

BALLYFABS INTERNATIONAL LIMITED

ESG KPI



BallyFabs International Limited recognizes its role in promoting sustainable development and views it not just as a societal obligation but also as a chance to create positive impact. To achieve this, we strive to surpass the basic requirements of information disclosure and regulatory compliance by embracing sustainable practices. By doing so, we aim to benefit not only to our employees, customers, suppliers, investors, partners, and shareholders but also contribute towards the betterment of society.

In the Period 2023, materiality analysis was carried out based on Global Reporting Initiative standard (GRI) 2021, to acknowledge and highlight key sustainability issues and based on that, the company have formulated its ESG KPI's up to 2030. It sets out clear targets to achieve our sustainable development ambitions. These targets are aligned with the UN Sustainable Development Goals (SDGs).

Environmental (E)

- Emissions
- Energy
- Water
- Air
- Bio Diversity
- Waste
- Product LCA
- Product Use

Social (S)

- Employment
- Human Rights
- Gender Equality
- Health & Safety
- Corporate Social Resp
- Certifications

Governance (G)

- Board Diversity
- Ethical Practices
- Customer Health and Safety
- Value Chain
- Certifications

RESPONSIBILITIES

The Environment and Safety head is responsible to track and update the Environmental KPIs once in a month and every quarter and provide the update to Management of the company.

The Human Resource Head is responsible to track and update the Social and Governance KPIs once in a month and every quarter and provide the update to Management of the company.

The Procurement Head is responsible to track and update the Sustainable Procurement KPIs once in a month and every quarter and provide the update to Management of the company.

PERIOD OF REVIEW

The Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews to ensure alignment with our strategic goals and operational efficiency. These reviews will be conducted on a monthly and quarterly basis, facilitating timely adjustments and reinforcing our commitment to achieving the set targets.

The cumulative progress against the KPIs will be meticulously evaluated, with subsequent statuses updated accordingly. This structured review process is designed to provide a comprehensive understanding of our progress and identify areas requiring focus or adjustment.

The current review cycle is aligned with our annual target completion deadline, set for 31st December 2030, respectively for the calendar year 2030. This deadline serves as a critical benchmark for evaluating our year-long performance and strategic direction. Our approach ensures a consistent, detailed assessment of our progress towards the predefined objectives, enabling us to maintain a trajectory of growth and success.

LOCATIONS COVERED

Unit - 1	Vill-gangarampur, po-dakshin alipore, ps-bishnupur, dist-south 24 parganas 743503 amtala, west bengal india
Unit - 2	Haren mukherjee road belur 711202 howrah, west bengal india.

ENVIRONMENTAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 (Jan-July) Target	2030 Target	UN - SDGs
Scope 1 GHG (tCO ₂ eq)	Scope 1 GHG (tCO ₂ eq)	Scope 1 GHG (tCO ₂ eq)	Scope 1 GHG (tCO ₂ eq) 5% Reduction	Scope 1 GHG (tCO ₂ eq) 15% Reduction	Scope 1 GHG (tCO ₂ eq) 25% Reduction	Scope 1 GHG (tCO ₂ eq) 25% Reduction
	17	19	18.05/ 11	16.15/	14.25/	
Scope 2 GHG (tCO ₂ eq)	Scope 2 GHG (tCO ₂ eq)	Scope 2 GHG (tCO ₂ eq)	Scope 2 GHG (tCO ₂ eq) 5% Reduction	Scope 2 GHG (tCO ₂ eq) 15% Reduction	Scope 2 GHG (tCO ₂ eq) 25% Reduction	Scope 2 GHG (tCO ₂ eq) 25% Reduction
	530	561	532.95/344	476.85/	420.75/	

Greenhouse Gas (GHG) (Carbon Footprint or intensity)

