BHORUKA EXTRUSIONS PVT. LTD.

ESG Status Report, 2021-22

Contents

Overview
- Introduction & Background
- Scope & Methodology

Environmental Data Review
- Energy
- Emissions
- Water
- Materials & Waste
- Biodiversity

Social Data Review
- Employee Data
- Training & Development
- Occupational Health & Safety
- Suppliers

Stakeholder Engagement

Materiality Matrix

OVERVIEW

Overview

- Bhoruka Extrusions is exploring a baseline for ESG, that can enable the organization to set an ESG Vision for itself that matches the expectations of its customers and society alike.
- The report is an outcome of a detailed assessment of data that is regularly being monitored for continual improvement by Bhoruka internal resources. Environmental and Social data provided by functional teams at Bhoruka was followed by consultations with functional heads to understand the procedural adoption of the policies and progress on key indicators.
- Amongst Environmental parameters, Energy, Water, and Waste metrics were analysed for the year 2019-20, 2020-2021 and 2021-22.
- Similarly for social data, indicators such as employee data - number of employees by categories, gender and age, hiring, turnover rates and parental leaves were analysed, along with training and development, occupational health & safety and supplier information.
- This social and environmental data analysis provides a clear baseline that will enable setting ESG vision goals and targets catering to the world with SDGs delivered by 2030.

Introduction and Background

- Bhoruka Extrusions Private Limited (hereafter Bhoruka) was established in 1979; it specializes in developing custom-made-to-order aluminium extrusions, products and associated services. During the period from June 2013 to November 2020, we were a 100% subsidiary of YKK Holding Asia Pte. Ltd., Singapore and starting November 2020, we are a 100% subsidiary of YKK AP Inc. Japan. With an average capacity of 1200 Tons/month, Bhoruka caters to the growing demand and utilization of aluminium in various sectors especially the construction and industrial sectors. In the building and construction sector, Bhoruka is one of the country's largest direct suppliers of various products ranging from windows, doors, shutters, curtain walls, railings etc.. In the industrial sector, Bhoruka's products fulfil the demands of a variety of aluminium products in electrical & electronics, transportation, renewable energy and the textile industry.
- Bhoruka utilises top-notch technology, delivers excellent products to its customers, and follows its vision statement - "**Extruder of Choice for iconic projects, by offering value-added products and services and reducing customer's total cost of ownership (TCO) by leveraging technology**".
- Bhoruka follows a strict quality policy and strives to achieve client satisfaction with product quality and timely delivery.
- In India, Bhoruka has its manufacturing facility in Mysuru and sales offices in Bengaluru, Chennai, Mumbai, Coimbatore, Hyderabad, Cochin, Pune and Delhi.
- This report provides an analysis of Bhoruka's current environmental and social parameters. This analysis can be considered a baseline and can be referred to in the future to assess any developments/improvements.

Scope

- The Environmental indicator assessment is done for the Mysuru facility and Bengaluru office.
- Labour & Human Rights assessment is conducted for the plant and data for employees is collected from all eight sales office locations in Bengaluru, Chennai, Cochin, Coimbatore, Delhi, Hyderabad, Pune, and Mumbai.

Methodology

The methodology adopted for sustainability assessment involves –

- Data Compilation – Policy review, SOPs, guidelines, metrics
- Data Analysis – Data analysis is carried out for the years 2019-2022.
- For energy indicators the baseline year is 2015-16, whereas for all other indicators, it is 2019-20.
- Consultations- Meetings with functional heads and qualitative responses for understanding the organizational working. Questions were mostly open-ended.

Goals

S. No	Goal Area	Objective	Target	Date
A. **Environment:**				
Environmental Management Certification: ISO 14001				
1	Materials & Waste	Being Circular – increasing recycled material input and achieving Zero Waste status	Reduction of packaging materials - 20%	2023
			Biogas facility	2023
			Aluminium recycling	2023
			Reduction of packaging materials - 50%	2030
2	Energy & Emissions	Moving towards Carbon Neutrality	operational emission reduction - 80%	2025
			operational emission reduction - 100%	2030
3	Water and Effluents	Optimizing water usage and ZLD implementation	Treated water reuse & maximizing recycling potential of process water	2024-25
			ETP Sludge reduction	2024

Goals

S. No	Goal Area	Objective	Target	Date
B	**Social**			
4	Employee Engagement	Employee retention & employee work-life balance	Improvising work-life balance	2024
5	Diversity & Inclusion	Equity for all	Women in management roles	2024
6	Occupational Health & Safety	ISO 45001 Certification	Aligning to ISO 45001 & best practices	2024-25
7	Training & Development	Improve skills and training with special exposure for women	Increase per employee training hours by 20%	2025
8	Human Rights & Child labour	Creating awareness on human rights within the organization and the supply chain	Regular Due diligence for Human rights matters within the organization and progressing towards Human Rights assimilations and assessment in the supply chain	2024

ENVIRONMENTAL DATA REVIEW

Energy

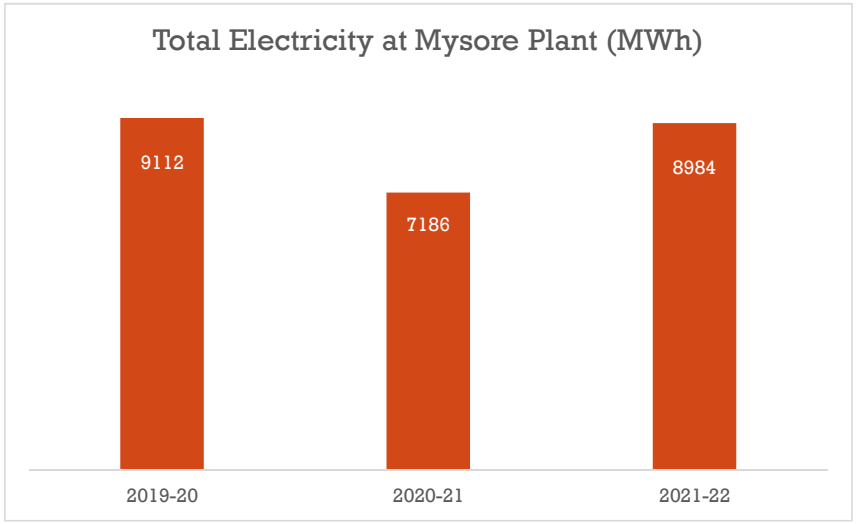
- Energy consumption is monitored for the manufacturing unit at Mysuru and the sales office at Bengaluru.
- Data from the Bengaluru sales office is negligible compared with data from the plant.
- Data from other sales offices for electricity consumption is not considered as it is minuscule as these are shared workspaces.
- The different sources of energy consumed at the plant are electricity, fuel for DG sets, process and transport, furnace oil, and LPG for operations & cooking.
- Electricity sources include the Karnataka State grid, off-site renewable energy and DG sets.

Details	2019-20	2020-21	2021-22
Electricity Consumption			
Power Consumption (State Grid) (kWh)	9,55,600	13,44,725	16,42,125
Power Consumption - Offsite Renewable source (kWh)	80,75,000	58,35,000	73,10,000
Power Consumption (DG Generator, (kWh)	81,842	6,425	32,194
Total Electricity Consumption (kWh)	91,12,442	71,86,150	89,84,319
Other Forms of Energy			
Diesel (DG Set Fuel & process oil) (litres)	4,02,646	2,84,522	3,44,779
LPG (operations & cooking) (litres)	4,78,326	2,99,439	3,96,733
Furnace Oil (litres)	3,87,447	2,46,924	3,31,194
Fuel for Transport			
Car - diesel (litres)	890.917	326.500	434.083

Energy

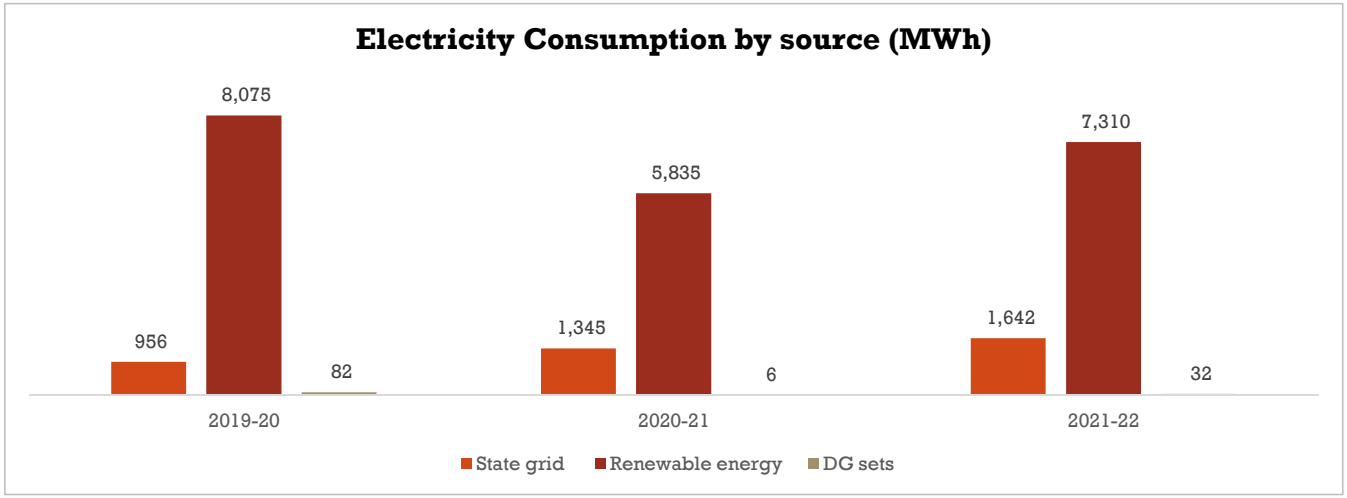
Electricity – Mysuru Plant

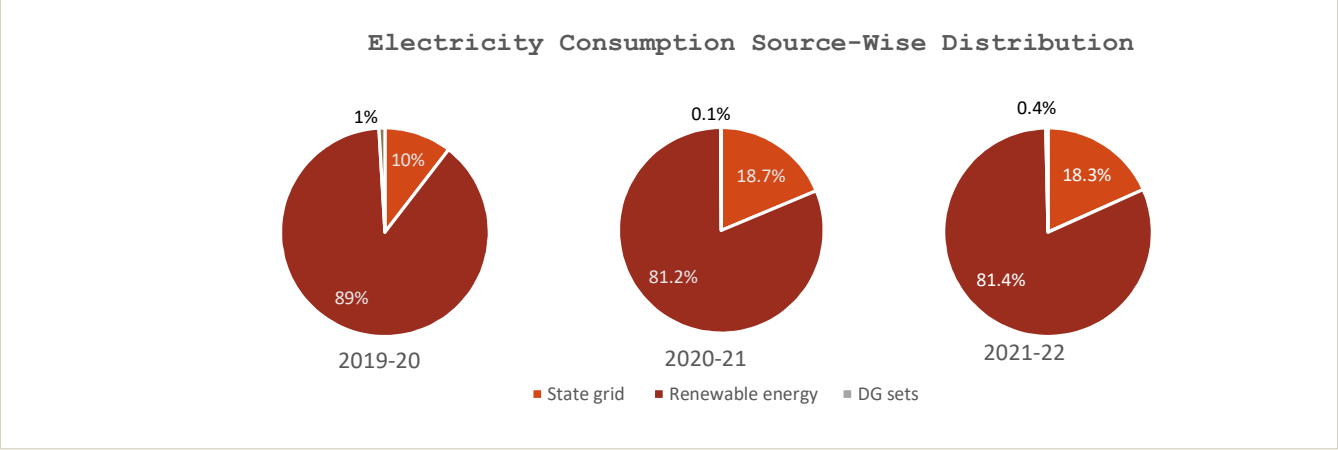
- Electricity sources in the plant are from Karnataka State Grid, Offsite renewable sources and DG Generator.
- Total Electricity consumption in the current year (2021-22) is 8984 MWh, while it was 9112 MWh in 2019-20 and 7186MWh in 2020-21.
- In all three years, the main source of energy is from offsite renewables, which ranges from 89% in 2019-20 and 81.2 % in 2020-21 and 81.4% in 2021-22.
- Dependence on State Grid varies from 10% in 2019-20 to 18.7 % in 2020-21 and 18.3 % in 2021-22.
- DG Generator accounts for about 1% of the total energy consumption in 2019-20 and less than 1% in 2020-21 and 2021-22.



