



## SMC INTEGRATED FACILITY MANAGEMENT SOLUTIONS LIMITED

Plot No 18, 3rd Floor, DDA Community Centre,  
Okhla Phase 1, New Delhi - 110020, India.

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT (BRSR LITE)



**For the Period** : 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024

**Doc No** : SMC/ESG/D-430

**Rev No** : 00

**Issued by** : CEO

**Date of Issue** : 20<sup>th</sup> January 2025

## A: GENERAL DISCLOSURES

<b>Name of the Company:</b>	SMC INTEGRATED FACILITY MANAGEMENT SOLUTIONS LIMITED
<b>Year of Incorporation:</b>	2008
<b>Registered Office Address:</b>	Plot No 18, 3rd Floor, DDA Community Centre, Okhla Phase 1, New Delhi - 110020, India.
<b>Corporate Office Address:</b>	Plot No 18, 3rd Floor, DDA Community Centre, Okhla Phase 1, New Delhi - 110020, India.
<b>E-mail:</b>	CONTACT@smc-india.com
<b>Telephone:</b>	011-49491234, +918076464444
<b>Website:</b>	<a href="https://smc-india.com/contact-us/">https://smc-india.com/contact-us/</a>
<b>Financial Year Reported:</b>	1 <sup>st</sup> January 2024 to 31 <sup>st</sup> December 2024
<b>Sector(s) that the Company is engaged in:</b>	Provide Digitization, Automation and Mechanization of Integrated Facility Management Solution (Housekeeping, Technical and Manpower Services).
<b>Number of permanent employees:</b>	71
<b>Markets served by the Company (Local/State/National/International):</b>	In India

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

### 1. Policies related to business responsibility and sustainability:

At SMC, we are committed to responsible business conduct by integrating Environmental, Social, and Governance (ESG) principles into our digitization, automation, and mechanization solutions for integrated facility management. We uphold ethical practices, transparency, and stakeholder inclusiveness in all operations. Our policies focus on energy efficiency, waste minimization, employee well-being, skill development, and community engagement. We ensure compliance with applicable laws and promote continuous improvement in sustainability performance. By aligning with national and global sustainability goals, SMC aims to create long-term value for customers, employees, society, and the environment while fostering innovation and operational excellence.

Sl. No	Policy Name	Principle Covered
1.	Employee Wellbeing Policy	<b>Principle 3:</b> SMC ensures a safe, hygienic, and inclusive work environment by implementing regular safety audits, health checkups, and training programs. All staff, including housekeeping and technical personnel, are provided with personal protective equipment (PPE), ergonomic tools, and mental health support.
2.	Workplace Environment Policy	<b>Principle 5:</b> SMC upholds the right to fair wages, freedom of association, and a workplace free from discrimination or harassment. Mechanisms are in place to report and address grievances confidentially and without retaliation.
3.	Workplace Dialogue Policy	<b>Principle 3:</b> SMC fosters open communication between management and employees to build trust, ensure transparency, and address concerns proactively. Regular meetings, feedback channels, and grievance redressal mechanisms support collaborative decision-making and continuous improvement in working conditions.
4.	Employee Growth Strategy policy	<b>Principle 8:</b> SMC ensures equal access to training for all employees, including contractual and frontline workers, with a focus on empowering underrepresented groups. We invest in digital literacy, safety training, and vocational education to contribute to broader social and economic development.
5.	Ethical Labor Practices policy	<b>Principle 5:</b> SMC strictly prohibits the use of child labor, forced labor, and any form of human trafficking across its operations and supply chains. We conduct due diligence, background checks, and supplier audits to ensure compliance with human rights standards and legal obligations.

