



Document Number – 20M/KPI/SMS, Issue No - 00 Revision Number 02 dated 01.04.2024

Report Period - April'2021 to December'2024 Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

About the Report

This Key Performance Indicator (KPI) Report provides a comprehensive assessment of the Environmental, Social, and Governance (ESG) performance of 20 Microns Limited across all its locations, including manufacturing facilities, subsidiaries, and offices. The report has been prepared in accordance with the GRI Universal Standards 2021 and follows the GHG Protocol for greenhouse gas accounting and reporting, ensuring transparency, accuracy, and alignment with global best practices.

Each KPI presented in this report is mapped to the relevant United Nations Sustainable Development Goals (SDGs) to demonstrate our contribution toward global sustainability objectives. The data collection process for this report covers key aspects such as environmental impact, energy efficiency, labor practices, human rights, business ethics, health & safety, and sustainable procurement.

To ensure credibility, the report has undergone third-party verification, further reinforcing our commitment to data integrity, accountability, and continuous improvement in ESG performance. This document serves as a roadmap, helping stakeholders track our sustainability journey, measure progress against set targets, and identify areas for enhancement as we work towards achieving our 2026 ESG goals.

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Company Overview

About 20 Microns Limited

20 Microns Limited is a leading manufacturer and supplier of industrial minerals and specialty chemicals, catering to a diverse range of industries, including paints & coatings, plastics, rubber, paper, ceramics, and construction. Established with a commitment to delivering high-quality, sustainable, and innovative solutions, the company has grown into one of the most trusted names in the minerals and additives industry.

With a strong global presence and state-of-the-art manufacturing facilities, 20 Microns Limited continues to focus on technological advancements, research & development, and sustainable business practices. The company is dedicated to environmental stewardship, social responsibility, and ethical governance, ensuring that its operations contribute positively to the planet, people, and progress.

Sustainability Commitment

As part of its sustainability strategy, 20 Microns Limited integrates ESG principles into its core business operations. The company prioritizes:

- Environmental Responsibility Reducing carbon footprint, optimizing resource efficiency, and promoting circular economy practices.
- Social Well-being Ensuring a safe, diverse, and inclusive workplace while upholding human rights and ethical labor practices.
- Governance Excellence Maintaining transparency, integrity, and compliance with global regulatory standards.

Through this KPI Report, 20 Microns Limited aims to showcase its ongoing sustainability efforts, foster stakeholder engagement, and drive long-term business value while minimizing environmental and social risks.

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Location

All locations, including manufacturing facilities, warehouses, subsidiaries, and offices, were covered to collect data and prepare the Key Performance Indicators.

Sr. No.	Site Name	Location	Primary Function	
1.	Wa ahadia	Plot no: 347, GIDC, Waghodia, Dist.; Vadodara, Gujarat, India	Head Office and	
	Waghodia	Plot No: 9-10, GIDC, Waghodia - 391 760, Dist: Baroda, Gujarat, India	Registered Office	
2.	Mumbai	Hindustan Kohinoor Industrial Complex, Mumbai, Mumbai 400083	Office	
3.	Vadodara	307-308, Arun Deep Complex, Race Course, Vadodara, Gujarat	Office	
4.	Alwar	B-77 & B-78, M.I.A.; Matsya Industrial Area, Alwar - 301 030, Rajasthan, India.	Manufacturing Plants	
5.	Bhuj	Survey No: 149/P-1, 149/P-3, 156, 157, 158/P-1, 158/P-2, Village: Mamuara, Tal: Bhuj, Dist: Kachchh - 370 020, Gujarat, India	Manufacturing Plants	
6.	Tirunelveli	104/3, Tenkasi Road, Village & Post - Puthur, Via - Alangulam, Dist: Tirunelveli - 627851, Tamilnadu, India.	Manufacturing Plants	
7.	Hosur	Plot No. 23/24, SIPCOT Industrial Area, Phase II, Near TVS School, Hosur - 635 109, Tamil Nadu, India	Manufacturing Plants	

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	1		
8.	Udaipur	F-232-233 & 234, Road No. 1E, MIA, Madri, Udaipur - 313 003, Rajasthan, India	Manufacturing Plants
9.	Haldwani	Nr. Gola Ganpati Motors, Goraparav, Bareilly Road, Haldwani - 263139, Nainital, Uttarakhand, India	Manufacturing Plants
10.	Nagor	Plot No-I I, Nagor GIDC Estate, Village- Nagor, Bhuj-Kutch - 37000I.	Manufacturing Plants
11.	Parbatsar	H-116-117, IGC RIICO Industrial Area, Parbarsar, Tehsil - Parbarsar, District - Didwana-Kuchaman, Nagour, Rajasthan	Manufacturing Plants
12.	Uran Raigad	Plot no: 172/2, Chinchavan Village, Panvel - 410206, Tal: Raigad, Mumbai, Maharashtra, India	Warehouses
13.	Thiruvallur	Plot no: 127/2A, Thiruvallur High Road, Alamathi Village, Chennai - 600052, Tamilnadu, India	Warehouses
14.	Alampur	Alampur NH - 6, New Kolorah Andul, Near Gurudwara School Compound, B S Tar Pvt. Ltd., Howrah - 711302, West Bengal, India	Warehouses
15.	Mundra	Plot No: 01/02, At: Dhrub Revenue, Survey No: 81/1, Village Dhrub, Near Adani Port, Mundra - 370421, Gujarat, India.	Warehouses
16.	Anantpur	43/1, Near Tractor nagar, Garladinne, Anantpur - 515731, Andhra Pradesh, India	Warehouses
17.	Koliwad Sanjan	Plant No; B1, CTS No: NA239/P1, Supertech Industrial Park, Koliwad, Village: Sanjan, Taluka: Umbergaon, District: Valsad, Gujarat – 396150, India.	Warehouses

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GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

The company has meticulously followed this standard in order to evaluate, monitor and report the data and information in accordance to the Global Reporting Initiative (GRI) Universal Standards 2021, ensuring our sustainability metrics align with the world's most widely recognized framework for transparency and accountability. This approach allows us to not only measure our environmental, social, and governance (ESG) impacts accurately but also to benchmark our progress against global best practices. By following GRI Standards, we aim to offer a clear, consistent, and comparative overview of our sustainability performance, facilitating informed stakeholder engagement and underscoring our commitment to make a tangible, positive impact on both the planet and our communities.



2) Green House Gas Protocol

In aligning our greenhouse gas (GHG) emissions tracking and reporting processes, the company rigorously follows the principles and guidelines set forth by the Greenhouse Gas Protocol. This comprehensive standard enables us to accurately quantify and manage our GHG emissions across different scopes, providing a clear framework for emission reduction initiatives and sustainability strategies. Adopting the GHG Protocol not only enhances our environmental stewardship but also ensures our emissions data is transparent, verifiable, and in harmony with global efforts to combat climate change.



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Energy: Reduction of LPG Consumption - KG/MT

Sr. No	Materiality Reporting Topic	20 Microns Limited - Plants, Warehous es, Offices Location	Indicators	Financi al Year	Target	Parameter	Unit of Measureme nt (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decemb er (Q3)	January - March (Q4)	Cumulati ve for The Year	Statu s
					< 2.38	Total LPG Consumptio n	In Kg	5594	2100 0	42789	44185	113568	
	LPG Consumpti	Bhuj (Only used at Bhuj Site)	Reduction of LPG Consumpti on - KG/	2021-22	M3/MT By March'22	Total Production	In Tonne	12524	1200 9	12011	12122	48666	Achieve d.
	on				(reduced by 2.16 %)	Specific LPG consumpti on	Kg/ Tonne	0.45	1.75	3.56	3.65	2.33	
1				2022-23	< 2.30 M3/MT By March'23 (Reduced by 1.2 %)	Total LPG Consumptio n	In Kg	12520	3897 4	3248	35911	90653	Achieve d.
	GRI 302		MT			Total Production	In Tonne	13672	1379 8	13263	11880	52613	
						Specific LPG consumpti on	Kg/ Tonne	0.92	2.82	0.24	3.02	1.72	
	UNGP Principle 5			2023-24	< 1.72 M3/MT By March'24	Total LPG Consumption	In Kg	18733	3831 2	44165	42798	144008	Not Achieved

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	UNGP Principle 7,8,9	, 3		(Maintain as per last Year	Total Production	In Tonne	12005	1364 5	13614	17002.2 57	56266.25 7		
				achieveme nt	Specific LPG consumpti on	Kg/ Tonne	1.56	2.81	3.24	2.52	2.56		
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION				< 1.72 M3/MT By	Total LPG Consumptio n	In Kg	18037	3213 1	34760	-	84928	
	13 GLIMATE ACTION	(Till Dec-	2024-25 (Till Dec-	(Till (Maintain Dec- as per last	Total Production	In Tonne	17078.5 07	1676 0	15287.49	-	49125.99 7	In- progress.	
			2024)		Specific LPG consumpti on	Kg/ Tonne	1.06	1.92	2.27	0.000	1.73		

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Energy: Reduction of FO Consumption - KL/MT

Sr. No	Materiality Reporting Topic	20 Microns Limited - Plants, Warehous es, Offices Location	Indicators	Financi al Year	Target	Parameter	Unit of Measurem ent (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decemb er (Q3)	January - March (Q4)	Cumulati ve for The Year	Status
			Reduction of FO Consumpti		< 2.38	Total FO Consumpti on	In KL	640.432	644.5	661.191	666.926	2613.049	
	FO Consumpti			2021-22	KL/MT By March'22 (reduced by 2.16 %)	Total Production	In MT	12524	12009	12011	12122	48666	Achieved.
	on					Specific FO consumpti on	KL/ MT	0.05	0.05	0.06	0.06	0.05	
1		Bhuj (Used at Bhuj site only)		2022-23	< 2.30	Total FO Consumpti on	In KL	862.544	945.38 8	920.1	658.004	3386.036	
	GRI 302	Offig)	on - KL/ MT		KL/MT By March'23	Total Production	In MT	13672	13798	13263	11880	52613	Achieved.
					(Reduced by 1.2 %)	Specific FO consumpti on	KL/ MT	0.063	0.069	0.069	0.055	0.064	
	UNGP Principle 5			2023-24	< 0.064 KL/MT By March'24	Total FO Consumpti on	In KL	775.688	874.60 3	899.365	887.074	3436.73	Achieved.

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UNGP Principle				(Maintain as per last Year	Total Production	In MT	12005	13645	13614	17002.2 57	56266.25 7	
7,8,9	7,8,9			achieveme nt	Specific FO consumpti on	KL/ MT	0.065	0.064	0.066	0.052	0.061	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION			2024-25 (Till Dec- 2024)	< 0.061 KL/MT By March'25 (Maintain as per last Year achieveme nt	Total FO Consumpti on	In KL	874.496	909.97 3	892.825	-	2677.294	
					Total Production	In MT	17078.5 07	16760	15287.4 9	-	49125.99 7	In- progres
					Specific FO consumpti on	KL/ MT	0.051	0.054	0.058	0.000	0.054	S.

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Energy: Reduction of Deisel Consumption - Liter/ MT

Sr. No.	Materialit y Reporting Topic	20 Microns Limited - Plants, Warehous es, Offices Location	Indicators	Financial Year	Target	Paramete r	Unit of Measurem ent (UOM)	April - June (Q1)	July - Sept (Q2)	Octob er - Dece mber (Q3)	Janua ry - March (Q4)	Cumulativ e for The Year	Status
	Energy		Reduction of Deisel Consumpt ion - Liter/ MT		< 1 liters / MT By March' 22	Total Diesel Consumpti on	In Liter	39017	38119	32164	46120. 5	155420.5	Achieved.
1		Total all Manufactu ring sites		2021-22		Total Production	In MT	37799	43989	42566	42065	166417.864 2	Achieved.
						Specific Diesel consumpt ion	Ltr/ MT	1.03	0.87	0.76	1.10	0.93	Achieved.
	GRI 302			2022-23	<1 liters / MT by March' 23 (Revis ed)	Total Diesel Consumpti on	In Liter	39364	55051	48525	39039	181979	Achieved.
						Total Production	In MT	46283	47676	40619	41417	175995.352	Achieved.
						Specific Diesel consumpt	Ltr/ MT	0.85	1.15	1.19	0.94	1.03	Achieved.

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UNGP Principle 5			< 1.02 liters / MT	Total Diesel Consumpti on	In Liter	70450.8	53729.8	37709. 7	31643. 3	193533.6	Achieved.	
		2023-24	By March' 24	Total Production	In MT	44897	46306	39859	72105. 451	203167.307	Achieved.	
UNGP Principle 7,8,9			(red e k	(reduc e by 1.35 %)	Specific Diesel consumpt ion	Ltr/ MT	1.57	1.16	0.95	0.44	0.95	Achieved.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION			< 1.02 liters / MT	Total Diesel Consumpti on	In Liter	31795.5 1	32797.2 1	30588. 42	-	95181.14	Achieved.	
13 CLIMATE ACTION		2024-25 (Till Dec- 2024)	By March'	Total Production	In MT	81428.4 27	87488.3 16	76561. 466	-	245478.209	Achieved.	
			25 (Sustai n)	Specific Diesel consumpt ion	Ltr/ MT	0.39	0.37	0.40	-	0.39	Achieved.	

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Energy: Reduction of Diesel Consumption - Liter/ MT

Sr. No	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouse s, Offices Location	Indicators	Financi al Year	Targ et	Parameter	Unit of Measureme nt (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decemb er (Q3)	January - March (Q4)	Cumulati ve for The Year	Status
					<	Total Diesel Consumptio n	In Liter	3419	1562	1608	1860	8449	Achieve d.
	Energy			2021-22	0.05 Liter	Total Production	In MT 12230 162	16202	33226	190323	251981	Achieve d.	
		Total all	Reduction		s/ MT	Specific Diesel consumpti on	Ltr/ MT	0.28	0.10	0.05	0.01	0.034	Achieve d.
1		Total all Warehouse Locations	of Deisel Consumpti on - Liter/			Total Diesel Consumptio n	In Liter	1785	1787	1813	1589	6974	Achieve d.
	GRI 302	(Mundra)	MT	2022-23	0.034 Liter s / MT	Total Production	In MT	14817	112975	15061	15494	158347	Achieve d.
						Specific Diesel consumpti on	Ltr/ MT	0.120	0.016	0.120	0.103	0.044	Achieve d.
	UNGP Principle 5			2023-24	< 0.34 Liter	Total Diesel Consumptio n	In Liter	864.48	1080.6	432.24	432.24	2809.56	Achieve d.

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UNGP Principle				s/ MT	Total Production	In MT	21187	23217	21678	23864.0 75	89946.483	Achieve d.
7,8,9					Specific Diesel consumpti on	Ltr/ MT	0.031	0.029	0.031	0.028	0.029	Achieve d.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	AND PRODUCTION			< 0.34 Liter	Total Diesel Consumptio n	In Liter	663.12	663.12	662.84	-	1989.08	Achieve d.
CO CLINATE		(T	2024-25 (Till Dec-		Total Production	In MT	19816.8 01	21874.4 07	24153.93 5	-	65845.143	Achieve d.
13 ACTION			2024)	s/ MT	Specific Diesel consumpti on	Ltr/ MT	0.033	0.030	0.027	-	0.030	Achieve d.

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Energy: Reduction of Electricity Consumption - kWh/ MT

Sr. No.	Materialit y Reportin g Topic	20 Microns Limited - Plants, Warehous es, Offices Location	Indicators	Financ ial Year	Target	Paramete r	Unit of Measurem ent (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decembe r (Q3)	January - March (Q4)	Cumulati ve for The Year	Status
	Energy Total all Manufactu ring sites		ion - kWh/		< 210 Kwh/M	Total Electricity Consumpti on	In kWh	7600643	8125266	8558087	8601368	32885364	Achieved.
				2021- 22	T (4%	Total Production	In MT	38495.5 46	45030.9 31	43816.62 52	43250.76 2	170593.8 642	Achieved.
1		Manufactu			reducti on)	Specific Electricity consumpt ion	kWh/ MT	197.44	180.44	195.32	198.87	192.77	Achieved.
	GRI 302	MT	2022- 23	< 205 Kwh/M T	Total Electricity Consumpti on	In kWh	9452132	9666301 .2	8657356. 5	9056605	36832394 .7	Achieved.	
				23	(revise d)	Total Production	In MT	47214	48786	41741	42843	180583.9 064	Achieved.

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			Specific Electricity consumpt ion	kWh/ MT	200.197	198.137	207.405	211.392	203.96	Achieved.
UNGP Principle		< 200 Kwb/M	Total Electricity Consumpti on	In kWh	9807904 .13	9448818 .88	9110530. 375	9251133. 625	37618387	Achieved.
5	2023- 24	Kwh/M T (2%	Total Production	110 1011 1 7/16/26 1 7/13/00 1 66 7/28	72105.45 1	287859.2 04	Achieved.			
UNGP Principle 7,8,9		reducti on)	Specific Electricity consumpt ion	kWh/ MT	131.43	127.00	136.53	128.30	130.68	Achieved.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	2024-	< 200 Kwh/M	Total Electricity Consumpti on	In kWh	1001574 5.4	1087468 1.6	10371600		31262026 .99	Achieved.
13 CLIMATE ACTION	25 (Till Dec-	T (2%	Total Production	In MT	81428.4 27	87488.3 16	76561.46 6		245478.2 09	Achieved.
	2024)	reducti on)	Specific Electricity consumpt ion	kWh/ MT	123.00	124.30	135.47	#DIV/0!	127.35	Achieved.

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Energy: Reduction of Electricity Consumption - kWh/ MT

Sr. No.	Materialit y Reportin g Topic	20 Microns Limited - Plants, Warehous es, Offices Location	Indicators	Financi al Year	Target	Parameter	Unit of Measurem ent (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decemb er (Q3)	January - March (Q4)	Cumulati ve for The Year	Status
						Total Electricity Consumpti on	In kWh	22905	23206	27063	42559	115733	Achieved.
			Reduction of Electricity Consumpti on - kWh/	2021- 22	< 0.45 Kwh/MT	Total Production	In MT	16794	22970	50675	196397	286836	Achieved.
1		Total All Warehous es				Specific Electricity consumpti on	kWh/ MT	1.36	1.01	0.53	0.22	0.40	Achieved.
	GRI 302		MT	2022- 23	< 0.41 kwh/MT (Revise	Total Electricity Consumpti on	In kWh	35905	29154	28300	21566	114925	Achieved.
					d)	Total Production	In MT	20960	119376	119883	21544	281763	Achieved.

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					Specific Electricity consumpti on	kWh/ MT	1.713	0.244	0.236	1.001	0.41	Achieved.
UNGP Principle				< 0.40	Total Electricity Consumpti on	In kWh	15568	16449	13931	14306	60254	Achieved.
5			2023- 24	Kwh/MT (19 % reductio n)	Total Production	In MT	21187	23217	21678	23864.0 75	89946.48 3	Achieved.
UNGP Principle 7,8,9					Specific Electricity consumpti on	kWh/ MT	0.73	0.71	0.64	0.60	0.67	Achieved.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION		2024-	< 0.40	Total Electricity Consumpti on	In kWh	9910	15061	14544	-	39515.2	Achieved.	
13 CLIMATE			25 (Till Dec-	Kwh/MT (19 % reductio	Total Production	In MT	19816.8 01	21874.4 07	24153.9 35	-	65845.14 3	Achieved.
			2024)	n)	Specific Electricity consumpti on	kWh/ MT	0.50	0.69	0.60	#VALU E!	0.60	Achieved.

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Energy: Reduction of Electricity Consumption - kWh/ Day

Sr. No.	Materialit y Reporting Topic	20 Microns Limited - Plants, Warehous es, Offices Location	Indicators	Financi al Year	Target	Parameter	Unit of Measureme nt (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decemb er (Q3)	Januar y - March (Q4)	Cumulati ve for The Year	Status
	1 Total All Electric Consum on - kW				Total Electricity Consumptio n	In kWh	7312	6644	7210	7595	28761	Achieved.	
1			Reduction of Electricity Consumpti on - kWh/ Day	2021-22	< 100 kwh/day	Total working days	In Days	316	308	300	316	310	Achieved.
						Specific Electricity consumpti on	kWh/ Day	23.14	21.57	24.03	24.03	92.78	Achieved.
				2022-23	< 100 Kwh/Day (Revised)	Total Electricity Consumptio n	In kWh	8789	7650	7339	7496	31274	Achieved.
						Total working days	In Days	316	308	300	316	310	Achieved.

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						Specific Electricity consumpti on	kWh/ Day	27.81 3	24.83 8	24.463	23.722	100.88	Achieved.
	UNGP Principle			< 70	Total Electricity Consumptio n	In kWh	5939	4556	4628	4394	19517	Achieved.	
	5	7,8,9 2 RESPONSIBLE CONSUMPTION AND PRODUCTION		2023-24	kwh/day (4.5 % reductio n)	Total working days	In Days	303	303	303	303	303	Achieved.
	Principle					Specific Electricity consumpti on	kWh/ Day	19.60	15.04	15.27	14.50	64.41	Achieved.
	The second second			2024-25 (Till Dec- 2024)	< 70 kwh/day (4.5 % reductio n)	Total Electricity Consumptio n	In kWh	6095	5077	4796	-	15968	Achieved.
	13 CLIMATE ACTION					Total working days	In Days	78.00	77.00	75.00	-	230.00	Achieved.
						Specific Electricity consumpti on	kWh/ Day	78.14	65.94	63.95	#VALU E!	69.43	Achieved.

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Energy: Total % renewable energy consumption (in KWH)

Sr. No.	Material ity Reporti ng Topic	20 Microns Limited - Plants, Warehouse s, Offices Location	Indicators	Financ ial Year	Targe t		Unit of Measurem ent (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decembe r (Q3)	January - March (Q4)	Cumulati ve for The Year	Status
						Total Electricity Consumpti on	In kWh	7600643	8125266	8558087	8601368	32885364	
	Energy		Total %	2021- 22	NIL	Total renewable energy consumpti on	In kWh	0	0	0	0	0	NA
1		l Otal Manufactur	ur energy			% renewable energy consumpt ion	% Percentag e	0.00	0.00	0.00	0.00	0.00	
	GRI 302			2022-23	NIL	Total Electricity Consumpti on	In kWh	9452132	9666301. 2	8657356. 5	9056605	36832394 .7	NA
						Total renewable energy	In kWh	0	0	0	0	0	

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				consumption % renewable energy consumption	% Percentag e	0.00	0.00	0.00	0.00	0.00	
				Total Electricity Consumpti on	In kWh	9807904. 13	9448818. 88	9110530. 375	9251133. 625	37618387	
UNGP Principl e 13	2023- 24	NIL	Total renewable energy consumpti on	In kWh	0	0	0	0	0	NA	
				% renewable energy consumpt ion	% Percentag e	0.00	0.00	0.00	0.00	0.00	
7 AFFOROMBLE AND OLEAN EMERGY		2024- 25 (Till Dec-	Up to	Total Electricity Consumpti on	In kWh	1001574 5.4	1087468 1.6	10371600		31262026 .99	01. Solar Lights Installed at Udaipur
**		2024)		Total renewable energy	In kWh	140	140	140	0	420	Plant 2. PPA - for

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13 CLINATE ACTION	consumpti on						Solar % Wind Power
	% renewable energy consumpt ion	Percentag	0.001	0.001	0.001	0.00	Plant in 2026 (05% of Overall Consumptio ns)

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Water: Reduction of Water consumption KL / MT

Sr. No.	Materialit y Reportin g Topic	20 Microns Limited - Plants, Warehouses , Offices Location	Indicators	Financi al Year	Target	Parameter	Unit of Measureme nt (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decembe r (Q3)	January - March (Q4)	Cumulativ e for The Year
	Water	Total all		2021-22	< 0.45 KL / MT (5 % reductio n	Total Water Consumptio n	In KL	20712.28	18004.86	17245.24	17843.06	73805.44
			Reduction of Water consumpti on KL / MT			Total Production	In MT	38495.54 6	45030.93 1	43816.62 52	43250.76 2	170593.86 42
1						Specific Water Consumpti on	KL/ MT	0.54	0.40	0.39	0.41	0.43
	GRI 303			2022-23	(5.5 % reductio n)	Total Water Consumptio n	In KL	18446.12	19261.64	19402.18	16648.78	73758.72
						Total Production	In MT	47214	48786	41741	42843	180584.35 2

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	vironinient, Ene				Specific Water Consumpti on	KL/ MT	0.391	0.395	0.465	0.389	0.41
			~ 0.36 KI	Total Water Consumptio n	In KL	16168.95	17344.45	14535.75	15150.25	63199.4	
UNGP Principle		20:	2023-24	< 0.36 KL / MT (11 % reductio n)	Total Production	In MT	74626	74399	66728	72105.45 1	287859.20 4
7,8,9	CLEAN WATER AND SANITATION				Specific Water Consumpti on	KL/ MT	0.22	0.23	0.22	0.21	0.22
6 CLEAN WATER AND SANITATION					Total Water Consumptio n	In KL	15745.75	13830.25	14006.75		43582.75
12 RESPONSIBLE CONSUMPTION AND PRODUCTION			(Till (0) reduced	< 0.22 KL / MT (05 %	Total Production	In MT	81428.42 7	87488.31 6	76561.46 6		245478.20 9
13 CLIMATE ACTION				reductio n)	Specific Water Consumpti on	KL/ MT	0.19	0.16	0.18	#DIV/0!	0.18

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Water: Zero Waste / effluent water discharge

Sr. No.	Materialit y Reporting Topic	20 Microns Limited - Plants, Warehouses, Offices Location	Indicator s	Financia I Year	Target	Paramete r	Unit of Measuremen t (UOM)	Apri I - Jun e (Q1)	July - Sep t (Q2)	October - Decembe r (Q3)	Januar y - March (Q4)	Cumulativ e for The Year	Status
	1 Manufacturin		2024 22	7oro (0)	Total Effluent Waste Water Generatio n	In KL	0	0	0	0	0	Achieved .	
1		I Attillant	Waste / effluent	2021-22	Zero (0)	Total Effluent waste water discharge d	In KL	0	0	0	0	0	Achieved .
	GRI 303		2022-23	Zero (0)	Total Effluent Waste Water Generatio n	In KL	0	0	0	0	0	Achieved .	
						Total Effluent waste water	In KL	0	0	0	0	0	Achieved .

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					discharge d							
UNGP Principle			2023-24	Zero (0)	Total Effluent Waste Water Generatio n	In KL	0	0	0	0	0	Achieved .
7,8,9			2023-24	2610 (0)	Total Effluent waste water discharge d	In KL	0	0	0	0	0	Achieved .
6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION			2024-25	Zoro (0)	Total Effluent Waste Water Generatio n	In KL	0	0	0	0	0	Achieved .
13 CLIMATE ACTION			(Till Dec- 2024)	Zero (0)	Total Effluent waste water discharge d	In KL	0	0	0	0	0	Achieved .

