management Head and HR Head, with dedicated support from HR teams at each of our operational sites. One of our key facilities has implemented a Human Resource Information System (HRIS), enabling streamlined and centralized HR operations across India.

We view our relationship with employees as a long-term partnership. We value their dedication, recognize their contributions, and remain committed to supporting their growth and development throughout their journey with us.

## A Commitment to Diversity and Inclusion

Our policies promote equal opportunity in recruitment, development, and advancement, and we actively work to eliminate any form of discrimination or bias within our operations. In support of UN Sustainable Development Goal 5 (Gender Equality), we actively promote equal opportunities for all genders across recruitment, training, leadership, and career advancement. We are working to increase the representation of women in our workforce and leadership roles, and we enforce strict policies against gender-based discrimination and harassment.

Aligned with SDG 10 (Reduced Inequalities), we are focused on removing barriers that prevent individuals from underrepresented or disadvantaged backgrounds from thriving in the workplace. This includes ensuring fair hiring practices, providing equal access to training and development, and maintaining a zero-tolerance approach to any form of discrimination, whether based on race, ethnicity, disability, religion, or socio-economic background. We believe that a diverse workforce brings a broader range of perspectives, enhances innovation, and strengthens our decision-making.

### **Associational freedom and group bargaining**

At Vacmet, we are firm supporters of the fundamental rights to freedom of association and collective bargaining. We believe these principles are essential to building a fair, transparent, and respectful workplace. Our commitment to these rights is grounded in the Universal Declaration of Human Rights, and they form a foundational pillar of our broader approach to responsible labour practices.

To put these values into practice, Vacmet has established a “Staff and Workers Committee” that functions as a formal, recognized platform for employee representation. These committees, composed of elected employee representatives and HR personnel, provide employees with the opportunity to organize and voice their concerns, with the full support and recognition of the company. The committees are actively involved in negotiating employment terms such as wages, working hours, leave entitlements, and other working conditions. These discussions are conducted in a structured and lawful manner, in full accordance with national labor laws, to ensure both compliance and fairness in our employment practices.

### **Child and Forced Labor**

Vacmet maintains a strict zero-tolerance policy against child labour and forced labour across all its operations and supply chain. We are fully committed to complying with national labour laws and international standards, including those set by the International Labour Organization (ILO). All employment at Vacmet is based on free and informed consent. No employee is made to work under threat, coercion, or without proper compensation. We do not retain workers' identity documents, and employees are free to leave their jobs with reasonable notice. In strict accordance with the guidelines established by the International Labor Organization (ILO), we categorically do not endorse or engage in the employment of workers or laborers under the age of 18, who are recognized as "young workers" by the ILO.

To prevent child labour, we have age-verification procedures in place during recruitment and ensure all hires meet the legal minimum age requirement. Regular checks are carried out to maintain compliance, particularly in areas where risks may be higher. We also expect our suppliers and partners to uphold the same standards. Our Supplier Code of Conduct clearly prohibits any form of child or forced labour, and we monitor compliance as part of our broader responsible sourcing practices.

### **Vacmet Safety Approach: Augmenting Productivity**

Safety at Vacmet is more than just a compliance requirement, it is a vital driver of productivity and loss prevention. We actively encourage our teams to continuously reflect on and enhance their awareness of workplace safety risks.

Our safety initiatives aim to educate employees about occupational hazards, safety protocols, and emergency procedures. Regular health and safety training sessions are a key part of this effort, covering topics such as fire safety, electrical safety, first aid, and the recognition of safety signs.

### **Comprehensive Emergency Preparedness**

Vacmet maintains robust plans to effectively respond to potential emergencies including leaks, fires, explosions, and other hazards that could threaten life and property. We routinely review and test our emergency response procedures to ensure readiness. Each site's emergency preparedness plan includes detailed plant information, an inventory of emergency equipment, roles and responsibilities of key personnel, and updated contact information for hospitals and essential staff.

Our workforce receives continuous on-the-job training and is provided with the necessary safety equipment to respond confidently in emergencies. Additionally, adequate fire protection and firefighting infrastructure are maintained across all sites to ensure swift and effective emergency management.

### **Employee Well-being: A Holistic Approach**

At Vacmet, the well-being of our employees is fundamental to our success. We continuously improve workplace practices to foster a supportive and healthy environment. Our commitment goes beyond physical health, encompassing mental well-being, overall happiness, and job satisfaction.

To support this, we regularly conduct medical camps, awareness programs, and provide medical support services. Ongoing medical surveillance helps monitor employee health, and all our facilities are equipped with first-aid kits and trained personnel to manage injury risks effectively.

New employees receive preventive health screenings upon joining, and all staff participate in regular health and safety workshops designed to promote healthier lifestyle choices. These sessions address topics such as smoking cessation, nutrition guidance, availability of healthy food options, stress management, and fitness activities. Additionally, permanent employees undergo annual occupational health check-ups to ensure their continued well-being and workplace safety.

### **Occupational Health & Safety Performance: A Commitment to Zero Incidents**

Our strong commitment to safety is evident in our excellent occupational health and safety record. During the reporting year, we achieved a significant reduction in man-days lost compared to previous years, with no serious work-related injuries or fatalities reported in the past three years.

## Talent Attraction and Retention

At Vacmet, we focus on attracting skilled talent and creating an environment that encourages long-term employee retention. Our hiring and retention practices are designed to support stable workforce growth and organizational continuity. We have hired 289 employees in the FY 2024-25. Our employee retention policy reflects a strong sense of loyalty and trusts within the organization.

## Employee Benefits

The company is committed to creating a work environment that supports the holistic wellbeing of its employees—professionally, physically, and financially. We recognize that our people are our most valuable asset, and we strive to ensure that they feel valued, protected, and empowered in their roles.

To support this, we provide a comprehensive range of employee benefits that go beyond statutory requirements. These benefits are designed to enhance quality of life, promote long-term engagement, and encourage continuous development. Key benefits include:

- ***Skill development & training programs to enhance technical and soft skills***
- ***Health insurance coverage for employees and their dependents***
- ***Provident fund contributions in line with regulatory requirements***
- ***Paid leave and holiday entitlements, including sick leave & maternity/ paternity leave***
- ***Performance-based incentives to reward high performance and contribution***
- ***Safe & hygienic working conditions, especially in operational & manufacturing areas***

- ***Employee welfare schemes tailored to support various personal and professional needs***
- ***Equal opportunity and non-discrimination policies promoting fairness and inclusivity***
- ***Support for work-life balance, including flexible working arrangements where applicable***
- ***Access to safety gear and protective equipment, in line with our occupational health and safety standards***

These initiatives reflect our long-term commitment to building a sustainable, inclusive, and resilient workforce. By investing in our employees, we aim to cultivate a workplace culture rooted in trust, stability, and shared success.

## Building Sustainable Partnerships

Our customers are at the heart of our operations and play a vital role in driving our sustainability journey. We serve a diverse customer base across industries including food and beverage, healthcare, agriculture, industrial packaging, and consumer goods. These partners rely on our plastic film products for their critical packaging, protection, and preservation needs.

## **We have total customer base of 1750.**

We recognize that our customers are increasingly focused on reducing their environmental impact, meeting regulatory requirements, and delivering on their own sustainability commitments. We actively collaborate with them to offer innovative, efficient, and lower-impact film solutions, such as:

- *Lightweight and downgauged films to reduce material usage*
- *Recyclable and mono-material films to support circularity*
- *Biodegradable and compostable options for niche applications*
- *Post-consumer recycled (PCR) content integration*

Through open dialogue, co-development projects, and technical support, we help customers meet sustainability goals without compromising on product performance or safety.

## **Training our difference makers**

As part of our commitment to fostering a sustainable and resilient organization, we prioritize the continuous growth and development of our employees. In the reporting period, we invested in a range of training programs designed to enhance skills, promote sustainability awareness, and support career progression.

<b>UNIT</b>	<b>Total Training Hours</b>	<b>Total Training Hours Per Employee</b>
<b>Unit 1</b>	190	8.64
<b>Unit 2</b>	2526	16.21
<b>Unit 3</b>	4279	18.13
<b>Unit 4</b>	10725	21.58
<b>Unit 5</b>	16,025	21.45
<b>Total</b>	<b>33,472</b>	<b>20.4</b>

# Internal Control System

Vacmet is committed to strong corporate governance practices that support effective internal controls. As a leading manufacturer of plastic films, we operate in a highly regulated and environmentally sensitive industry. Our internal control framework is designed to uphold not only financial accuracy and regulatory compliance but also our environmental, social, and governance (ESG) commitments.

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Internal Control Systems (ICS) at Vacmet serve various purposes:

### **Risk Management**

We maintain a proactive risk management framework that identifies potential operational, financial, environmental, and strategic risks across our business. Regular risk assessments are conducted at various levels to ensure timely mitigation actions. This approach enables us to respond effectively to evolving market dynamics, regulatory changes, and sustainability challenges.

