

THE JOURNEY FROM YOU & WE TO WE & US



20 MICRONS®
L I M I T E D



ANNUAL SUSTAINABILITY REPORT

YEAR – 2025-26



20 MICRONS LTD.

Regd. Office: 9-10, GIDC Industrial Estate, WAGHODIA, Dist.:
Vadodara, 391760, Gujarat
Website: www.20microns.com



20 Microns Limited at a Glance

GRI 2: General Disclosures 2021 - 2-1 Organizational details

We are 20 Microns Limited, the pioneers in the field of Industrial Minerals in India, bringing the organized concept of Micronization and tapping various different Industrial Micronized and Sub-Micronized Minerals under its portfolio. Since few years back, 20 Microns also delved into the world of Specialty Minerals, Chemicals and Performance Additives catering to the niche segments and formulations made through advanced and superior technology to serve our existing and new customer base for diverse applications. With a devoted R&D and Product Application Centre, we are committed to continuously innovate and offer a variety of products catering to numerous applications and formulations enhancing the product performances and delivering high value added functional solutions to various industries.



Industrial Minerals

Over three decades of experience in the field of Industrial Minerals, and having transformed itself over these years from the concept of Mining to Micronizing to Sub Micronizing eventually leading to Nano sizing, 20 Microns Limited has set enviable standards in terms of its range of product offerings and its basket of minerals from all different purities, colour and particle sizes for all different industries and attaining the best quality in the industry through its innovative and technologically advanced production processes, mining know how, optimization & controls, marketing practises and distribution network. From Carbonates to Kaolins and Talcs to Barytes and Silica to Mica and Bentonites to Attapulgit, we have them all and have the appetite to increase the mineral base as per the market requirements.

Specialty Chemicals & Additives

20 Microns Limited offers a wide spectrum of Specialty Minerals, Chemicals & Performance Additives that enhance hundreds of product formulations and save on overall formulation costs and reduce the dependency of our customers on imports by offering them localized sustainable solutions for the long term. Slowly and steadily we have successfully built a basket of various specialties from Opacifiers to Synthetic waxes and Matting Agents to Organic and inorganic thickeners for a cross section of industries by identifying opportunities and developing customized product solutions backed by technical support and customer care.

20 Microns Limited at a Glance

VISSION, MISSION AND CORE VALUES



OUR VISION

- Our brand promise, our deep enrooted commitment to building a robust, sustainable and responsible business for the long run.
- Through adaptive improvement, we will continue to be a leader in the manufacturing of industrial minerals and speciality chemicals. We will advance the speciality chemical intermediate business through our innovation, hard work and responsible care initiatives.

OUR MISSION

- To provide exceptional product quality which equally matches our excellence in problem solving capabilities and technical customer services with an extensive operational network.
- With a focus on markets and an in-depth understanding of their needs, 20 Microns is constantly developing new ultrafine industrial minerals and speciality chemicals with expanding global footprints.
- To deliver performance for our shareholders, remaining innovative for our customers, building lasting relationships for our employees, partners and communities.
- To provide integral products to our valued clients while sustaining a stable and consistent reputation through innovative intelligence. We do this in a safe and healthy work environment for our employees and adhere to all local, national and international regulations

Message from the CMD's Desk

“The core focus of our organization is centered on reducing carbon emissions, conserving invaluable natural resources, promoting the use of renewable energy sources, and encouraging ethical business practices.”

Dear Shareholders,

It is always a matter of pride and pleasure for me to pen down my thoughts at the conclusion of yet another exciting year at 20ML. 20ML's journey in FY25 was a case of hard work and dedication. It was, in many ways an exceptional year, in both a positive and a negative way. On the one hand, it was a year with very strong growth not just in terms of revenue but also in terms of our strategic goals such as reducing our carbon footprint and enhancing our social relevance. On the other hand, it was a year where we faced a difficult situation owing to the persistently high ocean freights and geopolitical instability in the EU and Middle-east regions.



Mr. Rajesh C. Parikh
Chairman & Managing Director

“At 20 Microns Limited, we firmly recognize and value the significance of incorporating environmental, social, and governance (ESG) factors into our business practices as they play a crucial role in promoting sustainable development.”

Message from the CMD's Desk

Harnessing our strengths

During the year, we continued to adapt to the changing aspirations of the evolving needs of our esteemed clients, driven by our clear purpose and inherent strengths, as we persistently work towards shaping the future in a sustainable way. Throughout the course of FY25, we focused on realigning our working strategy towards exploring the opportunities in new product lines and the development of new value-added products and making them available at a reasonable price. We continued to develop new and value-added products through our subsidiaries, backed by our R&D capabilities, and developed nearly 75 value-added products over the last few years. Although majority of these products have not gained the expected market traction, but I am confident that in the years ahead they would drive the growth for 20 Micron Group of companies. The reason being these products would act as apt import substitute for our customers, help our customers replace synthetic products with green and sustainable products, and growing importance of the China plus one strategy amongst our customers. Additionally, we concentrated our efforts on exploring opportunities in growing industries such as EV battery and petrochemicals, adopting automating initiatives and technological upgrades to stay competitive. Even when the markets were shaky, we stayed true to our strategy, ensuring that both our customers and shareholders felt the positive impact of our efforts.

Looking back on the year gone by

One of our primary areas of focus during the fiscal year was the expansion of our international presence. Aligning with our overarching strategy, we embarked on ventures in untapped regions, mostly in Middle East and South East Asia, and forged strategic partnerships to bolster our international reach. Moreover, we undertook a robust digital marketing campaign during the year to extend our reach and foster engagement with a wider audience. By implementing focused online

strategies, we focused on successfully educating and informing our industry stakeholders about the potential of our products. Coming to our financial performance, we have achieved consistent results, our total income stood at 832.81 crores for FY 2025-26; 3.57% increase on a year-on-year basis. Our PBT for FY 2025-26 stood at 81.58 crores, a 7.72% increase compared to the previous year. This was mainly owing to the positive growth we achieved in some of our key focused product categories, such as organic farming, speciality and construction chemicals, among others. We started exporting our mineral-based organic farming products to new countries such as Africa during the year. Backed by these positives, our net profit also witnessed an increase in FY 2025-26 and stood at 60.23 crores, after a growth of 6.89% from the previous year.

Embedding sustainability in everything we do

At 20 Microns Limited, we firmly recognize and value the significance of incorporating environmental, social, and governance (ESG) factors into our business practices as they play a crucial role in promoting sustainable development. The passage of time has witnessed our organization's remarkable accomplishments, particularly in the establishment of a strong governance system and the implementation of a comprehensive policy framework, both of which provide invaluable guidance for our ESG initiatives. The core focus of our organization is centered on reducing carbon emissions, conserving invaluable natural resources, promoting the use of renewable energy sources, and encouraging ethical business practices. Our unwavering commitment lies in looking ahead and ensuring that we deliver sustainable advantages to all our stakeholders. Additionally, we are dedicated to making a positive impact on the environment, with the ultimate goal of creating a cleaner and healthier planet.

Message from the CMD's Desk

Our people focus

A company's true strength lies in its people, and I am humbled to acknowledge the exceptional contribution of our employees. Our dedicated employees are the heart and soul of our success story. Thus, it is our responsibility to ensure that our workforce is inclusive and representative of the communities we serve, and we are committed to taking the necessary steps to achieve this. To secure the recruitment and retention of top talent, it is imperative to establish a work environment that allows for the flourishing of a diverse community of individuals. We are pleased to inform that we have made significant advancements in establishing an organization that genuinely promotes inclusivity and cultivates a joyful work environment for our employees all year round. As part of CSR focus, we continued to work on helping the underprivileged juvenile diabetic children's and economic upliftment of the villages near our manufacturing units.

Geared to seize the potential that lies ahead

We are looking to broaden our portfolio by exploring opportunities in the construction chemical and Minfert business. By utilizing our

expertise and available resources, our goal is to develop innovative and environmentally-friendly solutions that fulfill the requirements of our clients and align with our dedication to ESG. By focusing on our sustainability principles, we aim to develop a comprehensive range of soft mineral and specialized chemical solutions that cater to diverse needs and bring value to our stakeholders. Our plans for the coming years involve expanding our

presence in various markets and capitalizing on growth opportunities by diversifying our product offerings. In response to the global shift towards adopting the 'China plus one' strategy, it has become increasingly pivotal for success and growth. Numerous manufacturing companies today are actively exploring opportunities to reduce their dependency on China for their raw material requirement. For our organization, this strategic approach will guide our direction over the next few years. By embracing this strategy and realigning our portfolio, we aim to forge new partnerships and position 20 Microns as a dynamic and reliable player on the global stage. Considering the favourable macroeconomic conditions in India and the increasing focus on the part of the government to help the country emerge as the next manufacturing hub, we are confident that 20ML is strongly positioned to seize market opportunities. This provides us with an excellent chance to generate value, particularly as we focus on growing our international presence to expand and to capitalise on the growth prospects available within India. On behalf of every member of the 20ML family, we thank our shareholders for the trust they have reposed on us. We are truly grateful for your sustained cooperation throughout our journey. Together, we will achieve a better and more sustainable future.

Thanks

Mr. Rajesh C. Parikh

Chairman & Managing Director

Message from the CMD's Desk



In conversation with Mr. Atil C. Parikh

CEO & Managing Director 20 Microns Limited

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Throughout the year, we integrated sustainable practices into our manufacturing processes, from energy conservation to waste management and water recycling, paving the way for a greener future.”

The Essence of Our Sustainability Report

GRI 2: General Disclosures 2021 - 2-3 Reporting period, frequency

Scope of Sustainability Report:

"This is the sustainability Report of 20 Microns Limited 2nd Addition. The report mainly focuses on the company's overall Environmental, Social and Governance performance.

We report on our identified material topics, which are rooted in our strategic approach to ESG compliance.

Our efforts align with the Government of India's Net Zero ambition and contribute to our purpose of 'Driving Sustainable Growth.

The report attempts to provide information on our structural approach towards sustainability. It covers our sustainability performance for the financial year 2025-26.



SOURCE: UNITED NATIONS DEPARTMENT OF GLOBAL COMMUNICATIONS - GUIDELINES FOR THE USE OF THE SDG LOGO INCLUDING THE COLOUR WHEEL, AND 17 ICONS.



"The performance has been prepared in accordance with the GRI Universal Standard 2021, the 17 Sustainable Development Goals of the United Nations, the BRSR Framework as per the Securities and Exchange Board of India, the 10 Principles of the United Nations Global Compact, and the material topics identified through stakeholder expectations and ESG risk assessments of our business activities."

The Essence of Our Sustainability Report

GRI 2: General Disclosures 2021 - 2-2 Entities included in the organization's sustainability reporting

Scope of 20 Microns Limited:

"The scope of the report covers all 20 Microns Manufacturing Units, Warehouses, offices, Mines are currently excluded from the scope of reporting as this are currently not in operations since last 4-5 Years.

Following are the Locations covered under the scope and reporting period, Mines are not covered under the sustainability reporting as they are not in operations since last 4 years, they will be included as their operations starts.

Manufacturing locations

- 20 Microns limited, Alwar, Rajasthan
- 20 Microns limited, Bhuj, Gujarat
- 20 Microns limited, Udaipur, Rajasthan
- 20 Microns limited, Hosur, Tamilnadu
- 20 Microns limited, Haldwani, Uttarakhand
- 20 Microns limited, Tirunelveli, Tamilnadu
- 20 Microns Limited, Parbatsar, Rajasthan
- 20 Microns Limited, Nagor - Bhuj, Gujarat

Warehouse locations

- 20 Microns limited, Uran Raigad, Maharastra
- 20 Microns limited, Kolkata, West Bengal
- 20 Microns limited, Mundra, Bhuj, Kutch
- 20 Microns limited, Chennai, Tamilnadu
- 20 Microns limited, Anantpur & Kadapa & Rayalacheruvu, Andrapradesh

Office locations

- Head Office - 347, GIDC, Waghodia, Vadodara, Gujarat
- 9/10, GIDC, Waghodia, Vadodara, Gujarat
- 20 Microns limited, Corporate office, 134 - 135, Hindustan Kohinoor Industrial CPLX, Vikhroli (W), Mumbai – 83, Maharastra
- 20 Microns limited, Arundeeep Complex, Alkapuri, Vadodara, Gujarat

Foundations of Reporting

This Sustainability Report has been **prepared with accordance to the Global Reporting Initiative (GRI) Standards 2021**. Our reporting approach adheres to the following **GRI Reporting Principles** to ensure transparency, accountability, and consistency

Reporting Principles for defining reporting content

- Completeness,
- Relevance,
- Sustainability context

Reporting Principles for accessibility of reported information's

- Clarity
- Timeliness
- Communicating

Reporting Principles for quality/ reliability of reporting information's

- Accuracy & Balance
- Naturality
- Comparability
- Understandability
- Reliability
- Compliance



UN Sustainable Development Goals 17 Goal at 20 Microns Limited

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

SDG's 17 GOALS	SUATAINABILITY INITIATIVES
	1. 20 Microns is committed to end zero hunger and poverty, by encouraging local employment, our growth strategy of Velocity 2026 to Achieve Turn over of Rs. 1500 crore, will support increased employment opportunities and associated service opportunities , hence there by helping to reduce Poverty and Zero hunger in the society
	2. CSR funding in the schools for the batter education and future. 3. Living Wages to employees for batter living life and balance work life. 4. Women empowers and helps them in income generation. 5. Creating more and more Job employment.
	1. CSR activity for Health Facility and Activities like Blood Donation Camp Arrangement, Health Checkup camp arrangement. 2. We have ensured that our all employees are covered under the health insurance and health related examination, so any adverse impact if any can be taken care of them.

UN Sustainable Development Goals 17 Goal at 20 Microns Limited

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

SDG's 17 GOALS	SUATAINABILITY INITIATIVES
	1. CSR funding in the schools for the batter education and future.
	1. Promotes gender diversity through numbers of programs and adherence to the laws that encourage women's empowerment. 2. As a part women empowerment activities, we are working on increasing gender diversity ratio in our workforce, currently we have 8.5 % in management employees, and 0.92 % in all category of employees.
	1. Water is essential element in our process and for our employee consumption, providing clear drinking water to our employees and workers and avoiding any contamination with the ground water, river water 2. We will optimize our water uses by recycling, by rain-water harvesting.

UN Sustainable Development Goals 17 Goal at 20 Microns Limited

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

SDG's 17 GOALS	SUATAINABILITY INITIATIVES
7 AFFORDABLE AND CLEAN ENERGY 	1. We will achieving this by moving to renewable energy sources through PPA for renewable Energy 2. Replace and Installed Energy Efficient Equipment's 3. Adoption of new technology – Usages of Motion Sensors, Solar Lights 4. Scope 3 by moving towards LNG based transportation sources
8 DECENT WORK AND ECONOMIC GROWTH 	1. Along with health and safety training, skill development training, technological innovation and upgradation, equal pay for equal work, a strict policy against forced labor and child labor, and human rights policy, we have adopted a "Zero Accident Policy" and "Health and development Policy." 2. At Bhuj Plant Life-line installed. 3. As a part of growth strategy, and plan for economic growth, we are committed to improve the work standards, reducing the work-related injuries, We value our employees and provide them with opportunity for the career growth, We also have incentive-based schemes based on the EBITA performance, which is additional pay to our employees 4. As a part of sustainable procurement, we have also included this SDG in our supplier assessment to improve working conditions in supply chain.

UN Sustainable Development Goals 17 Goal at 20 Microns Limited

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

SDG's 17 GOALS	SUATAINABILITY INITIATIVES
	1. Implement 5S: Streamline processes to reduce waste and improve efficiency 2. With our aim to reduce our GHG Emissions in all Scope 1, Scope 2 and Scope 3 category, we will be adopting cleaner renewable energy for our operations, 3. Also explore the latest technologies equipment and machinery, which reduce our energy consumption 4. Our R & D are on-going continuous efforts to develop new and environment 5. friendly products, which can contribute to our Economic growth.
	1. By fostering continuous income growth, we want to achieve the social, economic, and political inclusion of all people, regardless of their age, gender, disability, race, ethnicity, place of birth, religion, or economic or other status.

UN Sustainable Development Goals 17 Goal at 20 Microns Limited

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

SDG's 17 GOALS	SUATAINABILITY INITIATIVES
	1. To foster environmental sustainability, our chemical manufacturing company actively participates in Greenfield and Belt Development initiatives, aiming to contribute to the preservation and enhancement of our planet."
	1. Inventory Management: Implement effective inventory control to minimize excess and expired materials. 2. Vehicle Capacity Optimization 3. With our Aim to continuously reduce our GHG Emissions, We monitor our electricity, fuel, water, chemicals consumption at individual plant levels, with defined targets for the reductions 4. We monitor our consumption intensity for each of the parameters 5. This gives us an opportunity to work towards improving our productivity, improving our energy efficiency, and responsibly use our materials

UN Sustainable Development Goals 17 Goal at 20 Microns Limited

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

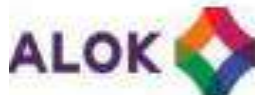
SDG's 17 GOALS	SUATAINABILITY INITIATIVES
	1. Implement water conservation measures and sustainable water management practices to protect aquatic ecosystems. 2. Switch from fossils fuels to renewable alternative 3. Reduce GHG Emissions
	1. Implement water conservation measures and sustainable water management practices to protect aquatic ecosystems.
	1. Incorporate biodiversity considerations into land use planning and development decisions. 2. We ensure that we do not adversely impact the life on land and biodiversity, this is also a part of our sustainable procurement process, we ensure our suppliers also comply with the requirements 3. We have carried out tree plantation to restore the biodiversity

UN Sustainable Development Goals 17 Goal at 20 Microns Limited

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

SDG's 17 GOALS	SUATAINABILITY INITIATIVES
	1. CSR funding allocate for the batter education and future of the students. 2. We are committed to comply with our business ethics standards 3. We communicate code of conduct to our stake holders and regularly engage them on the requirements 4. This requirements are also incorporated in our sustainable procurement 5. requirements
	1. To build long-term value through cutting-edge technologies, we collaborate internationally with universities, technological companies, and trade groups. 2. We have partner the United Nations Global compact for their 10 Principles, 3. And we commit to comply with the principles and peculate the same to our suppliers

OUR RICH CLIENTELE



We Cater to



Paints



Texture Paints



Industrial Paints



Agro Chemicals



Wood Coatings



Road Marking



Adhesives & Sealants



Inks & Pigments



Constructions



PVC Pipes



Wire & Cables



Masterbatches



Film & Woven Sacks



Plastics



Automotive Components



Tires & Tubes



Hoses & Beltings



Cosmetics & Personal Care



Foundry



Ceramics



Oil & Gas

Our basket of products

Our business has three distinct segments: Industrial Minerals, Functional Additives & Specialty Chemicals, and Retail Segments. Each of these segments acts as individual profit centers and feeds value to other segments through meticulous forward and backward integration.

Product segment

Industrial minerals

- Calcium Carbonate
- Talc
- Hydrous Kaolin
- Calcined Kaolin
- Quartz
- Mica
- Barytes
- Red Oxide
- Feldspar
- Bentonite
- Siliceous Earth

Functional additives & Speciality chemicals

- White Pigment Opacifiers
- Wax & Wax Additives
- Engineered Kaolins
- Matting Agents
- Fumed Silica
- Organoclays
- Rheology Modifiers
- Flame Retardants
- Dessicants
- Activators
- Buff TiO₂
- Synthetic Barium Sulfate



Awards and Certifications



UN Global Compact Membership Certificate – 2026-27



“WINNER” Award from Baroda Productivity Council in
“GHKC - GreEnv Contest 2022 -23” Competition 2022-23

Awards and Certifications

We, 20 Microns Limited, all plants are certified with ISO 14001 Environment Management System, ISO 45001 Occupational Health and Safety Management System and ISO 9001 Quality Management System.

We, 20 Microns Limited is also certified with ISO/ IEC 27001 Information Security Management System.



ISO 14001: 2015 and ISO 45001: 2018

Awards and Certifications

ISO / IEC 27001 : 2022



Certification of Registration
INFORMATION SECURITY MANAGEMENT SYSTEM

20 MICRONS LIMITED

HEAD OFFICE:
PLOT NO: 347, GIDC, WAGHODIA, DIST: VADODARA - 391760,
GUJARAT, INDIA

Hereby granted the Certificate Number **EC1638/2023:1223**

Subsequent to the assessment conducted on 21 Nov. 2023 and the organization found operating an Information Security Management System which complies with the requirements of ISO / IEC 27001: 2022

Scope of Certification:
Information Security Management System Covering Assets Related to Data Centre Services like Data Centre Managed IT Services, Co-location, Web & Mail Hosting, Application Hosting, Virtual Private Server, Mobile Applications, Cloud Computing, Business Continuity Planning, Disaster Recovery, Network & Security Operations Centre & Remote Technical Support and Managed Services & Software Development

Surveillance 1: On or Before 04 DEC. 2024
Surveillance 2: On or Before 04 DEC. 2026

Originally Registered: 04 DEC. 2023 Latest issue: 04 DEC. 2023 Expiry Date: 03 DEC. 2026

For, EURO CERT


Chief Executive Officer




ISO / IEC 27001: 2022

ZERTIFIKAT • CERTIFICATE • CERTIFICADO • CERTIFICAT



Certification of Registration
INTEGRATED MANAGEMENT SYSTEM

20 MICRONS LIMITED

HEAD OFFICE:
PLOT NO: 347, GIDC, WAGHODIA, DIST: VADODARA - 391760,
GUJARAT, INDIA

Hereby granted the Certificate Number **EC1637/2023:1223**

Subsequent to the assessment conducted on 28 NOV. 2023 and the organization has to be operating an Integrated Management System (IMS) which complies with the requirements of

ISO 14001: 2015 & ISO 45001: 2018

Scope of Certification:
Marketing of Natural Mineral Products in Un-coated & Coated condition Such as Calcium Carbonate, Dolomite, Talc, Silica, Oxides, Barytes, Mica, Chalk, Lime stone, Marble, Diatomaceous Earth, Hydrous & Calcined China clay (Kaolin) and Related Procurement

Surveillance 1: On or Before 04 DEC. 2024
Surveillance 2: On or Before 04 DEC. 2026

Originally Registered: 04 DEC. 2023 Latest issue: 04 DEC. 2023 Expiry Date: 03 DEC. 2026

For, EURO CERT


Chief Executive Officer




ISO 14001: 2015 and ISO 45001: 2018

ZERTIFIKAT • CERTIFICATE • CERTIFICADO • CERTIFICAT



Certification of Registration

Annexure - I to Certificate No. EC1637/2023:1223

ISO 14001: 2015 & ISO 45001: 2018

Site	Address	Scope of Certification
Haldwani	Nr. Gola Ganpati Motors, Goraparav, Bareilly Road, Haldwani - 263135, Nainital, Uttarakhand, India	Manufacture & Supply of Talc Powder
Hosur	Plot No: 23/24, SIPCOT, Phase - II, Hosur - 635109, Tamil Nadu, India	Manufacture and Supply of Natural Mineral Products in Un-coated & Coated condition such as Calcium Carbonate, Dolomite, Talc, Silica, Oxides, Barytes, Mica & Hydrous China Clay (Kaolin)
Tirunelveli	104/3, Tenkasi Road, Village & Post - Padurur, Via - Alangulam, Dist. Tirunelveli - 627851, Tamil Nadu, India	Manufacture and Supply of Natural Mineral Products Such as Coated & Un-Coated Calcium Carbonate, Kaolin Clay (Hydrous & Calcined) & Diatomaceous Earth
Udaipur	F-232/233 & 234, Road No:1E, MIA, Madri, Udaipur - 313003, Rajasthan, India	(1) Manufacture and Supply of Natural Mineral Products in Un-Coated & Coated condition Such as Calcium Carbonate Dolomite & Uncoated Condition Such as Talc, Silica, Barytes, Mica and Hydrous China Clay (Kaolin) (2) Trading and Supply of Natural Mineral Products in Coated / Un-Coated condition such as Calcium Carbonate and Dolomite

Originally Registered: 04 DEC. 2023 Latest issue: 04 DEC. 2023 Expiry Date: 03 DEC. 2026

For, EURO CERT


Chief Executive Officer




Awards and Certifications

Bureau Veritas Certification



20 MICRONS LIMITED

20 MICRONS[®]
L I M I T E D

HEAD OFFICE: PLOT NO. 347, GIDC, WAGHODIA, DIST. VADODARA – 391 760, GUJARAT, INDIA.

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above Organisation has been audited and found to be in accordance with the requirements of the Management System Standard detailed below.

Standard

ISO 9001:2015

Scope of certification

MANUFACTURE, MARKETING, TRADING & SUPPLY OF NATURAL MINERAL PRODUCTS IN UN-COATED & COATED CONDITION SUCH AS CALCIUM CARBONATE, DOLOMITE, TALC, SILICA, BARYTES, MICA, LIME STONE, MARBLE POWDER, DIATOMACEOUS EARTH, HYDROUS & CALCINED CHINA CLAY (KAOLIN), BALL CLAY, DIATOMACEOUS EARTH AND RELATED PROCUREMENT

Original cycle start date: 30 June 2004
Recertification cycle start date: 30 June 2025
Subject to the continued satisfactory operation of the Organisation's Management System, this certificate is valid until: 29 June 2028
Certificate No. IND.25.862/QM/U Version: 1 Issue date: 30 June 2025

[Signature]
Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom
Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 083, India

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call + 91 22 6274 2000.

Bureau Veritas Certification

Bureau Veritas Certification



20 MICRONS LIMITED

20 MICRONS[®]
L I M I T E D

Standard

ISO 9001:2015

Scope of certification

SITE	ADDRESS	SCOPE
Head Office	Plot No. 347, GIDC, Waghodia, Dist. Vadodara - 391760, Gujarat, India.	Marketing of Natural Mineral Products in Un - Coated & Coated Condition such as Calcium Carbonate, Dolomite, Talc, Silica, Barytes, Mica, Lime Stone, Marble, Hydrous & Calcined China Clay (Kaolin) & Related Procurement
Site 1	Survey No. 157, Village - Mamura, Taluka-Bhuj, Dist.: Kachchh - 370020, Gujarat, India	Manufacture and Supply of Natural Mineral Products in Un - Coated & Coated Condition such as Calcium Carbonate, Dolomite, Talc, Silica, Hydrous and Calcined China Clay (Kaolin)
Site 2	Plot No. 877 - 78, Matsya Industrial Area Amar - 301050, Rajasthan, India	1) Manufacture, Trading and Supply of Natural Mineral Products in Un-Coated Condition such as Calcium Carbonate, Dolomite, Talc, Silica, Barytes, Mica and Hydrous China Clay (Kaolin) 2) Manufacture, Trading and Supply of Natural Mineral Products in Coated Condition such as Calcium Carbonate & Dolomite 3) Trading and Supply of Natural Mineral Products in Uncoated Condition such as Baryte & Hydrous China Clay
Site 3	Plot No 23/24 SIPCOT Industrial Area, Phase II, Near TVS School, Hosur - 635109 Tamil Nadu India	Manufacture and Supply of Natural Mineral Products in Un - Coated & Coated Condition such as Calcium Carbonate, Dolomite, Talc, Silica, Barytes, Mica & Hydrous China Clay (Kaolin)
Site 4	F - 232,233 & 234, Road No. 1E, MIA, Madri, Udaipur - 313003, Rajasthan, India	1) Manufacture, Trading and Supply of Natural Mineral Products in Un - Coated Condition such as Calcium Carbonate, Dolomite, Talc, Silica, Barytes, Mica and Hydrous China Clay (Kaolin) 2) Manufacture, Trading and Supply Of Natural Mineral Products In Coated Condition such as Calcium Carbonate & Dolomite.

Certificate No. IND.25.862/QMU Version: 1 Issue date: 30 June 2025

[Signature]
Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom
Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 083, India

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call + 91 22 6274 2000.

Bureau Veritas Certification

Bureau Veritas Certification



20 MICRONS LIMITED

20 MICRONS[®]
L I M I T E D

Standard

ISO 9001:2015

Scope of certification

SITE	ADDRESS	SCOPE
Site 5	H-115-117, IGC RICO Industrial Area, Parbatsar, Tehsil-Parbatsar, District-Diwana-Kuchaman, Nagaur, Rajasthan	Manufacture and Supply of Marble Powder and Calcium Carbonate
Site 6	Plot No: 10 - 11, GIDC, Nagar, Bhuj - 370001, Kutch, Gujarat, India	Manufacture of Hydrous & Calcined China Clay (Kaolin) & Ball Clay
Site 7	Near Gola Ganpati Motors, Gorapnari, Bareilly Road, Haldwani - 263139, Nainital, Uttarakhand, India	Manufacture and Supply of Talc Powder
Site 8	104/3, Tamiast Road, Village & Post: Puthur, Via Alangulam, Dist: Tirunelveli – 627851, Tamil Nadu, India	Manufacture and Supply of Coated & Un-Coated Calcium Carbonate, Kaolin Clay (Hydrous & Calcined) & Diatomaceous Earth

Certificate No. IND.25.862/QMU Version: 1 Issue date: 30 June 2025

[Signature]
Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom
Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 083, India

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call + 91 22 6274 2000.

