

OUR  
SUSTAINABLE  
JOURNEY



**SUSTAINABILITY**

REPORT FY 2023-24



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# ABOUT THE REPORT









**Welcome to Sajjan India's FY2024 Sustainability Report**, a comprehensive account of our sustainability performance, outlook, and continued commitment.

This report highlights the key aspects of our sustainability journey, focusing on environmental stewardship, social responsibility, and governance excellence. Our sustainability initiatives are at the heart of our mission to promote sustainable growth and deliver long-term value for the communities we serve.

Aligned with international best practices, the report has been prepared with reference to the Global Reporting Initiative (GRI) standards and Sustainability Accounting Standards Board (SASB).

By incorporating both general and topic-specific disclosures relevant to Sajjan India's operations, we ensure transparency, reliability, and accountability, empowering stakeholders to make informed decisions based on our sustainability performance.

## REPORTING PRINCIPLES

-  Accuracy
-  Balance
-  Clarity
-  Comparability
-  Completeness
-  Sustainability Context
-  Timeliness
-  Verifiability

“Furthermore, the report has undergone independent third-party assurance, enhancing its credibility and accuracy.”

## SCOPE AND BOUNDARY

The scope of this report covers our performance across a range of sustainability parameters within all operations under our direct control, including:



**Manufacturing Plants:**  
Unit 1 and Unit 2 located in Ankleshwar, Gujarat



**Corporate Office:**  
Based in Mumbai



**Guest House:**  
Located in Ankleshwar, Gujarat

As we advance on this sustainability journey, we acknowledge the inclusion of forward-looking statements based on our current expectations and projections.

While we aim for accuracy, actual results may vary due to factors beyond our control.

Our commitment to transparency remains strong, and we will continue to keep our stakeholders informed of our progress toward achieving sustainability goals. Should you have any questions or feedback regarding this report or Sajjan India's sustainability initiatives, please feel free to contact us at [sil@sajjan.com](mailto:sil@sajjan.com)

# MESSAGE FROM MANAGING DIRECTOR & CHIEF EXECUTIVE OFFICER

Dear Stakeholder,

*As we navigate a rapidly changing world, the importance of sustainability has never been clearer. At Sajjan India Limited, we recognize that our commitment to responsible practices is not just a choice; it is a necessity for our future, our communities, and the planet.*

The past year has been a testament to Sajjan India Limited's commitment to sustainability, innovation, and the well-being of our stakeholders. Despite navigating a complex global landscape, we've emerged stronger, driven by our core values. We are honoured to be recognized for our sustainability efforts and remain dedicated to reducing our environmental impact and upholding ethical practices.

In this report, we highlight our ongoing efforts to integrate sustainability into every aspect of our operations. From reducing our carbon footprint to promoting ethical sourcing and enhancing resource efficiency, our initiatives are designed to create long-lasting value for our

business, stakeholders and the larger community.

In FY 2023-24, our CSR initiatives have made a meaningful impact on the lives of 150,000 individuals. We focus on enhancing community health and sanitation, promoting environmental sustainability, supporting education initiatives, and advancing women's empowerment programs.

Our strong commitment to diversity and inclusion not only enriches our workforce but also empowers us to address complex challenges with agility and creativity.

Innovation has been at the heart of our growth, with the successful commercialization of four new products. Through

strategic research and development, our aspiration is to be a CDMO partner of choice whilst staying ahead of the curve. We leverage digital innovation to enhance collaboration, scalability, and cybersecurity, thereby further strengthening our operations.

This year, we've placed a strong emphasis on fostering a culture of continuous learning and development.

Our Sajjan Academy of Excellence, powered by the Learning Management System platform, has been instrumental in empowering our workforce. Through a diverse range of training programs, we've equipped our employees with the skills and knowledge needed to excel in a rapidly evolving landscape.

By investing in our people, we're not only strengthening our organization but also empowering individuals to reach their full potential.

As we look to the future, we remain steadfast in our commitment to sustainability. Our focus on reducing our environmental footprint, empowering our workforce, and driving positive social change will continue to shape our journey.

I extend my sincere gratitude to our employees, partners, and stakeholders for their valuable contributions. Together, we are building a sustainable future, where chemistry and environmental stewardship coexist.



**Rajesh Kumar Srivastava**

Managing Director & Chief Executive Officer  
Sajjan India Limited





**Devendra Kumar Ray**

Whole Time Director & President Operations  
Sajjan India Limited

# MESSAGE FROM WHOLE TIME DIRECTOR & PRESIDENT OPERATIONS

Dear Stakeholder,

*We are a leading speciality chemical development and manufacturing company recognized for our impactful partnerships with clients across 35+ countries. Our focus on customer satisfaction, state-of-the-art facilities, and skilled expertise drives value, trust, and lasting relationships.*

As catalysts for transformation, we leverage advanced technology and a collaborative approach to create lasting value for our stakeholders and society. Sustainability has always been core to our purpose, vision, and values. Our 2023-2024 Sustainability Report highlights our efforts to integrate sustainable practices across all operations.

This year's key achievement is the board's approval for a 6.5 Mega Watt Renewable Energy sourcing contract, estimated to save approximately 20,500 tonnes of CO2 equivalent emissions. Our partnership with the Forest Department of Bharuch for a mega plantation drive across 2 hectares demonstrates our commitment to environmental sustainability.

Our employees are the cornerstone of our transformation journey. We are dedicated to creating a "Zero Harm"

organization, partnering with a leading operations management consulting firm to enhance workplace safety standards. Our facility strictly enforces 12 Life-Saving Rules and SOPs for work permits, ensuring a safe working environment.

In FY24, we started focusing on enabling employees to report more and more near-misses, unsafe acts and conditions through our online platform mySetu and 4,744 such safety observations were reported. All such observations were addressed with thorough risk assessments and targeted training programs.

At Sajjan India, we foster a culture of creativity, empowerment, and continuous improvement. Our "Continuous Improvement Plan" drives process refinement, resource optimization, and cost minimization with focus on Zero Harm.



# KEY HIGHLIGHTS

Environmental



**INR 17.5 million**

Environmental & sustainability expenditure.



**Installed 100 KW**

Solar panels across three public institutions.



**11,000**

Planted saplings.



**1.5 crore liters**

Water harvested through ponds and a check dam.



**2,400 cubic meters**

Methane emissions prevented.



**364,338 kWh**

Power saved annually.



**6 MW**

Green power generation project to start in Jan 2025.



**8,853 MT**

Steam saved annually.



Established a Research & Technology Centre in Rabale, Mumbai.



24/7 occupational health services, including first aid, emergency care, and cardiac ambulance support.



Zero fatalities reported.



No cases of corruption or bribery in the last four years.



No contributions to political campaigns or organizations over the past four years.

Governance & Compliance

Social Impact



**INR 77.64 million**

CSR investment



**50,000**

Families Impacted



**250 Schools**

Supported in Surat, Ankleshwar, and Mumbai



**5**

Health Institutions Assisted in Vadodara, Ankleshwar, and Navi Mumbai



**200+ Villages**

Benefitted in Surat and Ankleshwar from our CSR activities





# ABOUT US



# ABOUT US

*Sajjan India, a pioneering name in the specialty chemicals and agrochemical industry, has built a legacy of over six decades rooted in innovation, sustainability, and global leadership.*

Headquartered in Mumbai, India, Sajjan India has established itself as a trusted manufacturer of high-quality chemicals, agrochemicals, pharmaceutical intermediates, and custom synthesis products. The company's focus on research, advanced technology, and operational excellence has earned it a strong reputation in domestic and international markets.

## CORE OPERATIONS AND PRODUCT PORTFOLIO

Sajjan India's product offerings are diverse, catering to various industries such as agriculture, pharmaceuticals, personal care, textiles, and more. The company's portfolio includes:



*This expertise allows Sajjan India to deliver high-quality agrochemical products efficiently and reliably.*



### Agrochemicals:

Sajjan India has a significant global presence in the agrochemical sector, manufacturing active ingredients and intermediates used in pesticides, like herbicides, fungicides, and insecticides. These products are crucial in enhancing crop productivity and ensuring food security for farmers worldwide. We have demonstrated our success in undertaking synthesis involving multiple steps and complex chemistries, ensuring cost-efficient production, continuous improvements, and on-time delivery. Our core competencies include handling varied solvents and reagents at a commercial scale, as well as undertaking reactions under varied pressure and temperature ranges.



### Pharmaceutical Intermediates:

Sajjan India is a key supplier of intermediates to leading pharmaceutical companies. With multiple decades of experience in manufacturing non-Good Manufacturing Practice (GMP) starting materials, intermediates, and building blocks for Active Pharmaceutical Ingredients (APIs), the Company serves the pharmaceutical industry on a global scale. These crucial intermediates play a vital role in the production of life-saving medicines, ensuring high quality and reliability for pharmaceutical manufacturing processes.



### Specialty Chemicals:

Sajjan India develops specialty chemicals for applications in multiple industries. These include intermediates for agrochemicals, surfactants, textile chemicals, and coatings. In addition, Sajjan India has extensive experience in contract manufacturing and the development of proprietary products for specialty chemicals used in electronics (photo initiators), dyes and pigments, aerospace, and plastic additives. The company's expertise in this sector allows it to create high-performing and environmentally friendly products.





## OUR OUTREACH

With a strong foothold in India, Sajjan India exports a significant portion of its products to international markets, including North America, Europe, Latin America, and Asia-Pacific.

Our global reach extends to customers in over 35 countries, and we cater to the diverse requirements of customers across dynamic markets. Our reliable delivery of superior-quality technology and services has enabled us to build trusted and long-term relationships with leading chemical companies, including the top 10 chemical companies in the world.

By prioritizing customer satisfaction, investing in research and technology, and embracing sustainable practices, we will continue to expand our customer base and consolidate our position as the trusted partner of choice in the chemical industry.

**Leading Contract Development and Manufacturing Organization (CDMO) for agrochemical active ingredients (AIs) and specialty chemicals.**

**Nearly 50 years of chemical manufacturing experience.**

**Operates as a 100% Export Oriented Unit.**

**Strong presence in regulated markets: US, Europe, and Japan.**



## OUR VALUES

# T

### Thinking Better. Simpler, Bolder

We think radically and challenge convention to bring forth transformational changes to your business with our products.

# R

### Responding with Agility

Our high-performance organization responds with agility, by delivering benchmarking performance without compromising on quality.

# TRUST

# US

### U+US = One Team

We prioritize customers through our passion for Reliability, Rapid Responsiveness and Cost Competitiveness.

# T

### Taking Ownership

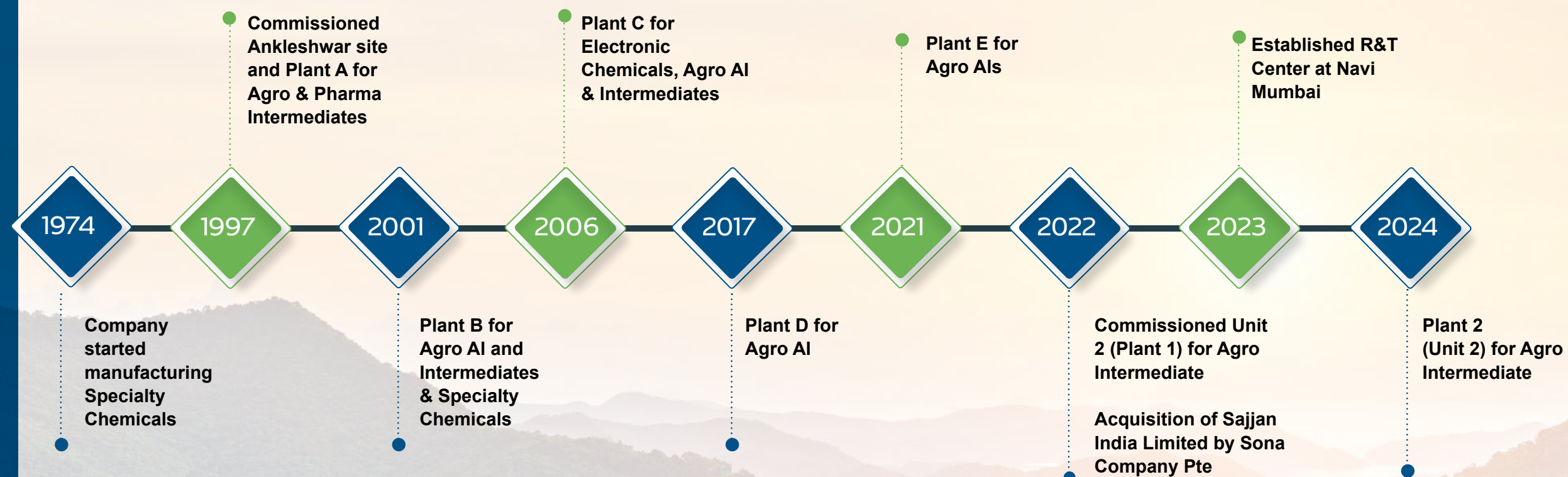
We take complete accountability of results, without compromising on safety by taking people along, with SIL's long-term success in mind.



# OUR JOURNEY



*Through innovation, we not only fuel industry advancements but also lay the foundation for sustainable growth, driving our mission to leave a greener legacy in chemical manufacturing.*





## OUR MANUFACTURING FACILITIES

We operate two advanced production facilities with a combined capacity exceeding 15,000 Tonnes per Annum (TPA). Each site has dedicated infrastructure and utilities, including a boiler, tank farm, waste treatment plant, and storage facilities. These facilities comply with the highest global standards for safety, efficiency, and environmental sustainability, allowing Sajjan India to meet the evolving needs of its clients effectively.

### Site 1

Located in Ankleshwar, Gujarat, boasts a production capacity of approximately 13,800 TPA. The facility features semi-automated and fully automated production lines with over 30 distinct reaction capabilities. Spanning an area of 71,362 m<sup>2</sup>, the site includes a built-up area of 35,000 m<sup>2</sup> and a green belt area of 24,796 m<sup>2</sup>.