### **Statutory Compliance**

Compliance with all applicable laws, regulations, and industry standards is a fundamental priority. We have established internal protocols

and regular audits to ensure ongoing adherence to environmental, labor, safety, and financial regulations. Our compliance function works closely with department heads to address any regulatory developments and maintain our license to operate.

### **Asset Protection**

We have implemented control measures to safeguard both tangible and intangible assets. This includes the maintenance of physical infrastructure, inventory management controls, equipment maintenance systems, and protection of intellectual property. These measures are regularly reviewed to ensure our assets are used efficiently and remain secure.

## **Business Plan Oversight**

We regularly review and assess our business plans and objectives to ensure they remain aligned with our overarching strategic goals and long-term vision.

## **Fraud Prevention and Control**

To maintain a culture of integrity, we have put in place robust controls to prevent, detect, and respond to fraud. This includes a code of conduct, whistleblower policy, segregation of duties, and periodic internal audits. Employees are trained to recognize and report unethical behavior through secure and anonymous channels.

## **IT Security and Validation**

Information technology is integral to our operations, and protecting data integrity and system security is critical. We have deployed cybersecurity protocols, including access controls, regular system audits, and disaster recovery mechanisms. Our IT infrastructure undergoes regular validation and testing to prevent data breaches and ensure the availability of critical systems.

## **Financial Reporting and Accuracy**

Accurate financial reporting is central to transparency and accountability. Our financial control systems ensure the integrity of data used in financial statements and sustainability disclosures. These controls are designed to prevent misstatements and ensure compliance with applicable accounting standards and reporting frameworks. Independent audits are conducted annually to validate our financial records.

At Vacmet, our Enterprise Resource Planning (ERP) system plays a critical role in facilitating timely and accurate financial reporting. Equipped with robust, built-in IT controls across all key business functions.

# Committees

Vacmet's governance structure includes six specialized committees, each assigned specific responsibilities to enhance their overall effectiveness. These committees consist of a combination of independent and non-independent directors. The Board of Directors established these committees to promote strong and effective governance:

## **CoAudit Committee**

The Audit Committee plays a crucial role in overseeing the financial reporting process and the disclosure of financial information, ensuring the accuracy, adequacy, and integrity of the financial statements. It also recommends the appointment, remuneration, and terms of engagement for the auditors, and approves payments for any additional services provided by the statutory auditors, among other key responsibilities.

## **Management Information System (MIS)**

The Management Information System (MIS) Committee continues to serve as a vital component of Vacmet's governance framework. Meeting on a monthly basis, the committee provides a structured forum for in-depth discussions on a wide range of performance indicators, with a strong focus on both stakeholder-related metrics and key financial measures. These sessions ensure that the management remains aligned with the company's strategic priorities and responsive to emerging challenges and opportunities.

Insights and outcomes from these monthly MIS meetings form the foundation for the company's quarterly Board of Directors meetings. The Board leverages these findings to inform high-level decision-making and to steer strategic initiatives in line with the evolving business landscape.

The MIS Committee remains committed to addressing stakeholder concerns, with a particular emphasis on grievance redressal. It actively manages and resolves complaints and issues raised by both internal and external security holders ranging from financial matters to broader organizational concerns ensuring transparency, accountability, and trust. In addition to its governance and grievance-handling roles, the committee plays a critical part in shaping the company's financial strategy. Discussions regularly include the management of short-term borrowings, effective utilization of working capital lines, deployment of surplus funds, and the evaluation of other financial instruments vital to maintaining financial health and long-term sustainability.

## Corporate Social Responsibility (CSR) Committee

The CSR Committee at Vacmet oversees the company’s social initiatives, ensuring compliance with regulations and alignment with corporate values. It focuses on impactful projects in areas like education, healthcare, environment, and community development. The committee reviews proposals, monitors fund utilization, and partners with credible organizations to maximize impact. Through these efforts, it reinforces Vacmet’s commitment to inclusive and responsible growth.

## Nomination and Remuneration Committee

The Nomination and Remuneration Committee (NRC) continues to play a vital role in strengthening governance and leadership at Vacmet. The committee is responsible for identifying and recommending candidates for Board and senior management positions, ensuring the right mix of skills, experience, and diversity. It also oversees the development and implementation of policies related to executive Directors, KMP’s remuneration, ensuring that compensation structures are performance-linked, fair, and aligned with the interests of shareholders the Organization. The NRC regularly evaluates the performance of the Board and Key Managerial personnel etc. senior leadership to support an effective and accountable governance framework.

By focusing on merit-based appointments and transparent remuneration practices, the NRC helps XYZ attract, retain, and motivate top talent, while upholding the principles of integrity, fairness, and long-term value creation.

Name of the Committee	Number of meetings
Audit Committee	4
Nomination & Remuneration Committee	5
Corporate Social responsibility Committee	3
Executive Committee	4

***We are committed to enhancing our internal control systems through regular review, employee training, and technology upgrades. By embedding controls across all key business functions, Vacmet ensures a strong foundation for governance, risk management, and sustainable growth.***

## Key Policies Guiding Responsible Operations

Below is an inclusive list of some of the key policies that govern our operations –

Policy Category	Policy Name	Purpose/Scope	Coverage
<b>Environmental</b>	<ul style="list-style-type: none"> <li>Environmental Policy</li> <li>Waste Management &amp; Recycling Policy</li> <li>Suppliers Environmental Questionnaire</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to minimizing environmental impact</li> <li>Sustainable waste practices and circularity</li> <li>Assessing supplier environmental responsibility</li> </ul>	<ul style="list-style-type: none"> <li>Production plant, offices</li> <li>Production plant, offices</li> <li>Production plant, offices, suppliers</li> </ul>
<b>Social &amp; Labor</b>	<ul style="list-style-type: none"> <li>Labor and Human Rights Policy</li> <li>Non-Discrimination &amp; Anti-Harassment Policy</li> <li>Policy for Freedom of Association and Collective Bargaining</li> <li>Employee Hygiene Policy</li> <li>No Jewellery Policy</li> <li>OHS Policy (Occupational Health &amp; Safety)</li> <li>Product Safety Policy</li> <li>Injury Rate Compliance Policy</li> </ul>	<ul style="list-style-type: none"> <li>Upholding worker rights and ethical labour standards</li> <li>Promoting an inclusive, respectful workplace</li> <li>Supporting employee representation rights</li> <li>Maintaining health and sanitation standards</li> <li>Workplace safety and hygiene in manufacturing areas</li> <li>Ensuring a safe work environment</li> <li>Ensuring product safety and regulatory compliance</li> <li>Monitoring and reducing workplace injuries</li> </ul>	<ul style="list-style-type: none"> <li>Production plant, offices and all the stakeholders Policy</li> <li>Production plant, offices and all the stakeholders</li> <li>Production plant, offices</li> <li>Production plant, offices</li> <li>Production plant, offices</li> <li>Production plant, offices</li> <li>Production plant, offices and all the Stakeholders</li> <li>Production plant, Offices</li> </ul>
<b>Governance &amp; Ethics</b>	<ul style="list-style-type: none"> <li>Business Ethics Policy</li> <li>Anti-Competitive Policy</li> <li>Whistleblower Policy</li> </ul>	<ul style="list-style-type: none"> <li>Guiding ethical behaviour and integrity</li> <li>Promoting fair market practices</li> <li>Secure, anonymous reporting of unethical conduct</li> </ul>	<ul style="list-style-type: none"> <li>Production plant, Offices</li> <li>Production plant, Offices</li> <li>Production plant, Offices</li> </ul>
<b>Supply Chain</b>	<ul style="list-style-type: none"> <li>Sustainable Procurement Policy</li> <li>Suppliers Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>Integrating sustainability into purchasing decisions</li> <li>Setting ESG expectations for suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Production plant, Offices and Suppliers</li> <li>Production plant, Offices and Suppliers</li> </ul>
<b>Information &amp; Records</b>	<ul style="list-style-type: none"> <li>IT Security Policy</li> <li>Record Retention Policy</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring data protection and cybersecurity</li> <li>Managing company records in compliance with laws</li> </ul>	<ul style="list-style-type: none"> <li>Production plant, Offices, and all the stakeholders</li> <li>Production plant and Offices</li> </ul>

## Financial performance and strategic stewardship

Our commitment to sustainable value creation is reflected in our consistent financial performance. In the reporting period, we achieved steady revenue growth driven by operational efficiency, strategic capacity expansion, and strong customer relationships across global and domestic markets.

Despite a dynamic economic environment and ongoing industry shifts toward sustainability, we maintained profitability while investing in innovation and process optimization. Key contributors to our financial growth included increased demand for specialty and recyclable plastic films, diversification across end-use industries such as packaging, electronics, and renewable energy, and effective cost management throughout our supply chain.