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Water: Reduction in ground water consumption

Sr. No.	Materialit y Reportin g Topic	20 Microns Limited - Plants, Warehous es, Offices Location	Indicators	Financi al Year	Target	Parameter	Unit of Measurem ent (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decemb er (Q3)	January - March (Q4)	Cumulati ve for The Year	Status
						Total Water Consumptio n	In KL	16911	15387	14437	14500	61235	
	Water	Bhuj (ground water consumed at Bhuj	Bhuj Reduction in ground water sumed t Bhuj consumpti on	2021-22	< 1.30 KL / MT	Total Production	In MT	12524	12009	12011	12122	48666	Achieved.
1						Specific Water Consumpti on	KL/ MT	1.35	1.28	1.20	1.20	1.26	
	GRI 303	plant only		2022-23	< 1.20 KL / MT	Total Water Consumptio n	In KL	14793	15653	15328	12271	58045	Achieved.
						Total Production	In MT	13672	13798	13263	11880	52613	

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				Specific Water Consumpti on	KL/ MT	1.082	1.134	1.156	1.033	1.10	
				Total Water Consumptio n	In KL	11566	13632	11323	12458	48979	
UNGP Principle		2023-24	< 1.05 KL / MT	Total Production	In MT	12005	13645	13614	17002.2 57	56266.25 7	Achieved.
7,8,9			IVII	Specific Water Consumpti on	KL/ MT	0.96	1.00	0.83	0.73	0.87	
6 CLEAN WATER AND SANITATION				Total Water Consumptio n	In KL	13267	12094	11469	-	36830	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION		2024-25 (Till	<0.80 KL /	Total Production	In MT	17078.5 07	16760. 98	15287.4 88	-	49126.97 5	In-
13 CLIMATE ACTION		Dec- 2024)	MT	Specific Water Consumpti on	KL/ MT	0.78	0.72	0.75	0.00	0.75	progress.

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Water: Total Water recycled and reused (in Kilo Litres / Year)

Sr. No.	Materialit y Reportin g Topic	20 Microns Limited - Plants, Warehouse s, Offices Location	Indicator s	Financi al Year	Targe t	Parameter	Unit of Measureme nt (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decemb er (Q3)	Januar y - March (Q4)	Cumulativ e for The Year	Status
						Total Water Consumption	In KL	16911	15387	14437	14500	61235	
	at Bhuj			and reused	> 10%	Total Water recycled and reused	In KL	1521.99	1692.57	1515.885	1450	6180.445	Achieved.
		(Process Water	Water recycled			% of Water recycled and reused	%	9.00%	11.00%	10.50%	10.00%	10.09%	
1		and reused at Bhuj	reused (in Kilo Litres /		> 15%	Total Water Consumption	In KL	14793	15653	15328	12271	58045	
		plant only	ant only Litres /			Total Water recycled and reused	In KL	2071.02	2269.68 5	2452.48	1926.54 7	8719.732	Achieved.
						% of Water recycled and reused	%	14.00%	14.50%	16.00%	15.70%	15.02%	

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				Total Water Consumptio n	In KL	11566	13632	11323	12458	48979	
UNGP Principle 7,8,9		2023-24	> 17%	Total Water recycled and reused	In KL	1859.812 8	2385.6	2038.14	2117.86	8401.4128	Achieved.
1,0,0				% of Water recycled and reused	%	16.08%	17.50%	18.00%	17.00%	17.15%	
6 CLEAN WATER AND SANITATION		2024-25 (Till Dec-		Total Water Consumptio n	In KL	13267	12094	11469	-	36830	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION			> 20%	Total Water recycled and reused	In KL	2918.74	2902.56	3211.32	-	9032.62	In- progress.
13 CLIMATE ACTION		2024)		% of Water recycled and reused	%	22.00%	24.00%	28.00%	-	24.53%	

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Responsible consumption: Reduction of chemical consumption / MT

Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouse s, Offices Location	Indicators	Financi al Year	Target	Parameter	Unit of Measurem ent (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decemb er (Q3)	January - March (Q4)	Cumul ative for The Year	Status		
	Resonsibl	Total Manufactur ing sites (Alwar,			< 0.0090	Total Chemical consumptio n	In MT	359.9	364.5	378	340.6	1443	Achieved .		
	e Bhuj, consumpti Hosur, on Tirunelvelli)	Bhuj,	Reduction	2021- 22	MT/MT (Reduce	Total Production	In MT	37798.5	43988.9	42565.6	42064.8	166417. 8	Achieved .		
1		and of chemical consumpti on /		by 3.5 %	Specific Chemical Consumpti on	MT/ MT	0.01	0.01	0.01	0.01	0.009	Achieved .			
	-	Udaipr & Haldwani No - chemicals	Haldwani No - chemicals	Udaipr & Haldwani No chemicals	& MII	2022- 23	< 0.0085 MT / MT(Redu	Total Chemical consumptio n	In MT	369.5	349.8	311.1	325.3	1355.7	Achieved .
		are consumed			ce by 2.5 %)	Total Production	In MT	46283	47676	40619	41417	175995. 5	Achieved .		

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	,		·		Specific Chemical Consumpti on	MT/ MT	0.008	0.007	0.008	0.008	0.008	Achieved
				0.000	Total Chemical consumptio n	In MT	281	316	371	382	1349	Achieved .
UNGP Principle 7,8,9			2023- 24	< 0.008 MT/MT (Reduce	Total Production	In MT	74626	74399	66728	72105.4 51	287859. 204	Achieved .
.,-,-				by 1.2 %	Specific Chemical Consumpti on	MT/ MT	0.004	0.004	0.006	0.005	0.005	Achieved .
10 RESPINSIBLE			2024	4.0.005	Total Chemical consumptio n	In MT	347	290	323	-	960.091 225	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION		Dec-	25 (Till	< 0.005 MT/MT (Reduce	Total Production	In MT	81428.4 27	87488.3 16	76561.4 66	-	245478. 209	In- progress.
			2024)	by 3 %	Specific Chemical Consumpti on	MT/ MT	0.0043	0.0033	0.0042	#VALU E!	0.004	

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Product End of Life: % of specialty chemicals safely disposed of or repurposed

Sr. No.	Materialit y Reportin g Topic	20 Microns Limited - Plants, Warehouse s, Offices Location	Indicators	Financi al Year	Target	Parameter	Unit of Measur ement (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decembe r (Q3)	Januar y - March (Q4)	Cumula tive for The Year	Status
						Total Chemical consumption	In MT	359. 9	364. 5	378	340.6	1443	Achieved.
	Product End of			2021-22	100%	Total Chemical Waste Generated	In MT	0	0	0	0	0	Achieved.
	Life	Total Manufacturi n sites (Alwar, Bhuj, Hosur, Tirunelvelli)	% of specialty	202122	10070	Specialty chemicals safely disposed %	100%	100 %	100 %	100%	100%	100%	Achieved.
1			chemicals safely	afely posed of or	100%	Total Chemical consumption	In MT	369. 5	349. 8	311.1	325.3	1355.7	Achieved.
·	GRI 301-	Udaipr and Haldwani No	Udaipr and Haldwani No repurpose			Total Chemical Waste Generated	In MT	0	0	0	0	0	Achieved.
	3	chemicals are				Specialty chemicals safely disposed %	100%	100 %	100 %	100%	100%	100%	Achieved.
	UNGP Principle 13			2023-24	100%	Total Chemical consumption	In MT	281	316	371	382	1349	Achieved.

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		 		<u> </u>		-,		J ,				
					Total Chemical Waste Generated	In MT	0	0	0	0	0	Achieved.
	12 RESPONSIBLE CONSIDERATION AND PREDICTION				Specialty chemicals safely disposed %	100%	100 %	100 %	100%	100%	100%	Achieved.
			2024-25 (Till Dec- 2024)	100%	Total Chemical consumption	In MT	347	290	323	-	960.091 225	In- progress.
					Total Chemical Waste Generated	In MT	0	0	0	0	0	
					Specialty chemicals safely disposed %	100%	100 %	100 %	100%	100%	100%	

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Product End Of Life: % of product packaging made from sustainable or recyclable materials

Sr. No.	Materialit y Reportin g Topic	20 Microns Limited - Plants, Warehouse s, Offices Location	Indicators	Financia I Year	Target	Paramete r	Unit of Measureme nt (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decembe r (Q3)	Januar y - March (Q4)	Cumulative for The Year	Status
1	Product End Of Life	Total Manufacturi n sites (Alwar, Bhuj, Hosur, Tirunelvelli) Udaipr and Haldwani No chemicals are consumed	% of product packaging made from sustainabl e or recyclable materials	2021-22	NA	New KPI							
	GRI 301-3			2022-23	NA	New KPI							-
	UNGP Principle 13			2023-24	100%	Total product packaging	In MT	124	117	106	104	451	Achieved .
						Total product packaging recyclable materials	In MT	124	117	106	104	0	Achieved .
						% of product packagin g made from recyclabl e materials	100%	100 %	100 %	100%	100%	100%	Achieved .

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12 100% 10	 	· • =	<u>.</u>	· · · · · · · · · · · · · · · · · · ·					,, .				
12 RESPINSIBLE CHARGINGTON AND PRIORICETION (TILL) Dec-2024) 100% 100						product	In MT	565	489	453	-	_	
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION			(Till	100%	product packaging recyclable	In MT	565	489	453	-	0	
materials materi						product packagin g made from recyclabl e	100%			100%	100%	100%	

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Product End Of Life: Number of take-back or recovery programs for mineral-based products

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	UNGP Principle 13 12 RESPONSIBLE ODINSUMPTION		2021-22	All	01/ Year	Number of take-back or recovery programs for mineral-based products - Once in year	1	Achieved.
1		Number of take-back or recovery programs for	2022-23	All	01/ Year	Number of take-back or recovery programs for mineral-based products - Once in year	1	Achieved.
		mineral- based products	2023-24	All	01/ Year	Number of take-back or recovery programs for mineral-based products - Once in year	1	Achieved.
	co		2024-25 (till Dec-2024)	All	01/ Year	Number of take-back or recovery programs for mineral-based products - Once in year	1	Achieved.

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Product End Of Life: % of raw material recovery from returned CNP products

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status	
						Total Number of returned CNP products	160		
	Product End Of Life		2021-22	2 All	100%	Total numbers of Recovered returned CNP products (Degrade & Sale it)	160	Achieve	
	Of Life					% of Recovered returned CNP products (Degrade & Sale it)	100%		
1	GRI 306-2					Total Number of returned CNP products	182	Achieved.	
	UNGP	% of raw	2022-23	All	100%	Total numbers of Recovered returned CNP products (Degrade & Sale it)	182		
	Principle 13	material				% of Recovered returned CNP products (Degrade & Sale it)	100%		
•		recovery from returned CNP				Total Number of returned CNP products	233	Achieved.	
		products	2023-24	All	100%	Total numbers of Recovered returned CNP products (Degrade & Sale it)	233		
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION					% of Recovered returned CNP products (Degrade & Sale it)	100%		
	\circ					Total Number of returned CNP products	283		
			2024-25 (till Dec-	All	100%	Total numbers of Recovered returned CNP products (Degrade & Sale it)	283	Achieve	
			2024)			% of Recovered returned CNP products (Degrade & Sale it)	100%		

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Responsible consumption: Reduction of Oil consumption / MT

Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouse s, Offices Location	Indicators	Financi al Year	Target	Parameter	Unit of Measur ement (UOM)	April - June (Q1)	July - Sept (Q2)	October - Decemb er (Q3)	January - March (Q4)	Cumulat ive for The Year	Status
	Resonsibl				<	Total Lubrication Oil consumption	In Liter	1096.7	1446.7	878.9	1284	4706.3	Achieved .
	e consumpti on		anufacturi Consumpti	2021- 22 2022- 23	0.0280 Liters / MT	Total Production	In MT	38496	45031	43817	43251	170593. 8642	Achieved .
		Total all Manufacturi ng sites			1011	Lubrication Oil Consumption	Liter / MT	0.03	0.03	0.02	0.03	0.03	Achieved .
	-				0.0290Liters /MT(Revise d)	Total Lubrication Oil consumption	In Liter	1399.7	1219.9	1273.25	1268	5160.85	Achieved .
1						Total Production	In MT	47214	48786	41741	42843	180584. 352	Achieved .
						Lubrication Oil Consumption	Liter / MT	0.030	0.025	0.031	0.030	0.03	Achieved .
	UNGP Principle 7,8,9			2023- 24	< 0.0280 Liters / MT (Reduc	Total Lubrication Oil consumption	In Liter	1234.07 5	1499.07 5	1233.07 5	841.075	4807.3	Achieved .
						Total Production	In MT	74626	74399	66728	72105.4 51	287859. 204	Achieved .

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				d by 2.1 %	Lubrication Oil Consumption	Liter / MT	0.02	0.02	0.02	0.01	0.02	Achieved .
				< 0.0280	Total Lubrication Oil consumption	In Liter	1658.07 5	1096.07 5	1578.07 5	-	4332.22 5	
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		2024- 25 (Till Dec-	Liters / MT	Total Production	In MT	81428.4 27	87488.3 16	76561.4 66	-	245478. 209	In- progress.
	GO		2024)	(Reduc d by 2.1 %	Lubrication Oil Consumption	Liter / MT	0.02	0.01	0.02	#VALU E!	0.02	progress.

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Emissions: Maintain Air emissions as per the Legal Norms for Ambient Air Parameters

			- Plants, Warehouses	Ambient	Unit of		FY					
Sr. No.	Materiality Reporting Topic	Indicators		Air Parameter	Unit of Measurement	Target	FY 2021- 22	FY 2022- 23	FY 2023- 24	FY 2024- 25 (Till Dec'24)	Status	
			Alwar - 1077	PM 10	mg/ m3	100	98.4	98.3	94	90	Achieved.	
				PM 2.5	mg/ m3	60	59.5	58.9	52	50	Achieved.	
	Environment, Emissions	Maintain Air emissions		NOX	mg/ m3	80	23.2	22.6	35	35	Achieved.	
				SOX	mg/ m3	80	40.2	39.2	17	17	Achieved.	
			Bhuj 1005 & 1068	PM 10	mg/ m3	100	56	51	54	64	Achieved.	
1	GRI - 305	as per the		PM 2.5	mg/ m3	60	37	23	27	28	Achieved.	
1		Legal Norms for Ambeint Air Parameters		NOX	mg/ m3	80	10.2	9.4	11	10	Achieved.	
				SOX	mg/ m3	80	13.1	12.5	7	6	Achieved.	
				PM 10	mg/ m3	100	50.2	49	33	42	Achieved.	
	UNGP Principle 7	Т	Tirunelveli - 1071	PM 2.5	mg/ m3	60	27	26.7	16	22	Achieved.	
				NOX	mg/ m3	80	21.2	20.1	18	18	Achieved.	
				sox	mg/ m3	80	11.5	11	9	9	Achieved.	

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				PM 10	mg/ m3	100	80	75	74	74	Achieved.
			Hosur 1016 & 1065	PM 2.5	mg/ m3	60	51	49	46	49	Achieved.
				NOX	mg/ m3	80	23.2	20.6	17	20	Achieved.
				SOX	mg/ m3	80	19	14.9	13	15	Achieved.
	13 CLIMATE ACTION		Udaipur - 1030	PM 10	mg/ m3	100	59	54	56	ND	Achieved.
				PM 2.5	mg/ m3	60	39	38	34	ND	Achieved.
				NOX	mg/ m3	80	12	8	9	ND	Achieved.
	15 UPT ON LAND			SOX	mg/ m3	80	15	12	12	ND	Achieved.
				PM 10	mg/ m3	100	68	75	69	ND	Achieved.
			11.11	PM 2.5	mg/ m3	60	51	46	42	ND	Achieved.
			Haldwani - 1015	NOX	mg/ m3	80	17	15	15	ND	Achieved.
				SOX	mg/ m3	80	13.5	12.4	12	ND	Achieved.
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Emissions: Total weight of air pollutants (Average) in (mg / Nm3) as per the Legal Norms for Ambient Air Parameters

		Indicators	- Plants, Warehouses	Ambient			FY					
Sr. No.	Materiality Reporting Topic			Air Parameter	Unit of Measurement	Target	FY 2021- 22	FY 2022- 23	FY 2023- 24	FY 2024- 25 (Till Dec'24)	Status	
			Alwar - 1077	PM 10	mg/ m3	100	98.4	98.3	94	90	Achieved.	
				PM 2.5	mg/ m3	60	59.5	58.9	52	50	Achieved.	
	Environment,			NOX	mg/ m3	80	23.2	22.6	35	35	Achieved.	
		Total weight of air pollutants (Average) in (mg / Nm3) as per the Legal Norms		SOX	mg/ m3	80	40.2	39.2	17	17	Achieved.	
	Emissions			Average weight of air pollutants	mg/ m3	80.0	55.3	54.8	49.6	48.2	Achieved.	
1				PM 10	mg/ m3	100	56	51	54	64	Achieved.	
		for Ambient Air		PM 2.5	mg/ m3	60	37	23	27	28	Achieved.	
		Parameters		NOX	mg/ m3	80	10.2	9.4	11	10	Achieved.	
	GRI - 305		Bhuj 1005 & 1068	SOX	mg/ m3	80	13.1	12.5	7	6	Achieved.	
				Average weight of air pollutants	mg/ m3	80.0	29.1	24.0	24.6	27.3	Achieved.	

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				PM 10	mg/ m3	100	50.2	49	33	42	Achieved.
				PM 2.5	mg/ m3	60	27	26.7	16	22	Achieved.
				NOX	mg/ m3	80	21.2	20.1	18	18	Achieved.
UNGP F	Principle 7		Tirunelveli - 1071	SOX	mg/ m3	80	11.5	11	9	9	Achieved.
				Average weight of air pollutants	mg/ m3	80.0	27.5	26.7	19.0	22.7	Achieved.
				PM 10	mg/ m3	100	80	75	74	74	Achieved.
				PM 2.5	mg/ m3	60	51	49	46	49	Achieved.
			Hosur 1016 & 1065	NOX	mg/ m3	80	23.2	20.6	17	20	Achieved.
13 C	ELIMATE IGTION			SOX	mg/ m3	80	19	14.9	13	15	Achieved.
15 %	FF.			Average weight of air pollutants	mg/ m3	80.0	43.3	39.9	37.9	39.5	Achieved.
				PM 10	mg/ m3	100	59	54	56	ND	Achieved.
		U	Hdainur - 1030	PM 2.5	mg/ m3	60	39	38	34	ND	Achieved.
			_	NOX	mg/ m3	80	12	8	9	ND	Achieved.
				SOX	mg/ m3	80	15	12	12	ND	Achieved.

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		Average weight of air pollutants	mg/ m3	80.0	31.3	28.0	27.8	-	Achieved.
		PM 10	mg/ m3	100	68	75	69	ND	Achieved.
		PM 2.5	mg/ m3	60	51	46	42	ND	Achieved.
		NOX	mg/ m3	80	17	15	15	ND	Achieved.
	Haldwani - 1015	SOX	mg/ m3	80	13.5	12.4	12	ND	Achieved.
		Average weight of air pollutants	mg/ m3	80.0	37.4	37.1	34.4	-	Achieved.

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Waste Management: Reduction in Hazardous waste generation

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses , Offices Location	Financia I Year	Target	Parameter	UO M	April - June (Q1)	July - Sept (Q2)	October - Decembe r (Q3)	Januar y - March (Q4)	Cumulativ e for The Year	Status						
						Total Plastics waste generated	MT	1.45	1.81	1.43	0.595								
	Waste	Reduction				Total plastic waste disposed to authorized recycler	MT	0	1.81	1.43	0.595								
1	Managemen t	in Hazardou s	All sites total	2021-22	< 5.5 MT of waste	Total e- waste generated	MT	0	0	0	0	5.285	Achieved .						
	waste generatio n	generatio	e totai		generatio n	-	-	-	_	_	_	Total e- waste disposed	МТ	0	0	0	0		
							Total Battery waste generated	МТ	0	0	0	0							
	GRI 306					% of used oil recycled in	%	100%	100 %	100%	100%	100%							

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UNGP Principle 7				Maintenanc e Activity							
				Total Plastics waste generated	MT	0.764	0.39	1.092	1.986		
				Total plastic waste disposed to authorized recycler	MT	0.53	0.60	1.15	1.948		
		2022-23	< 5 MT f waste	Total e- waste generated	MT	0.346	0	0	0	4.582	Achieved
		2022-23	generatio n	Total e- waste disposed	MT	0	0.34 6	0	0		
				Total Battery waste generated	MT	0	0	0	0		
				% of used oil recycled in Maintenanc e Activity	%	100%	100 %	100%	100%	100%	

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					Total Plastics waste generated	MT	1.085	1.45 9	0.605	0		
					Total plastic waste disposed to authorized recycler	МТ	1.085	1.45	0.605	0		
11 SUSTAINABLE CITIES AND COMMUNITIES			2023-24	< 4.582 of waste	Total e- waste generated	MT	0.03	0.24 8	0.087	0.036	3.384	Achieved
13 CLIMATE ACTION			2023-24	generatio n	Total e- waste disposed	MT	0.03	0.24 8	0.087	0		
					Total Battery waste generated	MT	0.002	0.00	5	2		
					% of used oil recycled in Maintenanc e Activity	%	100%	100 %	100%	100%	100%	
			2024-25 (Till- Dec- 2024)	< 4 of waste generatio n	Total Plastics waste generated	MT	0.898	0.95 7	0.47	-	2.4368	In progress

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	Total plastic waste disposed to authorized recycler	0.898	0.95 7	0.47	-		
	Total e- waste MT generated	0.023 5	0.03	0.0293	1		
	Total e- waste MT disposed	0.023 5	0.03	0.0293	-		
E N	Total Battery waste generated	0.026	0.00	0.001	-		
	% of used oil recycled in % Maintenanc e Activity	100%	100 %	100%	-	100%	

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Waste Management: To Reduce total non-Hazardous Waste Generation (in Metric Tonnes) - Minerals Powder - Waste (Spill & Dust Collection)

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses , Offices Location	Financia I Year	Target	Paramete r	UO M	April - June (Q1)	July - Sept (Q2)	October - Decembe r (Q3)	Januar y - March (Q4)	Cumulativ e for The Year	Status
	Waste Management	To Reduce total non- Hazardous		2021-22	<0.2 MT/ MT	Total Minerals Powder - Waste (Spill & Dust Collection)	MT	0.02	0.02	0.019	0.018	0.020	Achieved
1	GRI 306	Waste Generatio n (in Metric Tonnes) - Minerals Powder - Waste	All sites total	2022-23	<0.01 8 MT/ MT	Total Minerals Powder - Waste (Spill & Dust Collection)	MT	0.02	0.02	0.017	0.016	0.018	Achieved
	UNGP Principle 7	(Spill & Dust Collection)		2023-24	<0.01 5 MT/ MT	Total Minerals Powder - Waste (Spill & Dust Collection)	MT	0.02	0.01 6	0.018	0.016	0.018	Not Achieved

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11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE 2024	Total Minerals Powder - Waste (Spill & Dust Collection)	MT 0.00 0.01 9 2	0.011 -	0.011 In progress	S
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Waste Management: To recycle Total Waste in a year

Sr. No.	Materiality Reporting Topic	Indicator s	20 Microns Limited - Plants, Warehouses , Offices Location	Financia I Year	Target	Paramete r	UO M	April - June (Q1)	July - Sept (Q2)	October - Decembe r (Q3)	Januar y - March (Q4)	Cumulativ e for The Year	Status
					< 5.5 MT	Total Plastics waste generated	MT	1.45	1.81	1.43	0.595		
4	Waste Management	To recycle	All sites	2021-22	of waste generatio n	Total plastic waste disposed to authorized recycler	MT	0	1.81	1.43	0.595	5.285	Achieved
1		Total Waste in a year	total		< 5 MT f	Total Plastics waste generated	MT	0.76 4	0.39	1.092	1.986		
	GRI 306			2022-23	waste generatio n	Total plastic waste disposed to authorized recycler	MT	0.53	0.60	1.15	1.948	4.582	Achieved

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		< 4.582 of	Total Plastics waste generated	МТ	1.08	1.45 9	0.605	0		
UNGP Principle 7	2023-24	waste generatio n	Total plastic waste disposed to authorized recycler	МТ	1.08 5	1.45 9	0.605	0	3.384	Achieved .
11 SUSTAINABLE CITIES AND COMMUNITIES			Total Plastics waste generated	MT	0.89	0.95 7	0.47	-		
13 CLIMATE CLIMATE	2024-25 (Till- Dec- 2024)	< 4 of waste generatio n	Total plastic waste disposed to authorized recycler	MT	0.89	0.95 7	0.47	-	2.4368	In progress

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Recycled Materials Reporting: To Increase % of recycled input material out of total materials consumed - Degrade of Materials

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses , Offices Location	Financia I Year	Targe t	Paramete r	UO M	April - June (Q1)	July - Sept (Q2)	October - Decembe r (Q3)	Januar y - March (Q4)	Cumulativ e for The Year	Status	
	Recycled Materials Reporting	To Increase % of		2021-22	100%	Total Degrade Lumps of Stone	%	100 %	100 %	100%	100%	100%	Achieved	
1	GRI 301-2	recycled input material out of total materials consume	recycled input material out of total materials	All sites total	2022-23	100%	Total Degrade Lumps of Stone	%	100 %	100 %	100%	100%	100%	Achieved .
	UNGP Principle 13	Degrade of Materials		2023-24	100%	Total Degrade Lumps of Stone	%	100 %	100 %	100%	100%	100%	Achieved .	

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	12 RESPONSIBLE CONSUMPTION AND PRODUCTION		2024-25 (Till- Dec- 2024)	100%	Total Degrade Lumps of Stone	%	100 %	100 %	100%	-	100%	In progress
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Emissions – Total Scope 1 – All Manufacturing Plants, Warehouses & Offices

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
	Emissions -					Total Production	MT	170593.86	
	Scope 1 Emission		All Manufacturing Plants, Warehouses & Offices	2021-22	< 0.5 MT/ MT	Total Scope-1 CO2e Emissions	MT	7962.77	Achieved.
1	GRI 305 UNGP Principle 7					Specific Total Scope 1 CO2e	MT/ MT	0.047	
					< 0.0443 (Reduce by 5%)	Total Production	MT	180583.91	
						Total Scope-1 CO2e Emissions	MT	10187.32	
						Specific Total Scope 1 CO2e	MT/ MT	0.056	
				2023-24	< 0.0443 (Revised	Total Production	МТ	287859	Achieved.