The facility comprises five dedicated manufacturing blocks and has a centralized workshop, engineering store, boiler, tank farm, waste treatment plant, and comprehensive storage facilities, ensuring robust infrastructure and utilities to support its operations.

### Site 2

Situated in Ankleshwar, Gujarat, has a production capacity of 2,000 TPA over an area of 31,384 m<sup>2</sup>, and is designed as a fully automated facility. It has essential infrastructure and utilities, including a boiler, tank farm, waste treatment plant, and storage areas.

This advanced plant features specialized reactors that facilitate continuous gas-phase reactions, as well as chlorination and fluorination of pyridine derivatives. Furthermore, additional land is available for future expansion, with ongoing plans to develop more multipurpose manufacturing plants to enhance capacity and better meet customer demands.





## RESEARCH AND TECHNOLOGY CENTRE

Sajjan India has a strong in-house Research and Technology (R&T) capability and is committed to continuously investing in enhancing our expertise. We also have established a cutting-edge Research & Technology Centre at Navi Mumbai. This diverse range of capabilities enables us to generate scale-up data, ensure process safety, and explore cutting-edge technologies with the following labs:

### Synthesis Lab

Our Synthesis Lab comprises four well-equipped laboratories featuring 48 fume hoods to ensure a safe working environment.

### Flow Chemistry Lab

The Flow Chemistry Lab focuses on developing cost-effective processes to enhance efficiency and sustainability in chemical manufacturing.

### Scale-up and Process Safety Lab

The Scale-up and Process Safety Lab has six fume hoods designed to generate critical data for developing viable and safe technologies.

### Kilo Labs

The Kilo Labs comprises two specialized facilities for synthesizing herbicide and non-herbicide molecules. These automated labs use SCADA systems and data loggers to enhance process efficiency and monitoring.

### High-Pressure and Fluorination Lab

This lab is specifically designed for conducting high-pressure reactions. It features six high-pressure reactors constructed from stainless steel and high-capacity materials. It specializes in high-pressure hydrogenation processes and includes two dedicated workstations for safely handling anhydrous hydrofluoric acid (AHF) reactions.

### Analytical Lab

It is equipped with cutting-edge instrumentation to ensure the highest standards of quality and precision in chemical analysis.



54,000 sq. ft.  
Total Area

54  
Total Scientists



## REPORT PROFILE

### Topic Boundaries

Our reporting reflects the comprehensive journey we have undertaken to integrate sustainable practices into our business operations and stakeholder engagements.

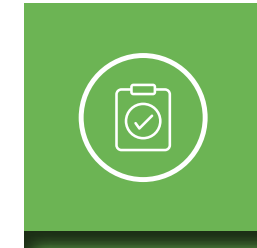
This report has been prepared in alignment with GRI Standards and SASB, reinforcing our commitment to transparent and consistent sustainability reporting.

Key sustainability data and information in this report have been compiled using our Enterprise Resource Planning (ERP) system for financial accounting, along with

dedicated Human Resource Information Systems (HRIS) for accurate human resource data management.

The data presented in this report is verified through systematic internal and external audits to ensure reliability and integrity.

The reporting period for this report covers the complete FY 2024 (April 1, 2023, to March 31, 2024), providing a detailed account of Sajjan India Limited's sustainability performance for the year.

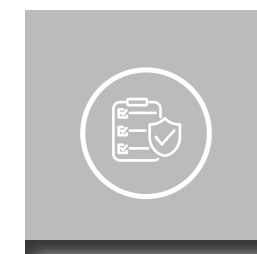
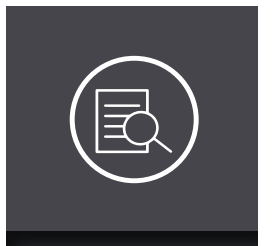


### Defining Report Quality

In preparing this financial year Sustainability Report, Sajjan India Limited places a strong emphasis on data accuracy, balance, clarity, comparability, reliability, and timeliness to ensure alignment with GRI Standards. These reporting principles are foundational to presenting a clear and transparent view of our sustainability performance.

### Changes in Reporting Requirement

As this is our first published assured report, there are no prior material topics or topic boundaries for reference. The operational and physical boundaries defined here are set to provide a comprehensive overview of Sajjan India Limited's sustainability initiatives and impacts.

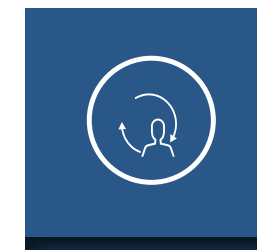
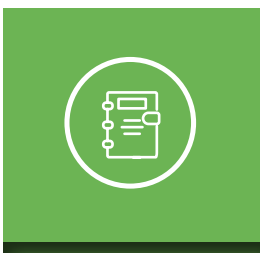


### Independent Assurance of Report

To uphold the highest standards of integrity and reliability in our reporting, independent assurance for this report has been provided by M/S RA Global. Their Assurance Statement is included, affirming the accuracy and completeness of the information disclosed.

### Defining Report Content

The content of this report is defined by the principles of relevance and materiality, focusing on the topics most critical to our stakeholders and aligned with our sustainability objectives.



### Restatement of Information

As this is our first published assured report, there are no restatements of information from prior reports.

For any queries, clarifications, or feedback related to this report, please contact:

**Dr. Dharmendra Mehra**  
(Vice President – EHS & Sustainability)  
Sajjan India Limited  
ehs.legal@sajjan.com



## COMMITMENT TO SUSTAINABILITY

Sajjan India strongly emphasizes sustainability and environmental stewardship, integrating eco-friendly practices into every aspect of its operations. The company has invested significantly in sustainable technologies and processes that reduce emissions, conserve resources, and minimize waste.

Its manufacturing units in Ankleshwar adhere to stringent environmental regulations, ensuring that the Company's operations have minimal impact on the surrounding ecosystem.

In addition, Sajjan India is focused on developing green chemistry solutions, reducing the use of hazardous substances, and enhancing energy efficiency across its facilities.

The company's sustainability goals are not just its own but are aligned with global frameworks like the United Nations Sustainable Development Goals (SDGs), featuring its connection to a larger, global sustainability movement.

## FOCUS ON QUALITY AND COMPLIANCE

Sajjan India's commitment to quality is reflected in its adherence to global standards across all its operations. The company has received numerous certifications, including ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), and ISO 45001 (Occupational Health and Safety).

These certifications highlight the Company's dedication to quality, safety, and environmental protection.







# GOVERNANCE



# CORPORATE GOVERNANCE

## GOVERNANCE STRUCTURE

Sajjan India Limited (the "Company") is dedicated to exemplary corporate governance, which ensures accountability, transparency, and ethical conduct. Our governance framework supports sustainable business practices and long-term value creation.

## BOARD OF DIRECTORS

The Board of Directors (Board) is Sajjan India Limited's apex and highest governing body. The Board and its committees provide leadership and strategic guidance to the Company's management while discharging its fiduciary responsibilities.



*This ensures that management adheres to high standards of ethics, transparency, and disclosures. The Board's objective is to create sustainable value for all stakeholders, provide a vision for the Company, and oversee the implementation of its decisions.*





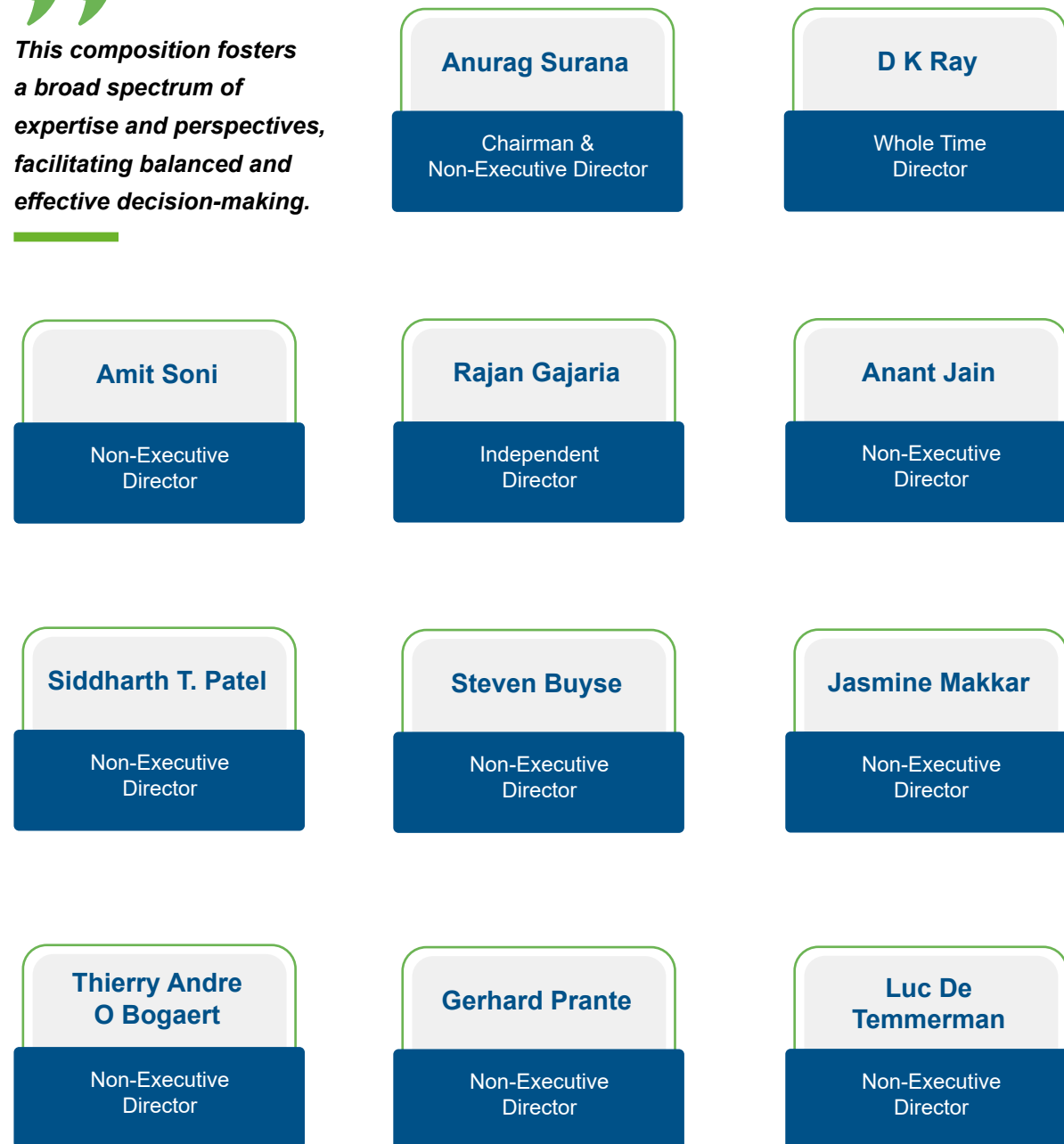
## BOARD COMPOSITION

Sajjan India Limited is led by a team of eminent individuals, including a diverse mix of executive, non-executive, independent, and non-independent directors.

As of March 31, 2024, the Board consisted of one independent director, ten non-independent directors, one executive director, and ten non-executive directors, including one women director.

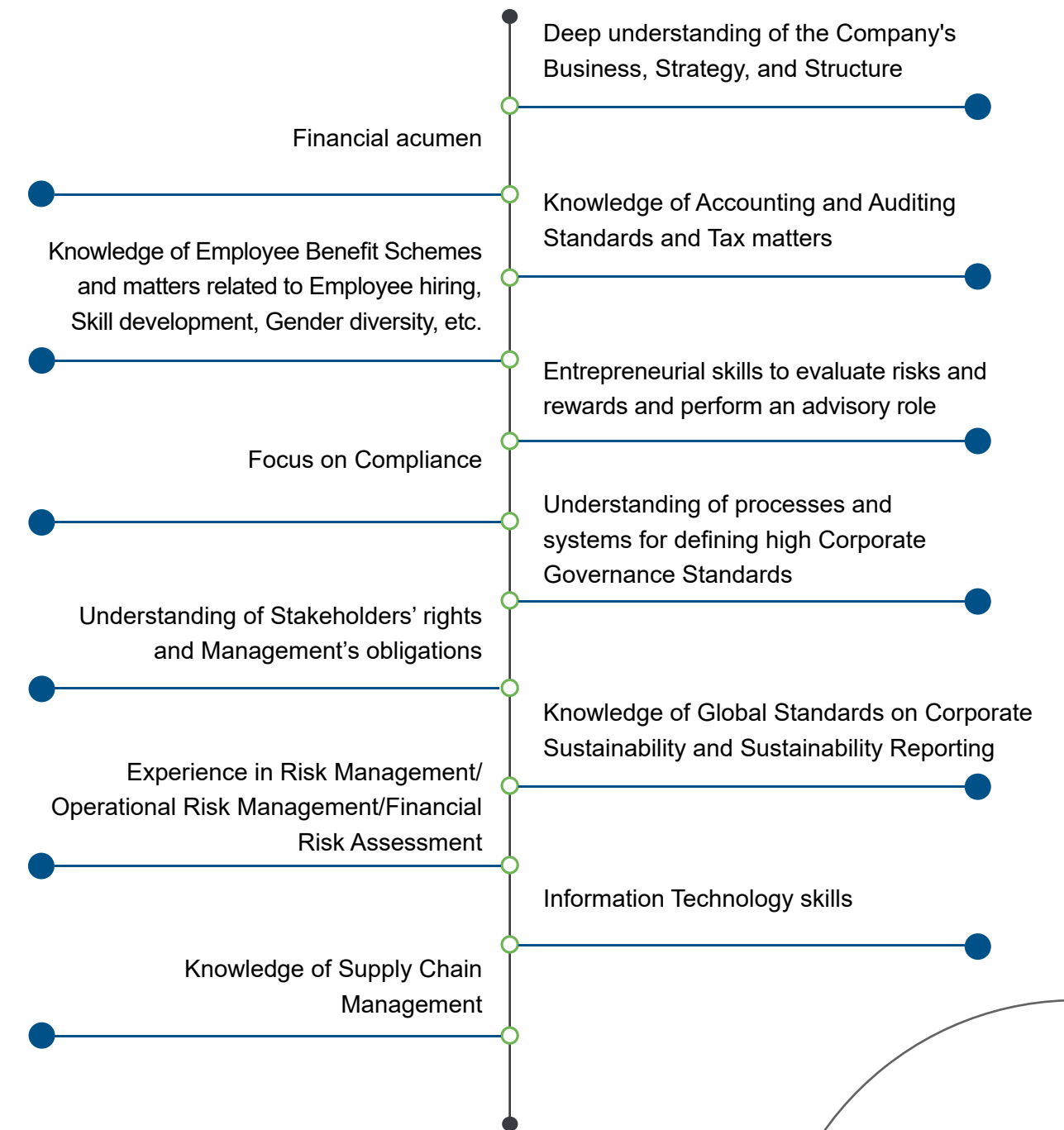


*This composition fosters a broad spectrum of expertise and perspectives, facilitating balanced and effective decision-making.*



## BOARD SKILLS AND EXPERTISE

The Board prioritizes specific skills and competencies for effective company functioning. These include:





## INDEPENDENT DIRECTORS

Independent directors ensure independence and transparency in the Board's decision-making process. They are not associated with the Company in any executive capacity and have no material pecuniary relationship beyond their remuneration. They affirm their independence by annually furnishing a Certificate of Independence to the Board.