We continue to allocate capital responsibly, balancing short-term returns with long-term investments in technology, sustainable materials, and circular economy initiatives. This financial resilience strengthens our ability to grow responsibly, adapt to evolving market needs, and support sustainable development goals while delivering long-term value to our stakeholders.

The global thin PET film market is valued between USD 6-6.5 billion and is forecast to reach approximately USD 8.3-10.9 billion by 2032, reflecting a CAGR between ~3.7% and ~5.9%. India is expected to outpace global growth, The overall PET market in India is projected to double in volume from ~2,048 kilotons in 2023 to ~4,072 kilotons by 2029, at ~12.3% annual growth.

We are firmly committed to balancing business growth with long-term, sustainable earnings. Our success is built on a unique way of operating, smart strategic choices, and a combination of strengths that make our business model strong and difficult to copy

Financial Metric	Amount (INR Million)
Economic Value Generated	28,790.06
Economic Value Distributed	27,291.20
Economic Value Retained	1,498.86
Increase in Revenue	6%
Environment Expenditure	182.61

## **Building a Greener Foundation: Strategic Environmental Investments**

Aligned with our strategy of responsible growth, we continue to make targeted investments aimed at reducing our environmental footprint. A portion of our financial resources is consistently allocated toward environmental initiatives that support cleaner production, waste reduction, and resource efficiency.

Our approach to environmental expenditure goes beyond regulatory compliance, it is a reflection of our long-term strategy to align operations with global sustainability goals and stakeholder expectations. As environmental challenges intensify, we recognize that early, thoughtful investments in sustainable infrastructure and practices are critical to future-proofing our business.

By embedding environmental thinking into our capital planning, we aim to create long-term value, not just through cost efficiencies, but by reducing our ecological footprint, enhancing regulatory readiness, and meeting the rising sustainability expectations of our customers and partners. These investments are laying the groundwork for a more circular, responsible, and resilient manufacturing model.

**During the reporting period, our environmental expenditure focused on:**

- *Energy Efficiency for Utilities*
- *Plastic Waste Management Consultancy*
- *Expansion of Renewable Energy Portfolio*
- *Operations of ETPs and STPs*
- *Environment Monitoring and Compliance*
- *Voluntary Disclosures and commitments*
- *Incorporation of recycled Material in the production*
- *Expense towards climate change impact reporting*

## **Sustainable Growth Through Climate Resilience Practices**

As part of our broader environmental strategy, a significant portion of our expenditure has been directed toward enhancing energy efficiency across our operations. Recognizing that energy use is one of the most material environmental impacts in plastic film manufacturing, we have focused on solutions that reduce consumption, lower emissions, and improve long-term operational resilience.

Our investments in energy-efficient technologies are not standalone initiatives they are integrated into our environmental commitment and business growth strategy. By upgrading equipment, optimizing processes, and embracing cleaner energy sources, we are steadily reducing our carbon intensity while maintaining production excellence.

<b>Fuel</b>	<b>Energy Consumption (MJ)</b>	<b>Energy Intensity (MJ/Kg)</b>
<b>Diesel</b>	496689.33	1.37
<b>Pet coke</b>	262974.19	0.72
<b>LPG</b>	1326645.5	3.66
<b>Coal</b>	216166325	595.95
<b>Biomass Briquette</b>	137439365	378.90
<b>LSHS</b>	4412340	12.16
<b>Electricity</b>	780033974	1.37

These Energy Consumption contributes to our GHG emission as follows

Unit	Scope-1	Scope-2	Upstream Scope-3	Downstream Scope-3	Total Emission (tCO2e)	Total Production (MT)
Unit-1	0.00	49.44	3000.24	128.8656	3178.5456	1536.58
Unit-2	513.76	4710.03	4246.23	772.7341	10242.7541	9214.00
Unit-3	4906.32	6232.74	13513.46	1523.915	26176.435	18171.00
Unit-4	18775.19	53076.55	261950.17	6243.85	340045.76	74451.00
Unit-5	55685.63	93359.01	499144.69	10859.61	659048.94	129488.80
<b>Total</b>	<b>79880.90</b>	<b>157427.77</b>	<b>781854.79</b>	<b>19528.97</b>	<b>1038692.43</b>	<b>232861.38</b>

*The GHG emissions have been reduced by 3.32%, decreasing from 1,074,387.7 (tCO2e) to the current value.*



# Energy Efficiency and Emission Reduction Measures

Vacmet has been working continuously for past several years energy conservation and efficiency and have been embarking on the way towards sustainability by taking various sustainable measures. During the year 2024-25, we have taken following major steps towards environmental sustainability and Energy conservation.



### **Rationalized the power utilization between Grid and Open Access**

In continuation to previous years' drive, we rationalized the utilization of conventional grid power supply and open access power in our unit 4 production facility. This drive saved us nearly INR 736.0 Lakhs (unit 2,3 &4) during the year 2024-2025.

### **Installation of Solar panels in Unit 2, Unit 3 & Unit 4**

We installed Solar Panel in our unit 3 &4 having total capacity of 4.0 megawatts. With these panels we are getting power which currently being used to cater the requirement of a part of both these units. Total energy generated by these solar panels was 4094316 kWh. This initiative reduced around 2802 MT of CO2 emission and saved us Rs 293.13 Lakhs during the year 2024-25.



### **Power Conservation Activities in Unit 5**

Various initiative taken to improve efficiency of the machines or to minimize the process wastage of utilities. By implementing such exercises in various parts of the plant we saved around 798246 kwh of power and saved cost of INR 48 Lakhs during the year 2024-25. These initiatives also reduced around 3927 MT of Co2 emission during the year.

### **Use of PCR in Polyester Film Manufacturing**

As a responsible BOPET Film manufacturer and in line with our sustainability goals, we have been continuously focusing on increasing the use of Post-Consumer Recycled material to make sustainable BOPET films. We have consumed total 5053 MT of bottle flakes during the year 2024-25 which is 126% higher than the consumption of the year 2023-24.

### **Saving by using Energy Efficient fans in Unit-4**

During the year we replaced existing old energy inefficient fans of Air Handling Units and Air Washers with energy efficient EC fans, which resulted in monitory saving of around INR 9.03 Lacs, reduced energy consumption by 125453 kWh and CO2 Emission was reduced by 97852 MT during the year 2024-25.

### **Use of Biomass Briquettes in Unit -4**

In continuation like previous years, we continued to use biomass briquettes in Thermic fluid Heaters which resulted in reduction of CO2 Emission by nearly 7785 MT and saved us around INR141.83 lakhs.

## **Emissions Reporting: A Responsible Approach**

We at Vacmet take full accountability for the emissions associated with our operations, supply chain, and products. We recognize that managing our environmental impact begins with accurately understanding it, which is why we have established a robust framework for calculating, reporting, monitoring, and disclosing our greenhouse gas (GHG) emissions. We use data from our energy meters, fuel consumption records, and supplier reports to quantify our emissions.

To ensure accurate tracking and accountability, we have implemented an energy and emissions monitoring system across key operational sites. This system helps us:

- ***Track energy consumption and emissions regularly***
- ***Identify high-emission areas***
- ***Benchmark against past performance and set realistic targets***

We are committed to transparent environmental reporting. Our emissions data is disclosed in our publicly available reports, such as:

- ***Our GRI aligned Sustainability Report***
- ***Our GHG Inventory report***

In the upcoming reporting year (2025–26), we plan to take a significant step forward in our climate journey by committing to the Science Based Targets initiative (SBTi). This will involve setting emissions reduction targets in line with climate science and the goals of the Paris Agreement — specifically, limiting global warming to well below 2°C, and ideally 1.5°C.

Our internal assessments and current emissions baseline have laid the groundwork for this commitment. We intend to submit our targets to the SBTi for validation and are confident that this process will be completed and reflected in our next sustainability report (2025–26).

In addition, we conduct internal audits and third-party verifications to validate our emissions data and improve transparency. Our Greenhouse gas emissions are verified by third party verifiers, whose verification opinion is attached in the annexure.

# Water and Waste Water Management



At Vacmet group, we recognize that responsible corporate citizenship includes the careful stewardship of water resources, particularly in areas affected by water scarcity. Our commitment to sustainable development guides our efforts to minimize water consumption and manage usage efficiently. Each of our facilities sources water based on local availability, ensuring that our approach is both context-sensitive and environmentally responsible.

