ECO JUTE PVT. LTD.

ANNUAL SUSTAINABILITY REPORT

Weaving Sustainability, Naturally

“SAY NO TO PLASTIC BAGS”



Year 2025

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About the Report

This Annual Sustainability Report provides an overview of Eco Jute Pvt. Ltd., its business operations and its approach to sustainability and responsible manufacturing. Established in 1998, the Company operates in the jute products and eco-friendly bags manufacturing sector, producing a range of bags using natural materials such as jute, cotton and canvas. Its product portfolio includes shopping bags, promotional bags, tote bags, drawstring bags, packaging bags and customised products for domestic and international customers.

With a focus on product quality, customer requirements and the use of natural-fibre materials, Eco Jute aims to promote reusable alternatives to conventional plastic products. The Company recognises the importance of integrating environmental protection, employee welfare, occupational health and safety, human rights, ethical business conduct and responsible supply chain management into its operations.

This report highlights the Company's ESG priorities, management practices, key performance indicators, sustainability initiatives and future objectives. It reflects Eco Jute's efforts to strengthen environmental and social responsibility, improve operational performance and support long-term business sustainability.

Entities and Operations Covered (GRI 2-2)

This report covers the principal manufacturing operations of Eco Jute Pvt. Ltd. at its facility in West Bengal, India.

Registered or operational location covered:

Gokna, Basudevpur, P.O. Jadurhati, P.S. Baduria, District North 24 Parganas, West Bengal – 743293, India.

The reporting boundary includes the Company's relevant operational activities, workforce, and business processes conducted at this location during the reporting period. The disclosures address applicable environmental, social, and governance matters associated with manufacturing operations and related management practices.

Reporting Period, Frequency, and Contact for Questions (GRI 2-3)

This ESG report covers the period from 1st Jan 2025 to 31st December 2025, representing the Company's environmental, social, and governance activities and performance.

The report is intended to communicate relevant information concerning resource use, environmental management, employee-related practices, occupational health and safety, product responsibility, business ethics, and other sustainability topics relevant to Eco Jute's operations.

For questions, feedback, or requests for additional information, stakeholders may contact Eco Jute Pvt. Ltd. through the contact channels published on its official website: https://www.ecojuteindia.com.

Reporting Standards and Statement of Use (GRI 2-5)

This report has been structured with reference to the Global Reporting Initiative (GRI) Standards and relevant greenhouse gas accounting principles under the GHG Protocol. Relevant United Nations Sustainable Development Goals (SDGs) have also been considered when identifying sustainability themes applicable to the Company's activities.

The GRI framework supports the systematic identification and communication of organizational information, material impacts, management approaches, and performance disclosures. The GHG Protocol provides a reference for organizing greenhouse gas emissions information, where applicable data and calculation methods are available.

Message from the Managing Director

Dear Stakeholders,

It gives me immense pride to present the Annual Sustainability Report of Eco Jute Private Limited for the Year 2025. Rooted in a legacy of over seventy-five years in the jute industry, our company has, for more than two-and-a-half decades, been manufacturing and exporting sustainable jute, cotton and canvas bags that are reusable, biodegradable and environmentally responsible.

Despite evolving global market conditions, the year was marked by steady growth and resilience.

Beyond our financial performance, our greatest achievement remains our commitment to sustainability. Every product we manufacture contributes to reducing plastic waste while upholding the highest standards of environmental and social responsibility through certifications such as ISO 14001, FAIRTRADE, GRS, GOTS and others.



SIDDHARTH LOHARIWAL
Managing Director
Eco Jute Private Limited

I sincerely thank our employees, customers, partners and stakeholders for their continued trust and support. Together, we will build a more sustainable future.

Company Overview & Sustainability Approach

Our Journey (GRI 2-1, GRI 2-6)

Eco Jute Pvt. Ltd. was established in 1998 to manufacture and export eco-friendly jute and cotton bags, building on a legacy of more than 81 years in the jute industry. The Company offers jute, cotton, canvas and Juco products for domestic and international markets.

Its product range includes shopping bags, promotional bags, wine bags, grocery bags, cosmetic pouches, gift bags, beach bags, hessian and burlap sacks, cushion covers, aprons and other home and lifestyle textile products. Certain product ranges are associated with certifications such as GOTS, GRS and Fairtrade, as applicable.

Through its focus on eco-friendly products, Eco Jute aims to encourage alternatives to conventional plastic bags while maintaining product quality and meeting customer requirements.



Vision & Commitment (GRI 2-22, GRI 2-23, GRI 2-24)

Eco Jute Pvt. Ltd. aims to promote sustainable choices through the manufacture of eco-friendly jute and textile products. Its commitment is centred on supporting plastic-conscious lifestyles, improving manufacturing practices and maintaining responsible relationships with customers, employees and suppliers.

MISSION

- Manufacture and export eco-friendly jute and textile products.
- Promote the use of jute and other materials as alternatives to conventional plastic bags.
- Maintain product quality and respond to customer requirements.
- Encourage responsible resource use and continuous improvement in manufacturing.
- Support employee well-being, workplace safety and ethical business practices.

SUSTAINABILITY COMMITMENT

Eco Jute Pvt. Ltd. prioritises environmental responsibility, employee welfare and ethical business conduct. Its key sustainability focus areas include energy efficiency, water conservation, emissions reduction, workplace safety, employee development and responsible supplier practices.

The Company continues to strengthen its sustainability approach through responsible operations, performance monitoring and continuous improvement during the reporting period 1st January 2025 to 31st December 2025.



Memberships & Associations

COMMITMENT TO THE UN GLOBAL COMPACT

Eco Jute Pvt. Ltd. is committed to conducting its business responsibly and upholding the Ten Principles of the United Nations Global Compact (UNGC) across the areas of Human Rights, Labour, Environment and Anti-Corruption. These principles guide our approach to responsible manufacturing, employee welfare, environmental stewardship and ethical business conduct.

United Nations Global Compact

Respecting Human Rights: We respect the fundamental rights and dignity of every individual. We do not tolerate child labour, forced labour, discrimination or any form of workplace harassment and are committed to fair and respectful treatment.

Promoting Fair Labour Practices: We support fair employment conditions, workers' rights, freedom of association and collective bargaining. We also strive to maintain a safe, healthy and inclusive workplace for our employees.

Taking Environmental Responsibility: We work towards reducing the environmental impact of our jute manufacturing operations through efficient use of energy and water, responsible material consumption, waste reduction, reuse and pollution prevention.

Maintaining Business Integrity: We conduct our business with honesty, transparency and accountability. We do not tolerate bribery, corruption or unethical practices in our business operations and stakeholder relationships.

Certifications

Eco Jute Pvt. Ltd. is committed to maintaining internationally recognised standards through certifications and compliance frameworks covering environmental management (ISO 14001), energy management (ISO 50001), occupational health and safety (ISO 45001), information security (ISO 27001), anti-bribery management (ISO 37001), sustainable textile processing (GOTS), recycled material verification (GRS), fair trade practices (Fairtrade), ethical workplace practices (SMETA) and social compliance across supply chains (amfori BSCI).





















Our Product
Portfolio

Our flexible production capabilities enable us to cater to a wide range of customer requirements, from standard product lines to bespoke designs, ensuring that each bag reflects the customer's brand identity while meeting the highest standards of quality, sustainability and performance.



Materials & Customisation

Jute — a strong, naturally golden, biodegradable fibre ideal for durable, characterful bags.

Cotton — soft, versatile and washable, available in organic (GOTS) grades for premium ranges.

Canvas — heavy-duty and hard-wearing, well suited to reusable shopping and lifestyle bags.

Finishing options — lamination, a wide choice of handles, gussets, linings, zips and trims, plus digital and screen printing for bespoke branding.

Manufacturing & Production Process

A defining strength of Eco Jute Private Limited is that the entire production journey takes place under one roof, across our two manufacturing units at Baduria and Barasat. This integrated, single-site approach gives us tight control over quality, lead times and compliance at every step.

From Fibre to Finished Bag

- **Lamination** — natural jute and cotton fabric is prepared and laminated to the required specification.
- **Cutting** — laminated fabric is precision-cut to the exact panels and dimensions of each design.
- **Printing** — customer artwork is applied through screen and high-resolution digital printing.
- **Stitching** — skilled operators assemble and stitch the bags, adding handles, gussets and trims.
- **Packing** — finished bags are inspected, quality-checked and packed ready for export dispatch.



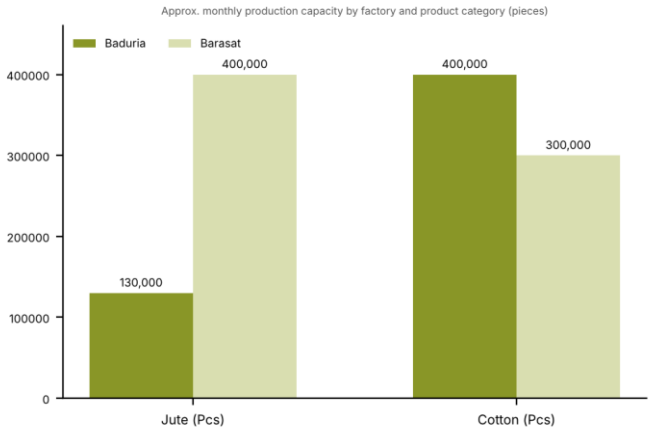
Every stage is carried out by a skilled workforce using modern production techniques within a socially and ethically compliant environment. Our SMETA 4-Pillar audit and ISO 9001:2015 quality system ensure that standards are maintained consistently, order after order.

Our Operational
Capacity & Efficiency

Our two manufacturing facilities at Baduria and Barasat are strategically configured to produce both jute and cotton bags, providing the operational flexibility to efficiently respond to changing customer requirements and product demand. This dual-capability manufacturing model ensures timely delivery of orders.

With a combined monthly production capacity of over 1.23 million bags, Eco Jute Private Limited is well-positioned to meet global demand with flexibility, quality and reliability.

The Baduria facility has a monthly capacity of 1,30,000 jute bags and 4,00,000 cotton bags, while the Barasat facility produces 4,00,000 jute bags and 3,00,000 cotton bags. Together, the two units have a combined monthly capacity of 5,30,000 jute bags and 7,00,000 cotton bags.





Stakeholder Engagement & Materiality Assessment (GRI 2-29, GRI 3-1)

Eco Jute Pvt. Ltd. recognises the importance of stakeholder engagement in understanding expectations and identifying environmental, social, and governance (ESG) issues relevant to its business. Its key stakeholders include employees, customers, suppliers, business partners, regulatory authorities, and local communities.

The Company considers stakeholder feedback important for improving business practices, maintaining product quality, supporting employee welfare, promoting responsible sourcing, and improving environmental performance. Regular interaction with stakeholders helps the Company understand their concerns and expectations and consider them in business decisions.

The materiality assessment involves identifying and reviewing sustainability issues relevant to the Company and its stakeholders. Key areas include resource efficiency, greenhouse gas emissions, occupational health and safety, labour practices, employee development, supplier responsibility, business ethics, and regulatory compliance.

The Company uses stakeholder feedback and the review of relevant ESG issues to identify improvement opportunities and set sustainability priorities. Material topics are identified and prioritised based on their importance to the Company and its stakeholders.

Stakeholder Engagement & Materiality Assessment (GRI 2-29, GRI 3-1)

The Company's key stakeholder groups and their main expectations are outlined below.

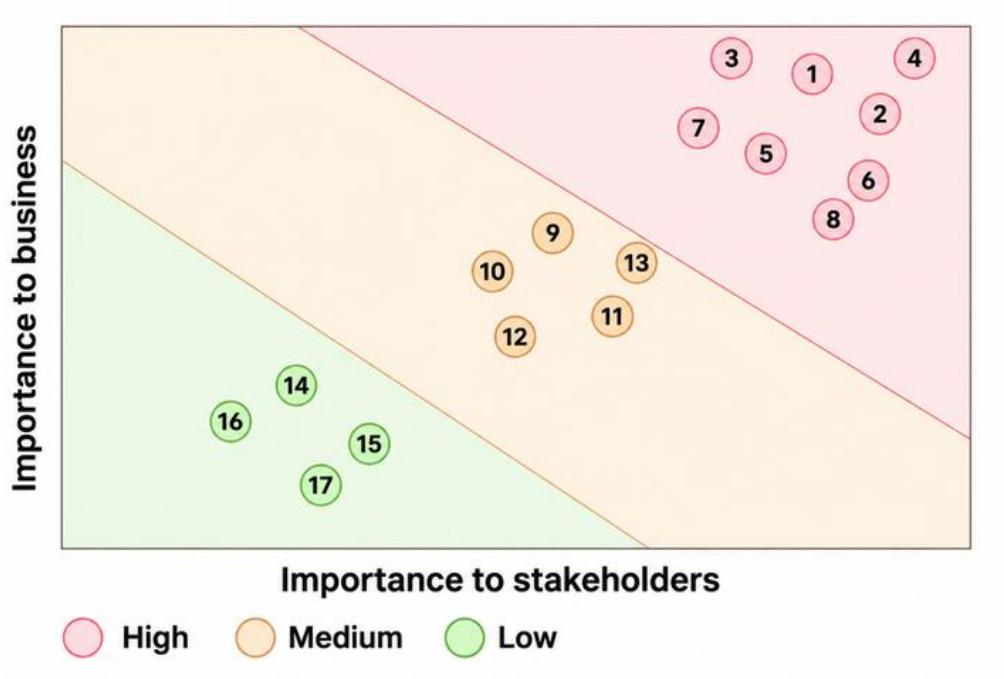
Stakeholder Group	Key Expectations
Customers / Buyers	Consistent product quality and safety; compliance with buyer requirements; responsible sourcing of jute and cotton; timely delivery; and transparent sustainability information.
Employees & Workers	Safe working conditions; fair wages; compliance with labour laws; prevention of child labour, forced labour, discrimination and harassment; grievance mechanisms; training and equal opportunities.
Suppliers & Raw Material Vendors	Fair business dealings; timely payments; clear quality and compliance requirements; responsible sourcing practices; and long-term business relationships.
Business Partners & Logistics Providers	Ethical business practices; clear communication; timely coordination; adherence to agreed requirements; and cooperation in improving operational efficiency.
Regulators & Government Authorities	Compliance with applicable environmental, labour, health and safety regulations; proper waste and wastewater management; accurate records; and timely statutory filings.
Local Communities	Responsible manufacturing operations; control of pollution and waste; local employment opportunities; and support for community development.
Management / Owners	Business continuity; operational efficiency; regulatory compliance; effective risk management; protection of business reputation; and long-term sustainable growth.

Eco Jute Pvt. Ltd. considers stakeholder feedback when identifying concerns, improving business practices, and setting sustainability priorities. Stakeholder expectations help the Company identify and review important environmental, social, and governance (ESG) issues relevant to its operations and stakeholders.

Materiality Matrix Development & Reporting

Environment	Social	Governance
Water Consumption and Wastewater	Labour Rights and Safety	Supply Chain Transparency
Chemicals and Hazardous Substances	Diversity and Inclusion	Ethical Business Practices & Anti-Corruption
Carbon Footprint & Energy	Community Impact (Local Development)	Certifications & Audits
Sustainable Raw Material Sourcing	Philanthropy Beyond Core CSR	Information Security
Air Emissions		Board Diversity & Governance
Waste Management		Shareholder Engagement
Impact on Biodiversity		

Materiality Matrix Development & Reporting



Key for the numbered points:

High importance: 1 Water Consumption & Wastewater · 2 Chemicals & Hazardous Substances · 3 Carbon Footprint & Energy Efficiency · 4 Labour Rights and Safety · 5 Supply Chain Transparency · 6 Ethical Business Practices & Anti-Corruption · 7 Sustainable Raw Material Sourcing · 8 Air Emissions

Medium importance: 9 Waste Management · 10 Diversity and Inclusion · 11 Certifications & Audits · 12 Community Impact · 13 Information Security

Low importance: 14 Board Diversity & Governance · 15 Shareholder Engagement · 16 Philanthropy Beyond Core CSR · 17 Impact on Biodiversity

Ethical

Governance



Ethical Governance

(GRI 2-23, GRI 2-24, GRI 205-1, GRI 205-2)

Eco Jute Pvt. Ltd. promotes ethical business practices, transparency, accountability, and compliance with applicable laws and company policies. The Company works to prevent bribery, corruption, conflicts of interest, fraud, misuse of information, and other unethical practices across its operations and business relationships.

