



# SOMAKANNAN TEXTILES ESG REPORT 2025

**Address:**No. 284/1, ERS Thottam, Pattnam Post, Rasipuram – 637408, Namakkal District, Tamil Nadu, India.

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*"Tradition in Craft, Excellence in Ethics"*

# Index

## About this Report

### Message from Managing Director

## 1. Company Profile & Sustainability Strategy

- About the Company
- Looking Ahead: Our ESG Commitment
- Why Choose Us?
- Stakeholder engagement & materiality overview

## 2. Ethics & Compliance

- Ethics policy
- Ethics, Compliance, and Responsible Business Practices

## 3. Environmental Stewardship & Sustainability

- Environmental Policy
- Energy Consumption and Emissions Management
- Holistic Water Resource Practices
- Material Management

## 4. Human Rights & Labour Practices

- Social Policy
- Ethical Employment & Human Rights
- Emergency Preparedness & Response
- Employee Health & Social Security
- Fair Compensation & Overtime
- Employee Wellbeing & Work–Life Balance
- Learning, Development & Career Growth
- Discrimination & Harassment
- Equal Opportunity & Inclusive Workplace

## 5. Annexure

- GRI Index
- Assurance letter

# About This Report

GRI 2

## Organizational Details

GRI 2-1

Somakannan Textiles ("the Company", "Somakannan", "we", "our") is a textile manufacturing and export-oriented organization engaged in the production of cotton-based home textile products. Established as a family-managed enterprise, the Company has built long-standing experience in the textile sector, with a focus on quality manufacturing and reliable supply to international markets, particularly in Europe.

Somakannan operates manufacturing facilities in Tamil Nadu, India, supporting activities such as weaving, processing, finishing, and packaging of home textile products. The Company's operations are labor-intensive and supported by skilled textile workers, reflecting the region's strong textile heritage. Through its manufacturing practices, export compliance, and buyer engagement, Somakannan Textiles seeks to conduct business responsibly while creating long-term value for customers, employees, and other stakeholders.

## Entities Included in the Sustainability Reporting

GRI 2-2

This ESG Report covers the sustainability performance of Somakannan Textiles and its operational activities during the reporting period. 2025. The disclosures presented in this report reflect the environmental, social, and governance (ESG) practices associated with the Company's textile manufacturing and export-related operations within the defined reporting boundary.

This report addresses sustainability matters relevant to the Company's key stakeholder groups, including employees, co-workers, contract and temporary workers, suppliers, business partners, customers, local communities, and other relevant stakeholders across the Company's operations and value chain.

### ☐ Manufacturing Facility / Operational Location:

No. 284/1, ERS Thottam, Pattnam Post, Rasipuram – 637408, Namakkal District, Tamil Nadu, India.

## Restatements of Information

GRI 2-4

There have been no restatements of information in this report. In future reporting periods, should methodologies, assumptions, or data boundaries evolve, such changes will be clearly disclosed to ensure transparency and consistency.

## Statement of Use

GRI 2-5

This ESG Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. The disclosures included align with applicable GRI requirements and support transparent communication of Somakannan Textiles' sustainability practices and performance. The report also considers relevant United Nations Sustainable Development Goals (SDGs) to guide the identification of material ESG topics within the textile sector.

## Contact Point for Additional Information and Clarification

GRI 2-3

For any questions, feedback, or requests for additional information related to this ESG Report, stakeholders may contact:

### ☐ SOMAKANNAN TEXTILE

Email: [skt@somakannantextiles.com](mailto:skt@somakannantextiles.com)

Phone: 8044464626

# Message from the Managing Director

GRI 2-22

At Somakannan Textiles, sustainability is not a separate function—it is integrated into the way we operate every day. From the careful sourcing of cotton to the finishing and packaging of high-quality home textile products, we strive to ensure that environmental stewardship, social responsibility, and strong governance are embedded in every step of our operations.

Our teams across Tamil Nadu play a crucial role in transforming raw materials into products that meet the expectations of customers across international markets. Ensuring safe working conditions, fair labor practices, and opportunities for skill development are central to how we engage with our employees, who are the backbone of our operations.

Environmental responsibility guides our decisions in production processes, energy usage, water management, and waste reduction. We continually assess and refine our processes to minimize our ecological footprint while maintaining efficiency and product quality.

Governance, compliance, and ethical practices are integral to how we interact with suppliers, partners, and stakeholders. Through transparent processes and accountability at every level, we ensure that our operations are aligned with both local regulations and international expectations.

This Annual Sustainability Report reflects our ongoing efforts to improve, innovate, and create value responsibly. As we look ahead, we remain committed to building a sustainable future—one that benefits our employees, our customers, our communities, and the environment we operate in.

**R.Somakannan**

Managing Director, Somakannan Textiles

# 1. Company Profile & Sustainability Strategy

## About the Company

GRI 2

Somakannan Textiles was founded in 1977 by Late Mr. S. V. Easwara Chettiar as a handloom cloth manufacturing enterprise. Over the decades, the company has evolved into a leading manufacturer and exporter of home textile products, supplying a wide range of items including apron sets, napkins, dish cloths, bed linen, beach linen, table linen, chair pads, kitchen and tea towels, printed and yarn-dyed textiles, curtains, cushion covers, and related home furnishing products.

As a 100% family-owned business, Somakannan Textiles is currently managed by five brothers—Mr. Ramalingam, Mr. Selvaraj, Mr. Balasubramaniam, Mr. Kalidas, and Mr. Amirthalingam—each overseeing distinct areas of operations and management. Their leadership is supported by an experienced management team and skilled workforce.

### Recognition & Certifications

The company has been recognized by the Government of India as an **Export House** and has received a **Certificate of Merit** from the Handloom Export Promotion Council. In 2003, Somakannan Textiles achieved **ISO 9001:2008 certification**, reinforcing its commitment to quality management systems, timely delivery, and continuous improvement across business operations.

#### Sustainable Vision

To be a trusted home textiles manufacturer that delivers consistent quality while responsibly managing resources, strengthening ethical business practices, and creating long-term value for customers, employees, and communities.

#### Sustainable Mission

To continuously enhance manufacturing efficiency, product quality, and export performance through robust management systems, skilled workforce engagement, and responsible operational practices, while maintaining compliance, reliability, and customer satisfaction across global markets.

## Our Certifications



NOTE: 100 % all manufacturing sites and corporate office are covered under this.

# Looking Ahead: Our ESG Commitment



This ESG Report represents Somakannan Textiles' commitment to transparency, accountability, and continuous improvement across environmental, social, and governance dimensions. As we move forward, we remain focused on strengthening our sustainability practices, enhancing stakeholder engagement, and contributing positively to the communities and ecosystems we operate within.



## Environmental Stewardship

Advancing resource efficiency, emissions reduction, and circular economy practices



## Social Responsibility

Ensuring fair labor practices, safe workplaces, and inclusive growth opportunities



## Ethical Governance

Maintaining integrity, compliance, and responsible business conduct across operations

"We are committed to building a sustainable future—one that benefits our employees, our customers, our communities, and the environment we operate in."

For detailed performance data, targets, and additional ESG disclosures, please refer to the subsequent sections of this report covering Environmental Stewardship, Human Rights & Workforce Practices, Responsible Procurement, and ESG Performance & Roadmap.

## Contact Us

For questions or feedback regarding this ESG Report:

**SOMAKANNAN TEXTILE**

Email: [skt@somakannantextiles.com](mailto:skt@somakannantextiles.com)

Phone: 8044464626

# Why Choose Us?



## Trusted Expertise

Years of experience in delivering top-notch solutions.



## Innovative Approach

Constantly evolving with the latest technologies.



## Client-Centric

Your success is our ultimate priority.



## Proven Results

Track record of successful project completions.

# Our Competitive Advantages

## Sustainability Leadership

As a textile manufacturing company, we prioritize eco-friendly materials, water conservation, and reduced carbon footprint across our operations, ensuring a greener supply chain.

## Unwavering Quality & Durability

We adhere to stringent quality control measures at every stage, from sourcing raw materials to final product inspection, guaranteeing superior textiles that stand the test of time.

## Advanced Manufacturing Expertise

Leveraging state-of-the-art technology and decades of industry experience, our manufacturing processes are efficient, precise, and capable of handling diverse production requirements.

## Ethical & Transparent Supply Chain

We are committed to fair labor practices and ethical sourcing, fostering transparent relationships with our suppliers and ensuring responsible conduct throughout our value chain.

# Certifications & Standards

Somakannan Textiles is proud to operate under internationally recognized certifications and adhere to leading industry standards, reflecting our dedication to quality, environmental responsibility, and social accountability.

- **Global Reporting Initiative (GRI) Standards:** Ensuring transparent reporting on our ESG performance.
- **ISO 14001 Environmental Management System:** Demonstrating our commitment to managing environmental impacts.
- **Fair Trade Certified:** Supporting fair wages, safe working conditions, and community development.
- **OEKO-TEX Standard 100:** Guaranteeing textiles are free from harmful substances.
- **Global Organic Textile Standard (GOTS):** Ensuring organic status of textiles from harvesting of raw materials through environmentally and socially responsible manufacturing.

# Stakeholder Engagement & Materiality Overview

GRI 2-29 GRI 3-1

At Somakannan Textiles, stakeholder engagement is an integral part of our sustainability approach. As a textile manufacturing and export-oriented organization, we recognize that our operations impact a wide range of stakeholders across the value chain. Through regular and structured engagement, we seek to understand stakeholder expectations, address potential risks, and integrate sustainability considerations into business decision-making.

Stakeholder feedback supports responsible growth, strengthens operational resilience, and helps align our business practices with environmental, social, and governance priorities relevant to the textile industry.

## Our Stakeholder Universe

GRI 2-29

Considering the nature of our operations, supply chain, export markets, and workforce profile, Somakannan Textiles engages with the following key stakeholder groups:

### Employees and Management

Including production workers, supervisors, and leadership teams involved in daily operations and strategic decisions

### Customers and Buyers

Domestic and international clients seeking quality, compliance, and responsible sourcing

### Suppliers and Contractors

Yarn suppliers, dyeing units, logistics partners, and service providers across the value chain

### Regulatory Authorities

Labour, environmental, safety, and export-related government bodies

### Local Communities

Communities surrounding manufacturing locations impacted by employment, resource use, and operations

### Industry Bodies and Associations

Textile and export promotion councils supporting compliance and sectoral development

These stakeholders either influence, or are directly impacted by, Somakannan Textiles' operational performance, compliance obligations, and long-term sustainability outcomes.

## Materiality Overview

GRI 3-1 GRI 3-2

Somakannan Textiles follows a structured materiality assessment process to identify and prioritize sustainability topics that are most relevant to our business operations, stakeholders, and the textile sector. The assessment considers:

- Stakeholder inputs gathered through formal and informal engagement
- Regulatory and compliance requirements applicable to textile manufacturing and exports
- Operational risks and opportunities related to environmental, social, and ethical practices
- Industry trends such as water stewardship, worker welfare, responsible sourcing, and product quality

The outcomes of the materiality assessment guide our sustainability focus areas, helping us allocate resources effectively and strengthen responsible business practices. This approach supports long-term business continuity, environmental responsibility, and positive social impact across Somakannan Textiles' value chain.