Scope 3 GHG (tCO2eq)	Scope 3 GHG (tCO2eq)	Scope 3 GHG (tCO2eq) 5% Reduction	Scope 3 GHG (tCO2eq) 15% Reduction	Scope 3 GHG (tCO2eq) 25% Reduction	13 CLIMATE ACTION
1,71,134	1,71,185	1,62,625.75/ 1,12,068	145507.25/	128388.75/	ONAL
Scope 3 Downstream GHG Emission (tCO2eq)					
1150	1184	1124.80/ 648	1006.40/	888/	
Scope 3 Upstream GHG Emission (tCO2eq)					
48	68	64.6/ 44	57.8/	51/	

	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	FABSYFABS INTERNATIONAL
	1.63	1.63	1.51/0.2644	(Target / Actual) 0.8 /	(tCO2eq / Revenue (in Cr.)) (Target / Actual) 0.5		
	150	150	250/270	People Trained on GHG (Manhours) # People Trained on GHG (Manhours) (Target / Actual) 400/	People Trained on GHG (Manhours) # People Trained on GHG (Manhours) (Target / Actual) 500/	People Trained on GHG (Manhours) (Target / Actual)	
Environmental Complaint	# of Complaints NIL	# of Complaints NIL	# of Complaints NIL / NIL	# of Complaints NIL	# of Complaints NIL	# of Complaints NIL	

ts					BALLYFABS INTERNATIONAL	
Environmental Certificate / Assessment	Percentage of operational sites certified with ISO 14001 100%	Percentage of operational sites certified with ISO 14001 100%	Percentage of operational sites certified with ISO 14001 (Target / Actual) 100%/100%	Percentage of operational sites certified with ISO 14001 (Target / Actual) 100%	Percentage of operational sites certified with ISO 14001 (Target / Actual) 100%	
	% of operational sites for an environmental risk assessment has been conducted 100%	% of operational sites for an environmental risk assessment has been conducted 100%	% of operational sites for an environmental risk assessment has been conducted 100%	% of operational sites for an environmental risk assessment has been conducted 100%	% of operational sites for an environmental risk assessment has been conducted 100%	
	Total Electricity consumption (in GJ) (Target / Actual)	Total Electricity consumption (in GJ) (Target / Actual)	Total Electricity consumption (in GJ) (Target / Actual)	Total Electricity consumption (in GJ) (Target / Actual)	Total Electricity consumption	

						(in GJ)	BALLYFABS INTERNATIONAL
	2824.36	2824.36	2500/1730. 78	2000/ 78	2000/ 78		
	Total Fuel consumption (in GJ)	Total Fuel consumption (in GJ)	Total Fuel consumption (in GJ) (Target / Actual)	Total Fuel consumption (in GJ) (Target / Actual)	Total Fuel consumption (in GJ) (Target / Actual)	Total Fuel consumption (in GJ) (Target / Actual)	
Energy	33.48	33.48	30/ 24.14	27/	25 /		
	Total Energy consumption (in GJ) (Target / Actual)	Total Energy consumption (in GJ) (Target / Actual)	Total Energy consumption (in GJ) (Target / Actual)	Total Energy consumption (in GJ) (Target / Actual)	Total Energy consumption (in GJ)		
	2857.84	2857.84	2800/1754. 92	2027/	2025/		

Total Renewable Energy Consumption (in Kwh)	Total BALLYFABS INTERNATIONAL Renewable Energy Consumption (in Kwh)			
512872	512872	538515/322 586	540802/	550090
Energy Intensity (GJ/M T product produced.)	Energy Intensity (GJ/MT product produced.)	Energy Intensity (GJ/MT product produced.)	Energy Intensity (GJ/MT product produced.)	Energy Intensity (GJ/MT product produced.)

