



KEY PERFORMANCE INDICATORS



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.

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

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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.	Waghodia	Plot no: 347, GIDC, Waghodia, Dist.; Vadodara, Gujarat, India	Head Office and Registered Office
		Plot No: 9-10, GIDC, Waghodia - 391 760, Dist: Baroda, Gujarat, India	
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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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: Dhruv Revenue, Survey No: 81/1, Village Dhruv, 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, Warehouses, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measure (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	LPG Consumption	Bhuj (Only used at Bhuj Site)	Reduction of LPG Consumption - KG/ MT	2021-22	< 2.38 M3/MT By March'22 (reduced by 2.16 %)	Total LPG Consumption	In Kg	5594	21000	42789	44185	113568	Achieved.
						Total Production	In Tonne	12524	12009	12011	12122	48666	
						Specific LPG consumption	Kg/ Tonne	0.45	1.75	3.56	3.65	2.33	
	GRI 302			2022-23	< 2.30 M3/MT By March'23 (Reduced by 1.2 %)	Total LPG Consumption	In Kg	12520	38974	3248	35911	90653	Achieved.
						Total Production	In Tonne	13672	13798	13263	11880	52613	
						Specific LPG consumption	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	38312	44165	42798	144008	Not Achieved



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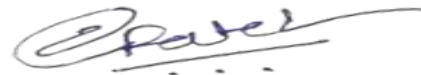
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<p>UNGP Principle 7,8,9</p>  				<p>(Maintain as per last Year achievement)</p>	<p>Total Production</p>	<p>In Tonne</p>	<p>12005</p>	<p>13645</p>	<p>13614</p>	<p>17002.257</p>	<p>56266.257</p>					
					<p>Specific LPG consumption</p>	<p>Kg/ Tonne</p>	<p>1.56</p>	<p>2.81</p>	<p>3.24</p>	<p>2.52</p>	<p>2.56</p>					
				<p>2024-25 (Till Dec-2024)</p>				<p>< 1.72 M3/MT By March'25 (Maintain as per last Year achievement)</p>	<p>Total LPG Consumption</p>	<p>In Kg</p>	<p>18037</p>	<p>32131</p>	<p>34760</p>	<p>-</p>	<p>84928</p>	<p>In-progress.</p>
								<p>Total Production</p>	<p>In Tonne</p>	<p>17078.507</p>	<p>16760</p>	<p>15287.49</p>	<p>-</p>	<p>49125.997</p>		
								<p>Specific LPG consumption</p>	<p>Kg/ Tonne</p>	<p>1.06</p>	<p>1.92</p>	<p>2.27</p>	<p>0.000</p>	<p>1.73</p>		

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Energy: Reduction of FO Consumption - KL/ MT

Sr. No	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouses, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	FO Consumption	Bhuj (Used at Bhuj site only)	Reduction of FO Consumption - KL/ MT	2021-22	< 2.38 KL/MT By March'22 (reduced by 2.16 %)	Total FO Consumption	In KL	640.432	644.5	661.191	666.926	2613.049	Achieved.
						Total Production	In MT	12524	12009	12011	12122	48666	
						Specific FO consumption	KL/ MT	0.05	0.05	0.06	0.06	0.05	
	GRI 302			2022-23	< 2.30 KL/MT By March'23 (Reduced by 1.2 %)	Total FO Consumption	In KL	862.544	945.388	920.1	658.004	3386.036	Achieved.
						Total Production	In MT	13672	13798	13263	11880	52613	
						Specific FO consumption	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 Consumption	In KL	775.688	874.603	899.365	887.074	3436.73	Achieved.

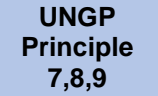


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  				(Maintain as per last Year achievement)	Total Production	In MT	12005	13645	13614	17002.257	56266.257		
					Specific FO consumption	KL/ MT	0.065	0.064	0.066	0.052	0.061		
				2024-25 (Till Dec-2024)	< 0.061 KL/MT By March'25 (Maintain as per last Year achievement)	Total FO Consumption	In KL	874.496	909.973	892.825	-	2677.294	In-progress.
						Total Production	In MT	17078.507	16760	15287.49	-	49125.997	
		Specific FO consumption	KL/ MT	0.051	0.054	0.058	0.000	0.054					

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Energy: Reduction of Deisel Consumption - Liter/ MT

Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouses, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Energy	Total all Manufacturing sites	Reduction of Deisel Consumption - Liter/ MT	2021-22	< 1 liters / MT By March' 22	Total Diesel Consumption	In Liter	39017	38119	32164	46120.5	155420.5	Achieved.
						Total Production	In MT	37799	43989	42566	42065	166417.8642	Achieved.
						Specific Diesel consumption	Ltr/ MT	1.03	0.87	0.76	1.10	0.93	Achieved.
	GRI 302			2022-23	< 1 liters / MT by March' 23 (Revised)	Total Diesel Consumption	In Liter	39364	55051	48525	39039	181979	Achieved.
						Total Production	In MT	46283	47676	40619	41417	175995.352	Achieved.
						Specific Diesel consumption	Ltr/ MT	0.85	1.15	1.19	0.94	1.03	Achieved.



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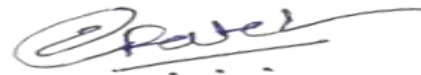
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<p>UNGP Principle 5</p> <p>UNGP Principle 7,8,9</p>  				<p>2023-24</p> <p>< 1.02 liters / MT By March' 24 (reduce by 1.35 %)</p>	<p>Total Diesel Consumption</p> <p>In Liter</p>	70450.8	53729.8	37709.7	31643.3	193533.6	Achieved.
					<p>Total Production</p> <p>In MT</p>	44897	46306	39859	72105.451	203167.307	Achieved.
					<p>Specific Diesel consumption</p> <p>Ltr/ MT</p>	1.57	1.16	0.95	0.44	0.95	Achieved.
				<p>2024-25 (Till Dec-2024)</p> <p>< 1.02 liters / MT By March' 25 (Sustain)</p>	<p>Total Diesel Consumption</p> <p>In Liter</p>	31795.51	32797.21	30588.42	-	95181.14	Achieved.
					<p>Total Production</p> <p>In MT</p>	81428.427	87488.316	76561.466	-	245478.209	Achieved.
					<p>Specific Diesel consumption</p> <p>Ltr/ MT</p>	0.39	0.37	0.40	-	0.39	Achieved.

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Energy: Reduction of Diesel Consumption - Liter/ MT

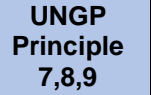


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1	Energy	Total all Warehouse Locations (Mundra)	Reduction of Deisel Consumpti on - Liter/ MT	2021-22	< 0.05 Liter s / MT	Total Diesel Consumption	In Liter	3419	1562	1608	1860	8449	Achieve d.
						Total Production	In MT	12230	16202	33226	190323	251981	Achieve d.
						Specific Diesel consumption	Ltr/ MT	0.28	0.10	0.05	0.01	0.034	Achieve d.
	GRI 302			2022-23	< 0.034 Liter s / MT	Total Diesel Consumption	In Liter	1785	1787	1813	1589	6974	Achieve d.
						Total Production	In MT	14817	112975	15061	15494	158347	Achieve d.
						Specific Diesel consumption	Ltr/ MT	0.120	0.016	0.120	0.103	0.044	Achieve d.
	UNGP Principle 5			2023-24	< 0.34 Liter	Total Diesel Consumption	In Liter	864.48	1080.6	432.24	432.24	2809.56	Achieve d.

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  				s / MT	Total Production	In MT	21187	23217	21678	23864.075	89946.483	Achieved.	
					Specific Diesel consumption	Ltr/ MT	0.031	0.029	0.031	0.028	0.029	Achieved.	
				2024-25 (Till Dec-2024)	< 0.34 Liter s / MT	Total Diesel Consumption	In Liter	663.12	663.12	662.84	-	1989.08	Achieved.
						Total Production	In MT	19816.801	21874.407	24153.935	-	65845.143	Achieved.
					Specific Diesel consumption	Ltr/ MT	0.033	0.030	0.027	-	0.030	Achieved.	

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Energy: Reduction of Electricity Consumption - kWh/ MT

Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouses, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Energy	Total all Manufacturing sites	Reduction of Electricity Consumption - kWh/ MT	2021-22	< 210 Kwh/MT (4% reduction)	Total Electricity Consumption	In kWh	7600643	8125266	8558087	8601368	32885364	Achieved.
						Total Production	In MT	38495.546	45030.931	43816.6252	43250.762	170593.8642	Achieved.
						Specific Electricity consumption	kWh/ MT	197.44	180.44	195.32	198.87	192.77	Achieved.
	GRI 302			2022-23	< 205 Kwh/MT (revised)	Total Electricity Consumption	In kWh	9452132	9666301.2	8657356.5	9056605	36832394.7	Achieved.
						Total Production	In MT	47214	48786	41741	42843	180583.9064	Achieved.



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						Specific Electricity consumption	kWh/ MT	200.197	198.137	207.405	211.392	203.96	Achieved.
UNGP Principle 5				2023-24	< 200 Kwh/MT (2 % reduction)	Total Electricity Consumption	In kWh	9807904.13	9448818.88	9110530.375	9251133.625	37618387	Achieved.
						Total Production	In MT	74626	74399	66728	72105.451	287859.204	Achieved.
						Specific Electricity consumption	kWh/ MT	131.43	127.00	136.53	128.30	130.68	Achieved.
UNGP Principle 7,8,9				2024-25 (Till Dec-2024)	< 200 Kwh/MT (2 % reduction)	Total Electricity Consumption	In kWh	10015745.4	10874681.6	10371600		31262026.99	Achieved.
						Total Production	In MT	81428.427	87488.316	76561.466		245478.209	Achieved.
						Specific Electricity consumption	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.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouses, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Energy	Total All Warehouses	Reduction of Electricity Consumption - kWh/ MT	2021-22	< 0.45 Kwh/MT	Total Electricity Consumption	In kWh	22905	23206	27063	42559	115733	Achieved.
						Total Production	In MT	16794	22970	50675	196397	286836	Achieved.
						Specific Electricity consumption	kWh/ MT	1.36	1.01	0.53	0.22	0.40	Achieved.
	GRI 302			2022-23	< 0.41 kwh/MT (Revised)	Total Electricity Consumption	In kWh	35905	29154	28300	21566	114925	Achieved.
						Total Production	In MT	20960	119376	119883	21544	281763	Achieved.



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						Specific Electricity consumption	kWh/ MT	1.713	0.244	0.236	1.001	0.41	Achieved.
UNGP Principle 5	UNGP Principle 7,8,9		2023-24	< 0.40 Kwh/MT (19 % reduction)	Total Electricity Consumption	In kWh	15568	16449	13931	14306	60254	Achieved.	
					Total Production	In MT	21187	23217	21678	23864.075	89946.483	Achieved.	
					Specific Electricity consumption	kWh/ MT	0.73	0.71	0.64	0.60	0.67	Achieved.	
					Total Electricity Consumption	In kWh	9910	15061	14544	-	39515.2	Achieved.	
			2024-25 (Till Dec-2024)	< 0.40 Kwh/MT (19 % reduction)	Total Production	In MT	19816.801	21874.407	24153.935	-	65845.143	Achieved.	
					Specific Electricity consumption	kWh/ MT	0.50	0.69	0.60	#VALUE!	0.60	Achieved.	

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Energy: Reduction of Electricity Consumption - kWh/ Day



Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouses, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Energy	Total All Offices	Reduction of Electricity Consumption - kWh/ Day	2021-22	< 100 kwh/day	Total Electricity Consumption	In kWh	7312	6644	7210	7595	28761	Achieved.
						Total working days	In Days	316	308	300	316	310	Achieved.
						Specific Electricity consumption	kWh/ Day	23.14	21.57	24.03	24.03	92.78	Achieved.
	GRI 302			2022-23	< 100 Kwh/Day (Revised)	Total Electricity Consumption	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 consumption	kWh/ Day	27.813	24.838	24.463	23.722	100.88	Achieved.
UNGP Principle 5	UNGP Principle 7,8,9			2023-24	< 70 kwh/day (4.5 % reduction)	Total Electricity Consumption	In kWh	5939	4556	4628	4394	19517	Achieved.
						Total working days	In Days	303	303	303	303	303	Achieved.
						Specific Electricity consumption	kWh/ Day	19.60	15.04	15.27	14.50	64.41	Achieved.
 				2024-25 (Till Dec-2024)	< 70 kwh/day (4.5 % reduction)	Total Electricity Consumption	In kWh	6095	5077	4796	-	15968	Achieved.
						Total working days	In Days	78.00	77.00	75.00	-	230.00	Achieved.
						Specific Electricity consumption	kWh/ Day	78.14	65.94	63.95	#VALUE!	69.43	Achieved.

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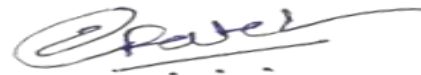
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Energy: Total % renewable energy consumption (in KWH)

Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouse s, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Energy	Total Manufacturing Plants	Total % renewable energy consumption (in KWH)	2021-22	NIL	Total Electricity Consumption	In kWh	7600643	8125266	8558087	8601368	32885364	NA
						Total renewable energy consumption	In kWh	0	0	0	0	0	
						% renewable energy consumption	% Percentage	0.00	0.00	0.00	0.00	0.00	
	GRI 302			2022-23	NIL	Total Electricity Consumption	In kWh	9452132	9666301.2	8657356.5	9056605	36832394.7	
Total renewable energy	In kWh	0	0	0	0	0							

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						consumption							
						% renewable energy consumption	% Percentage	0.00	0.00	0.00	0.00	0.00	
						Total Electricity Consumption	In kWh	9807904.13	9448818.88	9110530.375	9251133.625	37618387	
	2023-24			NIL	Total renewable energy consumption	In kWh	0	0	0	0	0	NA	
					% renewable energy consumption	% Percentage	0.00	0.00	0.00	0.00	0.00		
					Total Electricity Consumption	In kWh	10015745.4	10874681.6	10371600		31262026.99		
	2024-25 (Till Dec-2024)			Up to 1%	Total renewable energy	In kWh	140	140	140	0	420	2. PPA - for	




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						consumption							Solar % Wind Power Plant in 2026 (05% of Overall Consumptions)
						% renewable energy consumption	% Percentage	0.001	0.001	0.001	-	0.00	

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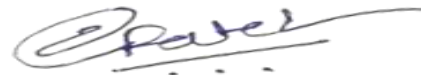
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Water: Reduction of Water consumption KL / MT

Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouses, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year
1	Water	Total all Manufacturing sites	Reduction of Water consumption KL / MT	2021-22	< 0.45 KL / MT (5 % reduction)	Total Water Consumption	In KL	20712.28	18004.86	17245.24	17843.06	73805.44
						Total Production	In MT	38495.546	45030.931	43816.6252	43250.762	170593.8642
						Specific Water Consumption	KL/ MT	0.54	0.40	0.39	0.41	0.43
	GRI 303			2022-23	< 0.41 KL / MT (5.5 % reduction)	Total Water Consumption	In KL	18446.12	19261.64	19402.18	16648.78	73758.72
Total Production		In MT	47214			48786	41741	42843	180584.352			