6.	Respect and Dignity policy	<b>Principle 5:</b> SMC maintains a zero-tolerance policy toward all forms of discrimination and harassment based on gender, caste, religion, disability, age, or any other status. We ensure a respectful, inclusive, and safe work environment through clear codes of conduct and confidential grievance redressal systems.
7.	Upholding External Rights policy	<b>Principle 4:</b> SMC ensures that the rights and interests of external stakeholders—such as clients, vendors, and community members—are respected. We actively engage with them through transparent communication and grievance mechanisms to address any human rights-related concerns in service delivery or business operations.
8.	Grievance Redressal System policy	<b>Principle 3:</b> SMC provides a safe, confidential, and accessible grievance mechanism for reporting discrimination or harassment. Employees can report concerns without fear of retaliation, and all complaints are addressed promptly through a fair and impartial process.
9.	Remedial Action Process policy	<b>Principle 5:</b> SMC ensures that victims of discrimination or harassment receive timely and fair remediation. Support includes counseling, protection from retaliation, and appropriate disciplinary action against offenders. The process safeguards the dignity, safety, and confidentiality of the affected individuals.
10.	Energy Usage Policy	<b>Principle 2:</b> SMC integrates sustainability into service delivery by using smart tools, automation, and eco-friendly equipment that optimize energy use. We also engage clients and partners to adopt low-energy practices in housekeeping and technical services.
11.	Greenhouse Gas Management policy	<b>Principle 6:</b> SMC is committed to reducing its carbon footprint by measuring and monitoring greenhouse gas emissions across all operations, including housekeeping, technical, and manpower services. We implement energy-efficient technologies and work towards the transition to renewable energy sources.
12.	Water Management	<b>Principle 6:</b> SMC is committed to sustainable water management by implementing water-efficient practices and technologies across its operations. We focus on minimizing water wastage, promoting water recycling, and ensuring the responsible use of water resources, particularly in housekeeping and technical services.
13.	Pollution Control Plan	<b>Principle 6:</b> SMC is committed to minimizing air pollution by adopting cleaner technologies and efficient processes in its operations. We implement measures such as reducing vehicle emissions, using non-toxic cleaning agents, and ensuring proper waste management to prevent harmful emissions into the atmosphere.

14.	Green Materials Policy	<b>Principle 2:</b> SMC integrates sustainability into its services by encouraging the use of eco-friendly products and materials in housekeeping, technical, and manpower services. We adopt best practices in waste management, including reducing plastic waste and ensuring the responsible disposal of chemicals and other harmful materials.
15.	Waste management policy	<b>Principle 2, 6:</b> SMC delivering sustainable, safe facility services using digitization and automation, and by promoting eco-friendly practices like waste segregation, recycling, and responsible disposal to reduce environmental impact and protect natural ecosystems.
16.	Living Planet Policy	<b>Principle 6:</b> SMC is committed to conserving biodiversity by minimizing its ecological footprint in areas of operation. We promote green practices, avoid harm to natural habitats, and support biodiversity-friendly technologies and methods in our digitized and mechanized facility management solutions.
17.	Wellness Assurance Policy	<b>Principle 2:</b> SMC ensures that its integrated facility management services prioritize customer health and safety by using non-toxic cleaning agents, safe automation tools, and well-trained personnel. We assess risks regularly and adopt best practices to maintain hygienic, safe, and sustainable service environments.
18.	Eco Services Policy	<b>Principle 6:</b> SMC actively promotes environmental sustainability through digital, automated, and mechanized solutions that reduce resource consumption and environmental harm. We advocate green technologies and environmentally responsible practices in all aspects of integrated facility management.
19.	Green Procurement Policy	<b>Principle 5:</b> SMC ensures that its procurement practices respect environmental and human rights by sourcing materials and services from suppliers who follow ethical labor and environmental standards. We avoid partnerships with entities linked to ecological damage or unsustainable practices.
20.	Supplier Ethics Policy	<b>Principle 5:</b> SMC ensures its suppliers adhere to ethical labor practices, including the prohibition of child labor, forced labor, and discrimination. We assess supplier compliance with human rights standards and encourage corrective action when necessary.
21.	Ethical Supply Code	<b>Principle 1:</b> SMC requires all suppliers to operate ethically and transparently, adhering to laws, anti-corruption practices, and fair business conduct. Suppliers must disclose any environmental or social violations and maintain accountability across their operations.