Bureau Veritas Certification

ISO 9001: 2015 QMS

Awards and Certifications

ISO 9001 : 2015



Certification of Registration
QUALITY MANAGEMENT SYSTEM

20 MICRONS LIMITED

REGISTERED OFFICE:

PLOT NO: 347, GIDC, WAGHODIA, DIST: VADODARA - 391760, GUJARAT, INDIA

Hereby granted the Certificate Number **EC1511/2023:0323**

Subsequent to the assessment conducted on 06TH & 07TH February 2026 and the organization found operating a Quality Management System which complies with the requirements of ISO 9001: 2015

Registered Office & Site Scope:

Sourcing / Import, Storage & Distribution of Natural Mineral Products i.e. Talc, Dolomite, Barite, Quartz, Calcine Kaolin (Kaolin), Hydrous Clay, Mica, TiO₂, PPT BASO₄, Red Oxide, Calcium Oxide, Specialty Chemical, Additives, Coated & Un-coated Calcite Carbonate Powder, Additives, Binders & Specialty Chemicals and Resins

Warehouse Address & Scope of Certification As per – Annexure - I

Surveillance 1: On or Before **21 MAR. 2027**

Surveillance 2: On or Before **21 MAR. 2028**

Originally Registered: **23 MAR. 2023** Latest issue: **21 MAR. 2026** Expiry Date: **20 MAR. 2029**

For, **EURO CERT**

Chief Executive Officer

- This certificate is valid for 3 years. (In case of surveillance Audit is not allowed to be conducted, the Certificate shall be Suspended/Withdrawn).
- Please Re-validate this certificate's status at <http://www.eurocertindia.com>
- The certificate of Registration is granted subject to relevant provisions of the EURO CERT Contract Terms & Scheme for Registration Form B02B (Latest Version).
- The certificate of Registration remains the property of EURO CERT and shall be returned immediately upon request.
- Issuing Office : Level-4, A Wing, Dynasty Business Park, Andheri - Kurla Road, Andheri (East), Mumbai-400059 (INDIA)



ISO 9001 : 2015



Certification of Registration

Quality Management System Certification **Appendix- I to Certificate No. EC1511/2023:0323**

Warehouse Address	Scope of Certification
20 MICRONS LIMITED Survey No: 25/B, 26/1A1, 26/1A2, 26/1B, At : Bhom, Post: Moti Jul, Taluka: Uran, Rees, Raigad - 410206, Maharashtra, India	Sourcing / Import & Export, Storage & Distribution of Natural Mineral Products i.e., Talc, Dolomite, Barite, Quartz, Calcine Kaolin (Kaolin), Hydrous Clay, Mica, TiO ₂ , PPT BASO ₄ , Red Oxide, Calcium Oxide, Specialty Chemical, Additives, Coated & Un-coated Calcite Carbonate Powder.
20 MICRONS LIMITED Plot No: 127/2A, Thiruvallur High Road, Alamathi Village, Chennai – 600052, Tamilnadu, India	Sourcing / Import & Export, Storage & Distribution of Natural Mineral Products i.e., Talc, Dolomite, Barite, Quartz, Calcine Kaolin (Kaolin), Hydrous Clay, PPT BASO ₄ , Calcium Oxide, Specialty Chemical, Additives, Coated & Un-coated Calcite Carbonate Powder.
20 MICRONS LIMITED Alampur NH – 6, New Kolarah Andul, Near Gurudwara School Compound, B S Tar Pvt. Ltd., Howrah – 711302, West Bengal, India	Sourcing / Import & Export, Storage & Distribution of Natural Mineral Products i.e., Talc, Dolomite, Barite, Quartz, Calcine Kaolin (Kaolin), Hydrous Clay, Mica, PPT BASO ₄ , Specialty Chemical, Additives, Coated & Un-Coated Calcite Carbonate Powder.
20 MICRONS LIMITED Plot No: 01/02, At: Dhruv Revenue, Survey No: 63/1, Village – Dhruv, Near Adani Port, Mundra - 370421, Kutch, Gujarat, India	Sourcing / Import & Export, Storage & Distribution of Natural Mineral Products i.e., Talc, Dolomite, Barite, Quartz, Calcine Kaolin (Kaolin), Hydrous Clay, Mica, PPT BASO ₄ , Red Oxide, Specialty Chemical, Additives, Coated & Un-coated Calcite Carbonate Powder.
20 MICRONS LIMITED Khasra No. 30/15/1, Ram Nagar Road, Umedgarh, Sonpat - 131101, Haryana, India	Sourcing / Import & Export, Storage & Distribution of Natural Mineral Products i.e., Talc, Dolomite, Barite, Quartz, Calcine Kaolin (Kaolin), Hydrous Clay, Mica, PPT BASO ₄ , Red Oxide, Specialty Chemical, Additives, Coated & Un-coated Calcite Carbonate Powder.
20 MICRONS LIMITED Sy. No. : 43/1, Near Tractor Nagar, Garladinne, Obulapuram Village, Anantapur – 515731, Andhra Pradesh, India	Sourcing & Export, Storage & Distribution of Natural Mineral Products i.e., Talc, Dolomite, Barytes, CALCITE, Lime Stone, Red Oxide, Mica, Quartz.
20 MICRONS LIMITED Land D No.46772C, Mamillapalli, Chinthakommadine Mandal, YSR District, Kadapa (Cuddapah) – 516004, Andhra Pradesh, India	Sourcing & Export, Storage & Distribution of Natural Mineral Products i.e., Barytes, Mica, Quartz.
20 MICRONS LIMITED SY No-00-2, Yadki to Rayalacheruvu Cross Road, Tuttilanalle Village, Yadki Mandal, District Ananthapur – 515455, Andhra Pradesh, India	Sourcing & Export, Storage & Distribution of Natural Mineral Products i.e., Dolomite, Talc, Calcite, Lime Stone, Barytes, Silica, Red Oxide, Mica, Feldspar, Soda Feldspar.

Originally Registered: **23 MAR. 2023** Latest issue: **21 MAR. 2026** Expiry Date: **20 MAR. 2029**

For, **EURO CERT**

Chief Executive Officer

- This certificate is valid for 3 years. (In case of surveillance Audit is not allowed to be conducted, the Certificate shall be Suspended/Withdrawn).
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- Issuing Office : Level-4, A Wing, Dynasty Business Park, Andheri - Kurla Road, Andheri (East), Mumbai-400059 (INDIA)



ISO 9001: 2015 QMS Certificate

AN ODYSSEY TOWARDS SUSTAINABILITY.

Stakeholders Engagement

At **20 Microns Limited**, stakeholder engagement is central to our **sustainability management**. By actively listening to our stakeholders, we gain insights into their expectations, assess potential impacts, and refine our sustainability approach.

We **engage stakeholders** through dialogue groups, discussions on material topics, and structured feedback mechanisms, ensuring their input shapes our sustainability priorities. The most significant economic, environmental, and social impacts, including human rights considerations, are presented for validation and prioritization.



Identifying and Selecting Stakeholders

A systematic evaluation of **economic, social, environmental, ethical, and governance impacts** helps us strengthen relationships and address concerns effectively. Our first **materiality matrix**, developed for **FY 2025-26**, identified seven key stakeholder groups:

- ⇒ Customers
- ⇒ Supplier / External Providers
- ⇒ Owners / Shareholders/ Investors
- ⇒ Public / Regulatory Agencies
- ⇒ Local Communities
- ⇒ Employees
- ⇒ Innovators / Partners

Engagement Channels

We collect stakeholder insights through various channels, including:

- ✓ Board and shareholder meetings
- ✓ Regulatory communications
- ✓ Customer audits and feedback
- ✓ Sustainability questionnaires
- ✓ Supplier interactions
- ✓ CSR initiatives

Stakeholders Engagement

Stakeholder	Why We engage	How We engage	Key Topics and concerns discussed
Customer	Strong engagement with our customers enables us to understand their needs and anticipate market trends. Through preference discovery platforms and consumer insight programs we are able to understand and anticipate customer preferences	• Customer sustainability request • Customer audits • Customer conference, trainings • Key customer manager relationship – ongoing dialogue • Vendor registration questionnaire from customers • Customer feedbacks	• Climate change • Consumer health & wellbeing • Governance & business conduct / ethics / transparency • Human rights • Innovation capabilities & management • Responsible consumption of natural resources • Product quality & safety • Responsible sourcing & traceability • Circular economy
Suppliers	Our suppliers are genuine partners, and we work with them towards mutual value creation: open dialogue secures a pipeline of technological innovation through supplier enabled innovation; supplier engagement and collaboration ensure our suppliers have high standards in business ethics and respect for people and the environment	• Assessments • Supplier audits • Collaborations to improve performance • Multi-stakeholder groups • Supplier events: capacity building, discussing issues • Direct engagement with supplier relationship managers	• Climate change • Responsible consumption of natural resources • Human rights • Innovation capabilities & management • Raw material availability • Compliance to sustainable procurement practices • Circular economy

Stakeholders Engagement

Stakeholder	Why We engage	How We engage	Key Topics and concerns discussed
Employees	We engage with our people to foster an environment of open dialogue to mutually resolve conflicts, to identify development initiatives and innovative ideas that will help drive our business. We cannot achieve our goals without a true sense of unity and a workplace where we all love to be and grow.	• Works committee consultations • Employee engagement surveys • Annual performance dialogue • Talent management processes • Learning and development opportunities • Ongoing dialogue with sustainability and HR department	• Climate change • Responsible consumption of natural resources • Diversity, inclusion & people development • Employee health, safety & wellness • Governance & business conduct / ethics / transparency • Human rights • Innovation capabilities & management
Investors and share holders	Our active dialogue with the capital market ensures transparency and helps us improve our reporting practices. Our relationship with debt investors, banks and credit rating agencies ensures we have funding for investment opportunities	• Annual General Meeting • Briefings with analysts • Conferences including ESG- focused ones with investors and other financial stakeholders	• Climate change • Responsible consumption of natural resources • Diversity, inclusion & people development • Economic performance • Environmental, Social & Governance • Governance & business conduct / ethics / transparency • Innovation capabilities & management • Raw material availability • Circular economy

Stakeholders Engagement

Stakeholder	Why We engage	How We engage	Key Topics and concerns discussed
Local communities	Open dialogue fosters good relations and enables us to work together with communities and neighbourhoods on projects and causes that benefit local communities, help protect local ecosystems and support livelihoods	• Ongoing dialogue with local authorities and community organizations • Employees engaged in social activities within the communities in which we operate • 20 Microns Foundation • Local partners (NGOs or cooperatives) acting	• Biodiversity • Climate change • Responsible consumption of natural resources • Diversity, Inclusion & People Development • Governance & Business Conduct / ethics / transparency • Human rights • Local community development • Product / ingredient Environmental & Social Performance • Responsible sourcing & traceability • Circular economy
Public, Private and regulatory agencies	Engagement and collective action with external partners are essential in order to inspire and lead by example as a responsible business. Only collective action can influence decisions. We engage with local governments and regulators to understand both the changes and their concerns, and find mutually beneficial solutions	• Amongst those we engage with: • United Nations Global compact • Ecovadis • Together for Sustainability (TfS) • Local Government pollution control boards and Department of industrial safety and Health	• Climate change • ESG topics (Environmental, Social & Governance) • Responsible consumption of natural resources • Governance & business conduct / ethics / transparency • Human rights • Product quality & safety • Responsible sourcing & traceability • Circular economy

Stakeholders Engagement

Stakeholder	Why We engage	How We engage	Key Topics and concerns discussed
Innovators and Partners	We engage in innovative partnerships to go beyond our own internal capabilities and seek out the extended possibilities and opportunities that collaboration can bring. This allows us to access the latest trends in innovation, to extend our innovation ecosystem to the global level and to accelerate our efforts in this domain.	• Feedbacks from our R & D team • Customer requirements • Suppliers input	• Climate change • Responsible consumption of natural resources • Consumer health & wellbeing • Innovation capabilities & management • Product quality & safety • Circular economy

ESG Policies

20 Microns Limited follows its ESG Policy Manual to drive sustainability across environmental, social, and governance (ESG) aspects, ensuring compliance with global and Indian regulations.



The purpose of this policy is to integrate Environmental, Social, and Governance (ESG) considerations into 20 Microns Limited’s business operations and strategy, ensuring sustainable growth and value creation for all stakeholders. The policy aligns with global ESG frameworks, including the Global Reporting Initiative (GRI) and India’s Business Responsibility and Sustainability Reporting (BRSR) requirements.

At 20 Microns Limited, we are committed to sustainability and responsible business practices. To reinforce transparency and accountability, our ESG Policy Manual is available in the public domain and can be accessed on our official website: www.20microns.com

ESG POLICIES CONVERGED IN THE 20 MICRONS LIMITED.

- | | |
|---|--|
| ✓ CSR Policy: | ✓ Social Dialogue Policy |
| ✓ Policy on Child Labour | ✓ Working Conditions Policy |
| ✓ Policy on No Forced labour and Human Trafficking: | ✓ Career Management & Training Policy |
| ✓ Environmental Policy | ✓ Remuneration Policy |
| ✓ Energy Policy | ✓ Health & Safety Policy |
| ✓ Water Conservation Policy | ✓ Anti-Bribery & Anti-Corruption Policy |
| ✓ Air Pollution Prevention Policy | ✓ Anti-Competition Policy |
| ✓ Sustainable Production and Consumption Policy | ✓ Money Laundering & Fraud Prevention Policy |
| ✓ Customer Health & Safety Policy | ✓ Conflict of Interest Policy |
| ✓ Discrimination, Harassment & Diversity Policy | ✓ Gift & Entertainment Policy |
| ✓ Grievance Management Policy | ✓ Information Security Policy |
| ✓ External Stakeholder Human Rights Policy | ✓ Confidentiality Policy |
| | ✓ Whistleblower Process Policy |

Materiality Assessment

GRI 2: General Disclosures 2021 3-1 Process to determine material topics

Our materiality assessment ensures alignment between our business objectives, stakeholder expectations, and societal needs. This process identifies and prioritizes key economic, environmental, social, and human rights impacts, serving as the foundation for our sustainability strategy and reporting.



Integration into Business Strategy

Our materiality assessment influences decision-making across our value chain, ensuring responsible sourcing, sustainable operations, and stakeholder engagement. **Human rights remain a distinct focus area**, reflecting our commitment to ethical business practices. The **Management Committee**, under the delegation of the **Board of Directors**, oversees sustainability objectives, ensuring that material topics drive meaningful action toward our **2030 strategy and long-term sustainability goals**.

Key Steps in Materiality Assessment

- ✓ **Initial Identification:** A broad list of material topics was compiled based on risk analysis, stakeholder inputs, and industry benchmarking.
- ✓ **Prioritization:** Overlapping topics were clustered, and purely financial or operational issues were excluded.
- ✓ **Stakeholder Validation:** Discussions with key stakeholders ensured relevance and strategic alignment.
- ✓ **Final Approval:** The **Managing Director and Management Committee** validated the final list of 15 material topics in 2024.

Process for Determining Material Topics

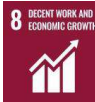
Understanding the most relevant issues for stakeholders is essential for long-term success. Our **first materiality assessment** (Jan–March 2022) followed the **GRI framework**, continually review, monitoring and compliance of key sustainability topics to incorporate emerging trends and stakeholder concerns.

Materiality Assessment

GRI 2: General Disclosures 2021 3-2 List of material topics

Material Topic	Equivalent GRI topic	SDGs	UNGC Principles	BRSR Framework
Climate Change & GHG Emissions	GRI 305 - Emissions	  	Principle 7, 8, 9	Section E2 - Energy & Emissions
Energy Efficiency & Renewable Energy	GRI 302 - Energy	   	Principle 7, 8, 9	Section E2 - Energy & Emissions
Water Stewardship	GRI 303 - Water & Effluents	  	Principle 7, 8, 9	Section E3 - Water
Waste Management & Circular Economy	GRI 306 - Waste	  	Principle 7, 8, 9	Section E4 - Waste Management
Biodiversity & Land Use	GRI 304 - Biodiversity	 	Principle 7, 8, 9	Section E5 - Environmental Impact
Human Rights & Labor Practices	GRI 401 - Employment, GRI 412 - Human Rights	 	Principle 1, 2, 3, 4, 5, 6	Section C3 - Human Rights & Ethics
Occupational Health & Safety (OHS)	GRI 403 - Occupational Health & Safety	 	Principle 1	Section C1 - Health & Safety
Diversity, Equity & Inclusion (DEI)	GRI 405 - Diversity & Equal Opportunity	  	Principle 6	Section C4 - Equal Opportunity

Materiality Assessment

Material Topic	Equivalent GRI topic	SDGs	UNGC Principles	BRSR Framework
Ethical Business Conduct & Governance	GRI 205 - Anti-corruption		Principle 10	Section A2 - Business Ethics & Governance
Supply Chain Sustainability	GRI 308 - Supplier Environmental Assessment, GRI 414 - Supplier Social Assessment	  	Principle 1, 2, 4, 5, 8, 9	Section C5 - Supplier Management
Community Engagement & CSR	GRI 413 - Local Communities	    	Principle 1, 8, 9	Section C6 - Social Impact
Product Responsibility & Innovation	GRI 416 - Customer Health & Safety	  	Principle 7, 8, 9	Section B2 - Sustainable Product Design
Data Privacy & Cybersecurity	GRI 418 - Customer Privacy	 	Principle 1	Section A3 - Data Protection & Privacy
Regulatory Compliance & Risk Management	GRI 419 - Socioeconomic Compliance		Principle 10	Section A4 - Regulatory Compliance
Stakeholder Engagement & Transparency	GRI 102-40 to 102-49 - Stakeholder Engagement	 	Principle 10	Section A5 - Disclosures & Reporting

Economic Performance

GRI 201 Economic Performance

20 Microns Limited significantly impacts economic performance through its contributions to local and national economies, the creation of employment opportunities, and its role in driving innovation in mineral and specialty chemical industries.

Focus Area	Target	Status 2025-26
Sales Growth	Average economic growth of 7-7.5 % by End of March'2026	3.57%
Profit After Tax – PAT	Maintain Profit margin > 6.75%	6.89%

Financial capital

Funding obtained from different sources (debt and equity financing and cash generated by operations and investments), deployed to invest in various CAPEX projects throughout the business.
Revenue: 832.81 crores | EBITDA: 103.17 crores PAT: 60.23 crores

Manufactured capital Investments are focused on expansion, bringing efficiency and upgrading existing equipment and infrastructure.
**Manufacturing facilities: 8
Storage facilities: 13
Mines: 8**

Economic Performance

GRI 201 Economic Performance Disclosure 201-1 Direct economic value generated and distributed

At 20 Microns Limited, the economic value generated reflects the financial impact of our business activities, contributing to the overall growth of our stakeholders. This value is distributed across various areas, including operational expenses, supply chain payments, employee wages and benefits, capital providers, and government contributions through taxes.

Aligned with our 2026 strategy, we continuously strive to enhance value creation and drive sustainable economic growth.

Financial Year	Total Revenue in Crores	Expenses including material, depreciation, employee wages and benefits and financial cost in Crores	Total Taxes in Crores	Net Profit in Crores
2021-22	522.95	480.87	10.41	30.80
2022-23	604.41	555.78	12.48	36.10
2023-24	680.55	610.80	18.03	50.15
2024-25	804.09	728.36	17.34	56.36
2025-26	832.81	751.23	20.95	60.23

Economic Performance

GRI 201 Economic Performance Disclosure 301-1 Direct economic value generated and distributed

Financial Year	Total Wages	Total Incentives	% amount of Incentive paid
2022-23	35,91,27,743	3,39,58,257	9.46%
2023-24	41,76,40,558	2,53,38,442	6.07%
2024-25	48,35,41,666	3,64,19,334	7.53%
2025-26	52,69,06,173	4,44,57,827	8.44%

Employee Benefits and Social Security Schemes

At 20 Microns Limited, we prioritize the financial security and well-being of our employees by offering a comprehensive range of benefits, including defined benefit and defined contribution plans. These plans are funded through contributions from both employees and the organization, with assets managed in trustee-administered funds.

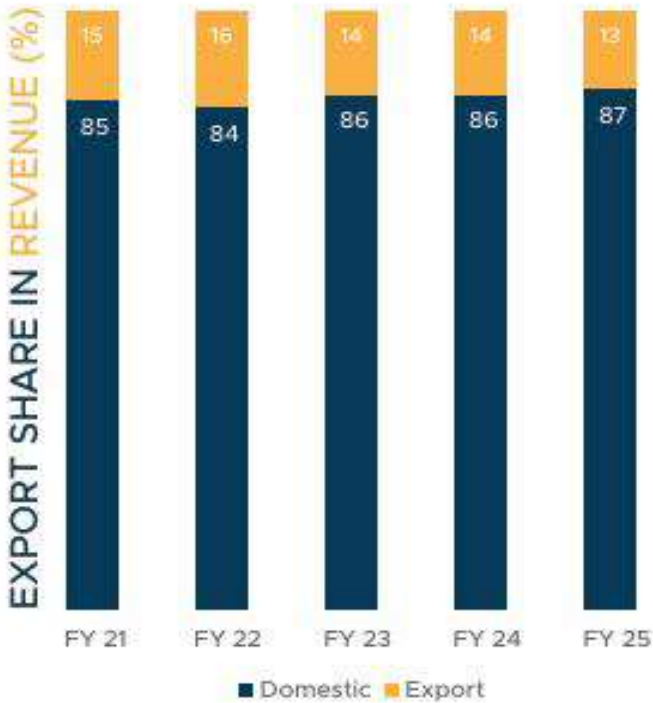
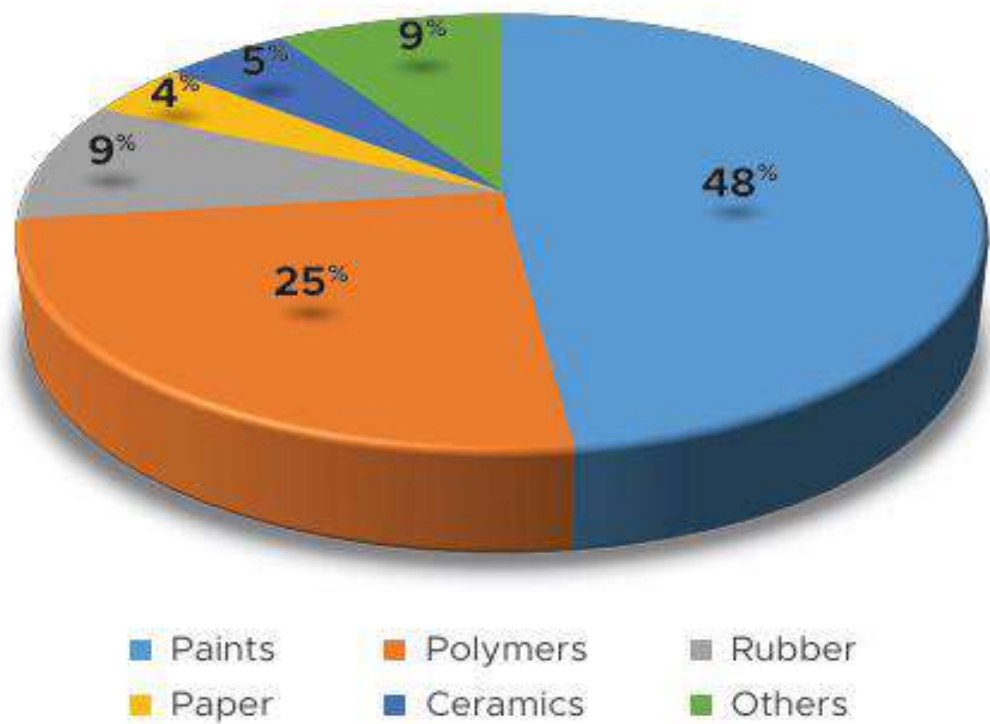
All employees are covered under the following schemes:

- **Gratuity Scheme** – Ensuring long-term financial security for employees upon retirement or separation.
- **Employee Provident Fund (EPF) Scheme** – A contributory savings plan for financial stability post-retirement.
- **Employee Pension Fund Scheme** – Providing pension benefits to eligible employees.
- **Medical Insurance Scheme** – Offering healthcare coverage for employees and their families.
- **Group Accidental Assurance Plan** – Protecting employees against accidental risks.
- **Workers' Compensation Policy** – Ensuring financial support in case of work-related injuries.
- **Long Service Awards** – Recognizing employee loyalty and tenure.
- **Incentive Schemes Based on EBITDA Performance** – Rewarding employees based on organizational financial performance.

These benefits align with our commitment to employee welfare, social security, and sustainable human resource management.

Economic Performance

SEGMENTAL PIE



Economic Performance



ESG Journey

20 Microns Limited is preparing its Sustainability Report (ESG - Environment, Social, and Governance) for FY 2025-26, showcasing our environmental, social, and governance initiatives. This report reflects our dedication to transparency, sustainable growth, and fostering trust among stakeholders. It will be accessible on our website, reaffirming our commitment to open communication and accountability.



Sustainability for us is a transformative journey toward a greener, more resilient future.



At 20 Microns Limited, sustainability is integral to our operations, driving long-term value and setting benchmarks in the industrial minerals and specialty chemicals sector. Our efforts to reduce CO₂e emissions include energy-efficient technologies, renewable energy adoption, alternative fuels, and afforestation initiatives. We prioritize water stewardship by optimizing usage through treated wastewater and rainwater harvesting, while continuous investments in energy-saving technologies enhance efficiency and reduce our carbon footprint.

We have embraced ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 certifications to strengthen our commitment to quality, environmental sustainability, and occupational health and safety. Our sustainability efforts were further recognized with a Gold Medal in the Eco Vadis ESG Assessment in 2025, underscoring our excellence in environmental, social, and governance practices. Additionally, our Bhuj manufacturing facility has successfully participated in the Together for Sustainability (TfS) initiative, demonstrating our alignment with global sustainability standards and our commitment to responsible and sustainable supply chain practices.

SCIENCE BASED TARGETS

SBTI Commitment

We have updated our website. Information about target submission and validation, including commitments, can now be found on the new SBTi Services website. Find out more about the changes



SBTi Services Join Our Team News & Events Contact FAQs SET A TARGET

About Standards and guidance Target services Target dashboard Resource library

20 Microns Limited X ADVANCED FILTERS

COMPANY NEAR-TERM STATUS NET-ZERO STATUS ORGANIZATION TYPE

20 Microns Limited India, Asia	COMMITTED	—	Corporate	View less ^
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SBTi ID: 40023289
Organization type: Corporate
Sector: Chemicals
Temperature alignment (based on scope 1 and 2 targets): NA

TARGETS / COMMITMENTS

ACTION	COMMITMENT TYPE	STATUS	TARGET	SCOPE	TARGET CLASSIFICATION	BASE YEAR	TARGET YEAR	DATE PUBLISHED
Commitment	Standard	Active	-	-	-	-	-	2025-03-20

DOWNLOAD ALL DATA AS XLS

Environment



At **20 Microns Limited**, we are committed to achieving **sustainable growth** while ensuring the **protection and preservation of the environment**. Recognizing our industry's reliance on **air, energy, water, land, biodiversity, flora, fauna, and raw materials**, we integrate **environmental responsibility** across our **entire value chain**. Our approach focuses on **enhancing environmental efficiency**, minimizing impacts, and promoting sustainability in every aspect of our operations.

20 Microns Limited has a structured **Environmental Management System (EMS)** in place to establish an **environmental policy, objectives, targets, and action plans**. This system ensures a systematic approach to **pollution prevention, resource conservation, optimization, and waste reduction**. Through well-defined processes, we continuously **monitor, evaluate, and enhance** our environmental performance to achieve our sustainability goals.

Environment



Environment

We are dedicated to environmental stewardship by actively reducing our carbon footprint through various strategies, such as adopting renewable energy, optimizing resource utilization, implementing waste reduction and recycling programs, enhancing energy efficiency, and emphasizing water conservation. Furthermore, we affirm our steadfast dedication to executing comprehensive compliance monitoring and reporting, thereby promoting sustainable business practices and actively advancing the achievement of an environmentally conscious future.



Climate Action

Our organization has been diligently conducting a thorough materiality assessment across our value chain to determine the primary areas impacted by climate change. To enhance resource efficiency, optimize waste management, and reduce our carbon footprint, we carried out a series of actions which included technological upgradation and capex investment in state-of-the-art machinery. Through these concerted efforts, we strive to step up our environmental performance and contribute to the larger goal of combating climate change.



Waste Management

We’ve developed a thorough waste management plan aimed at minimizing waste generation. Our strategy emphasizes reducing waste at its origin, prioritizing recycling when possible, and strictly adhering to proper disposal methods. Through consistent implementation of these methods, our goal is to decrease the overall volume of waste generated.



Energy

As a manufacturing organization, energy holds significant importance in our daily operations. We’ve enacted multiple strategies to reduce energy consumption, enhance efficiency, and integrate renewable energy sources into our plant operations.

500 KVA

Solar Power Generated

Environment



Environment, Health and Safety (EHS) at 20 Microns Limited

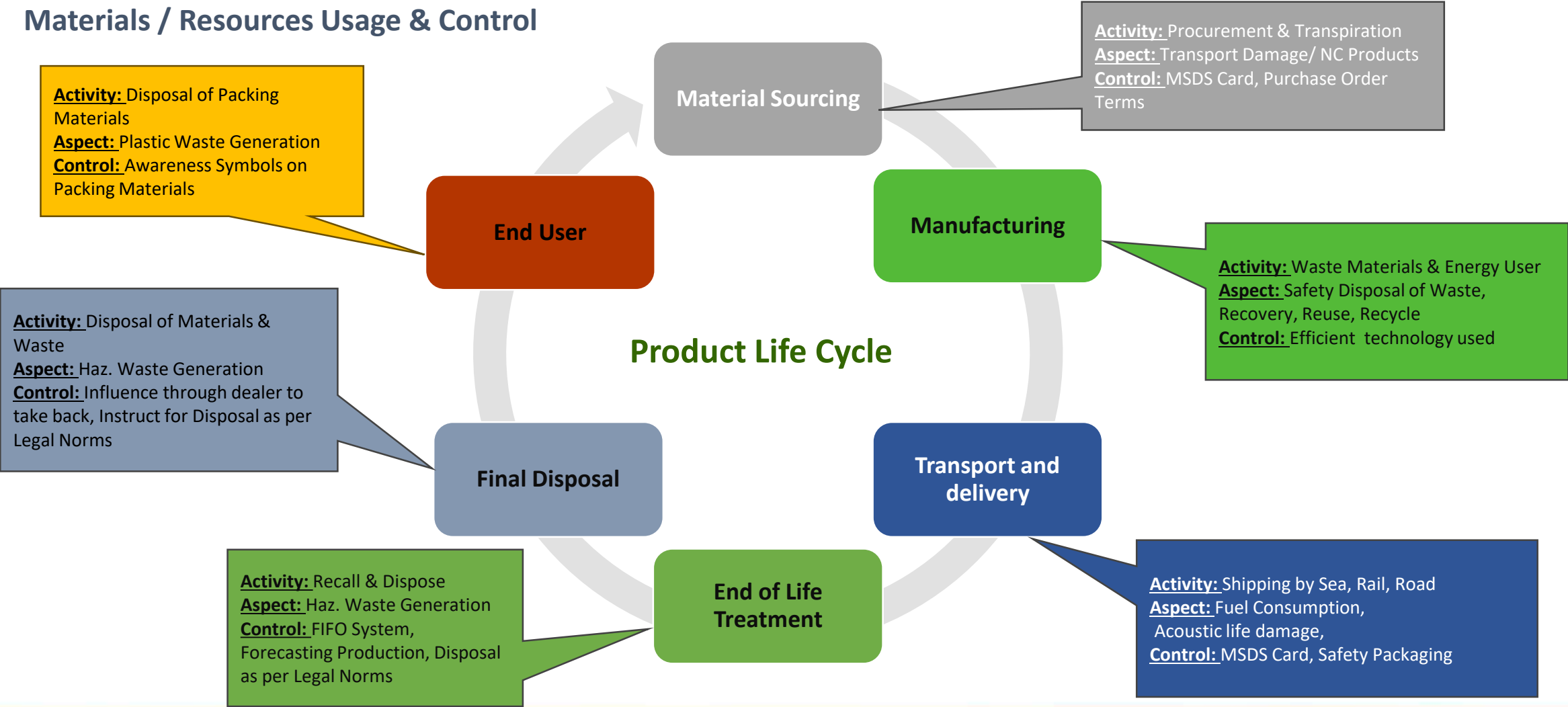
Environment, Health, and Safety (EHS) is a critical aspect of workplace management that focuses on ensuring safe and healthy working conditions while minimizing the environmental impact of operations. AT 20ML, EHS programs are not just a legal requirement but a moral imperative that contributes to our employee engagement, satisfaction, and overall productivity.