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						Specific Water Consumption	KL/ MT	0.391	0.395	0.465	0.389	0.41
UNGP Principle 7,8,9			2023-24	< 0.36 KL / MT (11 % reduction)	Total Water Consumption	In KL	16168.95	17344.45	14535.75	15150.25	63199.4	
					Total Production	In MT	74626	74399	66728	72105.451	287859.204	
					Specific Water Consumption	KL/ MT	0.22	0.23	0.22	0.21	0.22	
				2024-25 (Till Dec-2024)	< 0.22 KL / MT (05 % reduction)	Total Water Consumption	In KL	15745.75	13830.25	14006.75		43582.75
						Total Production	In MT	81428.427	87488.316	76561.466		245478.209
						Specific Water Consumption	KL/ MT	0.19	0.16	0.18	#DIV/0!	0.18

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Report Period - April'2021 to December'2024

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

Water: Zero Waste / effluent water discharge




Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouses, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Water	Total all Manufacturing sites	Zero Waste / effluent water discharge	2021-22	Zero (0)	Total Effluent Waste Water Generation	In KL	0	0	0	0	0	Achieved
						Total Effluent waste water discharged	In KL	0	0	0	0	0	Achieved
	GRI 303			2022-23	Zero (0)	Total Effluent Waste Water Generation	In KL	0	0	0	0	0	Achieved
						Total Effluent waste water	In KL	0	0	0	0	0	Achieved

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  	<p>UNGP Principle 7,8,9</p>					discharge d								
						2023-24	Zero (0)	Total Effluent Waste Water Generation	In KL	0	0	0	0	0
							Total Effluent waste water discharge d	In KL	0	0	0	0	0	Achieved
	2024-25 (Till Dec-2024)					Zero (0)	Total Effluent Waste Water Generation	In KL	0	0	0	0	0	Achieved
							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.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouses, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status	
1	Water	Bhuj (ground water consumed at Bhuj plant only)	Reduction in ground water consumption	2021-22	< 1.30 KL / MT	Total Water Consumption	In KL	16911	15387	14437	14500	61235	Achieved.	
						Total Production	In MT	12524	12009	12011	12122			48666
						Specific Water Consumption	KL/ MT	1.35	1.28	1.20	1.20			1.26
	GRI 303			2022-23	< 1.20 KL / MT	Total Water Consumption	In KL	14793	15653	15328	12271	58045		Achieved.
Total Production		In MT	13672			13798	13263	11880	52613					


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	UNGP Principle 7,8,9			2023-24	< 1.05 KL / MT	Specific Water Consumption KL/ MT	1.082	1.134	1.156	1.033	1.10	Achieved.	
						Total Water Consumption In KL	11566	13632	11323	12458	48979		
						Total Production In MT	12005	13645	13614	17002.257	56266.257		
					2024-25 (Till Dec-2024)	<0.80 KL / MT	Specific Water Consumption KL/ MT	0.96	1.00	0.83	0.73	0.87	In-progress.
							Total Water Consumption In KL	13267	12094	11469	-	36830	
							Total Production In MT	17078.507	16760.98	15287.488	-	49126.975	
					Specific Water Consumption KL/ MT	0.78	0.72	0.75	0.00	0.75			

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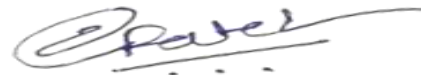
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Water: Total Water recycled and reused (in Kilo Litres / Year)

Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouse s, Offices Location	Indicators	Financial Year	Target	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	
1	Water	Bhuj (Process Water recycled and reused at Bhuj plant only)	Total Water recycled and reused (in Kilo Litres / Year)	2021-22	> 10%	Total Water Consumption	In KL	16911	15387	14437	14500	61235	Achieved.	
						Total Water recycled and reused	In KL	1521.99	1692.57	1515.885	1450	6180.445		
						% of Water recycled and reused	%	9.00%	11.00%	10.50%	10.00%	10.09%		
	GRI 303			2022-23	> 15%	Total Water Consumption	In KL	14793	15653	15328	12271	58045		Achieved.
						Total Water recycled and reused	In KL	2071.02	2269.685	2452.48	1926.547	8719.732		
						% of Water recycled and reused	%	14.00%	14.50%	16.00%	15.70%	15.02%		




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<p>UNGP Principle 7,8,9</p>   			2023-24	> 17%	Total Water Consumption	In KL	11566	13632	11323	12458	48979	Achieved.	
					Total Water recycled and reused	In KL	1859.8128	2385.6	2038.14	2117.86	8401.4128		
					% of Water recycled and reused	%	16.08%	17.50%	18.00%	17.00%	17.15%		
			2024-25 (Till Dec-2024)	> 20%	Total Water Consumption	In KL	13267	12094	11469	-	36830		In-progress.
					Total Water recycled and reused	In KL	2918.74	2902.56	3211.32	-	9032.62		
					% 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, Warehouses, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Responsible consumption	Total Manufacturing sites (Alwar, Bhuj, Hosur, Tirunelveli) and Parbatsar, Udaipr & Haldwani	Reduction of chemical consumption / MT	2021-22	< 0.0090 MT/MT (Reduce by 3.5 %)	Total Chemical consumption	In MT	359.9	364.5	378	340.6	1443	Achieved
						Total Production	In MT	37798.5	43988.9	42565.6	42064.8	166417.8	Achieved
						Specific Chemical Consumption	MT/ MT	0.01	0.01	0.01	0.01	0.009	Achieved
	-	No chemicals are consumed		2022-23	< 0.0085 MT / MT (Reduce by 2.5 %)	Total Chemical consumption	In MT	369.5	349.8	311.1	325.3	1355.7	Achieved
						Total Production	In MT	46283	47676	40619	41417	175995.5	Achieved

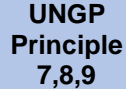

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 	UNGP Principle 7,8,9	2023-24	< 0.008 MT/MT (Reduce by 1.2 %)	Specific Chemical Consumption	MT/ MT	0.008	0.007	0.008	0.008	0.008	Achieved
				Total Chemical consumption	In MT	281	316	371	382	1349	Achieved
				Total Production	In MT	74626	74399	66728	72105.451	287859.204	Achieved
				Specific Chemical Consumption	MT/ MT	0.004	0.004	0.006	0.005	0.005	Achieved
	2024-25 (Till Dec-2024)	< 0.005 MT/MT (Reduce by 3 %)	Total Chemical consumption	In MT	347	290	323	-	960.091225	In-progress.	
			Total Production	In MT	81428.427	87488.316	76561.466	-	245478.209		
			Specific Chemical Consumption	MT/ MT	0.0043	0.0033	0.0042	#VALUE!	0.004		

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

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


Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouses, Offices Locations	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Product End of Life	Total Manufacturing sites (Alwar, Bhuj, Hosur, Tirunelveli) Udaipr and Haldwani No chemicals are consumed	% of specialty chemicals safely disposed of or repurposed	2021-22	100%	Total Chemical consumption	In MT	359.9	364.5	378	340.6	1443	Achieved.
						Total Chemical Waste Generated	In MT	0	0	0	0	0	Achieved.
						Specialty chemicals safely disposed %	100%	100%	100%	100%	100%	100%	Achieved.
	GRI 301-3			2022-23	100%	Total Chemical consumption	In MT	369.5	349.8	311.1	325.3	1355.7	Achieved.
						Total Chemical Waste Generated	In MT	0	0	0	0	0	Achieved.
						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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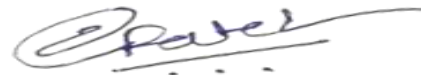


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				2024-25 (Till Dec-2024)	100%	Total Chemical Waste Generated	In MT	0	0	0	0	0	Achieved.
						Specialty chemicals safely disposed %	100%	100%	100%	100%	100%	100%	Achieved.
						Total Chemical consumption	In MT	347	290	323	-	960.091 225	In-progress.
						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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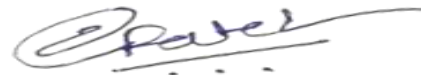
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Product End Of Life: % of product packaging made from sustainable or recyclable materials


Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouses, Offices Locations	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Product End Of Life	Total Manufacturing sites (Alwar, Bhuj, Hosur, Tirunelveli) Udaipr and Haldwani No chemicals are consumed	% of product packaging made from sustainable 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 packaging made from recyclable materials	100%	100%	100%	100%	100%	100%	Achieved

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				2024-25 (Till Dec-2024)	100%	Total product packaging	In MT	565	489	453	-	1507.201678	In-progress
						Total product packaging recyclable materials	In MT	565	489	453	-	0	
						% of product packaging made from recyclable materials	100%	100%	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
1	Product End Of Life	Number of take-back or recovery programs for mineral-based products	2021-22	All	01/ Year	Number of take-back or recovery programs for mineral-based products - Once in year	1	Achieved.
	GRI 306-2		2022-23	All	01/ Year	Number of take-back or recovery programs for mineral-based products - Once in year	1	Achieved.
	UNGP Principle 13		2023-24	All	01/ Year	Number of take-back or recovery programs for mineral-based products - Once in year	1	Achieved.
			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
1	Product End Of Life	% of raw material recovery from returned CNP products	2021-22	All	100%	Total Number of returned CNP products	160	Achieved.
						Total numbers of Recovered returned CNP products (Degrade & Sale it)	160	
						% of Recovered returned CNP products (Degrade & Sale it)	100%	
	GRI 306-2		2022-23	All	100%	Total Number of returned CNP products	182	Achieved.
						Total numbers of Recovered returned CNP products (Degrade & Sale it)	182	
						% of Recovered returned CNP products (Degrade & Sale it)	100%	
	UNGP Principle 13		2023-24	All	100%	Total Number of returned CNP products	233	Achieved.
						Total numbers of Recovered returned CNP products (Degrade & Sale it)	233	
						% of Recovered returned CNP products (Degrade & Sale it)	100%	
			2024-25 (till Dec-2024)	All	100%	Total Number of returned CNP products	283	Achieved.
						Total numbers of Recovered returned CNP products (Degrade & Sale it)	283	
						% of Recovered returned CNP products (Degrade & Sale it)	100%	

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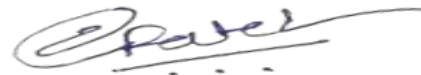
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Responsible consumption: Reduction of Oil consumption / MT


Sr. No.	Materiality Reporting Topic	20 Microns Limited - Plants, Warehouse s, Offices Location	Indicators	Financial Year	Target	Parameter	Unit of Measurement (UOM)	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Responsible consumption	Total all Manufacturing sites	Reduction of Oil consumption / MT	2021-22	< 0.0280 Liters / MT	Total Lubrication Oil consumption	In Liter	1096.7	1446.7	878.9	1284	4706.3	Achieved
						Total Production	In MT	38496	45031	43817	43251	170593.8642	Achieved
						Lubrication Oil Consumption	Liter / MT	0.03	0.03	0.02	0.03	0.03	Achieved
	-			2022-23	< 0.0290 Liters / MT (Revised)	Total Lubrication Oil consumption	In Liter	1399.7	1219.9	1273.25	1268	5160.85	Achieved
						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 (Reduced)	Total Lubrication Oil consumption	In Liter	1234.075	1499.075	1233.075	841.075	4807.3	Achieved
						Total Production	In MT	74626	74399	66728	72105.451	287859.204	Achieved

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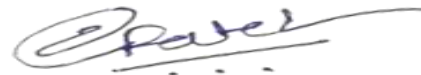


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	2024-25 (Till Dec-2024)	d by 2.1 %	Lubrication Oil Consumption	Liter / MT	0.02	0.02	0.02	0.01	0.02	Achieved
			Total Lubrication Oil consumption	In Liter	1658.075	1096.075	1578.075	-	4332.225	In-progress.
			Total Production	In MT	81428.427	87488.316	76561.466	-	245478.209	
		< 0.0280 Liters / MT (Reduced by 2.1 %)	Lubrication Oil Consumption	Liter / MT	0.02	0.01	0.02	#VALUE!	0.02	

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

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


Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Ambient Air Parameter	Unit of Measurement	Target	FY				Status
							FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25 (Till Dec'24)	
1	Environment, Emissions	Maintain Air emissions as per the Legal Norms for Ambient Air Parameters	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.
				NOX	mg/ m3	80	23.2	22.6	35	35	Achieved.
				SOX	mg/ m3	80	40.2	39.2	17	17	Achieved.
	GRI - 305		Bhuj 1005 & 1068	PM 10	mg/ m3	100	56	51	54	64	Achieved.
				PM 2.5	mg/ m3	60	37	23	27	28	Achieved.
				NOX	mg/ m3	80	10.2	9.4	11	10	Achieved.
				SOX	mg/ m3	80	13.1	12.5	7	6	Achieved.
	UNGP Principle 7		Tirunelveli - 1071	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.
				SOX	mg/ m3	80	11.5	11	9	9	Achieved.