22.	Bribery Prevention Policy	<b>Principle 4:</b> SMC engages stakeholders with honesty and fairness. We ensure that procurement, partnerships, and client engagements are free from undue influence and conflicts of interest, fostering trust and long-term relationships.
23.	Conflict Disclosure Policy	<b>Principle 1:</b> SMC expects all employees and partners to avoid situations where personal interests may conflict with professional duties. Mandatory disclosure of potential conflicts ensures transparency and upholds the company's commitment to ethical governance.
24.	Fraud Mitigation Policy	<b>Principle 1:</b> SMC enforces a strict anti-fraud policy, ensuring all financial and operational activities are conducted honestly. We promote a culture of transparency, mandate internal audits, and encourage whistleblower reporting to detect and prevent fraudulent behavior.
25.	Financial Crime Framework	<b>Principle 1:</b> SMC maintains a zero-tolerance approach to money laundering. All financial transactions are subject to due diligence, verification, and documentation to ensure transparency and prevent illicit financial flows.
26.	Data Security Protocols	<b>Principle 1:</b> SMC is committed to safeguarding sensitive information and ensuring transparent, accountable management of data. We adhere to best practices in data protection, implement robust security protocols, and regularly audit our systems to prevent unauthorized access or breaches.
27.	Integrity Reporting	<b>Principle 1:</b> SMC has established a confidential whistleblower mechanism to encourage stakeholders to report any instances of corruption, bribery, or unethical behavior. This procedure ensures transparency, accountability, and protection against retaliation for whistleblowers, promoting ethical governance across all levels.
28.	Whistleblower Cyber Policy	<b>Principle 1:</b> SMC has implemented a secure and confidential whistleblower procedure that allows stakeholders to report any concerns related to information security breaches or vulnerabilities. This ensures transparency and integrity in safeguarding sensitive data and promotes ethical conduct in all our operations.
29.	Harassment Prevention Commitment	<b>Principle 5:</b> SMC ensures a workplace free from harassment and discrimination, respecting the dignity and rights of all employees. Our policy actively encourages inclusion, fosters respect for diversity, and guarantees that any harassment-related issues are resolved in a manner that protects human rights.

30.	Discrimination-Free Workplace	<b>Principle 2:</b> SMC commits to ensuring that all employees, clients, and stakeholders are treated fairly and without discrimination. This policy ensures a work environment that promotes the safety, well-being, and dignity of all individuals, regardless of their gender, race, religion, or any other characteristic.
31.	Diverse Vendor Program	<b>Principle 5, 9:</b> SMC promoting equal opportunity and inclusion of women, minority, and small-scale vendors, and by encouraging responsible business conduct throughout the supply chain, fostering diversity, ethics, and fair competition in procurement practices.

## 2. Board Responsibility:

At SMC, the Board of Directors plays a pivotal role in driving the company's commitment to responsible business practices and ESG integration. The Board is responsible for setting the overall strategy, ensuring governance frameworks are in place, and overseeing the implementation of policies related to environmental sustainability, social responsibility, and ethical business practices. It ensures alignment with national and international standards, monitors performance, and evaluates risks associated with ESG factors. The Board fosters a culture of accountability, transparency, and continuous improvement, ensuring that SMC remains committed to long-term value creation for stakeholders and contributes positively to society.

SMC in India, the Board actively oversees the implementation of sustainability policies as part of its ESG commitment. The Board ensures that all sustainability strategies align with national regulations, international standards, and stakeholder expectations. It regularly reviews progress on environmental, social, and governance objectives and evaluates associated risks and opportunities. By monitoring key performance indicators and holding management accountable, the Board ensures that sustainability practices are effectively embedded across all business operations. This oversight strengthens SMC's commitment to responsible growth, enhances transparency, and supports long-term value creation for clients, employees, partners, and the environment.

The Sustainability and ESG Committee at SMC is responsible for overseeing and guiding the implementation of sustainability policies and aligning them with corporate strategy.

## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURES

### Principle 1: Ethics, Transparency, and Accountability

At SMC, we uphold the highest standards of ethics, transparency, and accountability across all levels of our operations. Our governance framework ensures fair business practices, integrity in decision-making, and zero tolerance for corruption or misconduct. We actively disclose relevant information to stakeholders in a timely and accurate manner, fostering trust and responsible relationships. Our Code of Conduct guides employees in ethical behavior, while mechanisms such as internal audits and grievance redressal systems

support accountability. By integrating ESG principles into our core values, we ensure that our digitized facility management solutions are delivered with integrity, responsibility, and a commitment to sustainable growth.