Energy

Electricity – Mysuru Plant



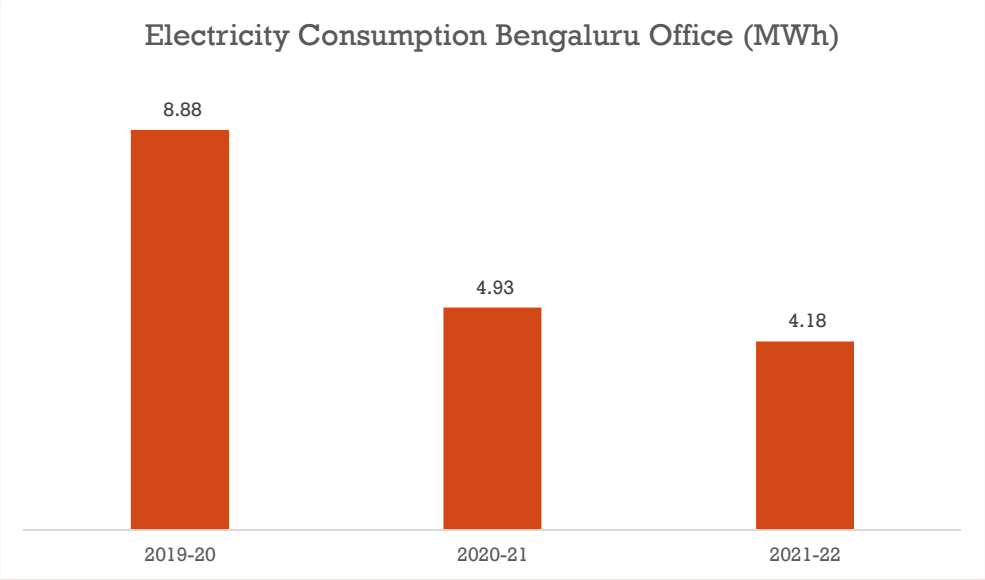


*Electricity consumption from DG sets is very minimal

Energy

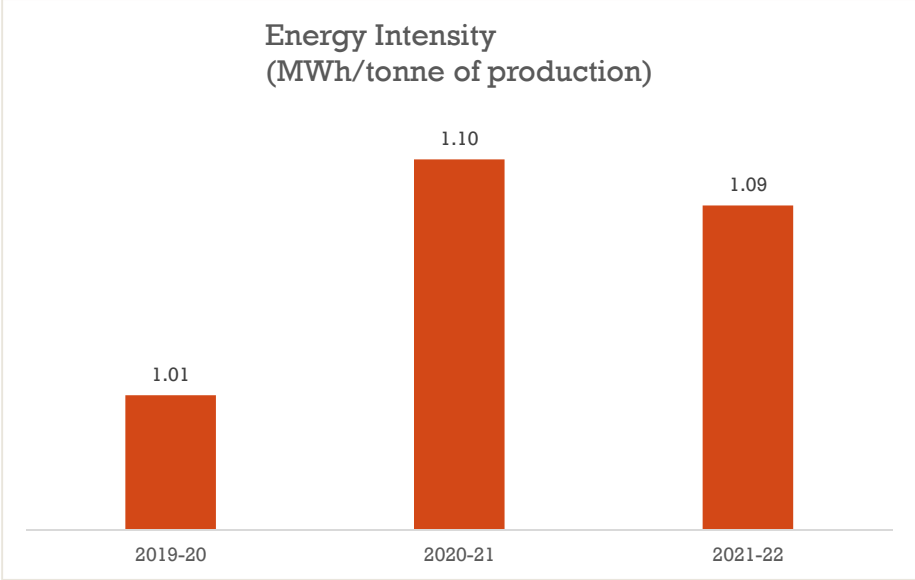
Electricity Consumption – Bengaluru

- Data from the Bengaluru sales office is negligible compared with data from the plant.
- Data from other sales offices for electricity consumption is not considered as it is minuscule as these are shared workspaces.



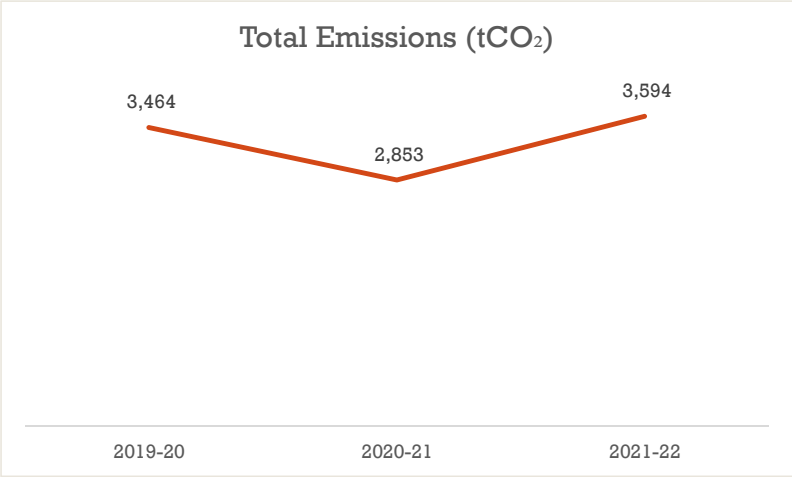
Energy Intensity (Mysore Plant)

- Energy Intensity for manufacturing in 2019-20 was 1.01 MWh/ton, whereas, in 2020-21 and 2021-22, it was 1.10 MWh/ton and 1.09 MWh/ton.



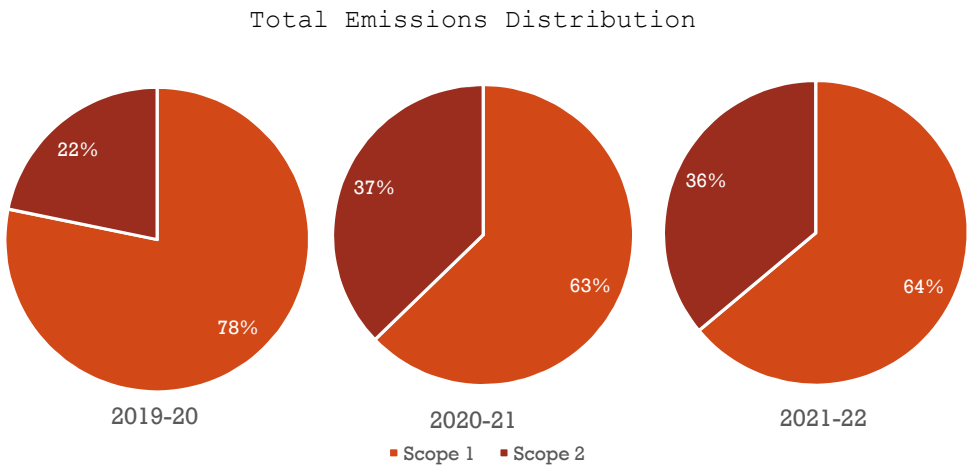
Emissions

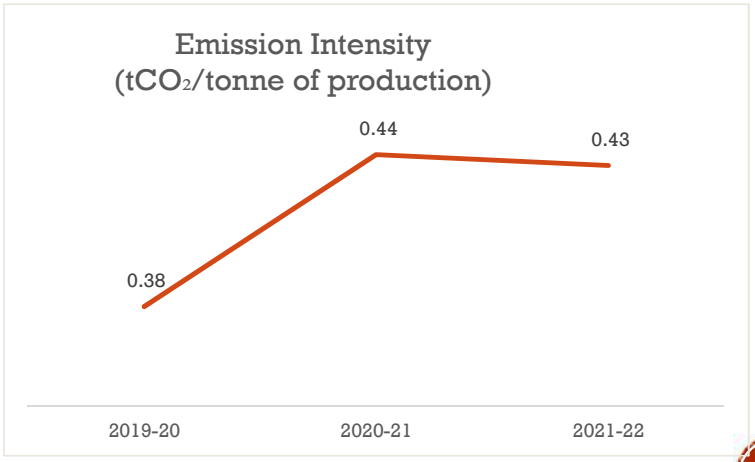
Total CO_2 Emissions – Mysuru Plant



Emissions associated with operations are categorized as direct and indirect emissions. **Scope 1 emissions are direct emissions** that occur from sources owned or controlled by the company e.g., fuel consumed in DG sets and in the process, furnace oil and LPG in the operations, as well as the fuel consumed in the company's vehicle fleet, whereas **scope 2 emissions** are **indirect emissions** from **purchased electricity** and scope 3 emissions, are other indirect emissions due to the activities of the organization but occur from sources not owned or controlled by the organization.

We have calculated both scope 1 and scope 2 emissions for the three years from 2019-22. The total emissions (Scope 1 & Scope 2) for 2019-20 and 2021-22 are 3464 tCO_2 and 3594 tCO_2, whereas in 2020-21 it was 2853 tCO_2 which was lower due to covid-19 pandemic. Emission intensity for the three years is as represented in the chart.





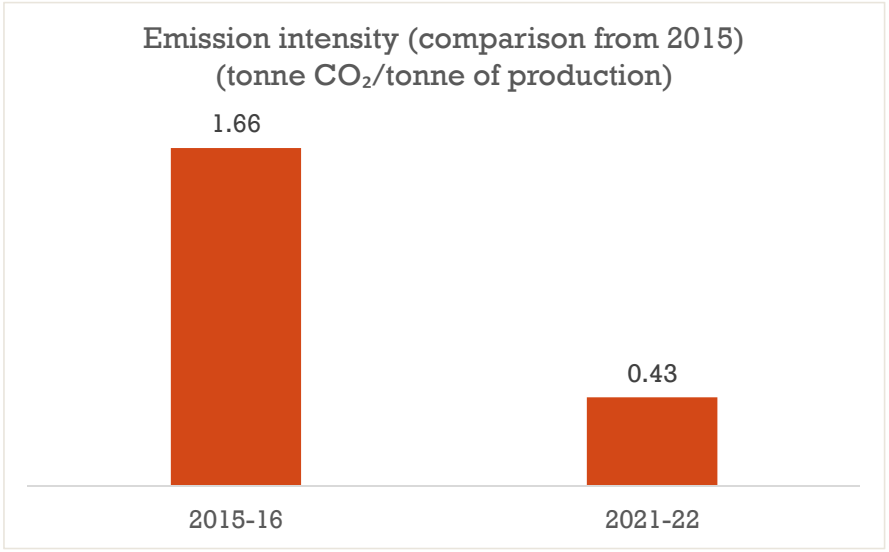
Emission Factors considered for calculation-

- Diesel – Combustion based; LPG – Combustion; Fuel Oil – Combustion; Electricity -Indian Grid
- All emission factors used for emission calculations, account for CO_2 emissions only and not the entire spectrum of GHG emissions.

Emissions

Emission Intensity

- For energy and emissions, we have chosen 2015-16 as the baseline year. The emission intensity in 2015-16 was 1.66 tCO_2 / ton of production and has reduced to 0.43 tCO_2 per ton on production. Over the years, the emission intensity has reduced considerably and accounts for a reduction of 74%.