1 1. 1 1	11.11			
Renewable Energy against Total Energy (%) 65 %	Renewable Energy against Total Energy (%) 65 %	Renewable Energy against Total Energy (%) 68% / 67%	Renewable Energy against Total Energy (%) 70%	Renewable Energy against Total Energy (%) 72%
People Trained on Energy Efficiency (Manhours) 150	People Trained on Energy Efficiency (Manhours) 150	People Trained on Energy Efficiency (Manhours) (Target / Actual) 250 / 270	People Trained on Energy Efficiency (Manhours) (Target / Actual) 400/	People Trained on Energy Efficiency (Manhours) (Target / Actual) 500
Total Water consumption (in Kilo Litres / Year)	Total Water consumption (in Kilo Litres / Year)	Total Water consumption (in Kilo Litres / Year)	Total Water consumption (in Kilo Litres / Year) (Target / Actual)	Total Water consumption (in Kilo Litres / Year) (Target / Actual)

Water	42107	42107	(Target / Actual) 40001/ 18092	35790/	BALLYFABS INTERNATIONAL 31580/	
	Total amount of water recycled and reused (in Kilo Litres / Year)	Total amount of water recycled and reused (in Kilo Litres / Year)	Total amount of water recycled and reused (in Kilo Litres / Year) (Target / Actual)	Total amount of water recycled and reused (in Kilo Litres / Year) (Target / Actual)	Total amount of water recycled and reused (in Kilo Litres / Year) (Target / Actual)	
	25264	25264	26000 / 10855.2	26500 /	27000 /	
	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	

0

0

10/ 0

10 /

15 /

BALLYFABS INTERNATIONAL



Total water consumption per employee (in Litres / Employee / Day)

60

Total water consumption per employee (in Litres / Employee / Day)

60

Total water consumption per employee (in Litres / Employee / Day) (Target / Actual)

50 / 55

Total water consumption per employee (in Litres / Employee) (Target / Actual)

50

Total water consumption per employee (in Litres / Employee) (Target / Actual)

45

Total Water Treated (In % of Total Water consumption)

41%

Total Water Treated (In % of Total Water consumption)

42%

Total Water Treated (In % of Total Water consumption) (Target / Actual)

42% / 41%

Total Water Treated (In % of Total Water consumption)

41%

Total Water Treated (In % of Total Water consumption)

42%

			(Target / Actual)	(Target / Actual)	BAUER ABS INTERNATIONAL
	40%	40%	50%	60 %	
	(Water consumed KL / Product Produced MT.) 3.2	(Water consumed KL / Product Produced MT.) 3.2	(Water consumed KL / Product Produced MT.) 3.0 / 2.89	(Water consumed KL / Product Produced MT.) 2.1	(Water consumed KL / Product Produced MT.) 2
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 16	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 16	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50/ 20	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50/	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 50/



Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)) 0.86	Pollutants present in waste water Ammoniacal Ammonia cal Nitrogen (milligram / Litre) ((Limit / Result)) 0.86	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)) 10 / 0.8	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)) 10 /	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result))
Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)

39	39	t)	150 /	150 /
Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) 8.4	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) 8.4	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) 30 / 9	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) 30/ 8.4	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) 30/

Indicator	Target	Current Status	Performance	Target	Current Status	Target
	People Trained on Water Efficiency (Manhours)	150	150	250/200	300	450
Air Pollution	SO2 (mg /Nm3) (Limit /Result)	7.2	7.2	SO2 (mg /Nm3) (Limit /Result)	40/	40/
	NOx (mg /Nm3) (Limit /Result)	28.2	28.2	NOx (mg /Nm3) (Limit /Result)	25/	25/
						13 CLIMATE ACTION 

			80/ 24.5	
PM ₁₀ (mg/M ³) ambient air (Limit /Result) 75	PM ₁₀ (mg/M ³) ambient air (Limit /Result) 75	PM ₁₀ (mg/M ³) ambient air (Limit /Result) 100 / 64	PM ₁₀ (mg/M ³) ambient air (Limit /Result) 150 /	PM ₁₀ (mg/M ³) ambient air (Limit /Result) 150 /
PM2.5 (mg/M ³) ambient air (Limit /Result) 36	PM2.5 (mg/M ³) ambient air (Limit /Result) 36	PM2.5 (mg/M ³) ambient air (Limit /Result) 60 / 137	PM2.5 (mg/M ³) ambient air (Limit /Result) 60 /	PM2.5 (mg/M ³) ambient air (Limit /Result) 60 /
Ammonia (mg/M ³) (Limit /Result) 400 / 56	Ammonia (mg/M ³) (Limit /Result) 400 / 56	Amm onia (mg/ M ³) (Lim it /Res ult)	Ammonia (mg/M ³) (Limit /Result) 400 /	Ammonia (mg/M ³) (Limit /Result) 400 /