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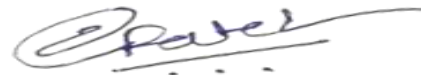


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	Hosur 1016 & 1065	PM 10	mg/ m3	100	80	75	74	74	Achieved.
		PM 2.5	mg/ m3	60	51	49	46	49	Achieved.
		NOX	mg/ m3	80	23.2	20.6	17	20	Achieved.
		SOX	mg/ m3	80	19	14.9	13	15	Achieved.
	Udaipur - 1030	PM 10	mg/ m3	100	59	54	56	ND	Achieved.
		PM 2.5	mg/ m3	60	39	38	34	ND	Achieved.
		NOX	mg/ m3	80	12	8	9	ND	Achieved.
		SOX	mg/ m3	80	15	12	12	ND	Achieved.
	Haldwani - 1015	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.
		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

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Ambient Air Parameter	Unit of Measurement	Target	FY				Status
							FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25 (Till Dec'24)	
1	Environment, Emissions	Total weight of air pollutants (Average) in (mg / Nm3) as per the Legal Norms for Ambient Air Parameters	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.
				NOX	mg/ m3	80	23.2	22.6	35	35	Achieved.
				SOX	mg/ m3	80	40.2	39.2	17	17	Achieved.
				Average weight of air pollutants	mg/ m3	80.0	55.3	54.8	49.6	48.2	Achieved.
	GRI - 305		Bhuj 1005 & 1068	PM 10	mg/ m3	100	56	51	54	64	Achieved.
				PM 2.5	mg/ m3	60	37	23	27	28	Achieved.
				NOX	mg/ m3	80	10.2	9.4	11	10	Achieved.
				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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 	Tirunelveli - 1071	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.	
		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.	
		Hosur 1016 & 1065	PM 10	mg/ m3	100	80	75	74	74	Achieved.
			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.
			Average weight of air pollutants	mg/ m3	80.0	43.3	39.9	37.9	39.5	Achieved.
	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.	
		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.	
			Haldwani - 1015	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.
				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	Financial Year	Target	Parameter	UOM	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Waste Management	Reduction in Hazardous waste generation	All sites total	2021-22	< 5.5 MT of waste generation	Total Plastics waste generated	MT	1.45	1.81	1.43	0.595	5.285	Achieved
						Total plastic waste disposed to authorized recycler	MT	0	1.81	1.43	0.595		
						Total e-waste generated	MT	0	0	0	0		
						Total e-waste disposed	MT	0	0	0	0		
						Total Battery waste generated	MT	0	0	0	0		
	GRI 306	% of used oil recycled in	%	100%	100%	100%	100%	100%					

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	UNGP Principle 7			2022-23	< 5 MT f waste generatio n	Maintenanc e Activity							Achieved
						Total Plastics waste generated	MT	0.764	0.39 4	1.092	1.986	4.582	
						Total plastic waste disposed to authorized recycler	MT	0.53	0.60 8	1.15	1.948		
						Total e- waste generated	MT	0.346	0	0	0		
						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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 	<p>2023-24</p>	<p>< 4.582 of waste generation</p>	Total Plastics waste generated	MT	1.085	1.459	0.605	0	3.384	Achieved
			Total plastic waste disposed to authorized recycler	MT	1.085	1.459	0.605	0		
			Total e-waste generated	MT	0.03	0.248	0.087	0.036		
			Total e-waste disposed	MT	0.03	0.248	0.087	0		
			Total Battery waste generated	MT	0.002	0.001	5	2		
			% of used oil recycled in Maintenance Activity	%	100%	100%	100%	100%		
			2024-25 (Till-Dec-2024)	< 4 of waste generation	Total Plastics waste generated	MT	0.898	0.957	0.47	

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					Total plastic waste disposed to authorized recycler	MT	0.898	0.957	0.47	-		
					Total e-waste generated	MT	0.0235	0.03	0.0293	-		
					Total e-waste disposed	MT	0.0235	0.03	0.0293	-		
					Total Battery waste generated	MT	0.026	0.002	0.001	-		
					% of used oil recycled in Maintenance 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	Financial Year	Target	Parameter	UOM	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Waste Management	To Reduce total non-Hazardous Waste Generation (in Metric Tonnes) - Minerals Powder - Waste (Spill & Dust Collection)	All sites total	2021-22	<0.2 MT/ MT	Total Minerals Powder - Waste (Spill & Dust Collection)	MT	0.023	0.021	0.019	0.018	0.020	Achieved
	GRI 306			2022-23	<0.018 MT/ MT	Total Minerals Powder - Waste (Spill & Dust Collection)	MT	0.02	0.02	0.017	0.016	0.018	Achieved
	UNGP Principle 7			2023-24	<0.015 MT/ MT	Total Minerals Powder - Waste (Spill & Dust Collection)	MT	0.021	0.016	0.018	0.016	0.018	Not Achieved



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	 				2024-25 (Till- Dec- 2024)	<0.01 2 MT/ MT	Total Minerals Powder - Waste (Spill & Dust Collection)	MT	0.00 9	0.01 2	0.011	-	0.011	In progress
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Waste Management: To recycle Total Waste in a year

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices, Location	Financial Year	Target	Parameter	UOM	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Waste Management	To recycle Total Waste in a year	All sites total	2021-22	< 5.5 MT of waste generation	Total Plastics waste generated	MT	1.45	1.81	1.43	0.595	5.285	Achieved
						Total plastic waste disposed to authorized recycler	MT	0	1.81	1.43	0.595		
	GRI 306			2022-23	< 5 MT of waste generation	Total Plastics waste generated	MT	0.764	0.394	1.092	1.986	4.582	Achieved
						Total plastic waste disposed to authorized recycler	MT	0.53	0.608	1.15	1.948		



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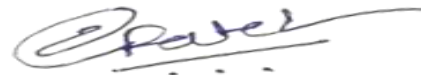
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	UNGP Principle 7			2023-24	< 4.582 of waste generation	Total Plastics waste generated	MT	1.085	1.459	0.605	0	3.384	Achieved
						Total plastic waste disposed to authorized recycler	MT	1.085	1.459	0.605	0		
	 			2024-25 (Till-Dec-2024)	< 4 of waste generation	Total Plastics waste generated	MT	0.898	0.957	0.47	-	2.4368	In progress
						Total plastic waste disposed to authorized recycler	MT	0.898	0.957	0.47	-		

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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	Financial Year	Target	Parameter	UOM	April - June (Q1)	July - Sept (Q2)	October - December (Q3)	January - March (Q4)	Cumulative for The Year	Status
1	Recycled Materials Reporting	To Increase % of recycled input material out of total materials consumed - Degrade of Materials	All sites total	2021-22	100%	Total Degrade Lumps of Stone	%	100%	100%	100%	100%	100%	Achieved
	GRI 301-2			2022-23	100%	Total Degrade Lumps of Stone	%	100%	100%	100%	100%	100%	Achieved
	UNGP Principle 13			2023-24	100%	Total Degrade Lumps of Stone	%	100%	100%	100%	100%	100%	Achieved


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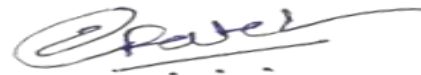
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Emissions – Total Scope 1 – All Manufacturing Plants, Warehouses & Offices


Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
1	Emissions - Scope 1 Emission	Reduction Total Scope 1 GHG Emission	All Manufacturing Plants, Warehouses & Offices	2021-22	< 0.5 MT/ MT	Total Production	MT	170593.86	Achieved.
						Total Scope-1 CO2e Emissions	MT	7962.77	
						Specific Total Scope 1 CO2e	MT/ MT	0.047	
	GRI 305 UNGP Principle 7			2022-23	< 0.0443 (Reduce by 5%)	Total Production	MT	180583.91	Not Achieved.
						Total Scope-1 CO2e Emissions	MT	10187.32	
						Specific Total Scope 1 CO2e	MT/ MT	0.056	
				2023-24	< 0.0443 (Revised)	Total Production	MT	287859	Achieved.

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					-	Total Scope-1 CO2e Emissions	MT	11742.64						
					Continue)	Specific Total Scope 1 CO2e	MT/ MT	0.041						
					2024-25 (Till- Dec-2024)	< 0.0388 (Reduce by 5%)					Total Production	MT	245478	In progress
											Total Scope-1 CO2e Emissions	MT	9013.05	
											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 manufactured	Target	Status
1	Emissions - Scope 1 emission	Reduction Scope 1 GHG Emission	All manufacturing site	2021-22	7933.405	170594	0.047	< 0.050 MT/MT (Reduce by 15 %)	Achieved.
	GRI 305 UNGP Principle 7			2022-23	10161.32	180584	0.056	Maintain < 0.046 MT/MT	Not Achieved.
				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

2	Emissions - Scope 1 emission	Reduction Scope 1 GHG Emission	All Warehouse	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.
	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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Report Period - April'2021 to December'2024

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

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	
1	Emissions - Scope 2 Emission	Reduction Total Scope 2 GHG Emission	All Manufacturing Plants, Warehouses & Offices	2021-22	< 0.18 MT/ MT	Total Production	MT	170593.86	Achieved.	
						Total Scope-2 CO2e Emissions	MT	27084.45		
						Specific Total Scope 2 CO2e	MT/ MT	0.159		
	GRI 305 UNGP Principle 7			2022-23	< 0.1508 (Reduce by 5%)	Total Production	MT	180583.91		Not Achieved.
						Total Scope-2 CO2e Emissions	MT	30323.16		
						Specific Total Scope 2 CO2e	MT/ MT	0.168		
	2023-24	< 0.1508 (Revised)	Total Production	MT	287859	Achieved.				


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					-	Total Scope-2 CO2e Emissions	MT	23804.08						
					Continue)	Specific Total Scope 2 CO2e	MT/ MT	0.083						
					2024-25 (Till- Dec-2024)	< 0.0786 (Reduce by 5%)					Total Production	MT	245478	In progress
											Total Scope-2 CO2e Emissions	MT	22389.42	
											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
1	Emissions - Scope 2 emission	Reduction Scope 2 GHG Emission	All manufacturing site	2021-22	< 0.159 MT/ MT (Reduce by 5 %)	Total Production	MT	170593.86	Achieved.
						Total absolute CO2e (Purchased electricity)	MT	26966.00	
						Specific Scope 2 CO2e	MT/ MT	0.16	
	2022-23			< 0.170 MT / MT (Revised)	Total Production	MT	180583.91	Achieved.	
					Total absolute CO2e (Purchased electricity)	MT	30203.00		
					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		
						2024-25 (Till- Dec-2024)		Total Production	MT	245478	In progress
								Total absolute CO2e (Purchased electricity)	MT	22336.23	
								Specific Scope 2 CO2e	MT/MT	0.09	

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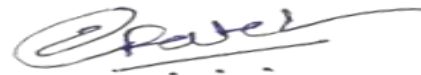
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Emission: Scope 2 – GHG (CO2 equivalent) - All warehouses locations


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

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

				2023-24	< 0.00032 (reduce by 5.5 %)	Total Dispatch	MT	287859	Not Achieved.
						Total absolute CO2e (Purchased electricity)	MT	50.30	
						Specific Scope 2 CO2e	MT/ MT	0.00052	
				2024-25 (Till- Dec-2024)	< 0.00032 (reduce by 5.5 %)	Total Dispatch	MT	245478	In Progress
						Total absolute CO2e (Purchased electricity)	MT	40.28	
						Specific Scope 2 CO2e	MT/ MT	0.00016	

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

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
1	Emissions - Scope 2 emission	Reduction Scope 2 GHG Emission	All offices	2021-22	< 0.00006 (Reduced by 5 %)	Total Dispatch	MT	286835.00	Achieved.
						Total absolute CO2e (Purchased electricity)	MT	18.60	
						Specific Scope 2 CO2e	MT/MT	0.00006	
	2022-23			< 0.00006 (Reduce by 5 %)	Total Dispatch	MT	281764.00	Achieved.	
					Total absolute CO2e (Purchased electricity)	MT	15.80		
					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)	MT	14.40						
							Specific Scope 2 CO2e	MT/MT	0.00005						
												Total Dispatch	MT	245478	In Progress
												Total absolute CO2e (Purchased electricity)	MT	12.91	
												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	
1	Emissions - Scope 3 Emission	Reduction Total Scope 3 GHG Emission	All Manufacturing Plants, Warehouses & Offices	2021-22	< 0.14 MT/ MT	Total Production	MT	170593.86	Achieved.	
						Total Scope-3 CO2e Emissions	MT	23940.52		
						Specific Total Scope 3 CO2e	MT/ MT	0.140		
	GRI 305 UNGP Principle 7			2022-23	< 0.1333 (Reduce by 5%)	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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					- Continue)	Total Scope-3 CO2e Emissions	MT	303689.41	has addressed)	
						Specific Total Scope 3 CO2e	MT/ MT	1.055		
					2024-25 (Till- Dec- 2024)	< 1 (Reduce by 5%)	Total Production	MT	245478	In progress (All Scope 3 Data has addressed)
						Total Scope-3 CO2e Emissions	MT	309723.4237		
						Specific Total Scope 3 CO2e	MT/ MT	1.262		

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Emissions – Total Scope 3 Upstream – 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	
1	Emissions - Scope 3 Upstream Emission	Reduction Total Scope 3 Upstream GHG Emission	All Manufacturing Plants, Warehouses & Offices	2021-22	< 0.65 MT/ MT	Total Production	MT	170593.86	Achieved.	
						Total Scope-3 Upstream CO2e Emissions	MT	10577.18		
						Specific Total Scope 3 Upstream CO2e	MT/ MT	0.062		
	GRI 305 UNGP Principle 7			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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										Total Scope-3 Upstream CO2e Emissions	MT	239635.33	Data has addressed)													
										Specific Total Scope 3 Upstream CO2e	MT/ MT	0.832														
																							In progress (All Scope 3 Upstream Data has addressed)			
																								Total Production	MT	245478
																								Total Scope-3 Upstream CO2e Emissions	MT	235918.64
Specific Total Scope 3 Upstream CO2e	MT/ MT	0.961																								

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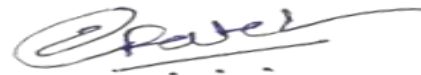
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Emissions – Total Scope 3 Downstream – All Manufacturing Plants, Warehouses & Offices


Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status	
1	Emissions - Scope 3 Downstream Emission	Reduction Total Scope 3 Downstream GHG Emission	All Manufacturing Plants, Warehouses & Offices	2021-22	< 0.75 MT/ MT	Total Production	MT	170593.86	Achieved.	
						Total Scope-3 Downstream CO2e Emissions	MT	12458.03		
						Specific Total Scope 3 Downstream CO2e	MT/ MT	0.073		
	GRI 305 UNGP Principle 7			2022-23	< 0.694 (Reduce by 5%)	Total Production	MT	180583.91		Achieved.
						Total Scope-3 Downstream CO2e Emissions	MT	12571.00		
						Specific Total Scope 3 Downstream CO2e	MT/ MT	0.070		

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				2023-24	< 0.25 Revised - Continue)	Total Production	MT	287859	Achieved. (All Scope 3 Downstream Data has addressed)
						Total Scope-3 Downstream CO2e Emissions	MT	63257.28	
						Specific Total Scope 3 Downstream CO2e	MT/ MT	0.220	
				2024-25 (Till- Dec- 2024)	< 0.298 (Reduce by 5%)	Total Production	MT	245478	In progress (All Scope 3 Downstream Data has addressed)
						Total Scope-3 Downstream CO2e Emissions	MT	73186.37	
						Specific Total Scope 3 Downstream CO2e	MT/ MT	0.298	

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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	
1	Emissions - Scope 3 emission (Downstream - Domestic sales)	Reduction Scope 3 GHG Emission (Downstream - Domestic sales)	All manufacturing site	2021-22	< 0.02950 MT / MT (reduce by 2.5 %)	Total Domestic Sales	MT	347432.00	Achieved.	
						Total eq. CO2 - Domestic Sale in MT	MT	9882.00		
						Specific Scope 3 CO2e	MT/ MT	0.03		
	GRI 305 UNGP Principle 7			2022-23	0.03250 MT/MT (Revised)	Total Domestic Sales	MT	332952.00		Achieved.
						Total eq. CO2 - Domestic Sale in MT	MT	10429.00		
						Specific Scope 3 CO2e	MT/ MT	0.03		
	2023-24	0.03050 MT /MT	Total Domestic Sales	MT	577098.54	Achieved.				