# Materiality Assessment

## Materiality Assessment Approach

GRI 3-1 GRI 3-2

Somakannan Textiles undertook a structured materiality assessment to identify sustainability topics that are most significant to its textile manufacturing and export operations, stakeholders, and long-term business resilience. The assessment approach aligns with the Global Reporting Initiative (GRI) Standards and considers relevant regulatory requirements, industry practices, and internal operational priorities. The process integrates management insights, operational risk considerations, and stakeholder expectations to ensure that material topics reflect both business relevance and sustainability impacts.



Based on the materiality assessment, material topics were identified across Environmental, Social, and Governance dimensions, forming the core focus of this Sustainability Report and guiding Somakannan Textiles' sustainability initiatives, performance monitoring, and disclosures.

## Materiality Matrix



### ENVIRONMENTAL

1. Energy consumption and GHG emissions
2. Water management and conservation
3. Materials usage, chemical management, and waste
4. Environmental compliance and pollution prevention
5. Equipment Failures
6. Product Quality Issues

### SOCIAL

8. Employee Health and Safety
9. Working Condition
10. Career management, training, and skill development
11. Prevention of discrimination and harassment
12. Employee engagement and grievance redressal

### GOVERNANCE

13. Prevention of corruption and unethical practices
14. Responsible information management and data protection
15. Legal and regulatory compliance

## 2. Ethics & Compliance

### Ethics Policy

GRI 2-23 GRI 2-24 GRI 2-25

Somakannan Textiles is committed to ethical, transparent, and accountable business practices. The Ethics Policy guides responsible conduct and sets clear behavioral standards for employees, management, and partners across the value chain.

#### Key Focus Areas

1	<b>Corruption</b> <b>Qualitative Target:</b> We require all employees and business partners to act with integrity, avoiding any activities that could be perceived as corrupt. <b>Quantitative Target:</b> Maintain zero instances of corruption reported in annual audits.
2	<b>Conflict of Interest</b> <b>Qualitative Target:</b> Employees must avoid any situations where their personal interest conflict, or could be perceived to conflict, with the interests of Somakannan textiles. <b>Quantitative Target:</b> • Conduct annual conflict-of-interest declarations for 100% of managerial and supervisory employees till 2030.
3	<b>Fraud Prevention</b> <b>Qualitative Target:</b> All employees are expected to report any suspected fraud or irregularities promptly to the relevant authorities within the company. <b>Quantitative Target:</b> To maintain the implementation of a fraud detection mechanism to monitor and flag suspicious activities, and hence achieve 0% of undetected fraudulent transactions till year 2030
4	<b>Money Laundering</b> <b>Qualitative Target:</b> We have implemented due diligence procedures for financial transactions, customer verification, and continuous monitoring to ensure compliance with AML laws. <b>Quantitative Target:</b> Implement and maintain transaction monitoring and reporting procedures to ensure 100% of identified suspicious activities are reviewed and addressed in line with legal requirements by 2030.
5	<b>Information Security</b> <b>Qualitative Target:</b> We have established robust policies and procedures to protect against unauthorized access, use, or disclosure. <b>Quantitative Target:</b> Achieve 90% of third-party vendors comply with company's information security standards and annual risk assessments by 2030.

#### Roles & Responsibilities

Ethical governance at Somakannan Textiles is supported through defined roles, with the Ethics and Compliance Officer overseeing ethical compliance, the Internal Audit Team reviewing controls and practices, and the Information Security Manager safeguarding sensitive information.

#### Review Mechanism

The Ethics Policy is reviewed annually by the Ethics and Compliance Officer with the Internal Audit Team to ensure relevance, regulatory alignment, and effectiveness, with updates communicated to stakeholders.

# Ethics, Compliance, and Responsible Business Practices

GRI 2 GRI 205 GRI 418

## Ethical Governance, Approval Processes, and Data Protection Controls

GRI 2-23 GRI 205-1 GRI 418-1

Somakannan Textiles has established a structured ethical governance framework to promote integrity, transparency, and responsible decision-making across its operations. Internal instructions and approval mechanisms are in place to regulate sensitive and discretionary transactions involving external stakeholders, including gifts, hospitality, or other items that could be perceived as favors. Such transactions are assessed based on their nature, value, and business context, and transactions exceeding defined thresholds require prior management approval to prevent conflicts of interest and ensure ethical conduct.

In parallel, the Company has implemented robust controls to protect customer and third-party information. Access to physical and digital data is restricted to authorized personnel based on clearly defined roles and responsibilities. Additional controls include adherence to a code of conduct, segregation of duties, confidentiality obligations, secure handling of sensitive information, and periodic internal reviews. Together, these measures support responsible business conduct, protect stakeholder trust, and reinforce ethical practices across operations.

## Employee Training on Ethics, Anti-Corruption, and Information Security

GRI 205-2 GRI 418-1

Somakannan Textiles conducts structured employee training programs focused on ethical conduct, anti-corruption awareness, and information security. These programs aim to build employee understanding of ethical responsibilities, company policies, and regulatory expectations, while reducing risks related to unauthorized access, data loss, or misuse of sensitive information.

Employees are sensitized to the importance of safeguarding confidential data and understanding the legal, financial, and reputational impacts of ethical and information security breaches.

### Key topics covered include:

- Ethical conduct, integrity, and conflict-of-interest prevention
- Prevention of corruption and bribery
- Importance of information security and risks of data breaches
- Identification of phishing, malware, and social engineering threats
- Secure handling, storage, and sharing of sensitive information
- Password management and cybersecurity best practices
- Procedures for reporting ethical concerns or security incidents
- Consequences of non-compliance and security breaches

Training participation and attendance records are maintained to ensure accountability and continuous improvement.

## Promoting Ethical Conduct, Diversity, and Inclusive Workplace Practices

GRI 2-23 GRI 406-1

The Company also provides structured training to promote an inclusive, respectful, and discrimination-free workplace. These programs enhance employee awareness of ethical workplace behaviour, applicable labour laws, and individual responsibilities, while fostering a culture of diversity, equity, and inclusion.

### Key focus areas include:

- Diversity, equity, and inclusion and their organizational impact
- Identification and prevention of discrimination and harassment
- Prevention of sexual harassment and workplace bullying
- Employee rights, responsibilities, and relevant labour regulations
- Creating a respectful and inclusive work environment
- Procedures for reporting workplace misconduct or grievances
- Conflict resolution and respectful communication

Training records are maintained to support transparency and strengthen ethical workplace practices.

## Whistleblower Mechanism and Ethical Reporting Framework

GRI 2-26 GRI 205-1

Somakannan Textiles has established a whistleblower mechanism that enables employees, contractors, suppliers, and other stakeholders to report concerns in a confidential and responsible manner. The mechanism supports early identification and resolution of unethical, illegal, or non-compliant practices.

### Concerns that may be reported include:

- Fraud, corruption, or bribery
- Financial irregularities or misstatements
- Breaches of company policies or safety requirements
- Harassment, discrimination, or workplace misconduct
- Conflicts of interest or misuse of company resources
- Violations of environmental, labour, or regulatory requirements
- Information security incidents and data protection concerns
- Other unethical or unlawful practices

### Protection & Confidentiality

The mechanism ensures confidentiality of the reporting individual, protection against retaliation for reports made in good faith, and access to designated reporting channels such as email, phone, hotline, or nominated contact persons.

# Environmental Stewardship & Sustainability

## Somakannan Textiles

Our Dedication to a Greener Tomorrow



### 10% Energy Reduction Target

Committed to decreasing energy consumption.



### 15% Water Conservation Goal

Minimizing water usage in all operations.



### 100% Employee Training by 2030

Empowering our team with sustainable practices.

Discover Our Sustainable Practices



# Environmental Policy

GRI 2-2-23, 2-24, 2-25

Somakannan Textiles demonstrates its commitment to environmental stewardship through comprehensive policies addressing energy efficiency, waste management, water conservation, sustainable materials, and product lifecycle responsibility. This report outlines our environmental targets, achievements, and ongoing initiatives aligned with GRI standards.

## Key Focus Areas

### Energy Efficiency and GHG Emissions Reduction

**Qualitative Target:** Utilize renewable energy sources such as solar and wind wherever feasible to power operations.

**Quantitative Target:** Ensure 100% transition to energy-efficient lighting (LED) and high-efficiency motors in production and utility areas by 2030.

### Waste Management and Reduction

**Qualitative Target:** Implement a comprehensive waste management strategy focused on reducing, reusing, and recycling waste materials.

**Quantitative Target:** Reduce total waste generation by 35% by 2030 through waste minimization strategies.

### Water Conservation

**Qualitative Target:** Recycle and reuse treated water in non-potable applications to reduce freshwater consumption.

**Quantitative Target:** Reuse 30% of treated wastewater within operations by 2030.

### Sustainable Materials and Chemical Usage

**Qualitative Target:** Reduce the use of hazardous chemicals in manufacturing and replace them with safer alternatives.

**Quantitative Target:** Eliminate or substitute hazardous chemicals with safer alternatives in key processes, achieving a 40% reduction by year 2030.

### Product Lifecycle Responsibility

**Qualitative Target:** Design products with sustainability in mind, focusing on durability and recyclability.

**Quantitative Target:** Ensure 100% of product lines have documented sustainable product usage, end-of-life guidance or take-back/recycling options by year 2030.

## Roles and Responsibilities

Environmental responsibility at Somakannan Textiles is shared, with leadership setting goals and allocating resources, the environmental team tracking progress, production ensuring efficient and safe operations, employees following guidelines and reporting issues, and suppliers meeting the company's sustainability standards.

## Review Mechanism

The Environment Policy will undergo an annual review conducted by the Environmental Manager to ensure it remains relevant and effective in addressing environmental challenges and aligning with regulatory changes. Any updates will be promptly shared with all stakeholders to ensure transparency and alignment with organizational goals.

# Energy Consumption and Emissions Management

GRI 2 | GRI 302 | GRI 303 | GRI 305

## Technology-Driven Energy Optimization in Manufacturing Operations

GRI 302-1, GRI 302-4, GRI 2-23

Somakannan Textiles has undertaken targeted technology and equipment upgrades to improve energy efficiency across its manufacturing operations, in line with industry best practices. Traditionally, textile production relied on conventional machinery with limited energy optimization, resulting in higher electricity consumption and operational inefficiencies.

KPI Metric & Unit	CY 2023 (Target / Actual)	CY 2024 (Target / Actual)	CY 2025 (Target / Actual)
Total Electricity Consumed (kWh)	1,75,466	1,71,956 / 1,30,242	1,70,202 / 1,19,208
Total Renewable Energy (kWh)	4,89,650	4,99,443 / 4,26,923	5,04,339.5 / 3,76,190

To address this, the company invested in new-generation, energy-efficient textile machinery, including automated spinning looms and designed to consume significantly less power while maintaining production quality and output. These upgrades were complemented by process optimization and advanced monitoring systems, enabling real-time tracking of energy use and early identification of inefficiencies.