			400 / <42		
	Lead (mg/M ³) (Actual /Limit) BDL/ 1.0	Lead (mg/M ³) (Actual /Limit) BDL/1.0			
	Ozone (mg/M ³) (Actual /Limit) BDL	Ozone (mg/M ³) (Actual /Limit) BDL	Ozone (mg/M ³) (Actual /Limit) BDL	Ozone (mg/M ³) (Actual /Limit) BDL	Ozone (mg/M ³) (Actual /Limit) BDL
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III

	NIL	NIL			NIL BALLYFABS INTERNATIONAL
Noise	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 66.3	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 66.3	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit)	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit)	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit)
	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 65	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) 65	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit)	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit)	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit)



Biodiversity Conservation						BAU	LYFABS INTERNATIONAL
Biodiversity Conservation	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)
	0	0	5 / 0	10 /	10 /		
	land dedicated to biodiversity conservation (acres)						
	TBD	TBD	TBD	TBD	TBD	TBD	
	Complaints received on Biodiversity						
	0	0	0 / 0	0	0	0	

		Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	Total Waste Generated (in Metric Tonnes) (Target / Actual)	FABS INTERNATIONAL
Waste Generation	Total Waste Generated (in Metric Tonnes) (Target / Actual)	19.26	19.26	15/ 8	15/	11/	
	Total Hazardous Waste Generation (in Metric Tonnes)	3.92	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	5 /3	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	5/	
	Total non-Hazardous Waste Generation (in Metric Tonnes)		Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	10/ 6	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual)	10/	



	15.3 4	15.34			8/
	Total weight of waste recovered in a year (in metric tonnes / Year) 12.27	Total weight of waste recovered in a year (in metric tonnes / Year) 12.27	Total weight of waste recovered in a year (in metric tonnes / Year) 10/ 4	Total weight of waste recovered in a year (in metric tonnes / Year) 10/	Total weight of waste recovered in a year (in metric tonnes / Year) 10 /
	Percentage of total waste directed to an authorized and certified waste disposal partner 15%	Percentage of total waste directed to an authorized and certified waste disposal partner 15%	Percentage of total waste directed to an authorized and certified waste disposal partner 20%/25%	Percentage of total waste directed to an authorized and certified waste disposal partner 25%/45 %	Percentage of total waste directed to an authorized and certified waste disposal partner 55%

						BALM FABS INTERNATIONAL	
Product End of Life	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	Reporting on Product End of Life Treatment (Target / Actual)	
	0	0	1 / 0	5	5		
Sustainable Sourcing	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material (Target / Actual)	
	15%	15%	50% / 55%	80% /	100% /		
	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)	
	65%	65%	70% / 72%	75% /	85% /		

	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed
Sustainable Consumption	7%	7%	10% / 13%	15% /	25% /	BALVAFABS INTERNATIONAL
	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	% of company's customer base has actively engaged in sustainable consumption practices	

Training	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues (Target / Actual)	% of total workforce received training on environmental issues (Target / Actual)	% of total workforce received training on environmental issues (Target / Actual)	BALLYFABS INTERNATIONAL
	60%	60%	80% / 85%	100%	100%	

Social					
ESG Area	2022	2023	2024	2025(Jan- July)	
	Performance	Baseline	Performance	Target	
	Child Labour (%) (Target / Actual) NIL	Child Labour (%) (Target / Actual) NIL	Child Labour (%) (Target / Actual) NIL / NIL	Child Labour (%) (Target / Actual) NIL /	Child (%) (Target / Actual) NIL

