



Okay Fern Precision Castings Pvt. Ltd.

ANNUAL REPORT ON VARIOUS KPIs ON ESG FOR 2025

EHS KPI's

Sl. No.	KPI	Value for 2024	Value for 2025
1	Total Hrs. Worked	1086848	1251508
2	Total No. of Days Lost Due to Accident (No of Days Lost to work related injuries, Fatalities and ill Healh)	28	0
3	Total Work Related Accidents	1	0
4	Total No. of Days Lost Due to Accident	28	0
5	LTIFR Lost Time Injury Frequency Rate	0.92	0
6	Percentage of the Annual Total Compensation for the highest paid individual, to the median annual total compensation for all employees	524.71%	492.95%
7	Trainings	Hours for 2024	Hours for 2025
a	Behavioral	775	71.5
b	Technical	664	1263.5
c	Online / Soft Skill (MACE)	108	655.5
d	Safety/ESG	435	1668



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e	External (technical) Fundamentals	41	471
f	Online Internal Auditor IATF & EMS EHS	306	43
g	Induction	2554	300
h	DOJO Training	34968	9816
i	OJT Training	11164	12596
8	Total Training Hours	51015	26884.5
9	No of Employees	490	456
10	Average no. of hourss of Training per Employee	104	59



LABOUR & SOCIAL KPIs

Sl. No.	KPI	Value for 2024	Value for 2025
1	Percentage of Female Employees	19	18
2	Percentage of women at top management level	0	0
3	Average unadjusted gender pay gap (in INR)	15.68	27.87
4	Percentage of employee from a minority and/or vulnerable group in the whole organization	2	3
5	Percentage of employee from a minority and / or vulnerable group at top management level.	0	0
6	Covered in EPFO Direct + non Direct (Contractual)	100%	100%
7	Covered in Group Health Insurance (Non - ESIC Direct Employee)	53%	39%
8	Eligible employees covered under ESIC scheme - Direct and Indirect (Contractual) employees	100%	100%
9	Percentage of All Employees Paid Below Living Wage including Direct Employee and Non Employee Workers	80%	76%
10	Percentage of Direct Employee Employee Covered By Living Wage Benchmark Analysis	58%	57%
11	Percentage of Direct Employee Paid Below Living Wage	42%	43%
12	Percentage of Average Wage Gap For Direct Employees Paid Below Living Wage Against a Living Wage Benchmark	13.91%	11.29%



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Ethics

Sl. No.	KPI	Value for 2024	Value for 2025
1	Child Labor, Forced Labor and Human Trafficking (if applicable)	0	0
2	Percentage of Employee Trained on Ethics	65	68%
3	No of cases reported related under Whistleblowing Policy	0	0
4	No of Confirmed Corruption Incidents	0	0
5	No of Confirmed Information Security Incidents	0	0



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Environment

Sl. No.	KPI	Value for 2024	Value for 2025
1	Total Energy Consumption (GJ) (1Kwh=0.0036GJ)	41081.83	39849.69
2	Total renewable energy consumption (in gigajoules GJ)	1000.166	585.71
3	Total water consumption (megaliter ML)	6.124	5.963
4	Total Amount of water recycled and reused (megaliter ML)	0.0136	3.403
5	Total Weight of hazardous waste (metric ton T)	1.706	0.709
6	Total Weight of non-hazardous waste (metric ton T) (plastic / Wooden Box / Corrugated Box)	10.429	16.401
7	Total Weight of waste recovered (metric ton T) Metal / Metallic Grinding dust/Tum blast dust)	57.15	128.15