**The total water consumption for the processes in our units is as follows:**

<b>Unit</b>	<b>Water Consumption (KL)</b>
<b>Unit-1</b>	<b>Nil</b>
<b>Unit-2</b>	<b>31,788.35</b>
<b>Unit-3</b>	<b>40,020</b>
<b>Unit-4</b>	<b>149,209</b>
<b>Unit-5</b>	<b>152,073</b>

We remain committed to reducing our water footprint and contributing to groundwater recharge. As part of this commitment, we initiated large-scale rainwater harvesting by establishing systems to collect, treat, and reuse rainwater across various process operations. During the year 2024–25, we successfully harvested approximately 48,000 KL of rainwater. This initiative resulted in cost savings of around INR 25 lakhs, reinforcing our dedication to sustainable and responsible resource management.

Effective wastewater management is a key pillar of our sustainability efforts. At Vacmet, we have adopted innovative technologies and best practices to support water recycling and reuse, reflecting our deep commitment to environmental stewardship. Our comprehensive approach covers all operational units, ensuring consistent and responsible management of wastewater across the organization. Below is an overview of our ongoing initiatives:

- **Unit 1 operates with no water consumption in its core processes, resulting in a minimal water footprint. Any auxiliary usage is carefully monitored and managed.**
- **Unit 2 is equipped with a Sewage Treatment Plant (STP) having a capacity of 10 KLD, ensuring effective treatment of domestic wastewater generated at the facility.**
- **Unit 3 has an Effluent Treatment Plant (ETP) with a capacity of 30 KLD and an STP of 10 KLD, enabling efficient treatment of both industrial and domestic wastewater streams.**
- **Unit 4 is supported by an ETP with a capacity of 90 KLD and an STP of 30 KLD, reflecting its ability to handle higher volumes of wastewater responsibly.**
- **Unit 5 is equipped with an ETP of 60 KLD and an STP of 40 KLD, allowing for effective treatment and reuse of both process and domestic wastewater in line with environmental standards. Unit-5 is a Zero Liquid Discharge (ZLD) unit.**

Together, these initiatives reflect our continued commitment to reducing environmental impact through responsible and effective wastewater management practices. The total waste water generated and treated is as follows –

<b>Unit</b>	<b>Wastewater Generation (KL)</b>	<b>Wastewater Treatment (KL)</b>
<b>Unit-1</b>	<b>Nil</b>	<b>Nil</b>
<b>Unit-2</b>	<b>261 KL</b>	<b>261 KL</b>
<b>Unit-3</b>	<b>4,372.48 KL</b>	<b>4,372.48 KL</b>
<b>Unit-4</b>	<b>13,550 KL</b>	<b>13,550 KL</b>
<b>Unit-5</b>	<b>41,674 KL</b>	<b>41,674 KL</b>

### **Wastewater Quality Assessment**

Maintaining the quality of wastewater is a top priority for us. We routinely monitor wastewater, potable water, and drinking water across all our operational units through regular testing. These assessments are conducted by accredited third-party laboratories to ensure accurate record-keeping and verify compliance with regulatory standards. Beyond compliance, these tests are vital for safeguarding groundwater from contamination and preventing the release of harmful pollutants into the environment.

# Air and Noise Pollution Management

At Vacmet, we recognize the importance of controlling air and noise pollution to minimize our environmental impact and ensure the well-being of our employees and surrounding communities. We have implemented comprehensive measures to monitor and manage emissions and noise levels across all our facilities.

Our operations strictly adhere to the standards and guidelines set forth by the Pollution Control Board. We conduct regular emissions monitoring and noise level assessments to ensure that all parameters remain well within the permissible limits.

Through these efforts, we maintain full compliance with regulatory requirements, demonstrating our commitment to environmental stewardship and occupational health and safety. Continuous monitoring, periodic audits, and proactive corrective actions form the backbone of our pollution management strategy, helping us operate responsibly and sustainably.

## **Preventative Maintenance and Emission Reduction**

We have established a comprehensive preventive maintenance program focused on replacing equipment components that could generate abnormal noise. In addition, we have implemented a Leak Detection and Repair (LDAR) program to minimize fugitive emissions, thereby ensuring our manufacturing processes have a limited impact on air quality.

These initiatives reflect our steadfast commitment to environmental sustainability and the ongoing reduction of air and noise pollution. We are dedicated to operating in a manner that minimizes environmental impact and supports the well-being of local communities, fostering a cleaner and healthier future for all.

## Raw Material Management

Vacmet is committed to optimizing resource use and diversifying its supply chain by incorporating recycled materials. We aim to address the challenges of resource depletion driven by rising demand, as well as the environmental impacts associated with raw material extraction and plastic usage. Our recycling efforts are guided by the principle that natural resources can be reused effectively after processing, achieving higher quality with minimal environmental impact.

We prioritize sourcing raw materials that reduce the environmental footprint of our products and decrease dependence on virgin resources. The selection of materials for our packaging is based not only on their protective qualities but also on their ability to lower the overall environmental impact. As part of this commitment, we are launching several product updates that reduce material usage and increase recycled content, all while maintaining the packaging's structural integrity and performance.

Unit Wise Production details -

Unit	Quantity
Unit-2	8,913.63
Unit-3	17,996.16
Unit-4	71,596.10
Unit-5	1,71,146.31
<b>Total</b>	<b>2,69,652.20</b>



Our **ECOVAC™** sustainable BOPET films portfolio now includes products with **30%, 50%, 70%, and up to 90% post-consumer recycled content**, reflecting our commitment to sustainable packaging by blending recycled and virgin materials.

## **Waste Management: Managing the hidden resource**

Environmental sustainability remains a central focus across our operations. This year, we have reinforced efforts to reduce material consumption and waste through ongoing process improvements and innovation. We maintain a comprehensive onsite emergency plan to prevent chemical releases, with strict protocols for labelling, storage, handling, and transportation of hazardous materials. Regular training ensures employees and stakeholders are equipped to manage these safely.

Hazardous waste is treated and disposed of by certified third-party vendors under our Hazardous Waste Management Agreement. Wherever possible, we prioritize the use of less hazardous alternatives to reduce environmental impact. Our waste management follows the Reduce, Reuse, and Recycle (3Rs) principles, emphasizing source reduction, segregation, recycling, and responsible disposal. Ongoing training promotes employee awareness and proper waste sorting.

Waste streams including direct materials, packaging materials, and operational waste are carefully mapped and managed. We actively recycle and reuse BOPP, PET film, and resin waste, with the remainder managed through authorized contractors.

Packaging waste such as wooden pallets, plastics, and paper cores is minimized and sold to recyclers. Operational waste, including Effluent Treatment Plant (ETP) sludge, tank bottoms, oils, scrap metal, batteries, chemical waste, and used drums, is responsibly handled. Non-hazardous waste is sold to authorized vendors, while hazardous waste is disposed of through licensed agencies.

In line with regulatory requirements, we participate in Extended Producer Responsibility (EPR) initiatives and have purchased EPR credits to support the proper collection and recycling of packaging waste, further demonstrating our commitment to sustainable waste management. These actions underscore our ongoing dedication to minimizing environmental impact and advancing responsible resource use as part of our sustainability journey. The details of waste generated are as follows;

During the reporting period of 2024-25, the total waste disposal amounted to approximately 3942 metric tons. Of this total, 13.7 metric tons were categorized as hazardous waste, with 11.8 metric tons being attributed to used lubricant oil, while the remainder consisted of electronic item scraps. The remaining 3928.3 metric tons constituted non-hazardous waste, all of which were disposed of at the operational sites. This comprehensive data reflects our commitment to proper waste management and responsible disposal practices.

# Biodiversity: Nurturing Our Environment

At Vacmet, we are deeply committed to protecting sensitive ecological areas. Through an annual assessment of all our operational sites, we ensure that none of our activities take place in or near regions of high biodiversity. For the fiscal year 2024-25, none of our manufacturing facilities were located within or adjacent to any high biodiversity zones.

Our ongoing commitment to sustainability drives us to adopt responsible practices across all areas, including efficient energy use, emissions reduction, water conservation, waste management, and the preservation of biodiversity. We strive to build a greener, more sustainable future through these dedicated efforts.



# Corporate Responsibility: People, Planet & Prosperity

At Vacmet, we believe that business success is intrinsically linked to the well-being of the communities we serve and the environment we share. Our CSR (Corporate Social Responsibility) strategy is founded on the principles of compassion, sustainability, equity, and quality. Over the past year, we have invested in projects that span environmental protection, education, healthcare, women empowerment, and infrastructure. These efforts reflect our commitment to contributing to the UN's Sustainable Development Goals, particularly in ensuring clean water, good health, inclusive education, gender equality, and environmental sustainability.



# Major/Significant CSR Activities in FY 2024-25



## Tree Guards for UPSIDA

Supplied 200 tree guards to protect young trees in UPSIDA's industrial zones, helping improve survival of saplings and greening the area. This initiative contributes to better air quality, reduced soil erosion, and supports urban biodiversity by ensuring tree growth in industrial settings.