Employment	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	NATIONAL FORCE LABOUR (%) (Target / Actual)
	NIL	NIL	NIL / NIL	NIL /	NIL
	Attrition Ratio (%)	Attrition Ratio (%)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)
	17%	17%	15% / 12%	10%	5%
	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)
7800		7800	8800 / 9240	9500 /	97
Average Training Hours per employee		Average Training Hours per employee	Average Training Hours per employee (Target / Actual)	Average Training Hours per employee (Target / Actual)	Average Training Hours per employee (Target / Actual)
7		7	10 / 11	15 /	20

	Average Salary above Minimum Wages for skilled employees (Rs.) 15500	Average Salary above Minimum Wages for skilled employees (Rs.) 15500	Average Salary above Minimum Wages for skilled employees (Rs.) 16000/16550	Average Salary above Minimum Wages for skilled employees (Rs.) 20,150/	Average Salary above Minimum Wages for skilled employees (Rs.) 30,000/
	Average Salary above Minimum Wages for semi-skilled employees (Rs.) 14000	Average Salary above Minimum Wages for semi-skilled employees (Rs.) 14000	Average Salary above Minimum Wages for semi-skilled employees (Rs.) 14500/15500	Average Salary above Minimum Wages for semi-skilled employees (Rs.) 16000/	Average Salary above Minimum Wages for semi-skilled employees (Rs.) 17,000/
	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) 4500	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) 4500	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) 6000/6550	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) 6500/	Average Salary above Minimum Wages for negligibly skilled employees (Rs.) 8000/

	% of highest paid individual to median paid individual	% of highest paid individual to median paid individual	% of highest paid individual to median paid individual	% of highest paid individual to median paid individual	% of highest paid individual to median paid individual
	20%	20%	20%/25%	20%/25%	20%
	Employees Above Living wage rules 100%				
	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%	Subcontractor's Workers Covered under Minimum Wage / Living wage rules 100%
	Hiring of Local People (%) 30%	Hiring of Local People (%) 30%	Hiring of Local People (%) 45%/37%	Hiring of Local People (%) 50%	Hiring of Local People (%) 55%
	Hiring of People with Disability (%)				

	0%	0%	2% / 0%	BA 3% / 3%	BS INTERNATIONAL 3%
	Hiring of Vulnerable / Marginalized People at Executive level (%) 0%	Hiring of Vulnerable / Marginalized People at Executive level (%) 0%	Hiring of Vulnerable / Marginalized People at Executive level (%) 1% / 0%	Hiring of Vulnerable / Marginalized People at Executive level (%) 2% /	Hiring / Marginalized People at Executive level (%) 2% /
	Percentage of employees from minority and/or Vulnerable group in whole organization (%) 0%	Percentage of employees from minority and/or Vulnerable group in whole organization (%) 0%	Percentage of employees from minority and/or Vulnerable group in whole organization (%) 5% / 0%	Percentage of employees from minority and/or Vulnerable group in whole organization (%) 5% /	Percentage of employees from minority and/or Vulnerable group in whole organization (%) 5% /

Health & Safety Incidents / Accidents	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees	% of the total workforce represented in formal joint management-worker health & safety committees (target / Actual)	% of the total workforce represented in formal joint management-worker health & safety committees (target / Actual)	10
	3%	3%	5%/4.5%	7%	
	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)	
	100%	100%	100%	100%	10
	Lost time injury (LTI) frequency rate for Employees	Lost time injury (LTI) frequency rate for Employees	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost freq wor
	0.00	0.00	0.00 / 0.00	0.00/	0.0