Ethical Governance Targets

Baseline Year: 2023 | Target Year: 2030

Focus Area	Target
Anti-Bribery and Anti-Corruption	From establishing employee awareness and third-party due diligence practices in 2023 to maintaining zero tolerance for bribery and corruption, providing annual anti-bribery training to 100% of relevant employees, and conducting due diligence on 100% of identified high-risk third parties before engagement by 2030.
Conflict of Interest	From establishing conflict-of-interest declaration practices in 2023 to obtaining annual declarations from 100% of relevant employees and management personnel, and reviewing and documenting 100% of declared conflicts with appropriate mitigation measures by 2030.
Fraud Prevention	From establishing fraud reporting and internal control practices in 2023 to reviewing 100% of reported fraud concerns, implementing corrective actions for 100% of confirmed control weaknesses, and conducting at least one fraud risk review annually by 2030.
Ethical Business Conduct	From establishing the Code of Conduct and employee awareness practices in 2023 to achieving 100% employee acknowledgement, providing annual ethical business conduct training to 100% of relevant employees, and screening 100% of critical suppliers and business partners against defined ethical requirements by 2030.
Whistleblower and Grievance Management	From establishing accessible and confidential reporting channels in 2023 to reviewing 100% of reported ethical concerns within defined timelines, conducting initial assessments of 100% of significant complaints within 48 hours, and tracking corrective actions for all confirmed cases until closure by 2030.
Information Security	From establishing basic information security practices in 2023 to providing annual information security awareness training to 100% of employees, reviewing access rights for 100% of critical systems annually, assessing all reported significant information security incidents, and ensuring timely access removal for 100% of separated employees by 2030.
Ethical Risk Management and Monitoring	From establishing ethical risk identification and monitoring practices in 2023 to conducting at least one ethical and corruption risk assessment and one internal review of ethical governance controls annually, and tracking 100% of identified corrective actions within defined timelines by 2030.
Anti-Money Laundering	From establishing basic financial due diligence practices in 2023 to providing annual anti-money laundering awareness training to 100% of relevant employees, conducting due diligence on 100% of new high-risk customers, suppliers, and business partners before engagement, and reviewing all reported suspicious transactions through the established investigation process by 2030.

Roles and Responsibilities

- **Senior Management:** Oversees ethical business practices, compliance, significant risks, and corrective actions.
- **Ethics Officer:** Monitors ethical compliance, reviews reported concerns, follows up on corrective actions, and coordinates the periodic review and revision of the Ethics Policy.

- **HR and Operations Management:** Supports the implementation of ethical practices and compliance requirements across relevant functions.
- **Employees:** Follow the Code of Conduct, avoid conflicts of interest, protect confidential information, and report suspected misconduct.
- **Suppliers and Business Partners:** Comply with applicable laws and the Company's ethical standards.

Reporting and Corrective Actions

Ethical concerns may be reported to the Reporting Manager, HR Department, Ethics Officer, or Senior Management. All reported concerns are reviewed, and appropriate corrective or disciplinary action is taken where necessary. Employees who report concerns in good faith are protected against retaliation. Significant issues are communicated to Senior Management, and corrective actions are monitored until closure.

Review Mechanism

The Company periodically reviews ethical practices, reported concerns, investigations, and corrective actions. The Ethics Officer monitors policy implementation and related performance under the oversight of Senior Management and is responsible for coordinating the policy review. The Ethics Policy is reviewed at least once every two years or earlier, where required, due to changes in business operations, identified ethical risks, or applicable regulatory requirements. Proposed revisions are submitted to Senior Management for review and approval.

Integrity and Ethical Business Practices

(GRI 205-1, GRI 205-2, GRI 205-3)

Eco Jute Pvt. Ltd. is committed to maintaining integrity, transparency, and accountability across its business operations. As outlined in its Ethical Governance Policy, the Company follows a zero-tolerance approach to bribery, corruption, fraud, conflicts of interest, and other unethical practices. It also focuses on preventing money laundering, promoting responsible business conduct, and protecting confidential Company and stakeholder information.

The Company expects employees, contractors, suppliers, service providers, and business partners to comply with applicable laws and its ethical standards. Through defined responsibilities, awareness programmes, risk assessments, and internal controls, Eco Jute aims to prevent unethical conduct, identify compliance risks, and promote responsible decision-making across its operations and supply chain.

Whistleblower and Reporting Mechanism For Ethics and Information Security Concerns

(GRI 2-26, GRI 205-3, GRI 418-1)

Eco Jute Pvt. Ltd. encourages employees, contractors, suppliers, and other relevant stakeholders to report suspected bribery, corruption, fraud, conflicts of interest, money laundering, unethical conduct, and information security incidents through its established reporting channels.

As specified in the Company's Ethical Governance Policy, concerns may be raised with the Reporting Manager, HR Department, Compliance Officer, or Senior Management. Reports should include relevant details such as the nature of the incident, date, location, persons involved, and supporting evidence, where available.

The Company maintains confidentiality while handling reported concerns and prohibits retaliation against individuals who raise genuine concerns in good faith. Reported matters are assessed and investigated, with corrective or disciplinary action taken where violations are confirmed. Findings and corrective actions are monitored until closure to support accountability and prevent recurrence.

Through this mechanism, Eco Jute aims to strengthen transparency, encourage responsible reporting, protect sensitive information, and reinforce ethical conduct across its operations and stakeholder relationships.

KPI Metric & Unit (Target / Actual)	2023	2024	2025
Whistleblower Procedure Reports (#)	0	0	0
Anti-Corruption Certified Sites (%)	0%	0%	0%

Ethical Risk Assessment

(GRI 205-1)

Eco Jute Pvt. Ltd. identifies and addresses potential ethical risks across its operations and business relationships. Key areas include bribery and corruption, conflicts of interest, fraud, unethical business conduct, information security, and compliance with applicable laws and internal standards.

The Company conducts ethical oversight through risk assessments and reviews of governance controls to identify potential vulnerabilities and strengthen internal practices. Significant risks and findings are brought to the attention of Senior Management, and corrective actions are monitored until closure within established timelines. These measures help prevent unethical conduct, strengthen accountability, and promote ethical business practices across the organisation.

KPI Metric & Unit (Target / Actual)	2023	2024	2025
Risk Assessment Internal Audit Coverage (%)	100%	100%	100%
Business Ethics Internal Audit Coverage (%)	100%	100%	100%

Key Ethical Risk Areas

Eco Jute Pvt. Ltd.'s ethical governance framework identifies the following areas for ethical risk monitoring and assessment:

- Corruption and bribery
- Unusual or irregular transactions
- Improper gifts and hospitality
- Conflicts of interest in procurement activities
- Circumvention of approval mechanisms
- Weak internal controls and oversight
- Data privacy and confidentiality breaches
- Repeated patterns of non-compliance

Controlled Approval and Ethical Oversight for Sensitive Transactions

(GRI 2-24, GRI 205-1, GRI 205-2)

Eco Jute Pvt. Ltd. incorporates ethical considerations into business decisions and interactions with external stakeholders. Sensitive matters involving gifts, hospitality, benefits, business travel, and potential conflicts of interest are addressed through the Company's ethical governance practices.

The Company promotes responsible decision-making, transparency, and appropriate oversight in business transactions. Employees are expected to identify and report potential conflicts of interest and suspected unethical conduct through designated channels, including Reporting Managers, the HR Department, the Compliance Officer, and Senior Management. Reported concerns are reviewed, and appropriate corrective actions are taken where necessary to strengthen internal controls and support compliance with ethical standards.

Training and Awareness on Ethics

(GRI 205-2)

Eco Jute Pvt. Ltd. focuses on strengthening employee awareness of ethical conduct, anti-bribery and anti-corruption, conflicts of interest, fraud prevention, information security, and compliance with applicable laws and Company standards.

Ethics awareness measures include communicating expectations for responsible business conduct, explaining employee responsibilities, and informing employees about available channels for reporting suspected misconduct. Employees can raise concerns through their Reporting Manager, HR Department, Compliance Officer, or Senior Management. Reported concerns are reviewed, and corrective actions are tracked until closure where necessary.

These measures support an ethical workplace culture based on integrity, transparency, and accountability. The Company's training objectives include annual ethical conduct and anti-bribery awareness training for all relevant employees.

KPI Metric & Unit (Target / Actual)	2023	2024	2025
People Trained on Anti-Corruption & Bribery (Manhours)	80%	84%	92%
Corruption & Bribery Complaints (#)	0	0	0

Key topics covered under ethics training include:

- Code of Conduct and Ethical Behaviour
- Prevention of Corruption, Bribery, and Conflicts of Interest
- Appropriate Use of Company Assets and Information
- Data Privacy, Confidentiality, and Information Security
- Gifts, Hospitality, and Business Integrity
- Whistleblower Mechanism and Reporting Channels
- Non-Retaliation and Protection for Good-Faith Reporting

Leadership plays an important role in promoting ethical behaviour at Eco Jute Pvt. Ltd. Senior Management oversees ethical governance matters, reviews significant risks and findings, and supports appropriate corrective actions. These commitments, together with ethics awareness and training initiatives, aim to foster a culture of integrity, transparency, and accountability across the organisation.

Third-Party Integrity Screening and Anti-Corruption Measures

(GRI 205-1, GRI 205-2)

Eco Jute Pvt. Ltd. applies ethical considerations in its dealings with suppliers, contractors, service providers, and other business partners. Third-party integrity measures focus on identifying potential corruption risks, conflicts of interest, fraud, and other unethical practices in business relationships.

The Company's approach includes conducting due diligence on identified high-risk third parties before engagement, reviewing critical suppliers and business partners against ethical requirements, and considering risks associated with business activities and relationships. Ethical concerns identified through these processes are reviewed, with corrective actions tracked where necessary. These measures support responsible procurement, transparent business dealings, and the prevention of corruption across the Company's supply chain.

Responsible Data and Information Governance: Internal Ethics Assessment and Compliance Due Diligence

(GRI 2-23, GRI 2-24, GRI 205-1, GRI 414-1, GRI 418-1)

Eco Jute Pvt. Ltd. incorporates ethical governance and compliance considerations into its business operations and relationships with employees, suppliers, contractors, and other stakeholders. Internal ethics and compliance measures focus on identifying potential risks related to bribery and corruption, conflicts of interest, fraud, information security, labour practices, and environmental responsibilities.

The Company promotes responsible handling of business information, confidentiality, compliance with applicable requirements, and ethical conduct across its operations and supply chain. Internal reviews and governance oversight help identify potential non-compliance and implement appropriate corrective actions. Third-party due diligence and supplier screening also support the assessment of ethical risks in business relationships.

These measures aim to strengthen accountability, protect sensitive information, support responsible supply chain practices, and maintain alignment with the Company's ethical governance commitments.

KPI Metric & Unit (Target / Actual)	2023	2024	2025
Trading Partners Corruption Due Diligence (%)	100%	100%	100%
Data Retention Compliance (%)	100%	100%	100%

Eco Jute Pvt. Ltd. extends ethical due diligence to suppliers and third-party business partners to support responsible and transparent business relationships. These measures focus on assessing compliance with ethical standards, identifying potential risks related to corruption, labour practices, and other forms of misconduct, and evaluating adherence to the Company's ethical governance requirements.

Identified concerns are reviewed, and appropriate corrective actions are taken where necessary. The Company's approach to supplier due diligence and ethical risk management supports continuous improvement, strengthens accountability, and promotes integrity and responsible business conduct across its supply chain.

Information Security and Data Protection Controls

(GRI 418-1, GRI 2-25)

Eco Jute Pvt. Ltd. applies information security and data protection measures to support the secure collection, use, retention, and sharing of customer, employee, and third-party data. Access to confidential information is restricted to authorised personnel to help prevent unauthorised access by employees or external parties.

Stakeholders are informed about the purposes for which their data is collected and processed, applicable retention periods, and sharing with third parties. Explicit consent is obtained where required for processing sensitive data. Data protection is supported through physical and digital access controls, role-based permissions, and secure data deletion practices.

The Company also promotes employee awareness of information security and confidentiality responsibilities. Reported information security concerns are assessed, and appropriate corrective actions are taken where necessary. These measures help protect confidential information, reduce the risk of unauthorised disclosure, and strengthen trust and accountability in the handling of stakeholder data.

KPI Metric & Unit (Target / Actual)	2023	2024	2025
Data Breach Incidents:	0	0	0
% of people Trained on Information security	78%	80%	89%

The Company follows a structured process for reporting, containing, and investigating information security incidents and data breaches. Incidents involving personal data are documented and addressed through appropriate corrective actions to mitigate their impact and prevent recurrence. Where required, affected stakeholders are informed of relevant incidents. These measures promote accountability, support timely incident management, and strengthen the Company's approach to information security and data protection.

Environmental
Stewardship



Environmental Policy

(GRI 2-23, GRI 2-24, GRI 3-3, GRI 302, GRI 303, GRI 305, GRI 306)

Eco Jute Pvt. Ltd. is committed to responsible environmental management, efficient resource utilisation, pollution prevention, and continual improvement in environmental performance. The Company focuses on minimising the environmental impacts of its manufacturing operations through responsible energy and water consumption, waste management, emissions reduction, and compliance with applicable environmental requirements.

Environmental Targets

Focus Area	Target
Greenhouse Gas Emissions	From establishing energy and emissions monitoring practices in 2023 to achieving a 12% reduction in Scope 1, Scope 2, and relevant Scope 3 GHG emissions by 2030, compared with the 2023 baseline.
Energy Consumption	From promoting energy-conscious operating practices in 2023 to achieving a 15% reduction in energy consumption per unit of production by 2030, implementing at least two energy-efficiency initiatives annually, and replacing or upgrading 100% of identified inefficient lighting systems wherever technically feasible.
Renewable Energy	From assessing opportunities for cleaner energy in 2023 to increasing the share of electricity sourced from renewable energy to 10% by 2030, where technically and commercially feasible.
Water Consumption and Conservation	From establishing responsible water-use and conservation practices in 2023 to achieving a 10% reduction in domestic water consumption per employee and a 30% reduction in total water consumption by 2030, compared with the 2023 baseline.
Water Reuse and Rainwater Harvesting	From identifying opportunities for water recovery and conservation in 2023 to reusing or recycling at least 20% of suitable wastewater and implementing rainwater harvesting systems at 100% of applicable factory locations by 2030, wherever technically and operationally feasible.
Water Management and Compliance	From establishing water infrastructure maintenance and wastewater monitoring practices in 2023 to completing 100% of annual inspections of major water infrastructure, maintaining 100% compliance with applicable wastewater discharge standards, and conducting annual water-risk assessments covering 100% of operational sites by 2030.
Air Quality	From establishing air-emission control and monitoring practices in 2023 to maintaining 100% compliance with applicable air-emission requirements, completing all required annual monitoring, and reviewing 100% of identified significant air-emission sources annually through 2030.
Responsible Materials and Waste	From promoting responsible material use and waste segregation in 2023 to achieving a 10% reduction in hazardous and non-hazardous waste generation per unit of production and a minimum 30% recovery, reuse, or recycling rate for total generated waste by 2030, compared with the 2023 baseline, wherever technically feasible.
Chemical Management	From establishing responsible chemical handling and compliance practices in 2023 to reducing hazardous chemical inventory by 3% annually, where technically feasible, and conducting quarterly reviews of applicable chemical requirements, including relevant REACH requirements and customer Restricted Substances Lists (RSLs), through 2030.
Sustainable Product Design	From considering material efficiency and product durability in 2023 to conducting environmental reviews for 100% of new products and major product modifications, achieving a 5% reduction in material consumption per unit for selected products, and ensuring at least 25% of applicable new product designs incorporate recyclable, reusable, biodegradable, or responsibly sourced materials by 2030.

Focus Area	Target
Sustainable Packaging	From promoting responsible packaging practices in 2023 to reducing unnecessary packaging material by 10% by 2030, compared with the 2023 baseline, for applicable products.
End-of-Life Responsibility	From promoting responsible product and packaging disposal in 2023 to providing disposal, recycling, or reuse guidance for 100% of applicable products, establishing relationships with at least two relevant recycling, recovery, or waste-management partners where applicable, and conducting annual reviews of end-of-life practices by 2030.
Product Development and Design Efficiency	From strengthening design coordination and product development practices in 2023 to improving new product launch timelines by 20% compared with the previous year, reusing 40% of applicable components in new product designs, and achieving 99% accuracy in Bill of Materials (BOM) data across systems by 2030.
Customer Health and Product Safety	From maintaining product quality and safety controls in 2023 to ensuring 100% of finished products undergo applicable quality and safety checks before dispatch, investigating 100% of product-related health, safety, or quality complaints within defined timelines, and closing 100% of confirmed product safety-related corrective actions within defined timelines by 2030.
Environmental Compliance	From maintaining applicable environmental approvals and compliance records in 2023 to maintaining 100% validity of applicable environmental licenses, permits, consents, and approvals, achieving zero delayed renewals, and conducting 100% of scheduled compliance reviews annually through 2030.
Natural Environment and Green Cover	From maintaining existing green areas and promoting environmental awareness in 2023 to undertaking at least one tree plantation or green-area enhancement initiative annually, monitoring newly planted vegetation, and maintaining existing green areas through 2030, wherever site conditions permit.