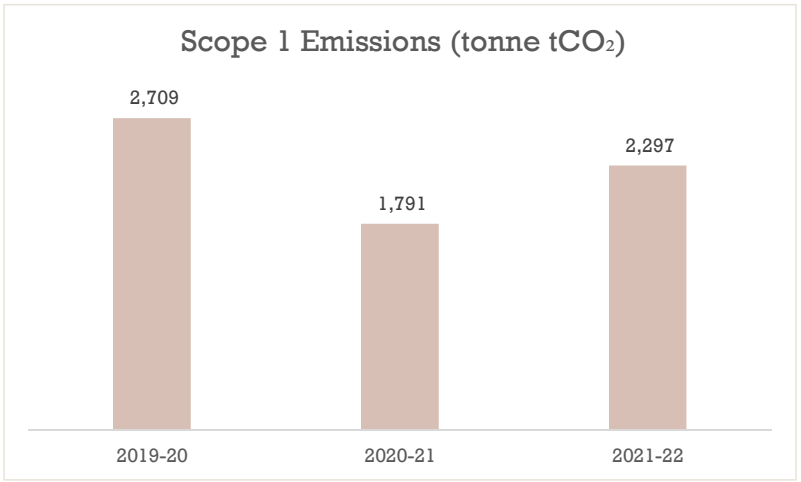
Emissions

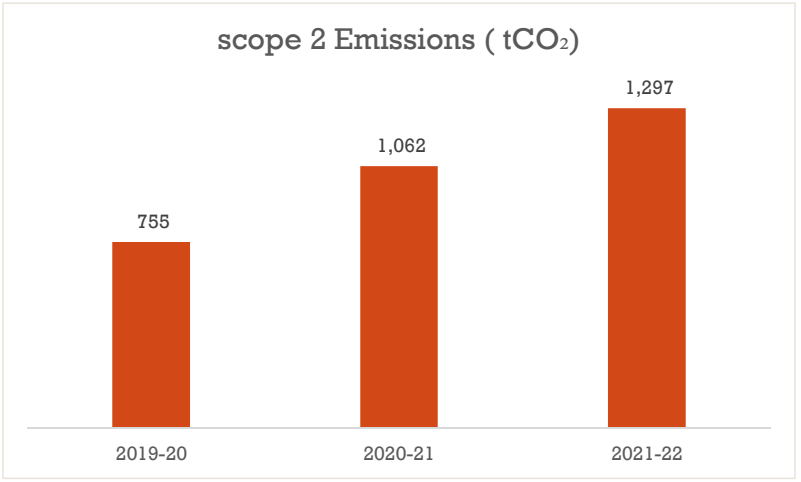
Emissions from Plant

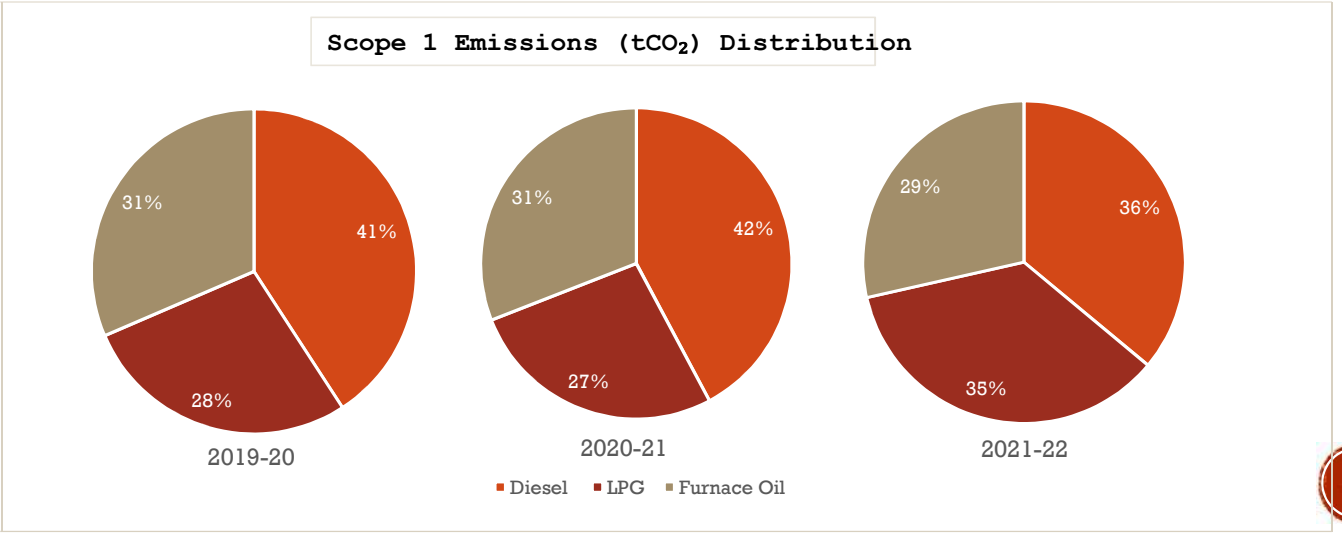
- In scope 1, the major share of emissions is due to diesel used for DG sets, processes and company-owned vehicles (36%). Total scope 1 emissions in 2020-21 decreased by 35% compared to 2019-20, whereas in 2021-22 there is an increase in scope 1 emissions by 45% compared to 2020-21.
- Scope 2 emissions in 2021-22 have increased compared to both 2020 -21 and 2019-20, due to higher grid electricity consumption.
- Since the major source of electricity comes from RE, in three years Bhoruka has saved about 16,763 t CO_2 emissions.

Emissions from the Bengaluru office

- In the Bengaluru office, scope 2 emissions in 2019-20 was 7.01 tonnes t CO_2 whereas, in 2020-21 and 2021-22, it was 3.89 t CO_2 and 3.30 t CO_2, respectively.



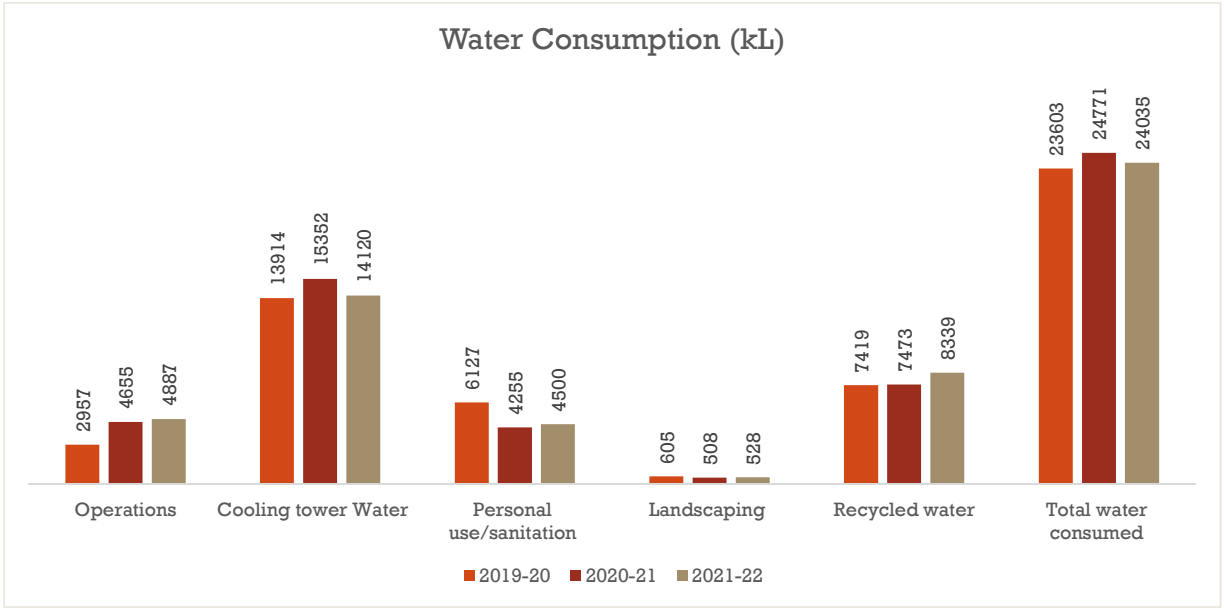


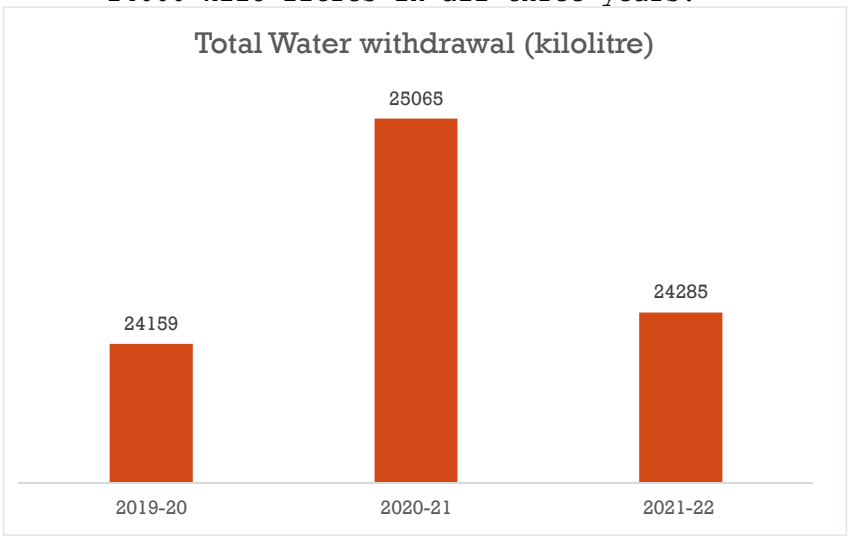


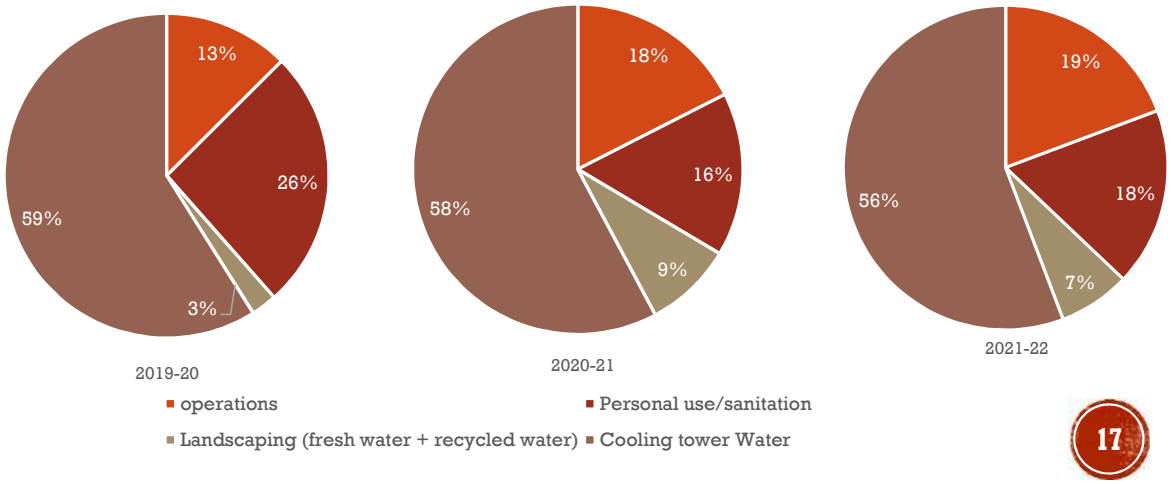
Water

Water data from Mysuru Plant

- The source of water in the Mysuru plant is municipal water (Cauvery river) and recycled water.
- Total water withdrawal in 2021-22, 25065 kL, whereas in 2019-20 and 2021-22 it was 24159 kL and 24285 kL.
- The water consumption in the Mysuru facility is for operations, cooling tower usage, personal use and landscaping.
- Overall water withdrawal was higher in 2020-21 relative to 2019-20 and 2021-22.
- In the Bengaluru office, water is majorly sourced from water tankers and remained 24000-kilo litres in all three years.



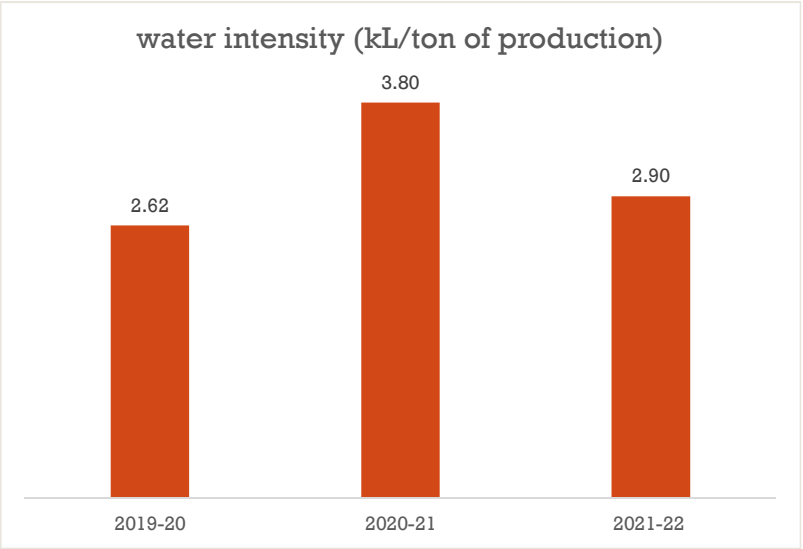




Water

Wastewater data from Plant

- Industrial wastewater is treated in ETP of 35 KLD
- Domestic waste is treated in 30 KLD STP.
- Treated industrial wastewater mixed with treated domestic wastewater and is used for gardening.
- It is a zero liquid discharge plant, where the capacity of looping more process water is already proposed for FY22.
- Mysuru district receives an average rainfall of 776.7 mm. There are 53 rainy days in the district. On average, about 50% of the annual rainfall occurs during the southwest monsoon period. Information on rainwater harvesting structures, recharge pits and information on rainwater harvesting is not available.
- Water intensity is 2.62 kL for every ton of production in 2019-20, whereas it was 3.80 kL/ton of production in 2020-21 and 2.90 kL/ton production in 0.25 in the year 2021-22.