## BOARD MEMBER EVALUATION

The Nomination and Remuneration Committee conducts a thorough evaluation of Board members at the time of appointment and periodically thereafter. The evaluation process assesses individual performance, contributions to the Board's effectiveness, and alignment with the Company's strategic objectives.

## BOARD TRAINING AND DEVELOPMENT

Board members participate in regular training and development programs to enhance their knowledge and skills in areas relevant to their roles. These programs may include topics such as sustainability, corporate governance, risk management, and industry trends. Board members also engage in quarterly meetings to discuss R&T, business strategy, safety, EHS, mandatory employee training on policies, safety, and capital expenditure.

## EXECUTIVE MANAGEMENT TEAM (EMT)

The Managing Director (MD) & Chief Executive Officer (CEO) is the highest executive officer of the Company and is responsible for the smooth functioning of all businesses. This includes developing business strategies that consider the interests of all stakeholders. The MD & CEO, with an Executive Management Team (EMT) comprising the President (Operations), Chief Supply Chain Officer (CSCO), Chief Human Resources Officer (CHRO), Chief Technical Officer (CTO), Chief Financial Officer (CFO), and Presidents (Commercial) review business strategies and plans.

This team oversees critical growth drivers, including finance, operations, marketing, and sustainability, ensuring optimal performance aligned with our strategic goals. Committed to excellence, the EMT is crucial in driving our sustained success.





# LEADERSHIP

The Leadership Organogram, as of October 2024, outlines the organizational structure and reporting relationships within the Company.



**Rajesh Kumar Srivastava**  
Managing Director & CEO





## ROLES AND RESPONSIBILITIES

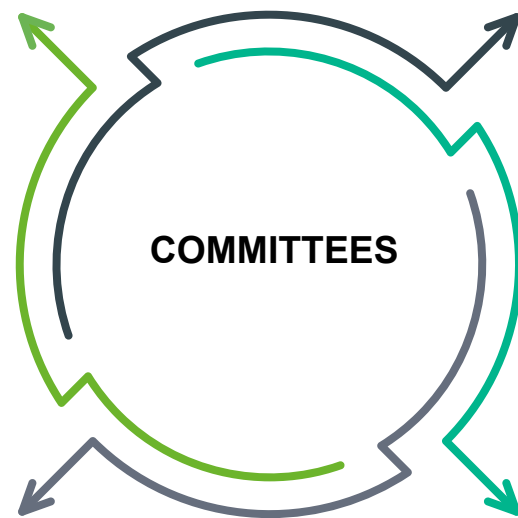
Clear delineation of roles and responsibilities ensures accountability and effective governance. The MD and CEO oversees the Board's activities, while the Executive Management Team (EMT) manages the Company's day-to-day operations.



**Audit Committee:**  
Oversees financial reporting, risk management, and internal control processes.



**Nomination and Remuneration Committee:**  
Manages board composition, selection, and remuneration policies.



**Corporate Social Responsibility (CSR) Committee:**  
Ensures the Company's CSR initiatives align with its ethical and social responsibilities.



**Sustainability Committee\*:**  
Oversees the development and implementation of the Company's sustainability strategy, aligning it with sustainability principles and reporting requirements.

\*Note: Replace Sustainability Committee to ESG Committee

## SUSTAINABILITY INTEGRATION

Sajjan India Limited prioritizes sustainability by integrating sustainability factors into its strategic decision-making processes. The Board of Directors oversee sustainability matters and ensures their alignment with the Company's long-term objectives.

The Sustainability Committee plays a pivotal role in identifying and addressing material sustainability issues that could significantly impact the Company's financial performance, reputation, or compliance with regulations. The Board regularly reviews the materiality of sustainability issues and evaluates how sustainability initiatives contribute to value creation, innovation, and stakeholder expectations.

## ETHICAL STANDARDS AND COMPLIANCE

Sajjan India Limited adheres to the highest ethical standards and regulatory compliance. Our Code of Conduct (COC) and Ethics policy is regularly reviewed and updated to reflect best practices. Comprehensive training programs ensure that all employees and directors understand and adhere to these standards.

## STAKEHOLDER ENGAGEMENT

We engage with our stakeholders through regular communication and feedback mechanisms. This approach fosters transparency, trust, and collaboration, ensuring that stakeholder interests are considered in our decision-making processes.

By adhering to these principles of corporate governance, Sajjan India Limited demonstrates its commitment to sustainable and responsible business practices. This report aligns with GRI standards, providing stakeholders with comprehensive and transparent information on the Company's governance framework.





## MECHANISM FOR EFFECTIVE GOVERNANCE

### Board Committees for Effective Governance

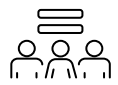
To ensure a focused approach and prompt resolution of diverse matters, the Board has established several committees, each with clearly defined terms of reference and scope.

Committee members are appointed by the Board, subject to the consent of the individual Directors. These committees convene their meetings as and when necessary, and the minutes of their meetings are presented in subsequent Board meetings for review.

Detailed information regarding the roles, terms of reference (ToR), and composition of these committees is available on our company website [here](#).

### Compensation for Members of the Highest Governance Body

*Sajjan India Limited's Appointment and Remuneration Policy is designed to encourage and reward exceptional performance and contributions toward the Company's objectives. Non-Executive Directors receive:*



#### **Sitting/Consulting Fees**

for attending Board and Committee meetings.



#### **Commission**

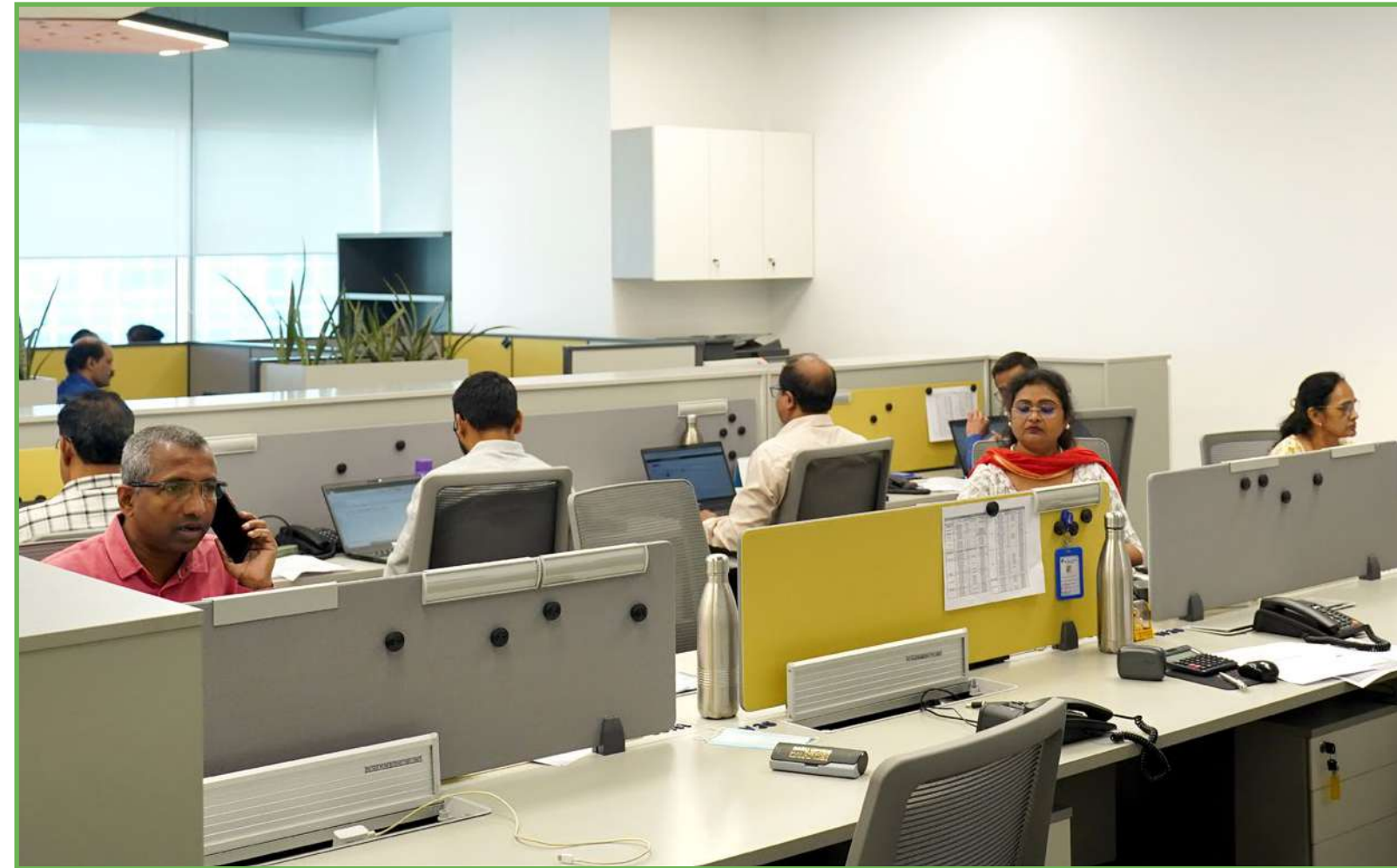
as determined by the Board, subject to member approval

The remuneration for the Executive Director is recommended by the Nomination and Remuneration Committee and subsequently approved by the Board. It consists of a fixed component (salary, allowances, perquisites, and other benefits) and a variable component (performance-based pay and long-term incentives, including ESOPs and retention bonuses).

The Committee ensures that appropriate compensation levels attract, retain, and motivate Directors effectively. During the reporting period, the ratio of the highest-paid individual's annual compensation to the median employee compensation was **45:1**.

### Appointment and Remuneration

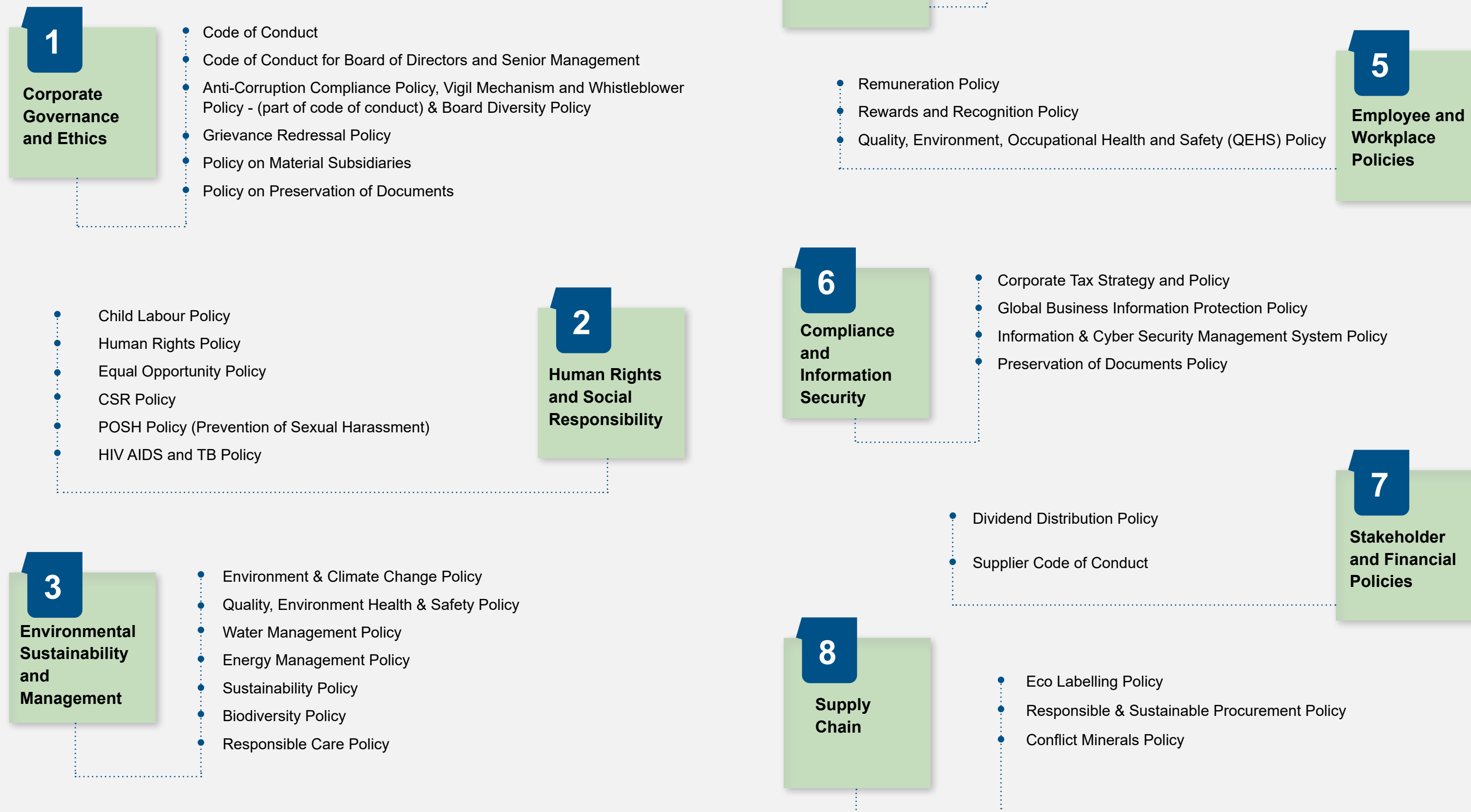
Sajjan India Limited's policy governs the appointment and remuneration of Directors, Key Managerial Personnel (KMP), and other employees. The policy ensures appointees possess the necessary qualifications, experience, and expertise. Remuneration is designed to be fair, reasonable, and sufficient to attract, retain, and motivate personnel to drive the Company's success. The complete policy, including provisions for qualification and remuneration, is accessible on the Company's website ([Weblink](#)).