SMC received zero complaints regarding ethical conduct during the reporting period, reflecting the company's strong commitment to ethical practices and responsible business conduct.

## **Principle 2: Product Lifecycle Sustainability**

At SMC, we integrate sustainability across the entire product and service lifecycle, from design to delivery. Our digitization, automation, and mechanization solutions in facility management aim to minimize environmental impact and maximize efficiency. We assess energy use, emissions, and waste generation at each stage to ensure responsible resource consumption. Through eco-friendly technologies and optimized operational processes, we support clients in achieving sustainability goals. Our commitment includes continuous improvement, use of durable materials, and offering solutions that reduce manual labor dependency and environmental footprint. This holistic lifecycle approach ensures long-term value for stakeholders while aligning with ESG and NGRBC principles.

### **1. Smart Housekeeping Solutions**

- Use of eco-friendly, non-toxic cleaning agents
- Deployment of automated cleaning equipment to reduce water and chemical use
- Data-driven scheduling to avoid over-cleaning and conserve resources

### **2. Technical Facility Management Services**

- Predictive maintenance to reduce equipment breakdown and energy waste
- IoT-based monitoring systems for energy, water, and air quality
- Energy-efficient lighting and HVAC automation

### **3. Manpower Services (Digitized & Automated)**

- Digital attendance, deployment, and rostering reduce paperwork and manual errors
- Fair wages, training in safety and ESG practices
- Reduced reliance on paper-based processes, improving operational efficiency

### **4. Digital Asset Management**

- Prolongs asset life through predictive maintenance
- Minimizes procurement needs, thus reducing waste
- Tracks resource consumption for sustainability reporting



## 5. Waste Management Support Services

- Segregation at source using tech-enabled tracking
- Facilitation of recycling and composting
- Data reports for waste reduction planning

### **Principle 3: Employee Well-being**

At SMC India, employee well-being is a core pillar of our ESG integration. We prioritize physical, mental, and emotional health through safe working conditions, regular health check-ups, and wellness programs. Our digitized systems ensure fair work allocation, minimize manual strain, and promote work-life balance. We offer skill development and training, fostering professional growth and job satisfaction. Grievance redressal mechanisms and open communication channels ensure psychological safety. Inclusive policies support diversity, equal opportunities, and anti-harassment. Through proactive engagement and supportive infrastructure, SMC ensures that every employee feels valued, respected, and empowered, aligning workforce welfare with our long-term sustainability and ethical goals.

SMC employs a total of 71 individuals, with 24% being female employees, reflecting our commitment to gender diversity and inclusive workforce practices.

At SMC India, we prioritize health and safety through comprehensive measures to ensure a safe working environment for all employees. We adhere to industry standards, conducting regular risk assessments, hazard identification, and safety audits. Our employees are provided with appropriate personal protective equipment (PPE) and are trained on its proper use. We ensure first aid facilities and emergency response procedures are in place, with certified personnel ready for any critical situations. Regular health check-ups and mental health support are provided to ensure well-being. Additionally, we encourage a culture of safety through continuous awareness programs and feedback mechanisms for improvement.

### **Principle 4: Stakeholder Engagement**

At SMC India, stakeholder engagement is a priority, ensuring transparent and proactive communication with all stakeholders, including employees, clients, suppliers, and the community. We actively seek feedback to improve our services and address concerns, fostering strong relationships. Regular meetings and surveys are conducted to understand stakeholder needs and expectations, while our ESG initiatives are shared to keep stakeholders informed of our sustainability efforts. We collaborate with suppliers who align with our values, ensuring responsible sourcing and ethical practices. Our approach also includes addressing any grievances promptly and effectively, creating a sustainable ecosystem that benefits all stakeholders involved.

At SMC India, we engage a wide range of key stakeholder groups to drive our ESG initiatives. These include employees, clients, suppliers, regulatory bodies, and local communities. Employees are actively involved in internal feedback systems and safety training programs. Clients receive regular updates on our sustainability practices and performance. Suppliers are engaged through ethical sourcing and sustainability criteria to ensure alignment with our ESG values. Regulatory bodies are engaged to comply with environmental and safety standards. We also engage with local communities to support social initiatives, contributing to community development and fostering positive relationships with all stakeholders for long-term growth.