## Coolers for Samuhik Vivah

Distributed 132 coolers at a mass marriage event in Dhar to support underprivileged families and ensure comfort during hot weather. It also helped reduce heat stress for attendees, especially women and children, and underscored our commitment to community dignity and well being.



## RO Plant at Chandra Balika Vidya Mandir School

We have installed a reverse osmosis water plant so students have access to safe, clean drinking water. This helps reduce water borne illnesses and improves school attendance, health, and concentration among students.



## RO Plant & Station at NC Vaidik School

Set up an RO water plant and station for both students and teaching staff to improve health and hygiene. Providing reliable clean water supports better learning environments and contributes to improved staff welfare and morale.



## Water Purifiers for Polytechnic College, Dhar

Provided water coolers and purifiers at Government Polytechnic College to ensure safe drinking water for students. Clean water helps reduce illness, ensures healthier campus life, and supports sustained educational performance.



## Roti Machine at Agra Central Jail

Provided a roti making machine to the jail to improve food preparation, nutrition, and hygiene for inmates. This also helps in operational efficiency, safer food handling, and contributes to inmates' dignity and health.



## Ambulance for Janpad Panchayat Nalcha (Digthan), Dhar

Donated an ambulance to support emergency medical services and enhance healthcare access in rural areas of Dhar district. It ensures faster response times in critical situations, potentially saving lives, and reinforces our commitment to rural health infrastructure.



## Skill, Environment & Health Programs with Empower Foundation

In FY 2024–25, Vacmet India Limited, in partnership with the Empower Foundation, implemented a series of community development and environmental initiatives, including skill development training for 120 youths in the GDA job role with 70% placement support in Agra, waste-management awareness sessions for 1,000 students across 20 schools, and three health camps for safai mitras and their families benefiting 382 individuals. The company also distributed safety kits to 350 safai mitras and undertook the plantation of 3,500 saplings in Agra. These multi-pronged interventions collectively aim to build community capacity, enhance environmental quality, and strengthen public-health awareness.

# Major/Significant CSR Activities in FY 2024-25



## Furniture for Schools in Mathura

Supplied desks, chairs, and other classroom furniture to 39 government schools in Mathura to improve learning environments. Better seating and infrastructure make classrooms more comfortable, improve students' focus, and enhance the overall learning experience.



## Anganwadi Upgradation in Dhar

Renovated and upgraded 15 Anganwadi centers, delivered preschool kits, and enhanced facilities for children and women. These improvements support early childhood development, better nutrition, and higher enrolment and retention among little learners and their mothers.



## Computers & Printers for DIET & Tribal School Hostel, Digthan

Supplied computers and printers to enhance digital learning and support educational infrastructure at DIET and the tribal school hostel. This helps bridge the digital divide, gives students access to modern educational resources, and prepares them for future opportunities in a tech driven world.



## Badminton Court Renovation in Dhar

Renovated the badminton court to promote sports, physical activity, and healthy recreation in the local community. Access to improved sports infrastructure also encourages engagement of youth, supports physical fitness, and builds social cohesion.

***In conclusion, our CSR initiatives over the past year reflect more than just philanthropy – they represent our steadfast commitment to creating sustained social and environmental value. From ensuring access to clean drinking water and safer healthcare to advancing education, nutrition, and green infrastructure, these projects embody our core belief that growth must be inclusive and responsible.***





# Indigenous People and Cultural Heritage

## Why it matters?

Vacmet recognizes that its operations and supply chains may influence local communities, including indigenous groups and culturally significant areas. Respecting the rights, traditions, and heritage of these communities is essential to maintaining social harmony, fostering trust, and supporting sustainable development.

Protecting cultural heritage not only safeguards the identity and history of communities but also strengthens the company's social license to operate. In a sector where land use and resource extraction may have indirect community impacts, understanding and valuing indigenous and cultural contexts ensures that growth is both responsible and inclusive.



### *Our Approach*

*Vacmet is committed to upholding the rights and traditions of indigenous people and preserving cultural heritage in areas of its operation and influence.*

- ***Respect for Community Rights:***

*We ensure that our business decisions and operational activities do not adversely impact the cultural, social, or economic rights of indigenous or local communities.*

- ***Engagement and Consultation:***

*Before initiating projects or site activities, we engage with local stakeholders in a transparent and culturally sensitive manner to understand community needs and expectations.*

- ***Preservation of Cultural Heritage:***

*We support community efforts to protect and maintain cultural and historical sites, and we ensure that our operations do not encroach upon or damage heritage zones.*

- ***Awareness and Training:***

*Employees and contractors are sensitized about the importance of cultural respect, traditional values, and community engagement as part of our social responsibility programs.*

- ***Partnerships for Inclusive Growth:***

*Vacmet collaborates with local NGOs and institutions to support education, skill-building, and livelihood initiatives that strengthen indigenous and rural communities while preserving cultural identity.*

# Customer Relationship Management

## Why It matters?

At VACMET, customer satisfaction is fundamental to our business sustainability and long-term growth. As a trusted manufacturer and supplier of high-quality plastic films, we understand that building strong and enduring relationships with our customers including converters, packaging companies, and institutional partners is key to ensuring consistent product performance, brand trust, and shared value creation.

Customer satisfaction reflects our commitment to understanding evolving market needs, delivering safe and reliable products, and responding proactively to customer feedback and grievances. In a dynamic and increasingly regulated industry, our customer-centric approach not only fosters repeat business but also reinforces VACMET's reputation as a dependable and responsible partner in the global packaging value chain.

## “ Our Approach

*Vacmet adopts a structured and proactive approach to enhancing customer satisfaction through continuous engagement, product innovation, and service excellence.*

- **Customer-Centric Culture:**

*We prioritize understanding customer needs through direct interactions, technical consultations, and structured feedback mechanisms. Insights gathered from customers—such as converters, packaging companies, and institutional buyers—are used to refine product specifications, film properties, and delivery systems to ensure superior performance and reliability.*

- **Quality and Performance Assurance:**

*Stringent quality management systems are implemented across all manufacturing units to maintain consistency in product performance. Each batch undergoes rigorous testing and inspection to meet customer and regulatory requirements. Any customer complaints are promptly reviewed and resolved through defined corrective and preventive action processes.*

- **Grievance Redressal and Feedback Mechanism:**

*Dedicated customer support and technical service teams monitor and address grievances efficiently. Feedback is captured through surveys, technical visits, and structured communication channels, enabling continuous improvement and enhanced responsiveness.*

- **Technical Support and Training:**

*VACMET regularly engages with customers and downstream users through workshops, product demonstrations, and technical awareness sessions. These interactions help ensure optimal product application, film handling, and end-use performance.*

- **Innovation and Continuous Improvement:**

*Our R&D and process optimization teams continually work to develop advanced film solutions that are more efficient, recyclable, and aligned with sustainability goals. Customer insights play a key role in guiding our innovation pipeline and product development strategy.*

## Customer satisfaction survey

Vacmet follows a formalized approach to customer engagement and satisfaction assessment. Structured feedback surveys are periodically distributed to domestic and international customers to evaluate performance across key parameters such as product quality, consistency, delivery timelines, technical support, and overall service experience.

	FY 2024-25
Customer satisfaction score (out of 10)	8
Percentage of customer responded to the survey	75%

# GRI Content Index

GRI Standard	Disclosure	Disclosure Description	Location in Report	Omissions and explanation
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Legal Name of the entity: Vacmet India Limited		
	2-2 Entities included in the organization's sustainability reporting	About the report and Our Locations	Page 2,4	
	2-3 Reporting period, frequency and contact point	About the report	Page 4	
	2-4 Restatements of information	About the report	Page 4	
	2-5 External assurance	The report is not externally assured	NA	
	2-6 Activities, value chain and other business relationships	Our Sector: Chemical; Sub Industry: Fertilizers & Agricultural Chemicals		
	2-7 Employees	Material Topic- Diversity and Inclusion	Page 39	
	2-8 Workers who are not employees	Material Topic- Diversity and Inclusion	Page 39	
	2-9 Governance structure and composition	Material Topic: Board Composition and Board Diversity	Page 8	
	2-10 Nomination and selection of the highest governance body	As per the Nomination & Remuneration Policy of the Company		
	2-11 Chair of the highest governance body	Material Topic: Board Composition and Board Diversity	Page 8	
	2-12 Role of the highest governance body in overseeing the management of impacts	Material Topic: Risk and crisis Management	Page 16	

# GRI Content Index

GRI Standard	Disclosure	Disclosure Description	Location in Report	Omissions and explanation
<b>GRI 2: General Disclosures 2021</b>	2-13 Delegation of responsibility for managing impacts			
	2-14 Role of the highest governance body in sustainability reporting	The material topics and disclosures presented in the sustainability report are reviewed and overseen by our Board of Directors and senior management to ensure alignment with our strategic priorities and stakeholder expectations.		
	2-15 Conflicts of interest	Material Topic: Business Ethics	Page 24	
	2-16 Communication of critical concerns	Material Topic: Diversity and Inclusion, Labor Practices and Employee Engagement	Page 38	
	2-17 Collective knowledge of the highest governance body	Internal meetings were scheduled to make the directors familiarised with the current and future operations of the company.		
	2-18 Evaluation of the performance of the highest governance body	On the basis of questionnaires annual evaluation of performance of board of directors is done in compliance of Companies Act, 2013		

# GRI Content Index

GRI Standard	Disclosure	Disclosure Description	Location in Report	Omissions and explanation
<b>GRI 2: General Disclosures 2021</b>	2-19 Remuneration policies	As per the Nomination & Remuneration Policy of the Company		
	2-20 Process to determine remuneration	As per the Nomination & Remuneration Policy of the Company		
	2-21 Annual total compensation ratio			
	2-22 Statement on sustainable development strategy	Chairman's Message MD's Message	Page 3	
	2-23 Policy commitments	Material Topic: Business Ethics	Page 14	
	2-24 Embedding policy commitments	Material Topic: Business Ethics	Page 14,15	
	2-25 Processes to remediate negative impacts	We have a grievance mechanism in place for both internal and external stakeholders.		