**1000**

kWh

Previous daily energy consumption

**700**

kWh

Current daily energy consumption

**300**

kWh

Net energy saving per day

As a result of these technology-driven interventions, daily energy consumption was reduced from approximately 1,000 kWh to 700 kWh, achieving a net energy saving of around 300 kWh per day. This improvement represents a measurable reduction compared to conventional industry processes and ensures a sustained decrease in energy consumption across future operations.

Through continuous monitoring, preventive maintenance, and phased equipment modernization, Somakannan Textiles demonstrates its commitment to long-term energy efficiency, cost optimization, and responsible resource management, supporting its broader environmental and climate-action objectives.

# Energy Consumption & GHG Measures

## 1. Scope 1 GHG Emissions (Direct Emissions)

Scope 1 emissions represent direct greenhouse gas emissions from sources owned or controlled by the company, such as fuel combustion in boilers, furnaces, and company-owned vehicles. Tracking this helps us understand our direct environmental footprint.

Year	Target (TCO <sub>2</sub> eq)	Actual (TCO <sub>2</sub> eq)
CY 2023	Baseline	68.31
CY 2024	64.89	79.48
CY 2025	61.47	65.68

## 2. Scope 2 GHG Emissions (Indirect Energy Emissions)

Scope 2 emissions account for indirect GHG emissions associated with the purchase of electricity, steam, heat, or cooling. These emissions occur at the facility where the energy is generated, but they are tracked here as part of our operational energy consumption.

Year	Target (TCO <sub>2</sub> eq)	Actual (TCO <sub>2</sub> eq)
CY 2023	Baseline	106.62
CY 2024	101.29	93.43
CY 2025	95.96	86.66

## 3. Scope 3 GHG Emissions (Value Chain Emissions)

Scope 3 emissions include all other indirect emissions that occur in the company's value chain, including both upstream and downstream activities. This provides a holistic view of the carbon impact related to our suppliers and the end-use of our products.

Year	Target (TCO <sub>2</sub> eq)	Actual (TCO <sub>2</sub> eq)
CY 2023	Baseline	18.33
CY 2024	17.41	14.71
CY 2025	16.50	30.98

## 4. Value Chain Breakdown (Upstream & Downstream)

To better manage our Scope 3 footprint, we categorize emissions into Upstream (sourced materials and transport to us) and Downstream (distribution and product use). This allows for targeted intervention with specific supply chain partners.

Year	Category	Target (TCO <sub>2</sub> eq)	Actual (TCO <sub>2</sub> eq)
CY 2023	Upstream	Baseline	1.71
CY 2023	Downstream	Baseline	8.98
CY 2024	Upstream	1.67	0.47
CY 2024	Downstream	8.80	9.86
CY 2025	Upstream	1.65	0.42
CY 2025	Downstream	8.71	15.56

## 5. GHG Emission Intensity

GHG Intensity measures our carbon efficiency by normalizing emissions (Scope 1 + Scope 2) against revenue. This metric ensures that we are evaluating our environmental performance relative to our business growth.

Year	Unit	Target	Actual
CY 2023	TCO <sub>2</sub> eq / Revenue (Lakhs)	Baseline	22.53
CY 2024	TCO <sub>2</sub> eq / Revenue (Lakhs)	22.33	22.19
CY 2025	TCO <sub>2</sub> eq / Revenue (Lakhs)	1.40	19.04

## Capacity Building on Energy Efficiency and GHG Emissions Reduction

GRI 404-2, GRI 404-1

Somakannan Textiles enhances the impact of its energy-efficient technology upgrades through structured employee training and awareness programs focused on energy conservation and GHG reduction, covering identification of energy-wastage reduction opportunities through improved process controls, awareness of renewable energy options such as solar integration for long-term decarbonization, and familiarization with tools and techniques for monitoring energy use and reporting GHG emissions.

## Sustainable Mobility and Renewable Energy

GRI 305-3, GRI 305-5

Somakannan Textiles has implemented operational measures to reduce GHG emissions from transportation, focusing on energy efficiency, fuel reduction, and cleaner mobility practices. Key initiatives include:

### Fleet modernization

Replacement of older vehicles with fuel-efficient models complying with the latest emission standards

### Route optimization

Use of advanced route planning software to minimize travel distance, reduce fuel consumption, and avoid empty miles

### Load optimization

Improved logistics planning to maximize load per trip and reduce the total number of journeys

### Monitoring fuel use

Tracking vehicle fuel consumption and emissions to measure improvements and identify opportunities for further reduction

### Emission reduction reporting

Maintaining records of fuel savings and reduced emissions from transportation operations

These measures collectively contribute to lower operational GHG emissions, enhance fuel efficiency, and support Somakannan's broader climate action and sustainability goals. The company's approach ensures that transportation-related emissions are continuously minimized while maintaining operational efficiency.

## Renewable Energy Production and Utilization

GRI 302-1, GRI 302-4

Somakannan has taken proactive steps toward sustainable energy use by investing in solar power infrastructure. The organization procured and installed solar panels and related components for a total amount of **₹35,05,040.00**, marking a significant investment in clean energy solutions.

### Key Highlight

This initiative demonstrates Somakannan's strong commitment to generating renewable energy on-site, thereby reducing dependence on conventional fossil-fuel-based electricity. By integrating solar power into its operations, the company is actively contributing to a reduction in greenhouse gas emissions, supporting broader climate action goals.

# Holistic Water Resource Practices

GRI 303

## Water Quality Monitoring and Wastewater Management

GRI 303-2

Somakannan Textiles has established a structured approach to monitor and manage wastewater quality in line with regulatory and environmental requirements. Key elements of the water quality assessment framework include:

- Implementation of documented procedures for wastewater monitoring and management
- Compliance with applicable Pollution Control Board requirements and alignment with ISO 14001 environmental standards
- Regular monitoring of wastewater parameters such as pH, Chemical Oxygen Demand (COD), Biological Oxygen Demand (BOD), Total Suspended Solids (TSS), and other relevant indicators
- Systematic sampling and laboratory testing using standardized methods and calibrated equipment
- Defined sampling frequencies and responsibilities assigned to qualified personnel
- Recording, review, and reporting of monitoring data to management and regulatory authorities, as applicable
- Maintenance of records to ensure traceability and regulatory compliance
- Periodic internal audits and reviews to evaluate the effectiveness of wastewater treatment processes
- Continuous improvement initiatives aimed at minimizing environmental impact and strengthening water stewardship

## Employee Capacity Building on Water Conservation and Management

GRI 303-3

Somakannan Textiles conducts structured employee training on water conservation and management to promote responsible water use and strengthen awareness of water-related risks and opportunities within operations. The training focuses on building employee understanding of global water scarcity challenges, identifying areas of water consumption in the workplace, and encouraging practical actions to reduce water usage and prevent wastage.

KPI Metric & Unit	CY 2023 (Ta Actual)	CY 2024 (Target / Actual)	CY 2025 (Target / Actual)
People Trained (Total Manhours)	15	15/15	16/20

### Key Topics Covered in Water Conservation Training:

- Overview of global water scarcity issues and the importance of water conservation in daily operations
- Identification of key areas of water consumption within industrial and office environments
- Encouraging employee participation in water-saving initiatives and achievement of company goals
- Review of company water conservation policies and employee responsibilities
- Procedures to be followed in water-related emergencies, such as leaks or excessive usage

Training attendance and records are maintained to support accountability and continuous improvement in water conservation practices across the organization.

## Water Consumption Reduction Through Technology and Process Optimization

GRI 303-4

KPI Metric & Unit	CY 2023 ( Actual)	CY 2024 (Target / Actual)	CY 2025 (Target / Actual)
Total Water Consumption (m <sup>3</sup> /Year)	66.62	65.28/71.56	64.62/69.88
Water Consumption per Employee (L/Employee)	1.5 / 1.2	1.5 / 1.45	1.5 / 1.3

## Reduction of water consumption through technology or equipment upgrades

GRI 303-3

Somakannan Textiles has adopted a structured approach to reduce water consumption across its manufacturing operations by upgrading equipment and integrating water-efficient technologies.

### Water-Efficient Equipment and Process Improvements

GRI 303-3

As part of its water-efficient equipment and systems, the organisation has implemented digital metering, automated control devices, leak-detection technologies, and smart monitoring infrastructure to optimise consumption and prevent losses. Facility-wide assessments, baseline data management, preventive maintenance, and continuous performance monitoring are embedded to ensure sustained water efficiency and operational control.

## Monitoring, Review, and Continuous Improvement

GRI 303-3

Water consumption is monitored using water meters and sensors, with data recorded and analyzed to assess performance and establish benchmarks for improvement. Quarterly reviews are conducted to evaluate the effectiveness of installed technologies, identify optimization opportunities, and report outcomes to senior management. Routine maintenance schedules and periodic SOP reviews support sustained water-use efficiency and regulatory compliance.

# Technology-Driven Water Efficiency Initiatives

GRI 303-3

Somakannan Textiles has implemented structured operational processes and technologies to reclaim and reuse water across its manufacturing operations, reducing reliance on freshwater and promoting sustainable water management. These practices cover multiple water sources, rainwater, and are applied to processes such as textile finishing, irrigation, and cooling systems.

## Key water conservation initiatives include:



### Rainwater Harvesting

Rooftop rainwater is collected through gutters, filtered, and UV-treated for non-potable uses such as cooling systems and fabric pre-treatment.

Water reuse practices include process optimization, deployment of closed-loop systems in production to maximize recycling, and periodic testing to ensure recycled water quality and compliance with internal standards.

Monthly water audits are conducted, and quarterly management reports track performance, recycling rates, and efficiency improvements. Roles and responsibilities are clearly defined: management provides resources and budgets, the Sustainability Officer oversees implementation and training, the production team follows reuse practices, and the maintenance team ensures systems operate efficiently.

Compliance with local and national regulations is ensured, and the SOP is reviewed biennially or as required to incorporate technological or regulatory updates.

# Material Management

GRI 306 | GRI 402 | GRI 403 | GRI 404

## Waste Generation, Segregation, and Resource Recovery

GRI 306-2, GRI 306-3

Somakannan Textiles has established structured operational processes to minimize waste generation, sort waste according to streams, and recover or reuse materials internally or via certified third parties. Waste streams include fabric scraps, plastics, paper, and biodegradable materials.

KPI Metric & Unit (Target / Actual)	CY 2023	CY 2024	CY 2025
Total Waste Generated (Metric Tonnes)	0.50	0.42 / 0.35	0.40 / 0.35

### Key waste management initiatives include:

<p><b>Fabric and Material Reuse</b></p> <p>Fabric offcuts and scraps are repurposed into secondary products such as napkins, aprons, or cleaning cloths, and packaging materials are optimized to reduce usage.</p>	<p><b>Sorting and Disposal</b></p> <p>Color-coded sorting stations and employee training ensure proper segregation; biodegradable waste is composted, while recyclable and hazardous waste is sent to certified recycling partners.</p>	<p><b>Third-Party Collaboration and Social Initiatives</b></p> <p>Surplus materials are donated to NGOs or community programs, and plastics, metals, and other recyclables are recovered through certified recyclers.</p>
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Regular audits, KPIs for waste reduction and recycling rates, and compliance monitoring ensure continuous improvement and alignment with environmental regulations. Roles are clearly defined: management provides resources, the Environmental Officer oversees implementation, and employees follow SOPs for segregation and reuse. Reviews are conducted periodically to integrate technological advancements and regulatory updates.