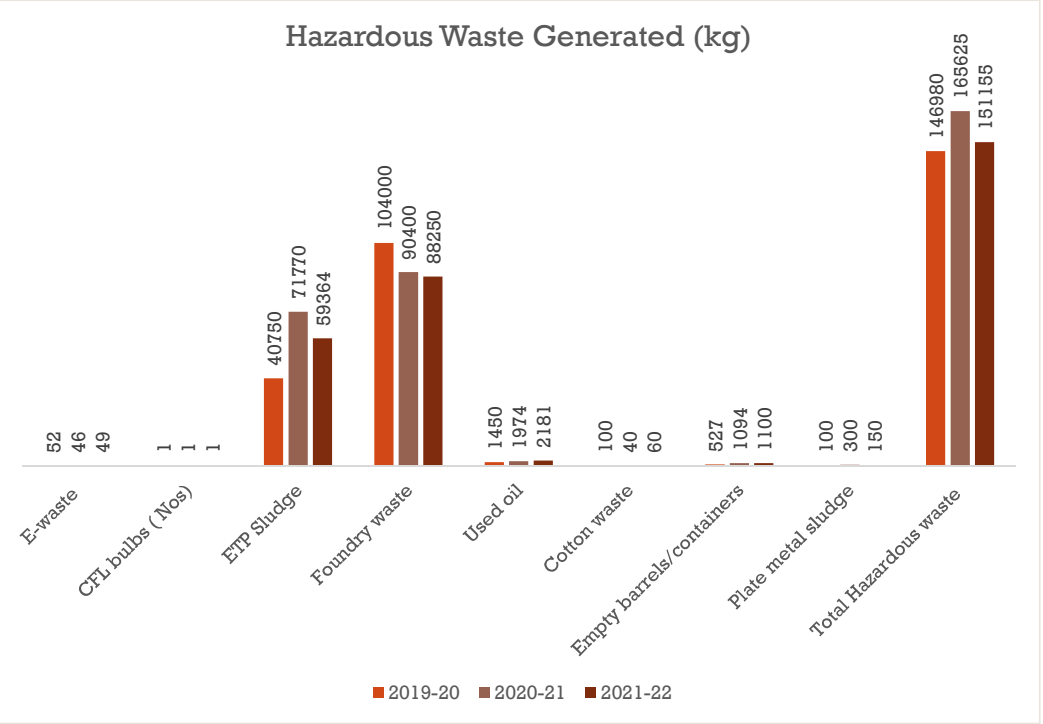
Water Efficiency Initiatives

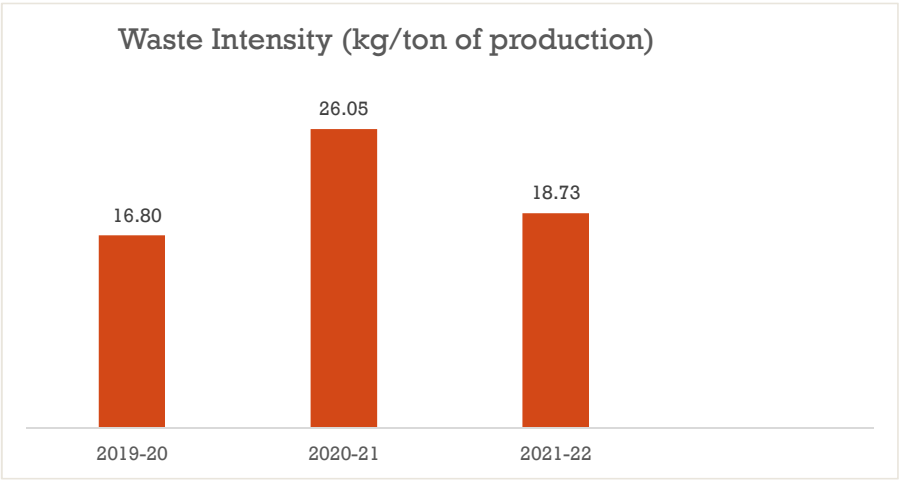
- Using a broom instead of a hose for shop floor sweeping
- Using treated water for gardening
- Fixing leakages in time
- Water-saving toilet flush system

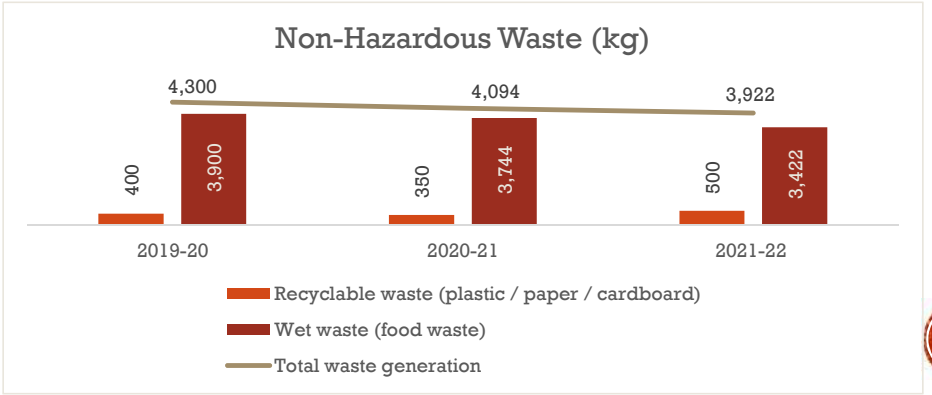
Materials and Waste

- The current recyclability rate is 2%, Bhoruka has set goals to increase the recyclability in the coming years.
- There are two categories of waste that are generated in the plant – Hazardous/operational waste and non-hazardous waste.
- Hazardous waste consists of foundry waste, used oil, ETP sludge etc. and non-hazardous waste consists of wet waste and recyclables like paper, cardboard etc.
- Bengaluru office reported only non-hazardous (wet) waste of 50 kg that remains the same for all three years.
- Following observations are made from the data collected:
  - ETP sludge and foundry waste constitute the major share of operational hazardous waste for all three years.
  - In the non-hazardous waste category, wet/food waste accounts for the maximum share with values ranging from 91% in 2019-20 and 2020-21, while it reduced to 87% in the reporting year. The other recyclable waste accounts for 9% to 13%.

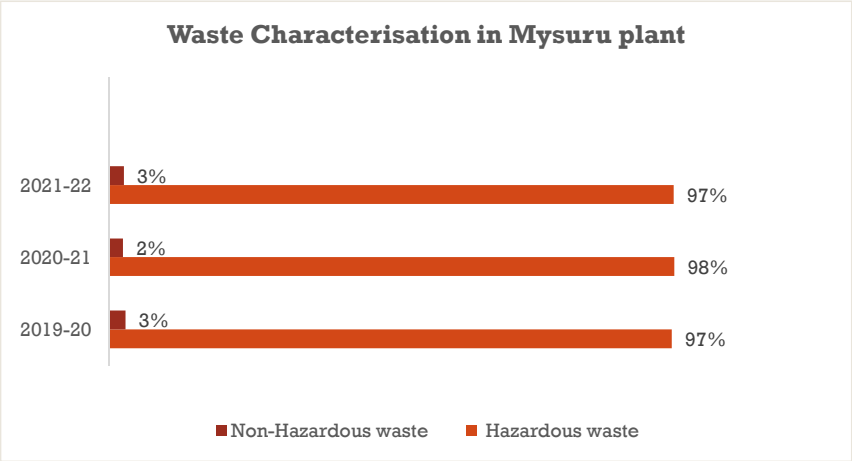
Waste data from Plant

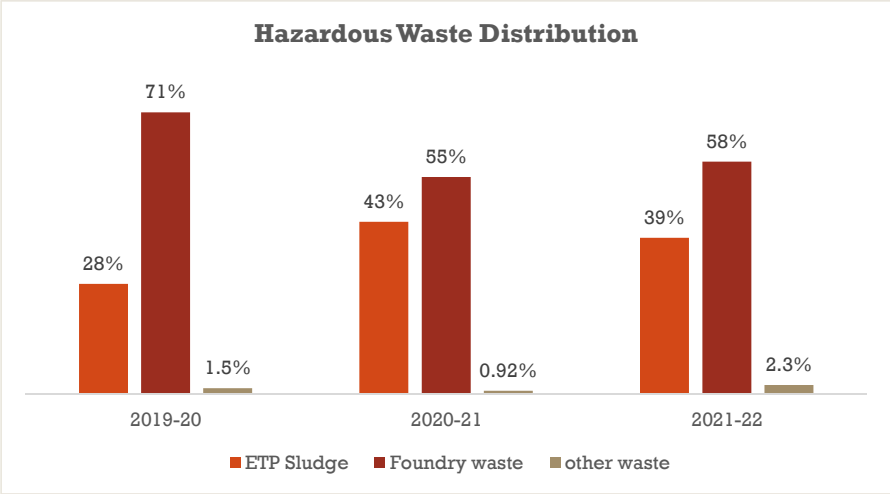


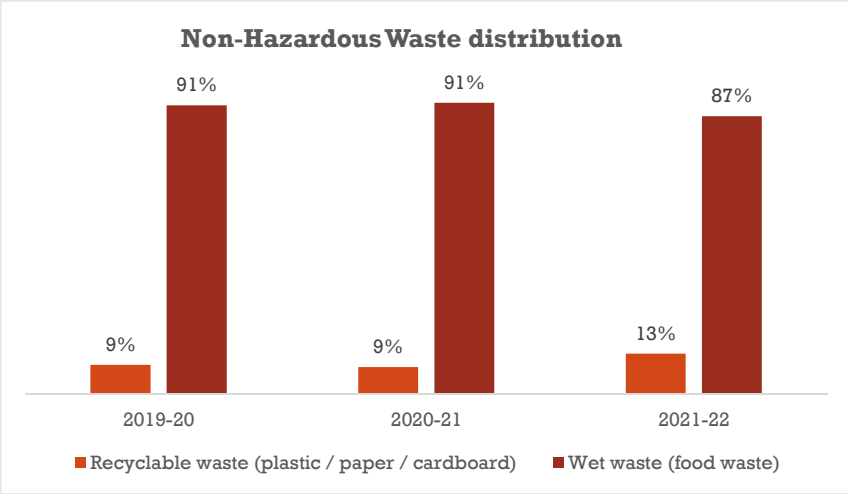




Waste


Waste Characterisation in Mysuru plant
2021-22
3%
97%
2020-21
2%
98%
2019-20
3%
97%
Non-Hazardous waste
Hazardous waste


Hazardous Waste Distribution
28%
71%
1.5%
43%
55%
0.92%
39%
58%
2.3%
2019-20
2020-21
2021-22
ETP Sludge
Foundry waste
other waste


Non-Hazardous Waste distribution
9%
91%
9%
91%
13%
87%
2019-20
2020-21
2021-22
Recyclable waste (plastic / paper / cardboard)
Wet waste (food waste)

Biodiversity

- Within the Mysuru campus, the green belt area is developed and maintained as per Government of India Regulations, which require a minimum green cover of 33% of the total area.
- At the Mysuru facility, the green cover is at 54%, with regular afforestation drives. In 2021-22, a total of 20 saplings were planted.
- During the expansion works on the campus, several trees are shifted and replanted.

Environment – Best Practices

Energy Conservation and Energy Efficiency Projects in the process:
An energy audit at the plant level is carried out and measures for energy savings are implemented.

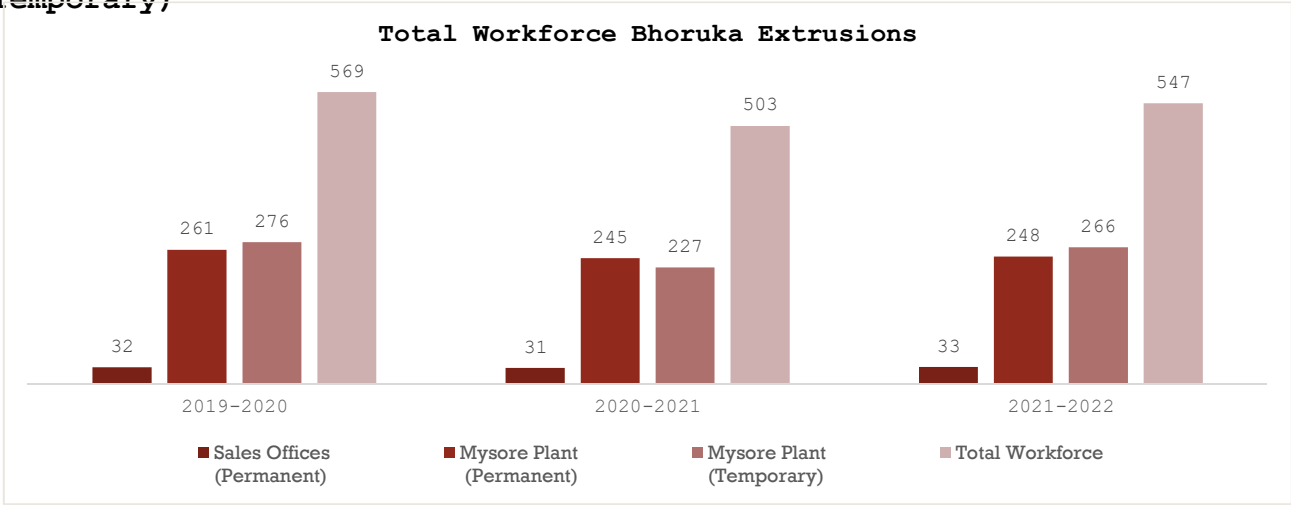
Some of the energy conservation measures initiated in the plant include:
- VFD-based screw compressor replacement in place of the reciprocation compressor chillers.
- Soft approaches or behaviour changes are also implemented, that help in energy conservation. Example - Roof sheets at the inspection areas are to be replaced with transparent sheets for better use of natural lighting.

