



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 - SDG S
	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	
	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) 5% Reduction	Scope 2 GHG (tCO ₂ eq) 15% 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 (tCO ₂ eq)	Scope 3 GHG (tCO ₂ eq)	Scope 3 GHG (tCO ₂ eq) 5% Reduction	Scope 3 GHG (tCO ₂ eq) 15% Reduction	Scope 3 GHG (tCO ₂ eq) 25% Reduction
1,71,134	1,71,185	1,62,625.75/ 1,12,068	145507.2 5/	128388.7 5/
Scope 3 Downstream GHG Emission (tCO ₂ eq)	Scope 3 Downstream GHG Emission (tCO ₂ eq)	Scope 3 Downstream GHG Emission (tCO ₂ eq)	Scope 3 Downstream GHG Emission (tCO ₂ eq)	Scope 3 Downstream GHG Emission (tCO ₂ eq)
1150	1184	1124.80/64 8	1006.40/	888/
Scope 3 Upstream GHG Emission (tCO ₂ eq)	Scope 3 Upstream GHG Emission (tCO ₂ eq)	Scope 3 Upstream GHG Emission (tCO ₂ eq)	Scope 3 Upstream GHG Emission (tCO ₂ eq)	Scope 3 Upstream GHG Emission (tCO ₂ eq)
48	68	64.6/ 44	57.8/	51/



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

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BALLYFABS INTERNATIONAL

Environmental
Certificate
/
Assessment

Percentage of
operational
sites certified
with ISO 14001

100%

% of
operational
sites for an
environmental risk
assessment
has been
conducted

100%

Total Electricity
consumption
(in GJ) (Target
/ Actual)

Percentage of
operational
sites certified
with ISO 14001

100%

% of
operational
sites for an
environmental risk
assessment
has been
conducted

100%

Total Electricity
consumption
(in GJ)
(Target /
Actual)

Percentage of
operational sites
certified with ISO
14001
(Target / Actual)

100%/100%

% of operational
sites for an
environmental risk
assessment has
been conducted

100%

Total Electricity
consumption (in
GJ)
(Target / Actual)

Percentage of
operational sites
certified with ISO
14001
(Target / Actual)

100%

% of
operational
sites for an
environmental
risk assessment
has been
conducted

100%

Total Electricity
consumption
(in GJ) (Target /
Actual)

Percentage of
operational sites
certified with
ISO 14001
(Target / Actual)

100%

% of
operational
sites for an
environmental
risk
assessment
has been
conducted

100%

Total Elect
ricity cons
ump
tion

	2824.36	2824.36	2500/1730.78	2000/	2000/	
Energy	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)	
	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 Renewable Energy Consumption (in Kwh)	Total Renewable Energy Consumption (in Kwh)	Total Renewable Energy Consumption (in Kwh)	Total Renewable Energy Consumption (in Kwh)
512872	512872	538515/322586	540802/	550090
Energy Intensity (GJ/MT 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.)
		10 / 9.77	7 /	5

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/	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 /
Total water consumption per employee (in Litres / Employee / Day)	Total water consumption per employee (in Litres / Employee / Day)	Total water consumption per employee (in Litres / Employee) (Target / Actual)	Total water consumption per employee (in Litres / Employee) (Target / Actual)	Total water consumption per employee (in Litres / Employee) (Target / Actual)
60	60	50 / 55	50	45
Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption)
		42% / 41%		


	40%	40%		(Target / Actual) 50%	(Target / Actual) 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 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)) 10 /
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)



ONAL

39	39	t) 150/ 35	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) (Limit / Result) 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/	

	People Trained on Water Efficiency (Manhours) 150	People Trained on Water Efficiency (Manhours) 150	People Trained on Water Efficiency (Manhours) 250/ 200	People Trained on Water Efficiency (Manhours) 300	People Trained on Water Efficiency (Manhours) 450	
	SO2 (mg /Nm3) (Limit /Result) 7.2	SO2 (mg /Nm3) (Limit /Result) 7.2	SO2 (mg /Nm3) (Limit /Result) 80/ 5.8	SO2 (mg /Nm3) (Limit /Result) 40/	SO2 (mg /Nm3) (Limit /Result) 40/	
Air Pollution	NOx (mg /Nm3) (Limit /Result) 28.2	NOx (mg /Nm3) (Limit /Result) 28.2	NOx (mg /Nm3) (Limit /Result) /Res ult)	NOx (mg /Nm3) (Limit /Result) 25 /	NOx (mg /Nm3) (Limit /Result) 25/	<div>13 CLIMATE ACTION</div> 