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					(Reduce by 2.6 %)	Total eq. CO2 - Domestic Sale in MT	MT	60929.19	
						Specific Scope 3 CO2e	MT/MT	0.11	
					2024-25 (Till-Dec-2024)	0.10 MT /MT (Reduce by 1%) (Revised)	Total Domestic Sales	MT	
						Total eq. CO2 - Domestic Sale in MT	MT	71535.70618	
						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	
1	Emissions - Scope 3 emission (Upstream - Domestic Purchase)	Reduction Scope 3 GHG Emission (Upstream - Domestic Purchase)	All manufacturing site	2021-22	< 0.00775 MT / MT (reduce by 2.5 %)	Total Domestic Purchase	MT	458073.00	Achieved.	
						Total eq. CO2 - Domestic Purchase in MT	MT	3461.43		
						Specific Scope 3 CO2e	MT/ MT	0.008		
	GRI 305 UNGP Principle 7			2022-23	0.00810 MT/MT (Revised)	Total Domestic Purchase	MT	458699.00		Achieved.
						Total eq. CO2 - Domestic Purchase in MT	MT	3706.00		
						Specific Scope 3 CO2e	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						
										0.0075 MT /MT (Reduce by 7 %)	Total Domestic Purchase	MT	1510360.65	In progress
											Total eq. CO2 - Domestic Purchase in MT	MT	42611.74	
											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	
1	Emissions - Scope 3 emission (Downstream - Export sales)	Reduction Scope 3 GHG Emission (Downstream - export sales)	All manufacturing site	2021-22	< 0.126 MT / MT (reduce by 3 %)	Total Export Sales	MT	20743.00	Achieved.	
						Total eq. CO2 - Export Sale in MT	MT	2576.03		
						Specific Scope 3 CO2e	MT/MT	0.12		
	GRI 305 UNGP Principle 7			2022-23	< 0.1275 MT/MT(Revised)	Total Export Sales	MT	16856.00		Achieved.
						Total eq. CO2 - Export Sale in MT	MT	2142.00		
						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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				2024-25 (Till-Dec-2024)	< 0.07 MT /MT (Reduce by 1.5%)	Total eq. CO2 - Export Sale in MT	MT	2328.09	
						Specific Scope 3 CO2e	MT/MT	0.08	
						Total Export Sales	MT	23385.92	In progress
						Total eq. CO2 - Export Sale in MT	MT	1650.67	
						Specific Scope 3 CO2e	MT/MT	0.07	

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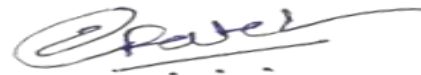
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Emissions - Scope 3 emission (Upstream - Import purchase)

Sr. No.	Materiality Reporting Topic	Indicators	20 Microns Limited - Plants, Warehouses, Offices Location	Financial Year	Target	Parameter	UOM	Values	Status
1	Emissions - Scope 3 emission (Upstream - Import purchase)	Reduction Scope 3 GHG Emission (Upstream - Import purchase)	All manufacturing site	2021-22	< 0.126 MT / MT (reduce by 3 %)	Total Import Purchase	MT	70884.00	Achieved.
						Total eq. CO2 - Import Purchase in MT	MT	7115.75	
						Specific Scope 3 CO2e	MT/MT	0.10	
	2022-23			< 0.1275 MT/MT (Revised)	Total Import Purchase	MT	29341.00	Achieved.	
					Total eq. CO2 - Import Purchase in MT	MT	3727.00		
					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					
								2024-25 (Till-Dec-2024)		< 0.062 MT /MT (Reduce by 1.5%)	Total Import Purchase	MT	3143954.77	In progress
											Total eq. CO2 - Import Purchase in MT	MT	193306.9011	
												Specific Scope 3 CO2e	MT/MT	

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

Emissions – Total Scope 3 Employee commute - Company Employee Facility Used - Bus, Bike, Rail and Cars – 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	
1	Emissions - Scope 3 Employee Commute	Reduction Total Scope 3 GHG Emission - Employee Commute - Company Employee Facility Used - Bus, Bike, Rail and Cars	All Manufacturing Plants, Warehouses & Offices	2021-22	< 0.005 MT/ MT	Total Production	MT	170593.86	Achieved.	
						Total Scope-3 Employee Commute CO2e Emissions	MT	894.20		
						Specific Total Scope 3 Employee Commute CO2e	MT/ MT	0.005		
	GRI 305 UNGP Principle 7			2022-23	< 0.005 Reduce by 5%)	Total Production	MT	180583.91		Achieved.
						Total Scope-3 Employee Commute CO2e Emissions	MT	844.52		
						Specific Total Scope 3 Employee Commute CO2e	MT/ MT	0.005		
	2023-24	< 0.0045	Total Production	MT	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	
										Total Production	MT	245478	In progress
										Total Scope-3 Employee Commute CO2e Emissions	MT	611.86	
										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
1	Emissions - Scope 3 Waste Disposal	Reduction Total Scope 3 GHG Emission - Waste Disposal	All Manufacturing Plants, Warehouses & Offices	2021-22	< 0.03 In MT	Total Production	MT	170593.86	Achieved.
						Total Scope-3 Waste Disposal CO2e Emissions	MT	0.03	
	GRI 305 UNGP Principle 7			2022-23	< 0.03 In MT	Total Production	MT	180583.91	Achieved.
						Total Scope-3 Waste Disposal CO2e Emissions	MT	0.03	
				2023-24	< 0.025 In MT	Total Production	MT	287859	Achieved.
						Total Scope-3 Waste Disposal CO2e Emissions	MT	0.02	
				2024-25 (Till- Dec-2024)	< 0.02 In MT	Total Production	MT	245478	Achieved.
						Total Scope-3 Waste Disposal CO2e Emissions	MT	0.02	

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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
1	Emissions - Scope 3 Water Supply	Reduction Total Scope 3 GHG Emission - Water Supply	All Manufacturing Plants, Warehouses & Offices	2021-22	< 12 MT	Total Production	MT	170593.86	Achieved.
						Total Scope-3 CO2e Emissions - Water Supply	MT	11.07	
	GRI 305 UNGP Principle 7			2022-23	< 11 MT	Total Production	MT	180583.91	Achieved.
						Total Scope-3 CO2e Emissions - Water Supply	MT	11.06	
				2023-24	< 10 MT	Total Production	MT	287859	Achieved.
						Total Scope-3 CO2e Emissions - Water Supply	MT	9.48	
				2024-25 (Till- Dec-2024)	< 09 In MT	Total Production	MT	245478	Achieved.
						Total Scope-3 CO2e Emissions - Water Supply	MT	6.54	

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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
1	Biodiversity	Land dedicated to biodiversity conservation (sq. meter)	2021-22	Dedicated biodiversity conversation area	NA	Total Land dedicated to biodiversity conservation (sq. meter)	NA	NA
	GRI 304-2		2022-23	Dedicated biodiversity conversation area	NA	Total Land dedicated to biodiversity conservation (sq. meter)	NA	NA
	UNGP Principal 23		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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Biodiversity: BD-02 Number of Tree plantation

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY				Total Trees till date	
					FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25 (Till Dec'24)		
					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
					Actual	11.48	13.78	32.65		50.3
Status	Achieved.	Achieved.	Achieved.	Achieved.	Achieved.					
1	Bio-diversity	Number of Tree plantation	Ensure 100 % coverage	Alwar - 1077	48	68	64	170.0	350.0	
	GRI - 304			Bhuj 1005 & 1068	150	250	300	700.0	1400.0	
				Tirunelveli - 1071	48	21	58	127.0	254.0	
				Hosur 1016 & 1065	10	10	20	40.0	80.0	
	UNGP Principle 7			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
				Parbatsar - 1023	0	-	-	-	0.0
				All 20 Microns Limited - Warehouses	21	26	35	82.0	164.0
				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	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25 (till Dec-2024)	Status (till Dec-24)
					% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	
1	Biodiversity	% of total workforce received training on Biodiversity conservation	100%	Alwar - 1077	0%	0%	0%	100%	Achieved.
				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.
				Udaipur - 1030	0%	0%	0%	100%	Achieved.
				Haldwani - 1015	0%	0%	0%	100%	Achieved.
	UNGP Principle 23			Nagor - 1086	0%	0%	0%	100%	Achieved.
				Parbatsar - 1023	0%	0%	0%	100%	Achieved.
				All 20 Microns Limited - Warehouses	0%	0%	0%	100%	Achieved.
				All 20 Microns Limited - Offices	0%	0%	0%	NA	Achieved.
				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	FY 2022-23	FY 2023-24	FY 2024-25 (till Dec-2024)	Status (till Dec-24)			
					% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity				
1	Bio Diversity	% of total department covered in Internal risk assessment Biodiversity	100%	Alwar - 1077	0	0	0	100%	Achieved.			
				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.			
				Udaipur - 1030	0	0	0	100%	Achieved.			
				Haldwani - 1015	0	0	0	100%	Achieved.			
	UNGP Principle 23			Nagor - 1086	0	0	0	100%	Achieved.			
				Parbatsar - 1023	0	0	0	100%	Achieved.			
				All 20 Microns Limited - Warehouses	0	0	0	100%	Achieved.			
				All 20 Microns Limited - Offices	0	0	0	100%	Achieved.			
				Total All Sites (Plant + Warehouses)				0	0	0	100%	Achieved.

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Report Period - April'2021 to December'2024

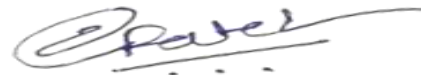
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Biodiversity: BD-05 Awareness sessions conducted on Biodiversity conservation

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

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

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	FY 2022-23	FY 2023-24	FY 2024-25 (till Dec-2024)	Status (till Dec-24)
					Number of complaints received on Biodiversity issues	Number of complaints received on Biodiversity issues	Number of complaints received on Biodiversity issues	Number of complaints received on Biodiversity issues	
1	Biodiversity	To Reduce Number of complaints received on Biodiversity issues	Ensure Zero Number of complaints received on Biodiversity issues	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.	
	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			NA	NA	NA	0	Achieved.	
	Total All Sites (Plant + Warehouses)			0	0	0	0	Achieved.	
	GRI 304-2								
	UNGP Principle 23								
									

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

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	FY 2022-23	FY 2023-24	FY 2024-25 (till Dec-2024)	Status (till Dec-24)
					Number of environmental service programs implemented by the company	Number of environmental service programs implemented by the company	Number of environmental service programs implemented by the company	Number of environmental service programs implemented by the company	
1	Environmental Service and Advocacy	Number of environmental service programs implemented by the company	Min 01/ Year Each Location	Alwar - 1077	1	1	1	1	Achieved.
				Bhuj 1005 & 1068	1	1	1	1	Achieved.
				Tirunelveli - 1071	1	1	1	1	Achieved.
	GRI 413-1			Hosur 1016 & 1065	1	1	1	1	Achieved.
				Udaipur - 1030	1	1	1	1	Achieved.
				Haldwani - 1015	1	1	1	1	Achieved.
				Nagor - 1086	1	1	1	1	Achieved.
	UNGP Principle 18			Parbatsar - 1023	1	1	1	1	Achieved.
				All 20 Microns Limited - Warehouses	1	1	1	1	Achieved.
	 			All 20 Microns Limited - Offices	1	1	1	1	Achieved.
Total All Sites (Plant + Warehouses)		10	10	10	10	Achieved.			

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

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
1	Environmental Service and Advocacy	Number of workshops/training sessions held to educate consumers on sustainability	2021-22	All	01/ Year	Number of workshops/training sessions held to educate consumers on sustainability	1	NA
	GRI 413-1		2022-23	All	01/ Year	Number of workshops/training sessions held to educate consumers on sustainability	1	NA
	UNGP Principle 18		2023-24	All	01/ Year	Number of workshops/training sessions held to educate consumers on sustainability	1.00	NA
	 		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	Financial Year	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
1	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 Number of participants in environmental education programs	12	Achieved
					Total numbers of participants in environmental education programs who reported an increase in their understanding of sustainable practices	2	
					% of participants in environmental education programs who reported an increase in their understanding of sustainable practices	17%	
	GRI 413-1 UNGP Principal 18		2022-23	Ensure 15% of participants in environmental education programs.	Total Number of participants in environmental education programs	12	Achieved
					Total numbers of participants in environmental education programs who reported an increase in their understanding of sustainable practices	3	
					% of participants in environmental education programs who reported an increase in their understanding of sustainable practices	25%	
	2023-24	Ensure 25% of participants in environmental education programs.	Total Number of participants in environmental education programs	17	Achieved		
			Total numbers of participants in environmental education programs who reported an increase in their understanding of sustainable practices	6			


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					% of participants in environmental education programs who reported an increase in their understanding of sustainable practices	35%	Achieved
					Total Number of participants in environmental education programs	20	
					Total numbers of participants in environmental education programs who reported an increase in their understanding of sustainable practices	8	
					% 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
1	Environmental Service and Advocacy	% of customers who adopted environmentally friendly practices after attending workshops or seminars	2021-22	Ensure 10% of customers who adopted environmentally friendly practices after attending workshops or seminars	Total Number of participants in attending workshops or seminars	12	Achieved.
					Total numbers of customers who adopted environmentally friendly practices after attending workshops or seminars	2	
					% 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 adopted environmentally friendly practices after attending workshops or seminars	Total Number of participants in attending workshops or seminars	12	Achieved.
					Total numbers of customers who adopted environmentally friendly practices after attending workshops or seminars	3	
					% of customers who adopted environmentally friendly practices after attending workshops or seminars	25%	
	 		2023-24	Ensure 25% of customers who adopted environmentally friendly practices after attending	Total Number of participants in attending workshops or seminars	17	Achieved.
					Total numbers of customers who adopted environmentally friendly practices after attending workshops or seminars	6	
					% of customers who adopted environmentally friendly practices after attending workshops or seminars	35%	

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

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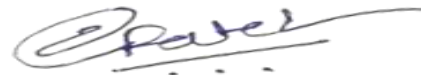
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Environmental Service and Advocacy: SEA: 05 Number of digital campaigns, articles, or webinars conducted to spread environmental awareness

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
1	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		2022-23	All	02/ Year	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness - Online webinar	2	Achieved.
	UNGP Principle 18		2023-24	All	02/ Year	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness - Online webinar	2	Achieved.
	 		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
1	Environmental Service and Advocacy	Number of environmental training sessions conducted for customers, suppliers, and stakeholders	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.
	GRI 413-1 UNGP Principle 18		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.
			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.	2	Achieved.