	<p>Lost time injury (LTI) frequency rate for Subcontractor's Workers</p> <p>0.00</p>	<p>Lost time injury (LTI) frequency rate for Subcontractor's Workers</p> <p>0.00</p>	<p>Lost time injury (LTI) frequency rate for Subcontractor's Workers</p> <p>0.00 / 0.00</p>	<p>Lost time injury (LTI) frequency rate for Subcontractor's Workers</p> <p>0.00</p>	<p>Lost time injury (LTI) frequency rate for Subcontractor's Workers</p> <p>0.00</p>
	<p># of Work-related Accidents</p> <p>0</p>	<p># of Work-related Accidents</p> <p>0</p>	<p># of Work-related Accidents</p> <p>0 / 0</p>	<p># of Work-related Accidents</p> <p>0 /</p>	<p># of Accidents</p> <p>0 /</p>
	<p># of Fatal Incidents</p> <p>0</p>	<p># of Fatal Incidents</p> <p>0</p>	<p># of Fatal Incidents</p> <p>0 / 0</p>	<p># of Fatal Incidents</p> <p>0 /</p>	<p># of Fatal Incidents</p> <p>0 /</p>
	<p>Number of days lost to work-related injuries, fatalities and ill health</p> <p>37 /</p>	<p>Number of days lost to work-related injuries, fatalities and ill health</p> <p>37 /</p>	<p>Number of days lost to work-related injuries, fatalities and ill health</p> <p>20/17</p>	<p>Number of days lost to work-related injuries, fatalities and ill health</p> <p>10/</p>	<p>Number of days lost to work-related injuries, fatalities and ill health</p> <p>0/</p>

	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours)	People Trained on Health & Safety (in Manhours) (Target / Actual)	People Trained on Health & Safety (in Manhours) (Target / Actual)	Publ... Health & Safety (in Manhours) (Target / Actual)
Human Rights	150	150	200/250	400 /	450 /
	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)
	100%	100%	100%	100%	100%

	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)
	0%	0%	0% / 0%	0% / 0%
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)
	100 %	100 %	100 % / 100%	100 %

	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment (Target / Actual)	# of Complaints reported on Sexual Harassment (Target / Actual)
	NIL	NIL	NIL	NIL /	NIL
	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal)			
	NIL	NIL	NIL	NIL	NIL

	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers (Target / Actual)	# of Complaints reported on Discrimination by Customers (Target / Actual)
	NIL	NIL	NIL	NIL	NIL
	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual)	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual)
	NIL	NIL	NIL	NIL	NIL

	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers
	NIL	NIL	NIL	NIL /	NIL
	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers
	NIL	NIL	NIL	NIL /	NIL
	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders
	NIL	NIL	NIL	NIL /	NIL
	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %) (Target / Actual)	Average unadjusted gender pay gap (Woman to man %) (Target / Actual)	Average unadjusted gender pay gap (Woman to man %) (Target / Actual)
		2%		0%	0%

	2%		0%/0%	BALLYFABS INTERNATIONAL
	People Trained on Human Rights (Manhours)	People Trained on Human Rights (Manhours)	People Trained on Human Rights (Manhours) (Target / Actual)	People Trained on Human Rights (Manhours) (Target / Actual)
	390	390	400/420	450/500

	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)
	150	150	250/270	300/350

	Total numbers of employees received regular performance and career development reviews.	Total numbers of employees received regular performance and career development reviews.	Total numbers of employees received regular performance and career development reviews (Target / Actual)	Total numbers of employees received regular performance and career development reviews (Target / Actual)	Total numbers of employees received regular performance and career development reviews (Target / Actual)
	170	170	250/290	350/	500/
	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)
	0	0	2/3	5/	7/

	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count	External Human Rights Impact Reporting Compliance Count (Target / Actual)	External Human Rights Impact Reporting Compliance Count (Target / Actual)	External Human Rights Impact Reporting Compliance Count (Target / Actual)
	100%	100%	100%/100%	100%	100%

	% of all operational sites cover under human rights impact assessments	% of all operational sites cover under human rights impact assessments	% of all operational sites cover under human rights impact assessments (target / Actual)	% of all operational sites cover under human rights impact assessments (target / Actual)	% of all operational sites cover under human rights impact assessments (target / Actual)
	100%	100%	100%/100%	100%	100%
	% of the total workforce covered by formally- elected employee Representatives	% of the total workforce covered by formally- elected employee Representatives	% of the total workforce covered by formally- elected employee representatives (target / Actual)	% of the total workforce covered by formally- elected employee representatives (target / Actual)	% of the total workforce covered by formally- elected employee representatives (target / Actual)
	100%	100%	100%/100%	100%	100%