Roles and Responsibilities

- **Senior Management:** Oversees Environmental Policy implementation, allocates resources, and reviews environmental performance and improvement initiatives.
- **Environmental Officer (EMR):** Coordinates policy implementation, monitors environmental performance and compliance, maintains records, and coordinates policy reviews.
- **Sustainability and Compliance Officer:** Conducts environmental audits and risk assessments, monitors regulatory requirements, and follows up on corrective actions.
- **Facilities and Operations Management:** Implements environmental controls, monitors resource consumption, and manages waste and pollution prevention measures.
- **Procurement and Supply Chain Officer:** Promotes responsible sourcing and communicates environmental requirements to suppliers.
- **Employee Representatives:** Promote environmental awareness and communicate employee suggestions and concerns.
- **Employees and Contractors:** Follow environmental procedures, use resources responsibly, minimise waste, and report environmental concerns.

Environmental Monitoring and Corrective Actions

The Company monitors energy and water consumption, emissions, waste generation, and other relevant environmental aspects. Identified concerns and non-compliances are reviewed, and corrective actions are implemented and monitored. Significant findings are communicated to Senior Management.

Review Mechanism

The Environmental Officer coordinates periodic policy reviews, considering environmental performance, compliance status, risks, and corrective actions. The Sustainability and Compliance Officer provides inputs

on audit findings and regulatory changes, while Senior Management reviews and approves necessary updates.

Energy Management and Climate Action Measures

Energy and Carbon Audit of Company Operations

(GRI 302-4, 305-1)

- Audits evaluate electricity and fuel consumption patterns across Eco Jute Pvt. Ltd.'s operational areas.
- Assessment helps identify major energy-use points and emission sources.
- Findings are used to identify opportunities for energy-efficiency improvements and emission reduction.
- Audit outcomes support informed decision-making to reduce environmental impact and improve operational efficiency.

These audits enable Eco Jute Pvt. Ltd. to monitor its energy and carbon footprint and support continuous improvement in environmental performance.

KPI Metric & Unit (Target / Actual)	2023	2024	2025
Total Electricity Consumption (kWh)	2,82,506	2,79,149	2,93,749

Energy Efficiency, Clean Energy Adoption, and Low-Carbon Operations

(GRI 302-4, 305-1, 305-5)

Eco Jute Pvt. Ltd. implements operational measures to improve energy efficiency and reduce carbon emissions across facilities, utilities, and logistics. Energy-efficient technologies, upgraded equipment, optimized processes, and heat recovery support reduced electricity and fuel consumption, while cleaner, lower-carbon energy sources are promoted to lower carbon intensity.

Transportation-related emissions are addressed through optimized logistics, efficient vehicle use, and cleaner transport practices. These measures collectively drive continuous improvement in energy performance, reduce greenhouse gas emissions, and support the Company's environmental sustainability objectives.

To strengthen long-term performance, the Company periodically reviews energy consumption patterns and carbon emission sources to identify further reduction opportunities. Preventive maintenance, employee awareness on energy-efficient practices, and gradual integration of low-carbon technologies support continuous improvement and alignment with climate-related sustainability goals.

Employee Training on Energy Conservation and Climate Action

(GRI 302-4, 305-5)

Eco Jute Pvt. Ltd. conducts employee awareness and training programs to promote energy conservation and support climate action across its operations. These programs educate employees on their individual roles in reducing energy consumption and minimizing greenhouse gas (GHG) emissions in day-to-day activities.

Training and awareness initiatives focus on:

- Energy-saving practices in offices and production areas.
- Efficient use of electrical equipment, lighting, and machinery.
- Adoption of best practices to reduce unnecessary energy use.
- Awareness of climate change impacts and the importance of reducing carbon emissions.
- Encouraging responsible behaviour that supports the Company's energy and environmental goals.

Through these initiatives, employees are actively engaged in supporting energy efficiency improvements and contributing to Eco Jute Pvt. Ltd.'s climate responsibility efforts.

KPI Metric & Unit (Target / Actual)	2023	2024	2025
People Trained on Energy Efficiency (Manhours)	85 %	91 %	93 %

Renewable Energy Use and Carbon Offset Initiatives

(GRI 302-1, 305-5)

Eco Jute Pvt. Ltd. promotes the use of renewable energy and energy-efficient practices to reduce reliance on conventional fossil-based electricity. Renewable energy initiatives and related energy-saving measures support efforts to improve energy efficiency and reduce the environmental impact of the Company's operations.

Resource Efficiemcy and Ghg Emission

Scope 1 GHG Emissions (Direct Emissions)

Scope 1 emissions represent direct greenhouse gas emissions from sources owned or controlled by Eco Jute Pvt. Ltd., such as fuel combustion in boilers, furnaces, and company-owned vehicles. Tracking these emissions helps the Company understand its direct environmental footprint and identify opportunities for emission reduction.

Year	Actual (tCo2eq)
2023	40.13
2024	37.41
2025	36.53

Scope 3 GHG Emissions (Value Chain Emissions)

Scope 3 emissions include all other indirect greenhouse gas emissions across Eco Jute Pvt. Ltd.'s value chain, including both upstream and downstream activities. This provides a broader view of the Company's carbon impact arising from suppliers, transportation, and the end-use of its products.

Year	Actual (tCo2eq)
2023	8,302.96
2024	17,219.02
2025	23,958.47

Scope 2 GHG Emissions (Indirect Energy Emissions)

Scope 2 emissions account for indirect greenhouse gas (GHG) emissions associated with the purchase of electricity, steam, heat, or cooling. These emissions occur at the facility where the energy is generated but are tracked as part of Eco Jute Pvt. Ltd.'s operational energy consumption.

Year	Actual (tCo2eq)
2023	203.56
2024	201.74
2025	208.56

Value Chain Breakdown (Upstream and Downstream)

To better manage Scope 3 emissions, Eco Jute Pvt. Ltd. categorizes value chain emissions into upstream activities, including sourced materials and transportation to the Company, and downstream activities, including product distribution and product use.

Year	Category	Actual (tCO_2eq)
2023	Upstream	35.64
2023	Downstream	286.94
2024	Upstream	243.90
2024	Downstream	928.47
2025	Upstream	161.26
2025	Downstream	675.58

Methodology and Assurance

Eco Jute Pvt. Ltd. follows a structured GHG accounting and monitoring approach aligned with the GHG Protocol Corporate Standard and ISO 14064-1:2018, using the location-based method for Scope 2 emissions. The reporting boundary covers facilities and operations under the Company's financial and operational control. Where applicable, product and process-level environmental considerations follow life-cycle principles in line with ISO 14040/44.

A corporate GHG inventory is prepared and updated annually using activity data on energy use, fuel consumption, logistics, and operational records. Monitoring is integrated into the Company's ISO 14001 Environmental Management System and supported by controlled documentation, periodic data reviews, and defined responsibilities for data owners to ensure reliability and accuracy. The inventory covers manufacturing, storage, utilities, and administrative functions.

Periodic management reviews assess progress on emission reduction and resource-efficiency initiatives. ESG and environmental performance are communicated internally through management reviews and sustainability discussions. The GHG inventory and environmental data are also reviewed through internal audits to support transparency, accountability, and continual improvement.

How Eco Jute Pvt. Ltd. Maintains Control

- Preventive maintenance, utility monitoring, and resource-use tracking.
- Integration of energy and environmental reviews within the ISO 14001 management system.
- Periodic internal audits, inspections, and management reviews.
- Supplier engagement on environmental compliance and responsible practices.
- Employee awareness and training on energy efficiency and environmental management.

GHG Emission Intensity

GHG emission intensity measures carbon efficiency by expressing Scope 1 and Scope 2 emissions relative to annual revenue.

Year	Unit	Actual Emissions (tCO_2e)
2023	tCO_2e	243.69
2024	tCO_2e	239.15
2025	tCO_2e	245.09

Employee Training on Energy Efficiency and GHG Reduction Measures

(GRI 404-2, 404-1, 302-4, 305-5, 2-23)

Eco Jute Pvt. Ltd. conducts employee training and awareness programmes on energy efficiency, greenhouse gas (GHG) reduction, and sustainable operational practices. Key training areas include:

- Benefits of energy efficiency in reducing operational costs and environmental impacts.
- Efficient use of machinery, equipment, and lighting to minimise electricity and fuel consumption.
- Conservation of water, fuel, and other resources across production and support operations.
- Identification and reduction of energy wastage through improved processes and operational controls.
- GHG emission reduction measures across facilities, utilities, and logistics.
- Renewable energy options and their potential application in operations.
- Employee-led initiatives to improve energy performance and sustainability.
- Monitoring energy consumption, reporting emissions, and tracking improvement progress.

EHS personnel and operational supervisors support the training. Attendance sheets and training logs are maintained, as applicable, to record participation.

These initiatives promote responsible resource use, improve energy performance, and support GHG emission reduction and continual environmental improvement.

Sustainable Transportation and Logistics Emissions Reduction Measures

(GRI 305-3, 305-5, 302-5, 2-23, 2-27)

Eco Jute Pvt. Ltd. promotes efficient transportation and logistics practices to reduce GHG emissions while maintaining operational efficiency. Key measures include:

- **Fleet Efficiency:** Encouraging the use of fuel-efficient and well-maintained vehicles.
- **Route Planning:** Optimising routes to reduce travel distances and avoid empty trips.
- **Load Management:** Maximising cargo per trip to minimise journeys and fuel consumption.
- **Monitoring and Reporting:** Tracking fuel use and transportation-related emissions to identify improvement opportunities.
- **Employee Engagement:** Training drivers and logistics personnel in fuel-efficient driving and sustainable transport practices.

These measures support lower transportation-related emissions, improved fuel efficiency, and the Company's broader climate and sustainability goals.

Water Management & Sustainable Use

GRI 303-1, 303-2, 303-3, 303-4, 303-5

Water Recycling and Reuse Technologies in Operations

(GRI 303-3, GRI 303-5)

Eco Jute Pvt. Ltd. promotes water conservation across its jute and cotton bag manufacturing operations by reducing freshwater consumption, preventing wastage, and encouraging water reuse. Conservation measures are considered in production activities, washing, equipment cleaning, and general housekeeping.

Water generated from operational activities is managed responsibly, with suitable opportunities for treatment and reuse in floor washing, equipment cleaning, and other non-production applications. Filtration and Reverse Osmosis (RO) may be used where applicable to improve water quality and support reuse.

Measures include installing water-efficient taps and fixtures, identifying and repairing leaks promptly, maintaining water supply systems, and controlling water use during production and cleaning. The Company also promotes efficient equipment and improved operating practices to minimise unnecessary consumption without compromising product quality.

Employees are encouraged to follow water-saving practices and identify opportunities for suitable water reuse. Water withdrawal, consumption, recycling, and reuse are monitored to assess performance and identify further improvements.

These initiatives aim to reduce freshwater consumption, improve water-use efficiency, prevent wastage, and strengthen responsible water management across operations.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Total Water Recycled & Reused (KL/Year)	492	511	580

Water Audit and Consumption Efficiency Assessment

(GRI 303-4, GRI 303-5)

Eco Jute Pvt. Ltd. monitors water consumption across its jute and cotton bag manufacturing operations to assess usage and identify conservation opportunities. Monitoring covers water intake and use in production, washing, equipment cleaning, and other operational activities.

Water consumption is reviewed through available records, operational observations, and periodic assessments to identify high-consumption areas, losses, unnecessary usage, and efficiency improvements. The Company also evaluates opportunities for water reuse, wastewater management, and reducing freshwater requirements.

Based on these reviews, the Company promotes process improvements, maintenance of water supply systems, efficient equipment, water recycling and reuse, and water-saving technologies wherever feasible. Production, cleaning, and housekeeping practices are also reviewed to minimise wastage.

Water consumption findings are considered within the Company's environmental management practices to identify corrective measures and support continual improvement. These efforts aim to strengthen water monitoring, reduce water losses, and minimise freshwater consumption across operations.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Total Water consumption (Cubic Mtr / Year)	2,126	1,068	966

Water-Efficient Manufacturing and Processing Measures

(GRI 303-4, GRI 303-5)

Eco Jute Pvt. Ltd. follows water-efficient practices across its jute and cotton bag manufacturing operations to reduce freshwater consumption. Water conservation measures are followed during fabric preparation, printing, washing, equipment cleaning, and general housekeeping to avoid unnecessary water use while maintaining product quality.

During fabric preparation and processing, water usage is controlled through efficient operating practices. Washing and cleaning of jute and cotton materials are carried out with care to avoid excessive water consumption. Printing and finishing activities are also managed to minimize water use wherever applicable.

For equipment cleaning and maintenance, the Company promotes the use of controlled-flow hoses and efficient cleaning methods. Water-efficient taps and fixtures, regular maintenance of water supply systems, and timely identification of leaks further help prevent water wastage in production areas and employee facilities.

Employees are encouraged to use water responsibly, avoid unnecessary consumption, report leaks, and follow water-saving practices during daily operations.

Water Risk and Wastewater Management Assessments

(GRI 303-3, GRI 303-5)

Eco Jute Pvt. Ltd. undertakes water-related assessments to identify potential risks associated with water availability, consumption, and wastewater management at its manufacturing facility.

Water Risk Assessment

- Evaluation of water availability, scarcity, and water-related stress in the surrounding geographical area.
- Identification of potential water-related risks affecting manufacturing operations, local communities, and surrounding ecosystems.
- Review of water consumption patterns, wastewater generation, and potential environmental impacts.
- Assessment findings are used to support site-level water management practices, conservation initiatives, and appropriate risk mitigation measures.

Wastewater Quality Assessment

Eco Jute Pvt. Ltd. monitors wastewater quality through appropriate testing and assessment practices to support regulatory compliance and responsible wastewater management. Key measures include:

- Periodic testing of wastewater discharge to verify compliance with applicable environmental requirements.
- Assessment of relevant physical, chemical, and biological wastewater parameters, as applicable.
- Identification and implementation of corrective actions where deviations from legal or internal standards are identified.
- Use of monitoring results to improve water-use efficiency, control pollution, and minimise environmental impacts.

These measures support responsible wastewater management, regulatory compliance, and continual improvement across the Company's operations.

Rainwater Harvesting and Water Reuse

(GRI 303-3, 303-5)

Eco Jute Pvt. Ltd. recognises the importance of rainwater conservation and responsible water resource management. The company encourages the efficient use of available water resources and aims to explore suitable opportunities for improving rainwater management within its operational premises.

The feasibility of introducing roof-based rainwater collection, filtration, and storage systems may be assessed based on site conditions and infrastructure requirements. Such initiatives can support future water conservation efforts, reduce dependence on freshwater sources, and strengthen the company's overall approach to sustainable water management.

Product Health, Safety and Customer Awareness

(GRI 416-1, 416-2, 2-25)

Eco Jute Pvt. Ltd. communicates relevant product health and safety information to customers to support the safe use, handling, and storage of its jute and cotton bags. Customer guidance covers material characteristics, product quality, and potential considerations such as loose fibres, dust, material sensitivity, and product integrity that may affect usability or cause discomfort.

The Company communicates its product quality controls, safety practices, and compliance with applicable requirements to support customer confidence in the products supplied. Where relevant, customers are provided with recommendations for proper handling, unpacking, storage, and distribution to prevent contamination, material damage, or product deterioration.

Customer awareness is further supported through appropriate information materials and guidance on product care and safe handling. These measures promote responsible product use, address relevant safety considerations, and strengthen customer awareness across the value chain.

Control of VOC Emissions and Product-Related Chemical Safety

(GRI 416-1, 2-25)

Eco Jute Pvt. Ltd. aims to minimise potential VOC emissions from its finished products and prevent associated customer health and safety concerns, including sensory irritation. The Company promotes the selection of suitable raw materials and, wherever applicable, low-VOC or compliant printing inks, adhesives, coatings, and other finishing materials.

Relevant supplier specifications and material safety information are reviewed, where applicable, to assess potential chemical-related risks. Product quality checks are also undertaken before dispatch to identify concerns relating to material quality, odour, and product condition. These practices support responsible material selection, product safety, and compliance with applicable requirements.

Products designed for Safe and Low-Impact Cleaning

(GRI 416-1)

Eco Jute Pvt. Ltd. promotes simple and safe cleaning practices for its jute and cotton bags that do not require harsh chemical cleaners. Customers are advised to use gentle cleaning methods, such as spot cleaning with a soft cloth and mild soap or detergent, where suitable for the material. Excessive use of water, bleaching agents, and strong chemical cleaners should be avoided to prevent damage, discolouration, or deterioration of the product.

Customers are also encouraged to air-dry products naturally and store them in a clean, dry place after use. These care recommendations help maintain product quality and durability while reducing the need for harsh cleaning chemicals and supporting safer product maintenance.

Material Consumption Reduction through Process Optimisation and Lean Manufacturing

(GRI 301-1, 2-25)

Eco Jute Pvt. Ltd. promotes process optimisation and lean manufacturing techniques to reduce material consumption across its jute and cotton bag manufacturing operations. Manufacturing processes are periodically evaluated to identify opportunities to minimise excess raw material use and improve resource efficiency.

Process reviews are undertaken before introducing changes to materials or production methods to identify potential savings without affecting product quality. Lean techniques, including Value Stream Mapping and Just-in-Time inventory management, can be applied to eliminate non-value-adding activities and align material usage with production requirements. Efficient cutting layouts, careful fabric handling, and production planning further help minimise material wastage and prevent damage to raw materials during storage.