			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 /	
PM _{2.5} (mg/M ³) ambient air (Limit /Result) 36	PM _{2.5} (mg/M ³) ambient air (Limit /Result) 36	PM _{2.5} (mg/M ³) ambient air (Limit /Result) 60 / 137	PM _{2.5} (mg/M ³) ambient air (Limit /Result) 60 /	PM _{2.5} (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) (Limi t /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	Lead (mg/M ³) (Actual /Limit) BDL/1.0	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 NIL / NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III NIL	Cases of Non-Compliance of IS – 3646 Standard Part – III	

	NIL	NIL			NIL
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) 62.7 / 75	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) / 75	Day Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) / 75
	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) 62 / 70	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) / 70	Night Time Noise Level dB (A) Leq Gr. Floor Production area (Actual / Limit) / 70



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)	
	0	0	5 / 0	10 /	10 /	
	land dedicated to biodiversity conservation (acres)	land dedicated to biodiversity conservation (acres)	land dedicated to biodiversity conservation (acres)	land dedicated to biodiversity conservation (acres)	land dedicated to biodiversity conservation (acres)	
	TBD	TBD	TBD	TBD	TBD	
	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	Complaints received on Biodiversity	
	0	0	0 / 0	0	0	

Waste
Generation

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

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

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)	
	0	0	1 / 0	5	5	
Sustainab le 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)	
	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)	
	65%	65%	70% / 72%	75% /	85% /	

Sustainable Consumption	Percentage of recycled input material out of total materials consumed 7%	Percentage of recycled input material out of total materials consumed 7%	Percentage of recycled input material out of total materials consumed 10% / 13%	Percentage of recycled input material out of total materials consumed 15% /	Percentage of recycled input material out of total materials consumed 25% /	
	% of company's customer base has actively engaged in sustainable consumption practices 2%	% of company's customer base has actively engaged in sustainable consumption practices 2%	% of company's customer base has actively engaged in sustainable consumption practices 5% / 3%	% of company's customer base has actively engaged in sustainable consumption practices 10% /	% of company's customer base has actively engaged in sustainable consumption practices 15% /	

Training	% of total workforce received training on environmental issues 60%	% of total workforce received training on environmental issues 60%	% of total workforce received training on environmental issues (Target / Actual) 80%/85%	% of total workforce received training on environmental issues (Target / Actual) 100%/	% of total workforce received training on environmental issues (Target / Actual) 100%	
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Social				
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025(Jan- July) Target
	Child Labour (%) (Target / Actual) NIL	Child Labour (%) (Target / Actual) NIL	Child Labour (%) (Target / Actual) NIL / NIL	Child Labour (%) (Target / Actual) NIL /

Employment	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	BA 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/	9700
	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
	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
	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.) 80

	% of highest paid individual to median paid individual	% of highest paid individual to median paid individual	% of highest paid individual to median paid individual	BA % of highest paid individual to median paid individual	NATION % of highest paid individual to median paid individual
	20%	20%	20%/25%	20%/25%	20%
	Employees Above Living wage rules 100%	Employees Above Living wage rules 100%	Employees Above Living wage rules 100%	Employees Above Living wage rules 100%	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 (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)	Hiring of People with Disability (%)

	0%	0%	2% / 0%	3% / 0%	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% / 0%	Hiring of Vulnerable / 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% / 0%	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)	% of the total workforce represented in formal joint management-worker health & safety committees (target / Actual)
3%	3%	5%/4.5%	7%	10%
% 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)	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual)
100%	100%	100%	100%	100%
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 time injury (LTI) frequency rate for direct workforce
0.00	0.00	0.00 / 0.00	0.00/	0.00

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

	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)	People Trained on Health & Safety (in Manhours) (Target / Actual)
	150	150	200/250	400 /	450
Human Rights	% 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 all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)
	0%	0%	0% / 0%	0% /	0%

	% 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)	% 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 (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)
	100 %	100 %	100 % / 100%	100 %	100 %
	# of Complaints reported on Child Labour/Forced Labour / Human Trafficking	# of Complaints reported on Child Labour/Forced Labour / Human Trafficking	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Forced Labour / Human Trafficking (Target / Actual)
	NIL	NIL	NIL	NIL /	NIL

	# 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)	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on Discrimination (Internal) (Target / Actual)	# of Complaints reported on Discrimination (Internal) (Target / Actual)
	NIL	NIL	NIL	NIL	NIL
	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers (Target / Actual)	# of Complaints reported on Discrimination by Suppliers (Target / Actual)
	NIL	NIL	NIL	NIL	NIL

BANK OF AMERICA NATIONAL ASSOCIATION					
	# 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 (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)
	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)	People Trained on Human Rights (Manhours) (Target / Actual)
	390	390	400/420	450/	50
	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)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)
	150	150	250/270	300	35