Gender Equality	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at JATION (Women to Men %) (Target / Actual)
	5.5%	5.5%	8% /7%	10 %/	15%
	Gender balance at Executive level (Women to Men %)	Gender balance at Executive level (Women to Men %)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)
	2%	2%	5%/6%	10%	15%
	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %)	Gender balance at organization board (Women to Men %) (Target / Actual)	Gender balance at organization board (Women to Men %) (Target / Actual)	Gender balance at organization board (Women to Men %) (Target / Actual)
	1%	1%	5%/ 3%	10%	15%
	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization	Percentage of women employed in the whole organization

	20%	20%	30 %/ 27%	BALLYFABS INTERNATIONAL	45
	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %)	Gender balance of total workforce (Women to Men %) (Target / Actual)	Gender balance of total workforce (Women to Men %) (Target / Actual)	Gen wor (Wo (Tar
	25%	25%	30% / 33%	35%	45
	People Trained on Gender Equality (Manhours)	People Trained on Gender Equality (Manhours)	People Trained on Gender Equality (Manhours) (Target / Actual)	People Trained on Gender Equality (Manhours) (Target / Actual)	Peo Gen (Ma (Tar
	170	170	300 / 330	350 /	40
	Number of training sessions on Discrimination and harassment conducted	Number of training sessions on Discrimination and harassment conducted	Number of training sessions on Discrimination and harassment conducted	Number of training sessions on Discrimination and harassment conducted	Num sessi Discr haras
	2	2	2/2	2/2	4

Working Conditions	% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual)	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual)	NAB
	50%	50%	70% / 55%	100%	10
	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of (Manhours)
	7,80,000	7,80,000	8,00,000 / 7,90,000	—	—
	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of offices assessed
	100%	100%	100% / 100%	100%	100%

	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL	Incident of non-potable drinking water identification NIL
	Numbers of Working condition risk assessment conducted 1	Numbers of Working condition risk assessment conducted 2	Numbers of Working condition risk assessment conducted 2/2	Numbers of Working condition risk assessment conducted 2/2	Numbers of Working condition risk assessment conducted 2/
	% employees covered by the insurance plan 100%	% employees covered by the insurance plan 100%	% employees covered by the insurance plan 100% / 100%	% employees covered by the insurance plan 100% / 100%	% employees covered by the insurance plan 100%
	% employees covered in awareness program 80%	% employees covered in awareness program 80%	% employees covered in awareness program 90% / 100%	% employees covered in awareness program 100%	% employees covered in awareness program 100%

	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles NIL	Incident of non-compliance of working conditions principles NIL / NIL	Incident of non-compliance of working conditions principles NIL	Incident of non-RNATIONAL Ad compliance of working conditions principles NIL
Corporate Social Responsibility	# of social initiatives at National and Local level 4	# of social initiatives at National and Local level 4	# of social initiatives at National and Local level 5/3	# of social initiatives at National and Local level TBD	# of National and Local level TBD

GOVERNANCE

2022 Performance	2023 Baseline	2024 Performance	2025 (Jan- July) Target	2030 Target
# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery

NIL	NIL	NIL/NIL	NIL /	BALLYFABS INTERNATIONAL
People Trained on Anti- Corruption & Bribery (in Manhours)	People Trained on Anti- Corruption & Bribery (in Manhours)	People Trained on Anti- Corruption & Bribery (in Manhours)	People Trained on Anti- Corruption & Bribery (in Manhours)	People Trained on Anti- Corruption & Bribery (in Manhours)
150	150	250/230	400/	500/
# of confirmed corruption incidents				
6	6	5/4	0/	0
Percentage of operational sites certified with anti-corruption management system	Percentage of operational sites certified with anti-corruption management system	Percentage of operational sites certified with anti-corruption management system	Percentage of operational sites certified with anti-corruption management system	Percentage of operational sites certified with anti-corruption management system
100%	100%	100%/100%	100%	100%
Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)	Percentage of operational sites certified with information security management system (ISMS)