These measures support reduced material consumption, improved production efficiency, and responsible raw material management.

Material Recovery and Reuse in Manufacturing Operations

(GRI 301-2, 306-4)

Eco Jute Pvt. Ltd. promotes the recovery and reuse of materials generated during jute and cotton bag manufacturing to reduce dependence on virgin raw materials and minimise waste generation. Suitable fabric offcuts and production remnants from cutting and stitching activities are segregated and assessed for reuse in smaller products, accessories, or other suitable applications, wherever feasible.

The Company also encourages efficient material utilisation through production planning, cutting optimisation, and responsible handling of raw materials. Opportunities to source recycled or reclaimed material inputs from suppliers are considered, subject to availability, product specifications, and quality requirements.

These practices support material recovery, reduce disposal of reusable production scrap, minimise demand for virgin resources, and improve overall resource efficiency.

Adoption of Eco-Friendly Materials in Operations

(GRI 301-1, 2-25)

Eco Jute Pvt. Ltd. promotes the use of eco-friendly and lower-impact materials across its jute and cotton bag manufacturing operations to reduce environmental impacts and dependence on conventional synthetic materials. The Company uses natural fibres such as jute, cotton, canvas, and Juco fabrics for manufacturing shopping, promotional, packaging, and customised bags. Recycled and certified fabric options, including GRS- and GOTS-related materials, are considered where specified by customer requirements.

The Company also evaluates suitable printing and finishing methods that support efficient material use and minimise environmental impacts. Digital printing is used for customised product designs, offering an alternative that can reduce water consumption compared with conventional printing methods. In addition, opportunities to incorporate recycled fabrics, reusable materials, and recyclable or biodegradable packaging are considered during product development and procurement, subject to product quality and customer requirements.

These measures support responsible material selection, reduce reliance on conventional materials, and strengthen the Company's commitment to sustainable bag manufacturing.

Environmental Emergency Preparedness and Response Measures

(GRI 306-3, 306-2)

Eco Jute Pvt. Ltd. promotes structured preparedness and response measures to address potential environmental emergencies and minimise impacts on soil, water, and air arising from its manufacturing and support operations.

Preparedness and Response Actions

- Development and documentation of emergency response procedures for incidents such as fuel or lubricant spills, leaks, fire-related incidents, and other events that may cause environmental contamination.
- Communication of relevant emergency procedures to employees and contractors, including periodic updates and revisions.
- Employee training on emergency response protocols, including initial response actions, containment of spills, safe handling of affected materials, and evacuation procedures.
- Regular inspection and maintenance of applicable emergency response equipment, including fire extinguishers, first-aid facilities, spill-control materials, and personal protective equipment (PPE).
- Post-incident assessment and review to evaluate response effectiveness, identify environmental impacts, and determine corrective and preventive actions.
- Coordination with local authorities and relevant environmental agencies, where required, to support regulatory compliance and appropriate remediation.

These measures strengthen emergency readiness, support timely response to environmental incidents, minimise potential environmental damage, and promote safe and responsible manufacturing operations.

Hazardous Waste Management and Safe Disposal Practices

(GRI 306-1, 306-5, 2-25)

Eco Jute Pvt. Ltd. follows responsible waste management practices to ensure the safe handling, segregation, storage, and disposal of waste generated from its jute and cotton bag manufacturing operations. Any

hazardous waste generated from maintenance, printing, equipment cleaning, or other applicable activities is segregated at the source and stored separately from non-hazardous waste in suitable, clearly labelled containers to prevent mixing and cross-contamination.

Hazardous waste, where generated, is managed in accordance with applicable environmental requirements and handed over to authorised waste handlers for appropriate treatment and disposal. Suitable precautions are taken during collection, temporary storage, and handling to prevent spills, leakage, and potential contamination of soil and water.

Waste generation and disposal activities are documented through relevant records, including waste quantities, storage details, transfer documentation, and disposal receipts or certificates, as applicable. These practices support regulatory compliance, safe waste handling, traceability, and the prevention of adverse environmental impacts.

Safe Handling, Storage and Transportation of Hazardous Materials

(GRI 306-4, 403-7, 2-25)

Eco Jute Pvt. Ltd. follows appropriate procedures for the identification, labelling, storage, handling, and transportation of hazardous materials, wherever applicable, to minimise environmental impacts and occupational exposure across its jute and cotton bag manufacturing operations.

Materials requiring hazard communication are labelled in accordance with applicable GHS requirements, including relevant hazard symbols, risk information, and safe-handling instructions. Periodic inspections are conducted to ensure that labels remain accurate, legible, and visible.

Where hazardous materials are used or stored, they are kept in designated areas with suitable ventilation, restricted access, and secondary containment, as required by their characteristics. Storage conditions and inventory levels are periodically monitored to prevent leakage, deterioration, and unsafe accumulation.

Safe handling practices include the use of appropriate personal protective equipment (PPE), restricted access to designated work areas, and employee training on material handling, associated risks, and emergency preparedness. Where transportation of hazardous materials is applicable, suitable vehicles, trained personnel, required documentation, and appropriate route planning are considered to minimise risks during transit.

In the event of a spill, leakage, or accidental release, the affected area is secured, the incident is reported to the responsible supervisor, and suitable containment and clean-up measures are undertaken by trained personnel using appropriate PPE. Contaminated materials are collected and disposed of safely, and the incident is recorded for corrective action and review.

These measures support responsible material management, employee protection, and prevention of environmental contamination.

Employee Training on Safe Handling and Management of Hazardous Substances

(GRI 403-5, 306-4)

Eco Jute Pvt. Ltd. provides appropriate employee training and awareness on the safe handling, storage, and use of hazardous substances, wherever applicable, to minimise occupational health, safety, and environmental risks and promote safe operational practices.

Training covers the identification of relevant substances and their potential health and safety risks; interpretation of Globally Harmonized System (GHS) labels, Safety Data Sheets (SDS), and workplace warning signs; and safe storage practices to prevent leaks, spills, incompatible material reactions, and accidental exposure.

Employees are also made aware of safe handling and transfer procedures, correct use of personal protective equipment (PPE), and the steps to follow in case of spills, exposure incidents, or other emergencies. Training

further addresses reporting of incidents and unsafe conditions, timely escalation to management, spill containment, and appropriate first-response actions.

These initiatives strengthen employee awareness, promote safe material handling, and support the prevention of workplace incidents and environmental impacts.

Use of Safer Alternatives to Hazardous Substances

(GRI 301-1, 2-25)

Eco Jute Pvt. Ltd. promotes the use of safer and environmentally preferable materials across its jute and cotton bag manufacturing operations to minimise potential environmental and occupational risks. The Company prioritises natural fibres, including jute, cotton, canvas, and Juco, and evaluates lower-impact alternatives for materials used in printing, lamination, packaging, and other applicable production activities.

Where alternative materials are required, the Company considers options such as recycled fabrics, recyclable packaging, and biodegradable materials, subject to product specifications and quality requirements. Supplier information and material specifications are reviewed, where applicable, to assess material composition and identify alternatives that may reduce potential health, safety, and environmental risks.

These initiatives support safer material selection, responsible manufacturing, and reduced environmental impacts while maintaining product quality and operational efficiency.

Waste Reduction and Management Practices (Gri 306-1, 306-2, 306-3, 306-4, 306-5)

Internal Waste Reduction through Material Reuse and Recovery

(GRI 306-1, 306-4, 2-25)

Internal Waste Reduction through Reuse and Material Recovery Practices

(GRI 306-1, 306-4, 2-25)

Eco Jute Pvt. Ltd. adopts internal practices to reduce waste generation through the reuse, recovery, and repurposing of materials across its jute and cotton bag manufacturing operations. Usable fabric offcuts, leftover jute and cotton materials, packaging materials, equipment components, and office or production-related items are reused wherever feasible to extend their functional life and minimise disposal.

Repair and maintenance of machinery, tools, furniture, and equipment components are prioritised before replacement to reduce internal waste and resource consumption. Where direct reuse is not feasible, materials are segregated and assessed for recovery, recycling, or alternative internal applications, supporting efficient material utilisation and waste reduction at source.

These practices contribute to minimising internal waste generation, reducing the environmental footprint of operations, conserving resources, and promoting responsible waste management across the Company's facilities.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Total Waste Generated (Metric Tonnes)	59.61	84.53	75.77

Employee Awareness and Training on Waste Management Practices

(GRI 306-1, 306-2, 2-25)

Employee Training on Waste Reduction and Segregation Practices

(GRI 306-1, 306-2, 2-25)

Eco Jute Pvt. Ltd. provides waste management awareness and training to employees to promote proper waste segregation, material reuse, and recycling across its jute and cotton bag manufacturing operations. Training sessions and on-the-job briefings focus on identifying different waste categories, preventing improper disposal, and avoiding cross-contamination between hazardous and non-hazardous waste streams.

Employees are guided on waste minimisation practices, including the reuse of suitable fabric offcuts, jute and cotton remnants, packaging materials, and other reusable production items wherever feasible. Training also covers the proper collection, segregation, storage, and handling of recyclable waste generated during cutting, stitching, printing, finishing, and general housekeeping activities.

These initiatives strengthen employee awareness, improve compliance with internal waste management procedures, and support reduced waste generation and more effective material recovery and recycling.

Operational Waste Segregation and Responsible Disposal

(GRI 306-2, 2-25)

Eco Jute Pvt. Ltd. follows a structured approach to segregate operational waste at source into defined waste streams before disposal, enabling appropriate reuse, recycling, recovery, or safe handling across its jute and cotton bag manufacturing operations.

Waste is segregated into relevant categories, including fabric and jute offcuts, paper, cardboard, plastics, packaging waste, metal scrap, general waste, and hazardous waste such as used batteries or contaminated materials, wherever generated. Clearly labelled waste containers are placed in suitable operational areas to guide employees in proper segregation and prevent cross-contamination.

Reusable fabric remnants and suitable production scrap are assessed for internal reuse or recovery. Recyclable waste streams are collected separately and handed over to authorised recyclers or waste management partners, as applicable. Hazardous waste, where generated, is stored separately in designated containers and managed in accordance with applicable regulatory requirements.

These practices improve waste segregation, support material recovery and recycling, reduce disposal volumes, and promote responsible waste management across the Company's operations.

Waste Stream Identification, Mapping and Management

(GRI 306-1, 306-2, 2-25)

Eco Jute Pvt. Ltd. incorporates waste stream mapping into its waste management practices to systematically track waste from the point of generation through collection, segregation, storage, reuse, recycling, recovery, or final disposal.

Key waste streams, including organic waste, jute and cotton fabric offcuts, paper, cardboard, plastics, metals, glass, general waste, and hazardous waste such as used batteries or contaminated materials, where generated, are identified across relevant operational areas. The mapping process considers the sources of waste, handling methods, designated storage points, and applicable recovery or disposal routes.

This approach enables the Company to assess waste handling practices, monitor compliance with segregation and disposal requirements, and identify opportunities to improve material recovery, increase recycling, and reduce waste generation. The findings also support stronger internal controls, improved employee awareness, and continuous improvement in waste management performance.

Product Lifecycle and End-Of-Life Management Practices (Gri 301-3, 306-2, 306-4)

Customer Guidance on Product Longevity, Reuse and Material Recovery

(GRI 301-2, 306-4)

Eco Jute Pvt. Ltd. provides customers with relevant product care and handling guidance to extend the useful life of its jute and cotton bags and promote circular material use. Guidance covers suitable load limits and usage conditions, along with handling instructions to prevent damage caused by overloading, excessive friction, heat, moisture, or prolonged exposure to direct sunlight.

For storage, customers are advised to keep products in cool, dry and well-ventilated environments, protected from excessive humidity and extreme temperatures. The use of breathable covers or ventilated storage containers is recommended, and products should not be tightly compressed for extended periods, as this may affect their shape and material condition.

When products reach the end of their useful life, customers are encouraged to reuse or repurpose them where feasible, or send them for recycling through appropriate channels, depending on the material composition and available facilities. These practices help minimise material degradation, extend product lifespan, reduce waste sent to landfill, and support responsible circular material flows.

Sustainable Primary Packaging and Circular Material Management (Gri 301-2, 306-2)

Packaging Optimisation for Recyclability and Resource Efficiency

(GRI 301-2, 306-2)

Eco Jute Pvt. Ltd. considers packaging design and material selection as part of its efforts to reduce resource consumption and support circular material flows. Packaging for jute and cotton bags is selected with consideration for product protection, transportation requirements, recyclability, and ease of handling by customers. The Company aims to increase the use of recyclable and resource-efficient packaging materials while reducing unnecessary packaging.

Key packaging principles include:

- **Selection of Recyclable Materials:** Preference is given, where feasible, to commonly recyclable materials such as paper and cardboard, along with recyclable plastics where required for product protection or customer specifications.
- **Simplified Material Composition:** Packaging with fewer material combinations is considered to make segregation and recycling easier and reduce difficulties associated with mixed-material packaging.
- **Optimised Packaging-to-Product Ratio:** Packaging quantities and dimensions are reviewed to avoid unnecessary material use while maintaining adequate protection during storage, handling, and transportation.
- **Efficient Packaging Operations:** Packaging formats and assembly methods are selected to support efficient packing, reduce material handling requirements, and minimise packaging waste.
- **Design for Easy Separation:** Packaging components are selected, where practicable, to allow easy separation and removal, avoiding unnecessary laminations, adhesives, or mixed-material components that may hinder recycling.
- **Recycling Identification:** Relevant material identification, recycling symbols, or disposal instructions are considered for packaging to help customers identify appropriate recovery and disposal routes.
- **Lifecycle and Distribution Considerations:** Packaging choices are reviewed in relation to material consumption, product protection, storage, and transportation efficiency to identify opportunities for reducing environmental impacts across the supply chain.

Through these practices, Eco Jute seeks to improve packaging efficiency, encourage material recovery and recycling, minimise avoidable packaging waste, and support responsible material management throughout the product lifecycle.

Product and Packaging Design For Circularity and Material Recovery (Gri 301-2, 306-2)

Design Approaches Supporting Product Reuse, Repair, Disassembly and Recycling

(GRI 301-2, 306-2)

Eco Jute Pvt. Ltd. considers circularity principles in the design and selection of its jute and cotton bags and associated packaging. Product and packaging design practices aim to facilitate reuse, repair, material separation, sorting, and recycling at the end of their useful life. These practices help retain materials in circulation for longer, reduce waste sent to landfill or incineration, and promote responsible resource management.

Key design approaches include:

- **Reduction of Material Use:** Product and packaging materials are used efficiently, with a focus on minimising unnecessary fabric, packaging, and other material requirements while maintaining product quality, durability, and protection during handling, transportation, and storage.
- **Preference for Single-Material Packaging:** Wherever feasible, packaging made from a single material or easily separable components is preferred to simplify material identification, sorting, and recycling.
- **Customer Guidance for Material Recovery:** Relevant recycling, reuse, and disposal instructions are provided or considered for packaging to help customers prepare materials for appropriate recovery routes.
- **Product Design for Repair and Refurbishment:** Where practicable, product construction and components, such as handles, straps, and closures, are designed to allow repair or replacement, extending the useful life of bags and reducing the need for premature disposal.
- **Coordination with Material Suppliers:** Eco Jute engages with suppliers, where appropriate, to consider the recyclability, recoverability, and environmental characteristics of fabrics and packaging materials and encourage the use of materials that support circular resource flows.
- **Consideration of End-of-Life Recovery:** Product and packaging material choices take account of opportunities for reuse, repurposing, repair, and recycling. Where suitable, material components are selected to support easier separation and recovery after the product's useful life.

Through these approaches, Eco Jute seeks to extend product usability, improve packaging recyclability, increase opportunities for material recovery, and reduce environmental impacts across the product lifecycle.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Reporting on Product End of Life Treatment	0	0	0

Strategic Partnerships for Sustainable Product End-of-Life Management

(GRI 306-2, 301-2)

Eco Jute Pvt. Ltd. engages with external stakeholders, including customers, suppliers, recyclers, and waste management partners, to support the responsible management of products at the end of their useful life. These efforts aim to keep materials in circulation and minimise environmental impacts. Key initiatives include:

Local Recycling Facilities:Eco Jute identifies suitable local recycling facilities and collection centres that can support the recovery and recycling of used jute and cotton bags, fabric remnants, paper, cardboard, plastics, and other packaging materials. Customers may be guided towards appropriate collection and recycling facilities based on material type and local availability.

Recycling Partners:The Company considers collaboration with authorised or suitably qualified external recycling partners to ensure the appropriate collection, segregation, and processing of recoverable materials, reducing waste and preventing improper disposal.

Customer Awareness and Support:Eco Jute promotes customer awareness of responsible product reuse, recycling, and disposal. Customers are provided with relevant guidance on product return arrangements, suitable collection points, and recycling options, where available.

Industry Partnerships:The Company engages with suppliers, recycling organisations, waste management service providers, and relevant industry initiatives, where feasible, to improve product recovery methods, promote circular economy practices, and encourage appropriate recycling standards.