- Achieved 98 % Score in Together for Sustainability Audit (TfS) for Bhuj Plant in Dec'23.
- Achieved 100 % Score in Together for Sustainability Audit (TfS) for Alwar Plant in Mar'23.
- United Nations Global Compact Membership taken for 20 Microns Group level in Dec'23.
- Submitted COP (Communication on Progress) on 10 Principles of Human right of United Nations Global Compact (UNGC) - 17.07.2026
- Received Certification of ISO 14001, ISO 45001 for Udaipur, Hosur, Haldwani, Tirunelveli from Certification agency – Eurocert in Dec'23.
- Celebration of National Safety Week from 4th March 2026 to 10th March 2026.
- Celebration of world environment day – 5th June, 2026
- Registered under the EPR Regulation for the Plastic in the Importer and Brand owner category for both 20 Microns Limited and 20 Microns Nano minerals.
- Installation of the Training Kiosk for visitor induction and internal safety trainings of the workers at 20 Microns limited – Hosur Plant in Nov'23
- Installation of Fall arrester system at 20 Microns limited, Bhuj plant to ensure safety while working on height e.g Roof in 2025.
- Installation of Fire hydrant system at 20 Microns limited, Alwar plant in 2025 to strengthen fire fighting measures.
- Installation of the Fire Suppression system at 20 Microns Limited, Head office – 347, for IT Server room, to protect from damage to server in case of any fire in Dec'23
- CEAT Audit completed with 79 % score at 20 Microns Nano Minerals Limited at Vadadala Plant.
- COALGATE Audit completed at 20 Microns Limited at Alwar Plant in 2025
- APOLLO Audit completed at 20 Microns Nano Minerals Limited at Vadadala plant in 2026.
- SIKA Audit completed at 20 Microns Limited at Udaipur Plant in 2026.
- MICHELIN Audit completed at 20 Microns Limited at Hosur Plant in 2026.

By setting clear EHS objectives and fostering a culture of safety, we intend to enhance our reputation, attract top talent, and ultimately improve our bottom line. A strong commitment to EHS reflects responsible corporate behavior and aligns with our broader goal of creating a community unified in its mission to improve the quality of life.

Environment

Materials / Resources Usage & Control



Environment

Material Topic – Product Quality and Safety

Explanation of the Material Topic

At **20 Microns Limited**, ensuring the **quality and safety** of our products is a key factor in maintaining a **successful and sustainable business**. Our commitment is to provide customers with **compliant, high-quality products** that meet all regulatory and agreed-upon requirements. Given that the majority of our products are used in **industrial applications** such as **paints, rubber, plastics, and paper**, with some developments in **cosmetics and oral applications**, adherence to strict **safety and quality standards** is essential.

Providing **accurate product information** and **safe handling guidelines** allows customers to effectively manage **environmental, health, and safety (EHS) risks** associated with our products.

Positive and Negative Impact Assessment

To ensure **product safety and compliance**, we implement:

- A **Vendor Quality Program**, covering **raw material sourcing and vendor qualification**.
- **Microbiological and contaminant monitoring**, especially for products under development for **cosmetic and oral applications**.
- **Regulatory compliance monitoring**, with periodic reviews and updates based on **emerging hazards and legal developments**.
- **Material Safety Data Sheets (MSDS)** and **Transport Emergency Cards**, provided with industrial products to guide customers on **safe handling and usage**.

Ensuring **product safety** not only protects end-users but also **safeguards our reputation**, reduces regulatory risks, and enhances customer trust.

Disclosure 416-1: Assessment of Health and Safety Impacts of Product and Service Categories

At **20 Microns Limited**, we ensure that **all products** undergo a thorough **health and safety impact assessment** before being launched in the market. Our **R&D team** conducts comprehensive evaluations, and the results are further **verified through external laboratory testing** to ensure compliance with **applicable safety standards and regulations**.

Management of Material Topics

We are committed to **global compliance** with all **product safety laws and regulations**. As a **business-to-business (B2B) company**, we focus on ensuring that our products are **safe for industrial use, employees, and the environment**. Our **R&D team** rigorously assesses product safety at every stage of development.

We also:

- **Continuously monitor global regulatory updates** to ensure compliance.
- **Engage with industry associations** to stay ahead of evolving legislation.
- **Assess potential regulatory impacts** on both existing and new product portfolios.

By embedding **quality and safety** into our **product lifecycle**, we strengthen our **commitment to sustainable business practices** while ensuring compliance and **minimizing risks for customers and stakeholders**.

Environment

Material Topic – Product Quality and Safety

Disclosure 416-2: Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services



At **20 Microns Limited**, we have established key indicators to monitor **product quality and safety**. These indicators include:

- **Number of incidents** related to customer health and safety
- **Instances of non-compliance** with regulations
- **Regulatory warnings** and violations of voluntary codes

We are committed to **ensuring compliance** with all applicable regulations and proactively addressing any concerns to maintain **high product safety standards**.

Number of incident related to customer health and safety, Non-compliance of Regulations Regulatory warning and voluntary codes

Description	FY (2022-23)	FY (2024-25)	FY (2025-26)
20 Microns Plant, warehouse, office Location	Nos. of Incident/ Non Compliance	Nos. of Incident/ Non Compliance	Nos. of Incident/ Non Compliance
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	0	0	0
All Godwon (Uran Raighad, Chennai, Kolkata, Mundra, Anantpur)	0	0	0
All office (Waghodia, Vadodara, Mumbai)	0	0	0
Total All sites	0	0	0

Environment

Material Topic – Product Quality and Safety
Customer Health & Safety



At 20 Microns Limited, the Product Recall process is designed to ensure the rapid and efficient removal of any product batch that may be defective or compromised in terms of quality, identity, safety, environmental impact, strength, or purity. This procedure applies to all products manufactured at the 20 Microns Limited, all sites.

Recall Products
• 00 MT

Total Product Dispatched
• 424907 MT

Action plan to Reduce Product Recall Incident

Action Measures	Time Frame/ Status	Responsibility
We will provide comprehensive training to all relevant staff on the product recall process, ensuring they understand their roles and responsibilities.	Continues Exercises	Head QA
We will establish clear communication protocols with customers, distributors, and other stakeholders to ensure timely and transparent information sharing during a product recall.	Continues Exercises	Head QA

Number of Product Recall Cases			
Description	FY (2022-23)	FY (2024-25)	FY (2025-26)
20 Microns Plant, warehouse, office Location			
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	0	0	0
All Godwon (Uran Raighad, Chennai, Kolkata, Mundra, Anantpur)	0	0	0
All office (Waghodia, Vadodara, Mumbai)	0	0	0
Total All sites	0	0	0

Environment

GRI 304 Bio-diversity

At 20 Microns Limited, all our manufacturing sites, warehouses, and offices are located within well-established industrial zones. We do not operate in or adjacent to protected areas or regions with high biodiversity value outside protected zones. This ensures that our operations do not pose a direct threat to ecologically sensitive areas, aligning with our commitment to environmental responsibility and sustainable business practices.

Disclosure 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas



At 20 Microns Limited, our operations do not significantly affect biodiversity, as our sites are located within industrial zones that are not ecologically sensitive. During the reported period, there has been no change in our operational boundaries at any of our locations. We continue to maintain our commitment to sustainable operations, ensuring that our activities do not adversely impact local ecosystems or biodiversity.

Disclosure 304-2 Significant impacts of activities, products and services on biodiversity

Environment

GRI 304 Bio-diversity

Nos. of New Tree Planted

• 1800.00

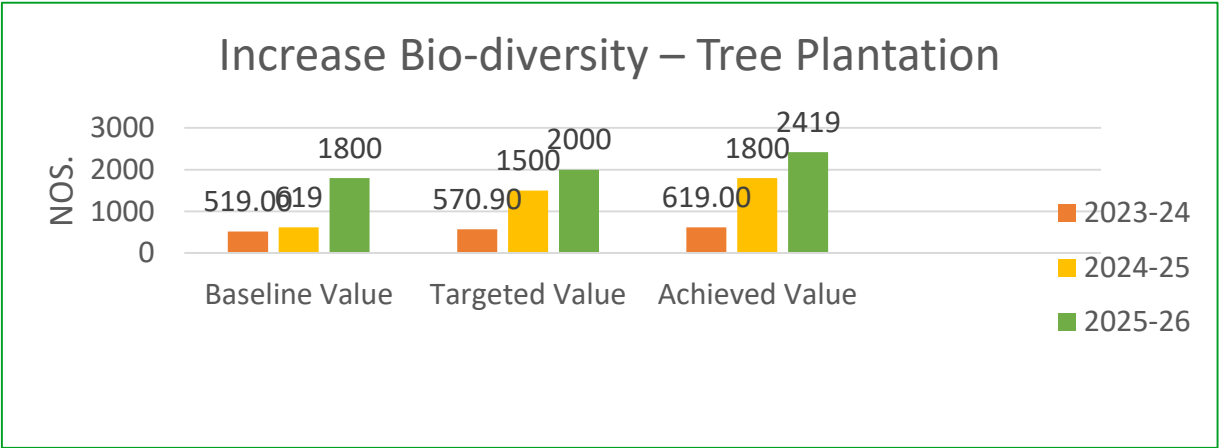
Total Nos. of Trees

• 2419.00

"Rooted in the Past, Flourishing for the Future:
Celebrate Biodiversity!"

Action Plan to Improve Bio-diversity

KPI - Bio-Diversity Increase Tree Plantation by 10 %



Action Measures

Sustainable Land and Water Use:

- Implement water conservation measures “Rain water Harvesting” and sustainable water management practices to protect aquatic ecosystems.
- Incorporate biodiversity considerations into land use planning and development decisions.

Ongoing activity

Site Head/ Top management

Pollution Reduction and Control:

- **Emission Controls:** Reduce emissions of pollutants that can harm ecosystems, including air and water pollutants.
- **Waste Management:** Implement comprehensive waste management practices to minimize pollution and promote recycling and reuse.
- **Chemical Management:** Reduce the use of harmful chemicals and promote the use of environmentally friendly alternatives.

Ongoing activity

Manager SAS / Site Head

- **Forestry Management:** Tree Plantation and Green Belt Development

Ongoing activity

Site Head

Environment

GRI 304 Bio-diversity

Disclosure 304-3 Habitats protected or restored				
Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
KPI – To Increase Number of Tree Plantation by 10%				
Target – Number of Tree Plantation	Increase by 10 % from base level of 437	Increase by 10 % from base level of 491	691	1800
Actual – Reduction of total Waste generation	13.78%	52%	54%	55%
Status	Achieved	Achieved	Achieved	Achieved



Images of Tree plantation



Number of Tree Plantations

Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
20 Microns Plant, warehouse, office Location	Cumulative Nos. Trees	Cumulative Nos. Trees	Cumulative Nos. Trees	Cumulative Nos. Trees
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	440	552	702	2309
All Godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur,	26	35	35	35
All office Waghodia, Vadodara, Mumbai	25	32	75	75
Total All sites	491	619	812	2419

Environment

Materials Topic – Climate Change (GRI 302, 305)



“Climate change” is a critical global challenge, influencing weather patterns, sea levels, and economic stability. Its direct consequences, such as increased fossil fuel consumption, deforestation, and ozone layer depletion, contribute to environmental degradation. Indirectly, climate change exacerbates poverty, water crises, health issues, and the risk of pandemics, further impacting societies and economies.

For 20 Microns Limited, climate change presents both risks and opportunities. Changing weather patterns can affect the availability of natural minerals, disrupt supply chains, and influence import-export operations. However, proactive measures to reduce Greenhouse Gas (GHG) emissions provide a strategic advantage. By enhancing energy efficiency, adopting renewable energy, and optimizing resource use, we strengthen our resilience, comply with regulatory frameworks, and position ourselves as a responsible and competitive supplier in the industry.

Management of Materials Topics

At 20 Microns Limited, we have established both long-term and short-term goals to achieve **Net Zero emissions by 2050** for **Scope 1 (Direct Emissions)** and **Scope 2 (Indirect Emissions)** while targeting a **50% reduction in Scope 3 emissions by 2050**.

To drive progress, we continuously assess and monitor our **energy consumption and intensity** through **management reviews** and **external energy audits**. Notably, electrical energy audits were conducted at our **Bhuj, Hosur, and Alwar plants in 2021 and 2022**, enabling us to identify and implement energy efficiency improvements across our operations.

Environment

GRI 302 Energy Disclosure 302-1 Energy consumption within the organization



Efficient energy management is integral to operations at 20 Microns Limited, reflecting our commitment to reducing our environmental footprint and enhancing sustainability. We rely on grid electricity for a stable power supply and source of FO, LPG, Diesel from nearby authorized dealer collaboration in energy use.

Total Electricity Consumption	Total FO (Furnace Oil) Consumption	Total LPG Consumption	Total Diesel Consumption
• 41112.041 in MWh	• 37,70,438.3 in Liters	• 2,07,576.83 in Liters	• 1,20,344.38 Liters

YEAR: 2025-26

By utilizing a variety of energy sources, we aim to maintain operational efficiency while minimizing our environmental impact. Our focus on energy management is part of our broader commitment to sustainable practices and responsible resource utilization, ensuring long-term environmental stewardship.

Disclosure 302- 2 Energy consumption outside of the organization

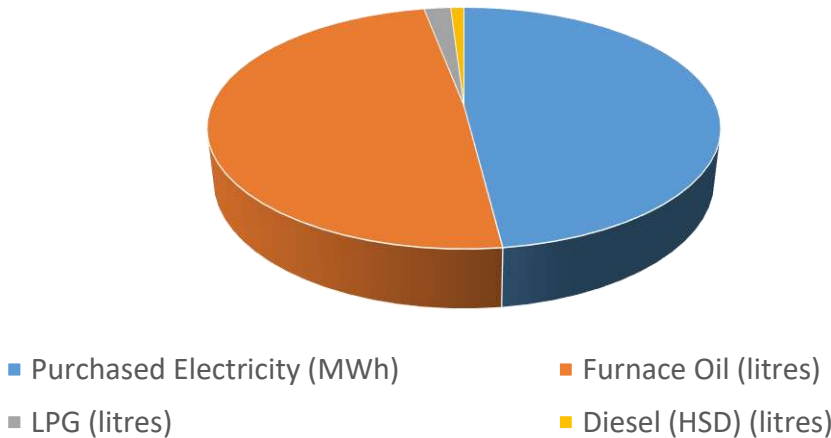
20 Microns Limited does not outsource any processes. However, other forms of energy consumption arise from material transportation (upstream and downstream) and employee commuting, which are accounted for under GRI 305 – Scope 3 GHG Emissions. This ensures comprehensive tracking and reporting of our indirect emissions as part of our sustainability commitments.

Environment

GRI 302 Energy



Energy consumption Distribution



YEAR: 2025-26

Disclosure 302- 2 Energy consumption outside of the organization

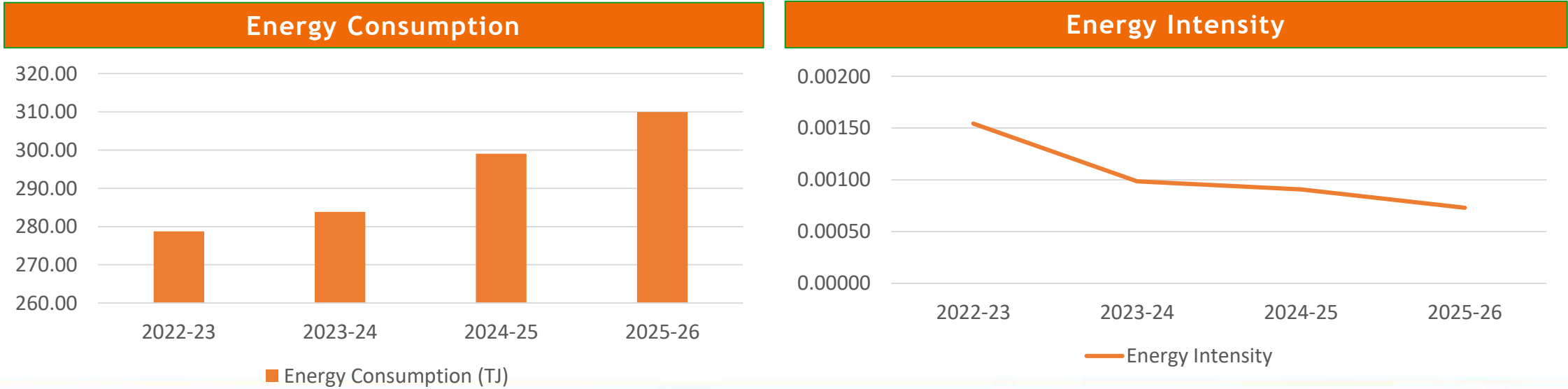
20 Microns Limited does not outsource any processes. However, other forms of energy consumption arise from material transportation (upstream and downstream) and employee commuting, which are accounted for under GRI 305 – Scope 3 GHG Emissions. This ensures comprehensive tracking and reporting of our indirect emissions as part of our sustainability commitments.

Environment

GRI 302 Energy Disclosure 302-3 Energy Intensity within the organization

Financial year	Purchased Electricity in kWh	Purchased Electricity in Tera Joules	Furnace oil in Liter	Furnace oil in Tera Joules	Liquefied Petroleum Gas in Liter	Liquefied Petroleum Gas in Tera Joules	Diesel (HSD) in Litres	Diesel (HSD) in Tera Joules	Total Tera Joules Energy Consumption	Energy Intensity
2022-23	36978594	133.12	3386040	136.80	90653	2.31	181979	6.51	278.75	0.00154
2023-24	37522019	135.08	3416720	138.04	144008	3.67	196343	7.03	283.82	0.00099
2024-25	42074203	151.47	3475884	140.43	126568	3.23	109622	3.92	299.04	0.00091
2025-26	41112041	148.00	3770438	152.33	207577	5.29	120344	4.31	309.93	0.00073

For energy consumption calculations in Tera Joule, we refer to conversion factors outlined by the Bureau of Energy Efficiency (BEE) guidelines.



Environment

GRI 302 Energy

Our overall **energy intensity** has increased compared to the previous financial year. However, we are continuously implementing measures to improve energy efficiency and reduce consumption.

Ongoing Energy-Saving Initiatives:

- ✓ Adoption of energy-efficient technologies
- ✓ Optimization of process parameters to reduce energy demand
- ✓ Use of renewable energy sources where feasible
- ✓ Regular energy audits and performance monitoring
- ✓ Implementation of best practices for energy conservation across all manufacturing sites

These actions reflect our commitment to **sustainable energy management** and continuous improvement in our operations.

Action Measures for Recovery of Waste Heat

Description	Action Item
CO2e Neutralization Initiatives Descriptions	At our Bhuj Plant, waste heat from the calcine unit is utilized for pre-drying materials. • Savings of 8 KG LPG / MT of Production by preheating through waste heat
Annual Saving in UOM in 2025-26	Total Production: 55787 MT LPG Saving / MT: 08 KG Annual LPG Saving: 446296 KG
Annual Saving in CO2e in 2024-27	1263 Tons CO2e

Disclosure 302-4 Reduction of energy Consumptions

Disclosure 302-5 Reductions in energy requirements of products and services

Adoption of energy-efficient technologies

Sr. No	Action Measures	Time Frame	Responsibility
1	Installation of VFD Drive, Delta – star circuit for optimum utilization, installation of APFC (Automatic Power Factor correction) Panel to improve the Power factor	31.03.2027	Engineering Manager
2	Use of electric forklift to lower the energy intensity instead of Diesel forklift.	31.03.2027	Warehouse Manager
3	Installation of upgraded technology roller mill at alwar plant resulting in lower energy consumption.	31.03.2028	Production Manager
4	Installation of Motion Sensors	31.03.2027	Engineering Manager

Environment

GRI 302 Energy Disclosure 302-4 Reduction of energy Consumptions

Sourcing of Renewable Energy Consumption

Sr. No	Action Measures	Time Frame	Responsibility
1	Signed Power Purchasing agreement for Renewable energy for 85 % of electricity consumption at our Hosur Plant	31.03.2027	Plant Manager
2	Work in progress to switch to cleaner fuel from Furnace oil to Piped Natural Gas at our Bhuj locations, hence reducing the GHG Intensity	31.03.2028	Plant Manager
3	Set up Solar Panel Units for the offset of Office electricity consumption	31.03.2028	Plant Manager
4	Exploring the Power Purchasing agreement for Renewable energy for Our Alwar Plant and feasibility of Roof Top Solar Power Plant for 100 % of electrical consumption	31.03.2027	Plant Manager
5	Exploring the Power Purchasing agreement for Renewable energy for Our Bhuj Plant for 100 % of electrical consumption	31.03.2027	Plant Manager
6	Explore Power Purchasing agreement for other units Udaipur, Haldwani, Tirunelveli for 100 % of electrical consumption	31.03.2030	Plant Manager
7	Explore Power Purchasing agreement or using roof top solar power plant for all warehouses for 100 % of electrical consumption	31.03.2032	Plant Manager
8	Evaluate the remaining Scope 1 (Fuels used) and Scope 2 emissions (remaining electricity) and extend Power Purchasing agreement	31.03.2027	Plant Manager
9	For Scope 3 work towards effective utilization of the Container capacity, Road and sea routes, Explore – 2 Way utilization of containers for Import and Export activities	On Going	Plant Manager
10	Evaluate the possibility of using environmentally friendly transportation such as LNG Based Trucks	31.03.2027	Plant Manager



GRI 302 Energy

GRI 302 Energy Disclosure 302-4 Reduction of energy Consumptions

Utilization of Green Fuel in Process and Transportation

Sr. No	Action Measures	Time Frame	Responsibility
1	Green fuel change over to Natural gas instead of using the Furnace oil and LPG, resulting in reduced level of Particulate matter, Sox, NOx and GHG Emissions and improved efficiency.	Mar – 2027	Plant Manager – Bhuj Site
2	Usages of Natural Gas Trucks instead of Diesel Operated Trucks, environmentally friendly transportation reduce overall scope 3 GHG emission.	Mar – 2027	Logistics & Dispatch Manager



Environment



GRI 305 Emissions

Disclosure 305-1 Direct Scope 1 GHG Emission (CO₂, CH₄, N₂O, HFCs)

At 20 Microns Limited, we systematically monitor emissions across Scope 1 (Direct Emissions), Scope 2 (Indirect Emissions – Purchased Electricity), and Scope 3 (Upstream, Downstream, and Employee Commute) to track and reduce our carbon footprint effectively.

For converting emissions to CO₂ equivalent (CO₂e) values, we refer to internationally recognized methodologies, including the India GHG Program and IPCC and Global Warming Potential (GWP) values, ensuring accuracy and alignment with global sustainability standards.

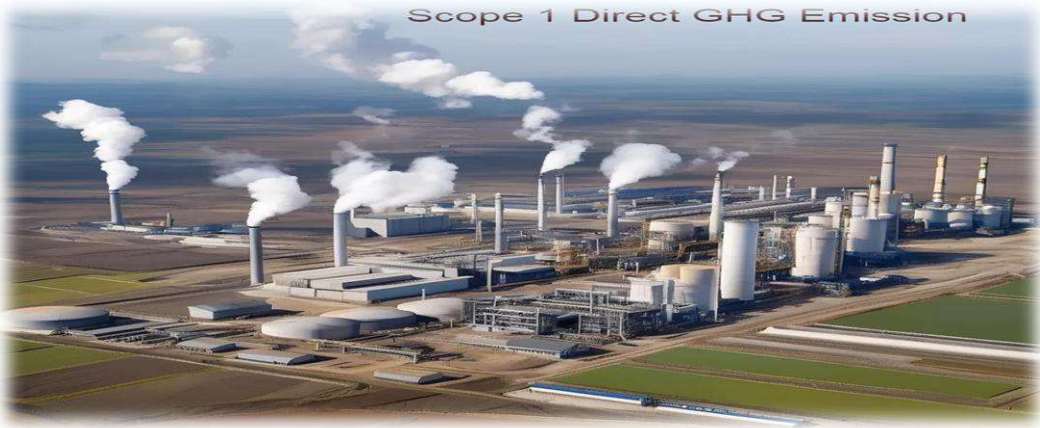
At 20 Microns Limited, we recognize the critical role we play in protecting our planet for generations to come. Sustainability is a core value that permeates every aspect of our operations, and we are firmly committed to minimizing our environmental impact.

A key focus of our sustainability efforts is the reduction of greenhouse gas (GHG) emissions. These emissions contribute to climate change, and we are dedicated to doing our part to address this global challenge.

Environment

GRI 305 Emissions

Scope – 01 Overall CO2e Emission Summary				
Emission Types	2022-23	2023-24	2024-25	2025-26
Scope-01 CO2e in MT	10166.76	11749.69	11525.37	12603.35



Scope – 01 Entity wise CO2e Data				
Emission Types	2022-23	2023-24	2024-25	2025-26
All Manufacturing Sites - Scope-01 CO2e in MT	10140.75	11742.67	11511.59	12587.83
All Warehouses Locations - Scope-01 CO2e in MT	26.004	7.02	13.78	15.52
All Offices - Scope-01 CO2e in MT	NA	NA	NA	NA

Our emissions data covers for **Scope 1 (Direct Emission – FO, LPG, Diesel, Fire suppression, R 32 Consumption)**, ensuring a holistic approach to GHG accounting.

Environment

GRI 305 Emissions Disclosure 305-2 Indirect Scope 2 GHG Emission (CO2, CH4, N2O, HFCS)

Scope – 02 Overall CO2e Emission Summary				
Emission Types	2022-23	2023-24	2024-25	2025-26
Scope-02 CO2e in MT	30,323.16	23,804.08	30125	29087



Scope – 02 Entity wise CO2e Data				
Emission Types	2022-23	2023-24	2024-25	2025-26
All Manufacturing Sites - Scope-02 CO2e in MT	30203.00	23739.38	30032.63	28983.39
All Warehouses Locations - Scope-02 CO2e in MT	95.00	50.30	52.62	53.11
All Offices - Scope-02 CO2e in MT	15.80	14.40	39.75	50.50

Our emissions data covers for **Scope 2 (Indirect – Electricity Consumption)**, ensuring a holistic approach to GHG accounting.

Environment

GRI 305 Emissions Disclosure 305-3 Indirect Scope 3 GHG Emission (CO2, CH4, N2O, HFCS)

Scope – 03 Overall CO2e Emission Summary				
Emission Types	2022-23	2023-24	2024-25	2025-26
Scope-03 Upstream - CO2 Eq. in MT	7,433.00	2,39,635.33	314558.19	257369.56
Scope-03 Downstream - CO2 Eq. in MT	12,571.00	63,257.28	97581.83	79995.09



Scope – 03 Elements wise CO2e Emission Data				
Emission Types	2022-23	2023-24	2024-25	2025-26
Scope 3 (upstream) – Domestic Purchase	3,706.00	51,077.87	56,815.65	46,020.68
Scope 3 (upstream) Import Purchase	3,727.00	1,88,557.46	2,57,742.53	2,11,348.88
Scope 3 (downstream) Domestic Sales	10,429.00	60,929.19	95,380.93	78,212.37
Scope 3 (downstream) Export Sales	2,142.00	2,328.09	2,200.89	1,782.72
Scope 3 (employee commute) company provide Bus and Cars	844.52	787.30	815.81	660.81
Waste Disposal	0.03	0.02	0.02	0.03
Water Supply	11.06	9.48	8.72	6.51
Total Scope 3 Coe Emission	20,859.62	3,03,689.41	4,12,964.56	3,38,032.00

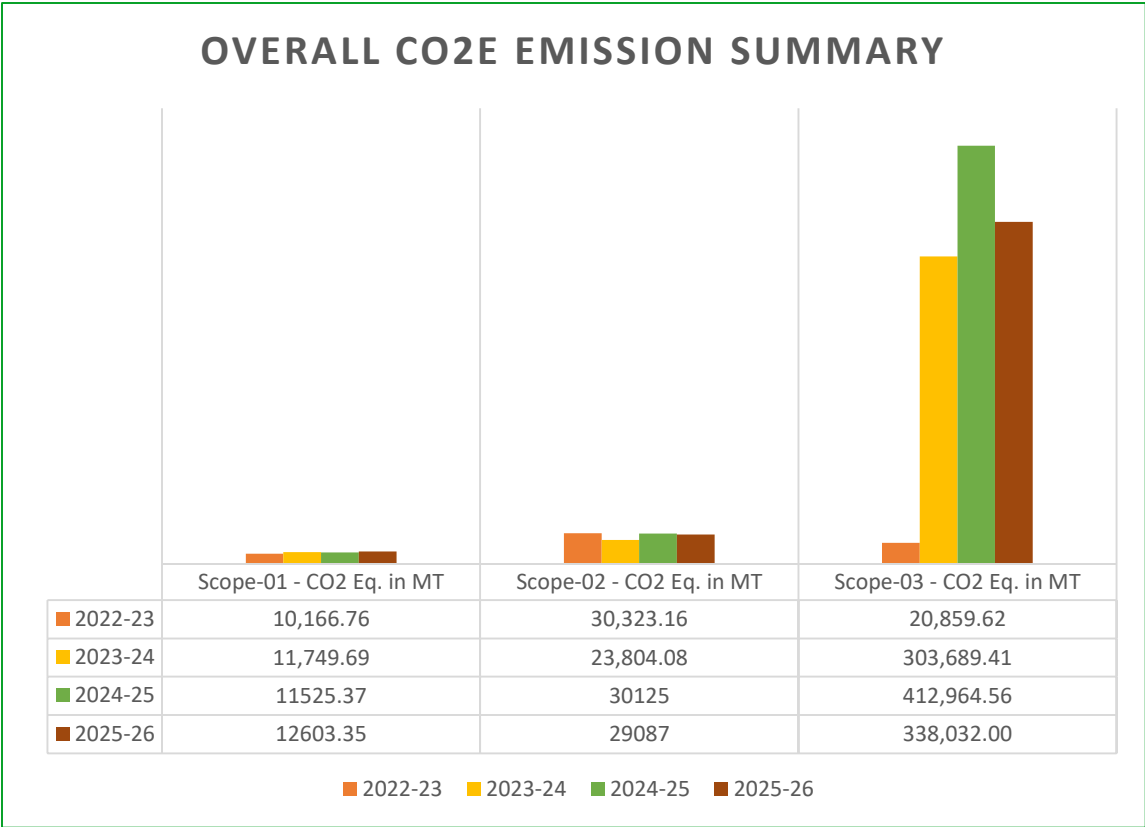
Our emissions data covers for **Scope 3 (Domestic - Material Transportation and Employee Commute)**, ensuring a holistic approach to GHG accounting.