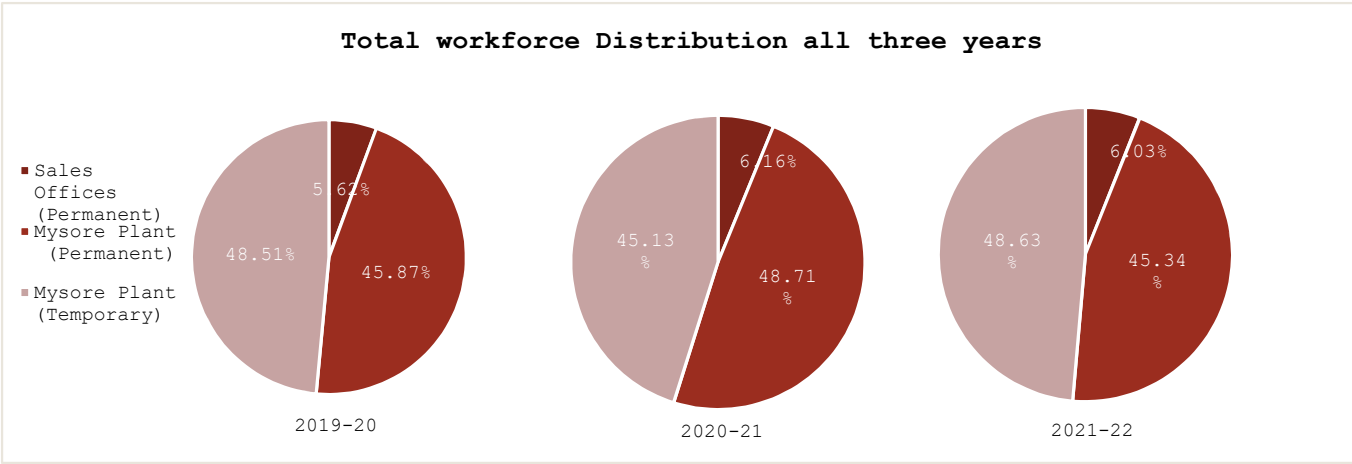
Materials Management:
At Bhoruka, we currently utilize 98% Aluminum scrap recycling. In the coming years, we will take up 2% of Dross and Chips recycling.

SOCIAL DATA REVIEW

Employee Data

Total Workforce (All locations – Permanent and Temporary)





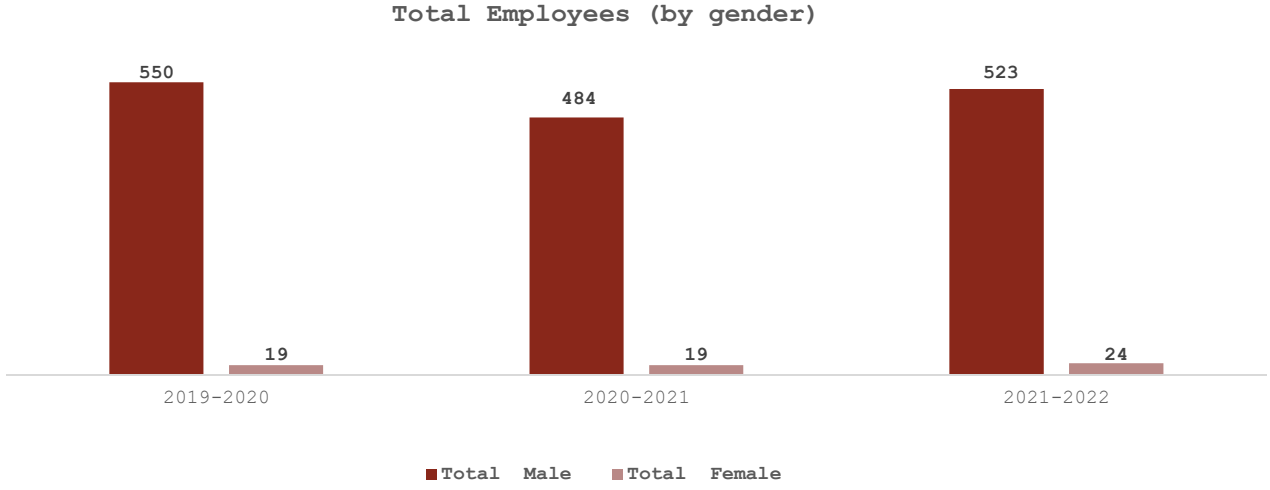
The total workforce of Bhoruka Extrusions comprises employees at the Mysuru Plant, and eight other office locations, which are mostly sales offices located in Bengaluru, Chennai, Mumbai, Coimbatore, Hyderabad, Cochin, Pune and Delhi.

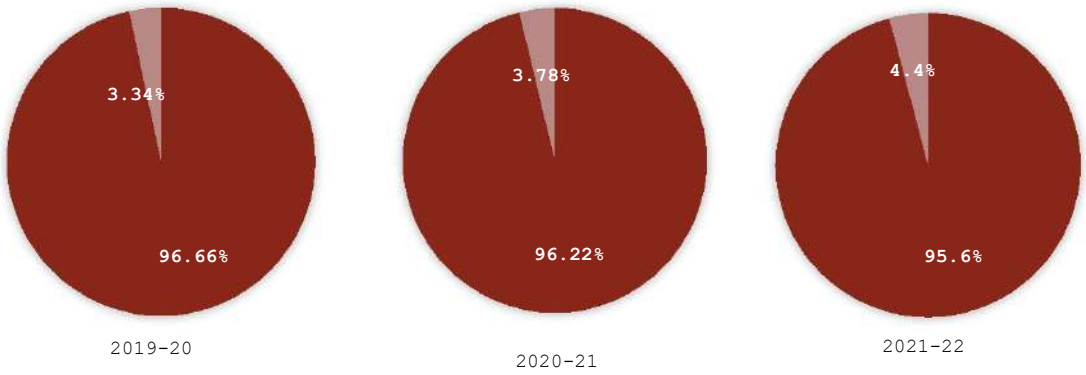
The total workforce for Bhoruka currently (2021-22) is 547, which has gone up from 2021, and yet is slightly lower than the total workforce before Covid (2019-20), which is 569. This comprises permanent employees and temporary workforce. The share of permanent employees in 2021-22 is 51% of the total workforce, while it was 55% in 2020-21.

There were a total of 266 temporary workers in 2021-22, and they are based at the Mysuru plant.
The contract/temporary workers are hired on a need basis and are outsourced services. There are no contract/temporary workers in other locations.

Employee Data

Employees - all locations, by gender

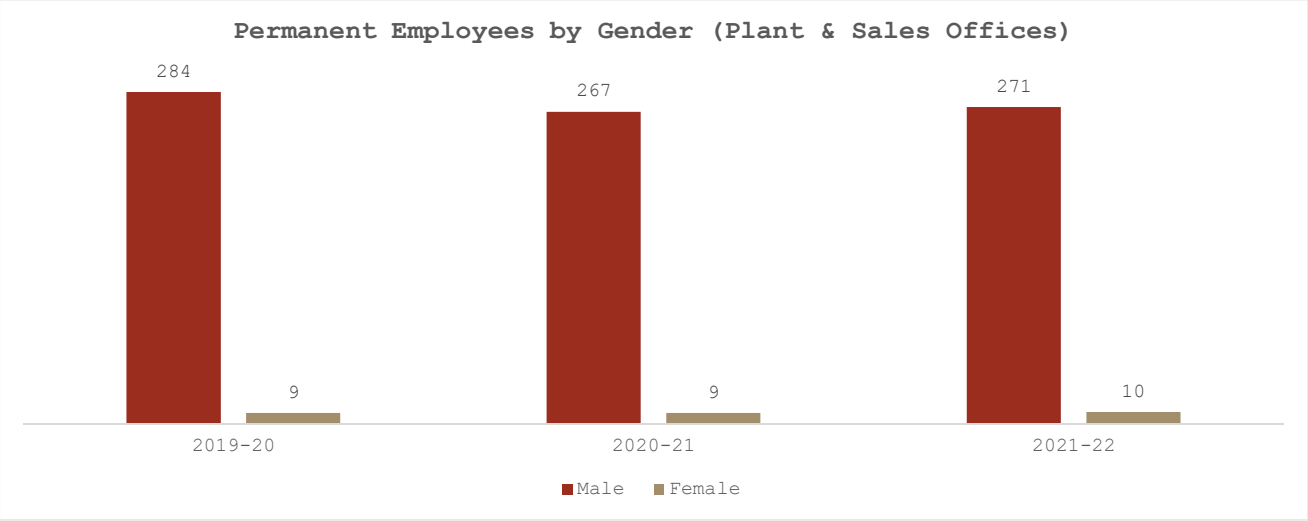


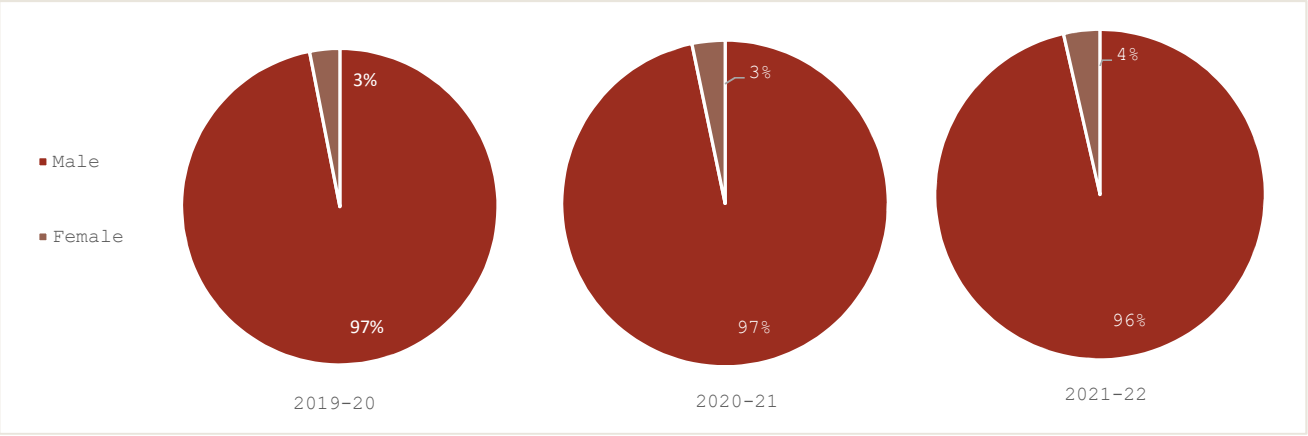


- In 2021-22, the total number of employees (permanent and temporary) at the Mysuru plant, and the sales offices together is 547 employees, with 523 males at 95.6% and 24 females at 4.4%.
- The percentage of female employees in 2020-21 was 3.78% and in 2019-20 was 3.34%.

Employee Data

Employees: Permanent employees by gender

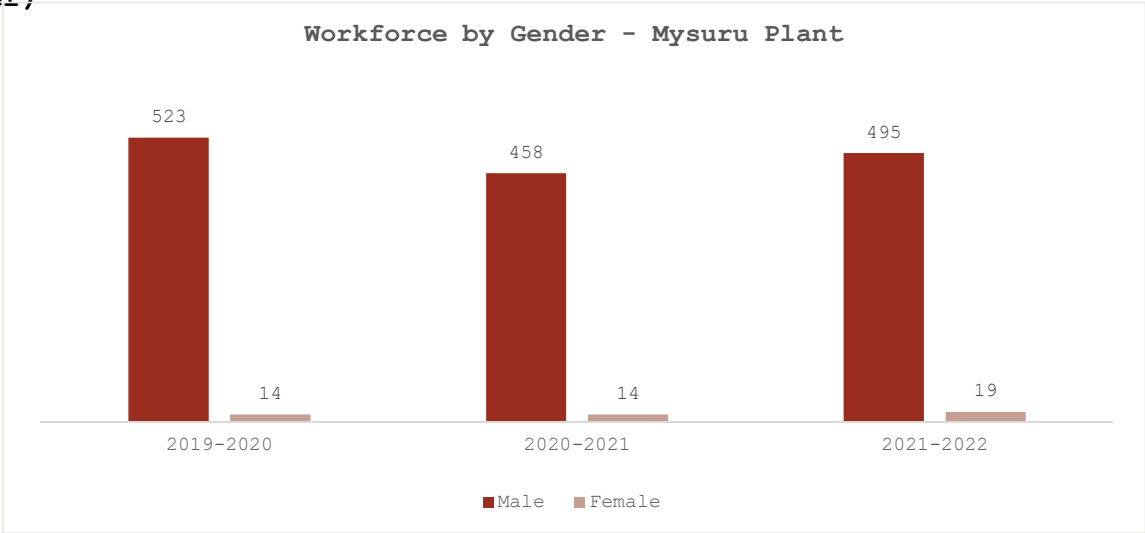


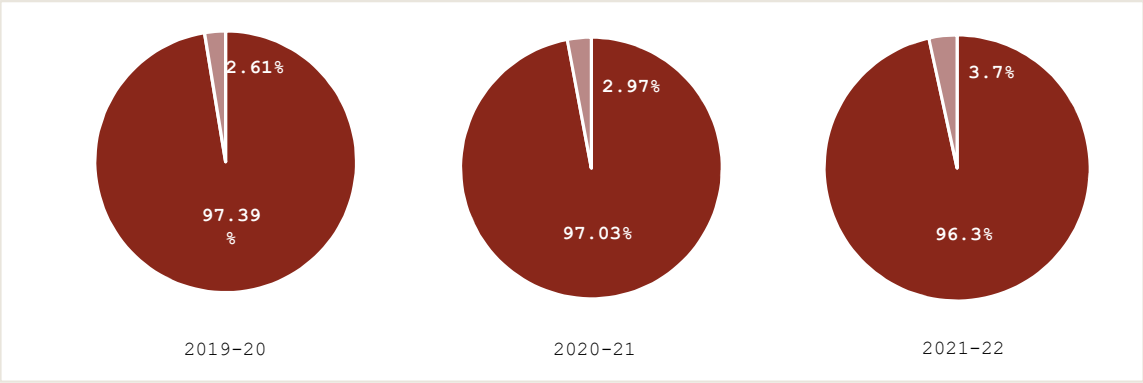


- Permanent employees across the Mysuru plant & sales offices in 2021-22 were 271 (96%) males and 10 (4%) females.
- The gender ratio was 3% in 2019-20 and 2020-21.
- The gender ratio among the permanent employees has slightly increased compared to the previous years.