## Building Workforce Capability for Safe Waste and Hazardous Material Handling

GRI 404-2, GRI 403-7, GRI 306-2

Somakannan Textiles adopts a people-centric and preventive approach to waste and hazardous material management by strengthening employee awareness, skills, and accountability through structured training programs. The objective is to translate regulatory requirements and company policies into practical, safe, and consistent shop-floor practices.

### Key focus areas of the training include:

<p><b>Understanding materials &amp; risks</b></p> <p>Identification of various waste streams and hazardous materials handled across operations Awareness of environmental, health, and safety risks associated with improper handling</p>	<p><b>Safe handling &amp; segregation practices</b></p> <p>Best practices for handling, storage, and internal movement of hazardous substances Clear guidance on segregation at source—hazardous waste, recyclable waste, and general waste</p>
<p><b>Personal safety &amp; emergency readiness</b></p> <p>Correct selection and use of personal protective equipment (PPE) during handling activities Defined spill response and emergency protocols, including containment, reporting, and corrective actions</p>	<p><b>Compliance &amp; responsible behavior</b></p> <p>Overview of applicable legal requirements, internal procedures, and disposal obligations Encouragement of employee ownership in waste reduction and safe material handling initiatives</p>

The training is facilitated by EHS and supervisory personnel, with participation documented through formal training records. By building operational competence and safety awareness, Somakannan Textiles ensures risk prevention at source, regulatory compliance, and continuous improvement in waste and hazardous material management.

## Responsible Management of Hazardous Substances

GRI 403-7, GRI 306-3

Somakannan Textiles manages hazardous substances through a controlled and risk-based approach designed to protect employees, prevent environmental contamination, and ensure regulatory compliance. Hazardous materials used in manufacturing are systematically identified, monitored, and handled across their entire lifecycle.

Waste Category (Target / Actual in MT)	CY 2023	CY 2024	CY 2025
Hazardous Waste	0.10	0.098 / 0.07	0.08 / 0.06
Non-Hazardous Waste	0.4	0.34 / 0.28	0.32 / 0.29

All hazardous substances are clearly labeled in line with BIS requirements and the Globally Harmonized System (GHS), enabling quick identification of risks and safe handling instructions. Chemicals are stored in designated, ventilated areas with restricted access, secondary containment, and compatibility-based segregation to reduce the risk of leaks, spills, or unintended reactions.

Safe handling is reinforced through mandatory training, appropriate use of personal protective equipment (PPE), easy access to Material Safety Data Sheets (MSDS), and periodic emergency preparedness drills. Transportation of hazardous substances is carried out using secured containers and trained personnel, supported by spill-response equipment, emergency contact information, and complete transport documentation.

Ongoing inspections, audits, and incident reporting help strengthen controls and drive continuous improvement. Clear accountability is maintained through defined roles, with management providing oversight, the Safety Officer ensuring implementation, and employees actively participating in safe and responsible practices.

## Environmental Emergency Preparedness and Hazardous Release Prevention

GRI 403-7

Somakannan Textiles adopts a preventive and preparedness-based approach to avoid accidental environmental releases of hazardous substances across its

operations. Key measures include:

### **Risk Prevention at Source**

- Periodic environmental risk assessments for handling processes
- Compatibility-based chemical segregation and use of secondary containment systems
- Routine inspection and maintenance of tanks, pipelines, handling equipment

### **Safe Storage and Handling Controls**

- Designated, ventilated chemical storage areas with clear safety signage
- Mandatory use of personal protective equipment (PPE)
- Easy access to Material Safety Data Sheets (MSDS) for all hazardous substances

### **Emergency Preparedness and Readiness**

- Facility-specific Emergency Response Plans (ERP) reviewed and tested periodically
- Trained Emergency Response Teams supported by spill kits, containment barriers, fire-fighting equipment, and emergency PPE
- Regular emergency drills to validate response effectiveness

### **Incident Response and Continuous Improvement**

- Immediate spill containment and controlled cleanup to prevent environmental spread
- Root-cause investigations and corrective actions following incidents or near-misses
- Ongoing environmental monitoring, inspections, and management reviews

These measures strengthen operational resilience, reduce environmental risk, and reinforce Somakannan Textiles' commitment to pollution prevention and responsible chemical management.

# Human Rights & Labour Practices

Our unwavering commitment to dignity, safety, and equity for every worker.

Building a Culture of Respect and Safety



**100% suppliers compliant with child and forced Labour standards by 2030**

Regular supplier audits to ensure ethical compliance.



**100% Employee Health & Safety Training by 2030**

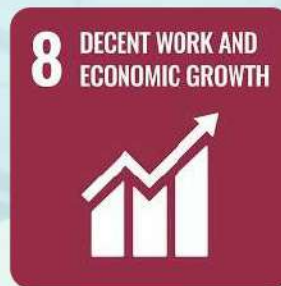
Health and safety training across all operations.



**100% Employee satisfaction with working conditions by 2030**

Improving workplace through feedback and upgrades.

Discover Our Sustainable Practices



# Social Policy

GRI 2-23, 2-24, 2-25

## Key Focus Areas

### 1. Labour Rights and Compliance

**Qualitative Target:** Conduct regular audits to identify and mitigate risks related to labour rights violations.

**Quantitative Target:** Ensure 100% compliance with safety regulations by 2025 through regular updates and training.

### 2. Fair Wages and Working Conditions

**Qualitative Target:** Strive for 100% employee satisfaction with working conditions by fostering a culture of open communication and feedback.

**Quantitative Target:** Achieve 80% employee satisfaction with working conditions by 2025 through workplace upgrades and surveys.

### 3. Health and Safety

**Qualitative Target:** Implement workplace safety programs and conduct regular risk assessments.

**Quantitative Target:** Train 100% of employees on health and safety protocols by 2026.

### 4. Career Development

**Qualitative Target:** Provide professional development programs to enhance employee skills and career opportunities.

**Quantitative Target:** Ensure 100% of suppliers pass audits for child and forced labour compliance by 2025.

### 5. Diversity, Equity, and Inclusion (DEI)

**Qualitative Target:** Aim for 30% of leadership roles to be held by women or individuals from marginalized groups by 2026

**Quantitative Target:** Achieve 100% employee completion of DEI training by 2025 through workshops and e-learning modules.

## Roles & Responsibilities

Labour and human rights at Somakannan Textiles are governed through defined accountability, with the Board providing oversight, the CHRO leading policy implementation, managers ensuring legal and fair practices, the HSE and Compliance teams supporting safety and audits, and all employees required to comply and report violations.

### Review

The Labor and Human Rights Policy is reviewed annually by the CHRO in collaboration with the Compliance and Audit Team to ensure alignment with regulatory changes, industry best practices, and stakeholder feedback. Any updates are communicated to employees and partners to maintain transparency and compliance.

# Ethical Employment & Human Rights

GRI 401 | 403 | 404 | 405 | 406

## Occupational Health & Safety

GRI 403-2, GRI 403-7

Somakannan Textiles provides appropriate personal protective equipment (PPE) to employees exposed to work-related health and safety hazards, with particular attention to operations involving potential risks. Documented procedures are in place to identify workplace hazards and determine the type of PPE required based on job roles, tasks performed, and exposure levels.

### Safety Metric (Target / Actual)

Metric	CY 2023	CY 2024	CY 2025
Work-related Incidents	0 / 0	0 / 0	0 / 0
Fatal Incidents	0 / 0	0 / 0	0 / 0
Days Lost (Injury/Ill Health)	0 / 0	0 / 0	0 / 0

### PPE Protection Coverage

Protective equipment issued to impacted employees includes safety gloves, masks, protective eyewear, safety shoes, and other task-specific PPE, depending on the nature of activities such as material handling, machine operation, maintenance work, chemical handling, and production processes.

Employees are required to use PPE during operations, and supervisory checks are carried out to ensure proper and consistent usage.

The Company maintains records for PPE issuance, inspection, and replacement to ensure equipment remains effective and fit for use. Employees are informed about correct PPE usage, limitations, and responsibilities through safety instructions and workplace guidance. These measures help reduce occupational risks, prevent injuries, and support a safe and healthy working environment across operations.

# Health & Safety Training

🏠 GRI 403-5

Somakannan Textiles provides structured and ongoing health and safety training programs to strengthen employee awareness of workplace risks and build the skills required to perform tasks safely.

## 100%

CY 2023

Employee Trained on Health & Safety  
(Actual: 100%)

## 100%

CY 2024

Employee Trained on Health & Safety  
(Target / Actual: 100% / 100%)

## 100%

CY 2025

Employee Trained on Health & Safety  
(Target / Actual: 100% / 100%)

## The training framework includes the following components:

Training on identification of health and safety hazards associated with specific job roles and operational tasks

Fire safety awareness, including use of fire extinguishers and evacuation procedures

Emergency preparedness training covering emergency response, first aid, and incident reporting

Awareness sessions on occupational health, stress management, and mental well-being

Safe operation of machinery, tools, and equipment, including lock-out and safe start-up practices

Manual handling and lifting techniques to prevent musculoskeletal injuries

Proper use, care, and limitations of personal protective equipment (PPE) relevant to assigned tasks

Housekeeping and workplace safety practices to prevent slips, trips, and falls

Electrical safety awareness for employees working near electrical systems or equipment

Ergonomic practices to reduce strain and fatigue during repetitive or prolonged tasks

Training attendance and participation records are maintained to support accountability, monitor coverage, and enable continuous improvement in occupational health and safety performance across the organization.

# Emergency Preparedness & Response

 GRI 403-2, GRI 403-9

Somakannan Textiles has implemented a comprehensive health and safety emergency action plan to guide employees during workplace incidents and mitigate operational risks. The plan applies across all facilities, including production units, administrative offices, storage areas, and other operational zones, covering all employees, contractors, and relevant stakeholders.

## Key components of the emergency action plan include:

01

### Incident Reporting Protocol

Employees and witnesses report workplace incidents, near-misses, or hazardous conditions immediately to supervisors via in-person communication or email. Supervisors document incidents using standard Incident Report Forms, capturing date, time, location, individuals involved, and immediate corrective actions.

03

### Risk Assessment and Management

Annual and ad-hoc risk assessments identify hazards, evaluate likelihood and severity, and define mitigation measures. Controls include:

- Engineering modifications to equipment and workspaces
- Administrative protocols, safety SOPs, and training
- Personal protective equipment (PPE) appropriate for the task

05

### Investigation and Corrective Actions

A designated team conducts incident investigations, performs root cause analysis, and implements corrective and preventive actions (CAPA) to prevent recurrence.

02

### Initial Response Measures

Supervisors secure incident areas to prevent further harm, provide first aid, evacuate personnel if necessary, and shut down faulty equipment.