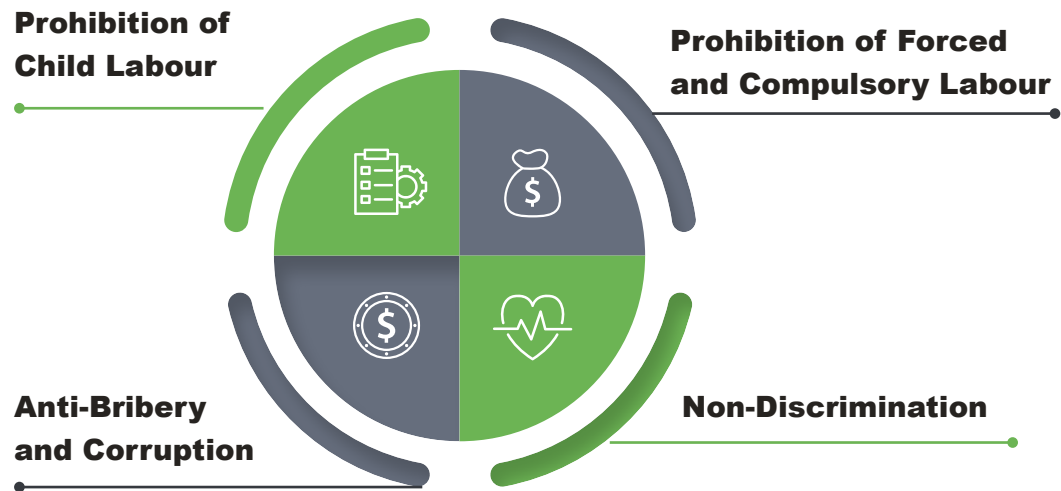
## CODE OF CONDUCT (COC) AND POLICIES

The Company has developed several codes and policies in compliance with the Companies Act, 2013. These provide guidelines for transparent and effective governance:





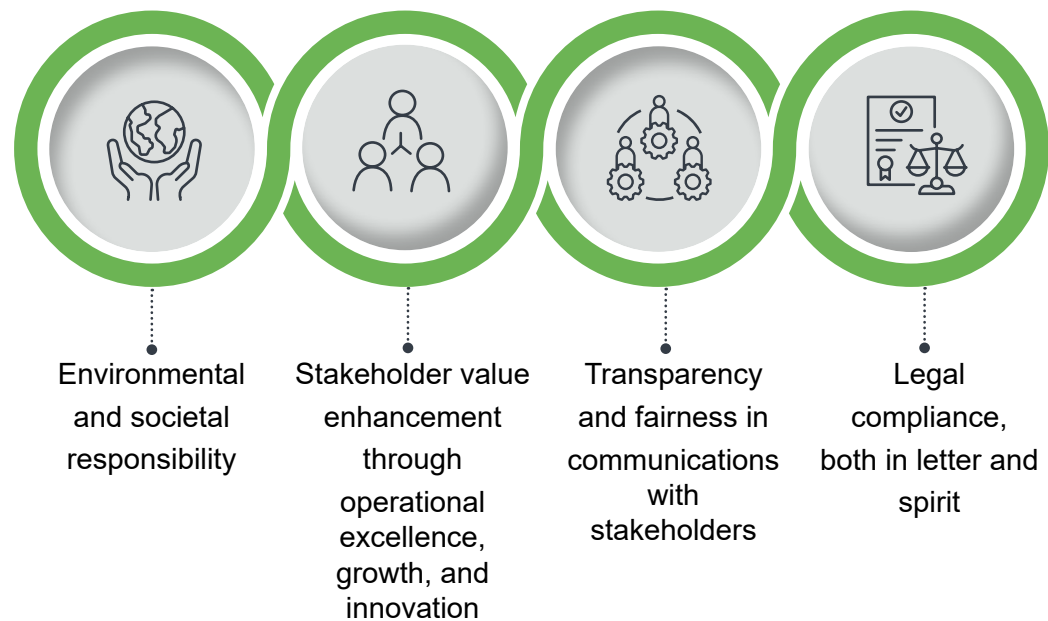
**THE CODE OF CONDUCT INCLUDES GUIDELINES ON:**



*Note:* Detailed information on these codes and policies is available on the Company's website ([WEBLINK](#)).

**Corporate Governance Philosophy**

Sajjan India Limited's corporate governance is built on the principles of:



**Conflict of Interest Management**

Directors and EMT must disclose any personal interests that may conflict with the Company's interests. They are also required to confirm annually that they have not engaged in any material financial or commercial transactions that could pose a conflict of interest. Any conflicts are reviewed by the Board and addressed through discussions or, if unresolved, by engaging senior executives or external experts. No such cases were reported during the year.

**Grievance Redressal**

Sajjan India Limited's 'Whistleblower Policy' allows employees and Directors to voice concerns anonymously without fear of retaliation. Issues can be reported via email for independent and confidential resolution.

**Anti-Corruption Measures**

The Company has a zero-tolerance policy toward corruption. Its anti-bribery policy prohibits any unauthorized payments or bribes by employees. Internal and external auditors conduct regular audits to detect and prevent fraud and errors. Recommendations are reviewed by the Audit Committee, and follow-up audits ensure compliance.

**Precautionary Approach**

Sajjan India Limited adheres to international protocols and Indian regulations, maintaining a compliance reporting system, 'Conformity Tool,' for managing compliance risks. This web-based tool is reviewed quarterly by the Executive Director and CEO and reported to the Audit Committee.



*“Sajjan India acknowledges its interconnectedness with various internal and external stakeholders on local, regional, and global scales.”*

# MATERIALITY ASSESSMENT

*The Materiality Assessment serves as a crucial tool for Sajjan India to navigate the complex landscape of sustainability, identify areas for improvement, and drive positive impact while simultaneously fostering long-term value creation for all stakeholders.*

*This structured evaluation ensures that the Company focuses on areas that significantly impact its operations, industry, and society. By engaging with internal and external stakeholders, Sajjan India gains valuable insights that guide its sustainability strategy.*

## IDENTIFICATION OF KEY STAKEHOLDERS

Classifying the Internal and External Stakeholders and their interests.



## IDENTIFICATION OF POTENTIAL SUSTAINABILITY TOPICS

List all potential sustainability topics in accordance with GRI standards and other frameworks.



## STAKEHOLDER ENGAGEMENT

Engage with stakeholders through surveys, interviews, and feedback mechanisms.



## PRIORTIZING THE TOPICS

Identifying the material topics for Sajjan India to develop their sustainable strategy.





## IDENTIFICATION OF KEY STAKEHOLDERS

We engage with diverse internal and external stakeholders to drive our success and sustainability. Internally, our Board and Leadership team, investors, employees, and contract labor are vital to our operational excellence, innovation, and growth.

We actively engage them through regular surveys, training sessions, performance reviews, and workshops to ensure their development and alignment with company goals.

Externally, we foster strong relationships with customers, suppliers, regulatory bodies, communities, and industry experts.

Customers guide our product innovation and service delivery, while investors provide financial backing for long-term growth.



Regulatory bodies ensure we meet compliance standards, communities are at the core of our CSR initiatives, and vendors are integral to maintaining a strong supply chain.

Additionally, industry experts offer insights into emerging trends and innovations, helping us stay at the forefront of our sector. Through transparent and collaborative communication, we build a community of trusted relationships that contribute to mutual success.

### Internal Stakeholders

- Board Members
- Senior Management
- Employees & Contract Labour
- Investors

### External Stakeholders

- Customers
- Suppliers
- Regulatory Bodies
- Community
- Industry Experts



## STAKEHOLDER ENGAGEMENT

At Sajjan India, stakeholder engagement is critical to our commitment to sustainability and responsible business practices. We recognize that our success is intertwined with the contributions and feedback of various stakeholders, including employees, customers, investors, regulatory bodies, communities, and vendors.

Through consistent and transparent communication, we aim to foster strong, collaborative relationships that drive mutual growth and progress.

Our stakeholder engagement approach is structured to align with our corporate values, ensuring that every interaction helps us achieve our long-term business goals while delivering value to society.

We employ various methods to ensure consistent and open communication with all stakeholders.

Engagement surveys help gather valuable feedback, while emails and phone calls enable direct communication for quick responses. Training sessions are held regularly to build

capacity among employees and vendors, and annual performance reviews ensure alignment with our strategic objectives.

Workshops and meetings allow deeper collaboration with customers, vendors, and regulatory bodies, while community outreach programs support our social responsibility efforts. These engagement practices ensure we remain responsive to stakeholder needs and maintain strong, transparent relationships.

Stakeholders	Board members, Senior Management, Employees and contract labour	Suppliers & Vendors	Customers	Community	Investors and Shareholders	Regulatory Bodies
<b>Modes of Engagement</b>	Newsletters, emails	Meetings, emails	Meetings, emails, phone	Community meets	Annual financial statements	Annual Report
	Engagement surveys	Conferences and exhibitions	Conferences and exhibitions	Need assessment survey	Annual general meetings	Other compliance reports
	Training sessions	Supplier assessments	Websites, portals	Engagement surveys, emails	Periodic emails and meetings	Corporate website
	Annual performance reviews	Supplier site visits	Product information brochures	CSR initiatives	Presentations and updates	
	Surveys		Customer visits			
<b>Frequency of Engagement</b>	Monthly	Quarterly	Quarterly	Quarterly	Annual	Annual
<b>Key Topics Discussed</b>	Corporate Governance and Compliance	For treatment, human rights	Cost and quality	Environmental and social impacts	Sustainability strategy	Impact to communities
	Risk Management	Quality of products	R&T Projects	Healthcare, education, infrastructure	Disclosures in public domain	Corporate Social Responsibility (CSR)
	Operational Efficiency	On-time delivery	Health and Safety	Support for community programme	Business and profitability	Compliance Requirements
	Sustainability and Environmental Responsibility	Pricing and price drivers	Lifecycle of the products	Community sensitisation	Shareholder queries	
	Health, Safety, and Well-being	Manufacturing and supply chain issues	Support and after sales services			
Labour practices and Fair Compensation	Mutual development benefits	GHG emissions			Taxes	



## IDENTIFICATION OF POTENTIAL SUSTAINABILITY TOPICS

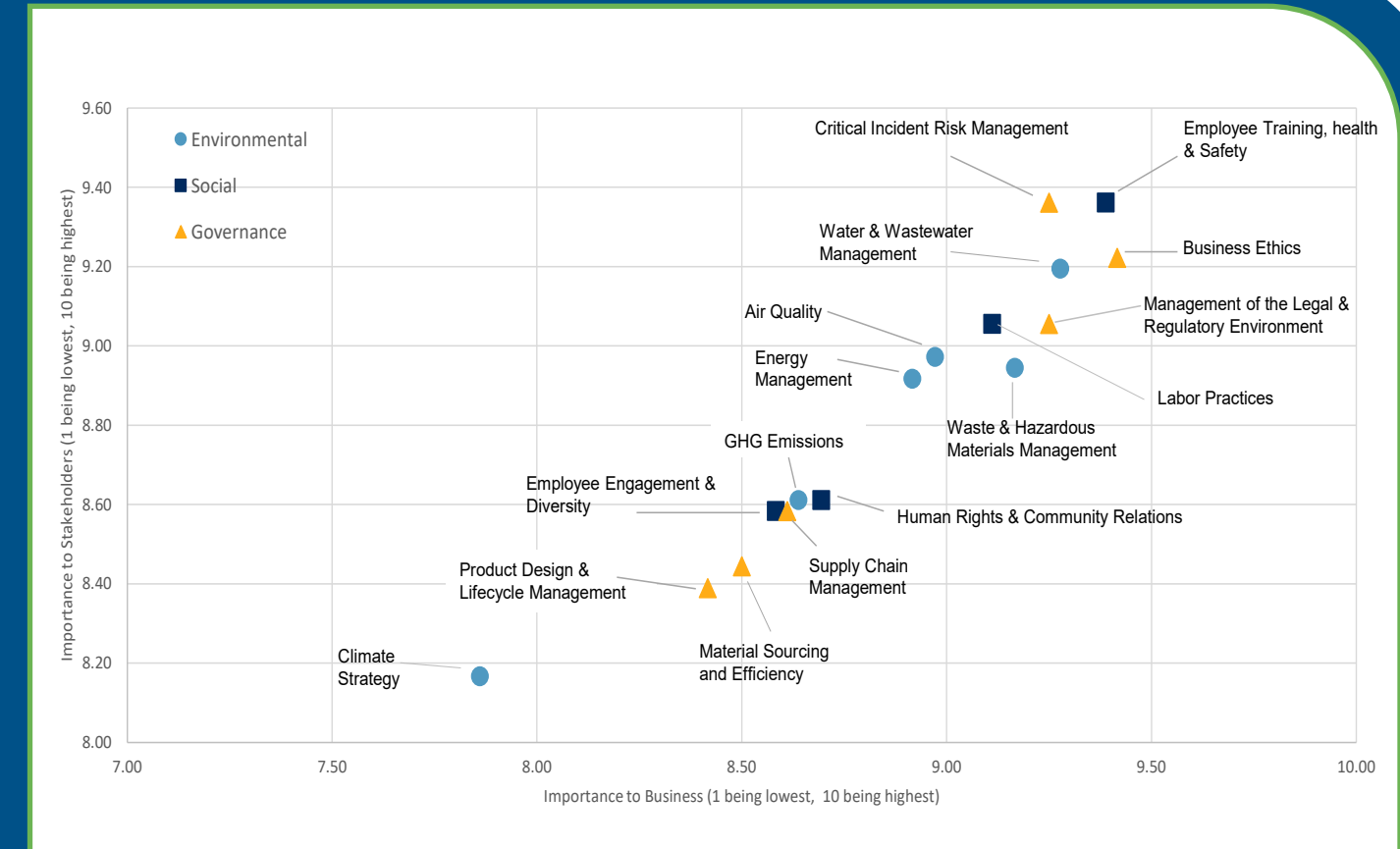
At Sajjan India, our process for identifying and addressing material sustainability topics ensures that we align with our long-term goals and stakeholder expectations, and that we focus on issues that have the most significant impact on our business, industry, and society at large.