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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)	January - March (Q4)	Cumulative for The Year	Status
1	External stakeholders	Number of external human rights-related grievances received and resolved	Ensure Zero Number of external human rights-related grievances	2021-22	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
					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

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GRI 411-1	2022-23	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
		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 Principle 29	2023-24	Alwar - 1077	0	0	0	0
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
						2024-25 (Monitored till Dec-2024)	Alwar - 1077	0	0	0	0
Bhuj 1005 & 1068	0	0	0	0			-	Achieved			
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

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22		FY 2022-23		FY 2023-24		FY 2024-25 (till Dec-2024)		Status (till Dec-24)
					Nos. of Assessment	% cover age	Nos. of Assessment	% cover age	Nos. of Assessment	% cover age	Nos. of Assessment	% cover age	
1	External stakeholders	% of operations /sites assessed for external human rights risks	Ensure 100 % coverage (01 Assessment / Year)	Alwar - 1077	1	100%	1	100%	1	100%	1	100%	Achieved.
				Bhuj 1005 & 1068	1	100%	1	100%	1	100%	1	100%	Achieved.
				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.
				Udaipur - 1030	1	100%	1	100%	1	100%	1	100%	Achieved.
				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.
				Parbatsar - 1023	1	100%	1	100%	1	100%	1	100%	Achieved.
	 			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%	1
				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

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22		FY 2022-23		FY 2023-24		FY 2024-25 (till Dec-2024)		Status (till Dec-24)		
					Human rights violations reported	% Compliance	Human rights violations reported	% Compliance	Human rights violations reported	% Compliance	Human rights violations reported	% Compliance			
1	External stakeholders	% of reported human rights violations addressed and resolved within the defined timeline	Ensure 100% of reported human rights violations addressed and resolved within the defined timeline	Alwar - 1077	0	100%	0	100%	0	100%	0	100%	Achieved.		
				Bhuj 1005 & 1068	0	100%	0	100%	0	100%	0	100%	Achieved.		
				Tirunelveli - 1071	0	100%	0	100%	0	100%	0	100%	Achieved.		
	GRI 412-3			Hosur 1016 & 1065	0	100%	0	100%	0	100%	0	100%	100%	Achieved.	
				Udaipur - 1030	0	100%	0	100%	0	100%	0	100%	100%	Achieved.	
				Haldwani - 1015	0	100%	0	100%	0	100%	0	100%	100%	Achieved.	
				Nagor - 1086	0	100%	0	100%	0	100%	0	100%	100%	Achieved.	
	UNGP Principle 18			Parbatsar - 1023	0	100%	0	100%	0	100%	0	100%	0	100%	Achieved.
				All 20 Microns Limited - Warehouses	0	100%	0	100%	0	100%	0	100%	0	100%	Achieved.
				All 20 Microns Limited - Offices	0	100%	0	100%	0	100%	0	100%	0	100%	Achieved.
				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
1	External stakeholders	Number of human rights violations identified and corrective actions implemented	Ensure Zero Number of human rights violations	2021-22	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.
					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.				
GRI 412-3		2022-23	Alwar - 1077	0	0	0	0	0	Achieved.		

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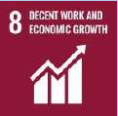

					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
					Udaipur - 1030	0	0	0	0	0	Achieved.
					Haldwani - 1015	0	0	0	0	0	Achieved.
					Nagor - 1086	0	0	0	0	0	Achieved.
					Parbatsar - 1023	0	0	0	0	0	Achieved.
					All 20 Microns 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.
UNGP Principle 31				2023-24	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.

Last updated on 10.01.2025

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



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

 	2024-25 (Monitored till Dec-2024)	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.
	2024-25 (Monitored till Dec-2024)	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.
		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

					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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Report Period - April'2021 to December'2024

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

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
1	External stakeholders	Number of suppliers removed from the supply chain due to human rights violations	Ensure Zero Number of suppliers removed from the supply chain due to human rights violations	2021-22	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.
					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.				
GRI 412-2			2022-23	Alwar - 1077	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

					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.
UNGP Principle 13				2023-24	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.

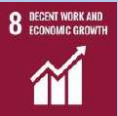

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Report Period - April'2021 to December'2024

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

 	2024-25 (Monitored till Dec-2024)	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.
	2024-25 (Monitored till Dec-2024)	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.
		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

					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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Report Period - April'2021 to December'2024

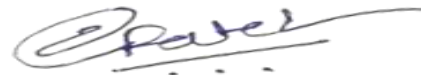
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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	Cumulative for The Year	Status
1	External Stakeholders	% of external stakeholders engaged in human rights impact assessments	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 10 % cumulative coverage by March'2022	Total Number of Active suppliers	254	Achieved
						Total numbers of external stakeholders engaged in human rights impact assessments	33	
						% of external stakeholders engaged in human rights impact assessments	13%	
	GRI 412-1 UNGP Principle 18		2022-23	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 15 % cumulative coverage March'2023	Total Number of Active suppliers	259	Achieved
						Total numbers of external stakeholders engaged in human rights impact assessments	49	
						% of external stakeholders engaged in human rights impact assessments	19%	
			2023-24	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 25 % cumulative coverage by March'2024	Total Number of Active suppliers	249	Achieved
						Total numbers of external stakeholders engaged in human rights impact assessments	64	
						% of external stakeholders engaged in human rights impact assessments	26%	
			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	238	Achieved
						Total numbers of external stakeholders engaged in human rights impact assessments	78	
						% of external stakeholders engaged in human rights impact assessments	33%	

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Report Period - April'2021 to December'2024

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

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
1	External stakeholders	Number of legal cases filed against the company regarding human rights violations	Ensure Zero Number of legal cases filed	2021-22	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.
					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.				
GRI 419-1			2022-23	Alwar - 1077	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


					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.
UNGP Principle 31				2023-24	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.

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

	<p align="center">2024-25 (Monitored till Dec- 2024)</p>	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.	
	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.		

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

					Total All Sites (Plant + Warehouses + Offices)	0	0	0	0	-	Achieved.
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Report Period - April'2021 to December'2024

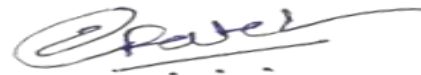
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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
1	External stake holder human right	Number of Incident related to External stake holder human rights	Ensure Zero Incident related to External stake holders human rights	2021-22	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.
					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.				
GRI 304			2022-23	Alwar - 1077	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

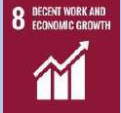
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
					Udaipur - 1030	0	0	0	0	0	Achieved.
					Haldwani - 1015	0	0	0	0	0	Achieved.
					Nagor - 1086	0	0	0	0	0	Achieved.
					Parbatsar - 1023	0	0	0	0	0	Achieved.
					All 20 Microns 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.
UNGP Principle 1, 2				2023-24	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.

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	2024-25 (Monitored till Dec-2024)	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.	
	Hosur 1016 & 1065	0	0	0	0	-	Achieved.	
	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, 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.

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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
1	External stake holder human right	Number of External human rights-related grievances received and resolved.	Ensure Zero Number of External human rights-related grievances received and resolved.	2021-22	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.
					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.				
GRI 304			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.	

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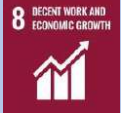
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
					Udaipur - 1030	0	0	0	0	0	Achieved.
					Haldwani - 1015	0	0	0	0	0	Achieved.
					Nagor - 1086	0	0	0	0	0	Achieved.
					Parbatsar - 1023	0	0	0	0	0	Achieved.
					All 20 Microns 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.
UNGP Principle 1, 2				2023-24	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.

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	2024-25 (Monitored till Dec-2024)	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.	
	Hosur 1016 & 1065	0	0	0	0	-	Achieved.	
	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



**Report Period - April'2021 to December'2024
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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Report Period - April'2021 to December'2024

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
1	Child Labor	Number of Child Labour incident	Ensure Zero Incident related to child labour	2021-22	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.
					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.
GRI 408			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



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

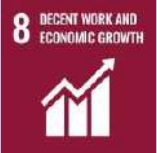
		Number of Child Labour incident	Ensure Zero Incident related to child labour		Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
					Udaipur - 1030	0	0	0	0	0	Achieved.
					Haldwani - 1015	0	0	0	0	0	Achieved.
					Nagor - 1086	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.
UNGP Principle 5		Number of Child Labour incident	Ensure Zero Incident related to child labour	2023-24	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.

Last updated on 10.01.2025

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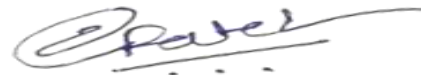


**Report Period - April'2021 to December'2024
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement**

					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.
		Number of Child Labour incident	Ensure Zero Incident related to child labour	2024-25 (Monitored till Dec-2024)	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.	
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

					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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Report Period - April'2021 to December'2024

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
1	Forced Labour	Number of Forced Labour Incident	Ensure Zero Incident related to Forced labour	2021-22	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.
					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.				
GRI 409			2022-23	Alwar - 1077	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

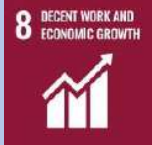
					Bhuj 1005 & 1068	0	0	0	0	0	Achieved.
					Tirunelveli - 1071	0	0	0	0	0	Achieved.
					Hosur 1016 & 1065	0	0	0	0	0	Achieved.
					Udaipur - 1030	0	0	0	0	0	Achieved.
					Haldwani - 1015	0	0	0	0	0	Achieved.
					Nagor - 1086	0	0	0	0	0	Achieved.
					Parbatsar - 1023	0	0	0	0	0	Achieved.
					All 20 Microns 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.
UNGP Principle 4				2023-24	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.

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

	2024-25 (Monitored till Dec-2024)	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.
	2024-25 (Monitored till Dec-2024)	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.
		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

					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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Report Period - April'2021 to December'2024

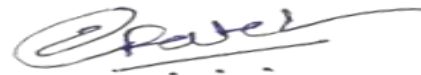
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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
1	Customer Health & Safety	Number of Customer Health & Safety incident	Ensure Zero Incident related to Customer Health & Safety, Noncompliance of Regulations Regulatory warning and voluntary codes	2021-22	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.
					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.
	GRI 416			2022-23	Alwar - 1077	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


					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.
-			2023-24	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.	

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

	2024-25 (Monitored till Dec-2024)	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.	
	Hosur 1016 & 1065	0	0	0	0	-	Achieved.	
	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, 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 + Warehosues + Offices)	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

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
1	Customer Health & Safety	Number of Customer Health & Safety incident	% of customer complaints related to health and safety concerns	2021-22	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.
					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.
	GRI 416			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.
				2023-24	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.

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

	2024-25 (Monitored till Dec-2024)	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.	
	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.	

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Report Period - April'2021 to December'2024

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 + Warehosues + Offices)	0%	0%	0%	0%	0%	Achieved.

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Report Period - April'2021 to December'2024

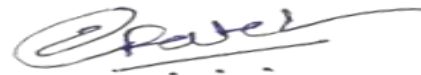
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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
1	Product Recall	Number of Product Recall cases	Ensure Zero Incident related to Product Recall	2021-22	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.
					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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Report Period - April'2021 to December'2024

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


GRI 416	2022-23	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.		
		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.		
		-	2023-24	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.		

Last updated on 10.01.2025

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



Report Period - April'2021 to December'2024
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		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.
	2024-25 (Monitored till Dec-2024)	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.
		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

					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
1	Customer Health and Safety	Number of product recalls due to health and safety risks	Ensure Zero Number of product recalls due to health and safety risks	2021-22	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.
					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.

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


	GRI 416-1	2022-23	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.
			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 13	2023-24	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.	

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

		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.
	2024-25 (Monitored till Dec-2024)	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.
		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, 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 + Warehosues + Offices)	0	0	0	0	-	Achieved.

Last updated on 10.01.2025

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Report Period - April'2021 to December'2024

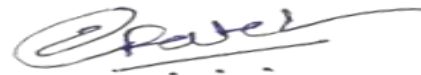
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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
1	Discrimination and Harassment	Number of Incident related to Discrimination and Harassment	Ensure Zero Incident related to Discrimination and Harassment	2021-22	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.
					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.

Last updated on 10.01.2025

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

GRI 406	2022-23	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.		
		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 Principle 6	2023-24	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.		


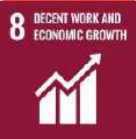
Last updated on 10.01.2025

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Report Period - April'2021 to December'2024

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

 	<p>2024-25 (Monitored till Dec-2024)</p>	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	-	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.	
Haldwani - 1015	0	0	0	0	-	Achieved.		

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

					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 + Warehosues + Offices)	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

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
1	Anti Corruption and Anti Bribery	Number of Incident related to Corruption and Bribery	Ensure Zero Incident related to Corruption and Bribery	2021-22	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.
					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.

Last updated on 10.01.2025

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


	GRI 205	2022-23	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.
			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 Principle 10	2023-24	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.	

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

		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.
	2024-25 (Monitored till Dec-2024)	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.
		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, 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 + 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

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
1	Anti Corruption and Anti Bribery	Number of Internal Audit and Assessment on Anti Corruption and Anti Bribery Issues	2021-22	All	Min. 01/ Year	Number of Internal Audit and Assessment on Anti Corruption and Anti Bribery Issues	1	Achieved.
	GRI 205		2022-23	All	Min. 01/ Year	Number of Internal Audit and Assessment on Anti Corruption and Anti Bribery Issues	1	Achieved.
	UNGP Principle 10		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.

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 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
1	Anti Corruption and Anti Bribery	Number of Trainings on Anti Corruption and Anti Bribery Issues	2021-22	All	Min. 01/ Year for all Location	Number of Trainings on Anti Corruption and Anti Bribery Issues	1	Achieved.
	GRI 205		2022-23	All	Min. 01/ Year for all Location	Number of Trainings on Anti Corruption and Anti Bribery Issues	1	Achieved.
	UNGP Principle 10		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
1	Anti Corruption and Anti Bribery	Number of Risk Assessment on Anti Corruption and Anti Bribery	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		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.
	UNGP Principle 10		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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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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
1	Anti-competitive Behavior	Number of Incident related to Anti-competitive Behaviour	Ensure Zero Incident related to Anti-competitive Behaviour	2021-22	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.
					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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	GRI 205	2022-23	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.
			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.
	UNGP Principle 10	2023-24	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.	

Last updated on 10.01.2025

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



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

		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.
	2024-25 (Monitored till Dec-2024)	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.
		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, 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 + Warehosues + Offices)	0	0	0	0	-	Achieved.

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Report Period - April'2021 to December'2024

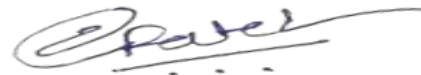
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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
1	Money Laundering and Fraud	Number of Incident related to Money Laundering and Fraud	Ensure Zero Incident related to Money Laundering and Fraud	2021-22	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.
					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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Report Period - April'2021 to December'2024
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

	-	2022-23	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.
			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.
	UNGP Principle 10	2023-24	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.	


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Report Period - April'2021 to December'2024

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

		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.
	2024-25 (Monitored till Dec-2024)	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.
		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

					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

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
1	Money Laundering and Fraud	Number of Internal Audit and Assessment on Money Laundering and Fraud Issues	2021-22	All	Min. 01/ Year	Number of Internal Audit and Assessment on Money Laundering and Fraud Issues	1	Achieved.
	UNGP Principle 10		2022-23	All	Min. 01/ Year	Number of Internal Audit and Assessment on Money Laundering and Fraud Issues	1	Achieved.
			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.

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

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
1	Money Laundering and Fraud	Number of Trainings on Money Laundering and Fraud Issues	2021-22	All	Min. 01/ Year for all Location	Number of Trainings on Money Laundering and Fraud Issues	1	Achieved.
	UNGP Principle 10		2022-23	All	Min. 01/ Year for all Location	Number of Trainings on Money Laundering and Fraud ssues	1	Achieved.
			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
1	Conflict of Interest	Number of Incident related to Conflict of Interest	Ensure Zero Incident related to Conflict of Interest	2021-22	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.
					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.
	-	2022-23	Alwar - 1077	0	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


					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.
UNGP Principle 10				2023-24	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.