04

### Exposure and Environmental Controls

**Hazardous substances:** safe alternatives, proper ventilation, PPE, storage, labeling, and disposal

**Extreme weather:** shaded areas, hydration stations, insulated clothing, heated rest areas, and flexible scheduling

06

### Safety Training

Mandatory training for all new hires and annual refresher sessions cover hazard identification, safe work practices, emergency response procedures, and proper use of equipment and PPE. Training records are maintained by HR and Safety departments.

# Employee Health & Social Security

♥ GRI 401-2

Somakannan Textiles provides statutory health care coverage to eligible employees through the Employees' State Insurance (ESI) Scheme, a government-administered social security and health insurance program in India. The scheme ensures access to essential medical and health-related benefits for employees and their dependents.

## Key features of the health care coverage include:

- Enrollment of eligible employees under the Employees' State Insurance Corporation (ESIC)
- Coverage provided through monthly employer and employee contributions, remitted via the ESIC online system
- Access to medical care and hospitalization services through ESIC-authorized hospitals and dispensaries
- Coverage for outpatient treatment, inpatient care, and prescribed medicines as per ESIC provisions
- Provision of medical benefits to employees and their eligible dependents
- Compliance with statutory requirements under the Employees' State Insurance Act, 1948
- Maintenance of official records and payment challans as evidence of continued coverage and compliance



- The Company regularly deposits ESIC contributions within prescribed timelines to ensure uninterrupted access to healthcare benefits and statutory social security protection for employees.

# Fair Compensation & Overtime

ESG GRI 401-2

Somakannan Textiles has established a formal overtime and work hours policy to ensure employees are fairly compensated for work performed beyond standard working hours. The policy applies primarily to eligible non-managerial employees and is designed to promote transparency, legal compliance, and employee well-being.

## Key elements of the overtime compensation framework include:



### Eligibility

Non-managerial employees required to work beyond regular working hours are eligible for overtime compensation.



### Overtime Pay Structure

Overtime work is compensated at **1.5 times** the standard hourly wage, ensuring additional remuneration for extra hours worked.



### Compensatory Time-Off Option

Employees may opt for compensatory leave in lieu of overtime payment, subject to operational feasibility and approval.

### Approval and Documentation

Overtime must be pre-approved by the respective Head of Department (HOD) to qualify for compensation. Any exceptions in critical situations are documented and justified to maintain accountability.

### Fair Work Practices

The policy ensures that extended working hours are recognized and compensated in line with internal guidelines and applicable labor regulations.

Through this structured approach, Somakannan Textiles ensures that employees working beyond normal hours receive fair and transparent compensation, reinforcing responsible labor practices and respect for employee time and effort.

# Employee Wellbeing & Work–Life Balance

GRI 401-2

Somakannan Textiles recognizes that employee well-being extends beyond the workplace and actively supports work–life balance through flexible working options and family-oriented initiatives. These practices are intended to help employees manage professional responsibilities alongside personal and family needs, while maintaining consistent operational performance.

## Flexible Ways of Working



### Flexible Working Arrangements

Employees may avail flexible working arrangements, including adjusted working hours, subject to job requirements and managerial approval.



### Remote & Hybrid Options

Where operationally feasible, remote or hybrid working options are available to support continuity of work and personal responsibilities.



### Compressed Work Schedules

Compressed work schedules may be permitted, allowing employees to complete standard working hours over fewer working days.



### Part-Time Working

Part-time working arrangements are considered for employees with caregiving or personal commitments, based on business feasibility.



### Outcome-Based Evaluation

Work performance under flexible arrangements is evaluated based on outcomes and deliverables rather than time spent at the workplace.

## Work–Life Balance and Family Support Initiatives

### Maternity and Paternity Leave

Maternity and paternity leave provisions are available to support employees during childbirth and early childcare phases.

### Employee Assistance Programs (EAPs)

Employee Assistance Programs (EAPs) offer counselling and support services to employees and their families for personal and emotional well-being.

### Childcare Support

Childcare-related support is provided through financial assistance and external partnerships to help working parents manage childcare responsibilities.

### Family Engagement Initiatives

Family-oriented engagement initiatives, such as family days and well-being programs, are organized to strengthen employee–family connections and foster a supportive workplace culture.

Through these integrated practices, Somakannan Textiles aims to create a balanced, inclusive, and employee-centric work environment that supports both professional growth and family well-being.

# Learning, Development & Career Growth

Somakannan Textiles provides structured skills development and career advancement training to strengthen employees' job-specific capabilities and support long-term professional growth. These trainings are designed to enhance technical competence, industry awareness, and soft skills required for effective performance and career progression.

## Performance Metrics

Metric	CY 2023	CY 2024	CY 2025
Career Management Awareness Sessions	0	1/1	1/1
Performance & Career Reviews (%)	100% / 100%	100% / 100%	100% / 100%
Personal Development Plans (PDP) (%)	100% / 100%	100% / 100%	100% / 100%

## Key Elements of Skills Development Training

### Role-Specific Skills

Training on role-specific skills and job functions to improve day-to-day operational effectiveness

### Technical Competencies

Development of technical competencies, including the use of relevant machinery, equipment, tools, or software

### Soft Skills Development

Training focused on communication, leadership, teamwork, and problem-solving skills to support career growth

### Professional Certifications

Guidance on professional certifications, online courses, and learning pathways aligned with career advancement

### Hands-On Training

Hands-on training and mentorship opportunities to build practical, real-world skills

### Development Goals

Support for employees in setting and achieving personal and professional development goals

# Training Delivery and Participation

GRI 404-1, GRI 404-2



- Trainings are conducted through classroom sessions, on-the-job learning, and guided mentorship, as appropriate
- Participation is documented through training attendance records, including employee details and signatures
- Training sessions are facilitated by designated internal or external trainers with relevant expertise

Through these initiatives, Somakannan Textiles enhances workforce capability, supports internal talent development, and enables employees to build skills aligned with both current roles and future career opportunities.

# Discrimination & Harassment

GRI 406-1

Somakannan Textiles provides structured training to employees to promote a respectful, inclusive, and safe workplace and to prevent discrimination and harassment. The training enables employees to understand unacceptable behaviors, their rights and responsibilities, and the actions required to prevent a hostile work environment.

## Performance Metrics

Metric	CY 2023	CY 2024	CY 2025
Workforce Trained on Harassment (%)	100%	100% / 100%	100% / 100%
Complaints Received (Discrimination/Harassment)	0	0 / 0	0 / 0

## Key Elements of the Training

### Diversity, Equity & Inclusion

Overview of diversity, equity, and inclusion and their importance to a positive and productive workplace

### Understanding Discrimination

Understanding discrimination, its various forms, and its impact on individuals and the organization

### Harassment Prevention

Identification and prevention of harassment, including sexual harassment and workplace bullying

## Legal & Policy Framework

- Awareness of applicable laws and internal company policies related to discrimination and harassment
- Clarification of employee rights, responsibilities, and expected standards of behavior
- Best practices for fostering an inclusive and respectful work environment

## Reporting & Resolution

Guidance on reporting discrimination or harassment incidents and the steps to be followed

Training on conflict resolution techniques to address workplace disputes respectfully

Encouraging employee accountability in promoting inclusivity and preventing discriminatory or harassing behavior

# Equal Opportunity & Inclusive Workplace

GRI 405-1, GRI 406-1

Somakannan Textiles promotes equal opportunity by creating an inclusive workplace where employees from diverse backgrounds can participate, connect, and thrive without discrimination. Structured initiatives support diversity, inclusion, and employee engagement across the organization.

100%

Gender Equality Training

CY 2023

100%

Gender Equality Training

CY 2024

100%

Gender Equality Training

CY 2025

## Key Practices



### Employee Affinity and Support Groups

Employee-led platforms enable peer support, networking, and knowledge sharing among employees with shared experiences or backgrounds.



### Support for Working Parents

Dedicated forums and peer networks assist employees in balancing professional responsibilities with family and caregiving commitments.



### Gender Identity and LGBTQ+ Inclusion

Inclusive spaces encourage awareness, allyship, and respect for employees of diverse gender identities.



### Cultural, Ethnic, and Religious Inclusion

Forums and engagement activities allow employees to celebrate cultural diversity, promote mutual respect, and strengthen workplace cohesion.



### Organizational Support and Continuity

These initiatives are supported through internal resources, meeting spaces, and organizational encouragement to ensure long-term participation and effectiveness.

Through these actions, Somakannan Textiles reinforces equal opportunity, prevents exclusion, and fosters a respectful and inclusive work environment.