Monitoring and Feedback:The performance of external waste management and recycling partners is reviewed, where applicable, to assess their handling practices and compliance with relevant requirements. Feedback and information on recovered materials are considered when improving future partnerships and product end-of-life practices.

Through these initiatives, Eco Jute aims to strengthen responsible product end-of-life management, promote circular material flows, reduce reliance on virgin materials, and support sustainable resource recovery across its value chain.

Key features of product recovery and take-back arrangements include:

Convenient Product Collection:Where a take-back arrangement is established, customers may be provided with suitable collection or return options for used products at the end of their useful life. Applicable collection terms, including any charges, are communicated to customers to support convenient and responsible returns.

Buy-Back Option:Where commercially and operationally feasible, used products may be considered for return or buy-back arrangements. Returned items are assessed for their suitability for reuse, refurbishment, repurposing, or material recovery.

Reuse, Refurbishment and Recycling:Returned products are evaluated based on their condition and material composition. Suitable products may be repaired or repurposed, while recoverable jute, cotton, and packaging materials may be separated and channelled for recycling through appropriate partners.

Safe Disposal:Products and materials that cannot be reused or recycled are directed for responsible disposal through appropriate waste management channels in accordance with applicable environmental requirements, helping minimise landfill and pollution risks.

Customer Awareness:Eco Jute provides relevant guidance on available take-back arrangements, collection points, and product preparation requirements to support the efficient collection and processing of used products.

Continuous Improvement:Information on returned products, material recovery, and recycling outcomes is considered to improve product design, material selection, recovery methods, and future circularity initiatives.

Through these initiatives, Eco Jute promotes responsible product end-of-life management, reduces reliance on virgin materials, and supports a sustainable circular economy.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Reporting on Product End of Life Treatment	0	0	0

Responsible Product Use, Safety and Environmental Performance (Gri 416-1, 416-2)

Product Lifecycle Environmental Performance Assessments

(GRI 301-1, 305-5, 306-1)

Eco Jute Pvt. Ltd. evaluates relevant environmental considerations associated with its jute and cotton bags throughout their lifecycle, with particular attention to material selection, product durability, customer use, and end-of-life management. These assessments help identify opportunities to improve product design, optimise material consumption, and minimise environmental impacts. Key aspects considered include:

Climate and Energy Considerations: Evaluation of energy consumption and greenhouse gas emissions associated with raw material sourcing, manufacturing, packaging, transportation, and product use, helping identify opportunities to improve energy efficiency and reduce the product carbon footprint.

Raw Material and Resource Consumption: Review of the consumption of jute, cotton, canvas, Juco, and other materials during product manufacturing, with emphasis on efficient material utilisation, sustainable sourcing, and reduction of production waste.

Pollution and Waste Considerations: Assessment of potential environmental impacts associated with fabric cutting, printing, stitching, packaging, product maintenance, and end-of-life disposal, including material waste, particulate emissions, and other relevant pollution impacts.

Lifecycle-Based Improvements: Findings from internal reviews and product evaluations are considered when improving product design, material selection, packaging efficiency, durability, and opportunities for reuse and material recovery.

Stakeholder Communication: Relevant product information and environmental considerations are communicated internally and, where appropriate, to customers and suppliers to support informed decisions, responsible product use, and compliance with applicable environmental requirements.

Through these assessment practices, Eco Jute aims to integrate environmental considerations into product development and manufacturing, improve resource efficiency, minimise waste, and strengthen sustainability performance throughout the product lifecycle.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Reporting on Product End of Life Treatment	0	0	0

Customer Guidance for Product Use, Storage and Maintenance

(GRI 301-2, 306-2)

Eco Jute Pvt. Ltd. provides customers with relevant guidance to extend the useful life of its jute and cotton bags and encourage responsible product use, storage, and maintenance. These practices help preserve product quality, reduce the need for frequent replacement, minimise waste, and support circular material use. Key product care practices include:

Cleaning and Care Instructions: Customers are advised to follow suitable cleaning methods based on the fabric type, such as spot cleaning with a soft cloth and mild detergent where appropriate. Excessive water, bleach, and harsh chemical cleaners should be avoided where they may damage the material. Air drying is recommended to maintain product quality.

Periodic Inspection and Repair: Customers are encouraged to inspect bags periodically for damage to seams, stitching, handles, straps, and other components. Timely repairs can prevent further deterioration and extend product usability.

Repair or Replacement of Worn Components: Guidance may be provided on repairing or replacing worn components, such as handles, zippers, buttons, stitching, and other attachments, wherever feasible, rather than discarding the entire product prematurely.

Through these practices, Eco Jute encourages responsible product use and maintenance, helping customers extend product lifespan, reduce premature disposal, and support sustainable product lifecycle management.

Improved Fabric and Product Design for Durability and Reduced Fibre Loss

(GRI 301-2, 306-2)

Eco Jute Pvt. Ltd. considers fabric quality, product construction, and durability when manufacturing jute and cotton bags to minimise material deterioration and fibre loss during regular use and cleaning. Material selection and construction practices focus on maintaining product strength, reducing premature damage, and extending product life. Key considerations include the selection of suitable natural and blended fabrics, appropriate stitching techniques, and durable product finishing, while avoiding unnecessary treatments that could increase environmental impacts.

Product durability is further supported through construction techniques such as reinforced seams, secure handles, and appropriate stitching to reduce mechanical stress and premature fabric failure. Customer feedback and product performance observations are considered during product improvement activities to identify opportunities to enhance fabric quality and construction.

By combining suitable material selection, durable construction, and product performance reviews, Eco Jute aims to reduce fabric deterioration, minimise avoidable fibre loss, lower product waste, and support responsible textile lifecycle management.

Product Development to Minimise Resource Requirements During Use

(GRI 301-1, 301-2)

Eco Jute Pvt. Ltd. incorporates resource-efficiency considerations into product design and development with the objective of reducing resource requirements throughout the product lifecycle, including the customer use phase. Design decisions focus on durability, functional performance, ease of maintenance, and responsible material selection to minimise the need for frequent cleaning, repairs, and replacement. Key design considerations include:

Durability-Focused Product Design: Products are designed and manufactured with suitable fabric quality, reinforced stitching, and durable handles to maintain performance over extended use and reduce the need for frequent replacement.

Efficient Material Selection: Jute, cotton, canvas, Juco, and other suitable materials are selected based on product specifications, durability, intended application, and customer requirements to minimise excessive wear, damage, and premature deterioration.

Reduced Need for Cleaning and Consumables: Product design and material selection consider ease of maintenance, helping customers avoid frequent intensive cleaning and unnecessary use of detergents or other cleaning products during the use phase.

Customer-Friendly Product Design: Products are developed to support convenient and appropriate use, with suitable construction and functional features that reduce damage caused by improper handling, overloading, or unsuitable storage conditions.

Continuous Product Improvement: Customer feedback, product performance observations, and maintenance-related information are reviewed to identify opportunities for improving fabric selection, stitching, product durability, and ease of care.

Through these design-focused measures, Eco Jute aims to extend product lifespan, reduce resource requirements associated with product maintenance and replacement, improve material efficiency, and contribute to sustainable product lifecycle management.

Human Rights
& Labour



Human Rights & Labour

Eco Jute Pvt. Ltd. reviews workplace practices to identify social and labour-related risks, including working conditions, employee welfare, occupational health and safety, fair wages, non-discrimination, and prevention of child and forced labour. The findings guide improvements in workplace practices and protection of workers' rights.

Social Objectives And Targets

Baseline Year: 2023 | Target Year: 2030

Focus Area	Target
Responsible Recruitment and Employment	From establishing fair and transparent recruitment practices in 2023 to verifying the age and required documentation of 100% of new hires, maintaining documented job descriptions for 100% of positions, and ensuring 100% of recruitment contracts include applicable employment conditions by 2030.
Workplace Health, Safety and Well-Being	From strengthening workplace health and safety practices in 2023 to providing relevant health and safety training to 100% of employees annually, conducting safety inspections and risk assessments covering 100% of operational sites annually, and tracking 100% of identified safety risks through corrective action by 2030.
Fair Employment Practices	From promoting fair wages and transparent employment conditions in 2023 to ensuring 100% of salaries are paid on or before the 7th of each month, providing payslips to 100% of employees, maintaining zero unjustified wage deductions, and keeping average overtime below 12 hours per employee per week by 2030.
Employee Engagement and Social Dialogue	From promoting employee communication and participation in 2023 to conducting at least one management-worker committee meeting per quarter, organising at least two employee awareness sessions annually on workplace rights, acknowledging 100% of grievances within two working days, and resolving 100% within 30 working days, where practicable, by 2030.
Learning, Development and Career Growth	From establishing employee learning and development practices in 2023 to providing at least eight training hours per employee annually, completing induction training for 100% of new employees within one week of joining, conducting annual Training Needs Assessments across all departments, and providing labour and human rights awareness training to 100% of employees annually by 2030.
Protection from Child and Forced Labour	From maintaining zero tolerance for child labour and forced labour in 2023 to verifying the legal age of 100% of new hires, maintaining zero cases of underage employment, reviewing 100% of personnel files annually to ensure original identity documents are not withheld, and conducting at least two awareness sessions annually on child and forced labour through 2030.
Prevention of Harassment and Discrimination	From promoting equal opportunity and respectful workplace practices in 2023 to providing anti-discrimination and harassment training to 100% of employees annually, resolving 100% of discrimination complaints within 15 working days where practicable, maintaining zero confirmed retaliation incidents, and conducting one diversity and inclusion review annually by 2030.
Employee Privacy and Personal Data Protection	From establishing employee information confidentiality and access controls in 2023 to providing privacy awareness training to 100% of employees annually, restricting access to employee records to authorised personnel, reviewing access to sensitive employee records at least annually, and reviewing 100% of reported employee data and privacy incidents with corrective action where required by 2030.

Roles and Responsibilities

- **Senior Management:** Oversees policy implementation, provides resources, and reviews labour and human rights performance.

- **HR Manager:** Implements the policy, monitors labour law compliance, manages employee processes and grievances, and coordinates periodic policy reviews.
- **Sustainability and Compliance Officer:** Conducts assessments, monitors risks, and follows up on corrective actions.
- **Facilities and Operations Management:** Maintains safe working conditions and reports workplace concerns.
- **Procurement and Supply Chain Officer:** Promotes responsible sourcing and supplier compliance with labour and human rights requirements.
- **Employee Representatives:** Communicate employee concerns and support awareness initiatives.
- **Employees and Contractors:** Follow workplace requirements, respect others, participate in training, and report concerns.

Monitoring and Corrective Actions

The Company monitors working conditions, employee welfare, workplace safety, and grievances. Identified concerns are reviewed, and corrective actions are tracked until closure.

Review Mechanism

The HR Manager coordinates the policy review at least once every two years, considering employee feedback, performance, identified risks, and applicable legal requirements. The Sustainability and Compliance Officer provides compliance inputs, and Senior Management reviews and approves necessary updates.

Employee Career Development and Performance Assessment Practices (Gri 404-1, Gri 404-2, Gri 404-3)

Periodic Evaluation of Employee Performance and Development

(GRI 404-3)

Employee Career Development and Training Practices (Gri 404-1, Gri 404-2, Gri 404-3)

Regular Assessment of Individual Employee Performance

(GRI 404-3)

Eco Jute Pvt. Ltd. follows a structured performance assessment process to review employee performance, encourage continuous improvement, and align individual contributions with organisational objectives.

The process includes employee self-assessment, allowing individuals to reflect on their achievements, identify improvement areas, and highlight training and development needs. Managers subsequently evaluate employee performance, competencies, and role-specific contributions against defined criteria.

Performance review discussions provide constructive feedback, identify development opportunities, recognise employee contributions, and support performance improvement planning. This process promotes transparency, employee growth, and overall workforce effectiveness.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Employees receiving regular reviews	70%	80%	88%

Individual Employee Development and Career Planning

(GRI 404-2, 404-3)

Eco Jute Pvt. Ltd. supports employee development and career planning by identifying individual strengths, skill gaps, career interests, and organisational requirements. Based on these assessments, development plans may include training, skill-building, mentoring, on-the-job learning, and cross-functional exposure, with defined timelines and responsibilities.

Progress is reviewed periodically through performance discussions and feedback, and development plans are updated as required. This approach promotes continuous learning, career growth, internal development opportunities, and long-term workforce capability.

Internal Career Progression and Cross-Functional Mobility

Internal Career Mobility and Employee Growth Opportunities

(GRI 404-2, 404-3)

Eco Jute Pvt. Ltd. encourages internal career mobility to support employee growth, skill development, and organisational requirements. Employees may explore suitable internal opportunities based on their skills, experience, and career aspirations, with preference given to internal candidates where appropriate.

The Company supports different forms of internal mobility:

- **Vertical Mobility:** Employees may progress to higher-level roles based on performance, experience, competencies, and organisational requirements. Performance reviews help identify employees suitable for increased responsibilities.
- **Horizontal Mobility:** Employees may move across departments or functions at a similar job level to gain broader experience, develop new skills, and improve coordination.
- **Transversal Mobility:** Employees are encouraged to participate in cross-training and skill development activities to acquire transferable skills and adapt to different roles and responsibilities.

These practices support career progression, employee engagement, knowledge sharing, and a skilled and adaptable workforce.

Employee Skills DevelopMENT AND career Advancement

(GRI 404-1, 404-2)

Structured Skills Development and Professional Growth Training

Eco Jute Pvt. Ltd. provides periodic skills development training to strengthen job-related competencies, support career advancement, and promote continuous professional growth. Training programmes cover:

- Importance of continuous learning and skill development for career growth.
- Identification and improvement of workplace and role-specific skills.
- Setting skill development goals and aligning learning outcomes with job responsibilities.
- Workshops, hands-on training, on-the-job learning, and guided learning.
- Problem-solving and critical thinking for effective decision-making.
- Communication, teamwork, and collaboration skills.
- Cross-skilling and adaptability to support internal mobility and multi-functional capabilities.

Refresher training is conducted periodically to reinforce learning, address changing skill requirements, and support organisational and employee development objectives.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Career Management & Skill Development Training (Manhours)	3590	3780	3950

Prevention Of Child Labor, Forced Labor, and Human Trafficking

GRI 408-1, 409-1

Age Verification and Zero Child Labor Policy

(GRI 408-1, 2-25)

Eco Jute Pvt. Ltd. strictly prohibits the employment or engagement of any individual below 18 years of age. Only individuals who have attained 18 years are eligible for recruitment. The HR Department verifies valid government-issued age proof for every applicant before issuing an appointment or engagement letter. No individual below 18 years is permitted to work at the Company's premises, production areas, or other work locations.

Age verification is included in the recruitment and onboarding process, and relevant records are maintained to support compliance. The minimum age requirement and prohibition of child labour are communicated to employees and relevant recruitment stakeholders to ensure ethical employment practices and zero tolerance for child labour.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Child Labour (%)	0	0	0
Forced Labour (%)	0	0	0

Employee and Supply Chain Worker Grievance Redressal and Ethical Reporting Mechanism

(GRI 2-25, 2-30, 403-4, 406-1, 408-1, 409-1, 414-1)

Eco Jute Pvt. Ltd. provides a grievance and ethical reporting mechanism through which employees, contract workers, supplier workers, and other relevant stakeholders can raise concerns relating to labour rights, working conditions, discrimination, harassment, health and safety, child labour, and forced labour. The mechanism promotes accessibility, confidentiality, protection against retaliation, and timely resolution of reported concerns.

Scope of the Grievance Mechanism

The mechanism covers concerns relating to:

- Labour rights, including child labour and forced labour.
- Workplace discrimination and harassment.
- Working hours, wages, employee welfare, and working conditions.
- Occupational health and safety concerns.
- Labour and human rights issues within supplier operations.

Grievance Channels and Accessibility

Grievances may be submitted through written complaints, direct communication with HR or management, phone-based communication, or other available reporting channels. Information about the mechanism is communicated through employee onboarding, internal policies, notice boards, and supplier communication. Reasonable efforts are made to ensure accessibility for all relevant stakeholders.

Key Principles

- **Confidentiality:** Grievances are handled confidentially, with information shared only with authorised personnel.

- **Non-Retaliation:** Individuals raising concerns in good faith are protected against retaliation, discrimination, or adverse treatment.
- **Fair and Timely Resolution:** Reported concerns are reviewed impartially by designated HR or management representatives, investigated where necessary, and addressed through appropriate corrective actions.

Monitoring and Continuous Improvement

Grievances and their outcomes are documented, monitored, and reviewed to prevent recurrence. Findings are used to improve workplace practices, supplier engagement, corrective actions, and labour and human rights risk management.

This mechanism supports Eco Jute Pvt. Ltd.'s commitment to ethical conduct, respect for human rights, safe working conditions, and responsible supply chain practices.