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			- Continue)	Total Scope-1 CO2e Emissions	MT	11742.64	
				Specific Total Scope 1 CO2e	MT/ MT	0.041	
13 ACTEN				Total Production	MT	245478	
		2024-25 (Till- Dec- 2024)	< 0.0388 (Reduce by 5%)	Total Scope-1 CO2e Emissions	MT	9013.05	In progress
				Specific Total Scope 1 CO2e	MT/ MT	0.037	

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Emission: Scope 1 – GHG (CO2 equivalent) - All manufacturing site

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Year	Total CO2e	Total Quantity Manufactured	Specific CO2 equivalent MT Of CO2 e / MT of material manufactur ed	Target	Status	
	Emissions - Scope 1 emission			2021-22	7933.405	170594	0.047	< 0.050 MT/MT (Reduce by 15 %)	Achieved.	
1	GRI 305 UNGP Principle 7	SP Scope 1 GHG manufacturi Emission site	Scope 1 GHG r	manufacturing	2022-23	10161.32	180584	0.056	Maintain < 0.046 MT/MT	Not Achieved.
	13 ACTION		site	2023-24	11742.64	287859.204	0.041	0.00520 (Reduce by 7 %)	Achieved.	
				2024-25 (Till- Dec-2024)	9008.03	245478.209	0.037	0.0038 (Reduce by 7 %)	In progress	

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Emission: Scope 1 – GHG (CO2 equivalent) - All warehouse locations

	Emissions - Scope 1 emission			Year	Total CO2e	Total Quantity Manufactured	Specific CO2 equivalent MT Of CO2 e / MT of material manufactured	Target	Status
	GRI 305 UNGP Principle 7			2021-22	29.363	286835	0.000102	< 0.00012 MT/MT (Reduce by 15 %)	Achieved.
2	13 CLMATE ACTION	Emission	All Warehouse	2022-23	26.004	281764	0.000092	< 0.00010 MT/MT (Reduce by 9 %)	Achieved.
				2023-24	7.02	287859	0.000025	< 0.000085 MT/MT (reduce by 7 %)	Achieved.
				2024-25 (Till- Dec-2024)	5.02	245478	0.0000204	< 0.000022 MT/MT (reduce by 5 %)	In progress

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Emissions – Total Scope 2 – All Manufacturing Plants, Warehouses & Offices

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
	Emissions - Scope 2 Emission					Total Production	MT	170593.86	Achieved. Not Achieved.
			All Manufacturing Plants, Warehouses & Offices	2021-22	< 0.18 MT/ MT	Total Scope-2 CO2e Emissions	MT	27084.45	
1	GRI 305 UNGP Principle 7					Specific Total Scope 2 CO2e	MT/ MT	0.159	
					< 0.1508 (Reduce by 5%)	Total Production	MT	180583.91	
						Total Scope-2 CO2e Emissions	MT	30323.16	
						Specific Total Scope 2 CO2e	MT/ MT	0.168	
				2023-24	< 0.1508 (Revised	Total Production	МТ	287859	Achieved.

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			- Continue)	Total Scope-2 CO2e Emissions	MT	23804.08	
				Specific Total Scope 2 CO2e	MT/ MT	0.083	
13 CAMATE ACTION				Total Production	MT	245478	
		2024-25 (Till- Dec- 2024)	< 0.0786 (Reduce by 5%)	Total Scope-2 CO2e Emissions	MT	22389.42	In progress
				Specific Total Scope 2 CO2e	MT/ MT	0.091	

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Emission: Scope 2 – GHG (CO2 equivalent) - All manufacturing locations

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status				
	Emissions -				0.450	Total Production	MT	170593.86					
	Scope 2 emission			2021-22	< 0.159 MT/ MT (Reduce by 5 %)	Total absolute CO2e (Purchased electricity)	MT	26966.00	Achieved.				
			All manufacturing site							Specific Scope 2 CO2e	MT/ MT	0.16	
1		Reduction Scope 2 GHG				Total Production	MT	180583.91					
	GRI 305 UNGP Principle 7	Emission		2022-23	< 0.170 MT / MT (Revised)	Total absolute CO2e (Purchased electricity)	MT	30203.00	Achieved.				
						Specific Scope 2 CO2e	MT/ MT	0.17					
				2023-24	< 0.163 MT/MT	Total Production	MT	287859	Achieved.				

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		(Reduce by 2.5 %)	Total absolute CO2e (Purchased electricity)	MT	23739.38	
			Specific Scope 2 CO2e	MT/ MT	0.08	
13 ACTION			Total Production	MT	245478	
	2024-25 (Till- Dec- 2024)		Total absolute CO2e (Purchased electricity)	MT	22336.23	In progress
			Specific Scope 2 CO2e	MT/ MT	0.09	

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Emission: Scope 2 – GHG (CO2 equivalent) - All warehouses locations

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
	Emissions					Total Dispatch	МТ	286835.00	
	Emissions - Scope 2 emission			2021-22	0.00034(Reduced by 5 %)	Total absolute CO2e (Purchased electricity)	MT	93.74	Achieved.
		Reduction	All Warehouses			Specific Scope 2 CO2e	MT/ MT	0.00033	
1	001005	Scope 2 GHG Emission	Locations			Total Dispatch	MT	281764.00	
	GRI 305 UNGP Principle 7			2022-23	0.00032(Reduce by 3 %)	Total absolute CO2e (Purchased electricity)	MT	95.00	Not Achieved.
						Specific Scope 2 CO2e	MT/ MT	0.000340	

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		, <u> </u>		•				
					Total Dispatch	MT	287859	
			2023-24	0.00032(reduceby 5.5 %)	Total absolute CO2e (Purchased electricity)	MT	50.30	Not Achieved.
	13 CLIMATE ACTION				Specific Scope 2 CO2e	MT/ MT	0.00052	
					Total Dispatch	MT	245478	
			2024-25 (Till- Dec-2024)	0.00032(reduceby 5.5 %)	Total absolute CO2e (Purchased electricity)	MT	40.28	In Progess
					Specific Scope 2 CO2e	MT/ MT	0.00016	

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Emission: Scope 2 – GHG (CO2 equivalent) - All offices location

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status					
						Total Dispatch	MT	286835.00						
	Emissions - Scope 2 emission			2021-22	2021-22 0.00 (Red	2021-22 0.00006 (Reduced by 5 %)	Total absolute CO2e (Purchased electricity)	MT	18.60	Achieved.				
			GHG All offices								Specific Scope 2 CO2e	MT/ MT	0.00006	
1	GRI 305	Reduction Scope 2 GHG Emission				Total Dispatch	MT	281764.00						
	UNGP Principle 7	EIIIISSIOII		2022-23	2022-23	0.00006 (Reduce by 5 %)	Total absolute CO2e (Purchased electricity)	MT 15.80	15.80	Achieved.				
							Specific Scope 2 CO2e	MT/ MT	0.00006					
				2023-24	< 0.00005	Total Dispatch	MT	287859	Achieved.					

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	,	,		(reduce by 5 %)	Total absolute CO2e (Purchased electricity) Specific Scope 2	MT/	14.40 0.00005	
13 CLIMATE ACTION					CO2e Total Dispatch	MT MT	245478	
			2024-25 (Till- Dec-2024)	0.00005(reduceby 5 %)	Total absolute CO2e (Purchased electricity)	MT	12.91	In Progress
					Specific Scope 2 CO2e	MT/ MT	0.00005	

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Emissions – Total Scope 3 – All Manufacturing Plants, Warehouses & Offices

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
Scope 3	Emissions -		2021-22 < 0.14 MT/ MT Total Scope-CO2e Emiss Specific Total Scope 3 CO2 All Manufacturing Plants, Warehouses & Offices 2022-23			Total Production	MT	170593.86	
	Scope 3 Emission			Total Scope-3 CO2e Emissions	MT	23940.52	Achieved.		
	Total Scope 3 GHG Warehouses &	Total Scope 3 GHG				Specific Total Scope 3 CO2e	MT/ MT	0.140	
				2022-23 (R	(Reduce	Total Production	MT	180583.91	Not Achieved.
						Total Scope-3 CO2e Emissions	MT	20859.62	
						Specific Total Scope 3 CO2e	MT/ MT	0.116	
		2023-24	< 1 (Revised	Total Production	MT	287859	Achieved. (All Scope 3 Data		

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		, <u> </u>			- Continue)	Total Scope-3 CO2e Emissions	MT	303689.41	has addressed)
						Specific Total Scope 3 CO2e	MT/ MT	1.055	
	13 CAMATE ACTION					Total Production	MT	245478	
		2024-25 (Till- Dec- 2024)	< 1 (Reduce by 5%)	Total Scope-3 CO2e Emissions	MT	309723.4237	In progress (All Scope 3 Data has addressed)		
						Specific Total Scope 3 CO2e	MT/ MT	1.262	addressed)

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Emissions – Total Scope 3 Upstream – All Manufacturing Plants, Warehouses & Offices

			<u> </u>						
Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	МОМ	Values	Status
1	Emissions -					Total Production	MT	170593.86	
	Scope 3 Upstream Emission			2021-22	 < 0.65 MT/ MT Total Scope-3 Upstream CO2e Emissions 	MT	10577.18	Achieved.	
	GRI 305 UNGP Principle 7	Total Scope 3 Plants, Upstream GHG Warehouse	All Manufacturing Plants, Warehouses & Offices			Specific Total Scope 3 Upstream CO2e	MT/ MT	0.062	
				2022-23	< 0.589 (Reduce by 5%)	Total Production	MT	180583.91	Achieved.
						Total Scope-3 Upstream CO2e Emissions	MT	7433.00	
						Specific Total Scope 3 Upstream CO2e	MT/ MT	0.041	
				2023-24	< 1 Revised - Continue)	Total Production	MT	287859	Achieved. (All Scope 3 Upstream

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	,	3			Total Scope-3 Upstream CO2e Emissions	MT	239635.33	Data has addressed)
40.000					Specific Total Scope 3 Upstream CO2e	MT/ MT	0.832	
13 CAMATE ACTION					Total Production	MT	245478	In progress
			2024-25 (Till- Dec- 2024)	< 0.7909 (Reduce by 5%)	Total Scope-3 Upstream CO2e Emissions	МТ	235918.64	(All Scope 3 Upstream Data has
			·		Specific Total Scope 3 Upstream CO2e	MT/ MT	0.961	addressed)

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Emissions – Total Scope 3 Downstream – All Manufacturing Plants, Warehouses & Offices

	nesione Total Coope o Downstream Am manaratating Flante,		, 114101104000 & 0111000						
Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
	Emissions - Scope 3 Downstream Emission			2021-22		Total Production	MT	170593.86	Achieved.
			All Manufacturing Plants, Warehouses & Offices		< 0.75 MT/ MT	Total Scope-3 Downstream CO2e Emissions	MT	12458.03	
	GRI 305 UNGP Principle 7	Reduction Total Scope 3				Specific Total Scope 3 Downstream CO2e			
1		Downstream GHG War			Total Production	MT	180583.91		
				2022-23	< 0.694 (Reduce by 5%)	Total Scope-3 Downstream CO2e Emissions	MT	12571.00	Achieved.
					· · · · · · · · · · · · · · · · · · ·	Specific Total Scope 3 Downstream CO2e	MT/ MT	0.070	

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							MT	287859	
	13 CLIMATE ACTION				< 0.25 Revised - Continue)	Total Scope-3 Downstream CO2e Emissions	МТ	63257.28	Achieved. (All Scope 3 Downstream Data has addressed)
						Specific Total Scope 3 Downstream CO2e	MT/ MT	0.220	
				2024-25 (Till- Dec- 2024)		Total Production	MT	245478	
					< 0.298 (Reduce by 5%)	Total Scope-3 Downstream CO2e Emissions	МТ	73186.37	In progress (All Scope 3 Downstream Data has
					· ,	Specific Total Scope 3 Downstream CO2e	MT/ MT	0.298	addressed)

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Emissions - Scope 3 emission (Downstream - Domestic sales)

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
	Emissions - Scope 3 emission			2021-22	< 0.02950 MT / MT (reduce	Total Domestic Sales	MT	347432.00	
	(Downstream - Domestic sales)					Total eq. CO2 - Domestic Sale in MT	MT	9882.00	Achieved.
	GRI 305 UNGP Principle 7	Reduction Scope 3 GHG Emission (Downstream - Domestic sales)			by 2.5 %)	MT Specific Scope 3 MT/ CO2e MT 0.03			
1			All manufacturing site			Total Domestic Sales	MT	332952.00	
				2022-23	0.03250 MT/MT (Revised)	Domestic Sale in MT 10429.00	10429.00	Achieved.	
							0.03		
				2023-24	0.03050 MT /MT	Total Domestic Sales	МТ	577098.54	Achieved.

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		, 0,		(Reduce by 2.6 %)	Total eq. CO2 - Domestic Sale in MT	MT	60929.19	
					Specific Scope 3 CO2e	MT/ MT	0.11	
	13 CAME			0.10 MT	Total Domestic Sales	MT	740594.534	
			2024-25 (Till- Dec-2024)	/MT (Reduce by 1%)	Total eq. CO2 - Domestic Sale in MT	MT	71535.70618	In progress
				(Revised)	Specific Scope 3 CO2e	MT/ MT	0.097	

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Emissions - Scope 3 emission (Upstream - Domestic Purchase)

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
	Emissions - Scope 3 emission (Upstream - Domestic Purchase)				<	Total Domestic Purchase	MT	458073.00	
		2021-22	0.00775 MT / MT (reduce	Total eq. CO2 - Domestic Purchase in MT	MT	3461.43	Achieved.		
	GRI 305 UNGP Principle 7	Reduction Scope 3 GHG Emission (Upstream - Domestic Purchase)	All manufacturing site		by 2.5 %)	Specific Scope 3 CO2e	MT/ MT	3461.43 0.008 458699.00	
1						Total Domestic Purchase	MT	458699.00	
				2022-23 0.00810 MT/MT (Revised) Total eq. CO2 - Domestic Purchase in MT Specific Scope 3 CO2e	MT/MT	Domestic Purchase	MT	3706.00	Achieved.
					MT/ MT	0.0081			
				2023-24	0.0075 MT /MT	Total Domestic Purchase	MT	2116773.57	Achieved.

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	,		(Reduce by 7 %)	Total eq. CO2 - Domestic Purchase in MT	MT	51077.87	
				Specific Scope 3 CO2e	MT/ MT	0.02	
13 CAMATE ACTION			0.0075	Total Domestic Purchase	MT	1510360.65	
		2024-25 (Till- Dec-2024)	0.0075 MT /MT (Reduce by 7 %)	Total eq. CO2 - Domestic Purchase in MT	MT	42611.74	In progress
			Бу 7 76)	Specific Scope 3 CO2e	MT/ MT	0.03	

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Emissions - Scope 3 emission (Downstream - Export sales)

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
	Emissions - Scope 3	Scope 3				Total Export Sales	МТ	20743.00	
	emission (Downstream - Export sales)	2	2021-22	< 0.126 MT / MT (reduce by 3 %)	Total eq. CO2 - Export Sale in MT	MT	2576.03	Achieved.	
		Badustian Coope			Specific Scope 3 CO2e		MT/ MT	0.12	
1	GRI 305	Reduction Scope 3 GHG Emission (Downstream -			Total Export Sales MT < 0.1275 MT/MT(Revised) Total eq. CO2 - Export Sale in MT	MT	16856.00		
	UNGP Principle 7	export sales)		2022-23			MT	2142.00	Achieved.
						Specific Scope 3 CO2e	MT/ MT	0.13	
				2023-24	< 0.1250 MT /MT (Reduce by 1.5 %)	Total Export Sales	MT	29685.92	Achieved.

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				Total eq. CO2 - Export Sale in MT	МТ	2328.09	
				Specific Scope 3 CO2e	MT/ MT	0.08	
13 CAMATE ACTION				Total Export Sales	MT	23385.92	
		2024-25 (Till- Dec-2024)	< 0.07 MT /MT (Reduce by 1.5 %)	Total eq. CO2 - Export Sale in MT	MT	1650.67	In progress
			,	Specific Scope 3 CO2e	MT/ MT	0.07	

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Emissions - Scope 3 emission (Upstream - Import purchase)

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status	
	Emissions - Scope 3 emission		Cinicos Ecodicin			Total Import Purchase	MT	70884.00		
	(Upstream - Import purchase)			2021-22	< 0.126 MT / MT (reduce by 3 %)	Total eq. CO2 - Import Purchase in MT	MT	7115.75	Achieved.	
				Dy 0 707	Specific Scope 3 CO2e	MT/ MT	0.10			
1	GRI 305	Reduction Scope 3 GHG Emission (Upstream -	All manufacturing site				Total Import Purchase	MT	29341.00	
	UNGP Principle 7	I IMPORT DITCHASEL		2022-23	< 0.1275 MT/MT (Revised)	Total eq. CO2 - Import Purchase in MT	MT	3727.00	Achieved.	
						Specific Scope 3 CO2e	MT/ MT	0.13		
				2023-24	< 0.1250 MT /MT	Total Import Purchase	MT	3018795.62	Achieved.	

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	,	, 		(Reduce by 1.5 %)	Total eq. CO2 - Import Purchase in MT	MT	188557.46	
					Specific Scope 3 CO2e	MT/ MT	0.062	
13 CAMATE ACTION				0.000	Total Import Purchase	MT	3143954.77	
			2024-25 (Till- Dec-2024)	< 0.062 MT /MT (Reduce by 1.5%)	Total eq. CO2 - Import Purchase in MT	MT	193306.9011	In progress
				by 1.5%)	Specific Scope 3 CO2e	MT/ MT	0.061	

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Emissions - Total Scope 3 Employee commute - Company Employee Facility Used - Bus, Bike, Rail and Cars - All Manufacturing Plants, Warehouses & Offices 20 Microns Materiality Limited - Plants. Financial Sr. No. **Indicators Target Parameter UOM** Values Status **Reporting Topic** Year Warehouses, Offices Location **Total Production** MT 170593.86 **Emissions -**Scope 3 Employee Total Scope-3 Commute < 0.005 2021-22 **Employee Commute** MT 894.20 Achieved. MT/ MT CO2e Emissions Reduction Specific Total Scope MT/ Total Scope 3 3 Employee 0.005 MΤ GHG Commute CO2e **Emission** -All Manufacturing **Employee** Plants, **Total Production** ΜT 180583.91 1 Commute -Warehouses & **GRI 305** Company Offices **UNGP Principle 7** < 0.005 Total Scope-3 **Employee Facility Employee Commute** 2022-23 Reduce MT 844.52 Achieved. Used - Bus, Bike, CO2e Emissions by 5%) Rail and Cars Specific Total Scope MT/ 3 Employee 0.005 ΜT Commute CO2e 2023-24 < 0.0045 **Total Production** MΤ 287859 Achieved.

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 	, =,		,				
				Total Scope-3 Employee Commute CO2e Emissions	MT	787.30	
				Specific Total Scope 3 Employee Commute CO2e	MT/ MT	0.003	
13 CLIMATE ACTION				Total Production	MT	245478	
		2024-25 (Till- Dec- 2024)	< 0.0028	Total Scope-3 Employee Commute CO2e Emissions	MT	611.86	In progress
				Specific Total Scope 3 Employee Commute CO2e	MT/ MT	0.002	

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Emissions – Total Scope 3 Waste Disposal – All Manufacturing Plants, Warehouses & Offices

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
	Emissions -					Total Production	MT	170593.86	
	Scope 3 Waste Disposal		All Manufacturing Plants, Warehouses & Offices	2021-22	< 0.03 In MT	Total Scope-3 Waste Disposal CO2e Emissions	MT	0.03	Achieved.
		Reduction Total Scope 3		2022-23	< 0.03 In MT	Total Production	MT	180583.91	Achieved.
	GRI 305 UNGP Principle 7					Total Scope-3 Waste Disposal CO2e Emissions	MT	0.03	
1		GHG Emission - Waste		2023-24	In IVI I	Total Production	MT	287859	
	13 CLIMATE ACTION	Disposal				Total Scope-3 Waste Disposal CO2e Emissions	МТ	0.02	Achieved.
				2024-25 (Till- Dec- 2024)		Total Production	MT	245478	
					< 0.02 In MT	Total Scope-3 Waste Disposal CO2e Emissions	MT	0.02	Achieved.

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Emissions – Total Scope 3 Water Supply – All Manufacturing Plants, Warehouses & Offices

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
						Total Production	MT	170593.86	
	Emissions - Scope 3 Water Supply			2021-22	< 12 MT	Total Scope-3 CO2e Emissions - Water Supply	MT	11.07	Achieved.
		-				Total Production	MT	180583.91	
1	GRI 305 UNGP Principle 7	Reduction Total Scope 3 GHG Emission - Water	All Manufacturing Plants, Warehouses &	Plants, Phouses &	< 11 MT	Total Scope-3 CO2e Emissions - Water Supply	MT	11.06	Achieved.
		Supply	Offices	2023-24		Total Production	MT	287859	
	13 CLIMATE				< 10 MT	Total Scope-3 CO2e Emissions - Water Supply	MT	9.48	Achieved.
				2024-25 (Till- Dec- 2024)		Total Production	MT	245478	
					< 09 In MT	Total Scope-3 CO2e Emissions - Water Supply	MT	6.54	Achieved.

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Biodiversity: BD-01 Land dedicated to biodiversity conservation (sq. meter)

			•					
Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Biodiversity		2021-22	Dedicated biodiversity conversation area	NA	Total Land dedicated to biodiversity conservation (sq. meter)	NA	NA
4	GRI 304-2 UNGP Principal 23	Land dedicated to	2022-23	Dedicated biodiversity conversation area	NA	Total Land dedicated to biodiversity conservation (sq. meter)	NA	NA
conser	biodiversity conservation (sq. meter)	2023-24	Dedicated biodiversity conversation area	>100000 Sq. Meter	Total Land dedicated to biodiversity conservation (sq. meter)	143340.10	Achieved.	
			2024-25 (till Dec-2024)	Dedicated biodiversity conversation area	>100000 Sq. Meter	Total Land dedicated to biodiversity conservation (sq. meter)	143340.10	Achieved.

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Diadiyarait	·		r, Human rights,	Business Ethics, nea	aith & Safe	ty, Sustair	iable Proc	urement		
Biodiversity	y: BD-02 Number o	of Tree plantation			FY					
		Indicators		20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021- 22	FY 2022- 23	FY 2023- 24	FY 2024-25 (Till Dec'24)		
Sr. No.	Materiality Reporting Topic		Target	Target	Increase by 10 % from base level of 392	Increase by 10 % from base level of 437	Increase by 15 % from base level of 491	Increase by 40 % from base level of 1000	Total Trees till date	
				Actual	11.48	13.78	32.65	50.3		
				Status	Achieved.	Achieved.	Achieved.	Achieved.	Achieved.	
	Die Personite			Alwar - 1077	48	68	64	170.0	350.0	
	Bio-diversity			Bhuj 1005 & 1068	150	250	300	700.0	1400.0	
	001 004			Tirunelveli - 1071	48	21	58	127.0	254.0	
1	GRI - 304	Number of Tree plantation	Ensure 100 %	Hosur 1016 & 1065	10	10	20	40.0	80.0	
	UNGP Principle 7		coverage	Udaipur - 1030	125	89	95	309.0	618.0	
				Haldwani - 1015	10	12	15	37.0	74.0	
				Makrana - 1066	0	_	_	_	0.0	

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			Nagor - 1086	0	-	-	-	0.0
3 GOOD HEALTH	3 GOOD HEALTH		Parbatsar - 1023	0	-	-	-	0.0
	<i>-</i> ₩•		All 20 Microns Limited - Warehouses	21	26	35	82.0	164.0
15 or			All 20 Microns Limited - Offices	25	25	32	82.0	164.0
			Total All Sites (Plant + Warehouses + Offices)	437	501	619	1547	3104

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Biodiversity: BD-03 % of total workforce received training on Biodiversity conservation

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	% of total workforce received training on Biodiversity conservation	FY 2022-23 % of total workforce received training on Biodiversity conservation	FY 2023-24 % of total workforce received training on Biodiversity conservation	FY 2024-25 (till Dec- 2024) % of total workforce received training on Biodiversity conservation	Status (till Dec- 24)
				Alwar - 1077	0%	0%	0%	100%	Achieved.
	Biodiversity			Bhuj 1005 & 1068	0%	0%	0%	100%	Achieved.
				Tirunelveli - 1071	0%	0%	0%	100%	Achieved.
	GRI 304-2			Hosur 1016 & 1065	0%	0%	0%	100%	Achieved.
		% of total workforce		Udaipur - 1030	0%	0%	0%	100%	Achieved.
				Haldwani - 1015	0%	0%	0%	100%	Achieved.
	UNGP Principle 23			Nagor - 1086	0%	0%	0%	100%	Achieved.
1	UNGF Filliciple 23	received	100%	Parbatsar - 1023	0%	0%	0%	100%	Achieved.
		training on Biodiversity conservation	10070	All 20 Microns Limited - Warehouses	0%	0%	0%	100%	Achieved.
	15 CFF ON LAND			All 20 Microns Limited - Offices	0%	0%	0%	NA	Achieved.
	<u></u>			Total All Sites (Plant + Warehouses + Offices)	0%	0%	0%	100%	Achieved.

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Biodiversity:BD-04 % of total department covered in Internal risk assessment Biodiversity

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22 % of total department covered in Internal risk assessment Biodiversity	FY 2022-23 % of total department covered in Internal risk assessment Biodiversity	FY 2023-24 % of total department covered in Internal risk assessment Biodiversity	FY 2024-25 (till Dec- 2024) % of total department covered in Internal risk assessment Biodiversity	Status (till Dec- 24)
	Bio Diversity			Alwar - 1077 Bhuj 1005 & 1068	0	0	0	100%	Achieved. Achieved.
				Tirunelveli - 1071	0	0	0	100%	Achieved.
	GRI 304-2			Hosur 1016 & 1065	0	0	0	100%	Achieved.
		% of total department		Udaipur - 1030	0	0	0	100%	Achieved.
				Haldwani - 1015	0	0	0	100%	Achieved.
1	UNGP Principle 23	covered in	100%	Nagor - 1086	0	0	0	100%	Achieved.
		Internal risk assessment		Parbatsar - 1023	0	0	0	100%	Achieved.
	15 UFF.	Biodiversity		All 20 Microns Limited - Warehouses	0	0	0	100%	Achieved.
	15 entand			All 20 Microns Limited - Offices	0	0	0	100%	Achieved.
				Total All Sites (Plant + Warehouses)	0	0	0	100%	Achieved.