# GRI Content Index

GRI Standard	Disclosure	Disclosure Description	Location in Report	Omissions and explanation
<b>GRI 2: General Disclosures 2021</b>	2-26 Mechanisms for seeking advice and raising concerns	Material Topic: Diversity and Inclusion, Labor Practices and Employee Engagement	Page 38	
	2-27 Compliance with laws and regulations	Material Topic – Business ethics	Page 14	
	2-28 Membership associations			
	2-29 Approach to stakeholder engagement	Material Topic- Stakeholder engagement	Page 8	
	2-30 Collective bargaining agreements	The Right to Freedom of Association and Collective Bargaining is being upheld by providing an option to employees to form or join labour unions or workers associations within the ambit of statutory provisions and Code of conduct.		

# GRI Content Index

<b>GRI 3: Material Topics</b>	<b>3-1 Process to determine material topics</b>	<b>Materiality assessment</b>	<b>Page 9,10</b>	-
	3-2 List of material topics	Materiality assessment	Page 10	-
	3-3 Management of material topics	Detailed disclosure of each material topic is given in the report	Page 7-47	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed			
	201-2 Financial implications and other risks and opportunities due to climate change			We are in a process of assessing climate risks and opportunities
	201-3 Defined benefit plan obligations and other retirement plans			
	201-4 Financial assistance received from government			
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	We pay above local minimum wage	-	-
	202-2 Proportion of senior management hired from the local community	-	-	

# GRI Content Index

<b>GRI 3: Material Topics</b>	<b>3-1 Process to determine material topics</b>	<b>Materiality assessment</b>	<b>Page 9,10</b>	-
	3-2 List of material topics	Materiality assessment	Page 10	-
	3-3 Management of material topics	Detailed disclosure of each material topic is given in the report	Page 7-47	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed			
	201-2 Financial implications and other risks and opportunities due to climate change			We are in a process of assessing climate risks and opportunities
	201-3 Defined benefit plan obligations and other retirement plans			
	201-4 Financial assistance received from government			
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	We pay above local minimum wage	-	-
	202-2 Proportion of senior management hired from the local community	-	-	

# GRI Content Index

<b>GRI 203: Indirect Economic Impacts 2016</b>	<b>203-1 Infrastructure investments and services supported</b>			
	203-2 Significant indirect economic impacts	Material Topic-Community engagement and development	Page 44	
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers			
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Material Topic-Business ethics	Page 14	
	205-2 Communication and training about anti-corruption policies and procedures	Material Topic-Business ethics	Page 14	
	205-3 Confirmed incidents of corruption and actions taken	Material Topic-Business ethics	Page 14	
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Material Topic-Business ethics	Page 14	
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax			
	207-2 Tax governance, control, and risk management			
	207-3 Stakeholder engagement and management of	-	Currently we do not report this Information	From subsequent reporting cycle we would be disclosing this Indicator.

# GRI Content Index

<b>GRI 301: Materials 2016</b>	<b>301-1 Materials used by weight or volume</b>			
	301-2 Recycled input materials used			
	301-3 Reclaimed products and their packaging materials			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Material Topic- Energy management	Page 31,32	
	302-2 Energy consumption outside of the organization	Material Topic- Energy management	Page 31,32	
	302-3 Energy intensity	Material Topic- Energy management	Page 31,32	
	302-4 Reduction of energy consumption	Material Topic- Energy management	Page 31,32	
	302-5 Reductions in energy	Material Topic- Energy management	Page	

# GRI Content Index

<b>GRI 303: Water and Effluents 2018</b>	<b>303-1 Interactions with water as a shared resource</b>	Material Topic-Water and Effluents management	Page 32,33	
	303-2 Management of water discharge-related impacts	Material Topic-Water and Effluents management	Page 32,33	
	303-3 Water withdrawal	Material Topic-Water and Effluents management	Page 32,33	
	303-4 Water discharge	Material Topic-Water and Effluents management	Page 32,33	
	303-5 Water consumption	Material Topic-Water and Effluents management	Page 32,33	
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Material Topic-Biodiversity	Page 35	

# GRI Content Index

<b>GRI 303: Water and Effluents 2018</b>	<b>303-1 Interactions with water as a shared resource</b>	Material Topic-Water and Effluents management	Page 32,33	
	303-2 Management of water discharge-related impacts	Material Topic-Water and Effluents management	Page 32,33	
	303-3 Water withdrawal	Material Topic-Water and Effluents management	Page 32,33	
	303-4 Water discharge	Material Topic-Water and Effluents management	Page 32,33	
	303-5 Water consumption	Material Topic-Water and Effluents management	Page 32,33	

# GRI Content Index

<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Material Topic- Biodiversity	Page 35	
	304-2 Significant impacts of activities, products and services on biodiversity	Material Topic- Biodiversity	Page 35	
	304-3 Habitats protected or restored	NA	NA	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	NA	NA	

# GRI Content Index

<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Material Topic- Biodiversity	Page 35	
	304-2 Significant impacts of activities, products and services on biodiversity	Material Topic- Biodiversity	Page 35	
	304-3 Habitats protected or restored	NA	NA	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	NA	NA	

# GRI Content Index

<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Material Topic- GHG emissions and climate change	Page 30-31	
	305-2 Energy indirect (Scope 2) GHG emissions	Material Topic- GHG emissions and climate change	Page 30-31	
	305-3 Other indirect (Scope 3) GHG emissions	Material Topic- GHG emissions and climate change	Page 30-31	
	305-4 GHG emissions intensity	Material Topic- GHG emissions and climate change	Page 30-31	
	305-5 Reduction of GHG emissions	Material Topic- GHG emissions and climate change	Page 30-31	
	305-6 Emissions of ozone- depleting substances (ODS)			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Material topic- Air Pollutant	Page 34	

# GRI Content Index

<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Material Topic- Waste management	Page 33,34	
	306-2 Management of significant waste-related impacts	Material Topic- Waste management	Page 33,34	
	306-3 Waste generated	Material Topic- Waste management	Page 33,34	
	306-4 Waste diverted from disposal	Material Topic- Waste management	Page 33,34	
	306-5 Waste directed to disposal	Material Topic- Waste management	Page 33,34	
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	-		
	308-2 Negative environmental impacts in the supply chain and actions taken	Nil	-	-

# GRI Content Index

<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Material Topic –Talent attraction and retention	Page 40	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Provide Life Insurance, Health care, Disability, Retirement Provision	-	-
	401-3 Parental leave	In current reporting period, 04 female were entitled for parental leave.	-	-
<b>GRI 402: Labor/Management Relations 2016 GRI 403: Occupational Health and Safety 2018</b>	402-1 Minimum notice periods regarding operational changes	12 weeks	-	-
	403-1 Occupational health and safety management system	Material Topic- occupational health and safety	Page 41,42	
	403-2 Hazard identification, risk assessment, and incident investigation	Material Topic- occupational health and safety	Page 41,42	
	403-3 Occupational health services	Material Topic- occupational health and safety	Page 41,42	

# GRI Content Index

	403-4 Worker participation, consultation, and communication on occupational health and safety	Material Topic- occupational health and safety	Page 41,42	
	403-5 Worker training on occupational health and safety	Material Topic- occupational health and safety	Page 41,42	
	403-6 Promotion of worker health	Material Topic- occupational health and safety	Page 41,42	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Material Topic- occupational health and safety	Page 41,42	
	403-8 Workers covered by an occupational health and safety management system	Material Topic- occupational health and safety	Page 41,42	