Environment

GRI 305 Emissions

Overall CO2e Emission Summary – All Productions Plants, Warehouses and Offices. In last 3 years overall CO2e emissions in the 20 Microns Limited including all manufacturing plants, warehouses and offices.

Overall Total CO2e Emission Summary				
Emission Types	2022-23	2023-24	2024-25	2025-26
Scope-01 - CO2 Eq. in MT	10,166.76	11,749.69	11525.37	12603.35
Scope-02 - CO2 Eq. in MT	30,323.16	23,804.08	30125	29087
Scope-03 - CO2 Eq. in MT	20,859.62	3,03,689.41	4,12,964.56	3,38,032.00

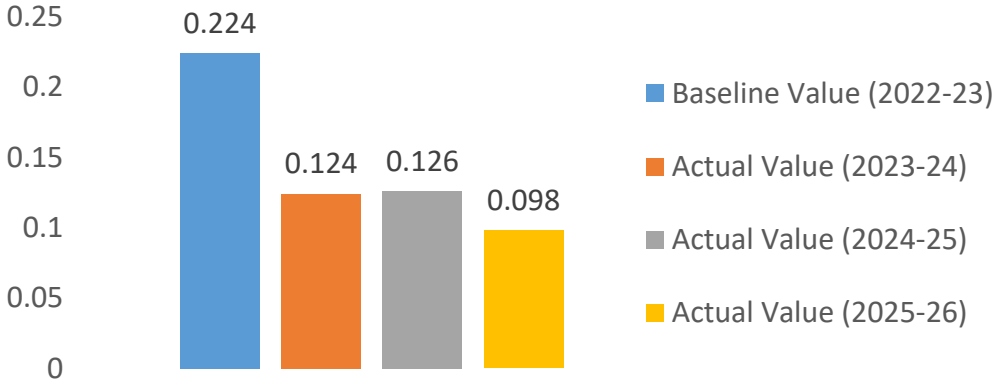


Environment

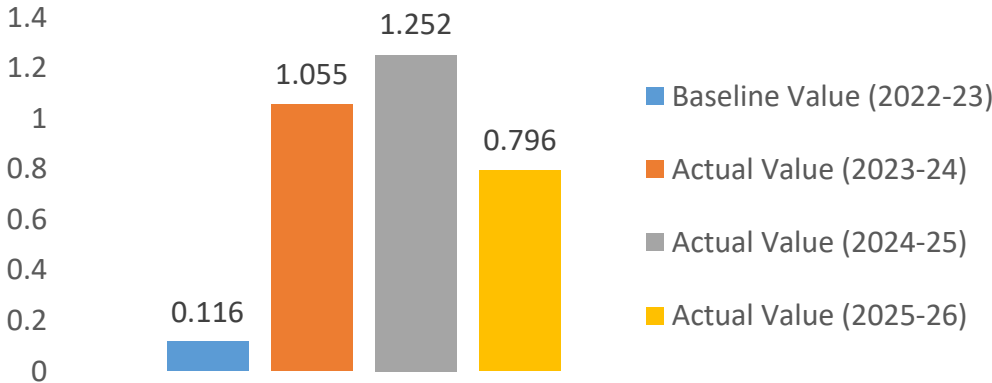
GRI 305 Emissions Disclosure 305-4 GHG Emission Intensity

KPI - To Reduce CO ₂ e Intensity in tCO ₂ e/ Ton					
Description	Baseline Value (2022-23)	Actual Value (2023-24)	Actual Value (2024-25)	Actual Value (2025-26)	Target Value (2030-31)
Scope 1 + Scope 2 CO ₂ e Intensity in tCO ₂ e/ Ton	0.224	0.124	0.126	0.098	0.100
Scope3 CO ₂ e Intensity in tCO ₂ e/ Ton	0.116	1.055	1.252	0.796	0.112

Scope 1 + Scope 2 CO₂e Intensity in tCO₂e/ Ton



Scope3 CO₂e Intensity in tCO₂e/ Ton



Environment

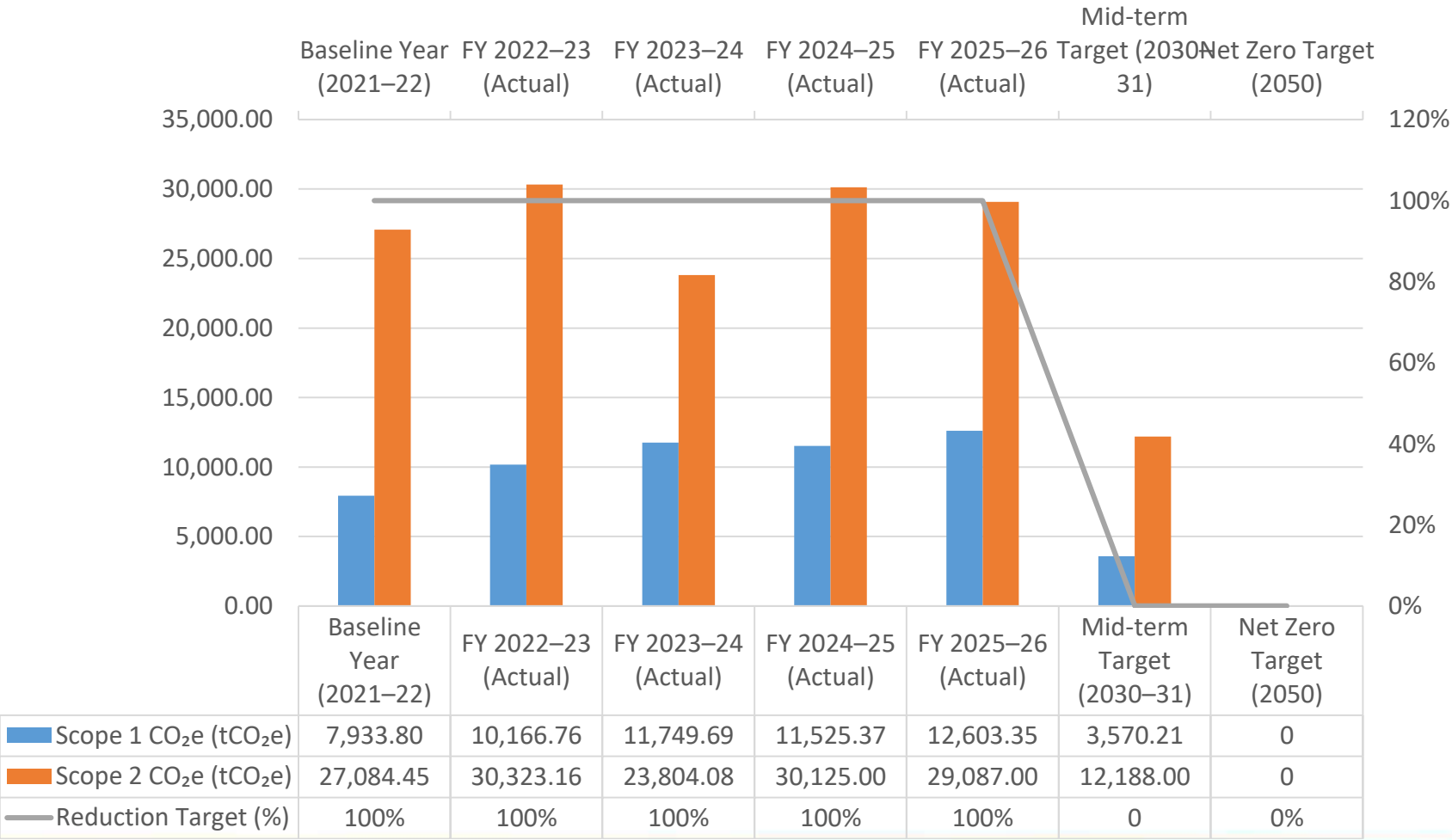
GRI 305 Emissions

At 20 Microns Limited, we have aligned our **Net Zero Emission strategy** with **India’s reduction targets** and the **global climate goals** set under the **Paris Agreement**, which aims to limit global temperature rise to **1.5°C above pre-industrial levels**.

- ✓ Mid-term Reduction Target - 55% reduction by 2030
- ✓ Carbon Neutral – Net Zero by 2050

Our sustainability roadmap integrates **clean energy adoption, energy efficiency improvements, and emission reduction strategies** to contribute to global climate action while ensuring responsible and sustainable growth.

Net Zero Strategy



Environment

GRI 305 Emissions Disclosure 305-5 Reduction GHG Emission

At 20 Microns Limited, we are committed to reducing our GHG intensity through a structured action plan that integrates renewable energy, energy efficiency, and optimized resource utilization. Our approach focuses on Scope 1 and Scope 2 emissions to drive sustainable growth while meeting our Net Zero 2070 target.



Planned GHG Emission Reduction Initiatives:

1. Renewable Energy and Cleaner Fuels:

1. Exploring a **Power Purchase Agreement (PPA)** for the **Hosur plant** to integrate renewable energy.
2. Collaborating with **Gujarat Gas Limited** to supply **piped natural gas (PNG)** to the **Bhuj plant** as a replacement for **furnace oil and bottled LPG**, reducing CO₂, SO_x, and NO_x emissions (**Target Date: 31.03.2027**).
3. Evaluating the feasibility of a **Power Purchase Agreement** and **rooftop solar plant installation** at the **Alwar plant** (**Target Date: 31.03.2027**).

2. Energy Efficiency Measures:

1. **Continuous procurement of LED lights and VFD (Variable Frequency Drive) installations** where necessary, such as in the **Bhuj plant**.
2. **Maximizing the use of sunlight** for material drying at the **Bhuj plant** to reduce energy demand.
3. **Utilizing waste heat from the calciner** for pre-drying input materials, reducing fuel consumption and associated **GHG emissions**.

3. Optimizing Scope 3 Emissions (Logistics & Transportation):

1. **Optimizing container capacity** to reduce transportation-related emissions.
2. **Implementing two-way container utilization**, where **import containers are reused for export shipments**, eliminating unnecessary one-way trips and reducing overall **carbon emissions**.

These proactive measures align with our commitment to achieving **Net Zero Scope 1 & Scope 2 by 2050 and Scope 3 by 2070** while improving operational efficiency and sustainability.

Environment

GRI 305 Emissions Disclosure 305-6 Emissions of ozone-depleting substances (ODS)

Ozone-depleting substances (ODS)

At 20 Microns Limited, we are committed to reducing our environmental impact by ensuring that our air conditioning systems do not use CFCs (Chlorofluorocarbons).

All our installations are equipped with R-32 refrigerant, which belongs to the HFC (Hydrofluorocarbon) group.



R-32 is a more environmentally friendly alternative with lower global warming potential (GWP) and higher energy efficiency, aligning with our sustainability goals and commitment to responsible resource management.

Environment

GRI 305 Emissions Disclosure 305-6 Emissions of ozone-depleting substances (ODS)

Use of alternative, less hazardous substances in operations

At 20 Microns Limited, we are committed to minimizing the use of hazardous substances by integrating safer alternatives across our operations. Our focus is on reducing dependency on fossil-based and chemically intensive materials, ensuring both environmental safety and process efficiency.

Key Initiatives in Hazardous Substance Reduction:

- **Transition to Safer Refrigerants:** We have replaced ozone-depleting refrigerants with R-32, which has lower global warming potential (GWP) and improves energy efficiency in cooling systems.
- **Replacement of Synthetic Processing Aids:** We are transitioning to water-based dispersants and eco-friendly binders to minimize solvent-based chemicals in production.
- **Use of Alternative Fuel in Drying Processes:** Our ongoing evaluation of bio-based and energy-efficient fuel sources aims to reduce reliance on fossil fuels in thermal drying units.
- **Recycling of Process Water & Chemical Recovery:** Our closed-loop water recycling systems recover useful byproducts, reducing chemical discharge and hazardous waste generation.

Impact of Safer Substance Adoption

Parameter	Unit	Before Implementation	After Implementation
Use of Ozone-Depleting Refrigerants	Kg	27.4	0
Water-Based Processing Aids Used	%	00	00
Reduction in Fossil Fuel Usage in Drying	KL/MT	0.061	0.054
Chemical Waste Generation Reduced	Tons	00	00
Recycled Process Water Reused	%	15.2%	44.92%

Environment

GRI 305 Emissions – Air Emissions Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

At **20 Microns Limited**, a leading manufacturer of **industrial minerals**, we are committed to **complying with all air emission regulations** by utilizing **cleaner fuels** and implementing **advanced Air Pollution Control Equipment (APCE)** as mandated by statutory requirements.



We conduct **regular emission monitoring** through **authorized laboratories and auditors** approved by the **State Pollution Control Board (SPCB)**, ensuring that our emissions consistently meet the prescribed standards.

In addition to tracking emissions under the **GHG Protocol**, we also monitor and control **other key air pollutants**, including:

- ✓ **Nitrogen Oxides (NOx)**
- ✓ **Sulphur Oxides (SOx)**
- ✓ **Particulate Matter (PM)**

These pollutants are maintained within the **permissible limits** set by regulatory authorities, reinforcing our commitment to **environmental sustainability, regulatory compliance, and continuous improvement in air quality management**.

Environment

GRI 305 Emissions – Air Emissions Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

At 20 Microns Limited, we conduct quarterly air emissions monitoring through external laboratories accredited by regulatory authorities.

Emissions Control measures

At 20 Microns Limited, we are committed to maintaining air quality and minimizing environmental impact. To address airborne emissions and odor control, we have implemented bag filter systems at key processing units. These filters effectively capture fine particulate matter, reducing dust and mitigating odor concerns associated with material handling. Additionally, we continuously assess our air filtration efficiency to enhance environmental performance and ensure compliance with regulatory standards.

To minimize dust emissions and air pollution, we have implemented bag filter systems alongside our material handling processes. These filters effectively capture fine particulate matter, ensuring cleaner operations and regulatory compliance. Additionally, we utilize enclosed material transfer systems to reduce spillage and enhance workplace safety. Our continuous improvements in dust control measures contribute to a safer and more sustainable work environment.

Noise control

In addition to air emission monitoring, we conduct regular noise level assessments at our manufacturing sites to ensure compliance with regulatory limits and minimize the impact on surrounding communities. To further mitigate industrial noise, we have invested in advanced silent diesel generators and MS silencers for air blowers, ensuring adherence to noise control regulations. These assessments are documented in our Noise Monitoring Reports, which provide insights into recorded noise levels, compliance status, and mitigation measures undertaken. Below are the attached reports for reference.

Parameter	Unit	Before Implementation	After Implementation	Reduction
Site Boundary Noise Level	dB(A)	70	64.4	6.6
Workplace Noise Level	dB(A)	70	65.3	5.3
Noise from DG Sets & Blowers	dB(A)	--	<50	New with acoustic enclosure

Environment

GRI 305 Emissions – Air Emissions

Logistics Optimization

- **At Structured Transportation Scheduling:** We have implemented staggered loading and unloading times to prevent truck congestion at peak hours, ensuring smoother operations at dispatch points.
- **Dedicated Entry & Exit Routes:** Our facilities are designed with separate access points for raw material intake and finished goods dispatch, preventing bottlenecks within the plant premises.
- **Shift Towards Bulk Transport:** Where feasible, we prioritize bulk shipments and rail transport, reducing the number of heavy-duty vehicle trips required for deliveries.
- **Real-Time Fleet Monitoring:** We utilize SAP-driven logistics tracking to coordinate shipments efficiently, reducing idle time and unnecessary road traffic.
- **Local Infrastructure Coordination:** In high-traffic zones, we collaborate with local authorities to optimize truck movement patterns, ensuring minimal disruption to surrounding communities.

Logistics Optimization Impact

Parameter	Unit	Before Implementation	After Implementation
Peak-Hour Truck Movement	%	100%	100%
Logistics Vehicles environment Assessment	%	100%	100%
Logistics Provider – Aware about Supplier Code of Conduct	Count	02	00

Environment

Regulatory Compliance for Energy and Emissions



At 20 Microns Limited, we ensure compliance with energy and emissions regulations while proactively adopting best practices beyond statutory requirements.

- ⇒ **Energy Audits:** In accordance with the specific requirements of the Gujarat State, we conduct an energy audit every three years at our Bhuj manufacturing plant. As a best practice, we have extended this initiative to our other manufacturing plants in Alwar, Hosur, and Udaipur, despite no statutory mandate, enabling us to apply improvements across locations with similar processes.
- ⇒ **Emission Compliance:** We fully comply with emission norms set by the State Pollution Control Boards (SPCBs) for Particulate Matter (PM), SO_x, and NO_x emissions, ensuring adherence to environmental standards.
- ⇒ **GHG Regulations:** Currently, there are no specific regulatory requirements applicable to us regarding Scope 1, Scope 2, and Scope 3 emissions. However, we continue to track and manage our emissions in alignment with global best practices to stay ahead of future regulatory developments.

Environment

Materials Topic – Responsible Consumptions: Natural Resources

At 20 Microns Limited, responsible consumption of natural resources is a core principle in our sustainability journey. We are committed to minimizing our environmental footprint by optimizing resource utilization and implementing sustainable practices across our operations.

Impact of Resource Consumption:

- a. **Key Resources:** Our operations rely on natural minerals, water, fossil fuels, and chemicals, many of which are derived from natural resources.
- b. **Potential Challenges:** Resource scarcity can impact operations and supply chain stability, making sustainable management crucial.
- c. **Positive Outcomes:** Sustainable resource consumption enhances brand value, strengthens regulatory compliance, and supports long-term business resilience.

Management of Material Topics:

- a. We have defined Key Performance Indicators (KPIs) for water usage, chemical consumption, and fuel consumption, which are regularly monitored and assessed against set targets.
- b. Electricity & fuel consumption is addressed under our Climate Change Strategy.
- c. Water consumption details are covered under our Water Stewardship material topic.
- d. Chemical consumption is systematically tracked across our manufacturing locations to ensure efficient usage and compliance.

Through these initiatives, we reinforce our commitment to responsible resource management, ensuring sustainable growth while minimizing environmental impact.

Environment

Actions to reduce or eliminate the use and release of Persistent Organic Pollutants

At 20 Microns Limited, we have strict controls in place to ensure that Persistent Organic Pollutants (POPs) are neither used nor released in any of our products or processes.

Key Measures Implemented:

- Supplier Audits & Raw Material Screening:** We conduct regular supplier audits and material assessments to verify that no raw materials contain POPs, ensuring full compliance with EC Regulation No. 850/2004 and the Stockholm Convention.
- Process Monitoring & Compliance Checks:** Our internal compliance team performs routine process evaluations to ensure that no POPs are introduced during manufacturing.
- Closed-Loop Material Handling & Emissions Control:** We have installed advanced bag filters and air scrubbing systems that prevent unintentional POP emissions from mineral processing.
- Annual Regulatory Review & Certification:** We undergo annual environmental compliance assessments, verifying our continued adherence to international regulations on POPs.

Parameter	Unit	Before Implementation	After Implementation	Improvement
Presence of POPs in Raw Materials	%	00%	00%	100% Eliminated
Supplier Audits Conducted for POP Compliance	Count	48	64	Strengthened Oversight
Regulatory Compliance with POP Standards	%	100%	100%	Fully Achieved

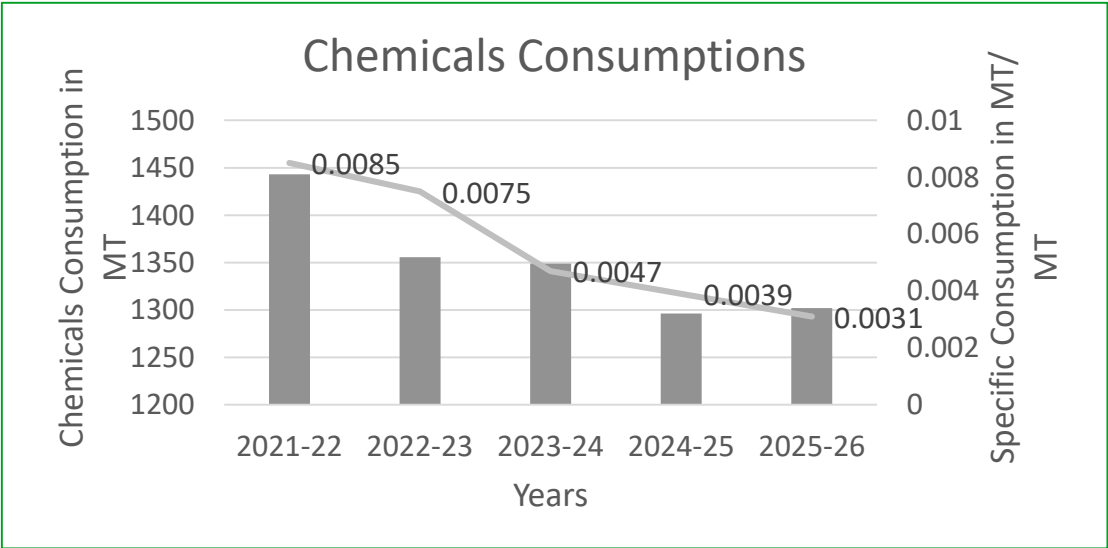
Environment

Materials Topic – Responsible Consumptions: Natural Resources

301-1 Materials used by weight or volume

At 20 Microns Limited, Chemicals Consumptions:

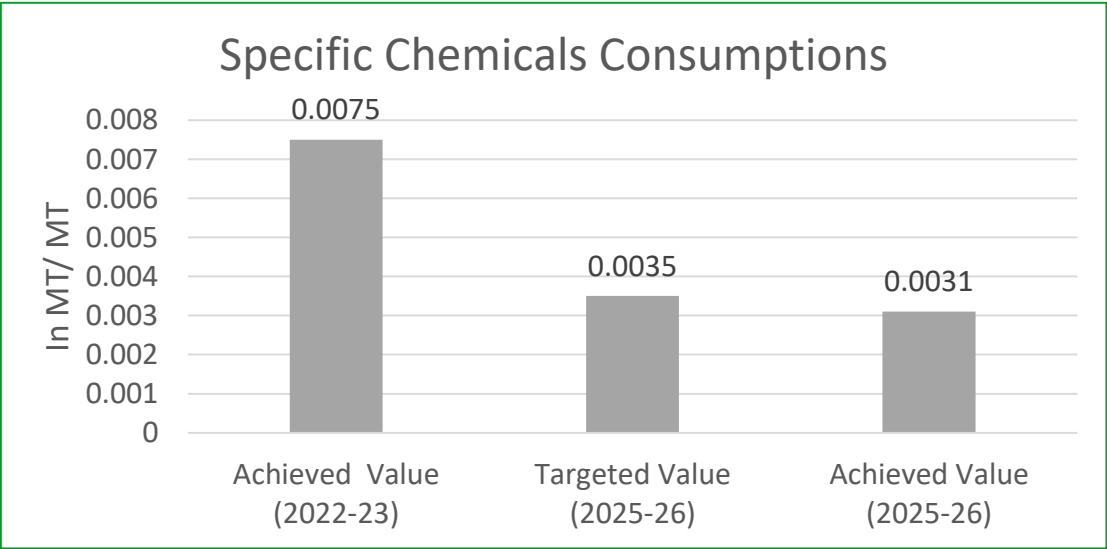
Performance Data – Overall Chemical Consumptions in Process to Manufacture the Finish Products



Total RM Consumption
• 522997 in MT

Total PM Consumption
• 2849 in Ton

KPI – To reduce Specific Chemicals Consumption by 2.5% (Target is < 0.0075 MT / MT)



Through these initiatives, we reinforce our commitment to responsible resource management, ensuring sustainable growth while minimizing environmental impact.

Environment

Materials Topic – Responsible Consumptions: Natural Resources

Reduction of Material Consumption Through Process Optimization

Key Initiatives in Process Optimization:

Advanced Micronization Technology:

We optimize particle size distribution to improve yield efficiency, reducing raw material loss during processing.

- **Energy-Efficient Roller Mills:** Adoption of high-efficiency roller mills minimizes material waste by improving grinding precision and throughput.
- **Delta Star / Variable Frequency Drive (VFD) Systems:** VFD-controlled equipment optimizes motor speed and power consumption, reducing excessive material usage.
- **Process Refinements in Mineral Classification:** Enhanced separation techniques reduce overuse of additives and processing agents, leading to lower chemical consumption.
- **Optimized Material Recovery from Dust Collection Systems:** Bag filters capture fine mineral residues, which are reintroduced into production, reducing raw material dependency.

Material Consumption Optimization Impact

Parameter	Unit	Before Impleme ntation	After Implementation
Total Raw Material Used (Optimize Production & Reduce RM with Modification in Screw Convery and Silo Feeding to Pulverizer system)	Tons	600 – 700 KG/ Hours	900-1000 Kg/ Hr Production Increase Increase 300/ 400 Kg/ Hr production rate
Reduction in Material Waste	%	0.5%	00% Wastages of RM by Implementing Grit Collection Bin
Energy Savings from Process Optimization @ Delta Star Convertor	kWh	12774 Unit/ Month	10408 kWh/ Month @ 7% energy Saving at Pulverizer
Chemical Additive Reduction	MT/ MT	0.008 in 2022-23	0.005 in 2023-24
Material Recovered from Dust Collection	Tons	00	05 KG/ MT – Wastages (Approx – 0.5% Wastages of RM) by Implementing Grit Collection Bin

Environment

GRI 303 Water Stewardship - Water And Effluents

Water is a **critical resource** for both **industrial operations** and **human consumption**. At 20 Microns Limited, our **major water consumption** occurs at the **Bhuj plant**, where water is used in **processing activities**, while at other plants, water is mainly utilized for **drinking, sanitation, and gardening**.

As part of our **sustainable water management approach**, we aim to **reduce dependency on groundwater and external sources** by **increasing water recycling** within our premises.

Management of Material Topics – Water Conservation Initiatives

☐ Water Monitoring & Measurement:

- **Flow meters** are installed at all manufacturing facilities to **track water consumption**.
- **Monthly water intensity** is measured and analyzed.

☐ Water Efficiency Audits:

- **Bi-monthly audits** are conducted across all locations to identify **leakages and inefficiencies**.

☐ Rainwater Harvesting:

- Installed at **Alwar, Bhuj, and Hosur plants**, with a **combined capacity of 16466 KL per year**.

☐ Zero Liquid Discharge (ZLD):

- All plants operate with **Zero Effluent Discharge (ZED)**, ensuring **no industrial effluent is discharged externally**.

By implementing these initiatives, we aim to enhance **water conservation**, improve **water-use efficiency**, and **mitigate operational risks** related to **water scarcity and quality**.

Positive Impacts:

- Water availability ensures smooth **industrial operations** and **employee well-being**.
- Effective water conservation efforts help in **reducing operational costs** and **environmental footprint**.
- Rainwater harvesting and water reuse contribute to **sustainability goals**.

Negative Impacts:

- **Water scarcity** can significantly impact **production and business continuity**.
- Poor **water quality** can pose **health risks** to employees and communities.
- **Over-reliance on groundwater** may lead to **resource depletion**.

Environment

Disclosure 303-1: Interactions with Water as a Shared Resource

At 20 Microns Limited, we recognize **water as a critical shared resource** and are committed to **responsible water stewardship** to ensure **sustainable use** and **conservation**.

Water Sources and Supply

Our primary water sources include:

- **Industrial-supplied water** at most manufacturing locations.
- **Groundwater extraction** at our **Bhuj plant**, where necessary approvals and sustainable withdrawal practices are in place.
- **Tanker-supplied water**, used as an additional source **only when required** to supplement operational needs.

Water Risk Assessment

To proactively **identify and mitigate risks**, we conducted a **Water Risk Assessment** using the **WWF Water Risk Filter** for all our **manufacturing sites**. This assessment helps us evaluate:

- **Basin-level risks** (availability, quality, and sustainability of shared water resources).
- **Operational risks** (dependence on groundwater, external supply reliability, and local water stress conditions).

Based on these insights, we are implementing measures to **optimize water usage**, **enhance water recycling**, and **minimize dependency on groundwater** while ensuring **compliance with environmental regulations**.