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Biodiversity: BD-05 Awareness sessions conducted on Biodiversity conservation

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22 Number of Awareness sessions conducted on Biodiversity conservation	FY 2022-23 Number of Awareness sessions conducted on Biodiversity conservation	FY 2023-24 Number of Awareness sessions conducted on Biodiversity conservation	FY 2024-25 (till Dec- 2024) Number of Awareness sessions conducted on Biodiversity conservation	Status (till Dec- 24)
				Alwar - 1077	0	0	0	1	Achieved.
_	Biodiversity		Minimum	Bhuj 1005 & 1068	0	0	0	1	Achieved.
				Tirunelveli - 1071	0	0	0	1	Achieved.
	GRI 304-2	Number of Awareness		Hosur 1016 & 1065	0	0	0	1	Achieved.
				Udaipur - 1030	0	0	0	1	Achieved.
				Haldwani - 1015	0	0	0	1	Achieved.
1	UNGP Principle 23	sessions conducted on	01/ Year all	Nagor - 1086	0	0	0	1	Achieved.
	Ortor Timorpic 20	Biodiversity conservation	Locations	Parbatsar - 1023	0	0	0	1	Achieved.
	1C III			All 20 Microns Limited - Warehouses	0	0	0	1	Achieved.
	15 ON LAND			All 20 Microns Limited - Offices	NA	NA	NA	1	Achieved.
				Total All Sites (Plants + Warehouses)	0	0	0	1	Achieved.

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Biodiversity:BD-06 To Reduce Number of complaints received on Biodiversity issues

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22 Number of complaints received on Biodiversity issues	FY 2022-23 Number of complaints received on Biodiversity issues	FY 2023-24 Number of complaints received on Biodiversity issues	FY 2024-25 (till Dec- 2024) Number of complaints received on Biodiversity issues	Status (till Dec- 24)
				Alwar - 1077	0	0	0	0	Achieved.
	Biodiversity			Bhuj 1005 & 1068	0	0	0	0	Achieved.
	•			Tirunelveli - 1071	0	0	0	0	Achieved.
			Ensure Zero Number of complaints received on	Hosur 1016 & 1065	0	0	0	0	Achieved.
	GRI 304-2	To Reduce Number of complaints received on		Udaipur - 1030	0	0	0	0	Achieved.
				Haldwani - 1015	0	0	0	0	Achieved.
				Nagor - 1086	0	0	0	0	Achieved.
1	UNGP Principle 23			Parbatsar - 1023	0	0	0	0	Achieved.
	15 IFF ONLIND	Biodiversity issues	Biodiversity issues	All 20 Microns Limited - Warehouses	0	0	0	0	Achieved.
				All 20 Microns Limited - Offices	NA	NA	NA	0	Achieved.
				Total All Sites (Plant + Warehouses)	0	0	0	0	Achieved.

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Environmental Service and Advocacy: ESA:01 Number of environmental service programs implemented by the company

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22 Number of environmental service programs implemented by the company	FY 2022-23 Number of environmental service programs implemented by the company	Number of environmental service programs implemented by the company	FY 2024-25 (till Dec-2024) Number of environmental service programs implemented by the company	Status (till Dec- 24)
	Environmental Service and	Number of environmental service	Min 01/	Alwar - 1077 Bhuj 1005 & 1068	1	1	1	1	Achieved. Achieved.
	Advocacy			Tirunelveli - 1071	1	1	1	1	Achieved.
				Hosur 1016 & 1065	1	1	1	1	Achieved.
	GRI 413-1			Udaipur - 1030	1	1	1	1	Achieved.
				Haldwani - 1015	1	1	1	1	Achieved.
1	UNGP Principle 18	programs implemented	Year Each	Nagor - 1086	1	1	1	1	Achieved.
	<u> </u>	by the	Location	Parbatsar - 1023	1	1	1	1	Achieved.
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	company		All 20 Microns Limited - Warehouses	1	1	1	1	Achieved.
	13 ACHEN			All 20 Microns Limited - Offices	1	1	1	1	Achieved.
				Total All Sites (Plant + Warehouses)	10	10	10	10	Achieved.

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Environmental Service and Advocacy ESA:02 Number of workshops/training sessions held to educate consumers on sustainability

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Environmental Service and Advocacy GRI 413-1 UNGP Vorkshops/training sessions held to	2021-22	All	01/ Year	Number of workshops/training sessions held to educate consumers on sustainability	1	NA	
1		workshops/training	2022-23	All	01/ Year	Number of workshops/training sessions held to educate consumers on sustainability	1	NA
•	4 QUALITY EDUCATION		2023-24	All	01/ Year	Number of workshops/training sessions held to educate consumers on sustainability	1.00	NA
	12 RESPONSIRE DOMESTICAL CONSUMPTION AND PRODUCTION		2024-25 (till Dec-2024)	All	01/ Year	Number of workshops/training sessions held to educate consumers on sustainability	1.00	Achieved.

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Environmental Service and Advocacy ESA: 03 % of participants in environmental education programs who reported an increase in their understanding of sustainable practices

Sr. No.	Materiality Reporting Topic	Indicators	Financi al Year	Target	Target 20 Microns Limited - Plants, Warehouses, Offices Location		Status
				France 400/ of	Total Number of participants in environmental education programs	12	
S	Environmental Service and Advocacy	% of participants in environmental education programs who reported an increase in their understanding of sustainable practices	2021-22	Ensure 10% of participants in environmental education programs.	Total numbers of participants in environmental education programs who reported an increase in their understanding of sustainable practices	2	Achieved .
	Auvocacy				% of participants in environmental education programs who reported an increase in their understanding of sustainable practices	17%	
			2022-23	Ensure 15% of participants in environmental education	Total Number of participants in environmental education programs	12	
1	GRI 413-1 UNGP Principal 18				Total numbers of participants in environmental education programs who reported an increase in their understanding of sustainable practices	3	Achieved .
	ONGF FIIICIPAL 10			programs.	% of participants in environmental education programs who reported an increase in their understanding of sustainable practices	25%	
	4 QUALITY EQUICATION			Ensure 25% of participants in	Total Number of participants in environmental education programs	17	
	EQUATION 1		2023-24	environmental education programs.	Total numbers of participants in environmental education programs who reported an increase in their understanding of sustainable practices	6	Achieved .

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12 RESPONSIBLE DOBISHINFORM AND PRODUCTION			% of participants in environmental education programs who reported an increase in their understanding of sustainable practices	35%	
			Total Number of participants in environmental education programs	20	
	2024-25 (till Dec-	Ensure 40% of participants in environmental education	Total numbers of participants in environmental education programs who reported an increase in their understanding of sustainable practices	8	Achieved .
	2024)	programs.	% of participants in environmental education programs who reported an increase in their understanding of sustainable practices	40%	

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Environmental Service and Advocacy: ESA:04 % of customers who adopted environmentally friendly practices after attending workshops or seminars

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status	
				Ensure 10% of customers who	Total Number of participants in attending workshops or seminars	12		
	Environmental Service and		2021-22	adopted environmentally friendly	Total numbers of customers who adopted environmentally friendly practices after attending workshops or seminars	2	Achieved.	
	Advocacy	% of customers who adopted environmentally friendly practices after attending workshops or seminars		practices after attending workshops or seminars	% of customers who adopted environmentally friendly practices after attending workshops or seminars	17%		
	GRI 413-1 UNGP Principle 18		2022-23	Ensure 15% of customers who	Total Number of participants in attending workshops or seminars	12		
1				adopted environmentally friendly	Total numbers of customers who adopted environmentally friendly practices after attending workshops or seminars	3	Achieved.	
				practices after attending workshops or seminars	% of customers who adopted environmentally friendly practices after attending workshops or seminars	25%		
	4 QUALITY EDUCATION		2023-24	Ensure 25% of	Total Number of participants in attending workshops or seminars	17		
	12 REPORTED AND PRODUCTION			customers who adopted environmentally	Total numbers of customers who adopted environmentally friendly practices after attending workshops or seminars	6	Achieved.	
	A SHIP PRODUCTION			friendly practices after attending	% of customers who adopted environmentally friendly practices after attending workshops or seminars	35%		

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<u> </u>		,		
	workshops or seminars			
	Ensure 40% of customers who	Total Number of participants in attending workshops or seminars	20	
2024-25 (till Dec-2024)	adopted environmentally friendly	Total numbers of customers who adopted environmentally friendly practices after attending workshops or seminars	8	Achieved.
Dec-2024)	practices after attending workshops or seminars	% of customers who adopted environmentally friendly practices after attending workshops or seminars	40%	

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Environmental Service and Advocacy: SEA: 05 Number of digital campaigns, articles, or webinars conducted to spread environmental awareness

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status					
	Environmental Service and Advocacy	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness	2021-22	All	02/ Year	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness - Online webinar	2	Achieved.					
	GRI 413-1 UNGP Principle 18		digital campaigns, articles, or webinars conducted to spread environmental	digital campaigns,	digital campaigns,	digital campaigns,	digital campaigns,	2022-23	All	02/ Year	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness - Online webinar	2	Achieved.
1	12 RISPONSIRE CONSUMPTION AND PRODUCTION 13 GENATE 13 ACIDO			2023-24	All	02/ Year	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness - Online webinar	2	Achieved.				
	ACTON ACTON		2024-25 (till Dec-2024)	All	02/ Year	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness - Online webinar	2	Achieved.					

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Environmental Service and Advocacy ESA: 06 Number of environmental training sessions conducted for customers, suppliers, and stakeholders

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status	
	Environmental Service and Advocacy	Number of environmental training sessions	2021-22	All	02/ Year	Number of environmental training sessions conducted for customers, suppliers, and stakeholders 1. Customer - 01 nos. 2. Supplier - 01 Nos.	2	Achieved.	
	UNGP environmenta		2022-23	All	02/ Year	Number of environmental training sessions conducted for customers, suppliers, and stakeholders 1. Customer - 01 nos. 2. Supplier - 01 Nos.	2	Achieved.	
1	12 RESPONSIBLE CONSUMPRING AND PRODUCTION COO 13 CENARE ACTEN	conducted for customers, suppliers, and stakeholders	customers, suppliers, and	2023-24	All	02/ Year	Number of environmental training sessions conducted for customers, suppliers, and stakeholders 1. Customer - 01 nos. 2. Supplier - 01 Nos.	2	Achieved.
						2024-25 (till Dec-2024)	All	02/ Year	Number of environmental training sessions conducted for customers, suppliers, and stakeholders 1. Customer - 01 nos. 2. Supplier - 01 Nos.

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External stakeholders: ES-01 Number of external human rights-related grievances received and resolved

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	Januar y - March (Q4)	Cumulativ e for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved .
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved .
					Tirunelveli - 1071	0	0	0	0	0	Achieved .
	External stakeholders	Number of external human rights- related grievances received	Ensure Zero Number of external human rights-	2021-22	Hosur 1016 & 1065	0	0	0	0	0	Achieved .
					Udaipur - 1030	0	0	0	0	0	Achieved .
4					Haldwani - 1015	0	0	0	0	0	Achieved .
'					Nagor - 1086	0	0	0	0	0	Achieved .
		and resolved	related grievances		Parbatsar - 1023	0	0	0	0	0	Achieved .
		resolved			All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved .
					Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved .

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				Alwar - 1077	0	0	0	0	0	Achieved .	
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved .
					Tirunelveli - 1071	0	0	0	0	0	Achieved .
					Hosur 1016 & 1065	0	0	0	0	0	Achieved .
				2022-23	Udaipur - 1030	0	0	0	0	0	Achieved .
	GRI 411-1	CDI 444 4			Haldwani - 1015	0	0	0	0	0	Achieved .
					Nagor - 1086	0	0	0	0	0	Achieved .
					Parbatsar - 1023	0	0	0	0	0	Achieved .
					All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved .
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved .
					Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved .
	UNGP				Alwar - 1077	0	0	0	0	0	Achieved .
	Principle 29		2023-24	Bhuj 1005 & 1068	0	0	0	0	0	Achieved .	

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		Tirunelveli - 1071	0	0	0	0	0	Achieved .
		Hosur 1016 & 1065	0	0	0	0	0	Achieved .
		Udaipur - 1030	0	0	0	0	0	Achieved .
		Haldwani - 1015	0	0	0	0	0	Achieved .
		Nagor - 1086	0	0	0	0	0	Achieved
		Parbatsar - 1023	0	0	0	0	0	Achieved
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved .
		Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved .
		Alwar - 1077	0	0	0	0	-	Achieved .
16 PEACE JUSTICE AND STRONG INSTITUTIONS	2024-25 (Monitore	Bhuj 1005 & 1068	0	0	0	0	-	Achieved .
<u>×</u>	d till Dec- 2024)	Tirunelveli - 1071	0	0	0	0	-	Achieved
	,	Hosur 1016 & 1065	0	0	0	0	-	Achieved .

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	Udaipur - 1030	0	0	0	0	-	Achieved .
	Haldwani - 1015	0	0	0	0	-	Achieved .
	Nagor - 1086	0	0	0	0	-	Achieved .
	Parbatsar - 1023	0	0	0	0	-	Achieved .
·	All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved .
	All 20 Microns Limited - Offices	0	0	0	0	-	Achieved .
	Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	-	Achieved .

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External stakeholders: ES-02: % of operations/sites assessed for external human rights risks

	Materiality Reporting Topic	Indicators		20 Microns	FY 2021-22		FY 2022-23		FY 2023-24		FY 2024-25 (till Dec-2024)		
Sr. No.			Target	Limited - Plants, Warehouses, Offices Location	Nos. of Assessm ent	% cover age	Nos. of Assess ment	% cover age	Nos. of Asses sment	% cover age	Nos. of Assess ment	% cover age	Status (till Dec-24)
	External			Alwar - 1077	1	100%	1	100%	1	100%	1	100%	Achieved.
	stakeholders			Bhuj 1005 & 1068	1	100%	1	100%	1	100%	1	100%	Achieved.
	Otanonoia or o		Ensure 100 %	Tirunelveli - 1071	1	100%	1	100%	1	100%	1	100%	Achieved.
	GRI 412-1			Hosur 1016 & 1065	1	100%	1	100%	1	100%	1	100%	Achieved.
		% of		Udaipur - 1030	1	100%	1	100%	1	100%	1	100%	Achieved.
		operations /sites assessed		Haldwani - 1015	1	100%	1	100%	1	100%	1	100%	Achieved.
	UNGP Principle 18			Nagor - 1086	1	100%	1	100%	1	100%	1	100%	Achieved.
1	·	for external	coverage (01	Parbatsar - 1023	1	100%	1	100%	1	100%	1	100%	Achieved.
	8 DECONTINGER AND FEDERAL RICHARD FIGHTS 16 PEACE PICTURE RICHARD RIC	human rights	human Assessme nt / Year)	All 20 Microns Limited - Warehouses	1	100%	1	100%	1	100%	1	100%	Achieved.
				All 20 Microns Limited - Offices	1	100%	1	100%	1	100%	1	100%	Achieved.
				Total All Sites (Plant + Warehouses + Offices)	10	100%	10	100%	10	100%	10	100%	Achieved.

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External stakeholders: ES-03 % of reported human rights violations addressed and resolved within the defined timeline

					FY 20	21-22	FY 2022-23		FY 2	023-24	FY 2024-25 (till Dec-2024)										
Sr. No.	Materiality Reporting Topic	Indicator s	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Human rights violation s reported	% Complia nce	Human rights violatio ns reporte d	% Complia nce	Human rights violation s reported	% Complianc e	Human rights violation s reported	% Compli ance	Status (till Dec-24)								
	External			Alwar - 1077	0	100%	0	100%	0	100%	0	100%	Achieved.								
	stakehold	% of reported human rights		Bhuj 1005 & 1068	0	100%	0	100%	0	100%	0	100%	Achieved.								
	ers		0/ 6		0/ - f			0/ - 6	Ensure	Tirunelveli - 1071	0	100%	0	100%	0	100%	0	100%	Achieved.		
	ODI 440 0		100% of reported human rights iolation s ddresse d and esolved within the defined	100% of reported human rights	reported human rights	Hosur 1016 & 1065	0	100%	0	100%	0	100%	0	100%	Achieved.						
	GRI 412-3					Udaipur - 1030	0	100%	0	100%	0	100%	0	100%	Achieved.						
						violation	violation						Haldwani - 1015	0	100%	0	100%	0	100%	0	100%
	UNGP							Nagor - 1086	0	100%	0	100%	0	100%	0	100%	Achieved.				
1	Principle 18	addresse		Parbatsar - 1023	0	100%	0	100%	0	100%	0	100%	Achieved.								
		resolved reso		resolved within the defined	All 20 Microns Limited - Warehouses	0	100%	0	100%	0	100%	0	100%	Achieved.							
	16 PEACE JUSTICE AND STRONG INSTITUTIONS	defined timeline			defined	All 20 Microns Limited - Offices	0	100%	0	100%	0	100%	0	100%	Achieved.						
	Y	timeline		Total All Sites (Plant + Warehouses + Offices)	0	100%	0	100%	0	100%	0	100%	Achieved.								

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External stakeholders: ES-04 Number of human rights violations identified and corrective actions implemented

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
	External stakeholders				Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Number of human rights violations identified and corrective actions implemented	Ensure Zero Number of human rights violations		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
				2021-22	Udaipur - 1030	0	0	0	0	0	Achieved.
					Haldwani - 1015	0	0	0	0	0	Achieved.
,					Nagor - 1086	0	0	0	0	0	Achieved.
1					Parbatsar - 1023	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
	GRI 412-3			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
		Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	0	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
UNGP Principle 31	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.

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		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	-	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
8 DESPOT WORK AND SCHOOL OF STREET		Tirunelveli - 1071	0	0	0	0	-	Achieved.
	2024-25 (Manitored 4	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
16 PEACE, PUSTICE AND STRONG S	(Monitored t Dec-2024)		0	0	0	0	-	Achieved.
Y		Haldwani - 1015	0	0	0	0	-	Achieved.
		Nagor - 1086	0	0	0	0	-	Achieved.
		Parbatsar - 1023	0	0	0	0	-	Achieved.

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All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	-	Achieved.

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External stakeholders: ES-05 Number of suppliers removed from the supply chain due to human rights violations

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
				Bhuj 1005 & 1068	0	0	0	0	0	Achieved.	
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
			Ensure Zero	suppliers removed 2021-22 from the	Udaipur - 1030	0	0	0	0	0	Achieved.
		Number of suppliers	Number of		Haldwani - 1015	0	0	0	0	0	Achieved.
	External stakeholders	removed from the	removed		Nagor - 1086	0	0	0	0	0	Achieved.
1	Statemoracis	supply chain due to	from the supply chain		Parbatsar - 1023	0	0	0	0	0	Achieved.
		human rights violations	due to human rights violations		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
	GRI 412-2			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
		Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	0	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
UNGP Principle 13	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.

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			Haldwani - 1015	0	0	0	0	0	Achieved.
			Nagor - 1086	0	0	0	0	0	Achieved.
			Parbatsar - 1023	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
			Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
			Alwar - 1077	0	0	0	0	-	Achieved.
			Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
8 DECENTI WORK AND ECONOMIC GROWTH			Tirunelveli - 1071	0	0	0	0	-	Achieved.
		2024-25	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
16 PEACE, JUSTICE, AND STRONG INSTITUTIONS		(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
<u> </u>			Haldwani - 1015	0	0	0	0	-	Achieved.
			Nagor - 1086	0	0	0	0	-	Achieved.
			Parbatsar - 1023	0	0	0	0	-	Achieved.

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All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	-	Achieved.

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External stakeholders: ES-06 % of external stakeholders engaged in human rights impact assessments

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulati ve for The Year	Status
	External Stakeholder s		2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 10 % cumulative coverage by March'2022	Total Number of Active suppliers Total numbers of external stakeholders engaged in human rights impact assessments % of external stakeholders engaged in human rights impact assessments	254 33 13%	Achieved
	GRI 412-1 UNGP Principle 18	% of external stakeholders	2022-23	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 15 % cumulative coverage March'2023	Total Number of Active suppliers Total numbers of external stakeholders engaged in human rights impact assessments % of external stakeholders engaged in	259 49 19%	Achieved
1	16 PFACE, JUSTICE AND STRONG INSTITUTIONS	engaged in human rights impact assessments	Monitored centrally for all manufacturing plants, warehouses and offices		Ensure 25 % cumulative coverage by March'2024	human rights impact assessments Total Number of Active suppliers Total numbers of external stakeholders engaged in human rights impact assessments % of external stakeholders engaged in human rights impact assessments	249 64 26%	Achieved
	¥		2024-25 (till Dec- 2024)	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 30 % cumulative coverage by March'2024	Total Number of Active suppliers Total numbers of external stakeholders engaged in human rights impact assessments % of external stakeholders engaged in human rights impact assessments	238 78 33%	Achieved

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External stakeholders: ES-07 Number of legal cases filed against the company regarding human rights violations

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
			, Number of	1 2024 22 1	Udaipur - 1030	0	0	0	0	0	Achieved.
	legal ca	Number of legal cases			Haldwani - 1015	0	0	0	0	0	Achieved.
1	External stakeholders	filed against the company			Nagor - 1086	0	0	0	0	0	Achieved.
		regarding human rights			Parbatsar - 1023	0	0	0	0	0	Achieved.
		violations			All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
	GRI 419-1			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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Environment Energy Labour Human rights Rusiness Ethics Health & Safety Sustainable Procurement

Environ	ment, Energy L	_abour, Huma	an rignts, B	usiness Ethics, Heal	tn & S	атету,	Sustainab	ie Procu	rement	
				Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
				Tirunelveli - 1071	0	0	0	0	0	Achieved.
				Hosur 1016 & 1065	0	0	0	0	0	Achieved.
				Udaipur - 1030	0	0	0	0	0	Achieved.
				Haldwani - 1015	0	0	0	0	0	Achieved.
				Nagor - 1086	0	0	0	0	0	Achieved.
				Parbatsar - 1023	0	0	0	0	0	Achieved.
				All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
				All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
				Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
				Alwar - 1077	0	0	0	0	0	Achieved.
				Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
UNGP			2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
Principle 31			2023-24	Hosur 1016 & 1065	0	0	0	0	0	Achieved.
				Udaipur - 1030	0	0	0	0	0	Achieved.
				Haldwani - 1015	0	0	0	0	0	Achieved.

Last	updated	on	10.0	1.2025
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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Environment,	nergy Labour, Human rights,	Business Ethics, Hear	ui a s	arety,	Sustaman	ie Procu	rement	
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	-	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
		Tirunelveli - 1071	0	0	0	0	-	Achieved.
		Hosur 1016 & 1065	0	0	0	0	-	Achieved.
16 PEACE JUSTICE AND STRONG INSTITUTIONS	2024-25 (Monitored	Udaipur - 1030	0	0	0	0	-	Achieved.
<u> </u>	` till Dec-	Haldwani - 1015	0	0	0	0	-	Achieved.
	2024)	Nagor - 1086	0	0	0	0	-	Achieved.
		Parbatsar - 1023	0	0	0	0	-	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Environment, Energy Labour, Human rights, Dusiness Ethics, Health & Calety, Custamable i rocurement											
				Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	-	Achieved.	

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

External stake holder human right: ES:08 Number of Incident related to External stake holder human rights

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
				Hosur 1016 & 1065	0	0	0	0	0	Achieved.	
					Udaipur - 1030	0	0	0	0	0	Achieved.
Number of Incident		Haldwani - 1015	0	0	0	0	0	Achieved.			
	External stake holder	Incident related to	related to	2021-22	Nagor - 1086	0	0	0	0	0	Achieved.
1	human right	External	External stake		Parbatsar - 1023	0	0	0	0	0	Achieved.
		human rights	stake holder stake		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
	GRI 304			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Environment, Energy La	Dour, Human rights, Bu	isiness Eunics, nea	illi a c	arety,	Sustaman	ie Procu	rement	
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
		Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	0	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
UNGP Principle 1, 2	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

				•					
			Haldwani - 1015	0	0	0	0	0	Achieved.
			Nagor - 1086	0	0	0	0	0	Achieved.
			Parbatsar - 1023	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
			Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
			Alwar - 1077	0	0	0	0	-	Achieved.
			Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
			Tirunelveli - 1071	0	0	0	0	-	Achieved.
8 DECENT WORK AND ECONOMIC GROWTH		2024-25	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
M		(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
			Haldwani - 1015	0	0	0	0	-	Achieved.
			Nagor - 1086	0	0	0	0	-	Achieved.
			Parbatsar - 1023	0	0	0	0	-	Achieved.

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Environment, Energy Labour	. Human rights. Busines	s Ethics. Health & Safet	v. Sustainable Procurement
	,	· · · · · · · · · · · · · · · · ·	,

All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	-	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

External stake holder human right: ES:09 Number of External human rights-related grievances received and resolved.

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
	Number of External human rights-			Hosur 1016 & 1065	0	0	0	0	0	Achieved.	
			Udaipur - 1030	0	0	0	0	0	Achieved.		
			Haldwani - 1015	0	0	0	0	0	Achieved.		
		human	2021-22	Nagor - 1086	0	0	0	0	0	Achieved.	
1	human right	related grievances	rights- related		Parbatsar - 1023	0	0	0	0	0	Achieved.
		received and resolved.	related grievances received and resolved.		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
	GRI 304			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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Environment Energy Labour Human rights Business Ethics Health & Safety Sustainable Procurement

Environment, Energy	Labour, Human rights, Bu	isiness Ethics, Hea	itn & S	атету,	Sustainab	ie Procu	rement	
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
		Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	0	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
UNGP Principle 1, 2	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.

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		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	-	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
		Tirunelveli - 1071	0	0	0	0	-	Achieved.
8 DECENT WORK AND ECONOMIC GROWTH	2024-25	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
	(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
		Haldwani - 1015	0	0	0	0	-	Achieved.
		Nagor - 1086	0	0	0	0	-	Achieved.
		Parbatsar - 1023	0	0	0	0	-	Achieved.

Last updated on 10.01.2025

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	-	Achieved.