# Environmental KPIs

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
<b>Greenhouse Gas (GHG) (Carbon Footprint or intensity)</b>	Gross Scope 1 GHG (TCO2eq) (Actual) <b>68.31</b>	Gross Scope 1 GHG (TCO2eq) 5% Reduction (Target / Actual) <b>64.89 / 79.48</b>	Gross Scope 1 GHG (TCO2eq) 10% Reduction (Target / Actual) <b>61.47 / 65.68</b>	Gross Scope 1 GHG (TCO2eq) 15% Reduction (Target) <b>58.06</b>	
	Scope 2 GHG (TCO2eq) (Actual) <b>106.62</b>	Scope 2 GHG (TCO2eq) 5% Reduction (Target / Actual) <b>101.29 / 93.43</b>	Scope 2 GHG (TCO2eq) 10% Reduction (Target / Actual) <b>95.96 / 86.66</b>	Scope 2 GHG (TCO2eq) 15% Reduction (Target) <b>90.63</b>	
	Scope 3 GHG (TCO2eq) (Actual) <b>18.33</b>	Scope 3 GHG Emission 5% reduction (TCO2eq) (Target / Actual) <b>17.41 / 14.71</b>	Scope 3 GHG (TCO2eq) 10% Reduction (Target / Actual) <b>16.50 / 30.98</b>	Scope 3 GHG (TCO2eq) 15% Reduction (Target) <b>15.58</b>	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
<b>Greenhouse Gas (GHG) (Carbon Footprint or intensity)</b>	Scope 3 Upstream GHG Emission (TCO2eq) (Actual) <b>1.71</b>	Scope 3 Upstream GHG Emission (TCO2eq) (Target / Actual) <b>1.67 / 0.47</b>	Scope 3 Upstream GHG Emission (TCO2eq) (Target / Actual) <b>1.65 / 0.42</b>	Scope 3 Upstream GHG Emission (TCO2eq) (Target) <b>1.53</b>	
	Scope 3 Downstream GHG Emission (TCO2eq) (Actual) <b>8.98</b>	Scope 3 Downstream GHG Emission (TCO2eq) (Target / Actual) <b>8.80 / 9.86</b>	Scope 3 Downstream GHG Emission (TCO2eq) (Target / Actual) <b>8.71 / 15.56</b>	Scope 3 Downstream GHG Emission (TCO2eq) (Target) <b>8.53</b>	
	GHG Emission Intensity (Scope 1 + Scope 2) (TCO2eq / Revenue) (Actual) <b>22.53</b>	GHG Emission Intensity (Scope 1 + Scope 2) (TCO2eq / Revenue) (Target / Actual) <b>22.33 / 22.19</b>	GHG Emission Intensity (Scope 1 + Scope 2) (TCO2eq / Revenue) (Target / Actual) <b>21.40 / 19.04</b>	GHG Emission Intensity (Scope 1 + Scope 2) (TCO2eq / Revenue) (Target) <b>21</b>	
	People Trained on GHG (Actual) <b>15</b>	# People Trained on GHG (Target / Actual) <b>15 / 15</b>	People Trained on GHG (Target / Actual) <b>16 / 20</b>	People Trained on GHG (Target) <b>25</b>	
<b>Environmental Complaints</b>	# of Complaints <b>00</b>	# of Complaints <b>00 / 00</b>	# of Complaints <b>00 / 00</b>	# of Complaints <b>00</b>	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Energy	Total Energy consumed from electricity (in KWH) (Actual) <b>1,75,466</b>	Total Energy consumed from electricity (in KWH) (Target / Actual) <b>1,71,956 / 1,30,242</b>	Total Energy consumed from electricity (in KWH) (Target / Actual) <b>1,70,202 /1,19,208</b>	Total Energy consumed from electricity (in KWH) (Target) <b>1,66,692</b>	
	Total Energy consumed from fuels (in GJ) (Actual) <b>529.244</b>	Total Energy consumed from fuels (in GJ) (Target / Actual) <b>518.659 / 581.277</b>	Total Energy consumed from fuels (in GJ) (Target / Actual) <b>513.377 / 489.641</b>	Total Energy consumed from fuels (in GJ) (Target) <b>502.781</b>	
	Total Energy Consumption (in GJ) (Actual) <b>1160.92</b>	Total Energy Consumption (in GJ) (Target / Actual) <b>1137.70/ 1050.15</b>	Total Energy Consumption (in GJ) (Target / Actual) <b>1126.10/ 918.79</b>	Total Energy Consumption (in GJ) (Target) (10% reduction) <b>1,044.82</b>	
	% of Relevant persons Trained on Energy conservation (Actual) <b>100%</b>	% of Relevant persons Trained on Energy conservation (Target / Actual) <b>100% / 100%</b>	% of Relevant persons Trained on Energy conservation (Target / Actual) <b>100% / 100%</b>	% of Relevant persons Trained on Energy conservation (Target) <b>100%</b>	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
<b>Energy</b>	Number of trainings conducted on energy conservation (Actual) <b>1</b>	Number of trainings conducted on energy conservation (Target / Actual) <b>2/2</b>	Number of trainings conducted on energy conservation (Target / Actual) <b>2/2</b>	Number of trainings conducted on energy conservation (Target) <b>5</b>	
	Total renewable energy consumption (in KWH) (Actual) <b>4,89,650</b>	Total renewable energy consumption (in KWH) (Target / Actual) <b>4,99,443 / 4,26,923</b>	Total renewable energy consumption (in KWH) (Target / Actual) <b>5,04,339.5 / 3,76,190</b>	Total renewable energy consumption (in KWH) (Target) <b>5,05,200</b>	
<b>Water</b>	Total Water consumption (in Cubic meter / Year) (Actual) <b>66.62</b>	Total Water consumption (in Cubic meter / Year) (Target / Actual) <b>65.28 / 71.56</b>	Total Water consumption (in Cubic meter / Year) (Target / Actual) <b>64.62 / 69.88</b>	Total Water consumption (in Cubic meter / Year) (Target) <b>63.29</b>	
	Total Water Recycled and Reused (in Kilo Litres / Year) (Actual) <b>30</b>	Total Water Recycled and Reused (in Kilo Litres / Year) (Target / Actual) <b>34 / 40</b>	Total Water Recycled and Reused (in Kilo Litres / Year) (Target / Actual) <b>40 / 40</b>	Total Water Recycled and Reused (in Kilo Litres / Year) (Target) <b>47</b>	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
<b>Water</b>	Total water discharged (in Cubic meter / Year) (Actual) <b>36</b>	Total water discharged (in Cubic meter / Year) (Target / Actual) <b>31/31</b>	Total water discharged (in Cubic meter / Year) (Target / Actual) <b>30/30</b>	Total water discharged (in Cubic meter / Year) (Target) <b>17</b>	
	Water Intensity (Water consumed / Revenue) (Actual) <b>8.55</b>	Water Intensity (Water consumed / Revenue) (Target / Actual) <b>8.37/8.30</b>	Water Intensity (Water consumed / Revenue) (Target / Actual) <b>8.29 / 7.19</b>	Water Intensity (Water consumed / Revenue) (15% reduction) (Target) <b>7.26</b>	
	Number of trainings conducted on water conservation (Actual) <b>1</b>	Number of trainings conducted on water conservation (Target / Actual) <b>2/2</b>	Number of trainings conducted on water conservation (Target / Actual) <b>2/2</b>	Number of trainings conducted on water conservation (Target) <b>5</b>	
	People Trained on Water conservation (Actual) <b>15</b>	People Trained on Water conservation (Target / Actual) <b>15 / 15</b>	People Trained on Water conservation (Target / Actual) <b>16 / 20</b>	People Trained on Water conservation (Target) <b>25</b>	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
<b>Raw Materials</b>	Total Consumption of Raw Materials (in Metric Tonnes) (Actual) <b>1.65</b>	Total Consumption of Raw Materials (in Metric Tonnes) (Target / Actual) <b>1.6 / 0.63</b>	Total Consumption of Raw Materials (in Metric Tonnes) (Target / Actual) <b>1.6 / 4.29</b>	Total Consumption of Raw Materials (in Metric Tonnes) (Target) <b>1.5</b>	
	Total Consumption of Chemicals (in Metric Tonnes) (Actual) <b>0</b>	Total Consumption of Chemicals (in Metric Tonnes) (Target / Actual) <b>0/0</b>	Total Consumption of Chemicals (in Metric Tonnes) (Target / Actual) <b>0/0</b>	Total Consumption of Chemicals (in Metric Tonnes) (Target) <b>0</b>	
	Number of accidental pollution events due to company operations (Actual) <b>0</b>	Number of accidental pollution events due to company operations (Target / Actual) <b>0/ 0</b>	Number of accidental pollution events due to company operations (Target / Actual) <b>0/ 0</b>	Number of accidental pollution events due to company operations (Target ) <b>0/ 0</b>	
<b>Waste Generation</b>	Total Waste Generated per year (in Metric Tonnes) (Actual) <b>0.50</b>	Total Waste Generated per year (in Metric Tonnes) (Target / Actual) <b>0.42 / 0.35</b>	Total Waste Generated per year (in Metric Tonnes) (Target / Actual) <b>0.4 /0.35</b>	Total Waste Generated per year (in Metric Tonnes) (35% reduction) (Target) <b>0.32</b>	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Waste Generation	Total Emission Waste Generated (Hazardous & Non-Hazardous) (Actual) <b>0.010</b>	Total Emission Waste Generated (Hazardous & Non-Hazardous) (Target / Actual) <b>0.009 / 0.002</b>	Total Emission Waste Generated (Hazardous & Non-Hazardous) (Target / Actual) <b>0.009 / 0.002</b>	Total Emission Waste Generated (Hazardous & Non-Hazardous) (Target) <b>0.009</b>	
	Total Hazardous Waste Generated per year (in Metric Tonnes) (Actual) <b>0.10</b>	Total Hazardous Waste Generated per year (in Metric Tonnes) (Target / Actual) <b>0.098 / 0.07</b>	Total Hazardous Waste Generated per year (in Metric Tonnes) (Target / Actual) <b>0.08 / 0.06</b>	Total Hazardous Waste Generated per year (in Metric Tonnes) (Target) <b>0.07</b>	
	Total Non-Hazardous Waste Generated per year (in Metric Tonnes) (Actual) <b>0.4</b>	Total Non-Hazardous Waste Generated per year (in Metric Tonnes) (Target / Actual) <b>0.34 / 0.28</b>	Total Non-Hazardous Waste Generated per year (in Metric Tonnes) (Target / Actual) <b>0.32 / 0.29</b>	Total Non-Hazardous Waste Generated per year (in Metric Tonnes) (Target) <b>0.25</b>	


ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Waste Generation	Total weight of waste Recycled (MT / Year) (Actual) <b>0.20</b>	Total weight of waste Recycled (MT / Year) (Target/Actual) <b>0.22/ 0.22</b>	Total weight of waste Recycled (MT / Year) (Target / Actual) <b>0.22 / 0.22</b>	Total weight of waste Recycled (MT / Year) (Target) <b>0.27</b>	
	Total weight of waste Recovered (MT / Year) (Actual) <b>0.20</b>	Total weight of waste Recovered (MT / Year) (Target/Actual) <b>0.22/ 0.22</b>	Total weight of waste Recovered (MT / Year) (Target/Actual) <b>0.22/ 0.22</b>	Total weight of waste Recovered (MT / Year) (Target) <b>0.27</b>	
	% of total workforce received training on waste management (Actual) <b>100%</b>	% of total workforce received training on waste management (Target / Actual) <b>100% / 100%</b>	% of total workforce received training on waste management (Target / Actual) <b>100% / 100%</b>	% of total workforce received training on waste management (Target) <b>100%</b>	
	Number of trainings conducted on waste management (Actual) <b>1</b>	Number of trainings conducted on waste management (Target / Actual) <b>2/2</b>	Number of trainings conducted on waste management (Target / Actual) <b>2/2</b>	Number of trainings conducted on waste management (Target) <b>5</b>	

# Social KPIs

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
<b>Employment</b>	Child Labour (%) (Actual) <b>00</b>	Child Labour (%) (Target / Actual) <b>00 / 00</b>	Child Labour (%) (Target / Actual) <b>00 / 00</b>	Child Labour (%) (Target) <b>00</b>	
	Force Labour (%) (Actual) <b>00</b>	Force Labour (%) (Target / Actual) <b>00 / 00</b>	Force Labour (%) (Target / Actual) <b>00 / 00</b>	Force Labour (%) (Target) <b>00</b>	
	Human Trafficking (%) (Actual) <b>NIL</b>	Human Trafficking (%) (Target / Actual) <b>NIL / NIL</b>	Human Trafficking (%) (Target / Actual) <b>NIL / NIL</b>	Human Trafficking (%) (Target) <b>NIL</b>	
	# of Child & forced labor Audits conducted (Actual) <b>0</b>	# of Child & forced labor Audits conducted (Target / Actual) <b>0 / 0</b>	# of Child & forced labor Audits conducted (Target / Actual) <b>2 / 2</b>	# of Child & forced labor Audits conducted (Target) <b>2</b>	
	# of Child & forced labor incidents reported (Actual) <b>0</b>	# of Child & forced labor incidents reported (Target / Actual) <b>0 / 0</b>	# of Child & forced labor incidents reported (Target / Actual) <b>0 / 0</b>	# of Child & forced labor incidents reported (Target) <b>0</b>	


ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Employment	Total Training Hours of employees per year (Actual) <b>180</b>	Total Training Hours of employees per year (Target / Actual) <b>180 / 180</b>	Total Training Hours of employees per year (Target / Actual) <b>185 / 192</b>	Total Training Hours of employees per year (Target) <b>300</b>	
	Average unadjusted gender pay gap (Woman to man %) (Actual) <b>0%</b>	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) <b>0%/0%</b>	Average unadjusted gender pay gap (Woman to man %) (Target / Actual) <b>0% / 0%</b>	Average unadjusted gender pay gap (Woman to man %) (Target) <b>0%</b>	
	Hiring of Local People (%) (Actual) <b>100%</b>	Hiring of Local People (%) (Target / Actual) <b>100% / 100%</b>	Hiring of Local People (%) (Target / Actual) <b>100% / 100%</b>	Hiring of Local People (%) (Target) <b>100%</b>	
	Average Training Hours per employee per month (hours) (Actual) <b>1.5</b>	Average Training Hours per employee per month (hours) (Target / Actual) <b>1.5/1.5</b>	Average Training Hours per employee per month (hours) (Target / Actual) <b>2 / 2</b>	Average Training Hours per employee per month (hours) (Target) <b>3</b>	

ESG Area	2023 Baseline	2024 Performanc e	2025 Performanc e	2030 Target	UN - SDGs
Employee health and safety	Lost time injury (LTI) frequency rate (Actual) 0	Lost time injury (LTI) frequency rate (Target / Actual) 0 / 0	Lost time injury (LTI) frequency rate (Target / Actual) 0 / 0	Lost time injury (LTI) frequency rate (Target) 0	
	Lost time Severity (LTS) frequency rate (Actual) 0	Lost time Severity (LTS) frequency rate (Target / Actual) 0 / 0	Lost time Severity (LTS) frequency rate (Target / Actual) 0 / 0	Lost time Severity (LTS) frequency rate (Target) 0	
	Number of employees covered under periodic health check-ups (Actual) 89%	Number of employees covered under periodic health check-ups (Actual) 90% / 94%	Number of employees covered under periodic health check-ups (Target / Actual) 90% / 100%	Number of employees covered under periodic health check-ups (Target / Actual) 100%	
	of Work-related Incidents (Actual) 0	of Work-related Incidents (Target / Actual) 0 / 0	of Work-related Incidents (Target / Actual) 0 / 0	of Work-related Incidents (Target) 0	
	of Fatal Incidents (Actual) 0	of Fatal Incidents (Target / Actual) 0 / 0	of Fatal Incidents (Target / Actual) 0 / 0	of Fatal Incidents (Target) 0	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Employee health and safety	Number of days lost to work-related injuries, fatalities and ill health (Actual) 0	Number of days lost to work-related injuries, fatalities and ill health (Target / Actual) 0 / 0	Number of days lost to work-related injuries, fatalities and ill health (Target / Actual) 0 / 0	Number of days lost to work-related injuries, fatalities and ill health (Target) 0	
	Numbers of Health and Safety Risk Assessment conducted (Actual) 2	Numbers of Health and Safety Risk Assessment conducted (Target / Actual) 2 / 2	Numbers of Health and Safety Risk Assessment conducted (Target / Actual) 2 / 2	Numbers of Health and Safety Risk Assessment conducted (Target) 3	
	% of absenteeism rate (Actual) 3.2%	% of absenteeism rate (Target / Actual) 3.0% / 2.8%	% of absenteeism rate (Target / Actual) 2.0% / 2 %	% of absenteeism rate (Target) 1.5%	
	Number of Employees trained on Health & Safety Issues (Actual) 15	Number of Employees trained on Health & Safety Issues (Target / Actual) 15 / 15	Number of Employees trained on Health & Safety Issues (Target / Actual) 16 / 20	Number of Employees trained on Health & Safety Issues (Target / Actual) 25	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Human Rights	of Complaints reported on Child Labour / Human Trafficking 00	of Complaints reported on Child Labour / Human Trafficking (Target / Actual) 00 / 00	of Complaints reported on Child Labour / Human Trafficking (Target / Actual) 00 / 00	of Complaints reported on Child Labour / Human Trafficking (Target ) 00	
	of Complaints reported on Sexual Harassment 00	of Complaints reported on Sexual Harassment (Target / Actual) 00/ 00	of Complaints reported on Sexual Harassment (Target / Actual) 00/ 00	of Complaints reported on Sexual Harassment (Target ) 00	
	of Complaints reported on Discrimination (Internal) 00	of Complaints reported on Discrimination (Internal) (Target / Actual) 00/ 00	of Complaints reported on Discrimination (Internal) (Target / Actual) 00/00	of Complaints reported on Discrimination (Internal) (Target ) 00	
	of Complaints reported on Discrimination by Customers 00	of Complaints reported on Discrimination by Customers (Target / Actual) 00/ 00	of Complaints reported on Discrimination by Customers (Target / Actual) 00/00	of Complaints reported on Discrimination by Customers (Target) 00	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Human Rights	of Complaints reported on Data Privacy / Security (Internal) 00	of Complaints reported on Data Privacy / Security (Internal) 00/ 00	of Complaints reported on Data Privacy / Security (Internal) 00/00	of Complaints reported on Data Privacy / Security (Internal) 00	
	of Complaints reported on Data Privacy / Security by Customers 00	of Complaints reported on Data Privacy / Security by Customers 00/ 00	of Complaints reported on Data Privacy / Security by Customers 00 /00	of Complaints reported on Data Privacy / Security by Customers 00	
	Percentage of total workforce trained on Human Rights (Actual) 100%	Percentage of total workforce trained on Human Rights (Target / Actual) 100/100%	Percentage of total workforce trained on Human Rights (Target / Actual) 100%/ 100%	Percentage of total workforce trained on Human Rights (Target) 100%	
Career Management	Percentage of total workforce trained on overall Career Management and Skill Development (Actual) 100%	Percentage of total workforce trained on overall Career Management and Skill Development (Target / Actual) 100%/100%	Percentage of total workforce trained on overall Career Management and Skill Development (Target / Actual) 100%/ 100%	Percentage of total workforce trained on overall Career Management and Skill Development (Target ) 100%	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Career Management	Number of skills trainings provided (Actual) 0	Number of skills trainings provided (Target / Actual) 1/ 1	Number of skills trainings provided (Target / Actual) 1/ 1	Number of skills trainings provided (Target ) 2	
	Awareness Session conducted on Career Management (Actual) 0	Awareness Session conducted on Career Management (Target / Actual) 1/ 1	Awareness Session conducted on Career Management (Target / Actual) 1/ 1	Awareness Session conducted on Career Management (Target) 2	
	% employees who received regular performance and career development reviews (Actual) 100%	% employees who received regular performance and career development reviews (Target / Actual) 100% / 100%	% employees who received regular performance and career development reviews (Target / Actual) 100% / 100%	% employees who received regular performance and career development reviews (Target) 100%	
	Number of internal recruitment cases (Actual) 2	Number of internal recruitment cases (Target / Actual) 2/2	Number of internal recruitment cases (Target / Actual) 2/3	Number of internal recruitment cases (Target) 4	

	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Career Management	of Internal Mobility Cases (Actual) 2	of Internal Mobility Cases (Target / Actual) 2/2	of Internal Mobility Cases (Target / Actual) 2/3	of Internal Mobility Cases (Target) 4	
Diversity, Equality & Inclusion	Percentage of Male Employees in whole organization (Actual) 45.83%	Percentage of Male Employees in whole organization (Target / Actual) 46% /47%	Percentage of Male Employees in whole organization (Target / Actual) 50%/50%	Percentage of Male Employees in whole organization (Target) 50%	
	Percentage of Female Employees in whole organization (Actual) 54.17%	Percentage of Female Employees in whole organization (Target / Actual) 54%/53%	Percentage of Female Employees in whole organization (Target / Actual) 50%/50%	Percentage of Female Employees in whole organization (Target) 50%	
	% of the total workforce trained on diversity,discrimination and/or harassment (Actual) 100%	% of the total workforce trained on diversity,discrimination and/or harassment (Target / Actual) 100% / 100%	% of the total workforce trained on diversity,discrimination and/or harassment (Target / Actual) 100% /100%	% of the total workforce trained on diversity,discrimination and/or harassment (Target ) 100%	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Diversity, Equality & Inclusion	complaint on diversity, discrimination and/or harassment (Actual) 0%	complaint on diversity, discrimination and/or harassment (Target / Actual) 0% / 0%	complaint on diversity, discrimination and/or harassment (Target / Actual) 0% / 0%	complaint on diversity, discrimination and/or harassment (Target) 0%	
	Numbers of diversity & Gender Equality related events or initiatives were organized in the past year (Actual) 0	Numbers of diversity & Gender Equality related events or initiatives were organized in the past year (Target / Actual) 1 / 1	Numbers of diversity & Gender Equality related events or initiatives were organized in the past year (Target / Actual) 2 / 2	Numbers of diversity & Gender Equality related events or initiatives were organized in the past year (Target) 4	
	Percentage of total workforce trained on Gender Equality (%) (Actual) 100%	Percentage of total workforce trained on Gender Equality (%) (Target / Actual) 100%/100%	Percentage of total workforce trained on Gender Equality (%) (Target / Actual) 100%/100%	Percentage of total workforce trained on Gender Equality (Target) 100%	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Discrimination and Harassment	Percentage of Employees Trained on Anti-Discrimination and Harassment (Actual) 100%	Percentage of Employees Trained on Anti-Discrimination and Harassment (Target / Actual) 100% / 100%	Percentage of Employees Trained on Anti-Discrimination and Harassment (Target / Actual) 100% / 100%	Percentage of Employees Trained on Anti-Discrimination and Harassment (Target) 100%	
	of Employee Resource Groups Conducted (Actual) 0	of Employee Resource Groups Conducted (Target / Actual) 0/0	of Employee Resource Groups Conducted (Target / Actual) 0/1	of Employee Resource Groups Conducted (Target) 1	
	Number of identified discrimination or harassment incidents or corrective actions (Actual) NIL	Number of identified discrimination or harassment incidents or corrective actions (Target / Actual) NIL / NIL	Number of identified discrimination or harassment incidents or corrective actions (Target / Actual) NIL / NIL	Number of identified discrimination or harassment incidents or corrective actions (Target) NIL	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Discrimination and Harassment	Percentage of Departments with Zero Reported Incidents (Actual) 100%	Percentage of Departments with Zero Reported Incidents (Target / Actual) 100% / 100%	Percentage of Departments with Zero Reported Incidents (Target / Actual) 100% / 100%	Percentage of Departments with Zero Reported Incidents (Target) 100%	
Working Conditions	of Hours Worked per employee per year (Manhours) (Actual) 2724	of Hours Worked per employee per year (Manhours) 2820	of Hours Worked per employee per year (Manhours) 2875	of Hours Worked per employee per year (Manhours) -	
	Average overtime hours per employee per year (Actual) 0	Average overtime hours per employee per year (Target / Actual) 0 / 0	Average overtime hours per employee per year (Target / Actual) 0 / 0	Average overtime hours per employee per year (Target) 0	
	Average annual remuneration per employee (Actual) 20,500	Average annual remuneration per employee (Target / Actual) 40,000/ 45,500	Average annual remuneration per employee (Target / Actual) 47,000/ 50,500	Average annual remuneration per employee (Target) 60,500	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Working Conditions	Employee Satisfaction Rate (%) (Actual) 100%	Employee Satisfaction Rate (%) (Target / Actual) 88%/100%	Employee Satisfaction Rate (%) (Target / Actual) 100%/100%	Employee Satisfaction Rate (%) (Target) 100%	
	% employees covered in awareness program (Actual) 100%	% employees covered in awareness program (Target / Actual) 100%/100%	% employees covered in awareness program (Target / Actual) 100%/100%	% employees covered in awareness program (Target) 100%	
	Average number of leaves taken per employees (Actual) 12	Average number of leaves taken per employees (Actual) 16	Average number of leaves taken by employees (Actual) 10	Average number of leaves taken by employees (Target) -	
	Incident of non compliance of working conditions principles (Actual) 00	Incident of non compliance of working conditions principles (Target / Actual) 00/ 00	Incident of non compliance of working conditions principles (Target / Actual) 00/ 00	Incident of non compliance of working conditions principles (Target) 00	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Working Conditions	% of employee covered with Health care Plan (Actual) 100%	% of employee covered with Health care Plan (Target / Actual) 100%/100%	% of employee covered with Health care Plan (Target / Actual) 100%/100%	% of employee covered with Health care Plan (Target ) 100%	 8 DECENT WORK AND ECONOMIC GROWTH