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

	2024-25 (Monitored till Dec-2024)	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.	
	Hosur 1016 & 1065	0	0	0	0	-	Achieved.	
	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, 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 + Warehosues + Offices)	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

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
1	Conflict of 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.
	UNGP Principle 10		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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Report Period - April'2021 to December'2024

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	Number of Trainings on Conflict of Interest Issues	2021-22	All	Min. 01/ Year for all Location	Number of Trainings on Conflict of Interest Issues	1	Achieved.
	UNGP Principle 10		2022-23	All	Min. 01/ Year for all Location	Number of Trainings on Conflict of Interest Issues	1	Achieved.
			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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Report Period - April'2021 to December'2024

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
1	Information Security	Number of information security breache related incident	Ensure Zero Incident related to information security breaches, including external complaints, loss/leak of stake holder or internal information	2021-22	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.
					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.				
GRI 418			2022-23	Alwar - 1077	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


					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.
UNGP Principle 10				2023-24	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.

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

	2024-25 (Monitored till Dec-2024)	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.	
	Hosur 1016 & 1065	0	0	0	0	-	Achieved.	
	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, 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 + Warehosues + Offices)	0	0	0	0	-	Achieved.

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Report Period - April'2021 to December'2024

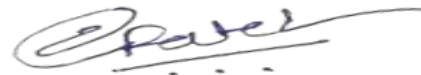
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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
1	Information Security	Number of Internal Audit and Assessment on Information Security	2021-22	All	Min. 01/Year	Number of Internal Audit and Assessment on Information Security	1	Achieved.
	GRI 418		2022-23	All	Min. 01/Year	Number of Internal Audit and Assessment on Information Security	1	Achieved.
	UNGP Principle 10		2023-24	All	Min. 01/Year	Number of Internal Audit and Assessment on Information Security	1	Achieved.
			2024-25 (till Dec-2024)	All	Min. 01/Year	Number of Internal Audit and Assessment on Information Security	1	Achieved.

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Report Period - April'2021 to December'2024

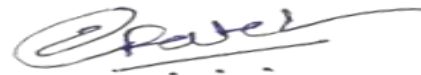
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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
1	Information Security	Number of Trainings on Information Security	2021-22	All	Min. 01/ Year for all Location	Number of Trainings on Information Security	1	Achieved.
	GRI 418		2022-23	All	Min. 01/ Year for all Location	Number of Trainings on Information Security	1	Achieved.
	UNGP Principle 10		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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Report Period - April'2021 to December'2024

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
1	Information Security	Number of Risk Assessment on Information Security	2021-22	All	Min. 01/ Year for all Location	Number of Risk Assessment on Information Security	1	Achieved.
	GRI 418		2022-23	All	Min. 01/ Year for all Location	Number of Risk Assessment on Information Security	1	Achieved.
	UNGP Principle 10		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.

Last updated on 10.01.2025

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



Report Period - April'2021 to December'2024

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
1	Whistle Blower	Number of Whistle Blower incident	Ensure Zero Incident related to Whistle Blower	2021-22	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.
					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.
	GRI 411	2022-23	Alwar - 1077	0	0	0	0	0	Achieved.		

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Report Period - April'2021 to December'2024

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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 + Warehosues + Offices)	0	0	0	0	0	Achieved.
UNGP Principle 01-10				2023-24	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.

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	2024-25 (Monitored till Dec-2024)	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.	
	Hosur 1016 & 1065	0	0	0	0	-	Achieved.	
	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, 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 + 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

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
1	Grievances Management	Number of Grievances Reported	Ensure Zero Incident of Grievances	2021-22	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.
					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.
	GRI 411			2022-23	Alwar - 1077	0	0	0	0	0	Achieved.

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Report Period - April'2021 to December'2024
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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 + Warehosues + Offices)	0	0	0	0	0	Achieved.
UNGP Principle 01-02				2023-24	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.

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**

	2024-25 (Monitored till Dec-2024)	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.	
	Hosur 1016 & 1065	0	0	0	0	-	Achieved.	
	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
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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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Report Period - April'2021 to December'2024


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

Health & Safety: Lost time injury frequency rate

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
1	Health & Safety	Lost time injury frequency rate	Ensure Zero Lost time injury frequency rate every year	Alwar - 1077	Total Man hrs worked	363252	403236	258560	2450664	Achieved.
					Total Number of Lost Time injury events	0	0	0	0	
					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	
				Bhuj 1005 & 1068	Total Man hrs worked	587456	576152	509040	3779016	Not Achieved.
					Total Number of Lost Time injury events	0	1	1	1	
					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	
				Tirunelveli - 1071	Total Man hrs worked	3848	3946	19392	48840	Achieved.
					Total Number of Lost Time injury events	0	0	0	0	

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

GRI 403				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.	
				Hosur 1016 & 1065	Total Man hrs worked	289896	315504	189072	1643472	Not Achieved.
					Total Number of Lost Time injury events	0	0	2	0	
					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	
				Udaipur - 1030	Total Man hrs worked	161520	165636	157560	121608	Achieved.
					Total Number of Lost Time injury events	0	0	0	0	
					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	
				Haldwani - 1015	Total Man hrs worked	5384	5412	55752	283608	Achieved.
					Total Number of Lost Time injury events	0	0	0	0	

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


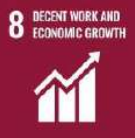
				Lost Time Injury Frequency Rate for Direct workforce - (total number of lost injury events) X 1000000 / total hours worked company wide)	0.00	0.00	0.00	0.00	
			Nagor - 1086	Total Man hrs worked	0	-	46056	50040	Achieved.
				Total Number of Lost Time injury events	0	-	0	0	
				Lost Time Injury Frequency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

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Report Period - April'2021 to December'2024
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 				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	Achieved.					
				All 20 Microns Limited - Offices	Total Man hrs worked	34582	35786	397936	397936						
					Total Number of Lost Time injury events	0	0	0	0						
					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 All Sites (Plant + Warehouses + Offices)	Total Man hrs worked	1470546	1532084	1883040	8809568.667						
					Total Number of Lost Time injury events	0	1	3	1						
					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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Report Period - April'2021 to December'2024


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
1	Health & Safety	Lost time Injury Severity Rate - LTI-SR	Ensure Zero Lost Time Injury Severity rate - LTI-SR	Alwar - 1077	Total Working Manhours	363252	403236	259368	2450664	Achieved.
					Total Loss of Working Man-days	0	0	0	0	
					LTI - SR (Total Loss of Working Man-days X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00	
				Bhuj 1005 & 1068	Total Working Manhours	587456	576152	509040	3779016	Not Achieved.
					Total Loss of Working Man-days	0	30	13	31	
					LTI - SR (Total Loss of Working Man-days X 1000000 / Total Working Manhours)	0.00	52.07	25.54	8.20	
				Tirunelveli - 1071	Total Working Manhours	3848	3946	19392	48840	Achieved.
					Total Loss of Working Man-days	0	0	0	0	
					LTI - SR (Total Loss of Working Man-days X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00	

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


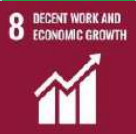
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 	Parbatsar - 1023	Total Working Manhours	-	-	-	-	Achieved.		
		Total Loss of Working Man-days	-	-	-	-			
		LTI - SR (Total Loss of Working Man-days X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00			
		All 20 Microns Limited - Warehouses	Total Working Manhours	24608	26412	249672		34384.6667	Achieved.
			Total Loss of Working Man-days	0	0	0		0	
			LTI - SR (Total Loss of Working Man-days X 1000000 / Total Working Manhours)	0.00	0.00	0.00		0.00	
	All 20 Microns Limited - Offices	Total Working Manhours	34582	35786	397936	397936	Achieved.		
		Total Loss of Working Man-days	0	0	0	0			
		LTI - SR (Total Loss of Working Man-days X 1000000 / Total Working Manhours)	0.00	0.00	0.00	0.00			
	Total All Sites (Plant + Warehosues + Offices)	Total Working Manhours	1470546	1532084	1883848	8809568.67	Not Achieved.		
		Total Loss of Working Man-days	0	30	68	31			
		LTI - SR (Total Loss of Working Man-days X 1000000 / Total Working Manhours)	0.00	19.58	36.10	3.52			

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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	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25 (till Dec-2024)	Status (till Dec-24)
					Number of customer complaints received regarding product performance	Number of customer complaints received regarding product performance	Number of customer complaints received regarding product performance	Number of customer complaints received regarding product performance	
1	Product Use	Number of customer complaints received regarding product performance	Zero	Alwar - 1077	0	0	0	0	Achieved.
				Bhuj 1005 & 1068	0	0	0	0	Achieved.
				Tirunelveli - 1071	3	5	2	2	Achieved.
	GRI 416-2			Hosur 1016 & 1065	0	0	0	0	Achieved.
				Udaipur - 1030	0	0	0	0	Achieved.
	UNGP Principle 13			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	NA	NA	NA	NA	Achieved.
Total All Sites (Plant + Warehosues)				3	5	2	2	Achieved.	

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Report Period - April'2021 to December'2024


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

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	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25 (till Dec-2024)	Status (till Dec-24)
					% 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)	% Percentage of products with updated Safety Data Sheets (SDS)	
1	Product Use	Percentage of products with updated Safety Data Sheets (SDS) and handling guidelines available for customers	Ensure 100% Percentage of products with updated Safety Data Sheets (SDS) and handling guidelines available for customers	Alwar - 1077	100%	100%	100%	100%	Achieved.
				Bhuj 1005 & 1068	100%	100%	100%	100%	Achieved.
	Tirunelveli - 1071			100%	100%	100%	100%	Achieved.	
	Hosur 1016 & 1065			100%	100%	100%	100%	Achieved.	
	Udaipur - 1030			100%	100%	100%	100%	Achieved.	
	Haldwani - 1015			100%	100%	100%	100%	Achieved.	
	Nagor - 1086			100%	100%	100%	100%	Achieved.	
	Parbatsar - 1023			100%	100%	100%	100%	Achieved.	
GRI 416-2									
UNGP Principle 13									



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				All 20 Microns Limited - Warehouses	100%	100%	100%	100%	Achieved.
				All 20 Microns Limited - Offices	NA	NA	NA	NA	Achieved.
				Total All Sites (Plant + Warehosues + Offices)	100%	100%	100%	100%	Achieved.

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

Product Use: To Reduce Quantity (in MT) of returned product batches due to quality defects or stability failures

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



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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	NA	NA	NA	NA	Achieved.
				Total All Sites (Plant + Warehosues)	111%	517%	389%	115%	Achieved.

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Report Period - April'2021 to December'2024


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

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	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25 (till Dec-2024)	Status (till Dec-24)
					% 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	% Percentage of products meeting regulatory compliance and safety standards	
1	Product Use	Percentage of products meeting legal compliance (regulatory & statutory compliance) and safety standards	Ensure 100% Percentage of products meeting regulatory compliance and safety standards	Alwar - 1077	100%	100%	100%	100%	Achieved.
				Bhuj 1005 & 1068	100%	100%	100%	100%	Achieved.
				Tirunelveli - 1071	100%	100%	100%	100%	Achieved.
	GRI 416-2			Hosur 1016 & 1065	100%	100%	100%	100%	Achieved.
				Udaipur - 1030	100%	100%	100%	100%	Achieved.
				Haldwani - 1015	100%	100%	100%	100%	Achieved.
	UNGP Principle 13			Nagor - 1086	100%	100%	100%	100%	Achieved.
				Parbatsar - 1023	100%	100%	100%	100%	Achieved.
				All 20 Microns Limited - Warehouses	100%	100%	100%	100%	Achieved.



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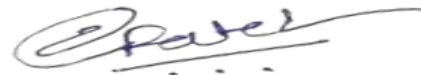
Report Period - April'2021 to December'2024

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

	 			All 20 Microns Limited - Offices	NA	NA	NA	NA	Achieved.
				Total All Sites (Plant + Warehosues + Offices)	100%	100%	100%	100%	Achieved.

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Report Period - April'2021 to December'2024

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

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
1	Product Use	Number of collaborative R&D projects conducted for product formulation enhancements	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		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.
	UNGP Principle 13		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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Report Period - April'2021 to December'2024

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

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
1	Gender Diversity	Increasing women participation in executive position (management staff) - (excluding board of directors)	Monitoring started	2022-23	Total employees	301	Monitoring started
					Total Male employee	290	
					Total Female employee	11	
					(Total number of women in mid-management, management and executive positions / total number of employees in midmanagement, management and executive positions) *100	3.65	
	GRI 405 UNGP Principle 1, 6		Increase up to 6 % from Baseline of 3.65 % of 2022-23 by March'2025	2023-24	Total employees	321	In Progress to Achieved Target.
					Total Male employee	304	
					Total Female employee	17	
					(Total number of women in mid-management, management and executive positions / total number of employees in midmanagement, management and executive positions) *100	5.30	
			Increase up to 6 % from Baseline of 3.65 % of 2022-23	2024-25 (till Dec-2024)	Total employees	301	Monitoring started
					Total Male employee	290	
Total Female employee		11					

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			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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Report Period - April'2021 to December'2024

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

Gender Diversity: Increasing women participation in whole organization including 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
2	Gender Diversity	Increasing women participation in whole organization including management staff, company and contract workers	Monitoring started	2022-23	Total employees	718	Monitoring started
					Total Male employee	678	
					Total Female employee	40	
					(Total number of women employed / Total number of employees) *100	5.57	
	GRI 405 UNGP Principle 1, 6		Increase up to 10 % from Baseline of 5.57 % of 2022-23 by March'2025	2023-24	Total employees	746	Target Achieved.
					Total Male employee	606	
					Total Female employee	62	
					(Total number of women employed / Total number of employees) *100	8.31	
			Increase up to 10 % from Baseline of 5.57 % of 2022-23 by March'2025	2024-25 (till Dec-2024)	Total employees	-	Inprocess - Review in Apr-2025
					Total Male employee	-	
					Total Female employee	-	
					(Total number of women employed / Total number of employees) *100	-	

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Report Period - April'2021 to December'2024

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

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
3	Gender Diversity	Maintain women participation Board of Director	Monitoring started	2022-23	Total Members in Board of Director	8	Monitoring started
					Total Male Members in Board of Director	7	
					Total Female Members in Board of Director	1	
					(Total number of board members identifying as women/ total number of members on the organization's board)*100	12.50	
	GRI 405 UNGP Principle 1, 6		Increase up to 10 % from Baseline of 5.57 % of 2022-23 by March'2025	2023-24	Total Members in Board of Director	8	Achieved
					Total Male Members in Board of Director	7	
					Total Female Members in Board of Director	1	
					(Total number of board members identifying as women/ total number of members on the organization's board)*100	12.50	
			Maintain women participation in Board of Directors as per Baseline of 12.50 % of 2022-23	2024-25 (till Dec-2024)	Total Members in Board of Director	8	Achieved
					Total Male Members in Board of Director	7	
					Total Female Members in Board of Director	1	
					(Total number of board members identifying as women/ total number of members on the organization's board)*100	12.50	