Water filter Risk Assessment using WWF tool

Description	Alwar	Bhuj	Hosur	Udaipur	Haldwani	Tirunelveli
Basin Risk Scores						
Basin Physical Risk	3.9	4.25	3.92	3.75	3.92	3.59
Basin Regulatory Risk	3.19	3.16	3.12	3.19	3.16	3.12
Basin reputational Risk	4.85	4.25	4.6	4.55	4.85	4.4
Operational Risk Scores						
Operational Physical Risk	1.29	1.72	1.42	1.5	1.5	1.5
Operational Regulatory Risk	1.95	1.6	1.6	1.6	1.6	1.6
Operational reputational Risk	1.98	1.98	1.78	1.78	1.78	1.78

WWF Water risk filter criteria

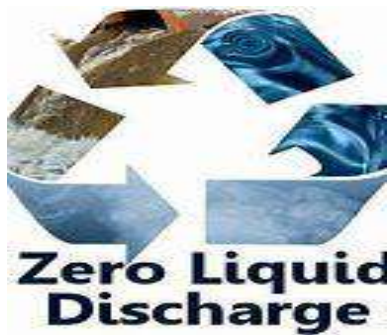
To proactively manage these risks, we have conducted a **Water Stress Analysis** using the **WWF Water Risk Filter** to assess **basin-level risks** and **operational vulnerabilities**.

- 1.0 <= x <= 1.8 Very low risk
- 1.8 < x <= 2.6 Low risk
- 2.6 < x <= 3.4 Medium risk
- 3.4 < x <= 4.2 High risk
- 4.2 < x <= 5.0 Very high risk

Environment

Disclosure 303-2 & 303-4: Management of Water Discharge-Related Impacts

At 20 Microns Limited, we are committed to minimizing our environmental footprint by ensuring responsible water discharge management.



Zero Effluent Discharge Commitment

- All **manufacturing operations** across our sites adhere to a **Zero Liquid Discharge (ZLD)** policy, ensuring that **no industrial effluent is discharged outside our premises.**
- Process water is **treated and reused** wherever possible to **reduce freshwater consumption** and **enhance water sustainability.**

Sewage Water Management

- **Domestic sewage** from our facilities is **treated via soak pits** to facilitate **natural percolation and groundwater recharge.**
- At locations where required, we ensure compliance with **local pollution control regulations** for sewage treatment and disposal.
- Through **strict monitoring and control measures,** we prevent any **negative environmental impact** associated with water discharge and continuously improve our **water conservation strategies.**

Effluent waste-water monitoring

Description	FY (2022-23)	FY (2023-24)	FY (2025-26)	FY (2025-26)
KPI – Zero effluent waste-water generation (ZLD).				
Target	00	00	00	00
Total Effluent Waste-Water Generation in Kilo Liter (KL)	00	00	00	00
Total Effluent waste-water discharged in Kilo Liter (KL)	00	00	00	00

Disclosure 303-3 Water withdrawal

Ground Water Withdrawal

Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
Total ground water consumption in Kilo Liter (KL)	73758	63199	58110	42558

Environment

Disclosure 303-2 & 303-4: Management of Water Discharge-Related Impacts

- Treated process water is efficiently recycled for equipment cleaning and floor washing, minimizing freshwater use and enhancing water sustainability.

Water Recycling

Parameter	Unit	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total Water Consumption	m ³	73758.72	63199.4	58110	42558
Recycled Water Usage	m ³	8719.732	8401.4128	11290	19118
% of Water Recycled	%	11.82	13.29	22.31	44.92
Usage in Equipment Cleaning	m ³	00	00	00	00
Usage in Floor Washing	m ³	00	00	00	00
Reduction in Freshwater Use	%	0.063%	8.59%	26.58%	72.8%

Environment

Total Water
Consumption in 2025-
26

• 42,558 KL



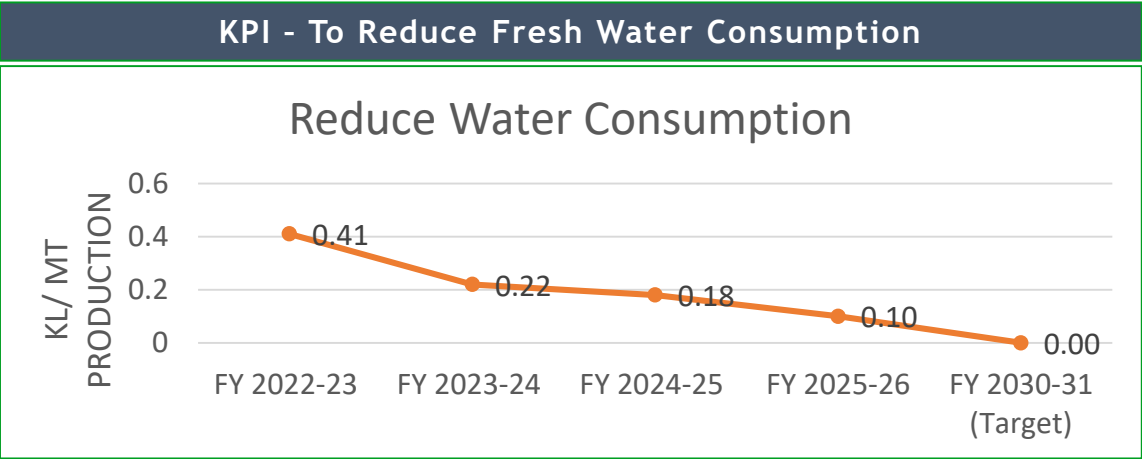
Disclosure 303-5 Water consumption

20 Microns Limited - Plants, Warehouses, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	Cumulative for The Year
Total all Manufacturing sites & Offices and Plants	Reduction of Water consumption KL / MT	2022-23	< 0.41 KL / MT (5.5 % reduction)	Total Water Consumption	In KL	73758.72
				Total Production	In MT	180584.352
				Specific Water Consumption	KL/ MT	0.41
		2023-24	< 0.36 KL / MT (11 % reduction)	Total Water Consumption	In KL	63199.4
				Total Production	In MT	287859.204
				Specific Water Consumption	KL/ MT	0.22
		2024-25	< 0.36 KL / MT (11 % reduction)	Total Water Consumption	In KL	58110
				Total Production	In MT	322,833.333
				Specific Water Consumption	KL/ MT	0.18
		2025-26	< 0.36 KL / MT (11 % reduction)	Total Water Consumption	In KL	42558
				Total Production	In MT	424,907.00
				Specific Water Consumption	KL/ MT	0.10

Water consumption and Water intensity

Environment

GRI 303 Water Stewardship - Water And Effluents



Action Plan to Water Conservation

Water is a precious resource, and its availability for human use is limited. As global water usage continues to rise, the urgency to conserve this resource grows, especially with increasing population and other contributing factors.

At 20 Microns Limited, we are committed to minimizing our freshwater usage through treat and recycle of water.

Action Measures	Time Frame/ Status	Responsibility
Identify and invest in water-efficient technologies for manufacturing processes, cooling systems, and other relevant operations. Design and install water-recycling systems where feasible. Ensure proper maintenance and monitoring of recycling systems.	Ongoing activity	Head – Eng.
Regularly inspect facilities for water leaks and promptly repair any identified issues.	Ongoing activity	Head – Eng.
Foster a culture of responsibility regarding water usage	Ongoing activity	Head HR
Develop and implement training programs to educate employees on the importance of water conservation Engage with local communities to raise awareness about water conservation	Ongoing activity	Head HR
Establish a system for regular monitoring and reporting of water consumption and recycling efforts.	Ongoing activity	Head – Eng.

Environment

GRI 306 Waste Management & Circular Principles

Explanation of the Material Topic:

At **20 Microns Limited**, our primary waste streams include **plastic waste, e-waste, battery waste, and used oil**, all of which are managed responsibly in compliance with regulatory requirements. We have obtained the necessary approvals from the **State Pollution Control Boards** and ensure regular reporting. With the implementation of **Extended Producer Responsibility (EPR)** for plastic packaging, we emphasize responsible management of **plastic waste generated within our premises**, as well as that **introduced into the market through our products and imports**.

Management of Material Topics

Plastic Waste Management:

- All plastic waste generated within our operations is sent to **authorized recyclers** approved by the **State Pollution Control Board**.
- We are in the process of **registering under the Extended Producer Responsibility (EPR) regulation** as an **Importer and Brand Owner** for plastics.
- To comply with EPR requirements, we have partnered with an **approved waste recycler** who will collect plastic waste from the market on our behalf and convert it into **plastic granules**.
- The expected quantity of plastic to be collected and processed is approximately **1625 tons**, equivalent to the plastic introduced into the market through **product sales and imported materials**.

Positive and Negative Impacts

- **Improper waste management** can result in **environmental pollution** and regulatory **penalties**, affecting our sustainability performance. Conversely, **responsible waste management** leads to **waste reduction, operational efficiency, cost savings, and compliance with environmental regulations**, supporting our long-term sustainability goals.



Environment

Disclosure 306-1: Waste Generation and Significant Waste-Related Impacts

- Major waste streams include plastic waste, e-waste, used oil, and battery waste.
- Plastic waste is sent exclusively to authorized recyclers.
- E-waste is disposed of through authorized recyclers approved by Pollution Control Boards.
- Used oil is 100% recycled for lubrication purposes within operations.
- Battery waste is managed through a buy-back policy, where old batteries are returned to vendors when purchasing new ones.

Disclosure 306-2: Management of Significant Waste-Related Impacts

- Plastic Waste Compliance: We are in the final stages of EPR registration and have engaged an approved waste recycler to collect and recycle plastic waste equivalent to the quantity we introduce into the market.
- Circular Economy Approach: The collected plastic waste will be processed into plastic granules, ensuring a closed-loop recycling system.
- Sustainability Impact: By recovering and recycling an estimated 1,200 tons of plastic waste, we aim to reduce environmental pollution and contribute to the responsible use of plastic resources.

Disclosure 306-3 Waste generated and Disposed.
Disclosure 306-4 Waste diverted from disposal
Disclosure 306-5 Waste directed to disposal

Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
KPI – To reduce waste generated and disposed.				
Total Waste generation	4.6 MT	3.402 MT	3.401 MT	4.952 MT
Total Hazardous waste generated	4.582 MT	3.384 MT	3.401 MT	4.492 MT
Total Hazardous waste disposed to authorized recycler	4.582 MT	3.384 MT	3.401 MT	4.492 MT
Total e-waste generated	0.346 MT	0.146 MT	0.109 MT	0.106 MT
Total e-waste disposed	0.346 MT	0.146 MT	0.109 MT	0.106 MT
Total Battery waste generated	--	0.265 MT	0.031	0.018
% of used oil recycled in Maintenance Activity	100%	100%	100%	100%

Environment

Reduction of hazardous substance generation or toxicity

At 20 Microns Limited, we are committed to minimizing hazardous substance generation by integrating advanced emission control, process efficiency measures, and sustainable material handling techniques. Our efforts focus on reducing particulate emissions, optimizing chemical usage, and implementing cleaner production methods.

Key Initiatives to Reduce Hazardous Substance Generation:

- **Advanced Air Pollution Control:** We have installed high-efficiency bag filters and dust collection systems across processing units to capture fine particulate matter, significantly reducing airborne emissions.
- **Process Optimization for Reduced Chemical Dependency:** By refining micronization and mineral separation processes, we lower the need for chemical additives and reducing agents, decreasing hazardous byproduct formation.
- **Wet Processing & Scrubber Systems:** Where applicable, we utilize wet processing and air scrubbers to neutralize airborne pollutants and prevent hazardous dust exposure.
- **Regular Process Audits & Compliance Checks:** Routine hazardous substance monitoring and process evaluations ensure continuous improvements in material handling and chemical usage.

Impact of Hazardous Substance Reduction Measures

Parameter	Unit	Before Implementation	After Implementation
Particulate Emissions Reduction - PM 10	mg/m3	86	82
Chemical Additive Usage Reduction	%	00	00
Efficiency of Bag Filters	%	70%	90%

Environment

Use of Recovered Input Materials

At 20 Microns Limited, we are committed to resource recovery by integrating material recycling strategies across our operations.

Key Material Recovery Initiatives:

- Fine Mineral Residue Reuse:** Dust and fine mineral particles captured from bag filters and dust collection systems are reprocessed and reintroduced into active production cycles, reducing raw material dependency.
- Micronized Mineral Recovery:** During grinding and micronization, recovered off-spec mineral fractions are blended back into formulations to optimize resource use.
- Recycling of Process Sludge & Filter Cake:** Non-hazardous mineral-based sludge generated in wet processing units is filtered, dried, and reintegrated into manufacturing processes.
- Wooden Pallet Reuse Initiative:** We repurpose 100% of the wooden pallets received with raw materials for finished goods (FG) packing, reusing approximately 14,000 pallets annually, reducing both procurement and waste disposal needs.
- Reusing Bulk Packaging Materials:** Industrial-grade bulk used for raw material storage are cleaned, inspected, and reused where feasible, reducing demand for single-use packaging.

Impact of Hazardous Substance Reduction Measures			
Parameter	Unit	Before Implementation	After Implementation
Fine Mineral Residues Reused	Kg/ MT	2 KG/ MT	00 KG/ MT- Usages of Bulker for the Transportation
Bag Filter Dust Recovered & Reused	Tons	0.5 KG/ MT – Wastages	00 Wastages
Wooden Pallets Reused	Count	0	14,000
Bulk Packaging Reused	%	00	100%
Sludge & Filter Cake Recycled	%	00	100%

Disclosure 301-2 Recycled input materials used
Disclosure 301-3 Reclaimed products and their packaging materials

Employee Health, safety and well being



Health & Safety

Our organization places utmost importance on the well-being and safety of our employees. We adhere to this commitment through a multifaceted strategy that encompasses the implementation of rigorous safety protocols, ongoing training programs, and by laying detailed SOPs ensuring the safety of our people. Additionally, we maintain a secure working environment and adhere to all pertinent health and safety regulations to ensure the highest standards of protection for our valued workforce. Furthermore, we organise regular health check-up camps across our facilities to ensure the safe and sound health of our people.

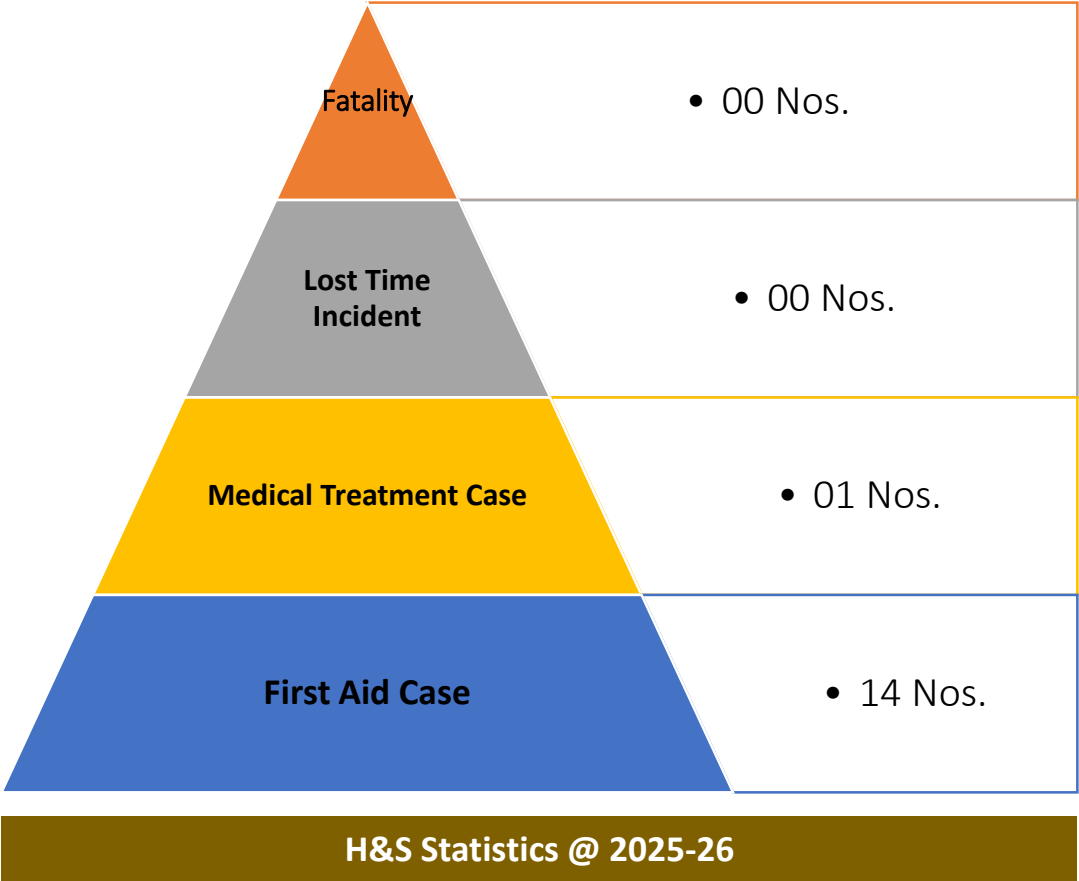
Explanation of the material topic

At 20 Microns Limited, we prioritize a safe and healthy work environment to enhance employee well-being and ensure compliance with regulatory standards. Our ISO 45001:2018 certified Occupational Health and Safety (OHS) Management System is implemented across all sites, covering both direct and contractual employees.

Management of Material topics

We conduct hazard identification, risk assessments, and incident investigations every six months, applying a structured hierarchy of controls to mitigate risks. Regular safety training, contractor evaluations, and emergency mock drills strengthen workplace safety.

Employee Health, safety and well being



Disclosure 403-1: Occupational Health and Safety Management System

- The Occupational Health and Safety (OHS) Management System is implemented across all operational sites, including offices, warehouses, and manufacturing locations, covering all employees (direct and contractual).
- Our manufacturing sites and headquarters are ISO 45001:2018 certified, ensuring alignment with international standards.
- We have set a target to expand certification coverage to corporate offices, registered offices, and warehouses within the next three years.

Reportable Accident
• 00 Nos.

Non-Reportable Accident
• 15 Nos.

Employee Health, safety and well being

Disclosure 403-2: Hazard Identification, Risk Assessment, and Incident Investigation

- We follow a structured hazard identification and risk assessment procedure, evaluating risks based on severity and likelihood.
- The approach is aligned with ISO 45001:2018 requirements and covers routine, non-routine, and emergency situations.
- We apply a hierarchy of controls to mitigate workplace hazards:
 - ⇒ Elimination, Substitution, Engineering controls, Administrative procedures, Personal Protective Equipment (PPE)
- Incident investigations are conducted by the Safety Department with input from process owners, external experts (if required), and workers. Reviews are carried out every six months based on:
 - ⇒ Unsafe acts and conditions, Near-miss reports, Incident analysis, Changes in regulations, processes, equipment, or plant layouts
- Employees receive training on reporting near-misses without fear of reprisals, and quarterly emergency mock drills are conducted to ensure preparedness for potential emergencies.



Approach to Identify and Control the Hazards and Risk

Hazards	Risk	Controls
Chemicals Contact & Exposure	Irritation, Skin allergies, Respiratory system damage	Dust Collector System, Auto DCS Operation in plant, Loot Close materials transfer system, PPEs.
Current Leak/ Contact Live Cable	Electric Shock may Cause Fatality	RCCB, Provided Joint less cables, Provided Proper Earthing.
Fire & Explosions	Burn Injury, Fatality	Fire Protection and Detection system i.e. smock detector, alarm system, sprinkler, fire hydrant system, etc.
Moving and Rotating Parts	Cause to Dangerous Injury	Prevent Access to Dangerous Parts Safety Railing

Employee Health, safety and well being

Disclosure 403-3: Occupational Health Services

All employees, including contractual workers, are covered under occupational health services, including mandatory annual health check-ups. Medical records are kept confidential by the HR department, and employees requiring consultation receive private medical guidance from external doctors.

Occupational health services and medical assessments are provided by recognized hospitals and laboratories, with reviews conducted by doctors holding A.F.I.H (Associate Fellow of Industrial Health) qualifications. Health reports are shared only with employee consent, except when required for regulatory audits.

Description	FY (2022-23)			FY (2023-24)			FY (2024-25)			FY (2025-26)		
20 Microns Plant, warehouse, office Location	Total employee	Number of employee covered Under Health check up	% coverage	Total employee	Number of employee covered Under Health check up	% coverage	Total employee	Number of employee covered Under Health check up	% coverage	Total employee	Number of employee covered Under Health check up	% coverage
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	528	528	100%	498	498	100%	546	546	100%	565	565	100%
All godwon (Uran Raighad, Chennai, Kolkata, Mundra, Anantpur)	78	78	100%	103	103	100%	77	77	100%	73	73	100%
All office Waghodia, Vadodara, Mumbai	112	112	100%	164	164	100%	153	153	100%	140	140	100%
Total All sites	718	718	100%	765	765	100%	776	776	100%	778	778	100%

Employee Health, safety and well being



403-4 Worker participation, consultation, and communication on occupational health and safety

- At 20 Microns Limited, we actively engage workers in occupational health and safety (OHS) discussions through structured safety and works committees with equal representation of management and workers. These committees meet quarterly to address workplace safety concerns and improvements.

Disclosure 403-5 Worker training on occupational health and safety

- We conduct regular OHS training programs covering material handling, work permits, confined space entry, working at heights, hazard identification, ergonomics, chemical handling, and emergency preparedness. Training sessions are aligned with our annual training calendar and skill matrix assessments and are provided in a language understood by all employees, including contractual workers.
- Employee knowledge is assessed post-training, and refresher sessions are conducted as needed to ensure workplace safety and compliance.



Employee Health, safety and well being

% of employee covered in health and safety trainings including contractual workers

We ensure **100% coverage** of employees, including **contractual workers**, in occupational health and safety training. Our structured training programs, aligned with the **training calendar and skill matrix evaluations**, ensure that every worker is equipped with the necessary knowledge to maintain a safe and healthy workplace.

Description	FY (2022-23)			FY (2023-24)			FY (2024-25)			FY (2025-26)		
20 Microns Plant, warehouse, office Location	Total employee	Number of employee covered HSE Training	% coverage	Total employee	Number of employee covered HSE Training	% coverage	Total employee	Number of employee covered HSE Training	% coverage	Total employee	Number of employee covered HSE Training	% coverage
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	528	528	100%	498	498	100%	546	546	100%	565	565	100%
All godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur, Sanjan	78	78	100%	103	103	100%	77	77	100%	73	73	100%
All office Waghodia, Vadodara, Mumbai	112	112	100%	164	164	100%	153	153	100%	140	140	100%
Total All sites	718	718	100%	765	765	100%	776	776	100%	778	778	100%

Employee Health, safety and well being

Disclosure 403-6: Promotion of Worker Health

We prioritize worker health by ensuring access to clean drinking water, hygienic eating facilities, sanitary restrooms, and dedicated changing areas across all our sites. Additionally, all employees, including contractual workers, are covered under healthcare services through partnerships with nearby government and private hospitals, ensuring access to essential medical care.

% of employees covered under Health insurance schemes

Description	FY (2022-23)			FY (2023-24)			FY (2024-25)			FY (2025-26)		
20 Microns Plant, warehouse, office Location	Total employee	Number of employee covered Under Health Insurance	% coverage	Total employee	Number of employee covered Under Health Insurance	% coverage	Total employee	Number of employee covered Under Health Insurance	% coverage	Total employee	Number of employee covered Under Health Insurance	% coverage
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	528	528	100%	498	498	100%	546	546	100%	565	565	100%
All godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur, Sanjan	78	78	100%	103	103	100%	77	77	100%	73	73	100%
All office Waghodia, Vadodara, Mumbai	112	112	100%	164	164	100%	153	153	100%	140	140	100%
Total All sites	718	718	100%	765	765	100%	776	776	100%	778	778	100%

Employee Health, safety and well being



Disclosure 403-8: Workers Covered by an Occupational Health and Safety Management System

- All employees, including those at our manufacturing sites and head office, are covered under a structured Occupational Health and Safety Management System (ISO 45001:2018) to maintain workplace safety and well-being.

Disclosure 403-7: Prevention and Mitigation of Occupational Health and Safety Impacts in Business Relationships

- We ensure that all our products are accompanied by Material Safety Data Sheets (MSDS) to inform business partners of potential hazards, along with necessary precautions for storage, handling, and processing to minimize occupational health and safety risks.



Employee Health, safety and well being

Employee Assistance Programs and Counseling Support:

At 20 Microns Limited, we prioritize the well-being of our employees by fostering a supportive and inclusive workplace. As part of our commitment to employee welfare, we have established Employee Assistance Programs (EAPs) and Counseling Hotlines to provide confidential support for personal and professional challenges.

Our EAP services offer employees access to professional counseling, mental health support, stress management resources, and work-life balance guidance. These services ensure that employees can seek help for issues such as workplace stress, emotional well-being, family matters, and financial concerns without hesitation.

To further reinforce our commitment to employee care, we have also set up a dedicated counseling hotline, enabling employees to connect with trained professionals for immediate assistance. Additionally, our Deputy General Manager – Employee Relations (DGM - ER), is available to provide guidance and support. Employees can reach out for assistance via email at narendra@20microns.com

We conduct yearly health check-ups and medical consultations with qualified MBBS & CIH doctors for all employees. Our **Occupational Health Center (OHC)** operates regularly, providing on-site medical assistance, preventive health screenings, and health counseling. To ensure employees across all locations receive adequate healthcare support, we also facilitate **weekly visits by MBBS & CIH doctors** at various sites.

Kindly contact site HSE Officer and HO – SAS Management for the health and safety assistance.

Refer content details as below:

Email ID – ehs@20microns.com

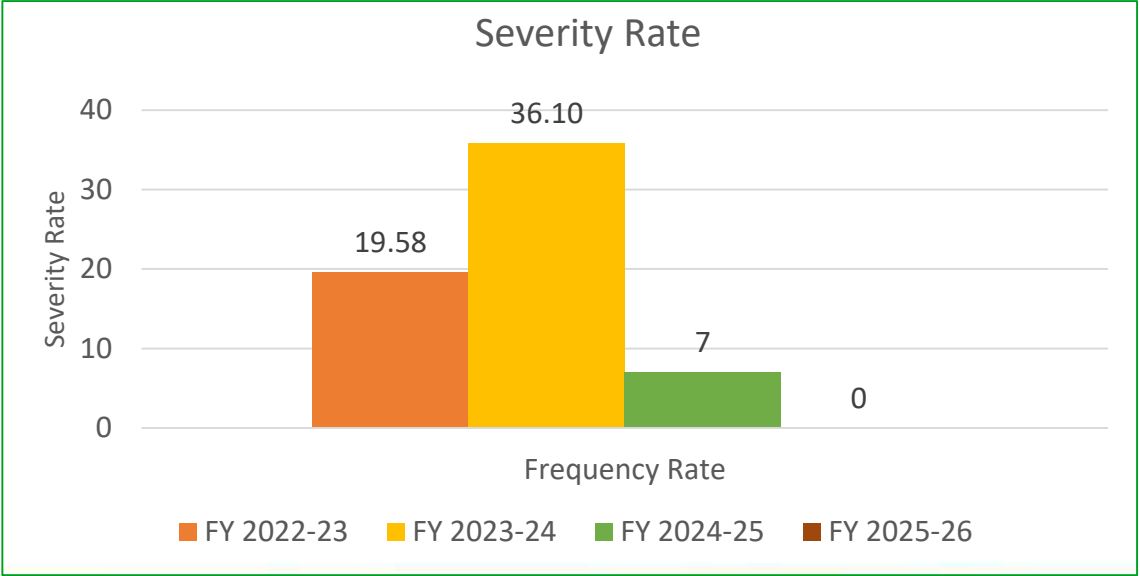
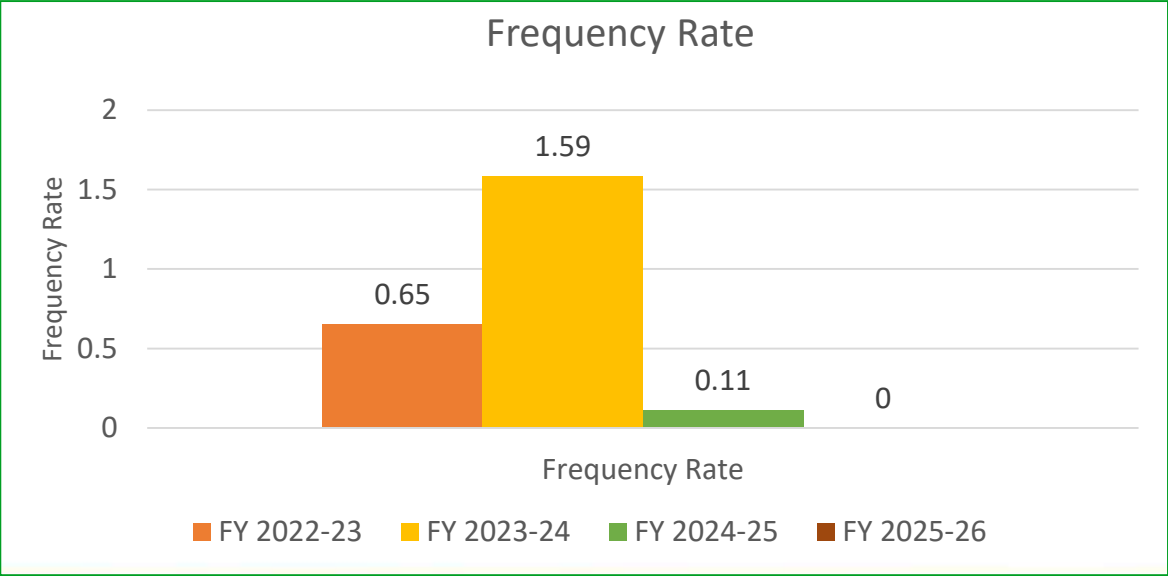
Contact Number: 9429896060

Employee Health, safety and well being

Disclosure 403-9
Work-related injuries



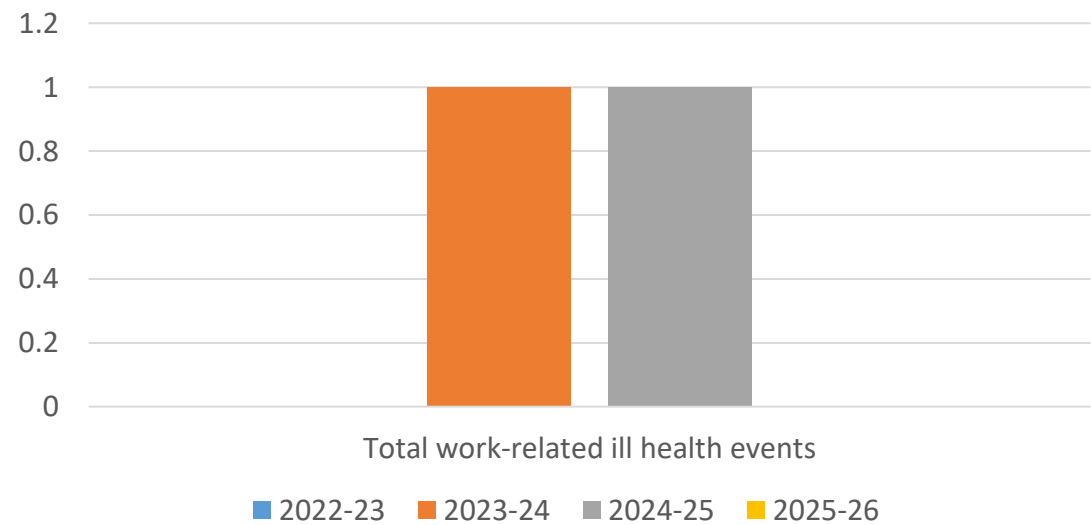
Total All sites @ Plants, Offices & Warehouses	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total Man hrs worked	403236	259368	1334058	1928704
Total Number of Lost Time injury events	0	1	1	0
Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.65	1.59	0.11	0.00
Total number of days lost due to injuries	0	30	68	0
Lost Time Injury Severity Rate for Lost time Injury - Severity Rate (Total man-days lost * 1,000,000) / total man-hours worked)	19.58	36.10	7.00	0.00



Employee Health, safety and well being

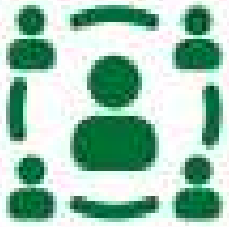
Disclosure 403-10 Work-related ill health

Total All sites @ Plants, Offices & Warehouses	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total work-related ill health events	0	1	1	0
Total Fatal Incidents events	0	0	0	0



No workers excluded from above disclosure

Social



Social

Social factors are pivotal in our journey towards long-term sustainability as it enhances our ability to combat challenges. This includes safety of our employees, providing equal opportunities and our community outreach programmes. We have implemented various training programmes aimed at skills upgradation of our work force, promoting social awareness and responsibility and focusing on health, safety, and environmental aspects. Our goal is to ensure the effective implementation of ESG and wider sustainability principles across all departments for an overall positive impact.