At SMC India, we use various methods of engagement to ensure effective communication with stakeholders. For employees, we conduct regular meetings, surveys, and feedback sessions to address their concerns and gather insights. Clients are engaged through quarterly reviews, satisfaction surveys, and project-specific consultations. Suppliers participate in annual performance evaluations and sustainability assessments, ensuring alignment with our ESG standards. Regulatory bodies are engaged through compliance meetings and reports. Local communities are involved through outreach programs, community meetings, and social responsibility initiatives. These engagement methods ensure transparency, foster collaboration, and allow continuous improvement in our ESG efforts across all levels of operation.

### **Principle 5: Human Rights**

At SMC India, we are committed to upholding human rights in all aspects of our operations. We ensure fair treatment and non-discrimination by fostering a workplace that respects diversity, promotes equality, and provides equal opportunities to all employees. We strictly prohibit child labor, forced labor, and any form of exploitation, adhering to national and international labor standards. Our policies are designed to protect the health, safety, and dignity of our workforce, while we also emphasize transparency in grievance redressal mechanisms. Through these initiatives, we align with global human rights standards and continuously enhance the well-being of all stakeholders.

At SMC India, we have a robust Human Rights Policy that is integral to our operations. This policy ensures that all employees, contractors, and stakeholders are treated with dignity, respect, and fairness. We prohibit child labor, forced labor, and human trafficking, aligning with national and international human rights standards. Our policy promotes equal opportunity, non-discrimination, and a safe working environment. It also includes mechanisms for reporting grievances and addressing any violations. Through this policy, we demonstrate our commitment to human rights and aim to foster a culture of respect, equality, and social responsibility within our workforce and operations.

### **Principle 6: Environment**

At SMC India, we are committed to minimizing our environmental impact through sustainable practices in all aspects of our operations. We focus on reducing energy consumption, optimizing resource use, and implementing waste management strategies across our facility management services. Our initiatives include using energy-efficient technologies, adopting eco-friendly cleaning agents, and minimizing waste generation. We also emphasize water conservation and the reduction of greenhouse gas emissions through digitization and automation solutions. Our environmental policies are designed to comply with local and international regulations, aiming to create a sustainable future while delivering high-quality services to our clients.

The total energy consumption for SMC India in the reporting period is 58,038 kWh, reflecting our operational energy needs.

14,509 kWh of the total energy consumption comes from renewable energy sources, supporting our sustainability initiatives.

SMC India implements comprehensive waste management practices as part of our commitment to environmental sustainability. We prioritize waste reduction at the source by using eco-friendly materials and minimizing packaging waste. All waste generated during operations is categorized into recyclable, biodegradable, and non-recyclable waste streams. We collaborate with certified waste management

partners to ensure proper disposal and recycling of materials. Additionally, we focus on educating employees and clients about responsible waste practices to minimize environmental impact. By integrating waste management into our operational strategy, we contribute to reducing landfill waste and promoting a circular economy.

### **Principle 7: Responsible Policy Advocacy**

SMC India actively engages in responsible policy advocacy to promote sustainable practices within the facility management industry. We align our advocacy efforts with environmental, social, and governance (ESG) principles, supporting policies that address climate change, energy efficiency, waste reduction, and human rights. By collaborating with industry peers, policymakers, and stakeholders, we advocate for regulatory frameworks that foster sustainable business practices, enhance transparency, and improve social well-being. Through responsible policy advocacy, we contribute to shaping a sustainable future while ensuring that our operations align with global best practices for environmental and social responsibility.

### **Principle 8: Inclusive Growth and Equitable Development**

At SMC India, we are committed to fostering inclusive growth and equitable development through our facility management services. We ensure that our business operations benefit all stakeholders, including employees, communities, and customers, by providing fair wages, promoting diversity, and creating opportunities for underrepresented groups. Our policies encourage equal opportunities for all, irrespective of gender, ethnicity, or background, contributing to sustainable economic growth. Through our digitization, automation, and mechanization efforts, we empower local communities by creating job opportunities, enhancing skills, and supporting social infrastructure. We aim to reduce inequalities and ensure that the benefits of our growth are shared equitably.