Stakeholder Engagement on Child Labour and Forced Labour Prevention

(GRI 2-29, 408-1, 409-1)

Eco Jute Pvt. Ltd. engages with employees, contractors, suppliers, and relevant community representatives to identify and address risks relating to child labour, forced labour, and human trafficking across its operations and supply chain. Stakeholder interactions help identify potential labour-related concerns, including risks affecting vulnerable workers.

These engagements promote awareness of applicable labour standards, ethical recruitment, and responsible employment practices. Feedback and concerns raised by stakeholders are reviewed by management and used to strengthen workplace controls, supplier expectations, and grievance mechanisms, supporting continuous improvement in labour due diligence and responsible business practices.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
External Human Rights Reporting Compliance	100%	100%	100%

Human Rights Risk Assessment for Child Labour and Forced Labour Prevention

(GRI 2-25, 408-1, 409-1)

Eco Jute Pvt. Ltd. conducts internal human rights risk assessments to identify and evaluate potential risks relating to child labour, forced labour, and human trafficking within its operations and relevant supply chain activities.

The assessment covers recruitment practices, employment records, contractor engagement, and working conditions to identify actual or potential adverse impacts. Identified risks are evaluated based on their likelihood and severity and prioritised for appropriate action.

Assessment findings are reviewed by management and used to strengthen preventive controls, improve grievance mechanisms, and support compliance with applicable labour laws and ethical employment standards. Periodic reviews help monitor identified risks and improve the Company's human rights due diligence practices.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Child / Forced Labour & Trafficking Complaints	0	0	0

Employee Training on Child Labour and Forced Labour Prevention

(GRI 2-25, 408-1, 409-1)

Eco Jute Pvt. Ltd. provides employee training to strengthen awareness of human rights risks relating to child labour, forced labour, and human trafficking. Training helps employees identify, prevent, and report potential violations within the workplace and relevant supply chain activities.

Key training areas include:

- Minimum age requirements, child labour laws, and age verification procedures.
- Identification of forced labour and human trafficking indicators, including coercion and retention of personal documents.
- Employee roles and responsibilities in preventing human rights violations.
- Ethical recruitment and responsible employment practices.
- Procedures for reporting concerns through established grievance channels.
- Confidentiality and protection against retaliation for reporting concerns in good faith.
- Refresher sessions to reinforce awareness of human rights risks.
- Supervisor awareness of risks involving vulnerable workers.
- Integration of relevant human rights topics into new employee induction.

These training initiatives promote responsible employment practices and support compliance with applicable labour laws and human rights standards.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Total Training Hours of employees	7250	8700	8990
Average Training Hours per employee	19	22.8	24

Protection of Employee Identity Documents and Personal Records

(GRI 2-25, 2-30)

Eco Jute Pvt. Ltd. does not require employees to surrender or deposit their original personal identification documents as a condition of employment. Original documents are checked only for verification during onboarding and are returned to employees without retention.

Where copies are required for statutory or administrative purposes, they are securely maintained with access restricted to authorised personnel and used only for defined purposes. Employees are informed about the collection, use, and retention of their personal information in accordance with applicable requirements. Employee identification data is not shared with third parties unless required for legitimate business or legal purposes.

These practices protect employee privacy, prevent document retention, and support ethical employment practices.

Prevention of Excessive Use of Force and Restrictions on Freedom of Movement

(GRI 2-23, 2-25, 403-7)

Eco Jute Pvt. Ltd. is committed to maintaining a safe and respectful workplace where employees and workers are treated with dignity and their freedom of movement is respected. Any security personnel engaged by the Company are expected to act lawfully, professionally, and proportionately while performing their duties.

Security personnel, where applicable, are expected to avoid intimidation, coercion, physical abuse, or unnecessary restrictions on movement. Any use of force must be lawful, necessary, and proportionate to the

situation. Reported incidents or concerns are reviewed by management, and appropriate corrective actions are taken to prevent recurrence.

Victim Remediation for Child and Forced Labour

(GRI 2-23, 2-25, 408-1, 409-1)

Eco Jute Pvt. Ltd. follows a victim-centred approach to address any identified instances of child labour, forced labour or human trafficking within its operations or relevant supply chain. Remediation focuses on protecting affected individuals, taking appropriate corrective action and preventing recurrence.

Proportionate and Appropriate Response:Upon identifying a violation, immediate steps are taken to protect the affected individual and assess the nature and severity of the impact. Remedial measures are determined according to the circumstances and may include support for education or vocational training, income assistance where appropriate, access to medical or psychosocial support, and corrective action with suppliers to address the root causes.

Transparency and Stakeholder Communication:Relevant stakeholders, including management, affected individuals where appropriate, and concerned business partners, are informed about the issue and remediation measures while maintaining confidentiality. Eco Jute engages with suppliers, where applicable, to support the implementation and communication of corrective actions.

Monitoring and Effectiveness Review:Remediation measures are monitored through follow-up reviews, supplier assessments and grievance records, as applicable. Outcomes are documented, and lessons learned are used to strengthen human rights due diligence, employee awareness and preventive controls.

Monitoring of Controls on Child and Forced Labour Risks

(GRI 2-25, 408-1, 409-1)

Eco Jute Pvt. Ltd. periodically reviews the effectiveness of controls established to prevent child labour, forced labour and human trafficking within its operations and relevant supply chain. Reviews cover compliance with labour requirements, recruitment and age-verification procedures, employment records and grievance mechanisms.

Findings are used to strengthen existing controls, improve training, refine age-verification practices and enhance awareness of human rights risks. Management monitors corrective actions and reviews their effectiveness to support continuous improvement and prevent labour-related violations.

Occupational Health and Workplace Safety Management (Gri 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10)

Workplace Health and Safety Risk Assessment

(GRI 403-1, 403-2, 2-25)

Eco Jute Pvt. Ltd. conducts periodic health and safety risk assessments to identify, evaluate and manage potential hazards affecting employees across its operations. Assessments cover physical, ergonomic and operational risks associated with fabric handling, cutting, printing, stitching, machinery use, material storage and general workplace conditions. Chemical-related risks are considered where applicable, including printing inputs and maintenance materials.

Identified risks are evaluated based on their likelihood and severity to determine priorities for preventive action. Assessments are reviewed periodically and whenever changes occur in processes, equipment, workplace conditions or applicable regulatory requirements.

Based on assessment findings, preventive and corrective measures are implemented, including suitable engineering controls, safe operating procedures, personal protective equipment (PPE), employee training

and workplace improvements. Implementation is monitored to evaluate effectiveness, address identified gaps and support continuous improvement in occupational health and safety performance.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
% of operational sites an employee health & safety risk assessment has been conducted	100%	100%	100%

Workplace Health and Safety Emergency Preparedness Plan

(GRI 403-2, 403-7, 2-25)

Eco Jute Pvt. Ltd. maintains emergency response procedures to guide employees in responding to workplace injuries, fires, electrical hazards, machinery-related accidents and other potential emergencies. Where applicable, procedures also address spills involving printing or maintenance materials. The plan outlines emergency reporting, evacuation, first aid and coordination with internal response teams and external emergency services.

Emergency arrangements include accessible exits, designated assembly points, suitable fire-fighting equipment and relevant emergency response supplies. Employees are made aware of these procedures through induction training, safety signage and periodic briefings.

Emergency preparedness is reviewed through drills and response exercises, where conducted, to assess employee awareness and response effectiveness. Procedures are updated based on drill observations, incident findings, changes in workplace conditions and evolving operational risks to strengthen preparedness and protect employees.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Days lost to work-related injury / illness	0	0	0

Emergency Response and Employee Safety Continuity Framework

(GRI 403-2, 403-7, 2-25)

Eco Jute Pvt. Ltd. maintains an emergency response framework to protect employees and support workplace safety during incidents such as machinery-related accidents, fires, electrical faults and workplace injuries. Where applicable, procedures also address exposure to printing or maintenance materials. The framework defines emergency responsibilities, communication protocols, evacuation arrangements and initial response actions, supported by accessible emergency exits, designated assembly points and suitable fire-fighting and response equipment.

Employees are trained to recognise potential emergencies, report incidents promptly and follow established safety instructions. Preparedness is reinforced through safety briefings, emergency drills and periodic reviews of response arrangements. Lessons from drills and incidents are used to strengthen preventive measures and update procedures, supporting timely response and employee well-being.

Employee Health and Safety Reporting and Resolution Mechanism

(GRI 403-2, 403-4, 2-25)

Eco Jute Pvt. Ltd. provides employees with channels to report occupational health and safety incidents, hazards, near-misses and workplace safety concerns without fear of retaliation. Employees may raise concerns through their supervisors, designated management representatives or HR. Reports are documented with relevant details, including the date, location and nature of the concern.

Each report is reviewed and, where necessary, investigated to determine appropriate corrective or preventive action. Actions taken and their outcomes are recorded, with follow-up reviews conducted to assess

effectiveness. Reported concerns and recurring trends are analysed to strengthen safety controls, improve working conditions and prevent similar incidents.

Operational Equipment Safety Inspection and Verification Programme

(GRI 403-2, 403-7, 2-25)

Eco Jute Pvt. Ltd. conducts periodic safety inspections of machinery and equipment used in fabric cutting, printing, stitching and other production activities. Inspections cover machine guards, electrical connections, emergency stops, operating conditions and maintenance requirements. Findings are documented, and corrective actions are assigned as necessary. Equipment presenting an immediate safety risk is restricted from use until the identified issue is addressed. Preventive maintenance helps identify wear, defects and potential equipment failures at an early stage.

The effectiveness of equipment safety controls is reviewed through inspections, supervision and follow-up assessments to reduce operational risks, prevent accidents and maintain safe working conditions.

Periodic Employee Health Monitoring Programme

(GRI 403-3, 403-6, 2-25)

Eco Jute Pvt. Ltd. promotes employee health through appropriate health monitoring and access to medical guidance, taking into account job responsibilities and potential workplace exposures. Where required, health assessments are arranged at suitable intervals to identify occupational health concerns at an early stage.

Employees performing tasks involving machinery, prolonged standing, repetitive movements, noise or other relevant exposures may be considered for appropriate health assessments, including vision, hearing and musculoskeletal evaluations, based on identified risks. Health information is handled confidentially, and employees may be guided towards medical consultation or further assessment where necessary. General findings may inform improvements to workplace conditions and occupational health measures while protecting individual privacy.

Employee Health and Safety Training and Capability Development

(GRI 403-5, 403-7, 2-25)

Eco Jute Pvt. Ltd. provides health and safety awareness and training to help employees understand workplace hazards and follow safe working practices relevant to their responsibilities.

Key Training Areas:

- Identification of workplace hazards and job-specific safety risks.
- Safe operation of cutting, printing, stitching and other production equipment.
- Proper selection, use and care of personal protective equipment (PPE).
- Safe handling of printing inputs and maintenance materials, where applicable.
- Ergonomic practices to reduce physical strain and workplace injuries.
- Emergency response, fire safety, evacuation and basic first-aid awareness.
- Reporting of incidents, near-misses and unsafe conditions.

Training Delivery and Reinforcement:

- Health and safety induction for new employees.
- Periodic refresher sessions and workplace safety briefings.
- Role-specific guidance for production, maintenance and supervisory personnel.

Monitoring and Improvement:

Training attendance and participation records are maintained. Training effectiveness is reviewed through workplace supervision, incident trends and employee feedback. Content is updated based on risk assessment findings and lessons from workplace incidents.

Ergonomic Risk Prevention and Repetitive Strain Injury Management

(GRI 403-2, 403-6, 2-25)

Eco Jute Pvt. Ltd. identifies and addresses ergonomic risks associated with repetitive and physically demanding tasks, including fabric cutting, stitching, material handling, packing and prolonged workstation activities.

Preventive measures include:

- Reviewing workstations and tasks to identify repetitive movements, awkward postures and excessive physical strain.
- Adjusting table heights, seating and workstation arrangements to support comfortable working postures.
- Considering task rotation, where operationally feasible, to reduce prolonged repetitive movements.
- Providing suitable rest breaks to help manage physical fatigue.
- Using appropriate tools and equipment to minimise strain on the hands, wrists, shoulders and back.
- Conducting employee awareness sessions on posture, safe material handling and early symptoms of musculoskeletal discomfort.
- Encouraging employees to report discomfort or early signs of strain for timely review and corrective action.

These measures support employee comfort, reduce ergonomic risks and promote long-term occupational health.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Work-related Incidents	0	0	0
Fatal Incidents	0	0	0
LTI Frequency Rate (Direct Workforce)	0.00	0.00	0.00
LTI Frequency Rate (Subcontractor's Workers)	0.00	0.00	0.00

Integrated Workplace Health, Safety and Employee Well-Being Measures

(GRI 403-2, 403-6, 403-7, 2-25)

Eco Jute Pvt. Ltd. promotes an integrated approach to employee and contractor health, safety and well-being by addressing physical hazards, ergonomic concerns, workplace conditions and relevant operational risks. Measures include appropriate working hours, rest breaks, employee awareness, accessible reporting channels and management review of reported concerns, with protection against retaliation.

Workplace controls are applied to minimise exposure to potential hazards through suitable handling procedures, ventilation where required, appropriate PPE, employee training and periodic inspections. Employees undertaking outdoor or semi-outdoor activities are provided with suitable precautions for climatic conditions, which may include access to drinking water, shaded rest areas and adjustments to work arrangements where necessary.

Health and safety requirements are communicated to contractors and third-party workers, where engaged, through relevant induction, risk awareness, PPE requirements, incident reporting and emergency procedures. These measures support a consistent approach to workplace safety and the protection of everyone working at or on behalf of the company.

Equal Employment Opportunity and Workplace Harassment Prevention Practices (Gri 406-1)

Fair, Transparent and Inclusive Employee Recruitment

(GRI 2-6, 401-1, 2-25)

Eco Jute Pvt. Ltd. promotes transparent, merit-based recruitment and equal employment opportunities for all candidates, whether internal or external. Vacancies are communicated through appropriate channels, and selection decisions are based on relevant qualifications, skills, experience and suitability for the position.

The company prohibits discrimination based on gender, age, ethnicity, religion, disability or any other personal characteristic protected under applicable law. Recruitment personnel are expected to assess candidates objectively, using consistent selection criteria and fair interview practices.

Recruitment practices are periodically reviewed to identify gaps and strengthen compliance with equal opportunity principles. Appropriate corrective measures are taken where concerns are identified, supporting a fair, inclusive and diverse workplace.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Average unadjusted gender pay gap (Woman to man %)	0%	0%	0%
Total Women Representation (%)	1.71%	1.71%	1.71%

Employee Training on Workplace Discrimination Prevention and Harassment Awareness

(GRI 406-1, 405-2)

Eco Jute Pvt. Ltd. promotes a respectful, inclusive and safe workplace through employee training and awareness on discrimination, harassment and appropriate workplace conduct.

Training covers the following key areas:

- Understanding workplace harassment and discrimination, including discrimination based on gender, caste, religion, disability and other protected characteristics.
- Awareness of company policies, grievance procedures and applicable labour laws.
- Recognising, reporting and escalating incidents of harassment or discrimination.
- Promoting respectful communication, teamwork and cooperation.
- Bystander awareness and appropriate support for colleagues experiencing inappropriate behaviour.
- Preventive practices to maintain a safe and equitable workplace.
- Periodic refresher sessions to reinforce employee awareness.

These initiatives encourage employees to contribute to a workplace based on dignity, respect and equal treatment.

KPI Metric & Unit (Target / Actual)	Year 2023	Year 2024	Year 2025
Discrimination & Anti-Harassment Training (%)	100%	100%	100%
Sexual Harassment Complaints	0	0	0
Internal Discrimination Complaints	0	0	0

Employee Support Networks and Inclusive Workplace Resource Groups

(GRI 401-2, 405-1, 406-1)

Eco Jute Pvt. Ltd. encourages employee participation and mutual support through appropriate workplace communication and engagement arrangements. Employees from different backgrounds and roles are encouraged to share concerns, experiences and suggestions through HR, supervisors or designated representatives.

Where established, voluntary employee groups and peer-support arrangements may facilitate knowledge sharing, mentoring and awareness activities. These initiatives support employee engagement, professional development and an inclusive workplace culture.

Fair Compensation and Equitable Career Advancement

(GRI 2-30, 405-2)

Eco Jute Pvt. Ltd. aims to maintain fair and non-discriminatory compensation practices across its workforce. Remuneration is determined with consideration of job responsibilities, skills, experience, qualifications and applicable wage requirements.

Salary structures and compensation arrangements may be periodically reviewed to identify inconsistencies or potential disparities. Transparent communication regarding salary revisions, applicable benefits and career progression supports employee understanding and confidence in the remuneration process.

The company seeks to ensure that compensation and advancement decisions are based on objective and relevant employment criteria.

Highest to Median Pay Ratio

Year 2023	Year 2024	Year 2025
3.25:1	3.25:1	2.80:1

Equal Access to Career Development and Promotion Opportunities

(GRI 2-30, 405-2, 406-1)

Eco Jute Pvt. Ltd. promotes equal opportunities for employees to participate in professional development and career advancement. Training, performance assessments and development discussions help identify employee capabilities, improvement areas and opportunities for progression.