Health & Safety

Our organization places utmost importance on the well-being and safety of our employees. We adhere to this commitment through a multifaceted strategy that encompasses the implementation of rigorous safety protocols, ongoing training programs, and by laying detailed SOPs ensuring the safety of our people. Additionally, we maintain a secure working environment and adhere to all pertinent health and safety regulations to ensure the highest standards of protection for our valued workforce. Furthermore, we organise regular health check-up camps across our facilities to ensure the safe and sound health of our people.



Community Development Program

Through a multitude of impactful programs, 20 Microns Foundation demonstrate our deep commitment to fostering community development, with a particular focus on education, employment, vocational skill development, and the support of individuals with different abilities. Our comprehensive CSR initiatives extend to promoting gender equality and empowering women through the establishment of homes, hostels, and various vocational trainings. We also demonstrate our dedication to the welfare of society by aiding educational institutes with different equipment, day care centres, and other essential resources.

Social

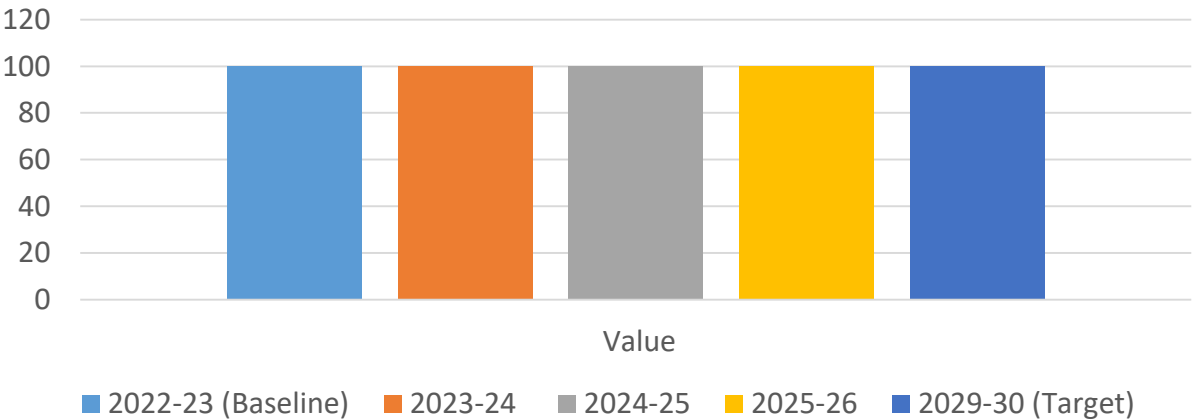
Promote Whistleblower Awareness: We will conduct regular training and awareness programs for all employees to emphasize the importance of the whistleblower policy.



Enhance Reporting Mechanisms: We will continuously improve and maintain accessible and confidential channels for whistleblowers to report issues.



KPI - Employees Trained on Ethics



KPI - Reported Number of Deviation to Whistleblower Policy

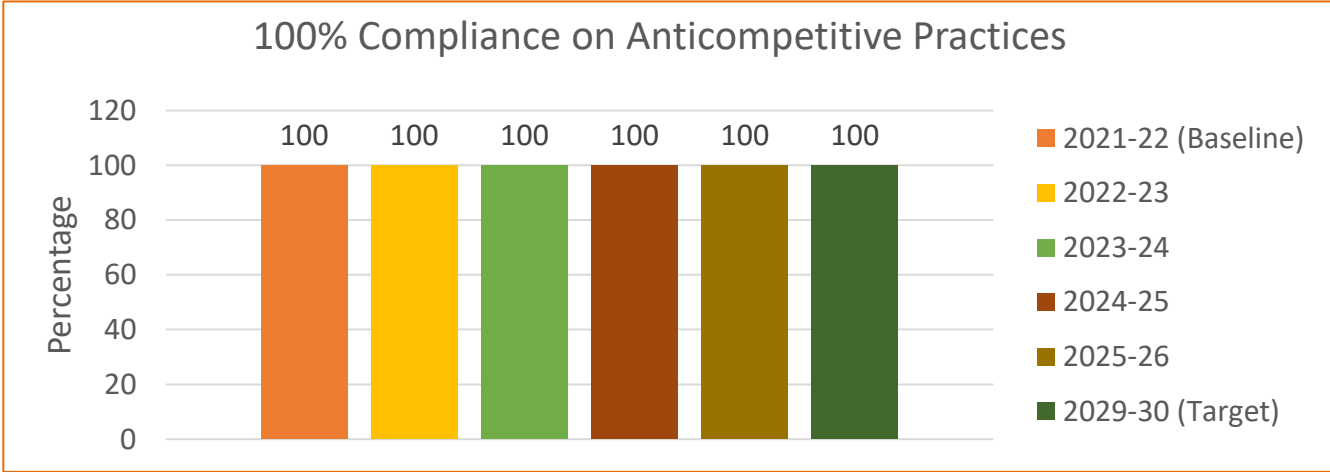
Whistleblower Deviation Reported

	Value
2022-23 (Baseline)	0
2023-24	0
2024-25	0
2025-26	0

Social

Anti Competitive Practices: 20 Microns Limited is deeply committed to conducting business with integrity and fairness. We strictly prohibit all forms of anti-competitive practices, including collusion, price-fixing, and market manipulation. We actively promote transparent and ethical business practices, fostering open competition that benefits consumers and drives innovation.

KPI - 100% Compliance of Anticompetitive Practices



Avoiding Price-Fixing Agreements: 20 Microns Limited strictly prohibits any form of price-fixing with competitors. This includes any informal agreements or understandings that may artificially influence or stabilize chemical prices in the market.

Prohibiting Market Allocation: 20 Microns Limited strictly prohibits market allocation, which involves dividing markets among companies to eliminate competition.

Maintaining Transparency in Contracting: 20 Microns Limited upholds transparent and fair practices when contracting with suppliers, distributors, and customers.

Social

**Promoting diversity and inclusion**

Promoting diversity and inclusion Our diversity, equity, and inclusion policy underscores the importance of cultivating an inclusive and equitable environment that values and respects individuals with diverse backgrounds. Various measures taken to promote diversity across the organisation include:

- By implementing diverse hiring practices, the goal is to attract candidates with diverse backgrounds and experiences.
- Providing diversity and inclusion training programmes to enhance understanding, awareness, and skills among employees.
- Guaranteeing equitable access to opportunities for career growth, progression, and acknowledgement for every individual.
- Nurturing a culture of inclusivity that fosters open dialogue, acknowledges diverse perspectives, and confronts instances of discrimination or bias.
- The purpose of establishing employee resource groups or affinity networks is to foster networking, support, and representation for underrepresented groups.
- To guarantee equitable treatment for all employees, it is crucial to assess performance in a fair and unbiased manner, free from any form of discrimination.

Social

Working Conditions

At 20 Microns Limited, we prioritize creating a safe, healthy, and inclusive workplace for our employees. We uphold the highest standards of occupational health and safety, strictly adhering to all applicable regulations and industry best practices. We invest in advanced infrastructure, ergonomic workspaces, and comprehensive safety training to mitigate risks and enhance employee well-being. Our policies promote fair wages, reasonable working hours, and equal opportunities, fostering a supportive and equitable work environment for all.



Disclosure 402-1 Minimum notice periods regarding Operational changes

We ensure timely communication of operational changes by providing notice at least 30 days in advance or as specified in the terms of the contract. For changes under collective bargaining agreements, a 90-day prior notice is given to ensure alignment and transparency.

Social	Psychological	Physical
Non-discriminatory, Calm, Non-confrontational	Stress-reducing, Burnout prevention, Emotionally protective	Temperature, Heat, Humidity, Light, Airflow, Hygiene, Noise

KPI – Increase Employee Satisfaction Ratio by 100%



Social

Working Conditions

At 20 Microns Limited, we are committed to fostering a positive and supportive work environment by enhancing working conditions, reducing absenteeism, and prioritizing employee well-being.

Total Manhours Worked	Total Avg. Employee	Total Working Man-days
• 1928704 Hours.	• 765 Nos.	• 241088 Man-days

At 20 Microns Limited, we uphold every employee's right to freedom of association and collective bargaining, adhering to recognized best practices. These principles are outlined in our **Principles of Conduct**, emphasizing our commitment to fostering open dialogue between employers and employees. This collaborative approach enables a better understanding of mutual challenges and facilitates effective resolutions.

We actively engage with freely chosen employee representatives through genuine dialogue, regularly consulting them on organizational changes and gathering feedback to inform our decisions. We take pride in our constructive relationship with employee representatives and fully support the right of individuals to join trade unions or other representative bodies. Discrimination based on membership or association with such bodies is strictly prohibited, and we promote open discussions to address any arising concerns.

Our **Works Council consultations**, held biannually across all applicable sites in India, provide a platform for addressing significant organizational changes and reinforcing employees' rights to freedom of association and collective bargaining. Feedback from these consultations is reviewed to take necessary actions.

Additionally, 100% of our workforce, including contractual workers, are represented by worker representatives, ensuring all levels of employees have a channel to voice concerns and engage in meaningful dialogue. We extend this commitment to our suppliers, urging them to respect workers' rights to freedom of association and collective bargaining. Suppliers are encouraged to collaborate on these principles, disclose relevant information, and support initiatives aimed at driving continuous improvement. For further details, refer to our chapter on **Responsible Sourcing and Traceability**.

A woman with long dark hair is sitting, her head buried in her hands in a gesture of despair or stress. She is wearing a grey jacket over a black and white striped shirt and dark pants. The background is a light-colored wall with a word cloud of stress-related terms. The word 'STRESS' is the largest and most prominent at the top. Other words include 'DEBTS', 'CAREER', 'FINANCE', 'HEALTH', 'EFFECT', 'CHAOS', 'MONEY', 'DEBTS', 'WORRIED', 'BUSINESS', 'BILL', 'CONFUSION', 'OVERLOADED', 'CHRONIC', 'BILL', 'EXHAUSTED', 'STRUGGLE', 'DIET', 'MONEY', 'WORKPLACE', 'SAVING', 'PRESSURE', 'COPING', 'PROBLEMS', 'DEADLINES', 'DIVORCE', 'OVERLOADED', 'CONFUSION', 'DAMAGE', 'FAILURE', 'CAREER'. The words are in various sizes and colors (red, black, grey), creating a sense of overwhelming pressure.

Social

Working Conditions



Actions to prevent noise exposure

We conduct regular OHS training programs covering material handling, work permits, confined space entry, working at heights, hazard identification, ergonomics, chemical handling, and emergency preparedness.

Training sessions are aligned with our annual training calendar and skill matrix assessments and are provided in a language understood by all employees, including contractual workers.

To mitigate noise hazards inherent in mining operations, we provide all employees and contractual workers with 3M Peltor X5A over-the-ear earmuffs, ensuring effective noise reduction and protection.

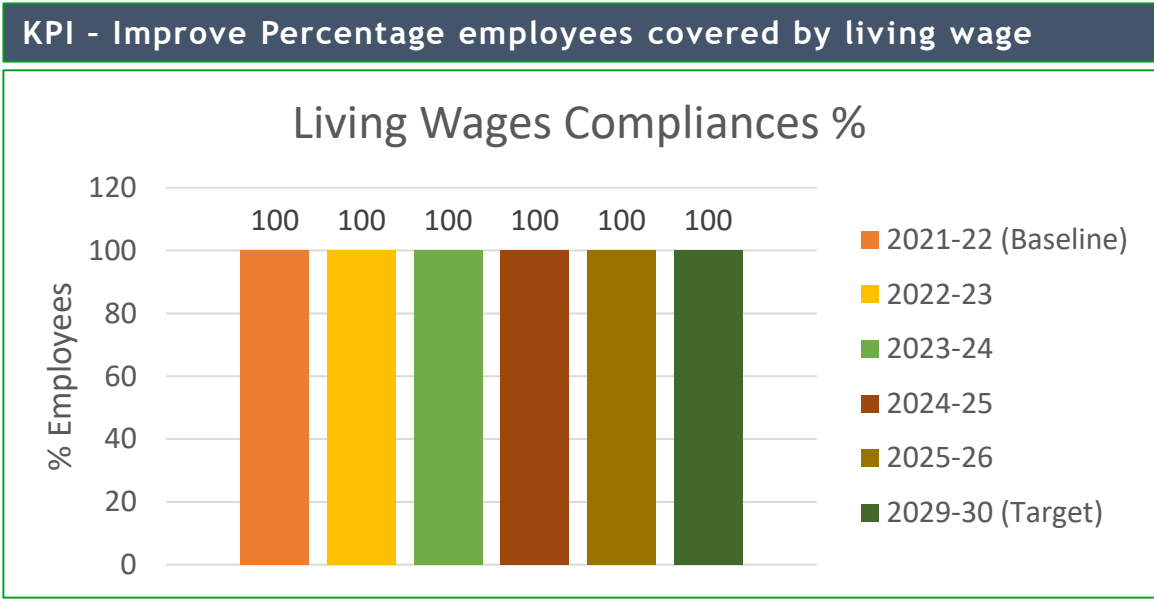
Social

Living Wages

At 20 Microns Limited, we ensure 100% compliance with living wage standards for all our employees. We are committed to providing fair and competitive wages that meet or exceed the cost of living, ensuring financial security and well-being for our workforce. Our commitment to living wages reflects our dedication to social responsibility and our efforts to create a supportive and equitable working environment. By prioritizing fair compensation, 20 Microns Limited fosters a motivated and loyal workforce, contributing to our overall success and sustainability goals.

Action plan for Living Wages

Action Measures	Time Frame/ Status	Responsibility
Conduct periodic reviews of wage levels to ensure they meet or exceed living wage standards and adjust salaries accordingly.	Continues Exercises	Head HR
Compare and maintain our wage structures against industry standards and local living wage benchmarks to ensure competitive and fair compensation.	Continues Exercises	Head HR



Social

Reduction of Layoff

At 20 Microns Limited, we prioritize job security and strive to prevent employee payoffs through proactive workforce management and sustainable business practices. We focus on long-term planning, skill development, and operational efficiency to ensure stable employment opportunities for our workforce.

By fostering a supportive work environment and continuously investing in our employees' growth, we aim to minimize the risk of layoffs and maintain a committed and motivated team. Our approach reflects our dedication to employee welfare and responsible business practices.

Layoff Scenario	Nos. of Employees Layoff
• 00 Nos.	• 00 Nos.



Action plan for Reduction of Layoff

Action Measures	Time Frame/ Status	Responsibility
Activeness with respect to Order and Marketing. Strategy adopted well in advance.	Continues Exercises	Head HR
There is no shortage of Raw materials. Pro-active Initiatives taken by procurement team.	Continues Exercises	Head HR
Cost Cutting measures to be adopted to reduce cost	Continues Exercises	Head HR

Social

Social Dialogue

At 20 Microns Limited, we promote open communication and collaboration through a Works Council. This committee, consisting of representatives from both management and employees, serves as a platform for meaningful social dialogue and ensures that employees’ voices are heard and considered in key decision-making processes. This approach supports our commitment to transparency, trust, and continuous improvement in our work environment.

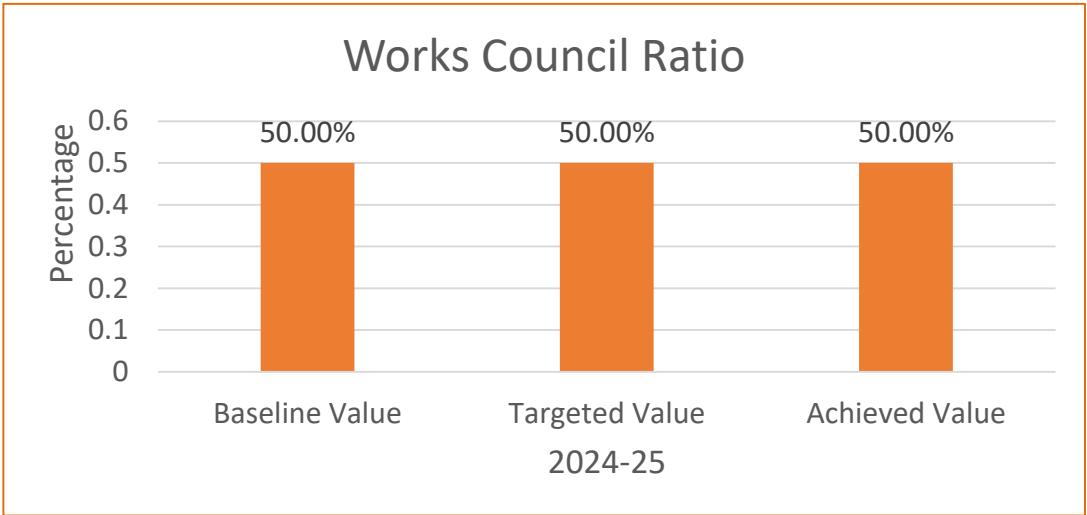
Nos. of Workers Covered for Social Dialogue

• 00 Nos.

% Worker v/s Management

• 50%

KPI - To Maintain Workers Ratio in the Works Council



Action Measures for Social Dialogue Compliances

Action Measures	Time Frame/ Status	Responsibility
Schedule regular meetings for the work council to ensure continuous dialogue and address emerging issues promptly.	Continues Exercises	Head ER
Maintain transparent communication channels by documenting meeting minutes and sharing them with all employees.	Continues Exercises	Head ER
Establish mechanisms for employees to provide feedback and suggestions to the committee, ensuring their voices are heard and considered.	Continues Exercises	Head ER
Develop and implement action plans based on committee discussions and decisions, with clear timelines and responsibilities assigned.	Continues Exercises	Head ER

Social

Freedom of Association



At 20 Microns Limited, we uphold every employee's right to freedom of association and collective bargaining, adhering to recognized best practices. These principles are outlined in our **Principles of Conduct**, emphasizing our commitment to fostering open dialogue between employers and employees. This collaborative approach enables a better understanding of mutual challenges and facilitates effective resolutions.

We actively engage with freely chosen employee representatives through genuine dialogue, regularly consulting them on organizational changes and gathering feedback to inform our decisions. We take pride in our constructive relationship with employee representatives and fully support the right of individuals to join trade unions or other representative bodies. Discrimination based on membership or association with such bodies is strictly prohibited, and we promote open discussions to address any arising concerns.

Our **Works Council consultations**, held biannually across all applicable sites in India, provide a platform for addressing significant organizational changes and reinforcing employees' rights to freedom of association and collective bargaining. Feedback from these consultations is reviewed to take necessary actions.

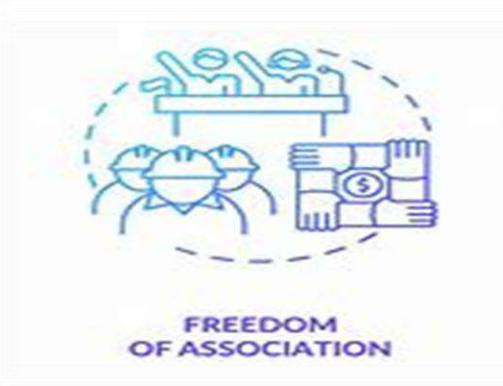
Additionally, 100% of our workforce, including contractual workers, are represented by worker representatives, ensuring all levels of employees have a channel to voice concerns and engage in meaningful dialogue.

We extend this commitment to our suppliers, urging them to respect workers' rights to freedom of association and collective bargaining. Suppliers are encouraged to collaborate on these principles, disclose relevant information, and support initiatives aimed at driving continuous improvement. For further details, refer to our chapter on **Responsible Sourcing and Traceability**.

Social

Freedom of Association

Disclosure 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk



At 20 Microns Limited, we ensure that within our operations, there are no instances where freedom of association and collective bargaining rights are at risk. From a supplier perspective, potential risks may exist in mining-related activities, given the unorganized nature of the sector.

To address this, we assess these risks through our sustainable procurement practices, referencing OECD country risk assessments to evaluate risks at the country level.

We are proactive in promoting awareness and compliance among suppliers by conducting training programs on human rights, business ethics, and freedom of association. Additionally, our Sustainable Procurement Code of Conduct is communicated to all suppliers to emphasize our expectations.

To ensure compliance, we conduct internal audits every six months across all our sites, assessing adherence to principles of freedom of association and collective bargaining. This systematic approach reflects our commitment to upholding these fundamental rights throughout our value chain.

Elements covered under the collective bargaining agreements

- a. Social security and pensions
- b. Training
- c. Sickness and disability
- d. Personnel insurance policy
- e. Health and safety and medical assistance
- f. Work and family arrangements
- g. Gender equality issues
- h. Employment contracts
- i. Diversity, discrimination, and harassment
- j. Working hours, schedules, and holidays
- k. Working conditions
- l. Wages
- m. Increment policy
- n. Premium for night work
- o. Payment for standby work
- p. Meal vouchers
- q. Additional benefits

Social

Diversity, equality inclusion & people development

At 20 Microns Limited, we are committed to fostering a diverse, equitable, and inclusive workplace. We believe that a diverse workforce drives innovation and enhances our overall performance. Our policies ensure equal opportunities for all employees, regardless of gender, age, ethnicity, or background.

**Explanation of the Material Topic:**

At 20 Microns Limited, we recognize that diversity, inclusion, equal opportunity, and people development are essential for fostering a positive workplace culture, empowering employees, and contributing to societal progress. Our approach focuses on gender diversity, women empowerment, skill development, and employee engagement, which ultimately drive job satisfaction, retention, and workplace harmony.

Positive and Negative Impacts

- Positive Impacts: A diverse and inclusive workforce enhances innovation, employee satisfaction, long-term retention, and overall business performance. By fostering equal opportunities, we create a fair and just work-place.
- Negative Impacts: Lack of structured development programs may lead to higher attrition rates, employee dissatisfaction, workplace non-compliance, and reputational risks. Additionally, failure to ensure diversity and non-discrimination could result in regulatory actions and impact stakeholder trust.

Management of Material Topics

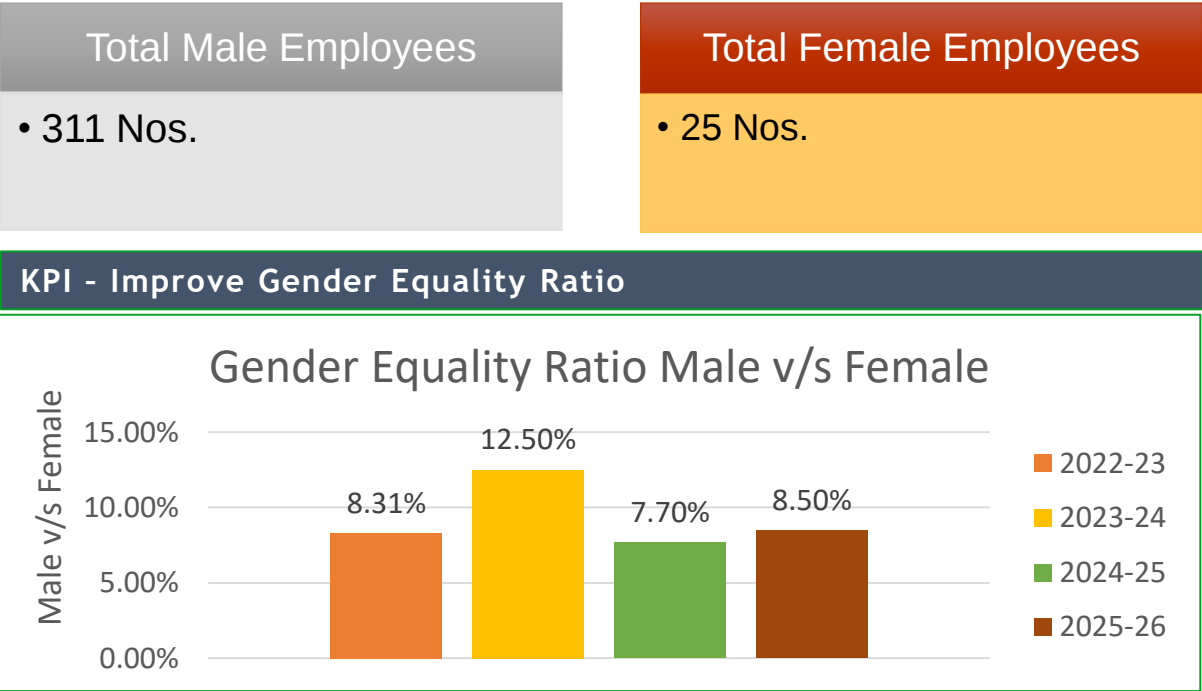
- We have established a Diversity, Equal Opportunity, and Non-Discrimination Policy to ensure an inclusive workplace free from bias.
- Training & Development: We provide structured training programs on leadership, skill development, compliance, and workplace ethics to enhance employee growth.
- Monitoring & Compliance: We track training participation, diversity metrics, and employee engagement to assess progress and address gaps.
- Employee Feedback Mechanism: Exit interviews and employee surveys help us understand improvement areas and strengthen workplace policies.

Social

Diversity, Equality and Inclusion

Discloser: GRI 405 Diversity & Equal Opportunity

- **Equal Employment Policy:** We maintain a workplace free from discrimination based on **gender, ethnicity, age, disability, or any other factor.**
- **Gender & Diversity Metrics** are tracked, including:
 - a. Workforce gender ratio across different levels.
 - b. Representation of women in leadership roles.
 - c. Equal pay assessments for different employee categories.
- **Employee Well-being & Retention:** We conduct **employee satisfaction surveys and exit interviews** to continuously improve diversity and inclusion efforts.



Action plan for Improve Gender Equality Ratio in Management

Action Measures	Time Frame/ Status	Responsibility
Provided equality of gender, rewards, resources and equal opportunities regardless of gender.	Continues Exercises	Head HR
We implemented Equal pay for work of equal or comparable value.	Continues Exercises	Head HR
No barriers and equal participation of women in the workforce @ 2% of total strength.	Continues Exercises	Head HR
We always prefer to mention diversity, Equality and Inclusion in jobs posted by us.	Continues Exercises	Head HR

Social

Diversity, equality inclusion & people development



Action Measures - Diversity, Equality, and Inclusion

Action Measures	Time Frame/ Status	Responsibility
Inclusion Training Educate employees on respect, teamwork, and valuing diverse perspectives.	HR Department	Ongoing
Fair Hiring Practices Ensure recruitment processes are fair and inclusive.	HR Department	Ongoing
Employee Support Groups Create platforms for employees to share experiences.	HR Department	Ongoing
Equal Opportunities Develop policies ensuring fair treatment for all employees.	HR Department	Ongoing
Workplace Assessment Regularly evaluate the workplace for diversity and inclusion improvements.	HR Department	Ongoing

Social

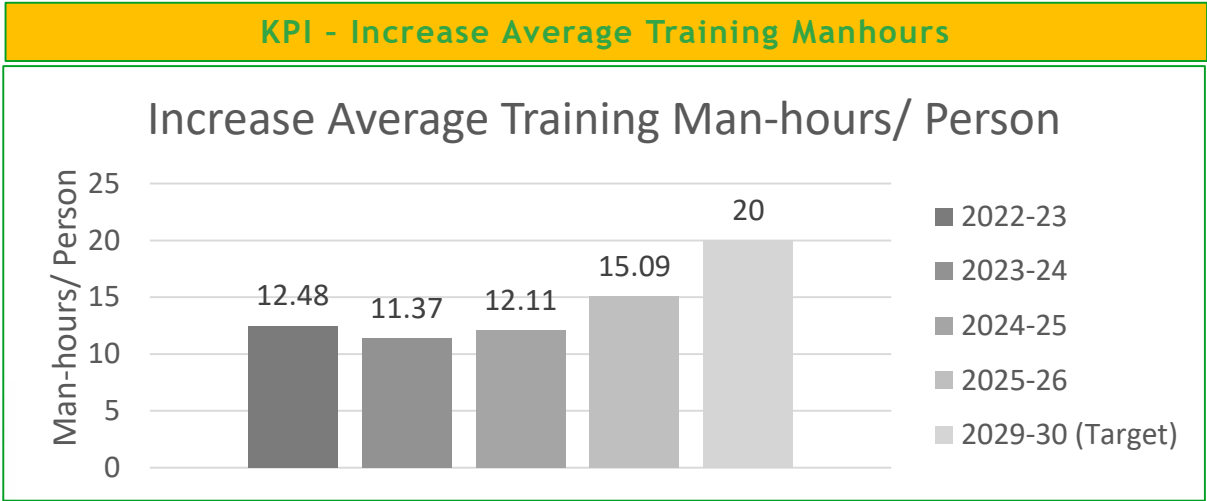
Career Management & Training

At 20 Microns Limited, we prioritize the continuous training and development of our employees to ensure excellence in performance and adherence to our ESG commitments. Our comprehensive training programs cover essential areas such as safety protocols, environmental management, regulatory compliance, and operational best practices.