Employee Data

Mysuru Plant- Total workforce (Permanent and Temporary Employees by gender)





- The total workforce (permanent & temporary) in the Mysuru Plant in 2021-22 was 514 employees with 495 males at 96.3% and 19 females at 3.7%, a marginal increase over the previous years.
- The gender ratio in 2019-20 was 2.6%, while in 2020-21 is 2.97%.

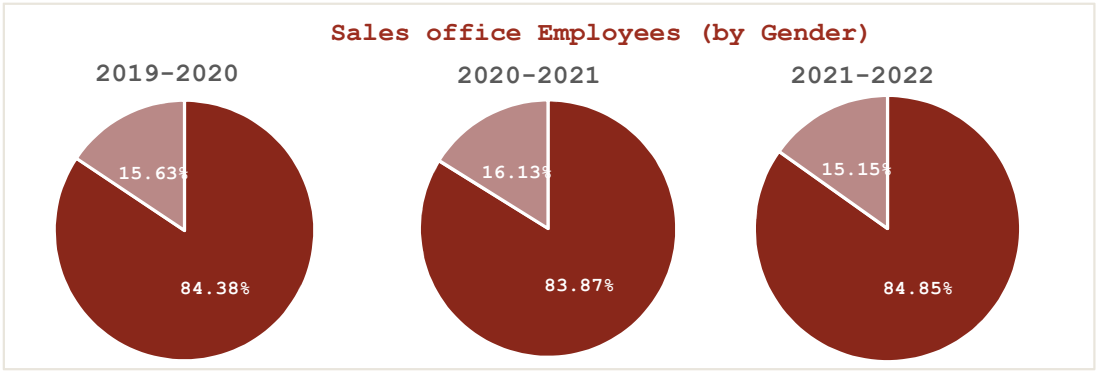
Employee Data

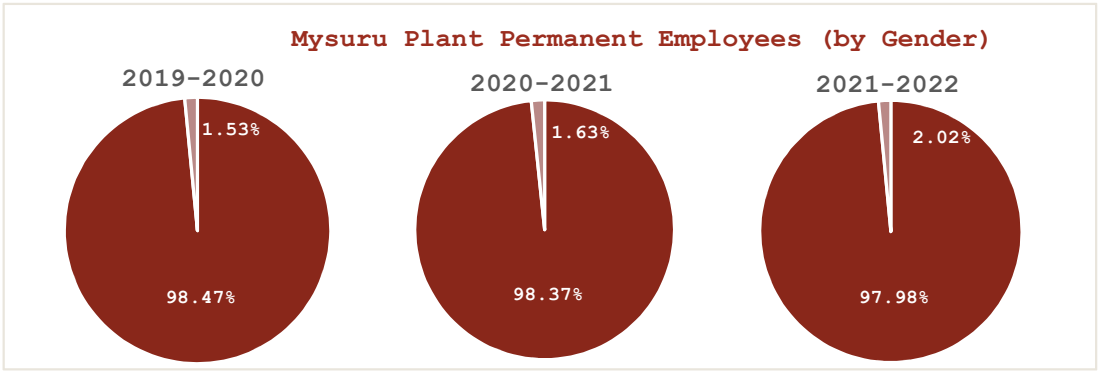
Employees – gender ratio Sales Office, Mysuru Plant

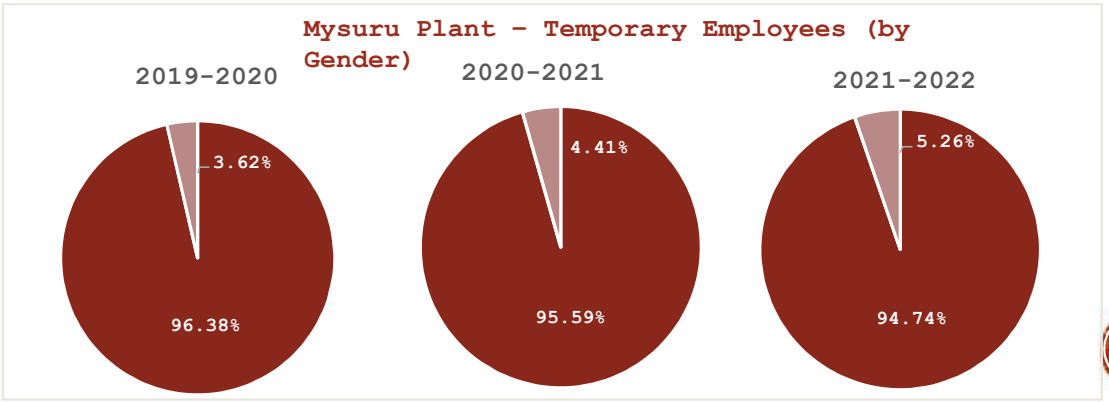
- Sales office – The gender ratio in the sales offices is above 15%, in all the three years.
- It was at 16.13% in 2020-21 and decreased in the reporting year (2021-22) to 15.15%.

- In the Mysuru plant, the gender ratio among permanent employees is 2% in 2021-22, while it is 1.53% and 1.63% respectively in 2019-20 & 2021-22.

- Temporary Employee's gender ratio has moved up from 2019-20 to 2020-21 to 2021-2022 –from 3% to 4% to 5% respectively.







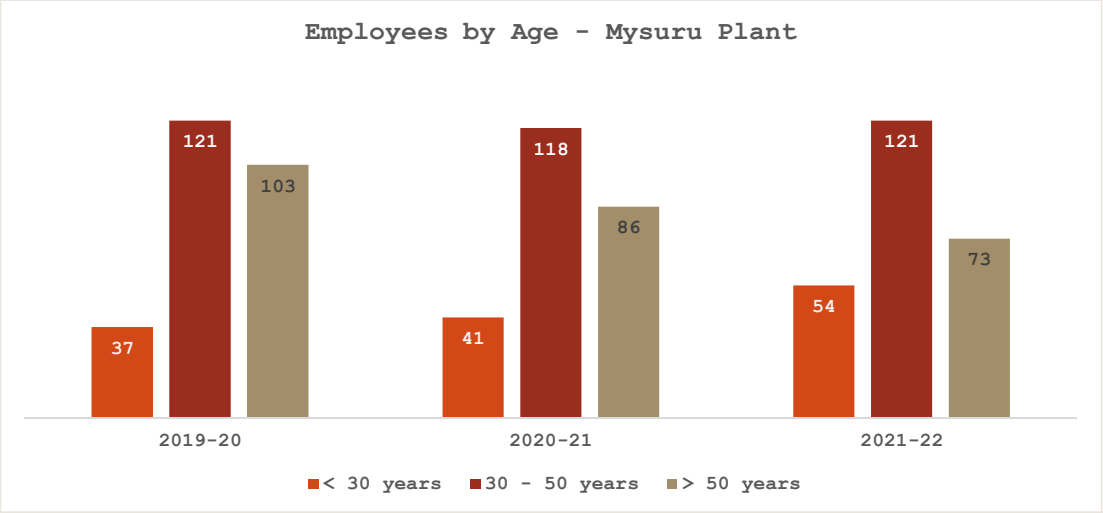
Employee Data

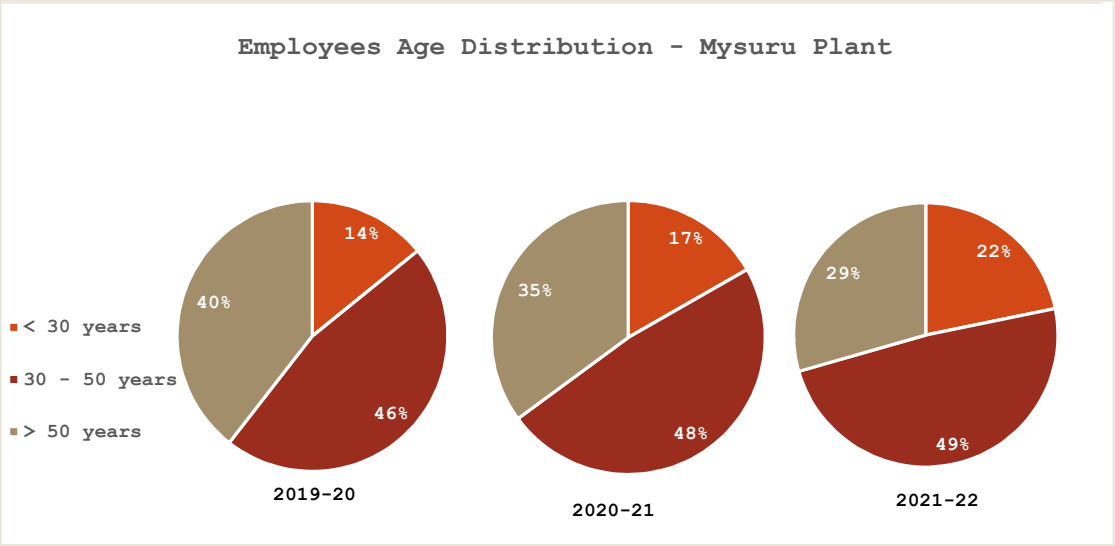
Employee by age category – Mysuru Plant

In the Mysuru plant, the maximum number of employees are in the 30-50 years age group. Over the three years, the number of employees in the above 50 years age group has decreased.

In the year 2021-22, 22% of the employees are in the <30 years age group, 49% in the 30-50 age group and 29% are in the above 50 years, age group.

Age distribution in percentage for employees in the plant is as shown





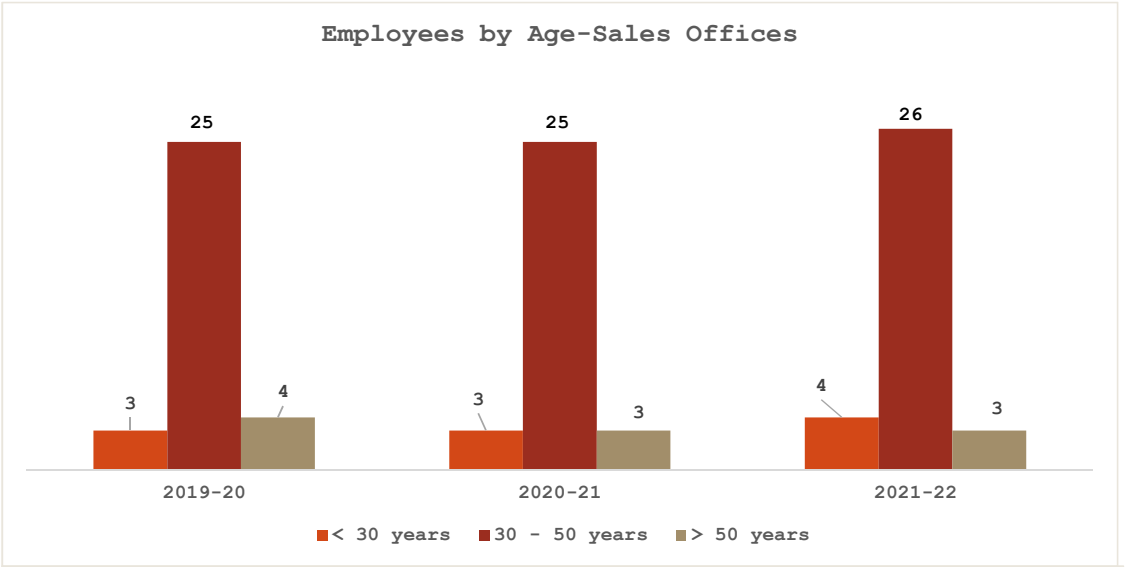
Employee Data

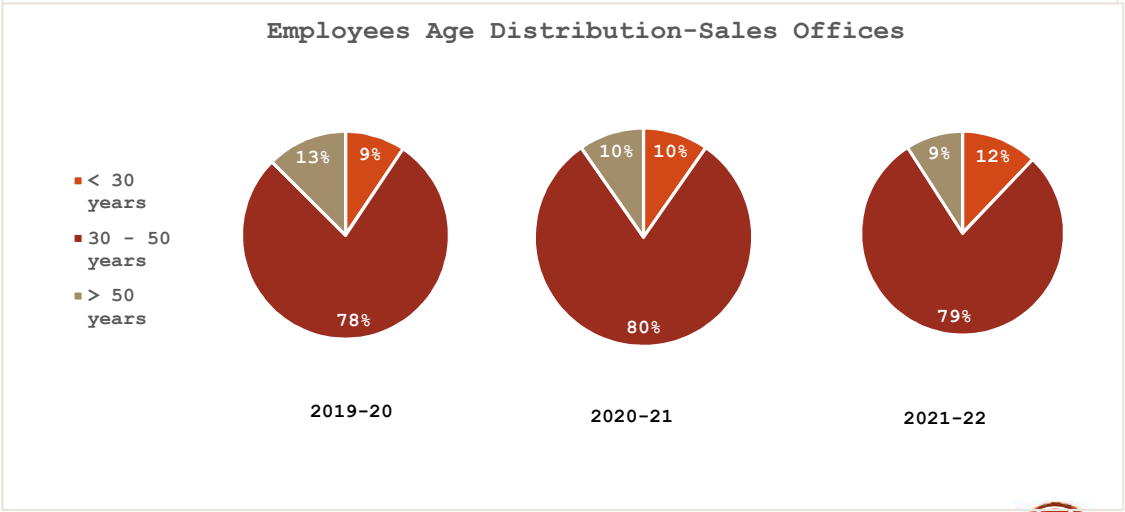
Employee by age category – Sales Offices

Across all the sales offices, close to 80% of employees are within the 30-50 years age group. Over the three years, the number of employees in the above 50 years age group has decreased from 13% in 2019-20 to 10% in 2021-22 and 9% in 2021-22.