Anti-harassment and non-discrimination expectations are communicated during employee induction and through relevant awareness activities. Employees may raise workplace concerns through available grievance channels, with appropriate confidentiality and protection against retaliation.

Career development and promotion decisions are expected to be based on skills, experience, performance and role requirements.

Inclusive Employment and Workplace Accessibility for Employees with Disabilities

(GRI 405-1, 2-7)

Eco Jute Pvt. Ltd. supports an inclusive working environment where employees with disabilities are provided equal employment opportunities and appropriate workplace support. Reasonable adjustments may be considered according to individual needs and job responsibilities.

Where applicable, support may include suitable workstation arrangements, accessible facilities, appropriate tools, role-specific guidance and assistance from supervisors. These measures aim to enable employees to perform their responsibilities effectively and participate in workplace activities.

Corrective and Restorative Action for Workplace Harassment and Discrimination

(GRI 406-1, 2-30)

Eco Jute Pvt. Ltd. addresses confirmed incidents of harassment and discrimination through appropriate investigation, corrective action and employee support measures. Actions are determined according to the nature and seriousness of the incident and may include counselling, changes in reporting arrangements, workplace adjustments, formal warnings or disciplinary action.

Affected employees are provided appropriate support while maintaining confidentiality and protection against retaliation. HR or designated management representatives may conduct follow-up reviews to assess whether the concern has been adequately addressed and further action is necessary.

KPI Metric	Year 2023	Year 2024	Year 2025
Vulnerable / Marginalized Executive Hiring	0%	0%	0%
Total Minority / Vulnerable Employees (%)	0%	0%	0%

Promoting Equal Employment Opportunities and Workforce Inclusion

(GRI 405-1, 2-7, 401-1)

Eco Jute Pvt. Ltd. promotes equal access to employment, training and career development opportunities across its workforce.

Inclusive Programmes: Employee participation in mentoring, peer learning, knowledge sharing and cross-functional activities is encouraged where appropriate.

Professional Development: Training, workplace guidance and development opportunities are provided based on job responsibilities, individual capabilities and organisational requirements.

KPI Metric	Year 2023	Year 2024	Year 2025
Board Gender Balance (Women to Men %)	2%	2%	2%
Top Management Gender Balance (%)	15%	15%	15%

Monitoring and Feedback: Employee feedback and participation in development activities may be reviewed to identify barriers and improve accessibility.

Culture of Inclusion: The company promotes respectful communication, fair treatment and cooperation among employees, supporting an inclusive and diverse workplace.

Employee Engagement and Social Dialogue Practices (Gri 2-30)

Employee Representation and Collective Workforce Engagement

(GRI 2-30, 2-29)

Eco Jute Pvt. Ltd. recognises the importance of employee representation and structured communication between management and the workforce. Employees may communicate their concerns, suggestions and feedback through HR, supervisors or designated employee representatives.

Where representative arrangements are established, employees may participate in discussions concerning working conditions, employee welfare, workplace policies, health and safety and organisational changes. Management considers relevant feedback when reviewing workplace practices and identifying improvement opportunities.

These arrangements support transparency, mutual understanding and constructive employee-management relations.

KPI Metric	Year 2023	Year 2024	Year 2025
Workforce covered by elected representatives (%)	100%	100%	100%

Collective Bargaining and Employee Consultation on Workplace Health and Safety

(GRI 403-4, 2-30)

Eco Jute Pvt. Ltd. encourages employee consultation on occupational health and safety matters. Employees may raise concerns and provide suggestions regarding machinery safety, fabric handling, cutting and stitching activities, workstation conditions, PPE requirements and emergency preparedness.

Where collective agreements or formal employee representation arrangements apply, relevant safety responsibilities and consultation provisions may be documented and reviewed in accordance with applicable labour requirements.

Employee feedback is considered when identifying workplace hazards and strengthening preventive and corrective safety measures.

Fair Working Hours Management and Employee Leave Entitlements

(GRI 2-30, 401-2)

Eco Jute Pvt. Ltd. communicates working hours, overtime arrangements and applicable leave entitlements in accordance with relevant labour requirements and company procedures.

Employee feedback concerning work schedules, overtime and leave arrangements may be considered through HR discussions and consultation with employee representatives, where applicable. Relevant employment terms and applicable agreements are documented and communicated to employees.

These practices support transparency, consistent application of employment conditions and a reasonable work-life balance.

Employee Engagement and Collective Wage Negotiation Framework

(GRI 2-30, 401-2)

Eco Jute Pvt. Ltd. seeks to maintain fair and legally compliant wage practices through appropriate management and employee communication. Wage-related matters may be discussed through HR channels and employee consultation, taking into account statutory requirements, job responsibilities and organisational considerations.

Where formal collective bargaining arrangements apply, agreed wage structures and related terms are documented in accordance with applicable requirements. Employee concerns regarding wage calculations and compensation are reviewed to support transparency and consistent implementation.

KPI Metric	Year 2023	Year 2024	Year 2025
Collective Bargaining Violations (#)	0	0	0

Employee Engagement in Career Development, Training and Workplace Respect

(GRI 404-2, 406-1, 2-30)

Eco Jute Pvt. Ltd. encourages employee participation in discussions concerning career development, training requirements and workplace conduct. Feedback from employees and their representatives, where applicable, may be considered when planning training activities and reviewing workplace policies.

The company promotes fair access to learning and development opportunities and communicates expectations relating to respectful conduct, non-discrimination and harassment prevention.

These practices support employee development, workplace dignity and constructive engagement between management and employees.

KPI Metric	Year 2023	Year 2024	Year 2025
Collective Bargaining Violations (#)	0	0	0

Fair Working Conditions and Employment Practices (Gri 401-1, 401-2, 401-3)

Working Hours Management and Fair Overtime Compensation

(GRI 2-19, 402-1, 403-2)

Eco Jute Pvt. Ltd. maintains attendance and working-hour records to monitor employee attendance, shift schedules and overtime across relevant departments. HR and department supervisors review these records to identify irregularities and potential instances of excessive working hours.

Overtime patterns are reviewed to identify staffing requirements or workload imbalances. Where necessary, appropriate measures such as work allocation adjustments and shift planning may be considered.

Approved overtime and work performed on applicable rest days or holidays are compensated in accordance with statutory requirements and company procedures. Payroll and overtime records are periodically reviewed, and employees may raise concerns regarding discrepancies through HR.

KPI Metric	Year 2023	Year 2024	Year 2025
of Hours Worked (Manhours)	838656	950976	960960
% of plants and offices assessed	100%	100%	100%

Family-Friendly Workplace Practices and Work-Life Balance Support

(GRI 401-3, 403-6)

Eco Jute Pvt. Ltd. recognises the importance of supporting employees in balancing professional responsibilities with family and caregiving commitments.

The company provides applicable statutory leave entitlements, including maternity-related benefits, in accordance with relevant legal requirements. Employees may communicate family-related or personal support needs through HR for consideration under applicable company procedures.

Where feasible and suitable for the role, reasonable adjustments to work arrangements may be considered to support employees with family and caregiving responsibilities.

KPI Metric	Year 2023	Year 2024	Year 2025
Employee Awareness Coverage (%)	77%	80%	89%

Flexible Work Arrangements and Work-Life Balance Support

(GRI 403-6, 401-2)

Eco Jute Pvt. Ltd. considers suitable work arrangements to support employee well-being and work-life balance, subject to job responsibilities and operational requirements.

Where appropriate, adjustments to work schedules, leave arrangements or other working conditions may be considered through consultation with HR and the relevant department supervisor. Such arrangements are evaluated to maintain operational continuity while addressing reasonable employee needs.

Employee Healthcare Benefits and Medical Coverage Framework

(GRI 403-6, 401-2)

Eco Jute Pvt. Ltd. promotes employee health and well-being through workplace safety measures, health awareness and access to appropriate medical assistance where required.

Medical benefits and statutory health-related provisions are provided in accordance with applicable legal requirements and relevant company arrangements. Employees are encouraged to report workplace injuries, health concerns or occupational exposures promptly so that appropriate assistance and follow-up action can be considered.

Employee Satisfaction Assessment and Feedback Collection Mechanism

(GRI 2-25, 403-6)

Eco Jute Pvt. Ltd. encourages employees to share feedback regarding workplace conditions, management practices, employee welfare and their overall work experience. Feedback may be collected through HR discussions, employee meetings, grievance channels or internal surveys, where conducted.

The feedback received is reviewed by HR and management to identify improvement areas and determine appropriate actions. These findings support improvements in employee engagement, workplace conditions and organisational practices.

KPI Metric	Year 2023	Year 2024	Year 2025
Sustainability Session Satisfaction (%)	10%	10%	10%

Living Wage Assessment and Fair Compensation Assurance Framework

(GRI 2-30, 401-2, 405-2)

Eco Jute Pvt. Ltd. seeks to ensure that employee remuneration is fair and supports employees' economic well-being while meeting applicable statutory wage requirements.

Wage adequacy may be reviewed with consideration of local living costs, inflation, regional economic conditions, job responsibilities and relevant industry benchmarks.

KPI Metric	Year 2023	Year 2024	Year 2025
Living Wage Benchmarking Analysis (%)	100%	100%	100%
Living Wage Gap (%	0%	0%	0%

Key areas considered during wage reviews include:

- Periodic wage reviews considering inflation and changes in living costs.
- Benchmarking against relevant regional and industry wage levels.
- Internal pay assessments to support consistency across roles, skills and experience.
- Identification of potential gaps between prevailing wages and applicable living wage benchmarks.

The outcomes of these reviews may inform wage adjustments and compensation planning to support employee well-being and economic security.

KPI Metric	Year 2023	Year 2024	Year 2025
Employees Above Living wage rules (%)	100%	100%	100%
Employees Paid Below Living Wage (%)	0%	0%	0%

Transparent Pay Communication and Employee Remuneration Awareness Framework

(GRI 2-30, 401-2)

Eco Jute Pvt. Ltd. promotes clear and consistent communication of employee remuneration and applicable benefits so that employees understand their compensation arrangements.

Relevant information regarding wages, salary revisions, overtime payments and applicable benefits is communicated through HR and payroll processes.

KPI Metric	Year 2023	Year 2024	Year 2025
Employees covered in awareness program (%)	77%	80%	89%

Key communication practices include:

- Communicating applicable wage and salary revisions to employees.
- Providing remuneration details through payslips and payroll records.
- Explaining applicable overtime payments, deductions and statutory benefits.
- Allowing employees to raise questions or concerns regarding remuneration through HR.
- Encouraging employee feedback on compensation-related matters.

These practices support transparency, employee awareness and confidence in compensation administration.

Third-Party Worker Feedback Survey and Workforce Voice Assessment

(GRI 2-30, 402-1)

Eco Jute Pvt. Ltd. recognises the importance of obtaining employee feedback on workplace conditions and employment practices. Where appropriate, independent or third-party worker feedback mechanisms may be considered to support confidential and objective workforce consultation.

Such mechanisms may cover:

- **Independent Feedback Collection:** Use of an appropriate external platform or independent mechanism, where engaged, to gather employee feedback.
- **Confidentiality:** Protection of employee responses and privacy to encourage honest feedback without fear of retaliation.
- **Accessibility:** Suitable communication methods to enable participation across relevant employee groups.
- **Relevant Coverage:** Feedback concerning grievance mechanisms, health and safety, working hours, overtime and general workplace conditions.

Feedback findings are reviewed by management and HR to identify improvement opportunities, strengthen employee engagement and address potential workplace concerns.

Sustainable
Procurement



Sustainable Procurement Policy

(GRI 2-23, 2-24, 2-25)

Key Focus Areas

Eco Jute Pvt. Ltd. is committed to implementing responsible and sustainable procurement practices by integrating environmental, social and ethical considerations into its purchasing decisions and supplier relationships.

Sustainable Procurement Targets

Baseline Year: 2023 | Target Year: 2030

Focus Area	Target
Supplier Environmental Performance	Assess 100% of critical suppliers on environmental criteria and include environmental requirements in all new supplier contracts.
Supplier Social Responsibility	Assess 100% of critical suppliers for labour, human rights and occupational health and safety risks.
Supplier Ethical Performance	Complete ethical due diligence for 100% of new critical suppliers and obtain Supplier Code of Conduct acknowledgement from all active critical suppliers.
Sustainable Procurement	Allocate at least 50% of annual procurement spend to sustainable or environmentally preferable products and materials, where feasible.
Supplier ESG Compliance	Ensure 80% of active suppliers meet defined environmental and social compliance requirements.
Supplier Training and Engagement	Provide ESG awareness and capacity-building support to suppliers representing 80% of active suppliers.
Supplier Assessment and Audits	Extend ESG assessments, self-assessments and on-site audits to 100% of suppliers.
Responsible Jute Sourcing	Increase procurement from fair trade-certified and responsibly sourced jute suppliers by 25% against the 2023 baseline.
SME Supplier Participation	Increase participation of SME suppliers by 30% against the 2023 baseline.
Supply Chain Emissions	Reduce emissions associated with procured goods and services by 25%, subject to baseline and supplier data availability.

Roles and Responsibilities

- **Senior Management:** Provide direction, resources and oversight for sustainable procurement targets and corrective actions.
- **Procurement and Supply Chain Officer:** Implement the policy, integrate ESG criteria into supplier selection and contracts, maintain supplier records, monitor performance and conduct the annual policy review.
- **Sustainability and Compliance Officer:** Support supplier ESG assessments, monitor compliance, track non-conformities and recommend improvements.
- **Department Heads:** Apply sustainable procurement requirements within their respective departments and coordinate with the Procurement team.
- **Employees:** Follow procurement requirements, participate in relevant training and report supplier-related concerns.

Monitoring and Corrective Actions

Supplier performance shall be monitored through evaluations, self-assessments, audits and supporting documents. Identified gaps shall be addressed through corrective action plans, supplier engagement and follow-up reviews.

Policy Review

The Procurement and Supply Chain Officer is responsible for reviewing this policy annually and recommending updates based on performance, regulatory changes, operational requirements and supply chain risks. The Sustainability and Compliance Officer shall provide relevant ESG inputs, and Senior Management shall review and approve significant revisions.

Sustainable and Responsible Supply Chain Management

GRI 204-1, 308-1, 308-2, 414-1, 414-2

Ethical, Inclusive and Sustainable Supplier Relationship Management Framework

(GRI 2-23, 204-1, 308-1, 414-1)

Eco Jute Pvt. Ltd. promotes responsible, inclusive and ethical practices throughout its supply chain by considering environmental, social and governance factors in supplier selection, evaluation and engagement. The Company communicates expectations relating to labour practices, human rights, occupational health and safety, environmental protection, business ethics and legal compliance to its suppliers, contractors and service providers through procurement requirements and supplier guidelines.

Sustainability expectations are incorporated into supplier engagement and contractual requirements, where applicable. Supplier selection considers objective factors such as product quality, price, delivery capability, compliance and sustainability performance. The Company also encourages fair consideration of local suppliers and small businesses, subject to business requirements and established procurement criteria.

KPI Metric	Year 2023	Year 2024	Year 2025
Suppliers in Corrective Actions / Capacity Building (%)	0%	0%	0%
Sustainability Clauses in Supplier Contracts (%)	100%	100%	100%

Supplier awareness initiatives may address equal opportunity, prevention of discrimination and harassment, fair labour practices, workplace safety, grievance mechanisms and ethical business conduct. Guidance and training may be provided through supplier meetings, shared materials and follow-up engagement, particularly where improvement areas are identified.

Supplier Environmental and Social Risk Evaluation and Compliance Audit Process

(GRI 308-1, 414-1, 308-2, 414-2)

Eco Jute Pvt. Ltd. aims to identify, assess and monitor environmental and social risks associated with its suppliers through a structured supplier evaluation process. The framework considers suppliers providing raw materials such as jute, cotton, canvas and Juco, as well as packaging, goods and services.

Key Elements of the Framework

1. Risk Identification

Supplier risks are considered in relation to labour practices, human rights, occupational health and safety, environmental compliance, business ethics and applicable legal requirements.

2. Questionnaire-Based Assessment

Supplier self-assessment questionnaires and declarations may be used during onboarding and periodic evaluations to understand suppliers' environmental and social management practices.

3. On-Site or Virtual Audits

Supplier audits or verification reviews may be conducted based on the supplier's risk profile, business importance and assessment findings to examine compliance with relevant requirements.

4. Risk Prioritisation

Suppliers are prioritised according to the likelihood and severity of potential environmental and social impacts. Higher-risk suppliers may be subject to closer monitoring and additional engagement.

5. Corrective Actions and Monitoring

Non-conformities identified through assessments or audits are communicated to suppliers for corrective action. Improvement plans and follow-up reviews are used to monitor progress and encourage better performance.

This framework supports responsible sourcing, supply chain due diligence and the prevention or mitigation of adverse environmental and social impacts.

Supplier Sustainability Performance Recognition and Incentive Mechanism

(GRI 308-1, 414-1)

Eco Jute Pvt. Ltd. encourages suppliers to improve their environmental, social and ethical performance through supplier evaluations and ongoing engagement. Supplier performance may be reviewed through available assessments, supporting documents, audit findings and compliance with applicable procurement requirements.