We began with an in-depth analysis of industry trends, regulatory requirements, and global best practices. We assess emerging environmental challenges and various social factors to ensure we effectively address stakeholder concerns. By collaborating with internal and external stakeholders, we gather valuable insights into what matters most to each group.

## PRIORITIZING THE MATERIAL TOPICS

By focusing on material topics most relevant to our business and stakeholders, we ensure that our sustainability efforts align with our long-term vision and contribute to corporate growth and societal impact.

We identified 16 material topics areas and by aligning them with the core pillars of our sustainability strategy, we not only drive our decision-making and operational progress but also inspire confidence in our future planning among our stakeholders.



### Governance

- Business Ethics (GRI 2-26, GRI 205, GRI 206)
- Management of Legal and Regulatory Environment (GRI 2-27)
- Critical Incident Risk Management (GRI 2-30)



### People and Partnerships

- Employee Training (GRI 404)
- Health and Safety (GRI 403)
- Human Rights and Community Relations (GRI 412, GRI 413, GRI 406)
- Labour Practices (GRI 401, GRI 402, GRI 407, GRI 408, GRI 409)
- Supply Chain Management (GRI 308, GRI 414)
- Employee Engagement and Diversity (GRI 405)



### Technology, Services, and Innovation

- Product Design and Lifecycle Management (GRI 301)
- Material Sourcing and Efficiency (GRI 204)



### Climate and Environment

- Water and Wastewater Management (GRI 303)
- Waste and Hazardous Materials Management (GRI 306)
- GHG Emissions (GRI 305)
- Air Quality (GRI 305-7)
- Energy Management (GRI 302)
- Climate Strategy (GRI 201-2)



# ECONOMIC IMPACT

## DIRECT ECONOMIC VALUE GENERATED

### Why it matters?

Sustained economic growth is crucial for Sajjan India Limited and its key stakeholders. Operating in a competitive industry, the company's financial performance is a key indicator of its competitive position. The economic value generated reflects the collective impact of our initiatives in business excellence, innovation, manufacturing, and marketing. Our stakeholders rely on the company's performance, as it influences long-term value creation for them.

The Board's Audit Committee continuously monitors and assesses the company's financial performance. An independent external auditor conducts performance evaluations and identifies improvement areas. Additionally, our internal audit team ensures the implementation and effectiveness of financial controls.

### Key Financial Highlight

**Rs 1052.49 Crore for FY2023-24**

Total Revenue from operation

**Rs 232.91 Crore for FY2023-24**

EBITDA

**FY2023-24 was at Rs 106.16 Crore**

PAT during



## ECONOMIC PERFORMANCE METRICS

Metric	Units	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
1 Employees as on March 31, 202X	Number	580	791	853	930
2 Total Revenue	Crore	1,016.85	1,598.02	1,492.10	1,052.49
3 EBITDA (including other income)	Crore	430.78	594.41	429.30	232.91
4 Profit (Loss) before tax	Crore	396.70	543.16	371.15	145.70
5 PAT	Crore	318.15	391.09	276.04	106.16
6 Major operating costs	Crore	132.29	238.77	275.46	245.52
7 Employee wages and benefits	Crore	54.87	56.52	83.17	105.38
8 Payments to providers of capital	Crore	-	425.00	-	100.28
9 CSR Investment around Indian Operations	Crore	10.33	5.52	7.37	7.77
10 Donation (including corporate social responsibility expenditure)	Crore	10.66	5.55	7.50	7.81
11 Retained Earnings	Crore	1,114.22	1,079.72	1,356.66	1,362.91
12 PF Contribution	Crore	1.87	2.28	3.01	3.58
13 Pension Contribution	Crore	1.13	1.07	0.25	0.74
14 Superannuation Contribution	Crore	-	-	-	-
15 Grant Received from Government	Crore	-	-	-	-

Metric	Units	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24
16 Paid up Capital	Crore	3.82	3.58	3.58	3.58
17 Consolidated Debt	Crore	103.93	75.00	77.07	166.63
18 Revenue from International Sales	Crore	886.28	1,316.16	1,257.19	865.34
19 % revenue from International Sales of total revenue	%	87.16%	82.36%	84.26%	82.22%
20 Revenues from third-party sales	Crore	1,016.85	1,598.02	1,492.10	1,052.49
21 Tangible assets other than cash and cash equivalents	Crore	374.03	536.63	659.84	894.32
22 Income tax accrued	Crore	85.00	147.00	95.09	42.58
23 Income tax paid (Including TDS)	Crore	87.51	149.26	96.88	47.88
24 Corporate income tax paid on a cash basis	Crore	87.51	149.26	96.88	47.88
25 Corporate income tax accrued on profit/loss	Crore	85.00	147.00	95.09	42.58
26 CAPEX	Crore	128.30	209.35	187.77	281.12
27 OPEX (Total Expenses)	Crore	685.54	1137.43	1167.48	965.69

Metric	Units	FY 2020-21	FY 2021-22	FY 2022-23	FY 2023-24	
1	Lobbying, interest representation or similar	INR	Nil	Nil	Nil	Nil
2	Local, regional or national political campaigns / candidates	INR	Nil	Nil	Nil	Nil
3	Trade associations or tax-exempt groups (e.g. think tanks)	INR	Nil	Nil	Nil	Nil
4	Other (e.g. spending related to ballot measures or referendums)	INR	Nil	Nil	Nil	Nil
5	Total contributions and other spending	INR	Nil	Nil	Nil	Nil

## TAXATION

As a responsible corporate entity, Sajjan India Limited ensures compliance with tax laws and obligations in all jurisdictions where it operates. The company aligns its tax practices with the principles of economic value creation, maintaining transparency and building constructive relationships with tax authorities.

Sajjan India Limited adopts a balanced tax strategy, paying taxes where profits are generated and maintaining a tax level comparable to its peers. The company does not engage in tax-avoidance activities and prioritizes transparency, ensuring accurate reporting and disclosures.

## TAX GOVERNANCE, CONTROL, AND RISK MANAGEMENT

Sajjan India Limited has robust internal policies and compliance programs to align tax management with business decisions. The company maintains strong internal controls and positive relationships with professional advisors to manage reputational risks effectively. Our approach includes adherence to international tax law standards, such as the OECD guidelines, ensuring compliance across all operating jurisdictions.

We are committed to transparency in tax matters and regularly engage with tax authorities, maintaining open and constructive relationships. All tax-related decisions are thoroughly documented and reviewed by our in-house team of experts.





## EFFECTIVE TAX RATE

At Sajjan India Limited, we are committed to maintaining transparency in our tax reporting and compliance processes. The following table summarizes our reported tax rate (income statement) and cash tax rate (cash flow statement) for FY2022-23 and FY2023-24, including the calculated average rate:

Financial Reporting	FY 2022-23	FY 2023-24
Earnings Before Tax (EBT)	371.15	145.70
Reported Taxes	95.11	39.55
Cumulative Acceptable Adjustments*	1.70	2.88
Effective Tax Rate (%)	25.62%	27.14%
Cash Taxes Paid	96.88	47.88
Cash Tax Rate (%)	26.10%	32.86%

**Note:** The Effective Tax Rate is calculated by dividing the reported taxes, adjusted for acceptable items, by the earnings before tax over the two-year period. The Cash Tax Rate is derived by dividing the cash taxes paid over the two-year period by the earnings before tax.

We continually review our tax strategies and structures, ensuring alignment with international standards while maintaining compliance across jurisdictions. This approach supports our objective of achieving a sustainable and competitive tax rate while balancing the interests of our stakeholders.

## STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF TAX CONCERNS

Sajjan India Limited engages with tax and regulatory authorities with honesty, integrity, and fairness, promoting cooperative compliance. We commit to prompt disclosure and transparency in all tax matters, ensuring compliance with the tax obligations in every jurisdiction where we operate.

Taxes are paid based on the income generated in each country, with returns filed accurately and timely. We actively engage with governments and tax authorities, fostering positive relationships and participating in discussions on taxation policy when relevant.



## SUSTAINABLE TRANSFORMATION DRIVING GROWTH

Sustainability is central to our business growth, forming a core part of our transformation journey. Our comprehensive approach, supported by effective governance and robust risk management, is structured around three strategic pillars:

'People and Partnerships,' 'Innovation and Technology,' and 'Climate and Environment.' We acknowledge our role in contributing to a brighter future for society with sustainable growth seamlessly integrated into our long-term strategy, values, and business practices. Our efforts are focused not just on corporate responsibility but on driving meaningful impact and growth through sustainable transformation.

## SUSTAINABILITY GOVERNANCE

Sustainability issues are a priority at the highest levels of our organization, with dedicated oversight from the Sustainability Committee, which reports directly to the Board of Directors. The Committee ensures that sustainability initiatives are not only integrated into our corporate strategy but are also aligned with our long-term objectives, ensuring value creation, innovation, and growth. Our governance approach emphasizes proactive management, data monitoring, and policy adherence, ensuring that sustainability is embedded in all business processes.



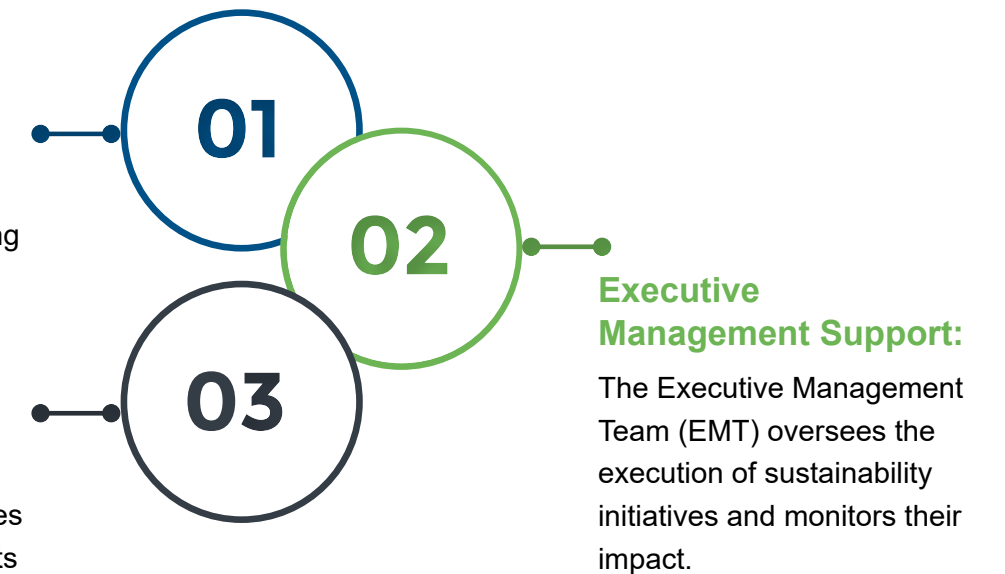
We have a comprehensive sustainability governance structure:

### Board-Level Oversight:

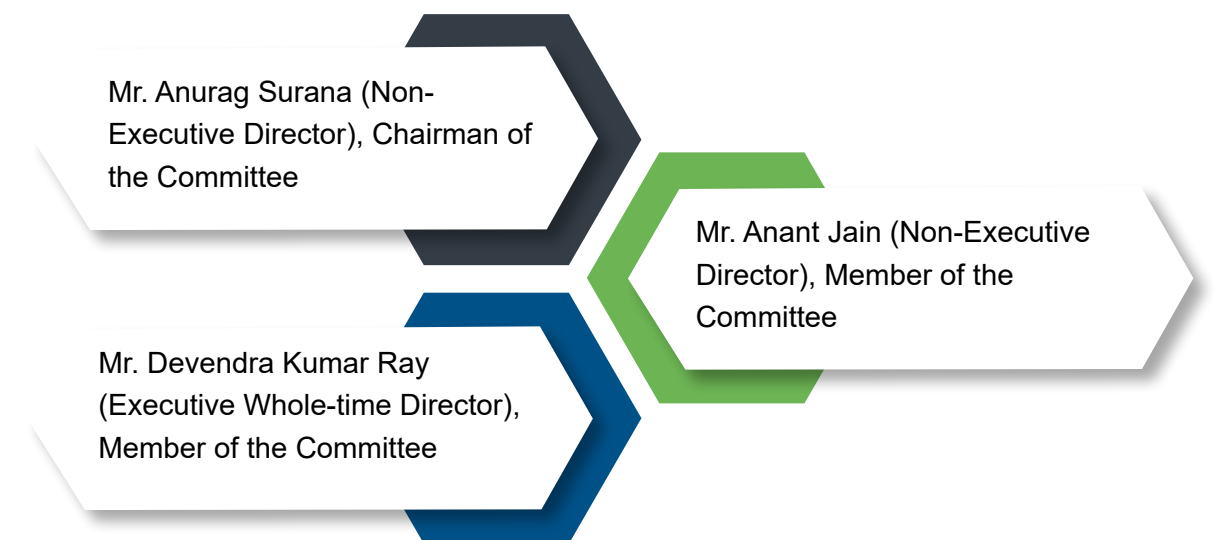
The Board reviews and evaluates sustainability initiatives' alignment with business strategy, focusing on risk management and regulatory compliance.