Last updated on 10.01.2025

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Child Labour: Number of Child Labour incident

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
				Tirunelveli - 1071	0	0	0	0	0	Achieved.	
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
Number of Ensure Z			Udaipur - 1030	0	0	0	0	0	Achieved.		
		Number of	Ensure Zero		Haldwani - 1015	0	0		0	Achieved.	
_	Child Labor	Child Labour	Incident related to	2021-22	Nagor - 1086	0	0		0	0	Achieved.
1		incident	child labour		Parbatsar - 1023	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
				All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.	
					Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.
	GRI 408			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

	······································			111000 Etimoo, 110ai		<u>,</u>					
				Bhuj 1005 & 1068	0	0	0	0	0	Achieved.	
				Tirunelveli - 1071	0	0	0	0	0	Achieved.	
				Hosur 1016 & 1065	0	0	0	0	0	Achieved.	
				Udaipur - 1030	0	0	0	0	0	Achieved.	
				Haldwani - 1015	0	0	0	0	0	Achieved.	
	Number of Child	Ensure Zero Incident		Nagor - 1086	0	0	0	0	0	Achieved.	
	Labour incident	related to		Parbatsar - 1023	0	0	0	0	0	Achieved.	
	meident		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.		
				All 20 Microns Limited - Offices	0	0	0	0	0 0	Achieved.	
				Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.	
				Alwar - 1077	0	0	0	0	0	Achieved.	
	Number of	Ensure Zero		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.	
UNGP Princ	iple 5 Child Labour	Incident related to	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.	
	incident	child labour		Hosur 1016 & 1065	0	0	0	0	0	Achieved.	
						Udaipur - 1030	0	0	0	0	0

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Environment Energy Labour Human rights Business Ethics Health & Safety Sustainable Procurement

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement												
					Haldwani - 1015	0	0	0	0	0	Achieved.	
					Nagor - 1086	0	0	0	0	0	Achieved.	
					Parbatsar - 1023	0	0	0	0	0	Achieved.	
					All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.	
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.	
					Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	0	Achieved.	
				_	Alwar - 1077	0	0	0	0	-	Achieved.	
					Bhuj 1005 & 1068	0	0	0	0	-	Achieved.	
	DECENT MUSK AND						Tirunelveli - 1071	0	0	0	0	-
	8 DECENT WORK AND ECONOMIC GROWTH	Number of Child	Ensure Zero Incident	2024-25	Hosur 1016 & 1065	0	0	0	0	-	Achieved.	
		Labour incident	related to child labour	(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.	
		ordoni			Haldwani - 1015	0	0	0	0	-	Achieved.	
				Nagor - 1086	0	0	0	0	-	Achieved.		
					Parbatsar - 1023	0	0	0	0	-	Achieved.	

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Environment, Energy Labour, Human right	ts, Business Ethics, Health & Safet	y, Sustainable Procurement
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All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
Total All Sites (Plant + Warehouses + Offices)	0	0	0	0		Achieved.

Last updated on 10.01.2025

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Forced Labour: Number of Forced Labour Incident

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
			Tirunelveli - 1071	0	0	0	0	0	Achieved.		
				Hosur 1016 & 1065	0	0	0	0	0	Achieved.	
Enouge Zee			Udaipur - 1030	0	0	0	0	0	Achieved.		
			Ensure Zero		Haldwani - 1015	0	0	0	0	0	Achieved.
	Forced Labour	Number of Forced	Incident	2021-22	Nagor - 1086	0	0	0	0	0	Achieved.
1		Labour	related to Forced		Parbatsar - 1023	0 0 0	0	0	0	Achieved.	
	I Incident I	labour	ur	All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.	
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
	GRI 409			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement											
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.			
		Tirunelveli - 1071	0	0	0	0	0	Achieved.			
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.			
		Udaipur - 1030	0	0	0	0	0	Achieved.			
		Haldwani - 1015	0	0	0	0	0	Achieved.			
		Nagor - 1086	0	0	0	0	0	Achieved.			
		Parbatsar - 1023	0	0	0	0	0	Achieved.			
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.			
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.			
		Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.			
		Alwar - 1077	0	0	0	0	0	Achieved.			
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.			
UNGP Principle 4	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.			
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.			
		Udaipur - 1030	0	0	0	0	0	Achieved.			

Last updated on 10.01.2025

Reviewed and approved by - Head Safety, Audits and Sustainability - Dinesh Patel



Document Number – 20M/KPI/SMS, Issue No - 00 Revision Number 02 dated 01.04.2024

Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

			Haldwani - 1015	0	0	0	0	0	Achieved.
			Nagor - 1086	0	0	0	0	0	Achieved.
			Parbatsar - 1023	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
			Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
		-	Alwar - 1077	0	0	0	0	-	Achieved.
			Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
DECCUT WINDY AND			Tirunelveli - 1071	0	0	0	0	-	Achieved.
8 DECENT WORK AND ECONOMIC GROWTH		2024-25	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
		(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
			Haldwani - 1015	0	0	0	0	-	Achieved.
		N	Nagor - 1086	0	0	0	0	-	Achieved.
			Parbatsar - 1023	0	0	0	0	-	Achieved.

Last updated on 10.01.2025

Reviewed and approved by – Head Safety, Audits and Sustainability - Dinesh Patel



Document Number – 20M/KPI/SMS, Issue No - 00 Revision Number 02 dated 01.04.2024

Report Period - April'2021 to December'2024

All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
Total All Sites (Plant + Warehosues + Offices)	0	0	0	0		Achieved.

Last updated on 10.01.2025

Reviewed and approved by – Head Safety, Audits and Sustainability - Dinesh Patel



Document Number – 20M/KPI/SMS, Issue No - 00 Revision Number 02 dated 01.04.2024

Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Customer Health and Safety: Number of Customer Health & Safety incident

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
			Ensure Zero Incident related		Udaipur - 1030	0	0	0	0	0	Achieved.
	0	Number of	to Customer		Haldwani - 1015	0	0	0	0	0	Achieved.
	Customer Health &	Customer	Health & Safety,	2021-22	Nagor - 1086	0	0	0	0	0	Achieved.
1	Safety	Health & Safety	Noncompliance of Regulations		Parbatsar - 1023	0	0	0	0	0	Achieved.
		incident	Regulatory warning and voluntary		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
			codes		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
	GRI 416			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

Last updated on 10.01.2025

Reviewed and approved by - Head Safety, Audits and Sustainability - Dinesh Patel



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Report Period - April'2021 to December'2024

	Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement												
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.		
					Tirunelveli - 1071	0	0	0	0	0	Achieved.		
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.		
					Udaipur - 1030	0	0	0	0	0	Achieved.		
					Haldwani - 1015	0	0	0	0	0	Achieved.		
					Nagor - 1086	0	0	0	0	0	Achieved.		
				Parbatsar - 1023	0	0	0	0	0	Achieved.			
				All 20 Microns Limited - Warehouses	_imited - 0 0 0 0	0	0	Achieved.					
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.		
				Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.			
					Alwar - 1077	0	0	0	0	0	Achieved.		
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.		
	-	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.				
			Hosur 1016 & 1065	0	0	0	0	0	Achieved.				
				Udaipur - 1030	0	0	0	0	0	Achieved.			

Last updated on 10.01.2025

Reviewed and approved by - Head Safety, Audits and Sustainability - Dinesh Patel



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Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

			Haldwani - 1015	0	0	0	0	0	Achieved.
			Nagor - 1086	0	0	0	0	0	Achieved.
			Parbatsar - 1023	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
			Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
			Alwar - 1077	0	0	0	0	-	Achieved.
			Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
© COOD VENTU			Tirunelveli - 1071	0	0	0	0	-	Achieved.
3 GOOD HEALTH		2024-25	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
<i>-</i> ₩•		(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
			Haldwani - 1015	0	0	0	0	-	Achieved.
			Nagor - 1086	0	0	0	0	-	Achieved.
			Parbatsar - 1023	0	0	0	0	-	Achieved.

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Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, E	Business Ethics, Health & Safety	, Sustainable Procurement
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All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
Total All Sites (Plant + Warehosues + Offices)	0	0	0	0		Achieved.

Last updated on 10.01.2025

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Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Customer Health & Safety: Number of Customer Health & Safety incident

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0%	0%	0%	0%	0%	Achieved.
					Bhuj 1005 & 1068	0%	0%	0%	0%	0%	Achieved.
					Tirunelveli - 1071	0%	0%	0%	0%	0%	Achieved.
					Hosur 1016 & 1065	0%	0%	0%	0%	0%	Achieved.
					Udaipur - 1030	0%	0%	0%	0%	0%	Achieved.
	0	Number of	% of customer		Haldwani - 1015	0%	0%	0%	0%	0%	Achieved.
_	Customer Health &	Customer	complaints	2021-22	Nagor - 1086	0%	0%	0%	0%	0%	Achieved
1	Safety	Health & Safety	related to health and		Parbatsar - 1023	0%	0%	0%	0%	0%	Achieved
		incident	safety concerns		All 20 Microns Limited - Warehouses	0%	0%	0%	0%	0%	Achieved.
					All 20 Microns Limited - Offices	0%	0%	0%	0%	0%	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0%	0%	0%	0%	0%	Achieved.
	GRI 416			2022-23	Alwar - 1077	0%	0%	0%	0%	0%	Achieved.

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Reviewed and approved by – Head Safety, Audits and Sustainability - Dinesh Patel



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Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement											
		Bhuj 1005 & 1068	0%	0%	0%	0%	0%	Achieved.			
		Tirunelveli - 1071	0%	0%	0%	0%	0%	Achieved.			
		Hosur 1016 & 1065	0%	0%	0%	0%	0%	Achieved.			
		Udaipur - 1030	0%	0%	0%	0%	0%	Achieved.			
		Haldwani - 1015	0%	0%	0%	0%	0%	Achieved.			
		Nagor - 1086	agor - 1086 0% 0% 0% 09	0%	0%	Achieved.					
		Parbatsar - 1023	rbatsar - 1023 0% 0% 0% 0%		0%	0%	Achieved.				
		All 20 Microns Limited - (Warehouses	0%	0%	0%	0%	0%	Achieved.			
		All 20 Microns Limited - Offices	0%	0%	0%	0%	0%	Achieved.			
		Total All Sites (Plant + Warehosues + Offices)	0%	0%	0%	0%	0%	Achieved.			
		Alwar - 1077	0%	0%	0%	0%	0%	Achieved.			
		Bhuj 1005 & 1068	0%	0%	0%	0%	0%	Achieved.			
-	2023-24	Tirunelveli - 1071	0%	0%	0%	0%	0%	Achieved.			
		Hosur 1016 & 1065	0%	0%	0%	0%	0%	Achieved.			
		Udaipur - 1030	0%	0%	0%	0%	0%	Achieved.			

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Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

		Haldwani - 1015	0%	0%	0%	0%	0%	Achieved.
		Nagor - 1086	0%	0%	0%	0%	0%	Achieved.
		Parbatsar - 1023	0%	0%	0%	0%	0%	Achieved.
		All 20 Microns Limited - Warehouses	0%	0%	0%	0%	0%	Achieved.
		All 20 Microns Limited - Offices	0%	0%	0%	0%	0%	Achieved.
		Total All Sites (Plant + Warehosues + Offices)	0%	0%	0%	0%	0%	Achieved.
		Alwar - 1077	0%	0%	0%		0%	Achieved.
		Bhuj 1005 & 1068	0%	0%	0%		0%	Achieved.
		Tirunelveli - 1071	0%	0%	0%		0%	Achieved.
3 GOOD HEALTH AND WELL-BEING	2024-25 (Monitored till	Hosur 1016 & 1065	0%	0%	0%		0%	Achieved.
-W÷	Dec-2024)	Udaipur - 1030	0%	0%	0%		0%	Achieved.
		Haldwani - 1015	0%	0%	0%		0%	Achieved.
		Nagor - 1086	0%	0%	0%		0%	Achieved.
		Parbatsar - 1023	0%	0%	0%		0%	Achieved.

Last updated on 10.01.2025

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Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

, 0,	•	<u> </u>							
			All 20 Microns Limited - Warehouses	0%	0%	0%		0%	Achieved.
			All 20 Microns Limited - Offices	0%	0%	0%		0%	Achieved.
			Total All Sites (Plant + Warehosues + Offices)	0%	0%	0%	0%	0%	Achieved.

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Report Period - April'2021 to December'2024
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Product Recall: Number of Product Recall cases

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
			Hosur 1016 & 1065	0	0	0	0	0	Achieved.		
			Udaipur - 1030	0	0	0	0	0	Achieved.		
		Novelessa	Ensure Zero Incident related to Product Recall	2021-22	Haldwani - 1015	0	0	0	0	0	Achieved.
1	Product Recall	Number of Product			Nagor - 1086	0	0	0	0	0	Achieved.
	rtodii	Recall cases			Parbatsar - 1023	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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				Alwar - 1077	0	0	0	0	0	Achieved.
				Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
				Tirunelveli - 1071	0	0	0	0	0	Achieved.
				Hosur 1016 & 1065	0	0	0	0	0	Achieved.
				Udaipur - 1030	0	0	0	0	0	Achieved.
				Haldwani - 1015	0	0	0	0	0	Achieved.
GRI 416		2022-23	Nagor - 1086	0	0	0	0	0	Achieved.	
			Parbatsar - 1023	0	0	0	0	0	Achieved.	
				All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
				All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
			Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.	
				Alwar - 1077	0	0	0	0	0	Achieved.
			2022 24	Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
			2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
				Hosur 1016 & 1065	0	0	0	0	0	Achieved.

Last updated on 10.01.2025

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Environment, Ene	gy Labour, Human rights, B	usiness Eulics, nea	itii a s	aiety,	Sustaman	ne Procu	rement	
		Udaipur - 1030	0	0	0	0	0	Achieved.
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	-	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
		Tirunelveli - 1071	0	0	0	0	-	Achieved.
3 GOOD HEALTH AND WELL-SEING	2024-25 (Manitored ti	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
	(Monitored ti Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
		Haldwani - 1015	0	0	0	0	-	Achieved.
		Nagor - 1086	0	0	0	0	-	Achieved.
		Parbatsar - 1023	0	0	0	0	-	Achieved.

Last updated on 10.01.2025

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Environment, Energy Labor	ur. Human rights.	Business Ethics	. Health & Safetv	. Sustainable Procurement
	,,		,,	,

All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	-	Achieved.

Last updated on 10.01.2025

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Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Customer Health and Safety: Number of product recalls due to health and safety risks

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
			Hosur 1016 & 1065	0	0	0	0	0	Achieved.		
				Udaipur - 1030	0	0	0	0	0	Achieved.	
	Out to make	Number of product recalls due to health and safety risks	Ensure Zero Number of product recalls due to health and safety risks	2021-22	Haldwani - 1015	0	0	0	0	0	Achieved.
1	Customer Health and				Nagor - 1086	0	0	0	0	0	Achieved.
	Safety				Parbatsar - 1023	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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				Alwar - 1077	0	0	0	0	0	Achieved.
				Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
				Tirunelveli - 1071	0	0	0	0	0	Achieved.
				Hosur 1016 & 1065	0	0	0	0	0	Achieved.
				Udaipur - 1030	0	0	0	0	0	Achieved.
				Haldwani - 1015	0	0	0	0	0	Achieved.
GRI 416-1	2022-23	2022-23	Nagor - 1086	0	0	0	0	0	Achieved.	
		Parbatsar - 1023	0	0	0	0	0	Achieved.		
				All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
				All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
			Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.	
				Alwar - 1077	0	0	0	0	0	Achieved.
LINOD 42			2022-24	Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
UNGP 13		2023-24	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
			Hosur 1016 & 1065	0	0	0	0	0	Achieved.	

Last	upd	ated	on	10.	.01	.2025
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Report Period - April'2021 to December'2024

Environment Energy Labour Human rights Business Ethics Health & Safety Sustainable Procurement

Environment, Energy	_abour, Human rights, Bu	isiness Ethics, Hea	ith & S	atety,	Sustainab	le Procu	rement	
		Udaipur - 1030	0	0	0	0	0	Achieved.
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	-	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
ADD MATTE		Tirunelveli - 1071	0	0	0	0	-	Achieved.
3 GOOD HEALTH AND WELL-BEIND	2024-25 (Manitored till	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
-W* I	(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
		Haldwani - 1015	0	0	0	0	-	Achieved.
		Nagor - 1086	0	0	0	0	-	Achieved.
		Parbatsar - 1023	0	0	0	0	-	Achieved.

Last updated on 10.01.2025

Reviewed and approved by - Head Safety, Audits and Sustainability - Dinesh Patel



Document Number – 20M/KPI/SMS, Issue No - 00 Revision Number 02 dated 01.04.2024

Report Period - April'2021 to December'2024

Environment, Energy Labor	ur. Human rights.	Business Ethics	. Health & Safetv	. Sustainable Procurement
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All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	1	Achieved.
Total All Sites (Plant + Warehosues + Offices)	0	0	0	0		Achieved.

Last updated on 10.01.2025

Reviewed and approved by - Head Safety, Audits and Sustainability - Dinesh Patel



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Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Discrimination and Harassment: Number of Incident related to Discrimination and Harassment

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
			Alwar - 1077	0	0	0	0	0	Achieved.		
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.			
		Tirunelveli - 1071	0	0	0	0	0	Achieved.			
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.			
	Discrimination	Number of Incident	Ensure Zero Incident	ident ted to	Haldwani - 1015	0	0	0	0	0	Achieved.
1	and	related to Discrimination	related to Discrimination		Nagor - 1086	0	0	0	0	0	Achieved.
	Harassment	and Harassment	and Harassment		Parbatsar - 1023	0	0	0	0	0	Achieved.
	narassment narassment		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.		
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.			
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.

Last updated on 10.01.2025 Reviewed and approved by – Head Safety, Audits and Sustainability - Dinesh Patel

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				Alwar - 1077	0	0	0	0	0	Achieved.
				Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
				Tirunelveli - 1071	0	0	0	0	0	Achieved.
				Hosur 1016 & 1065	0	0	0	0	0	Achieved.
				Udaipur - 1030	0	0	0	0	0	Achieved.
				Haldwani - 1015	0	0	0	0	0	Achieved.
GRI 406			2022-23	Nagor - 1086	0	0	0	0	0	Achieved.
				Parbatsar - 1023	0	0	0	0	0	Achieved.
				All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
				All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
				Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
			2023-24	Alwar - 1077	0	0	0	0	0	Achieved.
UNGP Principle 6				Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
				Tirunelveli - 1071	0	0	0	0	0	Achieved.

Last updated on	10.01.2025
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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

		 ,	J 12, 12	Hosur 1016 & 1065	0	0	0	0	0	Achieved.	
				Udaipur - 1030	0	0	0	0	0	Achieved.	
				Haldwani - 1015	0	0	0	0	0	Achieved.	
				Nagor - 1086	0	0	0	0	0	Achieved.	
				Parbatsar - 1023	0	0	0	0	0	Achieved.	
				All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.	
				All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.	
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
	- atunca				Alwar - 1077	0	0	0	0	-	Achieved.
	5 GENDER EQUALITY					Bhuj 1005 & 1068	0	0	0	0	-
	₽"		2024-25	Tirunelveli - 1071	0	0	0	0	-	Achieved.	
8	B DECENT WORK AND ECONOMIC GROWTH		Dec-2024)	(Monitored till Dec-2024)	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
				Udaipur - 1030	0	0	0	0	-	Achieved.	
				Haldwani - 1015	0	0	0	0	-	Achieved.	

Last updated	on	10.0	1.2025)
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Environment, Energy Labo	ur, Human rights, Busines	ss Ethics, Health & Safety	Sustainable Procurement
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Nagor - 1086 0 0 0 -	Achieved.
Parbatsar - 1023 0 0 0 -	Achieved.
All 20 Microns Limited - 0 0 0 - Warehouses	Achieved.
All 20 Microns Limited - Offices 0 0 0 -	Achieved.
Total All Sites (Plant + Warehosues + Offices) O O O O O O -	Achieved.

Last updated on 10.01.2025

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Report Period - April'2021 to December'2024
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Anti Corruption and Anti Bribery: Number of Incident related to Corruption and Bribery

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved
			Bhuj 1005 & 1068	0	0	0	0	0	Achieved		
		Tirunelveli - 1071	0	0	0	0	0	Achieved			
					Hosur 1016 & 1065	0	0	0	0	0	Achieved
					Udaipur - 1030	0	0	0	0	0	Achieved
	Anti	Number of	Ensure Zero	Incident related to Corruption 2021-22	Haldwani - 1015	0	0	0	0	0	Achieved
1	Corruption and Anti	Incident related to			Nagor - 1086	0	0	0	0	0	Achieved
	Bribery	Corruption and Bribery	Corruption and Bribery		Parbatsar - 1023	0	0	0	0	0	Achieved
			All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved		
			All 20 Microns Limited - Offices	0	0	0	0	0	Achieved		
			Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved		

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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			Alwar - 107	7 0	0	0	0	0	Achieved.
			Bhuj 1005 8	ß 1068 0	0	0	0	0	Achieved.
			Tirunelveli -	1071 0	0	0	0	0	Achieved.
			Hosur 1016	8 & 1065 0	0	0	0	0	Achieved.
			Udaipur - 10	030 0	0	0	0	0	Achieved.
			Haldwani -	1015 0	0	0	0	0	Achieved.
GRI 205		2022-2	Nagor - 108	36 0	0	0	0	0	Achieved.
			Parbatsar -	1023 0	0	0	0	0	Achieved.
			All 20 Micro Limited - Warehouse	0	0	0	0	0	Achieved.
			All 20 Micro Limited - Of	1 (1	0	0	0	0	Achieved.
			Total All Si (Plant + Warehosus Offices)	0	o	0	0	0	Achieved.
			Alwar - 107	7 0	0	0	0	0	Achieved.
UNGP		2022	Bhuj 1005 8	k 1068 0	0	0	0	0	Achieved.
Principle 10		2023-2	Tirunelveli -	1071 0	0	0	0	0	Achieved.
			Hosur 1016	8 & 1065 0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Environment, Energy Lar	our, numan rights, but	siness Eunics, near	illi & S	arety,	Sustaman	ie Procu	rement	
		Udaipur - 1030	0	0	0	0	0	Achieved.
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	-	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
		Tirunelveli - 1071	0	0	0	0	-	Achieved.
10 REDUCED MEQUIALITIES	2024-25 (Manitored till	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
1 1	(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
		Haldwani - 1015	0	0	0	0	-	Achieved.
		Nagor - 1086	0	0	0	0	-	Achieved.
		Parbatsar - 1023	0	0	0	0	-	Achieved.

Last updated on 10.01.2025

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All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	1	Achieved.
Total All Sites (Plant + Warehosues + Offices)	0	0	0	0		Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Anti Corruption and Anti Bribery: Number of Internal Audit and Assessment on Anti Corruption and Anti Bribery Issues

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Anti Corruption and Anti Bribery	GRI 205 GRI 205 Number of Internal Audit and Assessment on Anti Corruption and	2021-22	All	Min. 01/ Year	Number of Internal Audit and Assessment on Anti Corruption and Anti Bribery Issues	1	Achieved.
1	GRI 205 UNGP Principle 10		2022-23	All	Min. 01/ Year	Number of Internal Audit and Assessment on Anti Corruption and Anti Bribery Issues	1	Achieved.
10 REDUCED	10 REDUCED INCOME.		2023-24	All	Min. 01/ Year	Number of Internal Audit and Assessment on Anti Corruption and Anti Bribery Issues	1	Achieved.
	₹		2024-25 (till Dec-2024)	All	Min. 01/ Year	Number of Internal Audit and Assessment on Anti Corruption and Anti Bribery Issues	1	Achieved.

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Anti Corruption and Anti Bribery: Number of Trainings on Anti Corruption and Anti Bribery Issues

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Anti Corruption and Anti Bribery		2021-22	All	Min. 01/ Year for all Location	Number of Trainings on Anti Corruption and Anti Bribery Issues	1	Achieved.
	GRI 205 UNGP Principle 10	Number of	2022-23	All	Min. 01/ Year for all Location	Number of Trainings on Anti Corruption and Anti Bribery Issues	1	Achieved.
1	10 REDUCED HERDALINES	Trainings on Anti Corruption and Anti Bribery Issues	2023-24	All	Min. 01/ Year for all Location	Number of Trainings on Anti Corruption and Anti Bribery Issues	1	Achieved.
	(\$)		2024-25 (till Dec-2024)	All	Min. 01/ Year for all Location	Number of Trainings on Anti Corruption and Anti Bribery Issues	1	Achieved.

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Anti Corruption and Anti Bribery: Number of Risk Assessment on Anti Corruption and Anti Bribery

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Anti Corruption and Anti Bribery	Number of Risk Assessment on	2021-22	All Plants, Warehouses, Offices Location	Min. 01/ Year for all Location	Number of Risk Assessment on Anti Corruption and Anti Bribery	1	Achieved.
	GRI 418 UNGP Principle 10		2022-23	All Plants, Warehouses, Offices Location	Min. 01/ Year for all Location	Number of Risk Assessment on Anti Corruption and Anti Bribery	1	Achieved.
1	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Anti Corruption and Anti Bribery	2023-24	All Plants, Warehouses, Offices Location	Min. 01/ Year for all Location	Number of Risk Assessment on Anti Corruption and Anti Bribery	1	Achieved.
			2024-25 (till Dec-2024)	All Plants, Warehouses, Offices Location	Min. 01/ Year for all Location	Number of Risk Assessment on Anti Corruption and Anti Bribery	1	Achieved.

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Anti-competitive Behavior: Number of Incident related to Anti-competitive Behaviour

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
					Udaipur - 1030	0	0	0	0	0	Achieved.
	Anti- competitive	Number of Incident	Ensure Zero Incident	2021-22	Haldwani - 1015	0	0	0	0	0	Achieved.
1		related to Anti-	related to Anti- competitive		Nagor - 1086	0	0	0	0	0	Achieved.
	Behavior	competitive			Parbatsar - 1023	0	0	0	0	0	Achieved.
		Behaviour	Behaviour		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.

Last updated on 10.01.2025

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			Alwar - 107	7 0	0	0	0	0	Achieved.
			Bhuj 1005 8	ß 1068 0	0	0	0	0	Achieved.
			Tirunelveli -	1071 0	0	0	0	0	Achieved.
			Hosur 1016	8 & 1065 0	0	0	0	0	Achieved.
			Udaipur - 10	030 0	0	0	0	0	Achieved.
			Haldwani -	1015 0	0	0	0	0	Achieved.
GRI 205		2022-2	Nagor - 108	36 0	0	0	0	0	Achieved.
			Parbatsar -	1023 0	0	0	0	0	Achieved.
			All 20 Micro Limited - Warehouse	0	0	0	0	0	Achieved.
			All 20 Micro Limited - Of	1 (1	0	0	0	0	Achieved.
			Total All Si (Plant + Warehosus Offices)	0	o	0	0	0	Achieved.
			Alwar - 107	7 0	0	0	0	0	Achieved.
UNGP		2022	Bhuj 1005 8	k 1068 0	0	0	0	0	Achieved.
Principle 10		2023-2	Tirunelveli -	1071 0	0	0	0	0	Achieved.
			Hosur 1016	8 & 1065 0	0	0	0	0	Achieved.