	Total numbers of employees received regular performance and career development reviews. 170	Total numbers of employees received regular performance and career development reviews. 170	Total numbers of employees received regular performance and career development reviews (Target / Actual) 250/290	BA Total numbers of employees received regular performance and career development reviews (Target / Actual) 350/	NATIONAL Total numbers of employees received regular performance and career development reviews (Target / Actual) 50
	Awareness Session conducted on Career Management 0	Awareness Session conducted on Career Management 0	Awareness Session conducted on Career Management (Target / Actual) 2/3	Awareness Session conducted on Career Management (Target / Actual) 5/	Awareness Session conducted on Career Management (Target / Actual) 7/
	External Human Rights Impact Reporting Compliance Count 100%	External Human Rights Impact Reporting Compliance Count 100%	External Human Rights Impact Reporting Compliance Count (Target / Actual) 100%/100%	External Human Rights Impact Reporting Compliance Count (Target / Actual) 100%/	External Human Rights Impact Reporting Compliance Count (Target / Actual) 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)	BA % 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%
	% of the total workforce covered by formal collective agreements on working conditions	% of the total workforce covered by formal collective agreements on working conditions	% of the total workforce covered by formal collective agreements on working conditions (Target / Actual)	% of the total workforce covered by formal collective agreements on working conditions (Target / Actual)	% of the total workforce covered by formal collective agreements on working conditions (Target / Actual)
	100%	100%	100%/100%	100%	100%

Gender Equality

Gender balance at Worker level (Women to Men %)

5.5%

Gender balance at Executive level (Women to Men %)

2%

Gender balance at organization board (Women to Men %)

1%

Percentage of women employed in the whole organization

Gender balance at Worker level (Women to Men %)

5.5%

Gender balance at Executive level (Women to Men %)

2%

Gender balance at organization board (Women to Men %)

1%

Percentage of women employed in the whole organization

Gender balance at Worker level (Women to Men %) (Target / Actual)

8% / 7%

Gender balance at Executive level (Women to Men %) (Target / Actual)

5% / 6%

Gender balance at organization board (Women to Men %) (Target / Actual)

5% / 3%

Percentage of women employed in the whole organization

Gender balance at Worker level (Women to Men %) (Target / Actual)

10 % /

Gender balance at Executive level (Women to Men %) (Target / Actual)

10%

Gender balance at organization board (Women to Men %) (Target / Actual)

10%

Percentage of women employed in the whole organization

Gender balance at Worker level (Women to Men %) (Target / Actual)

15%

Gender balance at Executive level (Women to Men %) (Target / Actual)

15%

Gender balance at organization board (Women to Men %) (Target / Actual)

15%

Percentage of women employed in the whole organization

20%

20%

30 %/ 27%

35%/

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
conductedNumber of training
sessions on
Discrimination and
harassment conductedNumber of training
sessions on
Discrimination and
harassment conductedNumber of training
sessions on
Discrimination and
harassment conductedNum
sessi
Discr
haras

2

2

2/2

2/2

4

	% 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)	% of the total workforce trained on diversity, discrimination and/or harassment (Target / Actual)
	50%	50%	70%/55%	100%	100%
Working Conditions	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (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 your plants and offices that were 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 2/2
	% 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-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 social initiatives at 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 /

NIL

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# of confirmed
corruption incidents# of confirmed
corruption incidents# of confirmed
corruption incidents# of confirmed
corruption incidents

6

6

5/4

0/

0

Percentage of
operational sites
certified with anti-
corruption
management systemPercentage of
operational sites
certified with anti-
corruption
management systemPercentage of
operational sites
certified with anti-
corruption
management systemPercentage of
operational sites
certified with anti-
corruption
management systemPercentage 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%

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# of confirmed
Information Security
incidents# of confirmed
Information Security
incidents# of confirmed
Information Security
incidents# of confirmed
Information Security
incidents

NIL

NIL

NIL/ NIL

NIL/

NIL

Data Retention
Compliance:Data Retention
Compliance:Data Retention
Compliance:Data Retention
Compliance:Data Retention
Compliance:

100%

100%

100%

100% /

100%

User Complaints:

User Complaints:

User Complaints:

User Complaints:

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	Avg Number of Corrective Actions taken / Supplier
0	0	0	0	0
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	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	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 0	Avg Number of Non-Conformities Found per supplier 0	Avg Number of Non-Conformities Found per supplier 0 / 0	Avg Number of Non-Conformities Found per supplier 0	Avg Number of Non-Conformities Found per supplier 0
Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building NA	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building NA	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building NA	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building NA	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity Building NA
Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	Incident of Deceptive Advertising: NIL	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 (%)	Percentage of total workforce trained on business ethics issues (%)
90%	90%	100 % / 100%	100% /	100%/
Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)
100%	100%	100% / 90%	100% /	100%/
Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	Number of reports related to whistleblower procedure	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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