### Dedicated Sustainability Team:

Our core team collaborates with various business units to embed sustainability principles and ensure accurate and timely reporting of sustainability metrics.



### Sustainability Committee Comprises\*



Note : \*as on March 31, 2024



## Sustainability Strategy

Our Sustainability Strategy articulates our commitment to addressing material topics that matter most to our business and stakeholders. It is anchored in a strong governance foundation and is aligned with seven UN Sustainable Development Goals (SDGs) where we can make the most substantial impact.



## Strategic Alignment and Impact

Our Sustainability Strategy focuses on three main areas:



By focusing on these pillars, we aim to build a resilient, innovative, and inclusive business model that creates value for society, our stakeholders, and the environment.

# RISK MANAGEMENT AND OPPORTUNITY OPTIMIZATION

## Risk Management

Sajjan India Limited recognizes that effective risk management is essential for ensuring the long-term sustainability and resilience of our business. We have implemented a comprehensive risk management framework that identifies, assesses, and mitigates potential risks while also recognizing and capitalizing on opportunities across environmental, social, governance, and financial domains. This proactive approach enables us to adapt swiftly to changing conditions and leverage growth opportunities that align with our sustainability objectives.

### Key Risk Areas and Opportunities:



#### Environmental Risks and Opportunities:

- Climate Change:**  
 We evaluate the potential impacts of climate change on our operations, supply chain, and markets. While we mitigate risks through emissions reduction and investment in renewable energy, we also explore opportunities for developing climate-resilient products and services that meet emerging market demands.
- Resource Depletion:**  
 Monitoring and managing natural resource use, such as water and energy, ensures we minimize our environmental impact. We also seek opportunities to implement innovative technologies that enhance efficiency and sustainability.
- Regulatory Compliance:**  
 Staying updated on environmental regulations not only minimizes risks but also allows us to adapt quickly and seize opportunities for compliance-driven innovation, such as new green technologies and sustainable processes.



#### Social Risks and Opportunities:

- Labor Rights:**  
 We uphold labor standards, ensuring fair wages and safe working conditions, which reduces risks while enhancing our reputation as an employer of choice, attracting and retaining talent.
- Community Relations:**  
 Fostering positive engagement with local communities not only mitigates potential conflicts but also opens avenues for collaboration and partnerships that enhance our social impact and business footprint.
- Supply Chain Ethics:**  
 Conducting due diligence on suppliers mitigates risks related to unethical practices while presenting opportunities for developing long-term, value-driven supplier partnerships that align with our sustainability objectives.



#### Governance Risks and Opportunities:

- Corporate Governance:**  
 Our robust governance framework ensures independent oversight and ethical decision-making, reducing risks while positioning us as a leader in corporate governance, attracting investors and stakeholders who value transparency.
- Fraud and Corruption:**  
 Anti-corruption measures prevent risks related to non-compliance, while our emphasis on ethics and integrity strengthens our market reputation, opening opportunities for business expansion and partnerships.
- Cybersecurity:**  
 Protecting our information systems through robust cybersecurity measures mitigates risks while enabling us to confidently adopt and capitalize on digital transformation and new technologies.



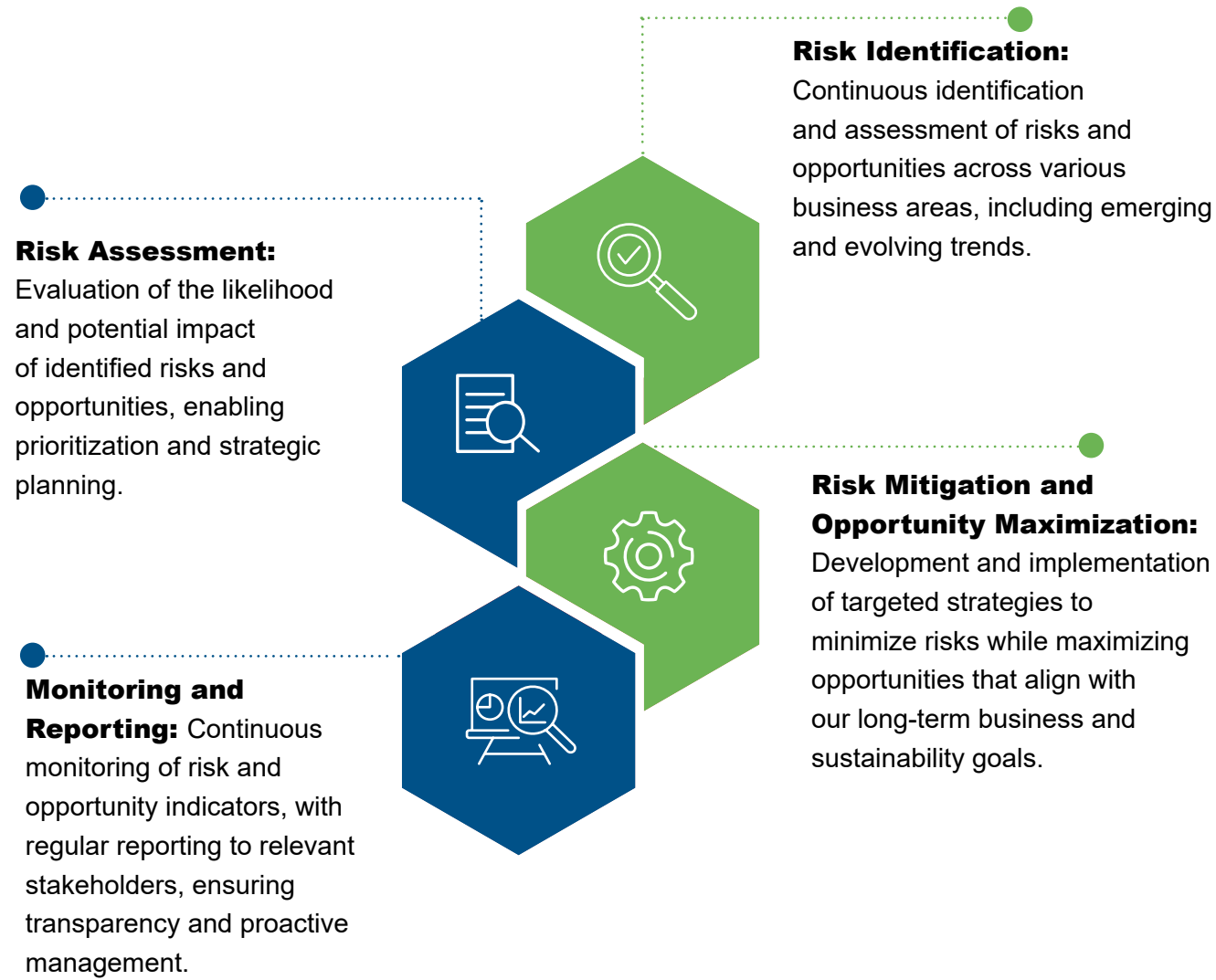
#### Financial Risks and Opportunities:

- Market Risk:**  
 Monitoring market fluctuations helps us mitigate risks while also identifying emerging market opportunities, allowing us to diversify and adapt our business strategies proactively.
- Credit Risk:**  
 By evaluating customer and supplier creditworthiness, we manage exposure and maintain financial stability, enabling us to explore new markets and expand our customer base with confidence.
- Operational Risk:**  
 Identifying and mitigating operational risks ensures smooth business activities while enhancing our ability to innovate and improve operational efficiency, resulting in cost savings and increased profitability.



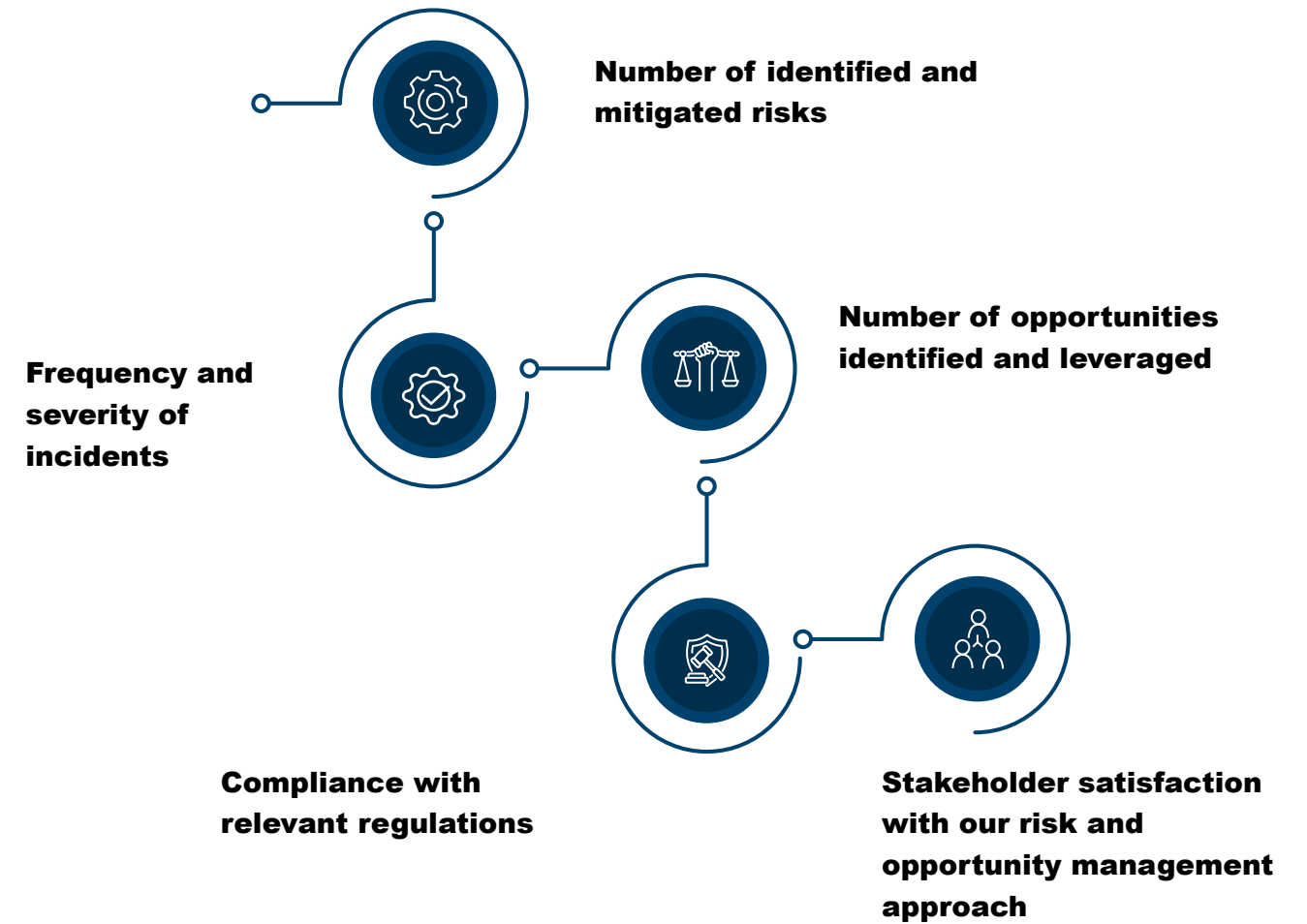
## Risk Management Framework

Our risk management framework is built on the following key components:



## Key Performance Indicators (KPIs)

To measure the effectiveness of our risk and opportunity management practices, we track the following KPIs



By effectively managing risks and seizing opportunities, Sajjan India Limited is committed to building a resilient, adaptable, and sustainable business capable of thriving in a dynamic and complex environment.

Our approach ensures that we not only protect our business but also create value for our stakeholders through continuous improvement, strategic foresight, and innovation.







# EMPOWERING OUR PEOPLE

*By prioritising these areas, we aim to create an environment where everyone can thrive, contribute to their fullest potential, and feel valued and supported. Our focus on diversity and inclusion, continuous learning, and safety reflects our dedication to building a resilient and dynamic workforce that drives our organization forward.*

With 1,428 employees, our workforce has seen significant growth. It is important to note that 35% of our total workforce consists of contract employees. This steady growth demonstrates our ongoing commitment to expanding our team and enhancing our capabilities to meet the evolving needs of our business and the communities we serve.



*At Sajjan India, we believe our people are the cornerstone of our success. This section highlights our commitment to fostering a diverse and inclusive workplace, providing comprehensive training and skill development opportunities, and ensuring safe operations for all employees.*



**1,428**

Total Workforce



**35%**

Contract Employees

Recognizing our workforce as a vital asset, we maintain fair and transparent employment policies. The minimum notice period varies for staff depending on their position in the organization. The minimum notice period for termination of a permanent worker is 30 days, as stated in their appointment letter. In cases of significant operational changes that could substantially affect employment, the notice period and/or Voluntary Retirement Schemes (VRS) are determined as per local regulations and direction by the local regulatory body.