# Governance KPIs

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Anti-Corruption & Bribery and Information Security	of Complaints reported on Corruption & Bribery 00	of Complaints reported on Corruption & Bribery 00/ 00	of Complaints reported on Corruption & Bribery 00/ 00	of Complaints reported on Corruption & Bribery 00	
	People Trained on Anti Corruption & Bribery (in Manhours) 15	People Trained on Anti Corruption & Bribery (in Manhours) 15 / 15	People Trained on Anti Corruption & Bribery (in Manhours) 16 / 20	People Trained on Anti Corruption & Bribery (in Manhours) 25	
	of Complaints reported on Information Security Breach 00	of Complaints reported on Information Security Breach 00/ 00	of Complaints reported on Information Security Breach 00/ 00	of Complaints reported on Information Security Breach 00	
	Data Retention Compliance: 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100% / 100%	Data Retention Compliance: 100%	
	User Complaints: 00	User Complaints: 00/ 00	User Complaints: 00/ 00	User Complaints: 00	

ESG Area	2023 Baseline	2024 Performance	2025 Performance	2030 Target	UN - SDGs
Anti-Corruption & Bribery and Information Security	Percentage of total workforce trained on business ethics issues (%) 100%	Percentage of total workforce trained on business ethics issues (%) 100% / 100%	Percentage of total workforce trained on business ethics issues (%) 100% / 100%	Percentage of total workforce trained on business ethics issues (%) 100%	
	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100% / 100%	Employee feedback on ethics training (satisfaction rate) 100% / 100%	Employee feedback on ethics training (satisfaction rate) 100%	
Ethics	Number of whistleblower reports received 00	Number of whistleblower reports received 00/ 00	Number of whistleblower reports received 00/ 00	Number of whistleblower reports received 00	

# GRI INDEX

GRI Standard	Disclosure	Page No.
<b>2-1</b>	Organization Details	1-11
<b>2-2</b>	Entities include in organization's sustainability report	1-11
<b>2-3</b>	Reporting period	1-11
<b>2-4</b>	Restatements of information	1-11
<b>2-5</b>	External Assurance	1-11
<b>2-6</b>	Activities, value chain and other business relationship	1-11
<b>2-7</b>	Employee	1-11
<b>2-8</b>	Workers who are not employees	1-11
<b>2-9</b>	Governance structure and composition	1-11
<b>2-10</b>	Nomination and selection of the highest governance body	1-11
<b>2-11</b>	Chair of the highest governance body	1-11
<b>2-12</b>	Role of the highest governance body in overseeing the management of impacts	1-11
<b>2-13</b>	Delegation of responsibility for managing impacts	1-11
<b>2-14</b>	Role of the highest governance body in sustainability reporting	1-11
<b>2-15</b>	Conflicts of interest	1-11

# GRI INDEX

GRI Standard	Disclosure	Page No.
<b>2-16</b>	Communication of critical concerns	1-11
<b>2-17</b>	Collective knowledge of the highest governance body	1-11
<b>2-18</b>	Evaluation of the performance of the highest governance body	1-11
<b>2-19</b>	Remuneration policies	1-11
<b>2-20</b>	Process to determine remuneration	1-11
<b>2-21</b>	Annual total compensation ratio	1-11
<b>2-22</b>	Statement on sustainable development strategy	1-11
<b>2-23</b>	Policy commitments	1-11
<b>2-24</b>	Embedding policy commitments	1-11
<b>2-25</b>	Processes to remediate negative impacts	1-11
<b>2-26</b>	Mechanisms for seeking advice and raising concerns	1-11
<b>2-27</b>	Compliance with laws and regulations	1-11
<b>2-28</b>	Membership associations	1-11
<b>2-29</b>	Approach to stakeholder engagement	1-11
<b>2-30</b>	Collective bargaining agreements	1-11

# GRI INDEX

GRI Standard	Disclosure	Page No.
<b>3-1</b>	Process to determine material topics	8-9
<b>3-2</b>	List of material topics	8-9
<b>3-3</b>	Management of material topics	8-9
<b>201-1</b>	Direct economic value generated and distributed	-
<b>201-2</b>	Financial implications and other risks and opportunities due to climate change	-
<b>201-3</b>	Defined benefit plan obligations and other retirement plans	-
<b>201-4</b>	Financial assistance received from government	-
<b>202-1</b>	Ratios Of Standard Entry Level Wage By Gender Compared To Local Minimum Wage	-
<b>202-2</b>	Proportion Of Senior Management Hired From The Local Community	-
<b>203-1</b>	Infrastructure Investments And Services Supported	-
<b>203-2</b>	Significant Indirect Economic Impacts	-
<b>204-1</b>	Proportion Of Spending On Local Suppliers	-

# GRI INDEX

GRI Standard	Disclosure	Page No.
<b>205-1</b>	Operations Assessed For Risks Related To Corruption	-
<b>205-2</b>	Communication And Training About Anti-Corruption Policies And Procedures	-
<b>205-3</b>	Confirmed Incidents Of Corruption And Actions Taken	-
<b>206-1</b>	Legal Actions For Anti-Competitive Behaviour, Anti-Trust, And Monopoly Practices	-
<b>207-1</b>	Approach To Tax	-
<b>207-2</b>	Tax Governance, Control, And Risk Management	-
<b>207-3</b>	Stakeholder Engagement And Management Of Concerns Related To Tax	-
<b>301-1</b>	Materials Used By Weight Or Volume	-
<b>301-2</b>	Recycled Input Materials Used	-
<b>301-3</b>	Reclaimed Products And Their Packaging Materials	-
<b>302-1</b>	Energy Consumption Within The Organization	14-16
<b>302-2</b>	Energy Consumption Outside Of The Organization	14-16

# GRI INDEX

GRI Standard	Disclosure	Page No.
<b>302-3</b>	Energy Intensity	14-16
<b>302-5</b>	Reductions In Energy Requirements Of Products And Services	14-16
<b>303-1</b>	Interactions With Water As A Shared Resource	17-18
<b>303-2</b>	Management Of Water Discharge-Related Impacts	17-18
<b>303-3</b>	Water Withdrawal	17-18
<b>303-4</b>	Water Discharge	17-18
<b>303-5</b>	Water Consumption	17-18
<b>304-1</b>	Operational Sites Owned, Leased, Managed In, Or Adjacent To, Protected Areas And Areas Of High Biodiversity Value Outside Protected Areas	-
<b>304-2</b>	Significant Impacts Of Activities, Products And Services On Biodiversity	-
<b>304-3</b>	Habitats Protected Or Restored	-
<b>304-4</b>	IUCN Red List Species And National Conservation List Species With Habitats In Areas Affected By Operations	-
<b>305-1</b>	Direct (Scope 1) GHG Emissions	15

# GRI INDEX

GRI Standard	Disclosure	Page No.
<b>305-2</b>	Energy Indirect (Scope 2) GHG Emissions	15
<b>305-3</b>	Other Indirect (Scope 3) GHG Emissions	15
<b>305-4</b>	GHG Emissions Intensity	15
<b>305-5</b>	Reduction Of GHG Emissions	15
<b>305-6</b>	Emissions Of Ozone-Depleting Substances (ODS)	-
<b>305-7</b>	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	-
<b>306-1</b>	Waste generation and significant waste-related impacts	19-20
<b>306-2</b>	Management of significant waste-related impacts	19-20
<b>306-3</b>	Waste generated	19-20
<b>306-4</b>	Waste diverted from disposal	19-20
<b>306-5</b>	Waste directed to disposal	19-20
<b>308-1</b>	New suppliers that were screened using environmental criteria	-
<b>308-2</b>	Negative environmental impacts in the supply chain and actions taken	-

# GRI INDEX

GRI Standard	Disclosure	Page No.
<b>401-1</b>	New employee hires and employee turnover	-
<b>401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
<b>401-3</b>	parental leave	-
<b>402-1</b>	Minimum notice periods regarding operational changes	-
<b>403-1</b>	Occupational health and safety management system	23-24
<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	23-24
<b>403-3</b>	Occupational health services	23-24
<b>403-4</b>	Worker participation, consultation, and communication on occupational health and safety	-
<b>403-5</b>	Worker training on occupational health and safety	24
<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
<b>403-8</b>	Workers covered by an occupational health and safety management system	-

# GRI INDEX

GRI Standard	Disclosure	Page No.
403-9	Work-related injuries	23
403-10	Work-related ill health	23
404-1	Average hours of training per year per employee	24
404-2	Programs for upgrading employee skills and transition assistance programs	-
404-3	Percentage of employees receiving regular performance and career development reviews	-
405-1	Diversity of governance bodies and employees	-
405-2	Ratio of basic salary and remuneration of women to men	-
406-1	Incidents of discrimination and corrective actions taken	31
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
408-1	Operations and suppliers at significant risk for incidents of child labour	-
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	-

# GRI INDEX

GRI Standard	Disclosure	Page No.
<b>410-1</b>	Security personnel trained in human rights policies or procedures	-
<b>411-1</b>	Incidents of violations involving rights of indigenous peoples	-
<b>413-1</b>	Operations with local community engagement, impact assessments, and development programs	-
<b>413-2</b>	Operations with significant actual and potential negative impacts on local communities	-
<b>414-1</b>	New suppliers that were screened using social criteria	-
<b>414-2</b>	Negative social impacts in the supply chain and actions taken	-
<b>415-1</b>	Political contributions	-
<b>416-1</b>	Assessment of the health and safety impacts of product and service categories	-
<b>416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	-
<b>417-1</b>	Requirements for product and service information and labelling	-
<b>417-2</b>	Incidents of non-compliance concerning product and service information and labelling	-

# GRI INDEX

GRI Standard	Disclosure	Page No.
<b>417-3</b>	Incidents of non-compliance concerning marketing communications	-
<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-