KPI Metric	Year 2023	Year 2024	Year 2025
Agreements with Supplier Code of Conduct (%)	100%	100%	100%

Suppliers demonstrating consistent compliance and responsible business practices may receive recognition through:

- Consideration for preferred supplier status based on established evaluation criteria.
- Opportunities to participate in future sourcing and procurement activities.
- Continued business engagement based on quality, reliability, compliance and sustainability performance.

This approach encourages suppliers to maintain responsible practices and improve their environmental and social performance over time.

Incorporating Responsible Sourcing Performance into Procurement Staff Appraisals

(GRI 204-1, 308-1, 414-1)

Eco Jute Pvt. Ltd. aims to integrate responsible procurement considerations into the performance evaluation of personnel involved in purchasing and supplier management. Buyer evaluations may consider the application of supplier selection criteria, compliance with procurement requirements, supplier sustainability assessments and efforts to address identified supply chain risks.

KPI Metric	Year 2023	Year 2024	Year 2025
Suppliers Evaluated for ESG Performance (%)	70%	74%	77%

Procurement personnel are expected to consider environmental and social factors alongside quality, cost and delivery requirements when engaging suppliers. Their contribution to responsible sourcing, supplier monitoring and improvement initiatives may be reviewed during periodic performance evaluations. This approach supports accountability and aligns purchasing decisions with the Company's sustainability commitments.

Supplier and Procurement Team Sustainability Awareness and Development Programme

(GRI 308-1, 414-1)

Eco Jute Pvt. Ltd. promotes sustainability awareness and capacity building among procurement personnel and suppliers to strengthen responsible sourcing practices and improve supply chain performance.

KPI Metric	Year 2023	Year 2024	Year 2025
Sustainable Procurement Training (%)	100%	100%	100%

Training of Procurement Professionals

Training and awareness activities may cover:

- Sustainable purchasing principles and responsible sourcing practices.
- Environmental and social risks associated with supply chain activities.
- Integration of sustainability criteria into supplier selection and evaluation.
- Labour standards, human rights, workplace health and safety, environmental compliance and ethical conduct.
- Supplier risk identification, corrective actions and performance monitoring.

Supplier Capacity Building Initiatives

The Company encourages supplier improvement through:

- Sharing environmental, social and ethical performance expectations.
- Providing guidance on responsible sourcing and applicable compliance requirements.
- Encouraging resource efficiency and responsible material management.
- Supporting improvements in labour practices, workplace safety and environmental management.
- Providing guidance on corrective actions where gaps are identified through assessments or audits.

These initiatives aim to strengthen supplier awareness, improve compliance and promote continuous improvement in environmental and social performance across the supply chain.

Annexure

ESG Performance Review & Roadmap



Environmental Performance Targets and KPIs

Energy Efficiency

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Total energy consumption (in KWH)	2,82,506.00	2,79,149.00	2,93,749.00	1,49,991.00	7364748
Energy Intensity (KWh/Revenue (in Lakhs))	55794	57637	65258.9	45482	44635
Total renewable energy consumption (in KWH)	0	0	0	82852	6000000
Renewable Energy against Total Energy (%)	0 %	0 %	0 %	55.03%	10%
% of people Trained on Energy Efficiency	85 %	91 %	93 %	95 %	100%

Greenhouse Gas Emissions

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Scope 1 GHG (tCO_2eq)	40.13	37.41	36.53	16.42	35.31 (12% reduction)
Scope 2 GHG (tCO2eq)	203.56	201.74	208.56	106.49	179.13 (12% reduction)
Scope 3 GHG (tCO2eq)	8,302.96	17,219.02	23,958.47	6,631.49	7,306.60 (12% reduction)
Scope 3 Downstream GHG Emission (tCO2eq)	286.94	928.47	675.58	377.58	252.51 (12% reduction)
Scope 3 Upstream GHG Emission (tCO2eq)	35.64	243.90	161.26	121.01	31.36 (12% reduction)
GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq) / Revenue (in lakhs)	0.01	0.02	0.02	NA	≤ 0.009
% of people Trained on GHG	85 %	91%	93 %	95 %	100 %

Environmental Risk Management

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
% of operational sites assessed on specific environmental risks	100%	100%	100%	100%	100%

Environmental Grievance Management

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
# of Complaints	0	0	0	0	0

Water Management

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Total Water consumption (in Kilo Litres / Year)	2,126.00	1,068.00	966.00	427.00	1,488.20
Total Water recycled and reused (in Kilo Litres / Year)	492	511	580	256	590.4
Total Rain Water Harvested (in Kilo Litres / Year)	0	0	0	0	500
Total water consumption per employee (in Litres / Employee / Day)	47.8	39.64	30.2	32.6	43.02
Total Water Treated (In % of Total Water consumption)	100%	100%	100%	100%	100%
Water Intensity (Water consumed / Revenue (in Lakhs)	0.12	0.07	0.07	NA	≤0.06
Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	<100 / 42	<100 / 45	<100 /28	<100 / 48	<100
Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	<250/88	<250 / 173.4	<250 / 82	<250 / 110	<250 /
Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	<30 / 20	<30 / 29	<30 / 19	<30 / 22	<30
% of people Trained on Water Efficiency	100 %	100 %	100 %	100 %	100 %

Air Quality

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
SOx (µg/m³) (Limit /Result)	≤ 80/ 12.5	≤ 80/10.2	≤ 80/9.7	≤80 / 8.0	≤80
NOx (µg/m³) (Limit /Result)	≤80/ 17.5	≤80/ 18.2	≤80/18.6	≤80 / 15.0	≤80
PM_{10} (µg/m³) (Limit /Result)	≤100/ 66.8	≤100/64.8	≤100/64.7	≤100/ 53	≤100
PM2.5 (µg/m³) (Limit /Result)	≤60/38.5	≤60/34.2	≤60/30.5	≤60 / 26.0	≤60
Total weight of air pollutants (Average) in (µg /m³)	135.3	127.4	123.5	102.0	90.0

Lighting Compliance

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Cases of Non-Compliance of IS – 3646 Standard Part – III	0	0	0	0	0

Noise Management

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	74.20 /75	73.85 /75	73.44/75	72.80 / 75	≤75
Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	69.20 /70	68.80 /70	68.40 /70	67.90 / 70	≤70

Biodiversity and Ecosystem Management

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Number of native species supported (Actual)	05	05	10	10	10
% of total workforce received training on Biodiversity conservation	100%	100%	100%	100%	100%
% of total department covered in Internal risk assessment Biodiversity	0%	100%	100%	100%	100%
Number of Awareness session conducted on Biodiversity conservation	1	1	1	1	5

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Complaints received on Biodiversity	0	0	0	0	0

Waste Management

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Total Waste Generated (in Metric Tonnes)	59.61	84.53	75.77	29.27	53.65
Total Hazardous Waste Generation (in Metric Tonnes)	21.341	34.454	27.500	12.271	19.21
Total non-Hazardous Waste Generation (in Metric Tonnes)	56.044	54.726	52.761	18.216	50.44
Total weight of Waste Recovered (in Metric Tonnes)	10.3	12	15.8	18	13.39

Product Use and Environmental Impact

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
% of products are returned due to quality issues or defects?	0	0	0	0	0
% of products that pass rigorous quality control inspections before being shipped to customers?	100%	100%	100%	100%	100%

Product End-of-Life Management

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Reporting on Product End of Life Treatment	0	0	0	0	5

Resource Efficiency and Sustainable Consumption

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Percentage of recycled input material out of total materials consumed	8.61%	10%	11%	12%	13%
Number of awareness session with customer on disposal of product after use	1	1	1	1	1
% of customers covered in awareness session on disposal of product after use	50%	50%	60%	60%	100%
% of company's customer base has actively engaged in sustainable consumption practices	50%	50%	60%	60%	100%

Sustainability Sourcing

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
% of Employees Trained Sustainable Sourcing of Raw material	75%	77%	81%	85%	100%
% of Sustainable Sourcing of Raw material	25%	33%	45%	55%	55%

Environmental Certifications

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Percentage of operational sites with an environmental certification, such as ISO 14001	100%	100%	100%	100%	100%
Percentage of operational sites with an environmental certification, such as ISO 50001	0	100%	100%	100%	100%

Environmental Service and Advocacy

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
# Number of environmental service and advocacy events organized	2	2	2	2	3
% of Customers Participating in environmental service and advocacy related Training Programs	25%	31%	38%	40%	45%

Environmental Training

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
% of buyers across all locations who have received training on sustainable procurement	100%	100%	100%	100%	100%
% of total workforce received training on environmental issues	100%	100%	100%	100%	100%

Social Performance Targets and KPIs

Workforce & Employment Practices

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Child Labour (%)	0	0	0	0	0
Force Labour (%)	0	0	0	0	0
Human Trafficking (%)	0	0	0	0	0
Attrition Ratio (%)	3	2	2	2	3
Total Training Hours of employees	7250	8700	8990	5250	10000
Total Training Hours per employee	19	22.8	24	13	26
Average Salary above Minimum Wages (Rs.)	13500	14000	15000	15600	19500
Pay ratio between the highest-paid person and the median employee (%)	3.25:1	3.25:1	2.80:1	2.29:1	2.00:1
Employees Above Living wage rules	100 %	100 %	100 %	100 %	100 %

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Subcontractor's Workers Covered under Minimum Wage / Living wage rules	100 %	100 %	100 %	100 %	100 %
Hiring of Local People (%)	95%	95%	95%	98%	100%
Hiring of People with Disability (%)	0%	0%	0%	0%	0.5%
Hiring of Vulnerable / Marginalized People at Top Management level (%)	0%	0%	0%	0%	1.5%
Hiring of Vulnerable / Marginalized People in company (%)	0%	0%	0%	0%	0.8%
% of employees with disabilities feel included and supported in the workplace	100 %	100 %	100 %	100 %	100 %

Occupational Health & Safety Performance

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Lost time injury (LTI) frequency rate for Employees	0.00	0.00	0.00	0.00	0.00
Lost time injury (LTI) frequency rate for Subcontractor's Workers	0.00	0.00	0.00	0.00	0.00
Lost time Severity (LTI) frequency rate for Employees	0.00	0.00	0.00	0.00	0.00
Lost time Severity (LTI) frequency rate for Subcontractor's Workers	0.00	0.00	0.00	0.00	0.00
# of Work-related accidents	0	0	0	0	0
# of Fatal Incidents	0	0	0	0	0
Number of days lost to work-related injuries, fatalities and ill health	0	0	0	0	0
% of operational sites an employee health & safety risk assessment has been conducted	100%	100%	100%	100%	100%

Human Rights and Responsible Workplace Practices

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
% of direct employees covered by a living wage benchmarking analysis	100%	100%	100%	100%	100%
% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	0%	0%	0%	0%	0%
% of average wage gap for direct employees paid below living wage against a living wage benchmark	0%	0%	0%	0%	0%
Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	100%	100%	100%	100%	100%
% of the total workforce covered by formally-elected employee representatives	100%	100%	100%	100%	100%
% of the total workforce across all locations who received regular performance and career development reviews	70%	80%	88%	95%	100%
# of Complaints reported on Child Labour / Human Trafficking	0	0	0	0	0
# of Complaints reported on Harassment	0	0	0	0	0
# of Complaints reported on Discrimination (Internal)	0	0	0	0	0
# of Complaints reported on Discrimination by Suppliers	0	0	0	0	0
# of Complaints reported on Discrimination by Customers	0	0	0	0	0
# of Complaints reported on Discrimination by Other Stakeholders	0	0	0	0	0
# of Complaints reported on Data Privacy / Security (Internal)	0	0	0	0	0
# of Complaints reported on Data Privacy / Security by Suppliers	0	0	0	0	0
# of Complaints reported on Data Privacy / Security by Customers	0	0	0	0	0

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
# of Complaints reported on Data Privacy / Security by Other Stakeholders	0	0	0	0	0
% of operational sites assessed for human rights risks	100%	100%	100%	100%	100%
% of all operational sites that have been subject to human rights reviews or human rights impact assessments	100 %	100%	100%	100%	100%
External Stakeholder Human Rights Impact Reporting Compliance Count (%)	100 %	100%	100%	100%	100%
People Trained on Human Rights (Manhours)	21	29	35	43	60

Career Development & Training

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
% of the total workforce across all locations who received career- or skills-related training	75	82	90	100	100
People Trained on overall Career Management and Skill Development (Manhours)	3590	3780	3950	4180	4887.60
Awareness Session conducted on Career Management	03	04	05	06	07

Gender Equality and Equal Opportunity

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Gender balance at Worker level (Women to Men %)	34.11%	44.87%	46.39%	45.00%	50%
Gender balance at Executive level (Women to Men %)	33.33%	52.17%	58.33%	65.22%	75%
Gender balance at Top / Key Manager level (Women to Men %)	15%	15%	15%	15%	25%
Gender balance of Employees ((Women to Men %)	1.71%	1.71%	1.71%	1.71%	5%

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Percentage of women within the organization's board	2 %	2 %	2 %	2 %	5%
Average unadjusted gender pay gap (Woman to man %)	0%	0%	0%	0%	0%

Working Conditions & Employee Well-being

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
# of Hours Worked (Manhours)	838656	950976	960960	500200	1100000
% of your plants and offices that were assessed	100%	100%	100%	100%	100%
Incident of non-potable drinking water identification	0	0	0	0	0
% of the total workforce trained on discrimination and harassment	100%	100%	100%	100%	100%
% of the total workforce trained on Diversity, Equity & Inclusion	80%	88%	90%	100%	100%
% employees covered in awareness program	77%	80%	89%	100%	100%
Incident of non-compliance of working conditions principles	0	0	0	0	0

Certifications

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Percentage of operational facilities that are certified ISO 45001 (%)	100%	100%	100%	100%	100%
Percentage of operational facilities that are certified SA8000 (%)	0%	0%	0%	0%	100%
SMETA Certification	100%	100%	100%	100%	100%

Corporate Social Responsibility

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Amount Spent on CSR (Lakhs)	5 Lacs	16.48 Lacs	24.74 Lacs	17.79 Lacs	6 Lacs
# of social initiatives at National and Local level	2	3	3	2	9

Governance Performance Targets and KPIs

Anti-Corruption & Bribery

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
# of Complaints reported on Corruption & Bribery	0	0	0	0	0
Percentage of Trading Partners Covered by Due Diligence on Corruption (%)	100%	100%	100%	100%	100%
% of people Trained on Anti-Corruption & Bribery	80%	84%	92%	100%	100%
Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%)	0%	0%	0%	0%	100%

Information Management

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Percentage of operational sites certified with anti-information security management system (ISO 27001) (%)	0%	0%	0%	0%	0%
Data Breach Incidents:	0	0	0	0	0
Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	100%	100%	100%	100%	100%
Data Retention Compliance:	100%	100%	100%	100%	100%
User Complaints	0	0	0	0	0
% of people Trained on Information security	78%	80%	89%	100%	100%

Sustainable Supply Chain & Value Chain Management

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Suppliers evaluated for ESG Performance (in %)	70%	74%	77 %	85 %	100 %
Suppliers evaluated for ESG Reporting (Onsite) (in %)	66%	70%	72%	80%	100%

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Suppliers evaluated for ESG Assessment (in %)	70%	74%	77%	85%	100%
Average Number of Non-Conformities Found per supplier	0	0	0	0	0
Avg Number of Corrective Actions taken / Supplier	0	0	0	0	0
Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	0%	0%	0%	0%	0%
Suppliers in Agreement with company Policies (in %)	100%	100%	100%	100%	100%
Suppliers in Agreement with company's Supplier Code of Conduct (in %)	100%	100%	100%	100%	100%
Integration of sustainability clauses in supplier contracts	100%	100%	100%	100%	100%
Avg Number of Non-Conformities Found per supplier	0	0	0	0	0

Anti-Competitive Practices

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Incident of Deceptive Advertising	0	0	0	0	0
% departments covered under Risk Assessment Internal Audit	100%	100%	100%	100%	100%

Business Ethics

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Percentage of total workforce trained on business ethics issues (%)	80%	86.61%	94%	100%	100%
Employee feedback on ethics training (satisfaction rate)	100%	100%	100%	100%	100%
% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	100%	100%	100%	100%	100%
Number of whistleblower reports received	0	0	0	0	0

Consumer Health & Safety

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
# complaints related to use of products	0	0	0	0	0
Conduct Customer safety training sessions of Customers	1%	3%	4%	4%	5%

Social Dialogue and Representation

KPI	Year 2023 (Baseline Year)	Year 2024 (Performance)	Year 2025 (Performance)	Year 2026 (Jan-Jun) (Performance)	Year 2030 (Target Year)
Customer Participation Rate in Sustainability Session / Meeting	10%	10%	10%	8%	50%
Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	10%	10%	10%	12%	50%
% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	0%	0%	0%	0%	100%
Complaints registered on the violation of Collective Bargaining Agreement	0	0	0	0	0