100%	100%	100%/100%	100%	BALLYFABS INTERNATIONAL 100%
# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach	# of Complaints reported on Information Security Breach
NIL	NIL	NIL / NIL	NIL /	NIL /
# of confirmed Information Security incidents				
NIL	NIL	NIL/ NIL	NIL/	NIL
Data Retention Compliance:				
100%	100%	100%	100% /	100%
User Complaints:				
NIL	NIL	NIL/ NIL	NIL /	NIL

Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)
20%	20%	30 % / 25 %	50 % /	90 %/
Suppliers evaluated for CSR Reporting (Onsite) (in %)	Suppliers evaluated for CSR Reporting (Onsite) (in %)	Suppliers evaluated for CSR Reporting (Onsite) (in %)	Suppliers evaluated for CSR Reporting (Onsite) (in %)	Suppliers evaluated for CSR Reporting (Onsite) (in %)
20%	20%	25 % /15 %	50 % /	60 %/
% of suppliers evaluated for CSR assessment (in %)	% of suppliers evaluated for CSR assessment (in %)	% of suppliers evaluated for CSR assessment (in %) (Target / Actual)	% of suppliers evaluated for CSR assessment (in %) (Target / Actual)	% of suppliers evaluated for CSR assessment (in %) (Target / Actual)
20%	20%	25 % /15 %	50 % /	60 %/
Average Number of Non- Conformities Found per supplier	Average Number of Non- Conformities Found per supplier	Average Number of Non- Conformities Found per supplier	Average Number of Non- Conformities Found per supplier	Average Number of Non- Conformities Found per supplier
0	0	0 / 1	0 /	0/

Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	YEA RS IN TE RN AT ION AL
0	0	0	0	Corrective Actions taken / Supplier
Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)
100 %	100 %	100 % / 100 %	100 % /	100 %
Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)
100 %	100 %	100 % / 100 %	100 % /	100 %/
Integration of sustainability clauses in supplier contracts				
100 %	100 %	100 % / 90 %	100 % /	100 %/

Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage or number of targeted suppliers covered by a sustainability on-site audit	Percentage or number of targeted suppliers covered by a sustainability on-site audit
100 %	100 %	100 % / 100 %	100 % /	100 % /
Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements
100 %	100 %	100 % / 90 %	100 % /	100 % /
Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement	Percentage or number of all buyers who received training on sustainable procurement
100 %	100 %	100 % / 90 %	100 % /	100 % /

Avg Number of Non-Conformities Found per supplier	YRS INTERNATIONAL Conformities Found per supplier			
0	0	0 / 0	0	0
Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building
NA	NA	NA	NA	NA
Incident of Deceptive Advertising: NIL				
% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 % / 100 %	% departments covered under Risk Assessment Internal Audit 100 % /	% departments covered under Risk Assessment Internal Audit 100 % /

Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	BALANCED INTERNATIONAL
90%	90%	100 % / 100%	100% /	100% /
Employee feedback on ethics training (satisfaction rate)				
100%	100%	100% / 90%	100% /	100% /
Number of reports related to whistleblower procedure				
NIL	NIL	NIL / NIL	NIL	NIL
Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues	Percentage of operational sites that undergo internal audit and risk assessment concerning business ethics issues
100%	100%	100% / 100%	100%	100%

# complaints related to use of products	# complaints related to use of products	# complaints related to use of products (Target / Actual)	# complaints related to use of products	# complaints related to use of products
0	0	0 / 0	0 /	0
Compliance with safety standards in %	Compliance with safety standards in %	Compliance with safety standards in %	Compliance with safety standards in %	Compliance with safety standards in %
100%	100%	100% / 100%	100% / 100%	100% /
Customer satisfaction regarding product safety	Customer satisfaction regarding product safety	Customer satisfaction regarding product safety	Customer satisfaction regarding product safety	Customer satisfaction regarding product safety
100%	100%	100% / 100%	100% / 100%	100% /
Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers
50%	50%	70 % / 65 %	80 % /	100 %

Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting
45%	45%	80% / 70 %	90% /	100%
Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting
55%	55%	100% / 85 %	100% /	100%
Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement
0	0	0 / 0	0 /	0

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