Action plan for Training & Development

Action Measures	Time Frame/ Status	Responsibility
Training need identification through performance appraisal and skill matrix.	Continues Exercises	Head HR
Training plan prepared according to identified training through performance appraisal and skill metrics.	Continues Exercises	Head HR
Based on training plan imparting training to employees	Continues Exercises	Head HR
Training effectiveness measured and if required repetitive training given to employees also arranging technology-based training to employees for any change in technology	Continues Exercises	Head HR



Social

Action Measures: Career Mobility Plant

Action Measures	Time Frame/ Status	Responsibility
Structured Career Pathways - Design career pathways for career advancement.	HR Department	Ongoing
Skills Development - Launch training programs for career progression.	HR Department	Ongoing
Internal Job Posting - Create a system for internal job postings.	HR Department	Ongoing
Mentorship and Coaching - Offer mentorship programs for career development.	HR Department	Ongoing
Implement structured training programs covering technical expertise, soft skills, and compliance-related training.	HR Department	Ongoing



Social

Employee Career Growth & Development Plan

At 20 Microns Limited, we are committed to supporting employees in their professional journey through structured development programs that align with their potential, priorities, and career aspirations. Our Employee Career Growth & Development Plan ensures a systematic approach to skill enhancement, mentorship, and career progression.

Career Development Framework

Our structured approach integrates employee goals, performance evaluations, and targeted training to help individuals advance their careers within the organization. The framework consists of:

- **Identification of Career Goals:** Employees undergo an annual review to define their short- and long-term career aspirations.
- **Performance & Skill Mapping:** Strengths and areas for improvement are assessed through performance appraisals and feedback mechanisms.
- **Training & Skill Development:** Employees receive customized training programs aligned with their career goals.
- **Mentorship & Practical Learning:** Assigning employees to projects under the guidance of experienced mentors for hands-on experience.
- **Recognition & Career Progression:** Performance-based incentives, promotions, and leadership opportunities to drive engagement and retention.



Individual Development Plan (IDP)

Each employee at 20 Microns Limited follows a structured Individual Development Plan (IDP) that outlines their career path and professional growth strategies.

Social

Individual Development Plan Table

Development Area	Action Plan	Short-Term Goals (0-2 Years)	Long-Term Goals (3+ Years)	Time Frame/Status	Responsibility
Career Goal Identification	Annual Performance Appraisal & Skill Mapping	Identify immediate skill gaps and set learning objectives	Define a clear career path and leadership aspirations	Continuous	Head HR
Skill Enhancement	Training based on Skill Matrix (technical & leadership development)	Complete job-specific technical training and soft skills programs	Gain expertise in advanced competencies and leadership skills	Continuous	Head HR & Department Heads
Hands-on Learning	Assigning employees to relevant projects under a mentor	Apply learned skills in real-world scenarios through small projects	Lead high-impact projects and mentor junior employees	Continuous	Department Managers
Leadership Development	Identifying high-potential employees for leadership roles	Develop decision-making and problem-solving abilities	Transition into managerial or specialized leadership roles	Annual	Senior Management
Employee Recognition	Rewarding achievements through structured incentives	Earn performance-based incentives and recognition	Advance through promotions, leadership opportunities, and increased responsibilities	Ongoing	HR & Leadership Team

Implementation & Monitoring

- a. **Regular Check-ins:** Employees and managers engage in quarterly development discussions.
- b. **Career Progression Tracking:** Performance reviews and training evaluations ensure alignment with career goals.
- c. **Employee Engagement Initiatives:** Wellness sessions (including yoga and stress-relief programs) create a positive work environment.

Social

Action Measures: Individual Development Plan (IDP)

Action Measures	Time Frame/ Status	Responsibility
Design and implement clear career pathways, outlining promotion criteria and skill expectations for each role.	HR Department	Ongoing
Conduct training sessions on job-specific technical skills, leadership skills, and professional development.	HR Department	Ongoing
Establish an internal job posting system to encourage career mobility and give employees opportunities for growth within the company.	HR Department	Ongoing
Pair employees with mentors or coaches to support career development and skill enhancement.	HR Department	Ongoing
Implement structured training programs covering technical expertise, soft skills, and compliance-related training.	HR Department	Ongoing
Provide access to online courses, workshops, certifications, and professional development resources.	HR Department	Ongoing
Develop personalized IDPs for each employee, outlining specific training needs, career goals, and development opportunities.	HR Department	Ongoing
Establish a system to assess training effectiveness through feedback, skill assessments, and performance reviews.	HR Department	Ongoing
Strengthen employee growth through structured mentorship programs with senior employees guiding junior staff.	HR Department	Ongoing



Social

Disclosure 404-1 Average hours of training per year per employee - Management staff average Training hours / year / employee

Comprehensive Training Coverage - At 20 Microns, we are committed to fostering a culture of continuous learning and ethical responsibility. Our training programs ensure that all employees and non-employees receive 100% coverage across key areas, including Health, Safety, and Environment (HSE), ethics, diversity and inclusion, ESG policies, and sustainable procurement. The table below highlights our extensive training efforts across all locations, reinforcing our dedication to employee development, compliance, and sustainability.

20 Microns Plant, Warehouse, Office Location	Total Employees	HSE Training Coverage (%)	Ethics (Anti-corruption, Information security, AML, data security) training coverage (%)	Diversity and inclusion training coverage (%)	Supplier training on human rights, business ethics and freedom of association coverage (%)	Career development coverage (%)	HR social and human rights policy training coverage (%)	ESG policy training coverage (%)	Capacity building program coverage (%)	Energy conservation coverage (%)	hazardous substance handling coverage (%)	waste reduction coverage (%)	Sustainable procurement coverage (%)
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	565	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
All Godowns (Uran Raigad, Chennai, Kolkata, Mundra, Anantpur, Sanjan)	73	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
All Offices (Waghodia, Vadodara, Mumbai)	140	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Total (All Sites)	778	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Social

Disclosure 404-1 Average hours of training per year per employee - Management staff average Training hours / year / employee

Description	FY (2023-24)			FY (2024-25)			FY (2025-26)		
	Total Average Nos. of employee-Management staff	Total Hrs. of Training given	Average Hrs / Employee/ Year	Total Average Nos. of employee-Management staff	Total Hrs. of Training given	Average Hrs / Employee/ Year	Total Average Nos. of employee-Management staff	Total Hrs. of Training given	Average Hrs / Employee/ Year
20 Microns Plant, warehouse, office Location									
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	180	4024	22.35	185	3772	25.79	189	3876	20.50
All Godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur, Sanjan	21	688	32.8	15	437	29.13	14	478	34.14
All office Waghodia, Vadodara, Mumbai	156	85	0.5	136	1665	12.24	131	2372	18.10
Total All sites	361	4797	13.3	336	5874	17.48	334	6726	20.13

Social

Disclosure 404-1 Average hours of training per year per employee – Contractual Workers average Training hours / year / persons

Description	FY (2023-24)			FY (2024-25)			FY (2025-26)		
	Total Average Number of employee - workers including contractual workers	Total Hrs. of Training given	Average Hrs / Employee/ Year	Total Average Number of employee - workers including contractual workers	Total Hrs. of Training given	Average Hrs / Employee / Year	Total Average Number of employee - workers including contractual workers	Total Hrs. of Training given	Average Hrs / Employee / Year
20 Microns Plant, warehouse, office Location									
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	362	4024	11.11	354	3718	10.5	376	3876	10.3
All Godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur, Sanjan	21	688	32.8	56	426	7.6	59	478	8.1
All office Waghodia, Vadodara, Mumbai	9	85	0.5	8	86	10.75	9	152	16.8
Total All sites	393	4797	12.2	418	4152	9.93	444	4506	10.14

Social

Disclosure 404-2: Programs for Upgrading Employee Skills and Transition Assistance

At 20 Microns Limited, we prioritize continuous learning and skill development to enhance employee capabilities, support career growth, and ensure alignment with industry advancements. Our structured approach focuses on **competency assessment, targeted training, and career transition support.**

- **Training compliance** based on skill gap analysis is monitored centrally, with the current compliance rate at **92%.**
- We continuously track training hours per employee and assess impact through **performance reviews.**

Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews

Description	FY (2023-24)			FY (2024-25)			FY (2025-26)		
	Total employee	Number of employee covered Under annual appraisal (company employee and worker)	% coverage	Total employee	Number of employee covered Under annual appraisal (company employee and worker)	% coverage	Total employee	Number of employee covered Under annual appraisal (company employee and worker)	% coverage
20 Microns Plant, warehouse, office Location									
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	180	180	100%	185	185	100%	189	189	100%
All Godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur, Sanjan	21	21	100%	15	15	100%	14	14	100%
All office Waghodia, Vadodara, Mumbai	156	156	100%	136	136	100%	131	131	100%
Total All sites	361	361	100%	336	336	100%	334	334	100%

Social

Career Management & Training



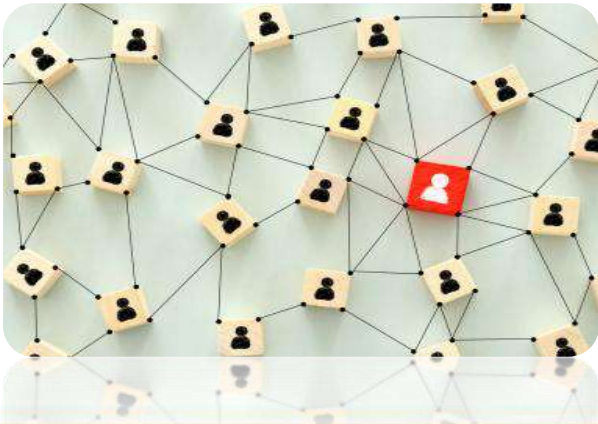
At 20 Microns Limited, We conduct regular training sessions, workshops, and seminars facilitated by industry experts and certified trainers. Our training initiatives are designed to enhance skills, promote awareness, and foster a culture of continuous improvement. By investing in our employees' development, 20 Microns Limited ensures a competent, knowledgeable, and motivated workforce, contributing to our overall sustainability and success.

Action plan for Employee Ownership/ Leadership program

Action Measures	Time Frame/ Status	Responsibility
Identification with respect to eligible employees based on their Performance Appraisal and skill mapping.	Continues Exercises	Head HR
As per Skill Matrix providing proper training to eligible Employees	Continues Exercises	Head HR
For better understanding assign small projects to the selected employees under the guidance of mentor.	Continues Exercises	Head HR
Reward and recognition to employees for their achievement during work	Continues Exercises	Head HR

Action plan for Internal Carrier Mobility

Action Measures	Time Frame/ Status	Responsi bility
Recognition of eligible employee through systematic performance appraisal approach and skill mapping	Continues Exercises	Head HR
Potential employees identified through performance management	Continues Exercises	Head HR
To develop potential employees for a career move through a specific training and development as well as on the job trainings.	Continues Exercises	Head HR



Social

GRI 405: Diversity and equal opportunity
Disclosure 405-1 Diversity of governance bodies and employees

Description	FY (2023-24)				FY (2024-25)				FY (2025-26)			
	Total employ ees	Total Male employee	Total Female employee	% coverage	Total employees	Total Male employee	Total Female employee	% coverage	Total employees	Total Male employee	Total Female employee	% coverage
20 Microns Plant, warehouse, office Location												
Increasing women participation in executive position (management staff) - (excluding board of directors) - (Total number of women in mid-management, management and executive positions / total number of employees in mid-management, management and executive positions) *100	361	340	21	100%	336	314	22	100%	334	311	25	100%
Increasing women participation in whole organization incuding management staff, company and contract workers - (Total number of women employed / Total number of employees) *100	765	716	49	100%	776	722	54	100%	778	719	59	100%
Maintain women participation Board of Director - (Total number of board members identifying as women/ total number of members on the organization's board)*100	8	7	1	100%	8	7	1	100%	8	7	1	100%

Social

Disclosure 405-2 Ratio of basic salary and remuneration of women to men, We have carried out analysis on sample cases which are on similar positions

Sr No.	Emp Code	Emp Name	Education	Previous Experience			Join Date	Desg	Dept	Location	CTC	% difference	conclusion
				Relevant	Other	Total							
1	5946	Male employee	BE Chemical	8 mths	1.03 years	2.00	15-02-2016	Asst. Manager -QC	LAB	Bankra	49595	20.37	Male Salry is higher - considering higher eduction and location of work
2	5947	Female employee	Dip. Surface Coating	4.06 years	-	4.06	22-02-2016	Asst. Manager -QC	LAB	Bhiwandi 2	39491		
3	6259	Male employee	M.Sc	8 months	-	8 months	02-01-2023	Chemist	QC	Hosur 1	16824	7.02	Male salry is higher than female employee
4	6275	Female employee	M.Sc	-	-	NIL	01-05-2023	Chemist	QC	Hosur 1	15643		
5	5968	Female employee	SY B.Com	-	11.04 years	11.04 years	19-09-2016	Sales Coordinator	MARKETING CNC	Mumbai	56773	13.71	Female salary is higher than Male employee
6	6075	Male employee	TY B.Com	-	14 years	14 years	16-07-2018	Sales Coordinator	MARKETING CNC	Mumbai	48988		

Material Topic – Human Right



At 20 Microns Limited, we conduct business with respect for human rights and dignity. We are committed to eliminating human rights violations such as child labor, human trafficking, and forced labor, while upholding non-discrimination across all business operations.

Aligned with UNGC Principles, we ensure compliance through monitoring and employee education on human rights.

We have established policies and procedures on human rights, which are communicated internally and externally to stakeholders.

Discloser: GRI 408: Child labor

GRI 409: Forced or compulsory labour

GRI 406: Non-discrimination

Material Topic – Human Right

Human Rights Policies

At 20 Microns Limited, we are committed to respecting and upholding internationally recognized human rights across our operations, in alignment with the UN Guiding Principles on Business and Human Rights (UNGPs) and the GRI Standards. Our human rights policies and due diligence processes are designed to protect the dignity, well-being, and rights of all employees, workers in our supply chain, and the communities in which we operate.

Working Conditions

- I. Working Hours, Attendance, Late Coming and Identity Cards
- II. Leave Policy
- III. Overtime Policy
- IV. Uniform Policy
- V. Group Mediclaim Policy
- VI. Levels, Grades and Designations
- VII. Probation and Confirmation
- VIII. Separation Policy
- IX. Domestic Travel Policy
- X. Local Conveyance
- XI. Performance Management System Policy
- XII. Loan Policy
- XIII. Long Service Award
- XIV. Marriage Gift

We strictly prohibit child labor, forced labor, and human trafficking, ensuring compliance with all local and international regulations. Our policies promote equal employment opportunities, safeguard against discrimination, and foster an inclusive workplace.

Social Dialogue

- I. Whistle Blower Policy
- II. Recruitment and Selection

Child Labor, Forced Labor, and Human Trafficking

- I. Anti-Human Trafficking Policy
- II. Restriction and Remediation of Child Labour & Juvenile Labour Policy
- III. Prohibition of Forced Labour

Diversity, Equality, and Inclusion

- I. Prevention of Sexual Harassment of Women at Workplace
- II. Equal Employment Opportunity Policy

Diversity, Equality, and Inclusion

- I. Performance Management System Policy
- II. Levels, Grades and Designations

Material Topic – Human Right

Coverage of Employees in HR (Social and Human Rights) Policy Trainings

Description	FY (2022-23)			FY (2023-24)			FY (2024-25)			FY (2025-26)		
20 Microns Plant, warehouse, office Location	Total employee including contractual workers	Number of employee covered Under HR Policies Training	% coverage	Total employee including contractual workers	Number of employee covered Under HR Policies Training	% coverage	Total employee including contractual workers	Number of employee covered Under HR Policies Training	% coverage	Total employee including contractual workers	Number of employee covered Under HR Policies Training	% coverage
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	528	528	100%	498	498	100%	546	546	100%	565	565	100%
All Godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur, Sanjan	78	78	100%	103	103	100%	77	77	100%	73	73	100%
All office Waghodia, Vadodara, Mumbai	112	112	100%	164	164	100%	153	153	100%	140	140	100%
Total All sites	718	718	100%	765	765	100%	776	776	100%	778	778	100%

Material Topic – Human Right

At 20 Microns Limited, we are committed to upholding human rights across all our operations and interactions with external stakeholders. We actively engage with suppliers, contractors, and partners to ensure they adhere to the highest human rights standards, aligning with our values and ethical practices.

External Stakeholders Complaints	External Stakeholders Accident	20 Microns Limited contributes to a more just and equitable society, reinforcing our commitment to responsible business conduct.
• 00 Nos.	• 00 Nos.	

KPI – Zero Compliance from External Stakeholders for Human Rights			
Zero External Stakeholders Complaint			
NOS.	1		
	0	0.00	0.00
		Baseline Value	Achieved Value
		Targeted Value 2025-26	

Action plan for External Stakeholders - Human Rights Compliances

Action Measures	Time Frame/ Status	Responsibility
we promote respect for human rights throughout our value chain.	On Going	SCM
Association with external NGOs for human rights issues.	Q-4 2026	HR

Nos. of Incidents of Violation Stakeholder Human Rights :				
Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
20 Microns Plant, warehouse, office Location	Cumulative Nos. of Incident/ Violation	Cumulative Nos. of Incident/ Violation	Cumulative Nos. of Incident/ Violation	Cumulative Nos. of Incident/ Violation
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	0	0	0	0
All Godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur)	0	0	0	0
All office Waghodia, Vadodara, Mumbai	0	0	0	0
Total All sites	0	0	0	0

Material Topic – Human Right

Non-discrimination and Prevent harassment

At 20 Microns Limited, we are committed to prevent discrimination and harassment incident in the organizations .

Harassment complaints reported	Discrimination cases reported
• 00 Nos.	• 00 Nos.

Action plan to prevent discrimination during recruitment Phase

Action Measures	Time Frame/ Status	Responsibility
Having no discrimination and stereotypical perception for minority & Vulnerable Group.	Continues Exercises	Head HR
During the course of Recruitment and selection procedure there is no perception for sex and religion.	Continues Exercises	Head HR
At the time of salary fixation maintain no monotony with respect to minority, vulnerable and Gender.	Continues Exercises	Head HR

Action plan to discrimination in professional development and promotion processes

Action Measures	Time Frame/ Status	Responsibility
Based on transparent appraisal system, identify employees for promotion.	Continues Exercises	Head HR
Selected candidate's recommendation for promotion.	Continues Exercises	Head HR
After getting approval from competent authorities employees promoted.	Continues Exercises	Head HR

Number of incident related to discrimination and harassment

Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
20 Microns Plant, warehouse, office Location	Nos. of Incidents	Nos. of Incidents	Nos. of Incidents	Nos. of Incidents
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	0	0	0	0
All Godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur	0	0	0	0
All office Waghodia, Vadodara, Mumbai	0	0	0	0
Total All sites	0	0	0	0

Material Topic – Human Right

Child Labour, Force Labour & Human Trafficking

At 20 Microns Limited, we have a zero-tolerance policy towards child labor, forced labor, and human trafficking. We strictly adhere to all international and local regulations prohibiting these practices and ensure that our operations and supply chains are free from any form of exploitation.

Child Labour	Juvenile Labour
• 00 Nos.	• 00 Nos.
Force Labour	Human Trafficking Labour
• 00 Nos.	• 00 Nos.

Number of Child Labour , Force Labour and Human Trafficking Incident												
Description	FY (2022-23)			FY (2023-24)			FY (2024-25)			FY (2025-26)		
	Nos. of Child Labour Incident	Nos. of Force Labour Incident	Nos. of Human Trafficking Incident	Nos. of Child Labour Incident	Nos. of Force Labour Incident	Nos. of Human Trafficking Incident	Nos. of Child Labour Incident	Nos. of Force Labour Incident	Nos. of Human Trafficking Incident	Nos. of Child Labour Incident	Nos. of Force Labour Incident	Nos. of Human Trafficking Incident
20 Microns Plant, warehouse, office Location												
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	0	0	0	0	0	0	0	0	0	0	0	0
All Godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur	0	0	0	0	0	0	0	0	0	0	0	0
All office Waghodia, Vadodara, Mumbai	0	0	0	0	0	0	0	0	0	0	0	0
Total All sites	0	0	0	0	0	0	0	0	0	0	0	0

Material Topic – Human Right

Child Labour, Force Labour & Human Trafficking – Action Measure to Prevention and Mitigations

Prevention Action Measures

We conduct regular audits and due diligence to monitor compliance and take immediate corrective actions if any violations are identified. By upholding these standards, 20 Microns Limited reaffirms its commitment to ethical practices and human rights, ensuring a safe and respectful working environment for all.



Action plan for prevent excessive use of force and limitation of freedom of movement of employees by security forces

Action Measures	Time Frame/ Status	Responsibili ty
Implemented Security system and processes to strengthen and secure Company properties.	Continues Exercises	Head HR
Deploy professional and experienced security personnel/ Agency & must have PASARA licence.	Continues Exercises	Head HR
Control over Gate Entry for employee, visitors and Company premises by system of CCTV Camera.	Continues Exercises	Head HR

Material Topic – Human Right

Stakeholder consultation with organizations to address child labor, forced labor, and human trafficking

Anti Human Trafficking

1. National Anti-Trafficking Committee (NATC):

- Hotline: +91-9804900111
- WhatsApp: +91-9804900111 or +91-9330366488
- Email: info@natcgov.in or natcgov@gmail.com
- Website: natcgov.in

NATC operates a 24/7 national hotline and provides assistance and protection to survivors of human trafficking.
natcgov.in



Child Labour

2. CHILDLINE 1098:

Toll-Free Number: 1098

CHILDLINE is a 24-hour service dedicated to children in distress across India, including Gujarat. It operates in over 602 districts and can be reached by dialing 1098.

Material Topic – Human Right

Young Labour Policy

Disclosure: GRI 408-1 on Young Workers

At **20 Microns Limited**, we do not employ **young workers** in our operations. However, in cases where young workers may be appointed, we ensure their **protection, safety, and compliance** with **national labor laws and international standards**



Our approach includes:

- **Age Verification Process** – Implementing a robust procedure to prevent the employment of child labor.
- **Risk Assessment** – Conducting detailed risk assessments for work performed by young workers.
- **Training & Development** – Providing appropriate training and skills enhancement programs.
- **Workplace Protections** – Ensuring young workers operate in **safe environments**, prohibiting hazardous work, night shifts, and overtime.
- **Apprenticeship Support** – Encouraging **work-based training and apprenticeship programs** to enhance skills and career growth.
- **Fair Compensation** – Ensuring young workers receive **minimum wages, including payment for training hours**, as per labor laws.

Our **commitment to ethical labor practices** ensures a **safe and supportive work environment**, aligned with **GRI and sustainability standards**.

Governance

Material Topic - Governance & business conduct / ethics / transparency



Governance

We firmly uphold the principles of robust and transparent governance, which serve as the foundation of our organisation. Our governance framework is designed to propagate and uphold ethical values while safeguarding the interests of all stakeholders. Our Board of Directors comprises visionaries and accomplished leaders, possessing extensive experience spanning various industries. Their collective expertise ensures the effective oversight and strategic guidance necessary to steer our organisation towards continued success and sustainable growth.



Promoting transparency

We have implemented several measures to promote transparency and disclosure of information to stakeholders. These measures help us foster transparency and disclosure, enabling stakeholders to make informed decisions and maintain trust in the Company

- Received Eco Vadis certification for Our Alwar Plant in Silver category in May'23
 - Regular financial reporting helps stakeholders understand the financial health and performance of the Company.
 - Relevant business information is publicly available through various channels like the annual report, website, press releases, emails, etc.
 - Management presents information about the performance, strategy, and future plans in the shareholder meetings, which allows stakeholders to ask questions and gain a deeper understanding of the business operations of the Company.
- We have established clear governance policies to ensure transparency in decision making processes. These policies outline our commitment to integrity and accountability. Active stakeholder's engagement through various channels, such as meetings, investor's calls, and emails.

Governance

Governance and Ethical Business Practices at 20 Microns

Material Topic Definition

We are committed to aligning business practices with international standards, local laws, and our Code of Conduct across all operations. Our governance framework ensures effective decision-making, transparency, and accountability, while fostering constructive engagement with stakeholders.

Explanation of the Material Topic:

20 Microns has built a strong reputation based on good governance, ethical standards, and transparency. Our governance systems are designed to drive sustainable business growth, ensuring compliance with anti-corruption and anti-bribery regulations, and promoting fair and responsible management. Inclusive stakeholder engagement allows us to identify market trends, risks, and opportunities while upholding integrity and trust.

Positive and Negative Impacts

- Positive: High ethical standards enhance stakeholder trust, support fair business practices, and contribute to the global fight against corruption and bribery.
- Negative: Non-compliance with governance and ethics standards can damage reputation, result in legal penalties, and lead to financial risks.

Management of Material Topics

Our Board of Directors plays a pivotal role in shaping 20 Microns' strategic direction, sustainability targets, and risk management. Board members undergo regular ESG training to stay updated on governance best practices. An annual self-assessment ensures continuous improvement in oversight and leadership effectiveness.

By implementing robust policies, internal audits, and compliance measures, we maintain fair, ethical, and transparent business operations that create long-term value for all stakeholders.

Governance



Governance Policies

To ensure effective governance, we have implemented a range of policies and practices. We comply with all relevant laws and regulations and have established frameworks that emphasize transparency, accountability, and ethical behavior. Our code of conduct address concerns such as bribery and insider trading, while our risk management processes identify and mitigate potential risks. We maintain robust financial controls and reporting systems, and our whistleblower policy encourages transparency and accountability. Additionally, we prioritize diversity and inclusion, ensuring equal opportunities for all employees. These measures collectively uphold our commitment to sound and responsible governance.

Committees driving excellence

The governance structure at 20ML consists of four Board level committees with well-defined roles and responsibilities to protect the interests of all shareholders. The committees are instrumental in contributing to the Company's journey to market leadership and help in maximizing value for all stakeholders.

Audit Committee

The Committee oversees the review and approval of the internal audit plan, financial reporting systems, and whistleblower mechanism. It ensures adherence to regulatory guidelines, facilitates discussions on quarterly, half-yearly, and annual financial results, and interacts with statutory auditors. It consists of four members, including three Independent Directors.

Nomination and Remuneration Committee

The Committee is responsible for assessing the qualification of a director, proposing policies on board diversity and undertaking performance evaluations of directors. It consists of four members, including three Independent Directors.

Stakeholders' Relationship and Share Transfer Committee

The stakeholder relationship committee oversees the grievance related aspects of all concerned stakeholders. It consists of three members, including one Independent Director.

CSR Committee

The Committee is responsible for handling matters related to spending on CSR funds, monitoring of CSR activities and so on. The committee consists of three members, including one Independent Director

Governance

Board of Directors

Leadership Council

Mr. Rajesh C. Parikh

Chairman & Managing Director

Mr. Atil C. Parikh

CEO & Managing Director

Mrs. Sejal R. Parikh

Whole Time Director

Total Nos. of Director

• 08 Nos.

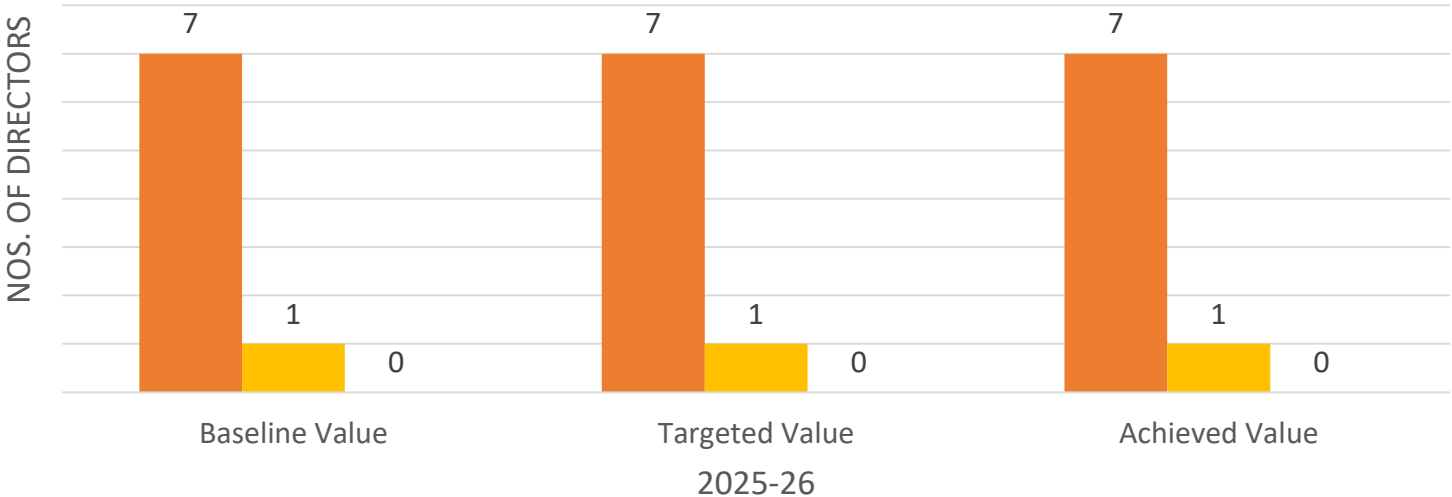
Total Nos. of Female Director

• 01 No.