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

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	Increase Average unadjusted gender pay gap (Women to man)	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		100%	2023-24	Total employees	321	Achieved.
					Total Male employee	304	
					Total Female employee	17	
					Salary ratio (%) - Woman/ Man @ Comparison of Asst. Manager Level	1.05	
			100%	2024-25 (till Dec-2024)	Total employees	301	Achieved.
					Total Male employee	290	
					Total Female employee	11	
					Salary ratio (%) - Woman/ Man @ Comparison of Asst. Manager Level	105%	

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Report Period - April'2021 to December'2024


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

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
1	Workforce Diversity	Hiring of Vulnerable / Marginalized People in company (%)	>8%	2022-23	Total employees	301	Achieved
					Total Vulnerable / Marginalized Employees	28	
					Hiring of Vulnerable / Marginalized People in company (%)	9%	
	GRI 405 UNGP Principle 1, 6		>10%	2023-24	Total employees	321	Achieved
					Total Vulnerable / Marginalized Employees	33	
					Hiring of Vulnerable / Marginalized People in company (%)	10%	
			>12%	2024-25 (till Dec-2024)	Total employees	-	In progress
					Total Vulnerable / Marginalized Employees	-	
					Hiring of Vulnerable / Marginalized People in company (%)	-	

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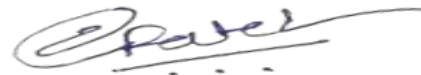
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Workforce Diversity; Hiring of Vulnerable / Marginalized People at Top Management level (%)

Sr. No.	Materiality Reporting Topic	Indicators	Target	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status	
2	Workforce Diversity	Hiring of Vulnerable / Marginalized People at Top Management level (%)	>8%	2022-23	Total employees	12	Achieved	
					Total Vulnerable / Marginalized Employees	1		
					Hiring of Vulnerable / Marginalized People in company (%)	8%		
	GRI 405 UNGP Principle 1, 6			>8%	2023-24	Total employees	12	Achieved
						Total Vulnerable / Marginalized Employees	1	
						Hiring of Vulnerable / Marginalized People in company (%)	8%	
				>12%	2024-25 (till Dec-2024)	Total employees	12	Inprogress
						Total Vulnerable / Marginalized Employees	2	
						Hiring of Vulnerable / Marginalized People in company (%)	17%	

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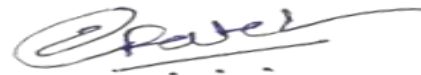
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Pay Ratio Disclosure: Pay ratio between the highest-paid person and the median employee

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

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Report Period - April'2021 to December'2024

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

Working conditions: Ensure coverage of all employee in health insurance

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25 (till Dec-2024)			Status (till Dec-24)
					Total employee	Numer of employee covered Under Health Insurance	% coverage	Total employee	Numer of employee covered Under Health Insurance	% coverage	Total employee	Numer of employee covered Under Health Insurance	% coverage	Total employee	Numer of employee covered Under Health Insurance	% coverage	
1	Working conditions	Ensure coverage of all employee in health insurance	Ensure 100 % coverage	Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achieved.
				Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achieved.
				Tirunelveli - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achieved.
	GRI - 403			Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achieved.
				Udaipur - 1030	42	42	100%	45	45	100%	49	49	100%	61	61	100%	Achieved.
				Haldwani - 1015	15	15	100%	18	18	100%	18	18	100%	16	16	100%	Achieved.


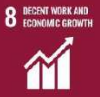
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Report Period - April'2021 to December'2024

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

 	Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	15	15	100%	Achieved.
	Parbatsar - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achieved.
	All 20 Microns Limited - Warehouses	92	92	100%	78	78	100%	88	88	100%	65	65	100%	Achieved.
	All 20 Microns Limited - Offices	112	112	100%	112	112	100%	123	123	100%	130	130	100%	Achieved.
	Total All Sites (Plant + Warehouses + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	Achieved.

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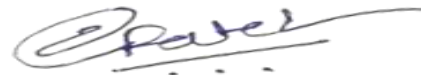
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25 (till Dec-2024)			Status (till Dec-24)
					Total employee	Number of employee covered Under Health Check up	% coverage	Total employee	Number of employee covered Under Health Check up	% coverage	Total employee	Number of employee covered Under Health Check up	% coverage	Total employee	Number of employee covered Under Health Check up	% coverage	
1	Working conditions	Ensure coverage of all employee in health check up	Ensure 100% coverage	Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achieved.
				Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achieved.
				Tirunelveli - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achieved.
	GRI - 403			Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achieved.
				Udaipur - 1030	42	42	100%	45	45	100%	49	49	100%	61	61	100%	Achieved.
				Haldwani - 1015	15	15	100%	18	18	100%	18	18	100%	16	16	100%	Achieved.
				Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	15	15	100%	Achieved.


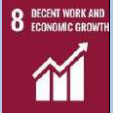
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Report Period - April'2021 to December'2024

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

 	Parbatsar - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achieved.
	All 20 Microns Limited - Warehouses	92	92	100%	78	78	100%	88	88	100%	65	65	100%	Achieved.
	All 20 Microns Limited - Offices	112	112	100%	112	112	100%	123	123	100%	130	130	100%	Achieved.
	Total All Sites (Plant + Warehouses + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	Achieved.

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Report Period - April'2021 to December'2024

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

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

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25 (till Dec-2024)			Status (till Dec-24)
					Total employee	Numer of employ ee covered 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	
1	Working conditions	Ensure coverage of all employ ee in employ ee Satisfac tion survey	Ensure 100 % cover age	Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achie ved.
				Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achie ved.
				Tirunelveli - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achie ved.
				Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achie ved.
				Udaipur - 1030	42	42	100%	45	45	100%	49	49	100%	61	61	100%	Achie ved.


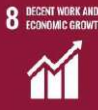
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 	Haldwani - 1015	15	15	100%	18	18	100%	18	18	100%	16	16	100%	Achieved.
	Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	15	15	100%	Achieved.
	Parbatsar - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achieved.
	All 20 Microns Limited - Warehouses	92	92	100%	78	78	100%	88	88	100%	65	65	100%	Achieved.
	All 20 Microns Limited - Offices	112	112	100%	112	112	100%	123	123	100%	130	130	100%	Achieved.
	Total All Sites (Plant + Warehouses + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	Achieved.

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Report Period - April'2021 to December'2024

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

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

Sr. No	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25 (till Dec-2024)			Status (till Dec-24)
					Total employee	Numer of employee covered Under annual appraisal (company employee and worker)	% coverage	Total employee	Numer of employee covered Under annual appraisal (company employee and worker)	% coverage	Total employee	Numer of employee covered Under annual appraisal (company employee and worker)	% coverage	Total employee	Numer of employee covered Under annual appraisal (company employee and worker)	% coverage	
1	Career Management	Ensure coverage of all employee in Annual Appraisal for company	Ensure 100% coverage	Alwar - 1077	15	15	100%	13	13	100%	14	14	100%	11	11	100%	Achieved.
				Bhuj 1005 & 1068	123	123	100%	120	120	100%	122	122	100%	122	122	100%	Achieved.
				Tirunelveli - 1071	6	6	100%	7	7	100%	7	7	100%	8	8	100%	Achieved.
	GRI - 404			Hosur 1016 & 1065	17	17	100%	19	19	100%	21	21	100%	17	17	100%	Achieved.
	Udaipur - 1030			18	18	100%	15	15	100%	17	17	100%	17	17	100%	Achieved.	

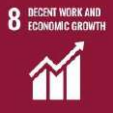

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Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

 	employee and workers	Haldwani - 1015	5	5	100%	5	5	100%	5	5	100%	5	5	100%	Achieved.
		Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	4	4	100%	Achieved.
		Parbatsar - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achieved.
		All 20 Microns Limited - Warehouses	22	22	100%	18	18	100%	20	20	100%	21	21	100%	Achieved.
		All 20 Microns Limited - Offices	114	114	100%	104	104	100%	115	115	100%	156	156	100%	Achieved.
		Total All Sites (Plant + Warehouses + Offices)	320	320	100%	301	301	100%	321	321	100%	361	361	100%	Achieved.

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Report Period - April'2021 to December'2024

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

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

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25 (till Dec-2024)			Status (till Dec-24)
					Total employee	Number of employee covered Under HR Policy Training	% coverage	Total employee	Number of employee covered Under HR Policy Training	% coverage	Total employee	Number of employee covered Under HR Policy Training	% coverage	Total employee	Number of employee covered Under HR Policy Training	% coverage	
1	Career Management	Ensure coverage of all employee in HR Policy Training	Ensure 100 % coverage	Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achieved.
				Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achieved.
				Tirunelveli - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achieved.
	GRI - 404			Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achieved.
				Udaipur - 1030	42	42	100%	45	45	100%	49	49	100%	61	61	100%	Achieved.
				Haldwani - 1015	15	15	100%	18	18	100%	18	18	100%	16	16	100%	Achieved.

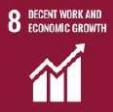

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Reviewed and approved by – Head Safety, Audits and Sustainability - Dinesh Patel



Report Period - April'2021 to December'2024

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

 	UNGP Principle 1, 2			Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	15	15	100%	Achieved.
				Parbatsar - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achieved.
				All 20 Microns Limited - Warehouses	92	92	100%	78	78	100%	88	88	100%	65	65	100%	Achieved.
				All 20 Microns Limited - Offices	112	112	100%	112	112	100%	123	123	100%	130	130	100%	Achieved.
				Total All Sites (Plant + Warehouses + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	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

Career Management: Ensure coverage of all employee in Business Ethics

Sr. No.	Materiality Reporting Topic	Indicators	Target	20 Microns Limited - Plants, Warehouses, Offices Location	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25 (till Dec-2024)			Status (till Dec-24)
					Total employee	Number of employee covered Under Business Ethics Training	% coverage	Total employee	Number of employee covered Under Business Ethics Training	% coverage	Total employee	Number of employee covered Under Business Ethics Training	% coverage	Total employee	Number of employee covered Under Business Ethics Training	% coverage	
1	Career Management	Ensure coverage of all employee in Business Ethics Training	Ensure 100% coverage	Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achieved.
				Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achieved.
				Tirunelveli - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achieved.
	GRI - 404			Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achieved.
				Udaipur - 1030	42	42	100%	45	45	100%	49	49	100%	61	61	100%	Achieved.
				Haldwani - 1015	15	15	100%	18	18	100%	18	18	100%	16	16	100%	Achieved.


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Report Period - April'2021 to December'2024

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

<p>UNGP Principle 1, 2</p> 				Nagor - 1086	0	0	100%	0	0	100%	0	0	100%	15	15	100%	Achieved.			
				Parbatsar - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achieved.
				All 20 Microns Limited - Warehouses	92	92	100%	78	78	100%	88	88	100%	65	65	100%	65	65	100%	Achieved.
				All 20 Microns Limited - Offices	112	112	100%	112	112	100%	123	123	100%	130	130	100%	130	130	100%	Achieved.
				Total All Sites (Plant + Warehouses + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	671	671	100%	Achieved.

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Report Period - April'2021 to December'2024

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

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

Sr . No.	Material ity Reporti ng Topic	Indicato rs	Target	20 Microns Limited - Plants, Wareho uses, Offices Locatio n	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25 (till Dec- 2024)			Status (till Dec- 24)
					Total empl oyee	Numer of employ ee cover ed in Environ ment Manage ment Trainin g	% cover age	Total empl oyee	Numer of employ ee cover ed in Environ ment Manage ment Trainin g	% cover age	Total empl oyee	Numer of employ ee cover ed in Environ ment Manage ment Trainin g	% cover age	Total empl oyee	Numer of employ ee cover ed in Environ ment Manage ment Trainin g	% cover age	
1	Career Manage ment	Ensure coverag e of all employ ee in Environ ment manage ment Trainin g	Ensue re 100 % cover age	Alwar - 1077	149	149	100%	152	152	100%	139	139	100%	107	107	100%	Achie ved.
				Bhuj 1005 & 1068	237	237	100%	230	230	100%	240	240	100%	185	185	100%	Achie ved.
				Tirunelv eli - 1071	11	11	100%	13	13	100%	13	13	100%	20	20	100%	Achie ved.
	GRI - 404			Hosur 1016 & 1065	58	58	100%	70	70	100%	76	76	100%	72	72	100%	Achie ved.
	Udaipur - 1030			42	42	100%	45	45	100%	49	49	100%	61	61	100%	Achie ved.	

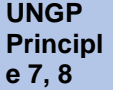



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Report Period - April'2021 to December'2024

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

   	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.
	Parbats ar - 1023	0	0	100%	0	0	100%	0	0	100%	0	0	100%	Achie ved.
	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 uses + Offices)	716	716	100%	718	718	100%	746	746	100%	671	671	100%	Achie ved.

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Report Period - April'2021 to December'2024

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

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

Sr . N o.	Materiali ty Reportin g Topic	Indicat ors	Targe t	20 Microns Limited - Plants, Wareho uses, Offices Location	FY 2021-22			FY 2022-23			FY 2023-24			FY 2024-25 (till Dec- 2024)			Statu s (till Dec- 24)
					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	
1	Career Manage ment	Ensue covera ge of all emplo yee in Health and Safety Traini ng	Ensue 100 % cover age	Alwar - 1077	149	130	87.25 %	152	152	100%	139	139	100%	112	107	100%	Achiev ed.
				Bhuj 1005 & 1068	237	190	80.17 %	230	230	100%	240	240	100%	185	185	100%	Achiev ed.
				Tirunelve li - 1071	11	9	81.82 %	13	13	100%	13	13	100%	20	20	100%	Achiev ed.
	GRI - 404			Hosur 1016 & 1065	58	54	93.10 %	70	70	100%	76	76	100%	72	72	100%	Achiev ed.
				Udaipur - 1030	42	36	85.71 %	45	45	100%	49	49	100%	61	61	100%	Achiev ed.
				Haldwani - 1015	15	12	80.00 %	18	18	100%	18	18	100%	16	16	100%	Achiev ed.


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Report Period - April'2021 to December'2024

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

	UNGP Principle 7, 8			Nagor - 1086	0	0	-	0	0	-	0	0	100%	15	15	100%	Achieved.
				Parbatsar - 1023	0	0	-	0	0	-	0	0	100%	0	0	100%	Achieved.
				All 20 Microns Limited - Warehouses	92	86	93.48 %	78	78	100%	88	88	100%	65	65	100%	Achieved.
				All 20 Microns Limited - Offices	112	107	95.54 %	112	112	100%	123	123	100%	130	130	100%	Achieved.
				Total All Sites (Plant + Warehouses + Offices)	716	624	87.2%	718	718	100%	746	746	100%	676	671	100%	Achieved.