In 2021-22, across the sales offices, 79% of employees are in the 30-50 years age group, 12% in the <30 years age group and 9% in the above 50 years age group.

Age distribution in percentage for employees in sales offices is shown.



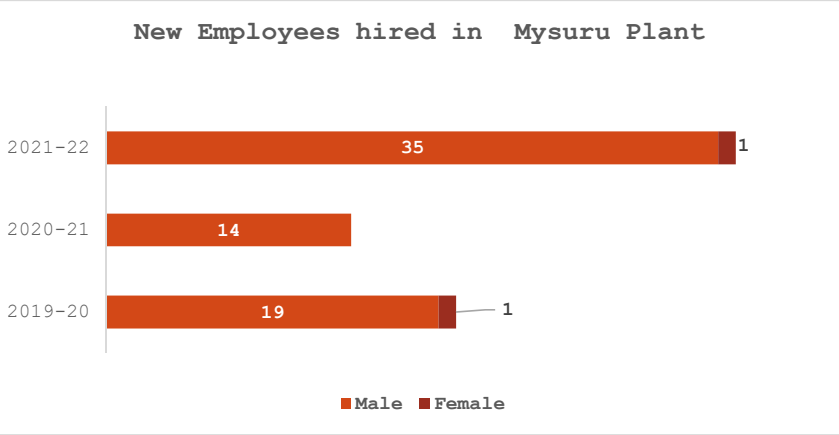


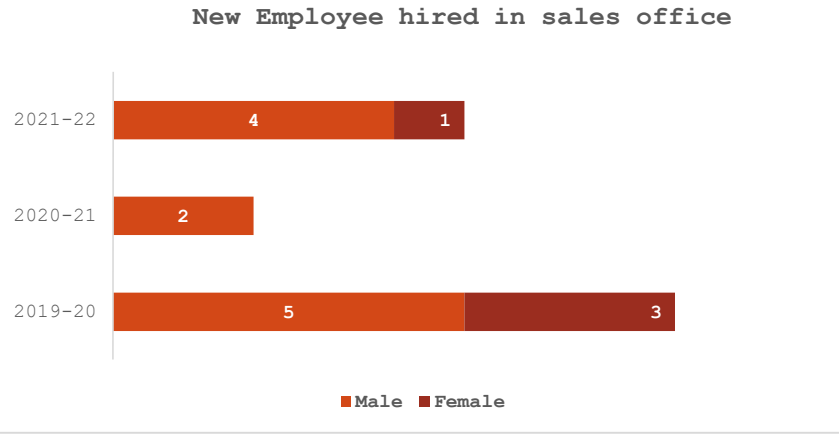
Employee Data

New Employees hired

There are new employees hired in all three years with a maximum in the Mysuru plant in 2021-22.

Across the organization, most new hires are males.





Parental leave

In the plant, for the year 2021-22, five (5) employees were entitled to receive parental leave, out of which one (1) employee availed the leave and returned to work and continue to work 12 months after returning.

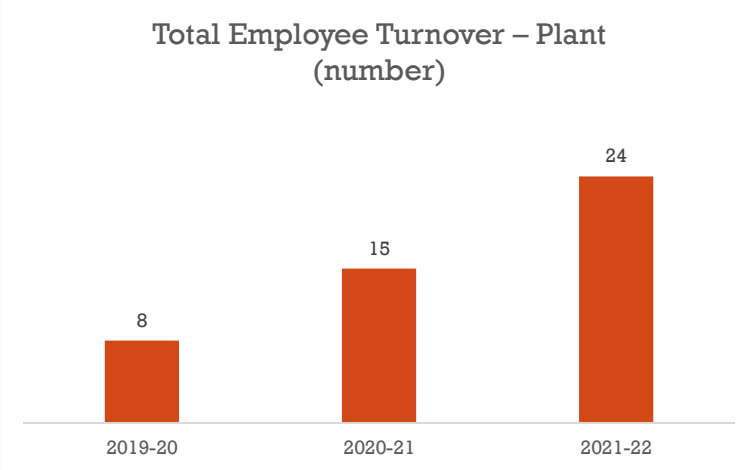
Employee Data

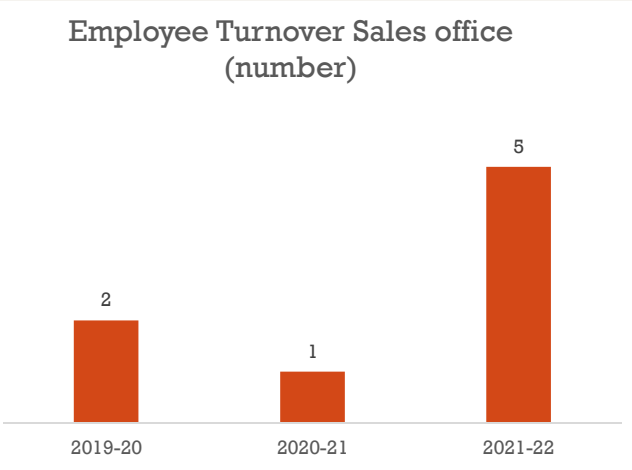
Employee turnover

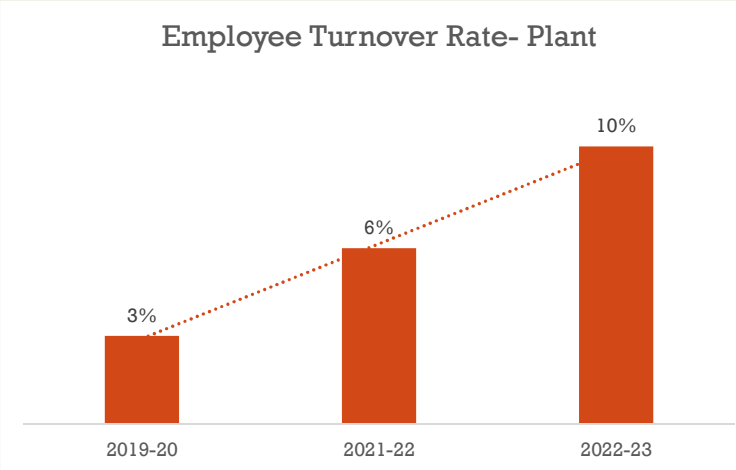
Employee turnover over the year 2019-20, 2020-21 and 2021-22, is seen among male employees only.

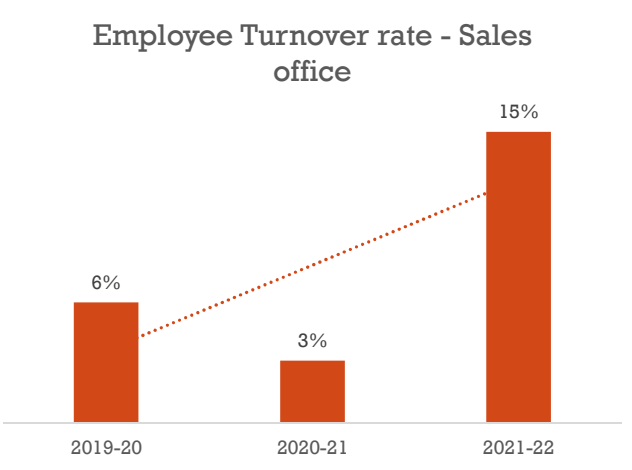
In 2021-22, the total turnover at the plant was 24, with a maximum turnover of 92% in the junior management and 4% each in the senior and middle management category, whereas, in the sales offices, the total turnover rate was 15%.

Employee turnover in the plant and sales offices has increased over the years.









Occupational, Health and Safety

OHS system –

The Occupational Health and safety system followed at the Bhoruka facility is in line with international safety standards. There is a health and safety committee that conducts monthly meetings to ensure the functioning of the OHS system. The organization provides workers ESI & medical insurance and conducts awareness programs on health & safety. The person in charge of EHS is a qualified Environmental Engineer with PG Diploma in Industrial Safety and takes care of the quality of risk assessment processes.
Regular safety inspections, safety audits, worker and manager interviews are conducted to assess any work-related hazards or risks.

- Hierarchy of control is followed to eliminate hazards and minimise risks:
  - Eliminate the hazard
  - Substitute or modify the hazard
  - Isolate the hazard
  - Use engineering control methods
  - Use administrative controls
  - Introduce PPE
- Standard operating procedures are in place and are developed for the design of safety-critical systems. Risk assessment analyses the effects of hazards, severity or likelihood of injury; risk mitigation modifies the design to improve the system's response to identified hazards.
- Worker participation and consultation in the development, implementation and evaluation of the OHS management system is done by 1) safety patrol 2) Shop floor meetings 3) conversation with workers 4) Risk assessment 5) Health check-ups
- Regular toolbox meetings, safety training and fire safety training are conducted.

Occupational Safety Report (2021-22)

Safety Parameters	Permanent Workforce (Men)	Contractual Workforce (Men)
Number of work-related injuries	1	1
Rate of work-related injuries	0.3	0.3
Number of hours worked	658944	658944

Training Initiatives

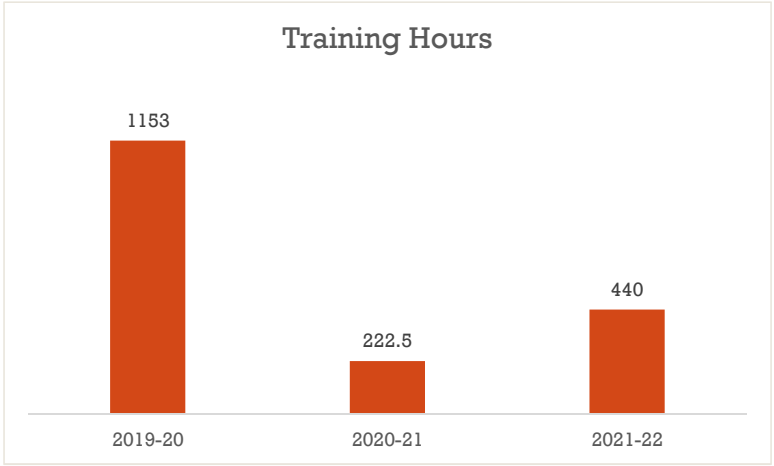
Bhoruka conducts a variety of training for its employees. Over the period of three years 2019- 2022, training was conducted on Kaizen implementation, compliance, fire and safety, chemical handling, whistle-blowing system, public hygiene, covid-19 precautions etc.,

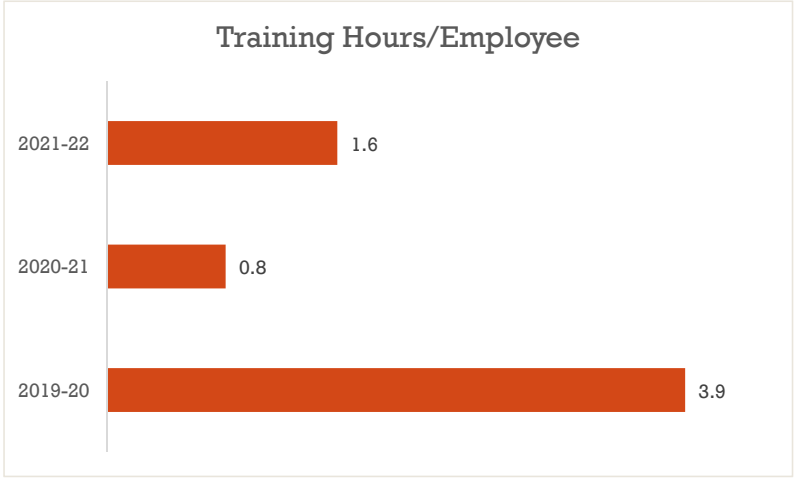
Of the total training hours, the junior management employees received 83%, whereas the middle management received 11% and the senior management and BoD received 7% respectively.