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	Environi	ment, Energy	Labour, Hum	ian rignts, Bus	siness Ethics, Heal	tn & S	atety,	Sustainab	ie Procu	rement	
					Udaipur - 1030	0	0	0	0	0	Achieved.
					Haldwani - 1015	0	0	0	0	0	Achieved.
					Nagor - 1086	0	0	0	0	0	Achieved.
					Parbatsar - 1023	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
					Alwar - 1077	0	0	0	0	-	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
					Tirunelveli - 1071	0	0	0	0	-	Achieved.
	10 REDUCED MEQUALITIES			2024-25	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
			(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.	
			Haldwani - 1015	0	0	0	0	-	Achieved.		
				N	Nagor - 1086	0	0	0	0	-	Achieved.
					Parbatsar - 1023	0	0	0	0	-	Achieved.

Last updated on 10.01.2025

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Report Period - April'2021 to December'2024

All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	-	Achieved.

Last updated on 10.01.2025

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Money Laundering and Fraud: Number of Incident related to Money Laundering and Fraud

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved
					Tirunelveli - 1071	0	0	0	0	0 0	Achieved
					Hosur 1016 & 1065	0	0	0	0		Achieved
					Udaipur - 1030	0	0	0	0	0	Achieved
	Money Laundering	Number of Incident	Ensure Zero Incident		Haldwani - 1015	0	0	0	0	0	Achieve
1		related to Money	related to Money	2021-22	Nagor - 1086	0	0	0	0	0	Achieve
	and Fraud	Laundering	Laundering		Parbatsar - 1023	0	0	0	0	0	Achieve
		and Fraud	and Fraud		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieve
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieve
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved

_ast updated on 10.01.2025	Reviewed and approved by - Head Safety, Audits and Sustainability - Dinesh Patel



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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement											
		Alwar - 1077	0	0	0	0	0	Achieved.			
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.			
		Tirunelveli - 1071	0	0	0	0	0	Achieved.			
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.			
		Udaipur - 1030	0	0	0	0	0	Achieved.			
		Haldwani - 1015	0	0	0	0	0	Achieved.			
-	2022-23	Nagor - 1086	0	0	0	0	0	Achieved.			
		Parbatsar - 1023	0	0	0	0	0	Achieved.			
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.			
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.			
		Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.			
		Alwar - 1077	0	0	0	0	0	Achieved.			
UNGP	2023-24	Bhuj 1005 & 1068	0	0	0	0	0	Achieved.			
Principle 10		Tirunelveli - 1071	0	0	0	0	0	Achieved.			
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.			

Last updated on 10.01.2025

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Report Period - April'2021 to December'2024

Environment Energy Labour Human rights Business Ethics Health & Safety Sustainable Procurement

Environment, Energy Labo	ur, Human rights, Bus	siness Ethics, Hea	ith & S	atety,	Sustainab	le Procu	rement	
		Udaipur - 1030	0	0	0	0	0	Achieved.
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	-	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
		Tirunelveli - 1071	0	0	0	0	-	Achieved.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	2024-25 (Monitored till	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
	Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
		Haldwani - 1015	0	0	0	0	-	Achieved.
		Nagor - 1086	0	0	0	0	-	Achieved.
		Parbatsar - 1023	0	0	0	0	-	Achieved.

Last updated on 10.01.2025

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All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	1	Achieved.
Total All Sites (Plant + Warehosues + Offices)	0	0	0	0		Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Money Laundering and Fraud: Number of Internal Audit and Assessment on Money Laundering and Fraud Issues

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Money Laundering and Fraud		2021-22	All	Min. 01/ Year	Number of Internal Audit and Assessment on Money Laundering and Fraud Issues	1	Achieved.
1	UNGP Principle	Number of Internal Audit and Assessment on Money Laundering and Fraud Issues	nternal Audit 2022-23 and Assessment		Min. 01/ Year	Number of Internal Audit and Assessment on Money Laundering and Fraud Issues	1	Achieved.
	16 PEACE JUSTICE AND STRONG INSTITUTIONS		2023-24	All	Min. 01/ Year	Number of Internal Audit and Assessment on Money Laundering and Fraud Issues	1	Achieved.
			2024-25 (till Dec-2024)	All	Min. 01/ Year	Number of Internal Audit and Assessment on Money Laundering and Fraud Issues	1	Achieved.

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Report Period - April'2021 to December'2024
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Money Laundering and Fraud: Number of Trainings on Money Laundering and Fraud Issues

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Money Laundering and Fraud		2021-22	All	Min. 01/ Year for all Location	Number of Trainings on Money Laundering and Fraud Issues	1	Achieved.
4	UNGP Principle	Number of Trainings on Money Laundering and Fraud Issues	2022-23	All	Min. 01/ Year for all Location	Number of Trainings on Money Laundering and Fraud ssues	1	Achieved.
1	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		2023-24	All	Min. 01/ Year for all Location	Number of Trainings on Money Laundering and Fraud Issues	1	Achieved.
			2024-25 (till Dec-2024)	All	Min. 01/ Year for all Location	Number of Trainings on Money Laundering and Fraud Issues	1	Achieved.

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Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Conflict of Interest: Number of Incident related to Conflict of Interest

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
				Bhuj 1005 & 1068	0	0	0	0	0	Achieved.	
				Tirunelveli - 1071	0	0	0	0	0	Achieved.	
				Hosur 1016 & 1065	0	0	0	0	0	Achieved.	
	Conflict of Incident Interest related to		dent Incident related to lict of Conflict of	2021-22	Udaipur - 1030	0	0	0	0	0	Achieved.
					Haldwani - 1015	0	0	0	0	0	Achieved.
					Nagor - 1086	0	0	0	0	0	Achieved.
1		related to Conflict of			Parbatsar - 1023	0	0	0	0	0	Achieved.
		Interest			All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
	-			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Environment, Energy	_abour, Human rignts, Bu	isiness Eulics, near	un a c	arety,	Sustaman	ie Procu	rement	
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
		Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	0	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
UNGP Principle 10	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	-	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
		Tirunelveli - 1071	0	0	0	0	-	Achieved.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	2024-25 (Manitored till	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
<u> </u>	(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
		Haldwani - 1015	0	0	0	0	-	Achieved.
		Nagor - 1086	0	0	0	0	-	Achieved.
		Parbatsar - 1023	0	0	0	0	-	Achieved.

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Environment, Energy Labour	. Human rights. I	Business Ethics.	Health & Safety	. Sustainable Procurement
	,	,		,

All 20 Microns Limited - Warehouses 0 0 0 0 - Achieved
All 20 Microns Limited - Offices 0 0 0 - Achieved
Total All Sites (Plant + Warehosues + Offices) 0 0 0 - Achieved

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Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Conflict of Interest: Number of Internal Audit and Assessment on Conflict of Interest Issues

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	UNGP Principle 10 Interest Number of Internal Audit and Assessment on Conflict of Intrest Issues	2021-22	All	Min. 01/ Year	Number of Internal Audit and Assessment on Conflict of Interest Issues	1	Achieved.	
1		Internal Audit and Assessment on Conflict of	2022-23	All	Min. 01/ Year	Number of Internal Audit and Assessment on Conflict of Interest Issues	1	Achieved.
			2023-24	All	Min. 01/ Year	Number of Internal Audit and Assessment on Conflict of Interest Issues	1	Achieved.
			2024-25 (till Dec-2024)	All	Min. 01/ Year	Number of Internal Audit and Assessment on Conflict of Interest Issues	1	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Conflict of Interest: Number of Trainings on Conflict of Interest Issues

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
1	Conflict of Interest		2021-22	All	Min. 01/ Year for all Location	Number of Trainings on Conflict of Interest Issues	1	Achieved.
	UNGP Principle 10 Number of Trainings on Conflict of Intre Issues		2022-23	All	Min. 01/ Year for all Location	Number of Trainings on Conflict of Interest Issues	1	Achieved.
		Conflict of Intrest	2023-24	All	Min. 01/ Year for all Location	Number of Trainings on Conflict of Interest Issues	1	Achieved.
			2024-25 (till Dec-2024)	All	Min. 01/ Year for all Location	Number of Trainings on Conflict of Interest Issues	1	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Information Security: Number of information security breache related incident

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
			Ensure Zero		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
			Incident related to		Udaipur - 1030	0	0	0	0	0	Achieved.
		Number of information security breache	information security breaches, incuding external		Haldwani - 1015	0	0	0	0	0	Achieved.
				2021-22	Nagor - 1086	0	0	0	0	0	Achieved.
1					Parbatsar - 1023	0	0	0	0	0	Achieved.
		related incident	complaints, loss/leak of stake holder		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
			or internal information		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
	GRI 418			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Environment, Energy	Labour, Human rights, Bi	usiness Ethics, nea	illi a c	arety,	Sustaman	ie Procu	rement	
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
		Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	0	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
UNGP Principle 10	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

				Haldwani - 1015	0	0	0	0	0	Achieved.
				Nagor - 1086	0	0	0	0	0	Achieved.
				Parbatsar - 1023	0	0	0	0	0	Achieved.
				All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
				All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
				Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
				Alwar - 1077	0	0	0	0	-	Achieved.
				Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
				Tirunelveli - 1071	0	0	0	0	-	Achieved.
	16 PEACE, JUSTICE AND STRONG INSTITUTIONS		2024-25	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
			(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
			Haldwani - 1015	0	0	0	0	-	Achieved.	
				Nagor - 1086	0	0	0	0	-	Achieved.
				Parbatsar - 1023	0	0	0	0	-	Achieved.

Last	updated	on 1	0.0)1.2025
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Environment, Energy Labo	ur. Human rights.	Business Ethics	. Health & Safetv	. Sustainable Procurement
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All 20 Microns Limited - Warehouses 0 0 0 - Achieved.
All 20 Microns Limited - Offices 0 0 0 - Achieved.
Total All Sites (Plant + Warehosues + Offices) 0 0 0 - Achieved.

Last updated on 10.01.2025

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Information Security: Number of Internal Audit and Assessment on Information Security

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Information Security		2021-22	All	Min. 01/ Year	Number of Internal Audit and Assessment on Information Security	1	Achieved.
1	16 PEACE, NUSTRICE NOTIFICE NUSTRICE NUSTRICES NUSTRICES NUSTRICES	Internal Audit and Assessment	2022-23	All	Min. 01/ Year	Number of Internal Audit and Assessment on Information Security	1	Achieved.
			2023-24	All	Min. 01/ Year	Number of Internal Audit and Assessment on Information Security	1	Achieved.
	Y		2024-25 (till Dec-2024)	All	Min. 01/ Year	Number of Internal Audit and Assessment on Information Security	1	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Information Security: Number of Trainings on Information Security

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Information Security		2021-22	All	Min. 01/ Year for all Location	Number of Trainings on Information Security	1	Achieved.
4	GRI 418 UNGP Principle 10 Number of Trainings on Information Security 16 PLACE JUSTICE INSTITUTIONS INSTITUTIONS		2022-23	All	Min. 01/ Year for all Location	Number of Trainings on Information Security	1	Achieved.
1			2023-24	All	Min. 01/ Year for all Location	Number of Trainings on Information Security	1	Achieved.
			2024-25 (till Dec-2024)	All	Min. 01/ Year for all Location	Number of Trainings on Information Security	1	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Information Security: Number of Risk Assessment on Information Security

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Information Security		2021-22	All	Min. 01/ Year for all Location	Number of Risk Assessment on Information Security	1	Achieved.
1	GRI 418 UNGP Principle 10	Number of Risk Assessment on	2022-23	All	Min. 01/ Year for all Location	Number of Risk Assessment on Information Security	1	Achieved.
	16 PEACE JUSTICE AND STRONG INSTITUTIONS	Information Security	2023-24	All	Min. 01/ Year for all Location	Number of Risk Assessment on Information Security	1	Achieved.
			2024-25 (till Dec-2024)	All	Min. 01/ Year for all Location	Number of Risk Assessment on Information Security	1	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Whistle Blower: Number of Whistle Blower incident

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
			Number of Whistle Blower incident Ensure Zero Incident related to Whistle Blower		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
	Blower Whis Blow	Whistle Blower			•	0	0	0	0	0	Achieved.
						0	0	0	0	0	Achieved.
				2021-22	Nagor - 1086	0	0	0	0	0	Achieved.
1					Parbatsar - 1023	0	0	0	0	0	Achieved.
		moident			All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
	GRI 411			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Environment, Er	ergy Labour, Human rignts,	business Eulics, nea	iiiii & 3	barety,	Sustaman	ne Procu	rement	
		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
		Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
		Alwar - 1077	0	0	0	0	0	Achieved.
UNGP		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
Principle 01-	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
10		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
		Udaipur - 1030	0	0	0	0	0	Achieved.

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	<u> </u>	•	1	<u>, , , , , , , , , , , , , , , , , , , </u>	1	i	1	
		Haldwani - 1015	0	0	0	0	0	Achieved.
		Nagor - 1086	0	0	0	0	0	Achieved.
		Parbatsar - 1023	0	0	0	0	0	Achieved.
	L. Carrier of the Control of the Con	All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
		All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
		Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
11 SUSTAINABLE CITIES AND COMMUNITIES		Alwar - 1077	0	0	0	0	-	Achieved.
		Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
		Tirunelveli - 1071	0	0	0	0	-	Achieved.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	2024-25	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
	(Monitored till Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
17 PARTNERSHIPS FOR THE GOALS		Haldwani - 1015	0	0	0	0	-	Achieved.
TOTAL MEDIAS		Nagor - 1086	0	0	0	0	-	Achieved.
		Parbatsar - 1023	0	0	0	0	-	Achieved.

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All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	-	Achieved.

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Grievances Management: Number of Grievances Reported

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
					Udaipur - 1030	0	0	0	0	0	Achieved.
					Haldwani - 1015	0	0	0	0	0	Achieved.
	Management Grieva	Number of	Ensure Zero	2021-22	Nagor - 1086	0	0	0	0	0	Achieved.
1		Grievances Reported			Parbatsar - 1023	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
	GRI 411			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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Environment	Energy Labour, num	ian rignis, bus	silless Etilles, near	ui a s	aiety,	Sustailian	ie Procu	rement	
			Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
			Tirunelveli - 1071	0	0	0	0	0	Achieved.
			Hosur 1016 & 1065	0	0	0	0	0	Achieved.
			Udaipur - 1030	0	0	0	0	0	Achieved.
			Haldwani - 1015	0	0	0	0	0	Achieved.
			Nagor - 1086	0	0	0	0	0	Achieved.
			Parbatsar - 1023	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
			Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
			Alwar - 1077	0	0	0	0	0	Achieved.
UNGP			Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
Principle 01-	ı -	2023-24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
02			Hosur 1016 & 1065	0	0	0	0	0	Achieved.
			Udaipur - 1030	0	0	0	0	0	Achieved.

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			Haldwani - 1015	0	0	0	0	0	Achieved.
			Nagor - 1086	0	0	0	0	0	Achieved.
			Parbatsar - 1023	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
			All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
			Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
			Alwar - 1077	0	0	0	0	-	Achieved.
			Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
			Tirunelveli - 1071	0	0	0	0	-	Achieved.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS		2024-25 (Monitored till	Hosur 1016 & 1065	0	0	0	0	-	Achieved.
X		Dec-2024)	Udaipur - 1030	0	0	0	0	-	Achieved.
			Haldwani - 1015	0	0	0	0	-	Achieved.
			Nagor - 1086	0	0	0	0	-	Achieved.
			Parbatsar - 1023	0	0	0	0	-	Achieved.

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All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
Total All Sites (Plant + Warehosues + Offices)	0	0	0	0		Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Health & Safety: Lost time injury frequency rate

Hount	i a balcty. Et	oce ciiiio iiijai	y moquemey	iato						
Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Description	Financial Year 2021-22	Financial Year 2022-23	Financial Year 2023-24	FY 2024-25 (till Dec- 2024)	Status
					Total Man hrs worked	363252	403236	258560	2450664	
					Total Number of Lost Time injury events	0	0	0	0	
			Ensure Zero Lost	Alwar - 1077	Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	0.00	Year 2023-24 258560	0.00	Achieved.
	Health &		time	,	Total Man hrs worked	587456	576152	509040	3779016	
1	Safety		injury frequency		Total Number of Lost Time injury events	0	1	1	1	Net
			rate every year	Bhuj 1005 & 1068	Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	1.74	1.96	0.26	Not Achieved.
				Tirunelveli -	Total Man hrs worked	3848	3946	19392	48840	
				1071	Total Number of Lost Time injury events	0	0	0	0	Achieved.

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<u> </u>		· · · · · · · · · · · · · · · · · · ·	<u> </u>	· <u> </u>	,				
				Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	0.00	0.00	0.00	
				Total Man hrs worked	289896	315504	189072	1643472	
			Hosur 1016	Total Number of Lost Time injury events	0	0	2	0	Not
			& 1065	Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	0.00	10.58	0.00	Not Achieved.
				Total Man hrs worked	161520	165636	157560	121608	
			Udainus	Total Number of Lost Time injury events	0	0	0	0	
			Udaipur - 1030	Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	0.00	0.00	0.00	Achieved.
			Haldwani -	Total Man hrs worked	5384	5412	55752	283608	
	GRI 403		1015	Total Number of Lost Time injury events	0	0	0	0	Achieved.

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				Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	0.00	0.00	0.00	
				Total Man hrs worked	0	-	46056	50040	
				Total Number of Lost Time injury events	0	-	0	0	
		Nagor - 1086	Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	0.00	0.00	0.00	Achieved.	
				Total Man hrs worked	0	-	-	-	
			Doubetoon	Total Number of Lost Time injury events	0	-	-	-	
		Parbatsar - 1023	Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	0.00	0.00	0.00	Achieved.	
			All 20	Total Man hrs worked	24608	26412	249672	34384.67	
		Microns	Total Number of Lost Time injury events	0	0	0	0	Achieved.	

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Environment, Energy Labour, Haman righte, Ducinious Lanco, House & Galoty, Gastaniasis i rocaroment									
			Limited - Warehouses	Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	0.00	0.00	0.00	
				Total Man hrs worked	34582	35786	397936	397936	
3 GOOD HEALTH			All 20 Microns Limited - Offices	Total Number of Lost Time injury events	0	0	0	0	
8 BECONT WORK AND ECONOMIC GROWTH				Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	0.00	0.00	0.00	Achieved.
1 1				Total Man hrs worked	1470546	1532084	1883040	8809568.667	
		Total All Sites (Plant	Total Number of Lost Time injury events	0	1	3	1	Nes	
			+ Warehosues + Offices)	Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	0.65	1.59	0.11	Not Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Health & Safety: Lost time Injury Severity Rate - LTI-SR

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Description	Financial Year 2021-22	Financial Year 2022-23	Financial Year 2023-24	FY 2024-25 (till Dec- 2024)	Status	
					Total Working Manhours	363252	403236	259368	2450664		
				Alwar - 1077	Total Loss of Working Man-days	0	0	0	0	Achieved.	
			Aiwai - 1077	LTI - SR (Total Loss of Working Mandays X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00	Acilieved.		
			ty Time Injury Severity	Bhuj 1005 &	Total Working Manhours	587456	576152	509040	3779016		
		Lost time Injury			Total Loss of Working Man-days	0	30	13	31	Not	
1	Health & Safety	Severity Rate - LTI-SR		Injury	Injury Severity	1068	LTI - SR (Total Loss of Working Man- days X 1000000 / Total Working Manhours)	0.00	52.07	25.54	8.20
			LTI-SR		Total Working Manhours	3848	3946	19392	48840		
				Tirunelveli - 1071	Total Loss of Working Man-days	0	0	0	0		
					LTI - SR (Total Loss of Working Mandays X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00	Achieved.	

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				Total Working Manhours	289896	315504	189072	1643472	
		Hosur 1016	Total Loss of Working Man-days	0	0	55	0	Not	
			& 1065	LTI - SR (Total Loss of Working Man- days X 1000000 / Total Working Manhours)	0.00	0.00	290.89	0.00	Achieved.
				Total Working Manhours	161520	165636	157560	121608	
			Udaipur -	Total Loss of Working Man-days	0	0	0	0	Achieved.
			1030	LTI - SR (Total Loss of Working Mandays X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00	Monic ved.
			Total Working Manhours	5384	5412	55752	283608		
				Total Loss of Working Man-days	0	0	0	0	
GRI 403			Haldwani - 1015	LTI - SR (Total Loss of Working Mandays X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00	Achieved.
GRI 403				Total Working Manhours	-	-	46056	50040	
			Nagor - 1086	Total Loss of Working Man-days	-	-	0	0	
		N		LTI - SR (Total Loss of Working Mandays X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00	Achieved.

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<u> </u>	Lifvironinent, Lifergy Labour, Fluman rights, Business Littles, Fleath & Salety, Sustainable Procurement									
					Total Working Manhours	-	-	-	-	
				Parbatsar -	Total Loss of Working Man-days	-	-	-	-	Achieved.
				1023	LTI - SR (Total Loss of Working Mandays X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00	7 toriio vod.
				A II 20	Total Working Manhours	24608	26412	249672	34384.6667	
				All 20 Microns	Total Loss of Working Man-days	0	0	0	0	Achieved.
	# 4000 UFLITH			Limited - Warehouses	LTI - SR (Total Loss of Working Mandays X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00	Acriieved.
	3 GOOD HEALTH AND WELL-BEING			All 20 Microns Limited - Offices	Total Working Manhours	34582	35786	397936	397936	Achieved.
	<i>-</i> ₩•				Total Loss of Working Man-days	0	0	0	0	
	8 DECENT WORK AND ECONOMIC GROWTH	DECONT WORK AND ECONOMIC GROWTH			LTI - SR (Total Loss of Working Mandays X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00	
					Total Working Manhours	1470546	1532084	1883848	8809568.67	
				Total All Sites (Plant	Total Loss of Working Man-days	0	30	68	31	
				Warehosues + Offices)	LTI - SR (Total Loss of Working Mandays X 1000000 / Total Working Manhours)	0.00	19.58	36.10	3.52	Not Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Product Use: Number of customer complaints received regarding product performance

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Number of customer complaints received regarding product performance	FY 2022-23 Number of customer complaints received regarding product performance	FY 2023-24 Number of customer complaints received regarding product performance	FY 2024-25 (till Dec- 2024) Number of customer complaints received regarding product performance	Status (till Dec- 24)
				Alwar - 1077	0	0	0	0	Achieved.
	GRI 416-2			Bhuj 1005 & 1068	0	0	0	0	Achieved.
		Number of customer complaints		Tirunelveli - 1071	3	5	2	2	Achieved.
				Hosur 1016 & 1065	0	0	0	0	Achieved.
				Udaipur - 1030	0	0	0	0	Achieved.
				Haldwani - 1015	0	0	0	0	Achieved.
	LINOR Polyada La 40			Nagor - 1086	0	0	0	0	Achieved.
1	UNGP Principle 13	received	Zero	Parbatsar - 1023	0	0	0	0	Achieved.
		regarding product performance		All 20 Microns Limited - Warehouses	0	0	0	0	Achieved.
	12 RESPONSIBLE CONSIDERION AND PRODUCTION			All 20 Microns Limited - Offices	NA	NA	NA	NA	Achieved.
				Total All Sites (Plant + Warehosues)	3	5	2	2	Achieved.

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Product Use: Percentage of products with updated Safety Data Sheets (SDS) and handling guidelines available for customers

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	% Percentage of products with updated Safety Data Sheets (SDS)	% Percentage of products with updated Safety Data Sheets (SDS)	% Percentage of products with updated Safety Data Sheets (SDS)	FY 2024-25 (till Dec- 2024) % Percentage of products with updated Safety Data Sheets (SDS)	Status (till Dec- 24)	
				Alwar - 1077	100%	100%	100%	100%	Achieved.	
	Product Use	Percentage of	Ensure 100% Percentage of	Bhuj 1005 & 1068	100%	100%	100%	100%	Achieved.	
		products with updated Safety	products with	Tirunelveli - 1071	100%	100%	100%	100%	Achieved.	
		Data Sheets	updated Safety Data Sheets	Hosur 1016 & 1065	100%	100%	100%	100%	Achieved.	
1	GRI 416-2	(SDS) and handling	(SDS) and handling	Udaipur - 1030	100%	100%	100%	100%	Achieved.	
		guidelines available for	guidelines	Haldwani - 1015	100%	100%	100%	100%	Achieved.	
	UNGP Principle 13	customers	available for customers	Nagor - 1086	100%	100%	100%	100%	Achieved.	
				Parbatsar - 1023	100%	100%	100%	100%	Achieved.	

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9 INDUSTRY INMOVATION AND BEPLASTRUCTURE	All 20 Microns Limited - Warehouses	100%	100%	100%	100%	Achieved.
	All 20 Microns Limited - Offices	NA	NA	NA	NA	Achieved.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Total All Sites (Plant + Warehosues + Offices)	100%	100%	100%	100%	Achieved.

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Product Use: To Reduce Quantity (in MT) of returned product batches due to quality defects or stability failures FY 2024-25 FY 2021-22 FY 2022-23 FY 2023-24 (till Dec-2024) Quantity (in Quantity (in Quantity (in Quantity (in 20 Microns Limited -MT) of MT) of MT) of MT) of **Status** Materiality Sr. No. **Target Indicators** Plants, Warehouses, returned returned returned returned (till Dec-**Reporting Topic** Offices Location 24) product product product product batches batches batches batches due to due to due to due to quality quality quality quality defects or defects or defects or defects or stability stability stability stability failures failures failures failures Alwar - 1077 Achieved. 0 0 0 To Reduce Bhuj 1005 & 1068 Achieved. **Product Use** 0 0 0 Quantity (in Achieved. Tirunelveli - 1071 MT) of 9.975 46.531 35 10.35 returned Hosur 1016 & 1065 Achieved. 0 0 0 product 1 >100 MT batches due **GRI 416-2** Udaipur - 1030 Achieved. 0 0 0 0 to quality defects or Haldwani - 1015 Achieved. 0 0 0 0 stability failures Nagor - 1086 Achieved. 0 0 0 0 **UNGP Principle 13** Parbatsar - 1023 Achieved.

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3 GOOD HEATH AND WELL-BEING	All 20 Microns Limited - Warehouses All 20 Microns Limited - Offices	0 NA	0 NA	0 NA	0 NA	Achieved.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Total All Sites (Plant + Warehosues)	111%	517%	389%	115%	Achieved.