Total Nos. of Minority/ Vulnerable
Group Directors

• 00 No.

KPI - Diversity in Management Female and Minority & Vulnerable Group



Action Measures on Management Diversity - Establish Diversity and Inclusion Goals for Top Management:
We set clear diversity and inclusion targets for our top management team, including specific goals for female and minority/ vulnerable group representation.

Governance

Purpose & Sustainability Governance

Sustainability is at the core of 20 Microns' strategy, with the Board overseeing ESG initiatives, targets, and progress. ESG topics are regularly tabled at Board meetings, and the Executive Committee (EC) discusses sustainability ambitions in its agenda. Each ESG ambition is assigned to an EC member responsible for leading updates to the Board. Biannual sessions review sustainability progress and strategic direction. The Sustainability Team, led by the Sustainability Head, consists of internal experts working closely with divisional and functional leaders to drive sustainability goals. The team meets regularly to track progress and make key recommendations.

Ethics & Whistleblower Mechanism

We have a Whistleblower Policy that allows employees to confidentially report any suspected or actual misconduct without fear of retaliation. Reported cases are investigated as per Compliance Incident Investigation Procedures and applicable laws. A dedicated helpline and email are available for reporting concerns. Audit Committee oversight: Quarterly reports on grievance cases and resolutions. Annual compliance risk assessments and Ethics & Compliance Program reviews. Critical concerns, if any, are escalated to the Board. This structured governance ensures ethical, transparent, and sustainable business practices at 20 Microns.

Compliance with Laws & Regulations

20 Microns maintains a strong compliance record, with zero fines or violations related to regulatory non-compliance.



Governance

Disclosure 205-1 Operations assessed for risks related to corruption

GRI 205 Anti-corruption

At **20 Microns Limited**, we proactively evaluate our operations for corruption risks and enforce stringent measures and procedures to prevent corruption and bribery, ensuring integrity and ethical conduct in all our business practices.

Nos. of Cases / Incident of corruption/ bribery Reported

• 00 Nos.

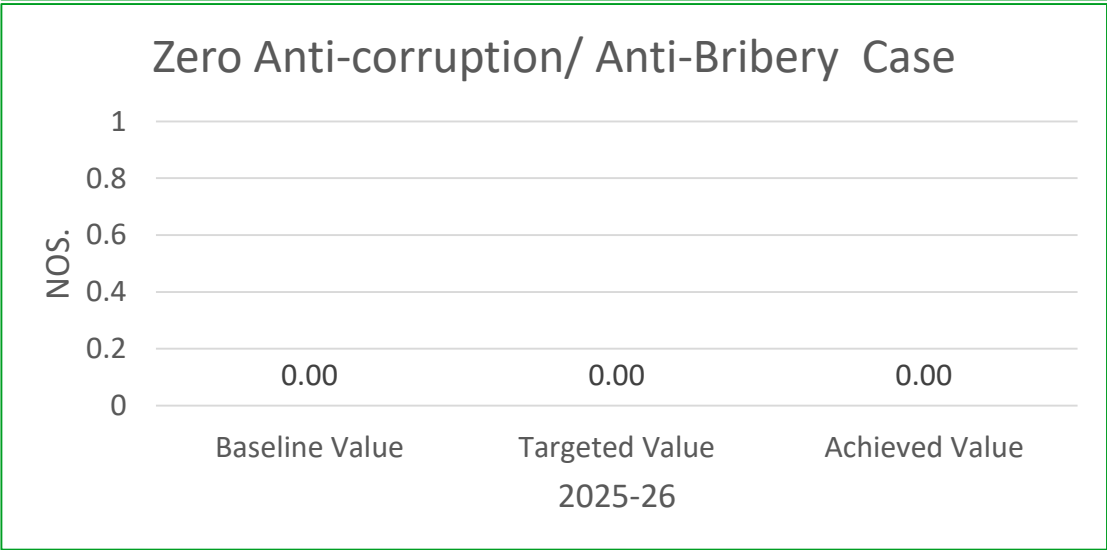
Total number and percentage of operations assessed for risks related to corruption

• 100%

Significant risks related to corruption identified through the risk assessment

• 00%

KPI - Zero Anti-corruption/ Anti-Bribery Case or Incident reported



Action Measures for Prevent Anti-Corruption / Bribery

Action Measures	Time Frame	Responsibility
Develop policies and procedures to prevent bribery and corruption in all business activities, including interactions with government officials, customers, and suppliers.	On Going	Management
Established, Implement and Maintained 4 Eyes Principles for Purchasing Process (Multi – Approval Approach)	On Going	Management
To plan conduct Risk Assessment & Mitigation periodically and Conduct regular risk assessments to identify areas of vulnerability to corruption and bribery	On Going	Management
Social & Financial Audit to identify Anti-corruption/ Anti- Bribery cases	On Going	Management
Provide training on anti-bribery laws and regulations and establish controls to detect and prevent corrupt practices.	On Going	VP - HRBD

Governance

Disclosure 205-2 Communication and training about Anti-corruption policies and procedures

Our policies on the Code of Business Conduct, Anti-Bribery, and Corruption are well-defined. Regular training is provided to employees at all levels. The site-wise coverage details are provided below:

Description	FY (2022-23)			FY (2023-24)			FY (2024-25)			FY (2025-26)		
20 Microns Plant, warehouse, office Location	Total employee including contractual workers	Number of employee covered Under Business Ethics Training	% coverage	Total employee including contractual workers	Number of employee covered Under Business Ethics Training	% coverage	Total employee including contractual workers	Number of employee covered Under Business Ethics Training	% coverage	Total employee including contractual workers	Number of employee covered Under Business Ethics Training	% coverage
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	528	528	100%	498	498	100%	546	546	100%	565	565	100%
All Godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur, Sanjan	78	78	100%	103	103	100%	77	77	100%	73	73	100%
All office Waghodia, Vadodara, Mumbai	112	112	100%	164	164	100%	153	153	100%	140	140	100%
Total All sites	718	718	100%	765	765	100%	776	776	100%	778	778	100%

Governance

Disclosure 205-3 Confirmed incidents of corruption and Actions taken



Zero Tolerance Policy on Bribery: 20 Microns Limited implements a strict zero-tolerance policy against bribery in all its operations.



Whistleblower Protection: The company maintains a robust whistleblower policy that encourages employees and stakeholders to report any suspected bribery or corruption without fear of retaliation.



Ethical Procurement Practices: The company ensures that its procurement processes are free from corruption by conducting competitive bidding and transparent supplier selection.



Anti-Corruption Training and Awareness: Meghmani Industries Limited provides regular training for employees on anti-corruption laws, company policies, and the importance of ethical behavior.

Nos. of Incidents of Corruption:

Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
20 Microns Plant, warehouse, office Location	Nos. of Incident – Bribery / corruption	Nos. of Incident – Bribery / corruption	Nos. of Incident – Bribery / corruption	Nos. of Incident – Bribery / corruption
All Plants (Alwar, Bhuj, Hosur, Tirunelveli, Udaipur, Haldwani, Parbatsar, Nagor)	0	0	0	0
All Godwon, Uran Raighad, Chennai, Kolkata, Mundra, Anantpur, Sanjan	0	0	0	0
All office Waghodia, Vadodara, Mumbai	0	0	0	0
Total All sites	0	0	0	0

Governance

Innovation capabilities & management

Explanation of the Material Topic:

At 20 Microns Limited, we take an end-to-end approach to innovation, integrating sustainability, digital advancements, and customer-centric solutions into our product and process development. Our focus is on creating eco-efficient, high-performance, and value-added products that minimize environmental impact while addressing customer challenges. We incorporate renewable raw materials, green chemistry principles, circular economy practices, and digital innovation into our manufacturing processes. By leveraging big data, artificial intelligence, and supplier-driven innovation, we continuously refine our product portfolio to align with emerging market needs and environmental sustainability.

Positive and Negative Impacts

- A strong culture of innovation enhances our competitive advantage, ensuring differentiated and sustainable solutions for customers.
- Developing low-impact and high-value products reduces environmental footprint, enhances market position, and contributes to a circular economy.
- Failure to innovate or align with sustainability trends could result in product obsolescence, regulatory risks, and loss of market share.

Investment & Strategic Focus on Innovation

- We have made **significant investments** in **new value-added product development**, leading to the successful consolidation of **61 innovative products**.
- These products meet **stringent quality standards** while catering to the **evolving needs of our clients**.
- Our **portfolio review process** ensures that each product aligns with **strategic business** objectives, resulting in discontinuation of non-strategic segments while enhancing focus on high-performing innovations.
- Key focus areas include:
 - a. **Reduction of product complexity** for enhanced efficiency.
 - b. **Value addition** to existing product lines.
 - c. **Development of innovative micronized mineral products** to expand into export markets.

By integrating **sustainable practices and digital innovations**, we strengthen our **market leadership** while advancing our commitment to a **responsible and circular economy**.

Governance



GRI 413 Material Topic - Local Community Development

At 20 Microns Limited, community development is a core priority as we recognize the interconnectedness between our business progress and the well-being of the communities where we operate. As a responsible corporate citizen, we actively engage in social and economic development initiatives, ensuring our operations create a positive impact while addressing community needs.

Management of Material Topics

- We have established a **CSR Policy**, ensuring structured community engagement and responsible social impact initiatives.
- Community development activities are led by the **20 Microns Foundation Trust**, our dedicated CSR arm.
- A **CSR Committee** oversees and evaluates the impact of our community initiatives and meets regularly to assess progress.

Positive and Negative Impacts

Positive Impact:

- Strengthening local communities enhances **education, healthcare, employment, and overall social well-being**.
- Building sustainable communities fosters **long-term economic growth and social stability**.

Negative Impact:

- Lack of investment in community development may lead to **low literacy levels, reduced employment opportunities, and social security challenges**.
- Mining and industrial operations can **affect local ecosystems and community livelihoods**, requiring responsible mitigation measures.

Governance

Disclosure 413-1: Local Community Engagement, Impact Assessments, and Development Programs

To promote sustainable and inclusive growth, particularly for underprivileged and disadvantaged sections of society, we have established the 20 Microns Foundation Trust. Through this trust, we actively contribute to:

- **Education & Skill Development:** Supporting literacy programs, scholarships, and vocational training.
- **Healthcare & Medical Relief:** Providing medical aid, health camps, and hygiene awareness programs.
- **Disaster Relief & Emergency Support:** Offering aid during force majeure events such as natural disasters.
- **Sustainable Livelihood Initiatives:** Creating employment opportunities through capacity-building programs.

We maintain long-term, trust-based relationships with our local communities, fostering positive social impact and sustainability. Our mining and manufacturing operations, while essential for business, can have an environmental and social footprint. Therefore, we are committed to adopting sustainable approaches that align with global best practices, ensuring the well-being of communities and the environment.

Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities

There are no any operation within our group which can have negative impacts on local communities.

Total CSR Spend in Lakhs.			
Description	FY (2023-24)	FY (2024-25)	FY (2025-26)
Amount spend on CSR	73.2 Lakhs	111.01 Lakhs	99.45 Lakhs



Governance

CSR INITIATIVES



Health Care Services



Distribution of Education Kit



Donation to Gram Panchayat



School Renovation - Bhuj



New Residential colony for workers - Bhuj

Sustainable Procurement

Overview Supply Chain GRI 201 | GRI 102-9 | GRI 414 | GRI 308



20 Microns Limited has embraced sustainable procurement principles to build a better and more sustainable future.

At 20 Microns Limited, we understand that indirect emissions, encompassing supply chain operations and product usage by customers, are vital components of our overall carbon footprint. While these emissions (Scope 3) are more complex to quantify than direct (Scope 1) and energy indirect (Scope 2) emissions, we remain committed to including them in our Annual Sustainability Report. This comprehensive approach enables us to transparently assess our environmental impact and implement initiatives that support a sustainable future.

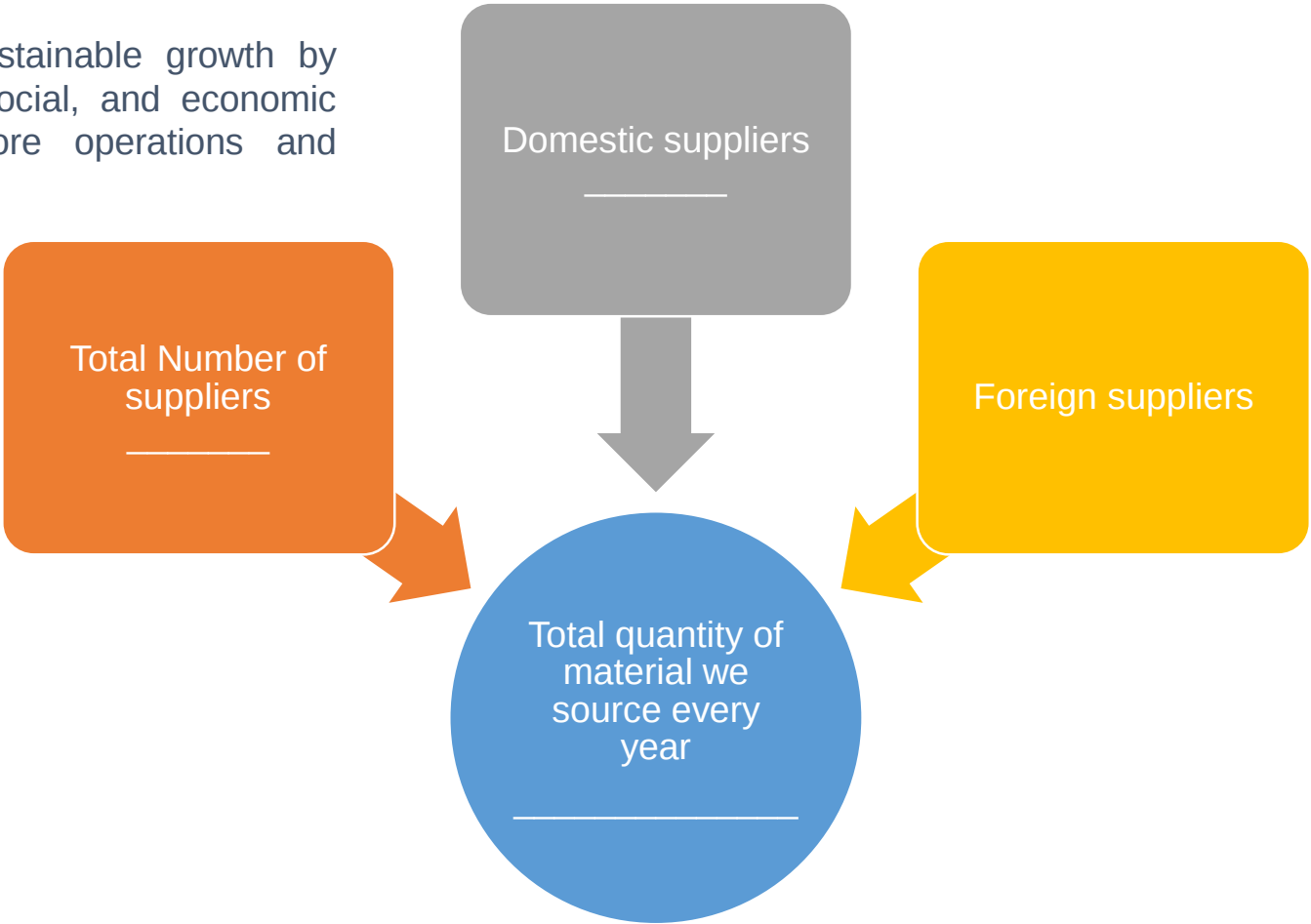
Sustainable Procurement

Overview of Supply Chain

Nos. of Key Suppliers
• 52 Nos. • RM & Packing Materials

We believe in fostering sustainable growth by integrating environmental, social, and economic considerations into our core operations and decision-making processes.

As a responsible organization, we are committed to minimizing our environmental footprint through initiatives that reduce resource consumption, waste generation, and greenhouse gas emissions. We promote fair labor practices, support local communities, and prioritize diversity and inclusion within our workforce, reflecting our dedication to social responsibility. Our approach to sustainability ensures long-term profitability by enhancing efficiency, driving innovation, and building resilience. By embracing these principles, we proudly contribute to a healthier planet and a brighter future for generations to come.



Sustainable Procurement

Disclosure 204- 1 Proportion of spending on local suppliers

20 Microns Limited sources materials from both domestic and international suppliers, with major imports from Egypt, Malaysia, Indonesia, Vietnam, and China. Our supply chain is crucial to operations, and raw material availability directly impacts our delivery to customers. Our procurement policy aligns with the Government of India's "Make in India" initiative to support local sourcing. We evaluate suppliers based on sustainable practices, financial stability, reputation, and material quality. While working with new suppliers provides competitive advantages and sustainability opportunities, it also presents risks regarding stability, lead times, and quality consistency.

To mitigate these risks, we follow a structured approach to supplier selection and evaluation, focusing on quality, environmental practices, health and safety, and governance. Supplier screening includes CSR risk analysis, audits, and continuous evaluation. Additionally, we prioritize local supplier development to reduce lead times and lower GHG emissions from material transport.

Our standard payment terms are 90 days, but payments are typically made within 75 days, ensuring strong supplier relationships.

Our Aim is to keep > 60 % of our raw materials supplies thru the local suppliers, and increase it to 75 % by 31.03.2028

Proportion of spending on local suppliers

Particulars	2022-23	2023-24	2024-25	2025-26
Raw materials	63 % local supply	63 % local supply	68 % local supply	71 % local supply
Packaging materials	100 % local supply	100 % local supply	100 % local supply	100 % local supply
Chemicals	100 % local supply	100 % local supply	100 % local supply	100 % local supply
Services	100 % local supply	100 % local supply	100 % local supply	100 % local supply

Sustainable Procurement

Disclosure 201- 2 financial implications and other risks & opportunities due to climate change

Managing climate risk

Focus Area	financial implications	Impacts	How we mitigate risks
TIME HORIZON: SHORT- TERM Emerging regulation s Carbon- pricing mechanism	Climate-related regulations are increasing worldwide by quantity and location. With our supplies to many countries, the risk of exposure to emerging regulation is high. 20 Microns is exposed to climate-related regulations that may come in implementation for a price on GHG emissions generated by our production sites, by the use of fossil-fuel-sourced electricity and fuels.	Any change in these regulations may have an impact on 20 Microns, such as increased cost of operation (e.g. for additional taxes on fuel, energy or carbon emissions) or cost of raw materials when suppliers pass on their increased production costs through price increases. Magnitude of impact is medium. The primary potential financial impact would be increased indirect (operating) costs. We project that energy prices of fossil-fuel-sourced electricity will increase incase of implementation of carbon taxes which will negatively impact our bottom line.	➤ Reduce our dependence on fossil- based energy supply ➤ Energy-efficiency projects and procurement practices in renewable electricity

Sustainable Procurement

Disclosure 201- 2 financial implications and other risks & opportunities due to climate change

Managing climate risk

Focus Area	financial implications	Impacts	How we mitigate risks
TIME HORIZON: LONG- TERM Changing temperature	Changes in weather patterns and increasing temperatures already affect ecosystems and drive changes in biodiversity. We already see raw material supply chains becoming more volatile, uncertain and complex. Likely consequences include disruption in the supply of the raw materials we require for our production; volatility of raw material prices due to changes in precipitation patterns and extreme variability in weather patterns; and increased demand for Naturals. This may negatively impact our ability to produce at competitive prices and in a timely manner, putting 20 Microns at risk.	Some of the natural minerals sourced by 20 Microns are from import market, The potential financial impact is an increase in costs and a potential loss of revenue. Unseasonal rains and cyclones could affect our inbound and outbound logistic activities.	➤ A business continuity plan for sourcing with alternatives at local market. ➤ A structured risk mitigation strategy, to anticipate raw materials supply issues and supplier deficiencies

Sustainable Procurement

Disclosure 201- 2 financial implications and other risks & opportunities due to climate change

Managing climate risk			
Focus Area	financial implications	Impacts	How we mitigate risks
TIME HORIZON: LONG- TERM Drought	Declining water quality, long-lasting droughts and increased water-stress are all elements identified as material water risks faced by some of our operations and supply chains. Water scarcity is subjected to an increase in frequency in the future.	Water is essential to our production activities: special at our Bhuj plant locations, Changes in precipitation could adversely impact our production sites. .	➤ Water recycling projects are on-going ➤ Regular assessments of potential risks using WWF risk assessment tool ➤ Installed Rain-water harvesting system at our alwar, hosur and Bhuj plant ➤ To install rain-water harvesting system at Udaipur Site.

Sustainable Procurement

Responsible sourcing & traceability

Explanation of the Material Topic: At 20 Microns Limited, 69% of our raw materials are sourced locally, while the remaining materials are imported from countries such as Egypt, Malaysia, China, Indonesia, and Vietnam. Our supply chain consists of approximately 285 suppliers, including raw material, chemical, and packaging suppliers, as well as service providers for transportation and labor services. Given the complexity and global reach of our supply chain, it is critical that our sourcing activities align with sustainable development goals (SDGs).

Positive and Negative Impacts

- Non-compliant suppliers pose a significant risk related to human rights, environmental, and health & safety requirements. Suppliers failing to meet regulatory standards may face fines or operational shutdowns, which can disrupt the supply chain.
- Compliant suppliers, on the other hand, ensure long-term partnerships, business continuity, and a strong, sustainable supply chain.

Management of Material Topics: To mitigate supply chain risks, we have established a Sustainable Procurement Policy and Supplier Code of Conduct, which are communicated to all suppliers. Additionally, we conduct:

- CSR risk analysis and assessments for existing and new suppliers of raw materials, chemicals, and packaging materials.
- On-site audits to evaluate compliance with environmental, social, and governance (ESG) standards.
- Supplier capacity building through training programs and corrective action plans.

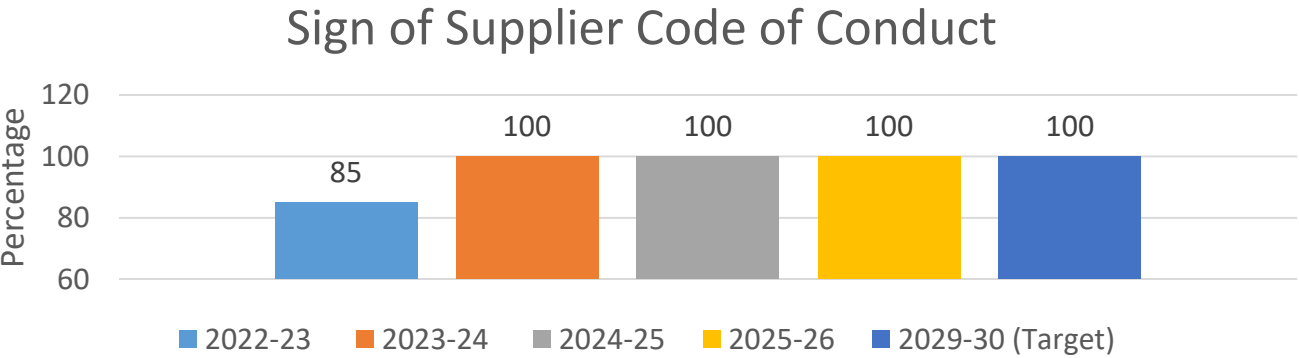
Disclosure 308-1 & 414-1: New Suppliers Screened Using Environmental & Social Criteria: As of the reporting period, all our suppliers are existing, and no new suppliers for raw materials, chemicals, or packaging materials have been added.

Sustainable Procurement

Disclosure 308-2 & 414-2 Negative environmental & social impacts in the supply chain and actions taken



KPI – 100% of key suppliers who have signed the supplier COC



Nos. of suppliers signing code of conduct				
Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
KPI - Increasing supplier covered in signing supplier code of conduct for raw material, packaging, chemicals, transporters and third-party labour contractors				
Total Number of Active suppliers	259	249	258	263
Total number of suppliers signing the Code of conduct	220	249	258	263
% of supplier signing code of conduct	85%	100%	100%	100%

Sustainable Procurement

Sustainability terms and conditions sign off by suppliers.

KPI – 100% of Key suppliers with contracts that include clauses on environmental, labor, and human rights requirements



Nos. of suppliers signing Sustainability terms and conditions				
Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
KPI - Increasing supplier covered in signing sustainability terms and conditions in their contracts				
Total Number of Active suppliers	259	249	258	263
Total number of suppliers signing the terms and conditions on sustainability	220	249	258	263
% of supplier signing the terms and conditions on sustainability	85%	100%	100%	100%

Sustainable Procurement

Use of Eco-Friendly or Bio-Based Input Materials

At 20 Microns Limited, we manufacture 100% natural mineral-based products, including China clay, talc powder, bentonite, quartz, and more, which are biodegradable, non-toxic, and eco-friendly. Our commitment to sustainability is embedded in our responsible sourcing and waste reduction strategies, ensuring minimal environmental impact.

Key Initiatives in Eco-Friendly Input Material Usage:

- **100% Natural & Biodegradable Raw Materials:** Our core products are derived from naturally occurring minerals, ensuring zero synthetic chemical additives and full biodegradability.
- **Eco-Friendly Processing Aids:** We are transitioning towards water-based dispersants and sustainable additives instead of solvent-based chemicals in processing.
- **Recycling of Mineral Waste:** Off-spec mineral powders and residues from micronization are **recovered and reused** to minimize waste.
- **Sustainable Packaging for Mineral Products:** Wherever feasible, we utilize recyclable bulk bags and minimal plastic packaging, supporting a circular economy.

Eco-Friendly Material Adoption Impact

Parameter	Unit	Before Implementation	After Implementation
Use of Natural Mineral Inputs	%	90%	100%
Recovered & Reused Mineral Waste	Tons	00 KG/ MT	05 KG/ MT – Wastages (Approx – 0.5% Wastages of RM) by Implementing Grit Collection Bin
Use of Water-Based Processing Aids	%	--	--
Recyclable Packaging Used	%	100%	100%

Sustainable Procurement

Nos. of suppliers covered under Sustainability Assessment

Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
KPI - Increasing supplier covered under the sustainability assessment for Raw material, Chemicals, packaging, transporters, and third party labour contractors				
Total Number of Active suppliers	259	249	258	263
Total number of suppliers covered under sustainability assessment	259	249	258	263
% of supplier covered under sustainability assessment	100%	100%	100%	100%

Nos. of suppliers covered under Sustainability Audits

Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
KPI - Increasing supplier covered under the sustainability on-site audits for Raw material, packaging, and chemicals				
Total Number of Active suppliers	259	249	258	263
Total number of suppliers covered under on-site sustainability audits	49	64	69	74
% of supplier covered under sustainability on-site audits by Nos	19%	26%	27%	28%

Nos. of suppliers covered under capacity building

Description	FY (2022-23)	FY (2023-24)	FY (2024-25)	FY (2025-26)
KPI - Increasing supplier in sustainability related capacity building				
Total Number of Active suppliers	259	249	258	263
Total number of suppliers covered in sustainability related capacity building	142	192	201	208
% of supplier covered in Sustainability related capacity building	55%	77%	78%	79%

Sustainable Procurement

Nos. of suppliers covered under Sustainability Audits by Volume					Nos. of person covered in Sustainability Procurement Training				
Description	FY (2022-23)	FY (2023-24)	FY (2024 - 25)	FY (2025-26)	Description	FY (2022-23)	FY (2023-24)	FY (2024 - 25)	FY (2025-26)
KPI - Increasing supplier covered under the sustainability audits for Raw material, packaging, Chemicals by volume					KPI - Increasing procurement team covered in sustainability procurement training				
Total Number of Active suppliers	259	249	258	263	Total Number of employee in procurement	17	17	20	25
Total number of suppliers covered under on-site sustainability audits	49	64	69	74	Total number of employees given Training on sustainable procurement	17	17	20	25
% of supplier covered under on-site sustainability assessment by volume of purchase	19%	26%	27%	28%	% of employees covered in sustainable procurement training	100%	100%	100%	100%

Increase the percentage of suppliers signing code of conduct by 40% by 2030 from a 2015 baseline.

Sustainable Procurement



Action Measures: To work with women-owned businesses in the supply chain		
Action Measures	Time Frame/ Status	Responsibility
Supplier Diversity Program Establish a program with clear goals and metrics for increasing the representation of women-owned businesses in the supply chain.	Q4-2026-2027	Head Purchase
Association with women-owned businesses Identify women-owned businesses through industry associations, government databases, and online directories. e.g., Federation of Indian Women Entrepreneurs (FIWE), Udyam Registration, SIDBI's Stand-Up India Schemem, Mahila E-Haat, Social Media Groups and Online Communities).	Q4-2026-2027	Head Purchase
Trade Associations Attend events, conferences, and trade shows focused on women entrepreneurs. Network to build relationships and identify potential suppliers.	Q4-2026-2027	Head Purchase
Supplier Assessment & Development - Assess capabilities and qualifications of women-owned businesses through audits and due diligence to ensure they meet company standards. - Provide support and resources (training, mentoring, financial assistance) to help women-owned businesses grow and become competitive suppliers.	Q4-2026-2027	Head Purchase
Inclusive Procurement Policies Include requirements in procurement policies and contracts encouraging subcontracting to women-owned businesses.	Q4-2026-2027	Head Purchase

Sustainable Procurement



Action Measures: To work with businesses owned by minorities/vulnerable groups in the supply chain

Action Measures	Time Frame/ Status	Responsibility
Assessment - Conduct a baseline assessment to identify the current level of engagement with minority and vulnerable group-owned businesses. - Identify potential businesses and organizations representing these groups. - Develop criteria for selecting businesses, ensuring they meet quality, safety, and compliance standards.	Q4-2026-2027	Head Purchase
Engagement: - Establish engagement programs to connect with minority and vulnerable group-owned businesses. - Participate in industry events, trade fairs, and networking opportunities focused on these businesses. - Develop partnerships with local chambers of commerce, minority business councils, and community organizations.	Q4 2027-28	Head Purchase
Monitoring and Evaluation: - Establish metrics and KPIs to assess the effectiveness of the action plan. - Regularly review and evaluate progress toward objectives. - Adjust strategies and actions based on feedback and performance data.	Ongoing activity	Head Purchase

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