The training hours in 2021-22 have been reduced compared to 2019-20, owing to the pandemic.

In the coming years, the organization is going to invest in more than 50 courses on LinkedIn Learning platform for its employee's learning and development needs.

Total training hours and training hours per employee for the three years is shown in the chart.



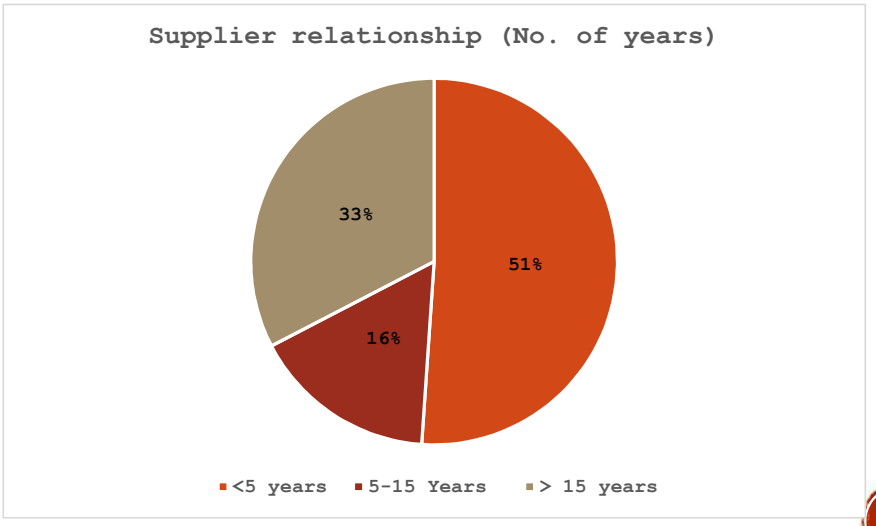


Supplier Information-

Bhoruka has around 450 suppliers both national and international. Bhoruka has maintained strong long-term relations with many of its suppliers.

In 2021-22, almost 33% of suppliers have more than 15 years of relation with Bhoruka.

Distribution of suppliers by location and percentage distribution of suppliers with the length of the relationship shown graphically below



CSR

As part of the community initiatives, Bhoruka donated personal protective equipment (PPE Kits) including N95 face masks, face masks and hand sanitisers to needy citizens through the office of the Deputy Commissioner, Mysore during the Covid-19 pandemic.
A Thank you letter received from the authorities is attached here.

ಜಿಲ್ಲಾಧಿಕಾರಿಗಳ ಕಾರ್ಯಾಲಯ, ಮೈಸೂರು ಜಿಲ್ಲೆ, ಮೈಸೂರು

Office of the Deputy Commissioner, Mysuru District, Mysuru-570005

Letter No. Covid-19/CSR/01/2020-21 Date: 15/06/2021

Thanking Letter

To,

BHORUKHA Extrusions Pvt ltd.,
#1, KRS ROAD, Metagalli,
Mysore - 570016

Respected Sir / Madam,

In this hour of distress due to Covid-19 pandemic your esteemed enterprise has come forward in true spirit and zeal to support the fight against spread of Covid-19 through Corporate Social Responsibility.

On behalf of District Administration and citizens of Mysuru we are thankful for your grateful support in this time of difficulty. Your esteemed enterprise has shown kindness and strength during this need of the hour and has come forward and become guiding light in the face of this adversity which has troubled the entire world.

We look forward to your esteemed enterprise and the team to stay as encouraging and supportive and join helping hands and minds in making the world a better place. District Administration is very thankful and grateful to your esteemed enterprise for extending your support and for being a responsible corporate entity for the welfare of the Society.

Sl. NO	Received Particulars	Qty
01	PPE KIT	200
02	N95 FACE MASK	1000
03	3 Layer Mask	1000
04	HAND SANITISER (500ml)	200

Thanking You,

Yours Faithfully,

Deputy Commissioner
Mysuru District, Mysuru

STAKEHOLDER ENGAGEMENT

Stakeholder engagement

Materiality and stakeholder inclusiveness are integral parts of an organization's sustainability journey. As discussed, materiality analysis helps us understand the high-impact areas from the stakeholder's point of view. Stakeholders are individuals or entities, who are significantly impacted by the organization's activities, products, or services; or whose actions can impact the organization.

Stakeholders are classified as internal or external stakeholders. Employees and workers are the internal stakeholders whereas customers, suppliers, investors, press media and government agencies are external stakeholders.

For this exercise, we consulted our internal stakeholders i.e., our employees and external stakeholders - customers and suppliers, through an online survey questionnaire.

The questionnaire was focused on getting opinions about a topic being highly significant for measuring, monitoring, and setting targets.

We received a total of twenty-nine (29) responses from employees. Management responses were six (6), Customers nine (9) and Suppliers twelve (12).

The responses received from the stakeholders are segregated into issues that are of high importance to each group of stakeholders, plotted on the y-axis while the impact on business is plotted on the x-axis. The topics that rate high on the impact of business, as well as their importance to

The long list of ESG topics for stakeholder consultation consi
of

Environmental Indicators

- Energy & Emissions
- Effluents & Waste
- Biodiversity
- Water Stewardship
- Materials Management

Social Indicators

- Employment
- Diversity & Inclusion
- Occupational Health and Safety
- Training & Development
- Child Labour & Human Rights
- Freedom of Collective Bargaining
- Community development

MATERIALITY MATRIX

Materiality

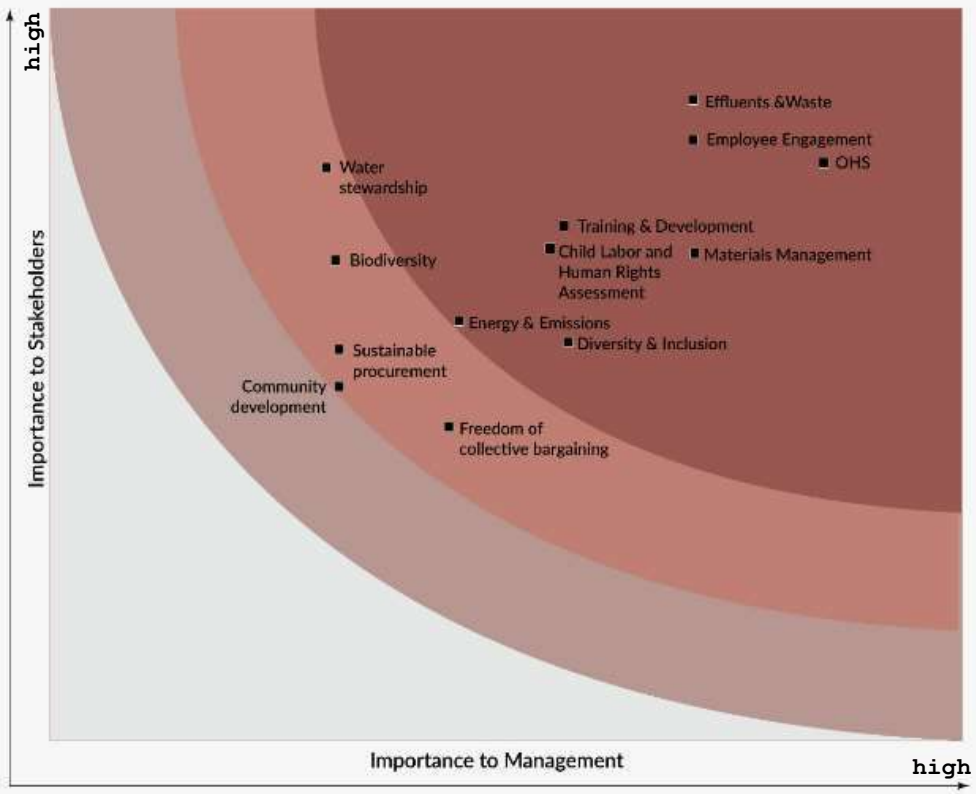
Organizations across industry sectors are engaged in promoting sustainability efforts and integrating sustainability objectives in their strategies and operations. In such a scenario, to increase global competitiveness and fulfil changing regulations, and meet the demands of customers, it is becoming important to devise and set sustainability goals for the company.

Our parent company has also outlined certain material areas that cover its global aspects. However, based on a particular geography or market scenario, the material areas can be different. Hence as the next step in our sustainability journey, we wanted to understand the material areas by incorporating the viewpoints of all our stakeholders.

Material areas are all the significant areas that the company has an influence on or those that are influenced by the company's actions. There are several environmental and social indicators that are impacted by an organization's operations and hence it is important to identify these areas and measure its performance, set targets, and monitor them to bring a positive impact.

Material topics were identified based on their relevance to the industry sector. The long list of material topics became the basis of framing a questionnaire for the stakeholders. The topics are

Materiality Matrix

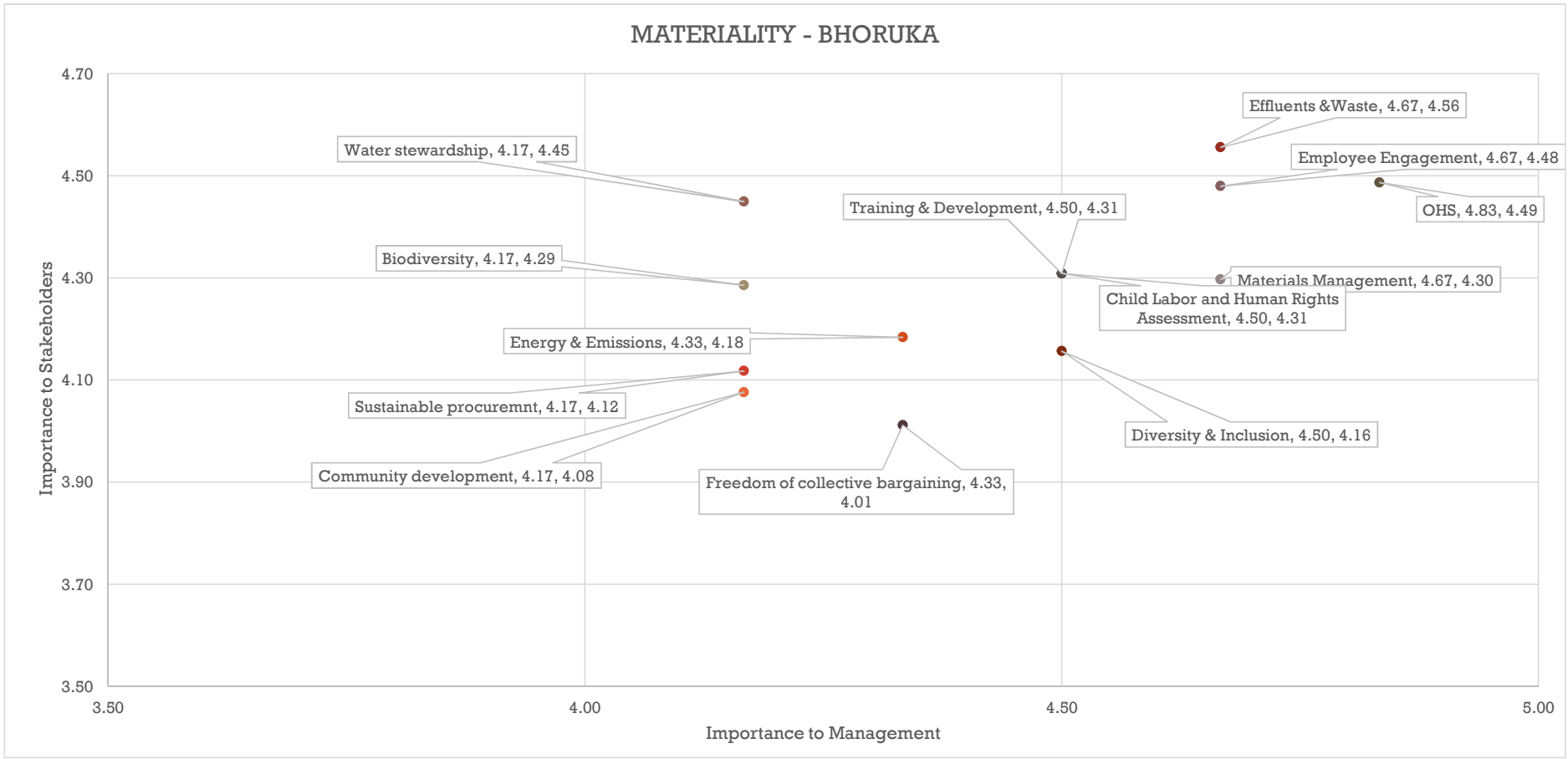


High Material Areas

Environment Areas
- Energy & Emissions
- Effluents & Waste
- Materials Management

Social Areas
- Employee engagement
- OHS
- Training & Development
- Child Labour & Human Rights
- Diversity & Inclusion

MATERIALITY ASSESSMENT



Concept, content and design by SAGE Sustainability (sagesustainability.in)