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Product Use: Percentage of products meeting legal compliance (regulatory & statutory compliance) and safety standards

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	% Percentage of products meeting regulatory compliance and safety standards	% Percentage of products meeting regulatory compliance and safety standards	% Percentage of products meeting regulatory compliance and safety standards	(till Dec-2024) % Percentage of products meeting regulatory compliance and safety standards	Status (till Dec- 24)
	Product Use	meeting legal products compliance m		Alwar - 1077	100%	100%	100%	100%	Achieved.
			Ensure 100% Percentage of products	Bhuj 1005 & 1068	100%	100%	100%	100%	Achieved.
				Tirunelveli - 1071	100%	100%	100%	100%	Achieved.
				Hosur 1016 & 1065	100%	100%	100%	100%	Achieved.
1	GRI 416-2		meeting regulatory	Udaipur - 1030	100%	100%	100%	100%	Achieved.
		statutory compliance)	compliance	Haldwani - 1015	100%	100%	100%	100%	Achieved.
	LINCR Principle 42	and safety standards	and safety standards	Nagor - 1086	100%	100%	100%	100%	Achieved.
	UNGP Principle 13			Parbatsar - 1023	100%	100%	100%	100%	Achieved.
			All 20 Microns Limited - Warehouses	100%	100%	100%	100%	Achieved.	

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3 GOOD HEALTH AND WELL-SERND	All 20 Microns Limited - Offices	NA	NA	NA	NA	Achieved.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Total All Sites (Plant + Warehosues + Offices)	100%	100%	100%	100%	Achieved.

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Product Use: Number of collaborative R&D projects conducted for product formulation enhancements

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Product Use	Number of collaborative R&D projects	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	01 Nos. till March'2022	Number of collaborative R&D projects conducted for product formulation enhancements	1	Achieved.
	GRI 102-44 UNGP Principle 13		2022-23	Monitored centrally for all manufacturing plants, warehouses and offices	01 Nos. till March'2023	Number of collaborative R&D projects conducted for product formulation enhancements	1	Achieved.
1	9 INDUSTRY, INMERATION AND INFRASTRUCTURE	conducted for product formulation enhancements	2023-24	Monitored centrally for all manufacturing plants, warehouses and offices	03 Nos. till March'2024	Number of collaborative R&D projects conducted for product formulation enhancements	3	Achieved.
			2024-25 (till Dec- 2024)	Monitored centrally for all manufacturing plants, warehouses and offices	03 Nos. till March'2024	Number of collaborative R&D projects conducted for product formulation enhancements	3	Achieved.

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Gender Diversity: Increasing women participation in executive position (management staff) - (excluding board of directors)

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
					Total employees	301	
					Total Male employee	290	
	Gender Diversity		Monitoring	2022-23	Total Female employee	11	Monitoring
	Gender Diversity	Increasing women	started	2022-23	(Total number of women in mid-management, management and executive positions / total number of employees in midmanagement, management and executive positions) *100	3.65	started
		participation in executive	Increase up to 6 %	Total Male employee Total Male employee Total Male employee Total Female employee (Total number of women in mid-management, management and executive positions / total number of employees midmanagement, management and executive positi	Total employees	321	
1		position (management			Total Male employee	304	In
	GRI 405	staff) - (excluding	from Baseline of 3.65		Total Female employee	17	Progress to
	UNGP Principle 1, 6	board of directors)	% of 2022-23 by March'2025		•	5.30	Achieved Target.
	5 CONDER FOULTRY		Increase up to	2024-25	Total employees	301	
			from Baseline	(till Dec-	Total Male employee	290	Monitoring started
	¥		of 3.65 % of 2022-23	2024)	Total Female employee	11	

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	VII 011111011	t, Ellorgy Labo	ar, mamaring	into, Basint	233 Etimes, ficultif & Galety, Gastamable i foce	11 CITICITE	
			by March'2025		(Total number of women in mid-management, management and executive positions / total number of employees in midmanagement, management and executive positions) *100	3.65	

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Gender Diversity: Increasing women participation in whole organization incuding management staff, company and contract workers

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status	
					Total employees	718		
			Monitoring		Total Male employee	678	Monitoring	
	Gender Diversity		started	2022-23	Total Female employee	40	started	
				(Total number of women employed / Total number of employees) *100	5.57			
	GRI 405 ii UNGP Principle o 1, 6 ii	women participation	from Baseline of 5.57 % of 2022-23 by	2023-24	Total employees	746	Target Achieved.	
		in whole organization incuding management staff,			Total Male employee	606		
2					Total Female employee	62		
					(Total number of women employed / Total number of employees) *100	8.31		
		company and			Total employees	-		
		contract workers	Increase up to 10 %		Total Male employee	-		
	5 EQUALITY	WOIKEIS	from Baseline	2024-25	Total Female employee	-	Inprocess - Review	
	₽.		of 5.57 % of 2022-23 by March'2025	(till Dec- 2024)	(Total number of women employed / Total number of employees) *100	-	in Apr- 2025	

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Gender Diversity: Maintain women participation Board of Director

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
					Total Members in Board of Director	8	
					Total Male Members in Board of Director	7	Monitoring started
	Gender Diversity		Monitoring started	2022-23	Total Female Members in Board of Director 1	1	
					(Total number of board members identifying as women/ total number of members on the organization's board)*100	12.50	
		GRI 405 Maintain women participation JNGP Principle Board	Increase up to 10 % from Baseline of 5.57 % of 2022-23 by	2023-24	Total Members in Board of Director	8	
	participation				Total Male Members in Board of Director	7	
3					Total Female Members in Board of Director	1	Achieved
		March'2025		(Total number of board members identifying as women/ total number of members on the organization's board)*100	12.50		
					Total Members in Board of Director	8	
	5 GENDER EQUALITY		Maintain women participation in Board	2024-25	Total Male Members in Board of Director	7	
	₫"		of Directors as per Baseline of 12.50 % of 2022-23	(till Dec- 2024)	Total Female Members in Board of Director	1	Achieved
					(Total number of board members identifying as women/ total number of members on the organization's board)*100	12.50	

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Gender Diversity: Increase Average unadjusted gender pay gap (Women to man)

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
1	Gender Diversity		Monitoring started	2022-23	Total employees	301	Achieved.
					Total Male employee	290	
					Total Female employee	11	
					Salary ratio (%) - Woman/ Man @ Comparison of Asst. Manager Level	NIL	
	GRI 405 UNGP Principle 1, 6	Increase			Total employees	321	Achieved.
		Average			Total Male employee	304	
		unadjusted gender pay	100%	2023-24	Total Female employee	17	
		gap (Women to man)			Salary ratio (%) - Woman/ Man @ Comparison of Asst. Manager Level	1.05	
	5 GENDER EQUALITY				Total employees	301	
				2024 25 (4:11	Total Male employee	290	Achieved
			100%	2024-25 (till Dec-2024)	Total Female employee	11	
					Salary ratio (%) - Woman/ Man @ Comparison of Asst. Manager Level	105%	

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Workforce Diversity; Hiring of Vulnerable / Marginalized People in company (%)

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Workforce Diversity				Total employees	301	
			>8%	2022-23	Total Vulnerable / Marginalized Employees	28	Achieved
					Hiring of Vulnerable / Marginalized People in company (%)	9%	
1	GRI 405 UNGP Principle 1, 6	Hiring of		2023-24	Total employees	321	Achieved
		Vulnerable / Marginalized	>10%		Total Vulnerable / Marginalized Employees	33	
		People in company (%)			Hiring of Vulnerable / Marginalized People in company (%)	10%	
	5 GENDER FOLIALITY		>12%	2024-25 (till	Total employees	-	In
					Total Vulnerable / Marginalized Employees	-	
			Dec-2024)	Hiring of Vulnerable / Marginalized People in company (%)	-	progress	

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Workforce Diversity; Hiring of Vulnerable / Marginalized People at Top Management level (%)

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
	Workforce Diversity				Total employees	12	Achieved
			>8%	2022-23	Total Vulnerable / Marginalized Employees	1	
					Hiring of Vulnerable / Marginalized People in company (%)	8%	
	2 UNGP Principle 1, 6 People at Top		>8% 2023-24	Total employees	12		
		P Principle 1, 6 People at Top Management level (%)		2023-24	Total Vulnerable / Marginalized Employees	1	Achieved
2				2020 21	Hiring of Vulnerable / Marginalized People in company (%)	8%	
			Total employees	12			
				2004 05 (4:11	Total Vulnerable / Marginalized Employees	2	
	5 EQUALITY		>12%	2024-25 (till Dec-2024)	Hiring of Vulnerable / Marginalized People in company (%)	17%	Inprogress

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Pay Ratio Disclosure: Pay ratio between the highest-paid person and the median employee

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status		
					Highest-paid Person in INR	5299932			
	Pay Ratio Disclosure		>5%	2021-22	Median-paid employee in INR	414228	Achieved.		
					Pay ratio between the highest-paid person and the median employee	7.82			
					Highest-paid Person in INR	5800000			
	Pay Ratio Disclosure	Dou notic	>7.5%	2022-23	Median-paid employee in INR	474264	Achieved.		
		Pay ratio between the highest-paid			Pay ratio between the highest-paid person and the median employee	8.18			
1	001.405	person and		2023-24	Highest-paid Person in INR	6384048			
	GRI 405	the median employee	>8%		Median-paid employee in INR	514236	Achieved.		
	UNGP Principle 1, 6				Pay ratio between the highest-paid person and the median employee	8.06			
	5 GENDER EQUALITY				Highest-paid Person in INR	In Process	In Progress		
			>10%	2024-25 (till	Median-paid employee in INR	In Process	- Done		
	₽.			Dec-2024)	Pay ratio between the highest-paid person and the median employee	-	After March 2025.		

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Working conditions: Ensure coverage of all employee in health insurance

					F	Y 2021-2	2	F	Y 2022-2	3	F	Y 2023-2	4	FY 20	24-25 (till 2024)	Dec-				
Sr. No.	Materi ality Report ing Topic	Indicat ors	Targe t	20 Microns Limited - Plants, Wareho uses, Offices Location	Total emplo yee	Numer of emplo yee cover ed Under Health Insura nce	% cover age	Total emplo yee	Numer of emplo yee cover ed Under Health Insura nce	% cover age	Total emplo yee	Numer of emplo yee cover ed Under Health Insura nce	% cover age	Total emplo yee	Numer of emplo yee cover ed Under Health Insura nce	% cover age	Statu s (till Dec- 24)			
	Maylein	_		Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achie ved.			
	Workin g conditi ons	Ensur e covera	Engur	Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achie ved.			
	ons	ge of all	e 100	Tirunelve li - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achie ved.			
1	ODI	emplo yee in	cover age	Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achie ved.			
	GRI - 403	insura nce		alth sura	h J		h la	Udaipur - 1030	42	42	100%	45	45	100%	49	49	100%	61	61	100%
		1100		Haldwani - 1015	15	15	100%	18	18	100%	18	18	100%	16	16	100%	Achie ved.			

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3 GOOD HAATH AND WELL-BIND NECHNI WORK AND FICHMANG CHOPTH	Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	15	15	100%	Achie ved.
	Parbatsa r - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achie ved.
	All 20 Microns Limited - Warehou ses	92	92	100%	78	78	100%	88	88	100%	65	65	100%	Achie ved.
	All 20 Microns Limited - Offices	112	112	100%	112	112	100%	123	123	100%	130	130	100%	Achie ved.
	Total All Sites (Plant + Wareho sues + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	Achie ved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Working conditions: Ensure coverage of all employee in health check up

					F	Y 2021-2	2	F	Y 2022-2	3	F	Y 2023-2	4	FY 20	24-25 (till 2024)	Dec-		
Sr. No.	Materi ality Report ing Topic	Indicat ors	Targe t	20 Microns Limited - Plants, Wareho uses, Offices Location	Total emplo yee	Nume r of emplo yee cover ed Under Health Check up	% cover age	Total emplo yee	Nume r of emplo yee cover ed Under Health Check up	% cover age	Total emplo yee	Nume r of emplo yee cover ed Under Health Check up	% cover age	Total emplo yee	Nume r of emplo yee cover ed Under Health Check up	% cover age	Statu s (till Dec- 24)	
	Maral to			Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achie ved.	
	Workin g conditi	Ensur e	sur e vera e of ell plo e in alth eck	Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achie ved.	
	ons	covera ge of		Tirunelve li - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achie ved.	
1		all emplo yee in		e 100 % cover	Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achie ved.
	GRI - 403	health check		Udaipur - 1030	42	42	100%	45	45	100%	49	49	100%	61	61	100%	Achie ved.	
		ир		H	H	Haldwani - 1015	15	15	100%	18	18	100%	18	18	100%	16	16	100%
				Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	15	15	100%	Achie ved.	

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	Parbatsa r - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achie ved.
3 GOOD HEALTH AND WELL-SEND 8 BECONT WORK AND ECONOMIC GROWTH	All 20 Microns Limited - Warehou ses	92	92	100%	78	78	100%	88	88	100%	65	65	100%	Achie ved.
	All 20 Microns Limited - Offices	112	112	100%	112	112	100%	123	123	100%	130	130	100%	Achie ved.
	Total All Sites (Plant + Warehos ues + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	Achie ved.

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Working conditions: Ensure coverage of all employee in employee Satisfaction survey

				lage of all t		Y 2021-22			Y 2022-23	3	i	FY 2023-24	ļ	FY 20)24-25 (till 2024)	Dec-	
Sr. No.	Materi ality Report ing Topic	Indicat ors	Targe t	20 Microns Limited - Plants, Wareho uses, Offices Locatio n	Total emplo yee	Numer of employ ee covere d Under Emplo ye satisfa ction survey	% cover age	Total emplo yee	Numer of employ ee covere d Under Emplo ye satisfa ction survey	% cover age	Total emplo yee	Numer of employ ee covere d Under Emplo ye satisfa ction survey	% cover age	Total emplo yee	Numer of employ ee covere d Under Emplo ye satisfa ction survey	% cover age	Statu s (till Dec- 24)
		Ensure		Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achie ved.
	Worki ng condit	covera ge of all	Ensur	Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achie ved.
1	ions	employ ee in	e 100 % cover	Tirunelv eli - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achie ved.
	GRI -	employ ee Satisfa ction	age	Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achie ved.
	403	survey		Udaipur - 1030	42	42	100%	45	45	100%	49	49	100%	61	61	100%	Achie ved.

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		Haldwan i - 1015	15	15	100%	18	18	100%	18	18	100%	16	16	100%	Achie ved.
		Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	15	15	100%	Achie ved.
		Parbatsa r - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achie ved.
3 GOOD HEALTH AND WELL-SEING 8 DECONT WORK AND ECONOMIC GROWT		All 20 Microns Limited - Wareho uses	92	92	100%	78	78	100%	88	88	100%	65	65	100%	Achie ved.
		All 20 Microns Limited - Offices	112	112	100%	112	112	100%	123	123	100%	130	130	100%	Achie ved.
		Total All Sites (Plant + Wareho sues + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	Achie ved.

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Career Management: Ensure coverage of all employee in Annual Appraisal for company

					FY 2021-22				Y 2022-2	3	F	Y 2023-2	4	FY 20	24-25 (till 2024)	l Dec-	
Sr. No ·	Materialit y Reportin g Topic	Indicat ors	Target	20 Microns Limited - Plants, Warehou ses, Offices Location	Total emplo yee	Numer of emplo yee covere d Under annual apprai sal (comp any emplo yee and worker	% cover age	Total emplo yee	Numer of emplo yee covere d Under annual apprai sal (comp any emplo yee and worker	% cover age	Total emplo yee	Numer of emplo yee covere d Under annual apprai sal (comp any emplo yee and worker	% cover age	Total emplo yee	Numer of emplo yee covere d Under annual apprai sal (comp any emplo yee and worker	% cover age	Status (till Dec- 24)
		Ensure covera		Alwar - 1077	15	15	100%	13	13	100%	14	14	100%	11	11	100%	Achiev ed.
	Career Manage	ge of all	Ensur	Bhuj 1005 & 1068	123	123	100%	120	120	100%	122	122	100%	122	122	100%	Achiev ed.
1	ment	emplo yee in	e 100 %	Tirunelvel i - 1071	6	6	100%	7	7	100%	7	7	100%	8	8	100%	Achiev ed.
	Annual	Annual Apprai sal for	Annual cover Apprai age	Hosur 1016 & 1065	17	17	100%	19	19	100%	21	21	100%	17	17	100%	Achiev ed.
		compa ny		Udaipur - 1030	18	18	100%	15	15	100%	17	17	100%	17	17	100%	Achiev ed.

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	emplo	 Haldwani - 1015	5	5	100%	5	5	100%	5	5	100%	5	5	100%	Achiev ed.
	yee and worker	Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	4	4	100%	Achiev ed.
8 DECONT WORK AND ECONOMIC GROWTH 17 PARTNESSHE'S FOR THE GOLLS	S	Parbatsar - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achiev ed.
		All 20 Microns Limited - Warehou ses	22	22	100%	18	18	100%	20	20	100%	21	21	100%	Achiev ed.
		All 20 Microns Limited - Offices	114	114	100%	104	104	100%	115	115	100%	156	156	100%	Achiev ed.
		Total All Sites (Plant + Warehos ues + Offices)	320	320	100%	301	301	100%	321	321	100%	361	361	100%	Achiev ed.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Career Management: Ensure coverage of all employee in HR Policy Training

	Manageme					Y 2021-2			Y 2022-2	3	F	Y 2023-2	4	FY 20	24-25 (till 2024)	Dec-	
Sr. No.	Materiali ty Reportin g Topic	Indica tors	Targe t	20 Microns Limited - Plants, Wareho uses, Offices Location	Total emplo yee	Nume r of emplo yee cover ed Under HR Policy Traini ng	% cover age	Total emplo yee	Nume r of emplo yee cover ed Under HR Policy Traini ng	% cover age	Total emplo yee	Nume r of emplo yee cover ed Under HR Policy Traini ng	% cover age	Total emplo yee	Nume r of emplo yee cover ed Under HR Policy Traini ng	% cover age	Statu s (till Dec- 24)
		_		Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achie ved.
	Career Manage ment	Ensur e cover		Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achie ved.
		age of all	e 100	Tirunelve li - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achie ved.
'	op!	emplo yee in HR	% cover age	Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achie ved.
	GRI - 404	Policy Traini ng		Udaipur - 1030	42	42	100%	45	45	100%	49	49	100%	61	61	100%	Achie ved.
		''y		Haldwani - 1015	15	15	100%	18	18	100%	18	18	100%	16	16	100%	Achie ved.

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P	UNGP Principl e 1, 2	Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	15	15	100%	Achie ved.
		Parbatsa r - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achie ved.
8), DESSAT WORK AND FOONDMC GROWTH	All 20 Microns Limited - Warehou ses	92	92	100%	78	78	100%	88	88	100%	65	65	100%	Achie ved.
	7 FOR THE GOALS	All 20 Microns Limited - Offices	112	112	100%	112	112	100%	123	123	100%	130	130	100%	Achie ved.
ŀ	*	Total All Sites (Plant + Wareho sues + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	Achie ved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Career Management: Ensure coverage of all employee in Business Ethics

	J			age of an e		Y 2021-2			Y 2022-2	3	F	Y 2023-2	4	FY 20	24-25 (till 2024)	Dec-	
Sr. No.	Materiali ty Reportin g Topic	Indica tors	Targe t	20 Microns Limited - Plants, Wareho uses, Offices Location	Total emplo yee	Nume r of emplo yee cover ed Under Busin ess Ethics Traini ng	% cover age	Total emplo yee	Nume r of emplo yee cover ed Under Busin ess Ethics Traini ng	% cover age	Total emplo yee	Nume r of emplo yee cover ed Under Busin ess Ethics Traini ng	% cover age	Total emplo yee	Nume r of emplo yee cover ed Under Busin ess Ethics Traini ng	% cover age	Statu s (till Dec- 24)
		Ensur		Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achie ved.
	Career Manage ment	e cover age of	_	Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achie ved.
		all emplo	Ensur e 100 %	Tirunelve li - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achie ved.
1	op.	yee in Busin	cover age	Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achie ved.
	GRI - 404	ess Ethics Traini		Udaipur - 1030	42	42	100%	45	45	100%	49	49	100%	61	61	100%	Achie ved.
		ng		Haldwani - 1015	15	15	100%	18	18	100%	18	18	100%	16	16	100%	Achie ved.

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UNGP Principle 1, 2	Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	15	15	100%	Achie ved.
	Parbatsa r - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achie ved.
B DECENT WORK AM COMMON CROW	All 20 Microns Limited - Warehou ses	92	92	100%	78	78	100%	88	88	100%	65	65	100%	Achie ved.
17 PARTINERSHIPS FOR THE GOALS	All 20 Microns Limited - Offices	112	112	100%	112	112	100%	123	123	100%	130	130	100%	Achie ved.
%	Total All Sites (Plant + Wareho sues + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	Achie ved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Career Management: Ensure coverage of all employee in Environment management Training

				J. a.g. C. a.	ı	FY 2021-22			FY 2022-23			FY 2023-24		FY 20	024-25 (till 2024)	Dec-	
Sr N o.	Material ity Reporti ng Topic	Indicato rs	Targe t	20 Microns Limited - Plants, Wareho uses, Offices Locatio n	Total empl oyee	Numer of employ ee covere d in Environ ment Manage ment Trainin g	% cover age	Total empl oyee	Numer of employ ee covere d in Environ ment Manage ment Trainin q	% cover age	Total empl oyee	Numer of employ ee covere d in Environ ment Manage ment Trainin q	% cover age	Total empl oyee	Numer of employ ee covere d in Environ ment Manage ment Trainin q	% cover age	Statu s (till Dec- 24)
		Ensure		Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achie ved.
	Career Manage	coverag e of all employ	Ensu	Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achie ved.
1	ment	ee in Environ ment	re 100 %	Tirunelv eli - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achie ved.
	GRI -	manage ment Trainin	cover age	Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achie ved.
	404	g		Udaipur - 1030	42	42	100%	45	45	100%	49	49	100%	61	61	100%	Achie ved.

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 _	 ient, Energy i	<u>-usoui,</u>	, mannan		Busine	,33 Etillo	o, mean		icty, ous	taniabi	01100	di Cilicit		
	Haldwan i - 1015	15	15	100%	18	18	100%	18	18	100%	16	16	100%	Achie ved.
UNGP Principl e 7, 8	Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	15	15	100%	Achie ved.
	Parbats ar - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achie ved.
8 DECENT WORK AND ECONOMIC GROWTH	All 20 Microns Limited - Wareho uses	92	92	100%	78	78	100%	88	88	100%	65	65	100%	Achie ved.
13 CEMAIE	All 20 Microns Limited - Offices	112	112	100%	112	112	100%	123	123	100%	130	130	100%	Achie ved.
17 MRITHERSHIPS FOR THE GOALS	Total All Sites (Plant + Wareho sues + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	Achie ved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Career Management: Ensure coverage of all employee in Health and Safety Training

	er manager			ŭ		Y 2021-2			Y 2022-2	3	F	Y 2023-2	4	FY 20	24-25 (till 2024)	Dec-	
Sr · N o.	Materiali ty Reportin g Topic	Indicat ors	Targe t	20 Microns Limited - Plants, Wareho uses, Offices Location	Total emplo yee	Nume r of emplo yee cover ed in Health & Safety Traini ng	% cover age	Total emplo yee	Nume r of emplo yee cover ed in Health & Safety Traini ng	% cover age	Total emplo yee	Nume r of emplo yee cover ed in Health & Safety Traini ng	% cover age	Total emplo yee	Nume r of emplo yee cover ed in Health & Safety Traini ng	% cover age	Statu s (till Dec- 24)
		Ensur		Alwar - 1077	149	130	87.25 %	152	152	100%	139	139	100%	112	107	100%	Achiev ed.
	Career Manage ment	e covera ge of		Bhuj 1005 & 1068	237	190	80.17 %	230	230	100%	240	240	100%	185	185	100%	Achiev ed.
		all emplo	Ensur e 100 %	Tirunelve li - 1071	11	9	81.82 %	13	13	100%	13	13	100%	20	20	100%	Achiev ed.
1	ODI	yee in Health and	cover age	Hosur 1016 & 1065	58	54	93.10 %	70	70	100%	76	76	100%	72	72	100%	Achiev ed.
	GRI - 404	Safety Traini		Udaipur - 1030	42	36	85.71 %	45	45	100%	49	49	100%	61	61	100%	Achiev ed.
		ng		Haldwani - 1015	15	12	80.00 %	18	18	100%	18	18	100%	16	16	100%	Achiev ed.

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UNGP Principl e 7, 8		Nagor - 1086	0	0	-	0	0	-	0	0	100%	15	15	100%	Achiev ed.
		Parbatsa r - 1023	0	0	-	0	0	-	0	0	100%	0	0	100%	Achiev ed.
3 GOOD HEALTH AND WELL-BRING		All 20 Microns Limited - Warehou ses	92	86	93.48	78	78	100%	88	88	100%	65	65	100%	Achiev ed.
8 DECENT WORK AND ECONOMIC GROWTH		All 20 Microns Limited - Offices	112	107	95.54 %	112	112	100%	123	123	100%	130	130	100%	Achiev ed.
17 PARTNERSHIPS FOR THE GOOLS		Total All Sites (Plant + Warehos ues + Offices)	716	624	87.2%	718	718	100%	746	746	100%	676	671	100%	Achiev ed.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Career Mana	gement: Average Trai	ning hrs / per em	ployee / per year						
Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Total Average Number of employee - workers including contractual workers	Total Hrs. of Training given	Average Hrs/ Employee/ Year	Status (till Dec-24)
					Alwar - 1077	13	1246	95.8	Achieved.
					Bhuj 1005 & 1068	110	875	8.0	Achieved.
	Career				Tirunelveli - 1071	6	56	9.3	Achieved.
1	Management	Average Training hrs /	Average Min. 8 Hrs	FY 2022-23	Hosur 1016 & 1065	51	496	9.7	Achieved.
•		per employee / per year	/ employee / year - 2022-23	F1 2022-23	Udaipur - 1030	30	259	8.6	Achieved.
			, = = 		Haldwani - 1015	13	109	8.4	Achieved.
	CDI 404				Nagor - 1086	-	-	-	Achieved.
	GRI - 404				Parbatsar - 1023	-	-	-	Achieved.

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			, <u> </u>	,	All 20 Microns Limited - Warehouses	60	521	8.7	Achieved.
					All 20 Microns Limited - Offices	8	70	8.8	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	291	3632	12.5	Achieved.
					Alwar - 1077	96	1570	16.4	Achieved.
					Bhuj 1005 & 1068	88	1241	14.1	Achieved.
					Tirunelveli - 1071	6	67	11.2	Achieved.
					Hosur 1016 & 1065	61	612	10.0	Achieved.
			Average Min. 12 Hrs / employee / year - 2023-24		Udaipur - 1030	48	398	8.3	Achieved.
					Haldwani - 1015	18	136	7.6	Achieved.
				FY 2023-24	Nagor - 1086	15	0	-	Achieved.
U	JNGP Principle 7, 8				Parbatsar - 1023	0	0	-	Achieved.
					All 20 Microns Limited - Warehouses	82	688	8.4	Achieved.
					All 20 Microns Limited - Offices	8	85	10.6	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	422	4797	11.4	Achieved.
					Alwar - 1077	101	1610.5	16	Inprogress.
				FY 2024-25 (Till Dec-2024)	Bhuj 1005 & 1068	91	6056	67	Inprogress.
			year - 2024-25	(1.11. 200 2024)	Tirunelveli - 1071	18	261	15	Inprogress.