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Report Period - April'2021 to December'2024

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

Career Management: Average Training hrs / per employee / per year

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

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Report Period - April'2021 to December'2024

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

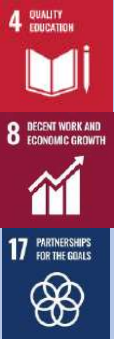
UNGP Principle 7, 8	Average Min. 12 Hrs / employee / year - 2023-24	FY 2023-24	All 20 Microns Limited - Warehouses	60	521	8.7	Achieved.
			All 20 Microns Limited - Offices	8	70	8.8	Achieved.
			Total All Sites (Plant + Warehosues + Offices)	291	3632	12.5	Achieved.
	Average Min. 12 Hrs / employee / year - 2023-24	FY 2023-24	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.
			Udaipur - 1030	48	398	8.3	Achieved.
			Haldwani - 1015	18	136	7.6	Achieved.
			Nagor - 1086	15	0	-	Achieved.
			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.		
	Average Min. 16 Hrs / employee / year - 2024-25	FY 2024-25 (Till Dec-2024)	Alwar - 1077	101	1610.5	16	Inprogress.
Bhuj 1005 & 1068			91	6056	67	Inprogress.	
Tirunelveli - 1071			18	261	15	Inprogress.	

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

	Hosur 1016 & 1065	16	642	40	Inprogress.
	Udaipur - 1030	50	1024	20	Inprogress.
	Haldwani - 1015	8	24	3	Inprogress.
	Nagor - 1086	22	0	0	Inprogress.
	Parbatsar - 1023	2	0	0	Inprogress.
	All 20 Microns Limited - Warehouses	90	30	0	Inprogress.
	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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Report Period - April'2021 to December'2024

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

Career Management : Average Training hrs / per employee / per year

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

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Report Period - April'2021 to December'2024

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

UNGP Principle 7, 8					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.	
	Average Min. 08 Hrs / employee / year - 2023-24	FY 2023-24				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.
						Haldwani - 1015	5	136	27.2	Achieved.
						Nagor - 1086	4	0	-	Achieved.
						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.					
	Average Min. 10 Hrs / employee / year - 2024-25	FY 2024-25 (Till Dec-2024)				Alwar - 1077	11	1610.5	146	Inprogress.
Bhuj 1005 & 1068						130	6056	47	Inprogress.	
Tirunelveli - 1071						8	261	33	Inprogress.	

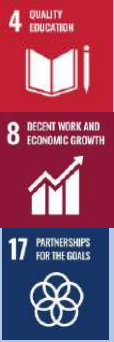
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Report Period - April'2021 to December'2024

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

	Hosur 1016 & 1065	59	642	11	Inprogress.
	Udaipur - 1030	17	1024	60	Inprogress.
	Haldwani - 1015	8	24	3	Inprogress.
	Nagor - 1086	4	0	0	Inprogress.
	Parbatsar - 1023	2	0	0	Inprogress.
	All 20 Microns Limited - Warehouses	21	30	1	Inprogress.
	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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Report Period - April'2021 to December'2024

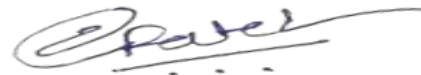
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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	Training Data Sheets			Status (till Dec-24)
						Total Average Number of workers	Total Average Number of workers covered by formal collective agreements	% of the total	
1	Social dialogue	Complaints registered on the violation of Collective Bargaining Agreement	Zero	FY 2022-23	Alwar - 1077	13	13	100%	Achieved.
					Bhuj 1005 & 1068	110	110	100%	Achieved.
					Tirunelveli - 1071	6	6	100%	Achieved.
					Hosur 1016 & 1065	51	51	100%	Achieved.
					Udaipur - 1030	30	30	100%	Achieved.
					Haldwani - 1015	13	13	100%	Achieved.
					Nagor - 1086	-	-	-	Achieved.
					Parbatsar - 1023	-	-	-	Achieved.
					All 20 Microns Limited - Warehouses	60	60	100%	Achieved.
	All 20 Microns Limited - Offices				8	8	100%	Achieved.	
GRI - 404									

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

<p>UNGP Principle 7, 8</p> 	<p>Zero</p>	<p>FY 2023-24</p>	<p>Total All Sites (Plant + Warehosues + Offices)</p>	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.
			Nagor - 1086	15	15	100%	Achieved.
			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.
Tirunelveli - 1071	18	18	100%	Inprogress.			
Hosur 1016 & 1065	16	16	100%	Inprogress.			
Udaipur - 1030	50	50	100%	Inprogress.			

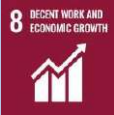

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Report Period - April'2021 to December'2024

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

 					Haldwani - 1015	8	8	100%	Inprogress.
					Nagor - 1086	22	22	100%	Inprogress.
					Parbatsar - 1023	2	2	100%	Inprogress.
					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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Report Period - April'2021 to December'2024


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

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
1	Social dialogue	Complaints registered on the violation of Collective Bargaining Agreement	Ensure Zero Complaints registered on the violation of Collective Bargaining Agreement	2021-22	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.
					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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Report Period - April'2021 to December'2024

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

	GRI 411	2022-23	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.
			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.
	UNGP Principle 01-02	2023-24	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.


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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.
	2024-25 (Monitored till Dec-2024)	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.
		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 + Warehosues + Offices)	0	0	0	0	-	Achieved.

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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
1	Social dialogue	To conduct Number of formal meetings were held between management and employee representatives	Minimum 2 Nos./ Year	2021-22	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.
					Nagor - 1086	1	0	1	0	2	Achieved.
					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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			Minimum 2 Nos./ Year		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.
					Nagor - 1086	1	0	1	0	2	Achieved.
					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.
	UNGP Principle 01-02		Minimum 2 Nos./ Year	2023-24	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.
					Nagor - 1086	1	0	1	0	2	Achieved.
					Parbatsar - 1023	1	0	1	0	2	Achieved.


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					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.	
					2024-25 (Monitored till Dec-2024)	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.
						Nagor - 1086	1	0	1	0	2	Achieved.
						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	-	Achieved.

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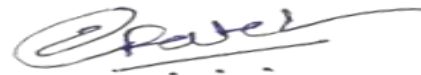
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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

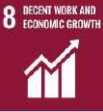



Sr. No.	Materiality Reporting Topic	Indicators	Financial Year	20 Microns Limited - Plants, Warehouses, Offices Location	Target	20 Microns Limited - Plants, Warehouses, Offices Location	Cumulative for The Year	Status
1	Sustainable Procurement	Increasing supplier covered in signing supplier code of conduct for raw material, packaging, chemicals, trasporters and third party labour contractors	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 Code of conduct	178	
						% of supplier signing code of conduct	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 Code of conduct	220	
						% of supplier signing code of conduct	85%	
			2023-24	Monitored centrally for all	Ensure 100 % of supplier	Total Number of Active suppliers	249	Achieved.
						Total number of suppliers signing the Code of conduct	249	

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   	manufacturing plants, warehouses and offices	signing code of conduct by March'24	% of supplier signing code of conduct	100%	Achieved.			
			2024-25 (till Dec-2024)	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
							Total number of suppliers signing the Code of conduct	238
							% of supplier signing code of conduct	100%

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Report Period - April'2021 to December'2024

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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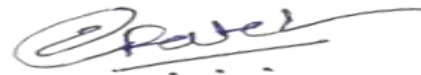
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	<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>Ensure 100 % of supplier signing code of conduct by March'24</p>	Total number of suppliers signing the terms and conditions on sustainability	249	<p style="text-align: center; color: green; font-weight: bold;">Achieved.</p>	
			% of supplier signing the terms and conditions on sustainability	100%		
		<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>Ensure 100 % of supplier signing code of conduct by March'25</p>	Total Number of Active suppliers		238
				Total number of suppliers signing the terms and conditions on sustainability		238
	<p>2024-25 (till Dec-2024)</p>			% of supplier signing the terms and conditions on sustainability	100%	

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Report Period - April'2021 to December'2024

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

Sustainable Procurement: Increasing supplier covered under the sustainability assessment for Raw material, Chemicals, packaging, 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
1	Sustainable Procurement	Increasing supplier covered under the sustainability assessment for Raw material, Chemicals, packaging, transporters, and third party labour contractors	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 60 % cumulative coverage by March'2022	Total Number of Active suppliers	254	Achieved.
						Total number of suppliers covered under sustainability assessment	178	
						Total number of suppliers covered under sustainability assessment	70%	
	GRI 414 UNGP Principle 01-10	2022-23	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 85 % cumulative coverage by March'2023	Total Number of Active suppliers	259	Achieved.	
					Total number of suppliers covered under sustainability assessment	259		
					Total number of suppliers covered under sustainability assessment	100%		


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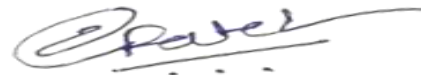
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	<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>2023-24</p>	<p>Ensure 100 % cumulative coverage by March'2024</p>	Total Number of Active suppliers	249	<p>Achieved.</p>	
				Total number of suppliers covered under sustainability assessment	249		
				Total number of suppliers covered under sustainability assessment	100%		
		<p>2024-25 (till Dec-2024)</p>	<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>Ensure 100 % cumulative coverage by March'2025</p>	Total Number of Active suppliers	238	<p>Achieved.</p>
					Total number of suppliers covered under sustainability assessment	238	
					Total number of suppliers covered under sustainability assessment	100%	

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Report Period - April'2021 to December'2024

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
1	Sustainable Procurement	Increasing supplier covered under the sustainability onsite audits for Raw material, packaging, and chemicals	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 10 % cumulative coverage by March'2022	Total Number of Active suppliers	254	Achieved.
						Total number of suppliers covered under on-site sustainability audits	33	
						% of supplier covered under sustainability on-site audits by Nos	13%	
	GRI 414 UNGP Principle 01-10		2022-23	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 15 % cumulative coverage March'2023	Total Number of Active suppliers	259	Achieved.
						Total number of suppliers covered under on-site sustainability audits	49	
						% of supplier covered under sustainability on-site audits by Nos	19%	

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	<p align="center">Monitored centrally for all manufacturing plants, warehouses and offices</p>	2023-24	<p align="center">Ensure 25 % cumulative coverage by March'2024</p>	Total Number of Active suppliers	249	Achieved.	
				Total number of suppliers covered under on-site sustainability audits	64		
				% of supplier covered under sustainability on-site audits by Nos	26%		
		2024-25 (till Dec-2024)	<p align="center">Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p align="center">Ensure 30 % cumulative coverage by March'2024</p>	Total Number of Active suppliers	238	Achieved.
					Total number of suppliers covered under on-site sustainability audits	78	
					% of supplier covered under sustainability on-site audits by Nos	33%	

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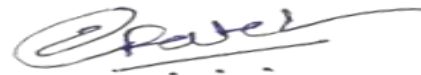
Environment, Energy Labour, Human rights, Business Ethics, Health & Safety, Sustainable Procurement

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
1	Sustainable Procurement	Increasing supplier covered under the sustainability audits for Raw material, packaging, Chemicals by volume	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 10 % coverage of purchase volume cumulative coverage by March'2022	Total Number of Active suppliers	254	Achieved.
						Total number of suppliers covered	33	
						% of supplier covered under on-site sustainability assessment by volume of purchase	13%	
	GRI 414 UNGP Principle 01-10		2022-23	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 15 % coverage of purchase volume cumulative coverage by March'2023	Total Number of Active suppliers	259	Achieved.
						Total number of suppliers covered	49	
						% 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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	<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>Ensure 25 % coverage of purchase volume cumulative coverage March'2024</p>	Total number of suppliers covered	64	Achieved.		
			% of supplier covered under on-site sustainability assessment by volume of purchase	26%			
		<p>2024-25 (till Dec-2024)</p>	<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>Ensure 30 % coverage of purchase volume cumulative coverage March'2025</p>		Total Number of Active suppliers	238
						Total number of suppliers covered	78
			% of supplier covered under on-site sustainability assessment by volume of purchase	33%			

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

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
1	Sustainable Procurement	Increasing supplier in sustainability related capacity building	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 30 % of supplier covered under capacity building by March'22	Total Number of Active suppliers	254	Achieved.
						Total number of suppliers covered in sustainability related capacity building	84	
						% of supplier covered in Sustainability related capacity building	33%	
	GRI 414 UNGP Principle 01-10		2022-23	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 50 % of supplier covered under capacity building by March'23	Total Number of Active suppliers	259	Achieved.
						Total number of suppliers covered in sustainability related capacity building	142	
						% of supplier covered in Sustainability related capacity building	55%	
	2023-24			Total Number of Active suppliers	249	Achieved.		


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	<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>Ensure 75 % of supplier covered under capacity building by March'24</p>	Total number of suppliers covered in sustainability related capacity building	192	<p style="text-align: center; background-color: #92d050;">Achieved.</p>	
			% of supplier covered in Sustainability related capacity building	77%		
		<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>Ensure 80 % of supplier covered under capacity building by March'25</p>	Total Number of Active suppliers		238
				Total number of suppliers covered in sustainability related capacity building		202
	<p>2024-25 (till Dec-2024)</p>	<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>Ensure 80 % of supplier covered under capacity building by March'25</p>	% 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	
1	Sustainable Procurement	Increasing procurement team covered in sustainability procurement training	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 50 % of Coverage by March'22	Total Number of employee in procurement	17	Achieved.	
						Total number of employees given Training on sustainable procurement	12		
						% of employees covered in sustainable procurement training	71%		
	GRI 414 UNGP Principle 01-10		2022-23	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 100 % of Coverage by March'23	Total Number of employee in procurement	17		Achieved.
						Total number of employees given Training on sustainable procurement	17		
						% of employees covered in sustainable procurement training	100%		


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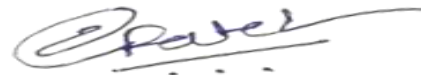
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	2023-24	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 100 % of Coverage by March'24	Total Number of employee in procurement	17	Achieved.
				Total number of employees given Training on sustainable procurement	17	
				% of employees covered in sustainable procurement training	100%	
	2024-25 (till Dec-2024)	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 100 % of Coverage by March'25	Total Number of employee in procurement	19	Achieved.
				Total number of employees given Training on sustainable procurement	19	
				% 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

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	To Covered Suppliers on sustainability related Trainings	2021-22	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 30 % of supplier covered sustainability training by March'22	Total Number of Active suppliers	254	Achieved.
						Total number of suppliers covered in sustainability related training	84	
						% of suppliers covered in Sustainability related training	33%	
	GRI 414 UNGP Principle 01-10		2022-23	Monitored centrally for all manufacturing plants, warehouses and offices	Ensure 50 % of supplier covered sustainability training by March'23	Total Number of Active suppliers	259	Achieved.
						Total number of suppliers covered in sustainability related training	142	
						% of suppliers covered in Sustainability related training	55%	
	2023-24			Total Number of Active suppliers	249	Achieved.		


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	<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>Ensure 75 % of supplier covered sustainability training by March'24</p>	Total number of suppliers covered in sustainability related training	192	Achieved.	
			% of suppliers covered in Sustainability related training	77%		
		<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>Ensure 80 % of supplier covered sustainability training by March'25</p>	Total Number of Active suppliers		238
				Total number of suppliers covered in sustainability related training		202
	<p>2024-25 (till Dec-2024)</p>	<p>Monitored centrally for all manufacturing plants, warehouses and offices</p>	<p>Ensure 80 % of supplier covered sustainability training by March'25</p>	% of suppliers covered in Sustainability related training	85%	

Last updated on 10.01.2025

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

