



## ANNUAL REPORT ON VARIOUS KPIs ON ESG FOR 2024

### EHS KPIs

Sl. No.	KPI	Value
1	Total Hrs Worked	1086848
2	Total No. of Days Lost Due to Accident (No of Days Lost to work related injuries, Fatalities and ill Health)	28
3	Total Work Related Accidents	1
4	Total No. of Days Lost Due to Accident	28
5	LTIFR Lost Time Injury Frequency Rate	0.92
6	Percentage of the Annual Total Compensation for the highest paid individual, to the median annual total compensation for all employees	524.71%
7	<b>Trainings</b>	<b>Hours</b>
a	Behavioral	775
b	Technical	664
c	Online (MACE)	108
d	Safety/ESG	435



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Sl. No.	KPI	Value
e	External (technical) Fundamentals	41
f	Online Internal Auditor IATF & EMS EHS	306
g	Induction	2554
h	DOJO Training	34968
i	OJT Training	11164
8	Total Training Hours	51015
9	No of Employees	490
10	Average no. of hours of Training per Employee	104

### LABOUR & SOCIAL KPIS

Sl. No.	KPI	Value
1	Percentage of Female Employees	19
2	Percentage of women at top management level	0
3	Average unadjusted gender pay gap (in INR)	15.68
4	Percentage of employee from a minority and/or vulnerable group in the whole organization	2
5	Percentage of employee from a minority and/or valnerable group at top management level.	0



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### LABOUR & SOCIAL KPIS

Sl. No.	KPI	Value
6	Covered in EPFO Direct+non Direct (Contractual)	100%
7	Covered in Group Health Insurance ( Non ESIC Direct Employee)	53%
8	Eligible employees covered under ESIC scheme - Direct and Indirect (Contractual) employees	100%
9	Percentage of All Employees Paid Below Living Wage including Direct Employee and Non Employee Workers	80%
10	Percentage of Direct Employee Employee Covered By Living Wage Benchmark Analysis	58%
11	Percentage of Direct Employee Paid Below Living Wage	42%
12	Percentage of Average Wage Gap For Direct Employees Paid Below Living Wage Against a Living Wage Benchmark	13.91%

### Ethics

Sl. No.	KPI	Value
1	Child Labor, Forced Labor and Human Trafficking (if applicable)	0
2	Percentage of Employee Trained on Ethics	65
3	No of cases reported related under Whistleblowing Policy	0
4	No of Confirmed Corruption Incidents	0
5	No of Confirmed Information Security Incidents	0



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### Environment

Sl. No.	KPI	Value
1	Total Energy Consumption (GJ) (1Kwh=0.0036GJ)	41081.83
2	Total renewable energy consumption (in gigajoules GJ)	1000.166
3	Total water consumption (megaliter ML)	6.124
4	Total Amount of water recycled and reused (megaliter ML)	0.0136
7	Total Weight of hazardous waste (metric ton T)	1.706
8	Total Weight of non-hazardous waste (metric ton T) (plastic/Wooden Box /Corrugated Box)	10.429
9	Total Weight of waste recovered (metric ton T) (Metal/Metallic Grinding dust/Tum blast dust )	57.15