# GRI Content Index

<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Total 2400 Man Hours of training.		
	404-2 Programs for upgrading employee skills and transition assistance programs	Material Topic- Diversity and Inclusion, labor practises and employee engagement	Page 38	-
	404-3 Percentage of employees receiving regular performance and career development reviews	% Pay Gap female to male (Employees)- 8%	-	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Material Topic- Diversity and Inclusion	Page 38	-
	405-2 Ratio of basic salary and remuneration of women to men	There is no gender pay gap at Vacmet		-
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Nil	-	-

# GRI Content Index

<p><b>GRI 408: Child Labor 2016</b></p>	<p>408-1 Operations and suppliers at significant risk for incidents of child labor</p>	<p>Nil</p>	<p>-</p>	<p>-</p>
<p><b>GRI 409: Forced or Compulsory Labor 2016</b></p>	<p>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</p>	<p>Nil</p>	<p>-</p>	<p>-</p>
<p><b>GRI 410: Security Practices 2016</b></p>	<p>410-1 Security personnel trained in human rights policies or procedures</p>	<p>50%</p>	<p>-</p>	<p>-</p>
<p><b>GRI 411: Rights of Indigenous Peoples 2016</b></p>	<p>411-1 Incidents of violations involving rights of indigenous peoples</p>	<p>No such incident occurred in the reporting year</p>	<p>-</p>	<p>-</p>
	<p>405-2 Ratio of basic salary and remuneration of women to men</p>	<p>There is no gender pay gap at Vacmet</p>	<p>-</p>	<p>-</p>
<p><b>GRI 413: Local Communities 2016</b></p>	<p>413-1 Operations with local community engagement, impact assessments, and development programs</p>	<p>Material Topic-Community engagement and development</p>	<p>Page 44</p>	<p></p>
	<p>413-2 Operations with significant actual and potential negative impacts on local communities</p>	<p>Material Topic-Community engagement and development</p>	<p>Page 44</p>	<p></p>

# GRI Content Index

<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Not conducted	-	We plan to conduct the supplier assessments as part of Our ESG strategy
	414-2 Negative social impacts in the supply chain and actions taken	Nil	-	-
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	We do not make any political contributions	-	-
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Material Topic- Customer Health and safety	Page 22	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No any such case reported in the reporting year	-	-

# GRI Content Index

<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Data to be provided	Data to be provided	
	417-2 Incidents of non-compliance concerning product and service information and labeling	Data to be provided	Data to be provided	
	417-3 Incidents of non-compliance concerning marketing communications	Data to be provided	Data to be provided	
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No case of Customer privacy breach or loss of customer data reported in the reporting year.	-	-

# UNGC Index

Principle	Parameter	Disclosure
<b>Human rights</b>		
<b>Principle 1</b>	Businesses should support and respect the protection of internationally proclaimed human rights	Material Topic -Human rights- Page 43
<b>Principle 2</b>	Make sure that they are not complicit in human rights abuses.	Material Topic- Human rights-Page 43
<b>Labour</b>		
<b>Principle 3</b>	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	The Right to Freedom of Association and Collective Bargaining is being upheld by providing an option to employees to form or join labour unions or workers associations within the ambit of statutory provisions and Code of conduct.
<b>Principle 4</b>	The elimination of all forms of forced and compulsory labour	Material Topic- Human rights- Page 43
<b>Principle 5</b>	The effective abolition of child labour	Material Topic- Human rights- Page 43
<b>Principle 6</b>	The elimination of discrimination in respect of employment and occupation.	Material Topic- Business Ethics- Page 14

# UNGC Index

Principle	Parameter	Disclosure
<b>Environment</b>		
<b>Principle 7</b>	Businesses should support a precautionary approach to environmental challenges;	Material Topic- GHG Emissions and Climate Change Material Topic- Energy management Material Topic- Water and effluents management
<b>Principle 8</b>	Undertake initiatives to promote greater environmental responsibility;	Material Topic- Water and effluents management Material Topic-Waste management and Circular Economy
<b>Principle 9</b>	Encourage the development and diffusion of environmentally friendly technologies.	Material Topic- Energy management
<b>Anti-Corruption</b>		
<b>Principle 10</b>	Businesses should work against corruption in all its forms, including extortion and bribery.	Material Topic- Business Ethics, Page 14

# SUSTAINABILITY REPORT VERIFICATION

## VERIFICATION REPORT

**Organisation**  
**VACMET INDIA LIMITED**

Report Reference: AES-VIL-2025-001  
Revision: 01

**VERIFICATION REPORT**

<b>Client/Organization:</b>	<b>VACMET INDIA LIMITED</b>
<b>Primary Contact:</b>	Mr. Pritam Singh Padiyar
<b>Reporting Period:</b>	Financial Year 2024-25
<b>Organizational Scope:</b>	Corporate offices and manufacturing facilities
<b>Activity:</b>	Verification
<b>Report Status:</b>	Revision 01 (VIL SR Report_01_01_2026)

**OVERVIEW**

**Albokoes EnviroSustain Pvt. Ltd.** (hereinafter referred to as "Albokoes") was appointed by the client / organization VACMET INDIA LIMITED to conduct an independent verification (limited assurance) engagement on their Sustainability Report for FY 2024-25.

The engagement encompassed the following key activities:

- Review of the organizational records and supporting documentation for the reporting period;
- Organizational representatives and important stakeholders participated in virtual stakeholder engagement sessions to evaluate data collection procedures and information management systems and obtain supporting documentation for sustainability disclosures;
- Evaluation of the organization's improvements and corrective measures in response to findings and suggestions made during the verification process;  
Preparation of the verification report and formal verification opinion about how VACMET INDIA LIMITED's FY 2024–2025 Sustainability Report complies with the chosen reporting frameworks and standards.

**CONCLUSION**

Based on our verification process, **Albokoes EnviroSustain** concludes that the Sustainability Report prepared by Enersum Solutions Private Limited on behalf of VACMET INDIA LIMITED for FY 2024-25 presents a fair and balanced representation of the organization's sustainability performance. It was found that, in general the sustainability disclosures (Environmental, Social, and Governance (ESG)) generally align with the Global Reporting Initiative (GRI) Standards 2021. The report adequately addresses material sustainability topics and provides relevant disclosures consistent with GRI requirements. The organization demonstrates engagement in community and social responsibility initiatives. The reporting of environmental performance indicators covering material and waste management, water and wastewater management, energy consumption, and emissions demonstrates alignment with GRI Standards. While opportunities exist to enhance trend analysis, utilizing visuals, reporting innovation in R&D, time-bound sustainability targets and expand to supplier diversity and ethical sourcing practices, The verification opinion is provided subject to consideration of the improvement recommendations outlined in this statement.

## TERMINOLOGY, DEFINITIONS AND ABBREVIATIONS

<b>Verification</b>	A moderate level of verification engagement providing reasonable confidence in reported information
<b>Material Topics</b>	Topics that reflect significant economic, environmental, and social impacts
<b>Non-Conformance (NC)</b>	Identified gap or deficiency requiring corrective action
<b>Observation</b>	Area identified for potential improvement or clarification
<b>Client/Organization</b>	VACMET INDIA LIMITED
<b>Verification Provider</b>	Albokoes EnviroSustain Pvt. Ltd.
<b>CR</b>	Clarification request
<b>R</b>	Recommendation
<b>NC/CAR</b>	Non conformity/Corrective action request
<b>SR</b>	Sustainability Report
<b>Albokoes</b>	Albokoes EnviroSustain Pvt. Ltd.

## SECTION 1: ORGANIZATION PROFILE AND BACKGROUND

### Company Overview

Vacmet India Limited, incorporated in 1993, is a prominent manufacturer specializing in flexible packaging film solutions. The organization has established itself as a leading packaging materials provider within the Indian market and internationally.

### Product Portfolio, Market Presence and Applications

The company manufactures a diverse range of packaging films including- BOPP (Biaxially Oriented Polypropylene) films, BOPET (Biaxially Oriented Polyethylene Terephthalate) films, Metallized and coated film products, Holographic films and metallized paper solutions.

Vacmet India serves multiple industry sectors including food and beverage, pharmaceutical, personal care, agricultural, and industrial applications. The organization operates advanced manufacturing facilities in Uttar Pradesh and Madhya Pradesh, equipped with modern production technologies meeting international quality benchmarks. With a global footprint spanning over 50 countries, Vacmet India maintains strategic partnerships with major brands and corporations, demonstrating sustained market presence and customer confidence.

## SECTION 2: METHODOLOGY

The verification was carried out by **Albokoes EnviroSustain** procedures through the following phases:

- Review of the organizational records and supporting documentation for the reporting period;
- Organizational representatives and important stakeholders participated in virtual stakeholder engagement sessions to evaluate data collection procedures and information management systems and obtain supporting documentation for sustainability disclosures; Evaluation of the organization's improvements and corrective measures in response to findings and suggestions made during the verification process;
- Preparation of the verification report and formal verification opinion about how VACMET INDIA LIMITED's FY 2024–2025 Sustainability Report complies with the chosen reporting frameworks and standards.