## NATURE OF EMPLOYMENT

Sajjan India has a diverse workforce of 1,428 employees, including 930 permanent employees and 498 contract employees across different age groups. The detailed breakdown of employee by gender and age is presented below:

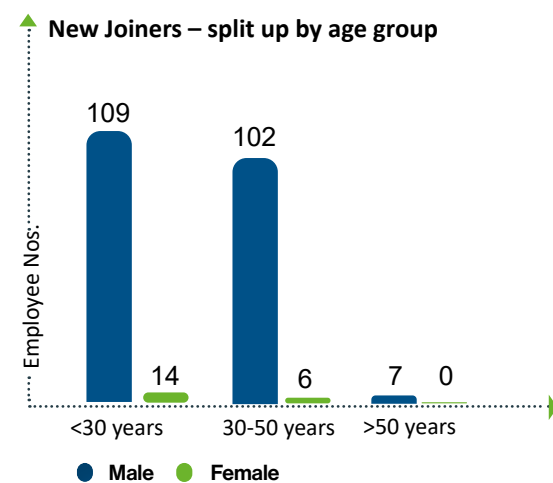
Employee category		Gender	<30 years	30-50 years	>50 years
Permanent Employees (On Payroll - Staff)	Local Hire	Male	266	518	90
		Female	19	27	8
	Non-Local Hire	Male	0	1	0
		Female	0	1	0
Contract Employees (Out-sourced)	Local Hire	Male	291	180	20
		Female	1	2	0
	Non-Local Hire	Male	0	1	3
		Female	0	0	0
<b>Total Workforce</b>			<b>577</b>	<b>730</b>	<b>121</b>

These statistics highlight our ongoing efforts to attract and retain talent across various age groups and genders, ensuring a balanced and dynamic team that drives our continued growth and success. In the ever-changing environment of our organization, it is imperative to monitor a variety of workforce metrics, like the number of new joiners and the employee turnover, which is a critical metric.

## NEW JOINERS AT SAJJAN INDIA

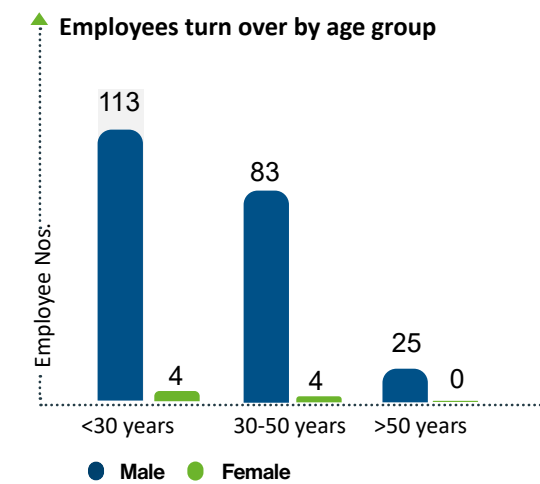
This year, we welcomed 238 new members, each bringing fresh perspectives and expertise to our team.

Of these newcomers, 52% were young adults (<30 years) and 8% of the total new joiners were women.



## EMPLOYEE TURNOVER AT SAJJAN INDIA

Employee turnover is an essential metric that helps us understand the dynamics of our workforce and the effectiveness of our retention strategies. This year, total turnover was 229 employees including 180 permanent employees and 49 contract employees across various age groups.



*At Sajjan India, we are proud to have achieved a remarkably low turnover rate of 14% for our female employees, reflecting our commitment to creating a supportive and inclusive workplace.*





## DIVERSITY & INCLUSION

At Sajjan India, diversity and inclusion are fundamental to fostering a thriving and innovative workplace. Embracing various perspectives, backgrounds, and experiences enriches our corporate culture and drives our success in a global market. We are committed to creating an environment where employees feel valued, respected, and empowered to contribute their unique talents. Through our diversity and inclusion initiatives, we aim to build a more equitable and inclusive company that reflects the diverse communities we serve and enhances our ability to innovate and grow.

## COMMITMENT TO GENDER DIVERSITY & WOMEN'S EMPOWERMENT

Gender diversity is a key focus area for the corporate team at Sajjan India, and we are dedicated to creating an environment where women can thrive personally and professionally.

Our initiatives to support women include inclusive recruitment practices that ensure equal opportunities, family-friendly policies that provide a supportive work-life balance, and mentorship programmes that foster career growth and development. These efforts are designed to empower women at all levels of our organization.

This representation reflects our ongoing commitment to gender equality and our belief in women's invaluable contributions to our company. By championing gender diversity, we aim to build a more inclusive, dynamic, and successful workforce.



**6% of the Female**  
Workforce joined Sajjan India in 2023-24



## ENSURING EQUAL TRAINING OPPORTUNITIES

At Sajjan India, we uphold a commitment to **100% training equality** across all genders, ensuring that every employee has access to growth and skill development opportunities. We recognize the importance of tailored training programs based on the roles and responsibilities of our employees:

### Senior Management

Receives an average of 6.0 hours of training, focusing on leadership development and strategic decision-making skills.



### Middle Management

Engages in 7.5 hours of training, aimed at enhancing managerial competencies and operational efficiency.



### Junior Management

Benefits from 9.0 hours of training, designed to build technical expertise and supervisory skills.



### Contractual Workers

Receive 4.0 hours of training, emphasizing essential operational and safety procedures.



## EMPLOYEE WELL-BEING

At Sajjan India, we recognise that our employees are our greatest asset, and their well-being is essential to our success. We are committed to creating a supportive, nurturing environment that promotes their health, security, and satisfaction. To achieve this, we have implemented comprehensive well-being initiatives to support our employees in every aspect of their lives.



### Life Insurance:

Provides financial security for employees and their families.



### Healthcare:

Includes coverage for necessary medical services.



### Disability & Invalidity Coverage:

Ensures financial support and job security in case of disabilities or invalidity.



### Parental Leave:

Offers generous leave policies for the birth or adoption of a child.



### Retirement Benefits:

Provides retirement plans to help employees secure their financial future.

These initiatives underscore our commitment to fostering a supportive workplace where employees feel cared for, enabling them to thrive personally and professionally.

## CAREER DEVELOPMENT REVIEW

At Sajjan India, we are dedicated to our employees' continuous growth and development. This year, we proudly report that 100% of our employees received performance reviews. These initiatives ensure that every team member has the opportunity to reach their full potential, aligning their personal growth with the Company's objectives. By providing consistent feedback and support, we foster a culture of excellence and continuous improvement within our organization.



### 70% Male

Employee Received Career Development Reviews



### 73% Female

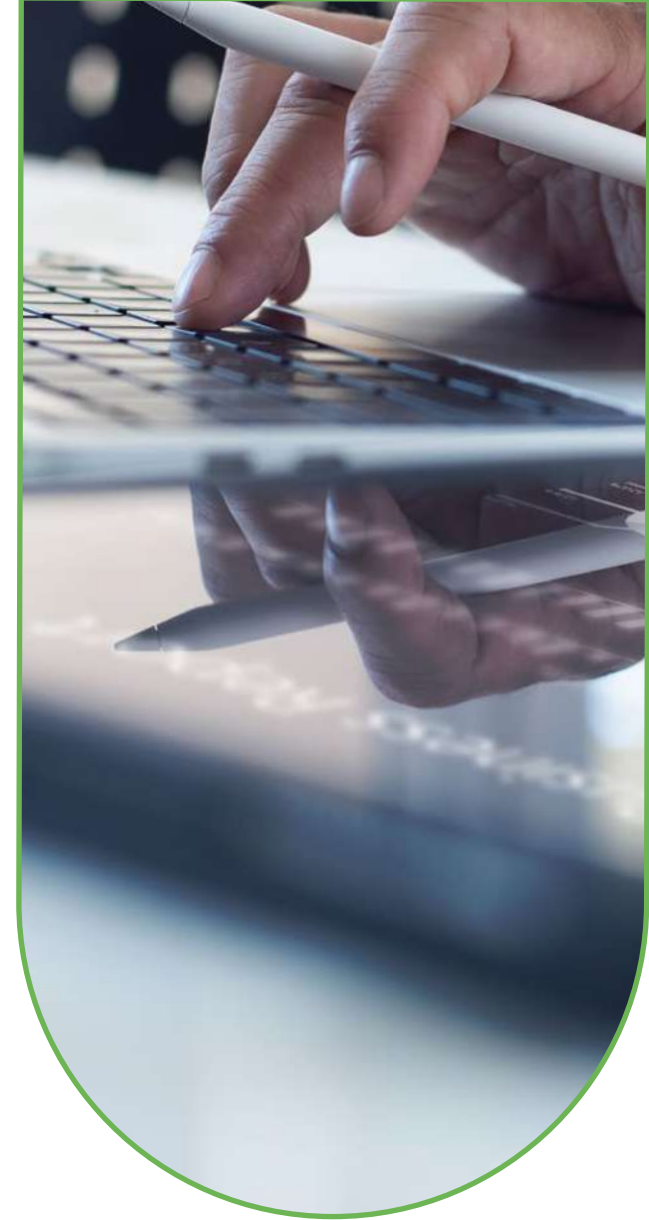
Employee Received Career Development Reviews

## PARENTAL LEAVE

We understand the importance of providing robust parental leave support to our employees who have become parents. During the fiscal year 2023-24, 47 male employees availed parental leave, demonstrating the Company's commitment to supporting work-life balance for all its staff. 100% of these employees returned to work after their leave, reflecting the effectiveness of our reintegration support.

Furthermore, we achieved a 94% retention rate among these employees, showcasing our dedication to creating a conducive and supportive work environment that encourages long-term engagement and career growth.

This high return rate reaffirms our commitment to creating a supportive work environment that values family responsibilities and helps employees balance their professional and personal lives. By offering comprehensive parental leave, we aim to support our employees during significant life events and ensure a smooth transition back to work, fostering a culture of inclusivity and care.





## EMPOWERED WORKPLACE

We are proud to report that we have maintained a discrimination-free workplace, reflecting our commitment to fostering an inclusive and respectful environment for all.

**No**



cases of discrimination reported

## SALARY PARITY AT SAJJAN INDIA

Pay scale parity is crucial to fostering a fair and inclusive workplace. Equal pay for employees across different genders, depending on experience and the type of role, is considered to position the team with equivalent responsibilities and complexities for productive management.

This approach not only supports gender equality but also benefits organizational performance and employee satisfaction. We have collected information on the median remuneration/salary/wages' ratio specific to our different employment levels. The figure below provide a detailed breakdown of the ratio on the group level for the different levels of employees engaged.

### Employment Level

Ratio of median remuneration/salary/wages (Female to Male)

**0.7:1**

Management

**1.15:1**

Workers

### Code of Conduct

Our Code of Conduct serves as a framework for ethical decision-making and conduct in all facets of our organization, fostering accountability, respect, and integrity.



### Labor & Human Rights

Ensure that all employees' labor and human rights are respected, secure working conditions are maintained, and equal opportunities are provided throughout our operations.



### Vigil Mechanism and Whistleblower Policy

Our Vigil Mechanism offers whistleblowers' protection and transparency, allowing them to disclose unethical behavior without fear of retribution.



### Social Accountability and Human Rights Policy

We maintain social accountability by ensuring ethical conduct, protecting human rights, and promoting fair labor practices throughout our operations.



### Human Resources Working Manual

The HR Working Manual establishes policies, procedures, and best practices to make certain that workforce administration is efficient, fair, and compliant.



### Environmental & Sustainability Policy

Our policy is dedicated to the responsible use of resources, the promotion of sustainability, and the reduction of environmental impact in all operations.





## HUMAN RIGHTS

***Sajjan India Limited is committed to upholding human rights as outlined in international frameworks, including the principles of the United Nations Global Compact (UNGC).***

Our commitment is reflected in policies that ensure dignity, respect, and equality within the workplace. Employees expect high standards of professionalism, and we are dedicated to fostering an inclusive environment that values human rights across our operations.

Our Human Rights policies are embedded in the Sajjan India Limited Code of Conduct, accessible to all employees and stakeholders. This code, distributed to every supplier and partner, includes clauses on environmental, labor, and human rights standards.

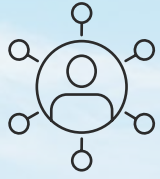
Our dedicated HR teams monitor compliance, addressing any potential violations promptly. To further support our human rights commitment, all new employees certify their understanding of our Code of Conduct during orientation, which includes comprehensive training on human rights standards. In FY 2024, we conducted over 1,012 hours of training on the Code, reaching over 85% of new hires across all locations.

Human Rights assessments are conducted regularly, and our most recent evaluation across our facilities did not identify any significant risks or areas requiring remediation.





## PROTECTING HUMAN RIGHTS AT SAJJAN INDIA



### Zero Tolerance for Discrimination and Harassment

Sajjan India Limited enforces a zero-tolerance policy against discrimination and harassment based on age, caste, gender, religion, or any other grounds.

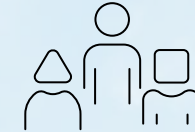
Equal remuneration is provided to male and female employees for similar roles, with all incidents of harassment addressed swiftly through formal mechanisms. **There were no discrimination cases reported during FY2024.**



### Child and Forced Labor Prevention

Our Code of Conduct strictly prohibits child labor. All new hires must provide age verification to ensure compliance with labor standards, and we require suppliers to uphold the same commitment.

**In FY 2024, no incidents of child or forced labor were reported within our operations or among our suppliers.**



### Security and Indigenous Rights

All security personnel, including those from third parties, are trained in first responder protocols and basic human rights principles outlined in our Code of Conduct.

Grievance and awareness sessions are regularly held to promote security and employee welfare. **Our commitment to respecting indigenous rights is reflected in our support for local cultures and the communities where we operate, with no incidents of rights violations in FY 2024.**



### Public Policy and Anti-Competitive Behaviour

We engage with stakeholders, including government bodies, NGOs, and industry associations, to contribute to public policy discussions. Our anti-competitive policy is integral to our Code of Conduct, guiding employees in maintaining ethical practices when interacting with competitors.