SMC India undertakes CSR initiatives focused on community development, education, healthcare, and environmental sustainability, aiming to create positive social impact and support local well-being.

### **Principle 9: Customer Value**

At SMC, we focus on delivering exceptional customer value through our integrated facility management solutions. By leveraging digitization, automation, and mechanization, we provide efficient and cost-effective services, ensuring that our clients experience streamlined operations and enhanced performance. Our commitment to quality, safety, and sustainability drives us to offer tailored solutions that meet the unique needs of each customer. We prioritize customer satisfaction, with a strong emphasis on continuous improvement and innovation, ensuring that our services align with evolving market demands and contribute to the long-term success of our clients.

SMC conducted 3 customer satisfaction surveys, ensuring comprehensive feedback collection. As a result, 100% of customer complaints were resolved, reflecting our commitment to excellence.

## ANNEXURE 1

### ESG PERFORMANCE DATA

KPI No	KPI	Parameter	Unit of Measure	Value
KPI 1	Employee Health & Safety	Number of reportable incidents	Count	0
KPI 2	Working Conditions	Percentage of Employees Covered Under Health Insurance	Percentage	100
KPI 3	Social Dialogue	Number of Employees Participated in Social Dialogue	Count	7
KPI 4	Career management / Training	Percentage of employees participating in career development programs	Percentage	100
KPI 5	Child Labor, Forced Labor and Human Trafficking	Number of reportable incidents of Child Labor, Forced Labor and Human Trafficking	Count	0
KPI 6	Diversity, Equity & Inclusion	Number of Reported incidents of Diversity, Equity & Inclusion	Count	0
KPI 7	External Stakeholder Human Rights	Number of Incidents	Count	0
KPI 8	Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	Percentage of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	Percentage	100
KPI 9	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	100
KPI 10	Percentage of targeted suppliers that have gone through a sustainability assessment	Percentage of targeted suppliers that have gone through a sustainability assessment	Percentage	100
KPI 11	Percentage of targeted suppliers that have gone through a sustainability on-site audit	Percentage of targeted suppliers that have gone through a sustainability on-site audit	Percentage	100
KPI 12	Percentage of buyers across all locations who have received training on sustainable procurement	Percentage of buyers across all locations who have received training on sustainable procurement	Percentage	100

KPI 13	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building	Percentage	100
KPI 14	Number of days lost to work-related injuries, fatalities and ill health	Number of days lost to work-related injuries, fatalities and ill health	Count	0
KPI 15	Number of work-related accidents	Number of work related accidents	Count	0
KPI 16	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Ratio= Median Annual Total Compensation of All Employees Annual Total Compensation of Highest Paid Individual	Percentage	0.7
KPI 17	Average Hours of Training Per Employee	Average Number of Hours of Training Per Employee	Hours	26
KPI 18	Percentage of women employed in the whole organization	Gender Diversity in the Workforce	Percentage	24
KPI 19	Percentage of women at top management level	Gender Diversity in the top management level	Percentage	10
KPI 20	Percentage of women within the organization's board	Gender Diversity in the within the organization's board	Percentage	10
KPI 21	Average unadjusted gender pay gap	Average Salary For Men - Average Salary For Women*100	Percentage	0
KPI 22	Percentage of employees from a minority and/or vulnerable group in the whole organization	Diversity Representation in the Whole Organization	Percentage	6
KPI 23	Percentage of employees from a minority or vulnerable group at top management level	Diversity Representation in the top management level	Percentage	3
KPI 24	Total gross Scope 1 GHG emissions	Reduction target for Scope 1 emissions	MT CO <sub>2</sub> e	42.93
KPI 25	Total gross Scope 2 GHG emissions	Reduction target for Scope 2 emissions	MT CO <sub>2</sub> e	47.57
KPI 26	Total gross Scope 3 GHG emissions	Reduction target for Scope 3 emissions	MT CO <sub>2</sub> e	404.39
KPI 27	Total gross Scope 3 Downstream GHG emissions	Reduction target for Scope 3 Downstream emissions	MT CO <sub>2</sub> e	164.36