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		Hosur 1016 & 1065	16	642	40	Inprogress.
4 QUALITY		Udaipur - 1030	50	1024	20	Inprogress.
Mi		Haldwani - 1015	8	24	3	Inprogress.
		Nagor - 1086	22	0	0	Inprogress.
8 DECONT WORK AND ECONOMIC GROWTH		Parbatsar - 1023	2	0	0	Inprogress.
and the second s		All 20 Microns Limited - Warehouses	90	30	0	Inprogress.
17 PORTINE GOALS		All 20 Microns Limited - Offices	8	4445.5	556	Inprogress.
		Total All Sites (Plant + Warehosues + Offices)	406	14093	34.7	Inprogress.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Career Mana	gement : Average Tra	ining hrs / per en	nployee / per yea	<u>r </u>					
						Trainiı			
Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Total Average Number of employee - Management staff	Total Man Hrs. of Training given	Average Hrs/ Employee/ Year	Status (till Dec-24)
					Alwar - 1077	13	1246	95.8	Achieved.
					Bhuj 1005 & 1068	120	875	7.3	Achieved.
	Career				Tirunelveli - 1071	7	56	8.0	Achieved.
1	Management	Average Training hrs /	Average Min. 4 Hrs	FY 2022-23	Hosur 1016 & 1065	19	496	26.1	Achieved.
•		per employee / per year	/ employee / year - 2022-23	F1 2022-23	Udaipur - 1030	15	259	17.3	Achieved.
			, 		Haldwani - 1015	5	109	21.8	Achieved.
	GDI - 404				Nagor - 1086	0	-	-	Achieved.
	GRI - 404				Parbatsar - 1023	0	-	-	Achieved.

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	,	3,	<u>, , , , , , , , , , , , , , , , , , , </u>	, , , , , , , , , , , , , , , , , , , ,	All 20 Microns Limited - Warehouses	18	521	28.9	Achieved.
					All 20 Microns Limited - Offices	104	70	0.7	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	301	3632	12.1	Achieved.
					Alwar - 1077	11	1570	142.7	Achieved.
					Bhuj 1005 & 1068	122	1241	10.2	Achieved.
					Tirunelveli - 1071	8	67	8.4	Achieved.
					Hosur 1016 & 1065	17	612	36.0	Achieved.
					Udaipur - 1030	17	398	23.4	Achieved.
			Average Min.		Haldwani - 1015	5	136	27.2	Achieved.
	UNOD Deire einde 7.0		08 Hrs / employee /	FY 2023-24	Nagor - 1086	4	0	-	Achieved.
	UNGP Principle 7, 8		year - 2023-24		Parbatsar - 1023	0	0	-	Achieved.
					All 20 Microns Limited - Warehouses	21	688	32.8	Achieved.
					All 20 Microns Limited - Offices	156	85	0.5	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	361	4797	13.3	Achieved.
				5 1/ 000 / 05	Alwar - 1077	11	1610.5	146	Inprogress.
				FY 2024-25 (Till Dec-2024)	Bhuj 1005 & 1068	130	6056	47	Inprogress.
			year - 2024-25	(1111 Dec-2024)	Tirunelveli - 1071	8	261	33	Inprogress.

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			Hosur 1016 & 1065	59	642	11	Inprogress.
4 QUALITY EQUICATION			Udaipur - 1030	17	1024	60	Inprogress.
			Haldwani - 1015	8	24	3	Inprogress.
100			Nagor - 1086	4	0	0	Inprogress.
8 ECONOMIC GRO	D. TH		Parbatsar - 1023	2	0	0	Inprogress.
and the second s			All 20 Microns Limited - Warehouses	21	30	1	Inprogress.
17 PARTNERSHIP			All 20 Microns Limited - Offices	165	4445.5	27	Inprogress.
**			Total All Sites (Plant + Warehosues + Offices)	425	14093	33.2	Inprogress.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Social dialogue: Complaints registered on the violation of Collective Bargaining Agreement

						Training Data Sheets			
Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Total Average Number of workers	Total Average Number of workers covered by formal collective agreements	% of the total	Status (till Dec-24)
		Complaints registered on the violation of			Alwar - 1077	13	13	100%	Achieved.
	Social dialogue				Bhuj 1005 & 1068	110	110	100%	Achieved.
					Tirunelveli - 1071	6	6	100%	Achieved.
				FY 2022-23	Hosur 1016 & 1065	51	51	100%	Achieved.
					Udaipur - 1030	30	30	100%	Achieved.
1		Collective	Zero		Haldwani - 1015	13	13	100%	Achieved.
		Bargaining Agreement			Nagor - 1086	-	-	-	Achieved.
					Parbatsar - 1023	-	-	-	Achieved.
	GRI - 404				All 20 Microns Limited - Warehouses	60	60	100%	Achieved.
					All 20 Microns Limited - Offices	8	8	100%	Achieved.

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		ngnts, Business Eth	Total All Sites (Plant + Warehosues + Offices)	291	291	100%	Achieved.
			Alwar - 1077	96	96	100%	Achieved.
			Bhuj 1005 & 1068	88	88	100%	Achieved.
			Tirunelveli - 1071	6	6	100%	Achieved.
			Hosur 1016 & 1065	61	61	100%	Achieved.
			Udaipur - 1030	48	48	100%	Achieved.
			Haldwani - 1015	18	18	100%	Achieved.
	Zero	FY 2023-24	Nagor - 1086	15	15	100%	Achieved.
UNGP Principle 7, 8			Parbatsar - 1023	0	0	-	Achieved.
			All 20 Microns Limited - Warehouses	82	82	100%	Achieved.
			All 20 Microns Limited - Offices	8	8	100%	Achieved.
			Total All Sites (Plant + Warehosues + Offices)	422	422	100%	Achieved.
			Alwar - 1077	101	101	100%	Inprogress.
			Bhuj 1005 & 1068	91	91	100%	Inprogress.
4 COUCATION	Zero	FY 2024-25 (Till Dec-2024)	Tirunelveli - 1071	18	18	100%	Inprogress.
		(1.11. 200 2024)	Hosur 1016 & 1065	16	16	100%	Inprogress.
			Udaipur - 1030	50	50	100%	Inprogress.

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	8 DECENTIVORIX AND ECONOMIC GROWTH		Haldwani - 1015	8	8	100%	Inprogress.
			Nagor - 1086	22	22	100%	Inprogress.
			Parbatsar - 1023	2	2	100%	Inprogress.
	17 PRINTEGRALS FOR THE GENALS		All 20 Microns Limited - Warehouses	90	90	100%	Inprogress.
			All 20 Microns Limited - Offices	8	8	100%	Inprogress.
			Total All Sites (Plant + Warehosues + Offices)	406	406	100%	Inprogress.

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Social dialogue: Complaints registered on the violation of Collective Bargaining Agreement

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
		Complaints registered on the violation of Collective Bargaining Agreement	Ensure Zero Complaints registered on the violation of Collective Bargaining Agreement		Hosur 1016 & 1065	0	0	0	0	0	Achieved.
				2021-22	Udaipur - 1030	0	0	0	0	0	Achieved.
	Social dialogue				Haldwani - 1015	0	0	0	0	0	Achieved.
1					Nagor - 1086	0	0	0	0	0	Achieved.
					Parbatsar - 1023	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.

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					Alwar - 1077	0	0	0	0	0	Achieved.
				Bhuj 1005 & 1068	0	0	0	0	0	Achieved.	
				Tirunelveli - 1071	0	0	0	0	0	Achieved.	
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
	GRI 411			Udaipur - 1030	0	0	0	0	0	Achieved.	
			2022-23	Haldwani - 1015	0	0	0	0	0	Achieved.	
			Nagor - 1086	0	0	0	0	0	Achieved.		
			Parbatsar - 1023	0	0	0	0	0	Achieved.		
				All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.	
					All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
				Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.	
					Alwar - 1077	0	0	0	0	0	Achieved.
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
	UNGP Principle 01- 02			2022.24	Tirunelveli - 1071	0	0	0	0	0	Achieved.
				2023-24	Hosur 1016 & 1065	0	0	0	0	0	Achieved.
					Udaipur - 1030	0	0	0	0	0	Achieved.
				Haldwani - 1015	0	0	0	0	0	Achieved.	

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				Nagor - 1086	0	0	0	0	0	Achieved.
				Parbatsar - 1023	0	0	0	0	0	Achieved.
				All 20 Microns Limited - Warehouses	0	0	0	0	0	Achieved.
				All 20 Microns Limited - Offices	0	0	0	0	0	Achieved.
				Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	0	Achieved.
				Alwar - 1077	0	0	0	0	-	Achieved.
				Bhuj 1005 & 1068	0	0	0	0	-	Achieved.
		Tirunelveli - 1071	0	0	0	0	-	Achieved.		
				Hosur 1016 & 1065	0	0	0	0	-	Achieved.
				Udaipur - 1030	0	0	0	0	-	Achieved.
	16 PEACE JUSTICE AND STRONG INSTITUTIONS		2024-25	Haldwani - 1015	0	0	0	0	-	Achieved.
	INSTITUTIONS		(Monitored till Dec-	Nagor - 1086	0	0	0	0	-	Achieved.
	∑ [€]		2024)	Parbatsar - 1023	0	0	0	0	-	Achieved.
				All 20 Microns Limited - Warehouses	0	0	0	0	-	Achieved.
				All 20 Microns Limited - Offices	0	0	0	0	-	Achieved.
				Total All Sites (Plant + Warehosues + Offices)	0	0	0	0	-	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Social dialogue: To conduct Number of formal meetings were held between management and employee representatives

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
	Social dialogue				Alwar - 1077	1	0	1	0	2	Achieved.
					Bhuj 1005 & 1068	1	0	1	0	2	Achieved.
					Tirunelveli - 1071	1	0	1	0	2	Achieved.
					Hosur 1016 & 1065	1	0	1	0	2	Achieved.
		To conduct Number of formal meetings were held between management and employee representatives	Minimum 2 Nos./ Year	2021-22	Udaipur - 1030	1	0	1	0	2	Achieved.
					Haldwani - 1015	1	0	1	0	2	Achieved.
					Nagor - 1086	1	0	1	0	2	Achieved.
1					Parbatsar - 1023	1	0	1	0	2	Achieved.
					All 20 Microns Limited - Warehouses	1	0	1	0	2	Achieved.
					All 20 Microns Limited - Offices	1	0	1	0	2	Achieved.
					Total All Sites (Plant + Warehosues + Offices)	10	0	10	0	20	Achieved.
	GRI 411			2022-23	Alwar - 1077	1	0	1	0	2	Achieved

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Environment,	Energy Labour, H	ıman rignts, ви	siness Ethics, nea	itn & 3	arety,	Sustainan	ne Procu	rement	
			Bhuj 1005 & 1068	1	0	1	0	2	Achieved.
			Tirunelveli - 1071	1	0	1	0	2	Achieved.
			Hosur 1016 & 1065	1	0	1	0	2	Achieved.
			Udaipur - 1030	1	0	1	0	2	Achieved.
			Haldwani - 1015	1	0	1	0	2	Achieved.
	B.8::		Nagor - 1086	1	0	1	0	2	Achieved.
	Minimu 2 Nos.		Parbatsar - 1023	1	0	1	0	2	Achieved.
	Year		All 20 Microns Limited - Warehouses	1	0	1	0	2	Achieved.
			All 20 Microns Limited - Offices	1	0	1	0	2	Achieved.
			Total All Sites (Plant + Warehosues + Offices)	10	0	10	0	20	Achieved.
			Alwar - 1077	1	0	1	0	2	Achieved.
			Bhuj 1005 & 1068	1	0	1	0	2	Achieved.
			Tirunelveli - 1071	1	0	1	0	2	Achieved.
UNGP Principle 01-	Minimu 2 Nos.		Hosur 1016 & 1065	1	0	1	0	2	Achieved.
02	Year	2023-24	Udaipur - 1030	1	0	1	0	2	Achieved.
			Haldwani - 1015	1	0	1	0	2	Achieved.
			Nagor - 1086	1	0	1	0	2	Achieved.
			Tragor Tooo	'	U			_	71011101041

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	Environment, Energ	jy Labour, Hull	ian rignis, bu	siness ⊑uiics, nea	illi a c	aiety,	Sustaman	ne Procu	rement	
				All 20 Microns Limited - Warehouses	1	0	1	0	2	Achieved.
				All 20 Microns Limited - Offices	1	0	1	0	2	Achieved.
				Total All Sites (Plant + Warehosues + Offices)	10	0	10	0	20	Achieved.
				Alwar - 1077	1	0	1	0	2	Achieved.
				Bhuj 1005 & 1068	1	0	1	0	2	Achieved.
			Tirunelveli - 1071	1	0	1	0	2	Achieved.	
				Hosur 1016 & 1065	1	0	1	0	2	Achieved.
				Udaipur - 1030	1	0	1	0	2	Achieved.
				Haldwani - 1015	1	0	1	0	2	Achieved.
	16 PEACE JUSTICE AND STROME INSTITUTIONS	Minimum		Nagor - 1086	1	0	1	0	2	Achieved.
	₩	2 Nos./ Year	(Monitored till	Parbatsar - 1023	1	0	1	0	2	Achieved.
		i eai	Year Dec-2024)	All 20 Microns Limited - Warehouses	1	0	1	0	2	Achieved.
				All 20 Microns Limited - Offices	1	0	1	0	2	Achieved.
				Total All Sites (Plant + Warehosues + Offices)	10	0	10	0	-	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Sustainable Procurement: % of Suppliers Signing the supplier code of Conduct on sustainable procurement

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status		
				Monitored		Total Number of Active suppliers	254			
1	Sustainable			centrally for all			Ensure 50 % of supplier	Total number of suppliers signing the Code of conduct	178	
	Procurement	Increasing supplier covered in signining supplier code	2021-22	manufacturing plants, warehouses and offices	signing code of conduct by March'22	% of supplier signing code of conduct	70%	Achieved.		
		of conduct for raw		Monitored		Total Number of Active suppliers	259			
	GRI 414	material, packaging,		centrally for		Total number of suppliers signing the Code of conduct	220			
	UNGP Principle 01- 10	chemicals, trasporters and third party labour contractors	2022-23	manufacturing plants, warehouses and offices	signing code of conduct by March'23	% of supplier signing code of conduct	85%	Achieved.		
				Monitored	Ensure 100	Total Number of Active suppliers	249			
			2023-24	centrally for all	% of supplier	Total number of suppliers signing the Code of conduct	249	Achieved.		

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8 DECONIT WORK AND ECONOMIC GROWTH 11 SUSTAINABLE CITIES AND COMMANTIES	manufacturing plants, warehouses and offices	signing code of conduct by March'24	% of supplier signing code of conduct	100%	
			Total Number of Active suppliers	238	
13 CLAVITE ACTION	Monitored centrally for	Ensure 100 % of	Total number of suppliers signing the Code of conduct	238	
2024-25 Dec-20	· I maniitactiirina	supplier signing code of conduct by March'25	% of supplier signing code of conduct	100%	Achieved.

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Sustainable Procurement: Increasing supplier covered in signing sustainability terms and conditions in their contracts

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
1	Sustainable Procurement	Increasing supplier covered in signing sustainability terms and conditions in their contracts	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 50 % of supplier signing code of conduct by March'22	Total Number of Active suppliers	254	Achieved.
						Total number of suppliers signing the terms and conditions on sustainability	178	
						% of supplier signing the terms and conditions on sustainability	70%	
	GRI 414 UNGP Principle 01- 10		2022-23	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 80 % of supplier signing code of conduct by March'23	Total Number of Active suppliers	259	Achieved.
						Total number of suppliers signing the terms and conditions on sustainability	220	
						% of supplier signing the terms and conditions on sustainability	85%	
			2023-24			Total Number of Active suppliers	249	Achieved.

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8 ECONOMIC	K AND Rowth		Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 100 % of supplier signing code of conduct by March'24	Total number of suppliers signing the terms and conditions on sustainability	249	
11 SOCTIONAL TO ANY COMPANY	cmes utiles				% of supplier signing the terms and conditions on sustainability	100%	
A		2024-25 (till	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 100 % of supplier signing code of conduct by March'25	Total Number of Active suppliers	238	Achieved.
13 CAMPE ACTION 17 PARENER					Total number of suppliers signing the terms and conditions on sustainability	238	
		560-2024)			% of supplier signing the terms and conditions on sustainability	100%	

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Sustainable Procurement: Increasing supplier covered under the sustainability assessment for Raw material, Chemicals, pacakging, transporters, and third

party labour contractors

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
						Total Number of Active suppliers	254	
	Sustainable	Increasing supplier covered under the sustainability assessment for	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 60 % cumulative coverage by March'2022	Total number of suppliers covered under sustainability assessment	178	Achieved.
	Procurement					Total number of suppliers covered under sustainability assessment	70%	
1		Raw material, Chemicals, packaging, transporters, and third party labour contractors		Monitored centrally for all manufacturing plants, warehouses and offices	centrally for all Ensure 85 % cumulative coverage by March'2023	Total Number of Active suppliers	259	
	GRI 414 UNGP Principle 01- 10					Total number of suppliers covered under sustainability assessment	259	Achieved.
						Total number of suppliers covered under sustainability assessment	100%	, is no vod.

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8 DECONT WORK AND ECONOMIC CROWTH	2023-24	Monitored centrally for all manufacturing	Ensure 100 % cumulative	Total Number of Active suppliers Total number of suppliers covered under sustainability assessment	249	Achieved.
11 SUSCIMMAN CITIES AND COMMANTIES		plants, warehouses and offices	coverage by March'2024	Total number of suppliers covered under sustainability assessment	100%	7.3.110.703.
13 CLIMATE				Total Number of Active suppliers	238	
17 PARTHERSHIPS FOR THE GOALS	2024-25 (till	Monitored centrally for all manufacturing	Ensure 100 % cumulative	Total number of suppliers covered under sustainability assessment	238	Achieved.
Dec-2024)	plants, warehouses and offices	coverage by March'2025	Total number of suppliers covered under sustainability assessment	100%		

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Sustainable Procurement: Increasing supplier covered under the sustainability onsite audits for Raw material, packaging, and chemicals

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status				
						Total Number of Active suppliers	254					
	Sustainable	Increasing supplier covered under the sustainability	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices Monitored centrally for all manufacturing plants, warehouses and offices	centrally for all	centrally for all	centrally for all	Ensure 10 % cumulative	Total number of suppliers covered under on-site sustainability audits	33	Achieved.	
	Procurement				coverage by March'2022	% of supplier covered under sustainability on-site audits by Nos	13%					
1		onsite audits for Raw material, packaging, and chemicals				Total Number of Active suppliers	259					
	GRI 414		2022-23		centrally for all	centrally for all	centrally for all	centrally for all	ally for Ensure 15 %	Total number of suppliers covered under on-site sustainability audits	49	Achieved.
	-				coverage March'2023	% of supplier covered under sustainability on-site audits by Nos	19%					

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8 DECENT WORK AND ECONOMIC GROWTH			Monitored centrally for all	Ensure 25 % cumulative	Total Number of Active suppliers Total number of suppliers covered under on-site sustainability audits	249	
11 SUSTAINABLE CITIES AND COMMANTIES	11 SUSTINAME CITIES AND COMMUNITIES	manufacturing plants, warehouses and offices	coverage by March'2024	% of supplier covered under sustainability on-site audits by Nos	26%	- Achieved.	
13 CLINATE					Total Number of Active suppliers	238	
17 PARTINESSAPS FOR THE COURLS		2024-25 (till Dec-2024)	Monitored centrally for all manufacturing	Ensure 30 % cumulative coverage	Total number of suppliers covered under on-site sustainability audits	78	Achieved.
**		Dec-2024)	plants, warehouses and offices	by March'2024	% of supplier covered under sustainability on-site audits by Nos	33%	

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Sustainable Procurement: Increasing supplier covered under the sustainability audits for Raw material, packaging, Chemicals by volume											
Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status			
						Total Number of Active suppliers	254				
	Sustainable Procurement	Increasing supplier covered under the	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices Monitored centrally for all manufacturing	centrally for all	centrally for all	centrally for coverage all of purchase		Total number of suppliers covered	33	Achieved.
					cumulative coverage by March'2022	% of supplier covered under on-site sustainability assessment by volume of purchase	13%				
1	GRI 414 UNGP	Chemicals by volume 2022-				Total Number of Active suppliers	259				
					centrally for all	centrally for of	Ensure 15 % coverage of purchase volume	Total number of suppliers covered	49	Achieved.	
	Principle 01- 10			plants, warehouses and offices		% of supplier covered under on-site sustainability assessment by volume of purchase	19%				
			2023-24			Total Number of Active suppliers	249	Achieved.			

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, ,							
8 DECISAT WORK AND ECONOMIC GROWTH		centrally for	centrally for	Ensure 25 % coverage of purchase	Total number of suppliers covered	64	
11 SUSTAINABLE CITIES AND COMMUNITIES		manufacturing plants, warehouses and offices	volume cumulative coverage March'2024	% of supplier covered under on-site sustainability assessment by volume of purchase	26%		
				Total Number of Active suppliers	238		
13 GAMAT ADTON 17 PARTINESHETS FOR THE GRALS	2024-25 (till Dec-2024)	Monitored centrally for all manufacturing	Ensure 30 % coverage of purchase volume	Total number of suppliers covered	78	Achieved.	
	Dec-2024)	plants, warehouses and offices	cumulative coverage March'2025	% of supplier covered under on-site sustainability assessment by volume of purchase	33%		

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Sustainable Procurement: Increasing supplier in sustainability related capacity building

_											
Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status			
					Ensure 30	Total Number of Active suppliers	254				
	Sustainable	Increasing supplier in	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	centrally for all	centrally for all	centrally for all	onitored % of supplier covered	Total number of suppliers covered in sustainability related capacity building	84	Achieved.
	Procurement				huilding hy	% of supplier covered in Sustainability related capacity building	33%				
1	GRI 414 UNGP Principle 01-10				F.,	Total Number of Active suppliers	259				
			2022-23	Monitored centrally for all manufacturing plants, warehouses and offices	centrally for all	% of supplier covered	Total number of suppliers covered in sustainability related capacity building	142	Achieved.		
					under capacity building by March'23	% of supplier covered in Sustainability related capacity building	55%				
			2023-24			Total Number of Active suppliers	249	Achieved.			

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Report Period - April'2021 to December'2024

Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

8 DECEMB WORK AND ECHANGE GROWTH		Monitored centrally for all	Ensure 75 % of supplier	Total number of suppliers covered in sustainability related capacity building	192	
11 SUSTINABLE CITES AND COMMUNITIES		manufacturing plants, warehouses and offices	covered under capacity building by March'24	% of supplier covered in Sustainability related capacity building	77%	
				Total Number of Active suppliers	238	
13 AAMS AATON 17 PATINESSUPS 17 FOR THE GOALS	2024-2 Dec-2		Ensure 80 % of supplier covered under	Total number of suppliers covered in sustainability related capacity building	202	Achieved.
***	Det-2	plants, warehouses and offices	capacity building by March'25	% of supplier covered in Sustainability related capacity building	85%	

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Sustainable Procurement: Increasing procurement team covered in sustainability procurement training

Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status		
				Maniferen		Total Number of employee in procurement	17			
Sustainable Procurement Increasing procurement team	2021-22		centrally for all	centrally for all	centrally for all	centrally for all Ensure 50 %	Ensure 50 % of Coverage	Total number of employees given Training on sustainable procurement	12	Achieved.
	Procurement	procurement team		plants, warehouses and offices	by March'22	% of employees covered in sustainable procurement training	71%			
1	sı	covered in sustainability				Total Number of employee in procurement	17			
	GRI 414 UNGP	procurement training	2022-23	Monitored centrally for all manufacturing	Ensure 100 % of Coverage by	Total number of employees given Training on sustainable procurement	17	Achieved.		
	Principle 01- 10			plants, warehouses and offices	March'23	% of employees covered in sustainable procurement training	100%			

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			Monitored		Total Number of employee in procurement	17	
8 DECENT WORK AND ECONOMIN CONTINUES	2023-24	centrally for all Ensure 100 Total number of employees g Training on sustainable procu	Total number of employees given Training on sustainable procurement	17	Achieved.		
	11 SUSTINABLE CITES AND COMMUNITIES		plants, warehouses and offices	Coverage by March'24	% of employees covered in sustainable procurement training	100%	
	13 CLIMATE				Total Number of employee in procurement	19	
	17 PARTHERSHIPS all 2024-25 (till all	manufacturing	Ensure 100 % of Coverage by	Total number of employees given Training on sustainable procurement	19	Achieved.	
		- 33 - 232 17	plants, warehouses and offices	March'25	% of employees covered in sustainable procurement training	100%	

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

Sustainable Procurement: To Covered Suppliers on sustainability related Trainings

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Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
						Total Number of Active suppliers	254	
	Sustainable		2021-22	Monitored centrally for all manufacturing	Ensure 30 % of supplier covered	Total number of suppliers covered in sustainability related training	84	Achieved.
	Procurement	To Covered		plants, warehouses and offices	March'22	% of suppliers covered in Sustainability related training	33%	
1		Suppliers on sustainability				Total Number of Active suppliers	259	
	GRI 414	related Trainings	2022-23	Monitored centrally for all manufacturing	Ensure 50 % of supplier covered	Total number of suppliers covered in sustainability related training	142	Achieved.
	UNGP Principle 01-10		l nlants S	plants, warehouses Sustainability training by	% of suppliers covered in Sustainability related training	55%		
			2023-24			Total Number of Active suppliers	249	Achieved.

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8 DECENT WORK AND FEDNOME GROWTH		Monitored centrally for all	Ensure 75 % of supplier	Total number of suppliers covered in sustainability related training	192	
11 SUSTAINABLE CITIES AND COMMUNITIES EL A		manufacturing plants, warehouses and offices	covered sustainability training by March'24	% of suppliers covered in Sustainability related training	77%	
				Total Number of Active suppliers	238	
13 CUMATE ACTION 17 PARTNERSHIPS FOR THE GRALS	024-25 (till Dec-2024)	Monitored centrally for all manufacturing	Ensure 80 % of supplier covered sustainability	Total number of suppliers covered in sustainability related training	202	Achieved.
*	2024)	plants, warehouses and offices	training by March'25	% of suppliers covered in Sustainability related training	85%	

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