This engagement was performed as a limited verification assignment, providing moderate confidence in the reported information. This engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

### SECTION 3: DOCUMENTATION REVIEW

#### Documents Reviewed

The documents reviewed are shown in the table below:

Document	Category	Description
Sustainability Report		VIL SR Report_25_Nov_2025
Corporate Records		Incorporation and facility establishment documentation
Environmental Data		GHG emission data, energy and water consumption
Monitoring Records		Environmental monitoring records including air quality, wastewater, and waste generation data
Management Systems		Certification documentation (ISO 9001, 14001, 45001, 22000, BRC, ISCC Plus, DIN CERTCO, FSC)
HR Policies		Employee welfare policies, wages, health and safety procedures

#### Reporting Framework Reference

Framework	Global Reporting Initiative (GRI) Standards 2021
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### SECTION 4: VERIFICATION MEETING

A verification meeting between Albokoes EnviroSustain and VACMET INDIA LIMITED took place on December 13, 2025 and December 28, 2025. During the sessions, we reviewed the documentation and records that underpin the sustainability report and discussed how data is collected and managed across the organization. The team also held discussions with key personnel involved in the reporting process and other relevant stakeholders. The VACMET representatives were helpful and transparent during the sessions. They provided the necessary evidence, answered questions, and showed a collaborative approach to the verification process.

Representing VACMET INDIA LIMITED were Mr. Pritam Singh Padiyar, General Manager (Quality Control & Technical Services), and team members.

### SECTION 7: FINDINGS AND OBSERVATIONS

This section outlines the findings and observations identified during the verification of the sustainability report across its performance areas. These points were discussed with VACMET's team, who provided corrections and clarifications where needed. The "Organizational Response" column shows how VACMET INDIA LIMITED addressed finding, including corrections, explanatory notes, and supporting evidence shared during the verification process.

#### Type of Finding: Clarification 1

**Description:** Documentation required as per GRI guidelines.

**Actions of the Organisation:** The client provided the requested documents in accordance with GRI guidelines.

**Status:** The documentation provided by the client is sufficient to close this clarification request.

#### Type of Finding: Clarification 2

**Description:** Waste manifest documentation related to waste management performance required.

**Actions of the Organisation:** The client provided the requested documents in accordance with GRI guidelines.

**Status:** The corrective action implemented by the client in the Sustainability Report is sufficient to close this finding.

**Type of Finding: Clarification 3**

**Description:** Air monitoring records

**Actions of the Organisation:** The client provided the requested documents in accordance with GRI guidelines.

**Status:** The corrective action implemented by the client in the Sustainability Report is sufficient to close this finding.

**Type of Finding: Clarification 4**

**Description:** ISO certification records – ISO 9001, 14001, 45001, 22000.

**Actions of the Organisation:** The client provided the requested documents in accordance with GRI guidelines.

**Status:** The corrective action implemented by the client in the Sustainability Report is sufficient to close this finding.

**Type of Finding: Clarification 5**

**Description:** Employee records, health and safety records, employee training documents, customer engagement and feedback records.

**Actions of the Organisation:** The client provided the requested documents in accordance with GRI guidelines.

**Status:** The corrective action implemented by the client in the Sustainability Report is sufficient to close this finding.

**Type of Finding: Corrective Action Request 1**

**Description:** Update of materiality section in the report.

**Actions of the Organisation:** It has been incorporated into the Sustainability Report at relevant sections.

**Status:** The corrective action implemented by the client in the Sustainability Report is sufficient to close this finding.

**Type of Finding: Corrective Action Request 2**

**Description:** Update of policy information in the report.

**Actions of the Organisation:** The required policy information has been incorporated into the Sustainability Report at relevant sections.

**Status:** The corrective action implemented by the client in the Sustainability Report is sufficient to close this finding.

## **SECTION 8: VERIFICATION OPINION AND GRI ALIGNMENT**

Based on our verification procedures and the evidence reviewed, no significant issues were identified that would indicate the sustainability disclosures are not presented accurately. VACMET INDIA LIMITED has established appropriate systems and processes for collecting, consolidating, and analyzing sustainability data.

The verification process confirmed that VACMET INDIA LIMITED maintains a structured approach to sustainability management, supported by multiple internationally recognized certifications including ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Occupational Health and Safety), ISO 22000 (Food Safety), BRC Global Standards (Product Safety and Quality), and FSC Chain of Custody.

The organization has taken up environmental improvement initiatives focusing on energy optimization, waste reduction, and water conservation. Regular internal audits support ongoing performance monitoring and improvement. The company's social responsibility activities, particularly

in education and economic empowerment, reflect engagement with local communities. Vacmet India's sustainability reporting encompasses operations across manufacturing facilities in India and international distribution activities. The organization demonstrates commitment to resource efficiency through initiatives focused on virgin material reduction, supported by DIN CERTCO certification for recycled content verification.

However, the organization may consider, conducting biodiversity assessments for sensitive operational areas; preparing for evolving regulatory requirements; reporting innovation and R&D in sustainability; enhance quantitative metrics and providing clearer information against disclosures, providing detailed community impact evaluations; establishing measurable, time-bound sustainability targets and actionable insights; disclosing supplier diversity and ethical sourcing practices; expanding coverage of emerging material topics; presenting year-on-year performance changes with explanations; and utilizing visual aids to improve data comprehension.

Financial performance data referenced in the sustainability report was not included within the scope of this verification and has not been independently verified. Vacmet India Limited's management is responsible for Sustainability Report preparation, including material topic selection, stakeholder engagement, and data accuracy. We provide limited assurance on the presented information. This statement is prepared for Vacmet India Limited and its stakeholders for the intended purpose only. Our scope excludes forward-looking projections, management commentary, previously audited financial data, externally sourced unverified claims, and historical data.

VACMET INDIA LIMITED's Sustainability Report for FY 2024-25 has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021. Our assessment confirms general conformance with the GRI Universal Standards and selected Topic-specific Standards applicable to the organization's material topics. The report incorporates the following GRI Standards components:  
GRI 2: General Disclosures 2021

GRI 3: Material Topics 2021

GRI 201: Economic Performance 2016: 201-1, 201-2, 201-3

GRI 202: Market Presence 2016: 202-1

GRI 203: Indirect Economic Impacts 2016: 203-1, 203-2

GRI 204: Procurement Practices 2016: 204-1

GRI 205: Anti-corruption 2016: 205-1, 205-2, 205-3

GRI 206: Anti-competitive Behaviour 2016: 206-1

GRI 301: Materials 2016: 301-1

GRI 302: Energy 2016: 302-1, 302-4

GRI 303: Water and Effluents 2018: 303-1, 303-2, 303-3, 303-4, 303-5

GRI 304: Biodiversity 2016: 304-1

GRI 305: Emissions 2016: 305-1, 305-2, 305-4, 305-6, 305-7

GRI 306: Waste 2020: 306-1, 306-2, 306-3, 306-4, 306-5

GRI 307: Environmental Compliance 2016: 307-1

GRI 308: Supplier Environmental Assessment 2016: 308-1, 308-2

GRI 401: Employment 2016: 401-1, 401-2

GRI 403: Occupational Health and Safety 2018: 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

GRI 404: Training and Education 2016: 404-1, 404-2, 404-3

GRI 405: Diversity and Equal Opportunity 2016: 405-1

GRI 406: Non-Discrimination 2016: 406-1

GRI 407: Freedom of Association and Collective Bargaining 2016: 407-1

GRI 408: Child Labor 2016: 408-1

GRI 410: Security Practices 2016: 410-1

GRI 413: Local Communities 2016: 413-1, 413-2

GRI 416: Customer Health and Safety 2016: 416-1, 416-2

GRI 417: Marketing and Labelling 2016: 417-1 GRI 418: Customer Privacy 2016: 418-1

VACMET INDIA LIMITED maintains systematic review processes for evaluating ESG performance across operational sites in India and international locations through structured internal audit mechanisms.

**Statement of independence, impartiality and competence**

Alboko

es EnviroSustain Pvt. Ltd. operates as an independent professional services organization specializing in environmental science, sustainability strategy, climate change solutions, and ESG advisory. The firm brings advanced technical expertise and research-based methodologies to sustainability consulting. The verification team maintained complete independence throughout this engagement. No team member holds financial interests, maintains business relationships, or has affiliations with Vacmet India Limited, its Board of Directors, or management personnel beyond the professional services contract governing this verification. The engagement was conducted with objectivity and without conflicts of interest. Albokoes EnviroSustain adheres to a Professional Code of Conduct requiring integrity, technical competence, and ethical standards in all client engagements.

**Issue date: January 02, 2026**





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