KPI 28	Total gross Scope 3 Upstream GHG emissions	Reduction target for Scope 3 Upstream emissions	MT CO <sub>2</sub> e	240.03
KPI 29	Total energy consumption	Total Energy Consumption	MWh	58038
KPI 30	Total renewable energy consumption	Total renewable energy consumption	MWh	14509
KPI 31	Total weight of hazardous waste	Reduce the weight of hazardous waste in Kgs	Kgs	178.92
KPI 32	Total weight of non-hazardous waste	Reduce the weight of non-hazardous waste in Kgs	Kgs	4382.67
KPI 33	Total weight of waste recovered	Increase the total weight of waste recovered	Kgs	1972.21
KPI 34	Percentage of employees trained on ethics	Percentage of employees trained in business ethics	Percentage	100
KPI 35	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Count	0
KPI 36	Number of confirmed corruption incidents	Number of Incidents of confirmed corruption cases	Count	0
KPI 37	Number of confirmed information security incidents	Number of confirmed information security incidents	Count	0
KPI 38	Percentage of operational sites for which an employee health and safety risk assessment has been conducted	Percentage of operational sites for which an employee health and safety risk assessment has been conducted	Percentage	100
KPI 39	Percentage of employees covered by formally-elected employee representatives or collective agreements	Percentage of employees covered by formally-elected employee representatives or collective agreements	Percentage	65
KPI 40	Percentage of employees who received regular performance and career development reviews	Percentage of employees who received regular performance and career development reviews	Percentage	65
KPI 41	Percentage of employees who received skills-related training	Percentage of employees who received skills-related training	Percentage	65
KPI 42	Percentage of employees trained on diversity, equity, and inclusion	Percentage of employees trained on diversity, equity, and inclusion	Percentage	100

KPI 43	Percentage of operational sites assessed for human rights impact or risks	Percentage of operational sites assessed for human rights impact or risks	Percentage	65
KPI 44	Percentage of operational sites with a labor and human rights certification, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC	Percentage of operational sites with a labor and human rights certification, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC	Percentage	100
KPI 45	Percentage of employees trained on specific environmental issues	Percentage of employees trained on specific environmental issues	Percentage	65
KPI 46	Percentage of operational sites assessed on specific environmental risks	Percentage of operational sites assessed on specific environmental risks	Percentage	65
KPI 47	Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001	Percentage of operational sites with an environmental certification, such as ISO 14001, EMAS, ISO 50001	Percentage	100
KPI 48	Percentage of total energy consumption from renewable sources	Percentage of total energy consumption from renewable sources	Percentage	35
KPI 49	Percentage of total waste from company operations diverted from landfills	Percentage of total waste from company operations diverted from landfills	Percentage	30
KPI 50	Percentage of risky trading partners covered by a due diligence process on corruption or information security	Percentage of risky trading partners covered by a due diligence process on corruption or information security	Percentage	100
KPI 51	Percentage of all sites assessed or audited internally on a specific business ethics issue	Percentage of all sites assessed or audited internally on a specific business ethics issue	Percentage	100
KPI 52	Percentage of all sites with an ethics certification, such as ISO 27001 or ISO 37001	Percentage of all sites with an ethics certification, such as ISO 27001 or ISO 37001	Percentage	100

## Declaration:

We hereby declare that the information provided in this BRSR Lite is true and correct to the best of our knowledge.

## Authorized Signatory:

Name: Edward D'Souza

Designation: CEO

Date: 20<sup>th</sup> January 2025

Place: New Delhi



## Independent Assurance Statement:

This BRSR Lite report has been independently verified by BMQR, a third-party assurance provider, in accordance with AA1000AS v3. The assurance engagement covered a Type 1 assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the BRSR Lite format. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

**Name of Assurance Provider** : BMQR Certifications Pvt Ltd,  
**Standard Used** : AA1000AS v3  
**Type of Assurance** : Type 1  
**Date of Assurance** : 21<sup>st</sup> January 2025

**Authorized Representative (Assurer):**

Name : S. Elango  
Designation : Associate Certified Sustainability Assurance Practitioner  
(AA 1000)  
Certificate No : AA1000 (ACSAP) C.N: A09122401  
Signature : 