**In FY 2024, no cases of anti-competitive behaviour or monopolistic practices were reported.**



### Operational Responsibility and Whistleblower Policy

We operate a Whistleblower policy to address employee grievances transparently. This policy allows stakeholders to voice concerns, including human rights issues, through a confidential platform.

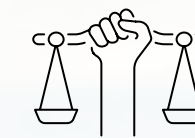
All grievances are reviewed impartially, ensuring anonymity for whistleblowers. **In FY 2024, there were no cases of human rights violations reported.**



### Freedom of Association and Collective Bargaining

Sajjan India Limited respects employees' rights to association and collective bargaining in accordance with applicable laws. We engage in continuous dialogue with employee associations at our facilities.

Currently, we do not have collective bargaining agreements at our Wfacility, as there is no union.



### Human Rights Assessment

While there were no major greenfield projects or acquisitions requiring third-party human rights assessments in FY 2024, **we conducted internal assessments at our facilities, which identified no major human rights-related risks.**

Sajjan India Limited's commitment to human rights is an essential part of our sustainable growth strategy, reinforcing our goal to maintain a fair, respectful, and ethical workplace.



# OCCUPATIONAL HEALTH AND SAFETY

*Sajjan India is dedicated to maintaining a safe and healthy work environment for all its employees. Its Occupational Health and Safety (OHS) system is a vital part of the broader Quality, Occupational Health, Safety, and Environmental Management framework, aligned with international standards like ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.*

The company's OHS policy reflects its commitment to meeting customer and regulatory requirements, while embedding safety into every aspect of its operations. Key priorities include:

## Regulatory Compliance

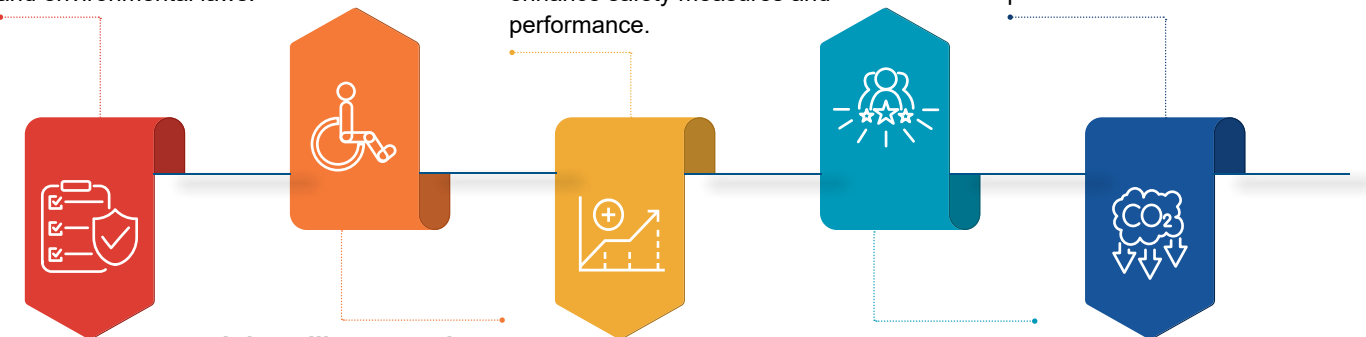
Strict adherence to legal and other health, safety, and environmental laws.

## Continuous Improvement

Objectives are regularly set and reviewed across departments to enhance safety measures and performance.

## Pollution Reduction and Resource Conservation

The Company assesses environmental impacts to minimize pollution and conserve resources.



## Injury, Illness, and Accidents Prevention

By identifying hazards, assessing risks, and implementing industry best practices, Sajjan India works to prevent accidents and promote a safer workplace.

## Employee Training and Engagement

Health, safety, and environmental standards are embedded in the Company culture through ongoing training, with employees actively participating in safety initiatives.





*Sajjan India's OHS Management System (OHSMS) is implemented and overseen by the Head EHS & Sustainability .*

The system is periodically reviewed through Management Review Meetings, ensuring that safety practices remain effective and up to date. As per GFR Rule 68-F, a Central Safety Committee, comprising members of management and workman's representative, meets quarterly to assess and address safety concerns, further strengthening the Company's commitment to workplace safety.

Additionally, the OHS MS is externally audited and certified by a recognized certifying agency, ensuring compliance with international standards and best practices. This robust structure ensures that the OHS MS is both rigorously monitored and continuously improved.



## OUR APPROACH TO PREVENTING AND MITIGATING OCCUPATIONAL HEALTH AND SAFETY IMPACTS

*We prioritize occupational health and safety (OHS) by adopting a comprehensive approach designed to reduce significant adverse impacts associated with our operations, products, and services. This approach is built on robust risk management, strong partnerships with suppliers, active stakeholder engagement, thorough employee training, and a commitment to continuous improvement.*

### Hazard Identification and Risk Assessment (HIRA)

We conduct detailed Hazard Identification and Risk Assessment (HIRA) to evaluate both routine and non-routine activities, ensuring a safe work environment. To mitigate the risks, we apply a hierarchy of controls, including elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE).

HIRA studies are conducted for each industrial activity that has the potential to cause harm or disrupt processes. Situations such as changes in operating procedures, infrastructure additions, operational expansions, equipment modifications,

incident investigations, and employee feedback are all considered during the HIRA process. Qualified and trained personnel, who possess relevant experience, conduct these studies, ensuring a comprehensive evaluation of risks.

Post-HIRA assessments, Sajjan India is in the process of revising its OHS Management System and is transitioning to an Integrated Management System. The risk identification processes adhere to legal requirements, such as those outlined in the Factories Act, and follow recognized standards and guidelines.

### Enhancing Accessibility through mySetu

To address the needs of vulnerable employees, such as those with impairments or language barriers, the Company provides health and safety training in an accessible language or method. The facility has implemented a software-based system, mySetu, for employees to report work-related hazards, with additional registers available in the control rooms.

These systems are communicated through toolbox talks (TBT), ensuring transparency and ease of reporting without fear of retaliation.

Employees are protected under the established QEHS (Quality, Environment, Health, and Safety) policy, which includes a safety booklet distributed to all employees.

Incident investigations are conducted following a standardized operating procedure, and resolutions are recorded in the mySetu system. Employees undergo periodic OHS MS training, as mandated under the Factories Act Rule No. 111A, with an annual frequency. Post-training, accident, incident, and near-miss rates have significantly reduced.





## Promoting a Culture of Health and Safety

In line with GRI 403-3 requirements, Sajjan India offers round-the-clock access to occupational health services (OHC), including outpatient services, daycare, first aid rooms, immunizations, emergency care with antidote delivery, life-saving equipment, and cardiac ambulance services.

First Aid boxes are strategically located across work areas, which are supported by trained first aiders. We have 10% of employee strength trained in first aid. Our infrastructure and manpower comply with legal mandates, ensuring the highest standards of care.

The facility is staffed by a qualified Factory Medical Officer (FMO) trained in Occupational Health and Advanced Cardiac Life Support (ACLS), supported by BSc and GNM nurses trained in Basic Life Support (BLS). Cardiac ambulance drivers are

trained in ergonomically handling patient transfer. OHC services are accessible to all direct and indirect employees, as well as visitors, to address immediate health needs and prevent workplace injuries or illnesses through inclusion in health promotion programs. All employees undergo health check-ups twice a year, and health promotion activities are planned throughout the year.

Employees in certain functions of the Company are undergoing medical examination at higher frequency (more than twice a year).

We have knowledge sharing and referral networks with hospitals and government projects (like TB, HIV, Thalassemia, Sickle Cell anaemia prevention). Employees have access to HIV, TB, Mental Health programs, which are ongoing with the collaboration of Private and Govt. Hospitals.



The facility utilizes energy-efficient medical equipment, maintains a mercury-free environment, and ensures sustainable biomedical waste segregation and disposal management. Eco-conscious treatment methods, such as Antimicrobial Resistance (AMR) practices, are also incorporated, along with a lean inventory of medicines managed under a First-In, First-Out (FIFO) system.

Employees receive information about available health services and resources during their induction training, fostering a culture of health and safety within the organization.


To maintain a safe workplace the facility enforces 12 Life-Saving Rules, adheres to Standard

Operating Procedures (SOPs) for work permits during non-routine activities, and follows work instructions that highlight Personal Protective Equipment (PPE) requirements for each operational step.

Safety awareness is further enhanced through PPE matrices displayed at plant entrances, safety slogans, posters, and mass Toolbox Talks (TBT) sessions conducted daily.


Additionally, measures such as Hazard and Operability (HAZOP) studies, Job Safety Analysis (JSA), What-If assessments, and Pre-Startup Safety Reviews (PSSR), along with scrubbers with appropriate media at each vent, ensure a healthy and safe work environment.

# 12 Life Saving Rules for Zero Harm




**PERMIT**


Work with a valid work permit when required




Obtain authorization before overriding or disabling interlocks or other safety critical equipment




Use Lock Out Tag Out to ensure isolation of equipment




Ensure authorized and trained personnel operate plant and machinery including forklift




Protect yourself against a fall when working at height




Use required Personal Protective Equipments




Wear your Seat belt or Helmet




Never use your phone while on the stairs & working on machine or driving




Do not consume alcohol or drugs while working or driving



Do not walk or work under a suspended load



Hold handrail when ascending or descending stairs



Ensure Fire Safety and clear Access to Emergency Exits

## Health and Safety KPIs monitoring

Safety Matrix	Performance
No. of Safety Observations by safety team	4,760
Employee and Contractor manhours	64,43,655
No of Observations by employees	2,995
No. of First Aid cases	46
No. Of Near Misses	131
Total Recordable Injury Frequency Rate	0.56
Total Recordable Incident Rate	1.99

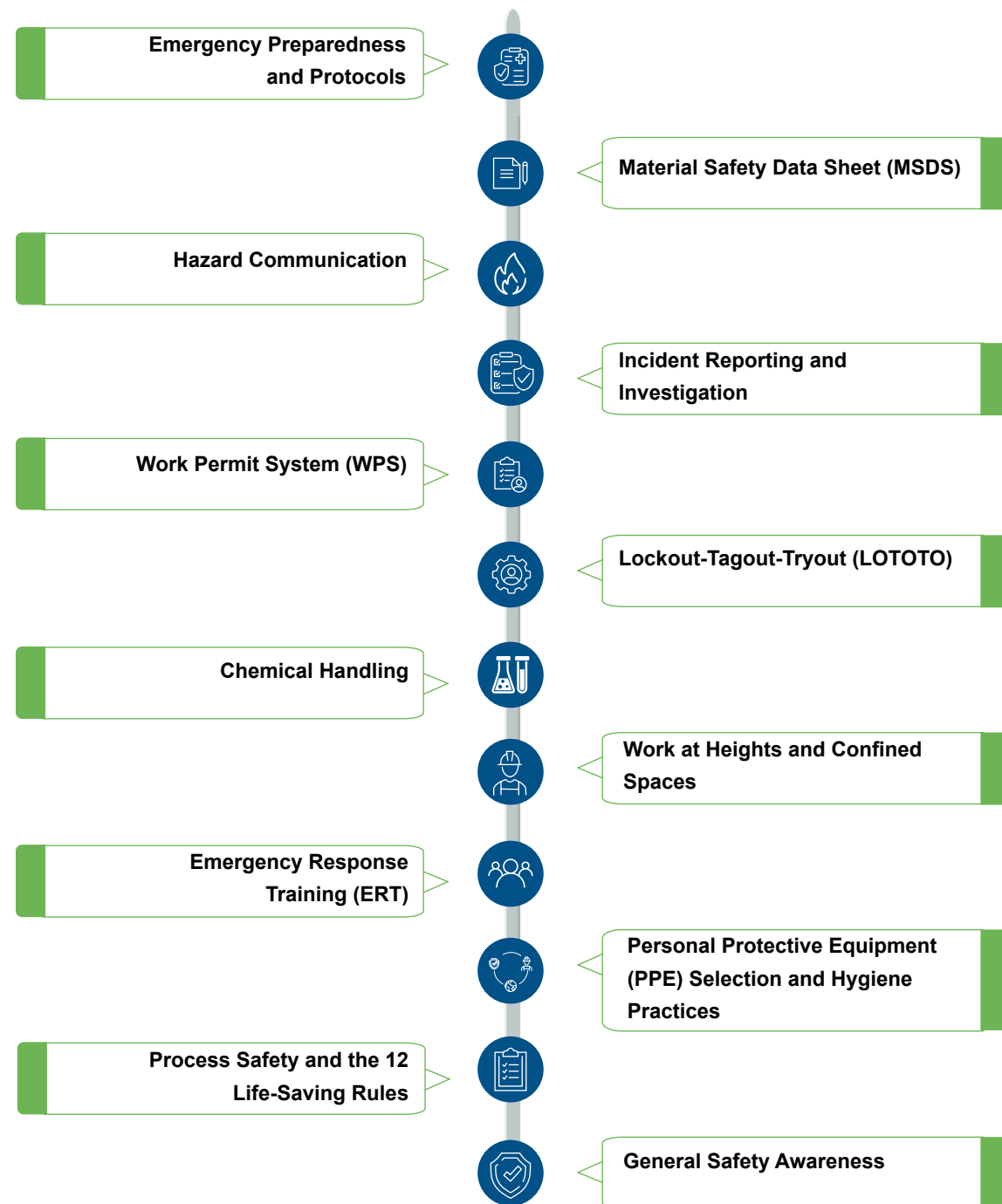


## SAFETY TRAININGS

Through this structured and diverse range of training programs, Sajjan India ensures its workforce is equipped with the knowledge and skills needed to maintain a safe, efficient, and risk-free working environment.

A comprehensive Occupational Health and Safety (OHS) program covers both general safety protocols and specialized instruction for specific tasks and equipment, fostering a culture of safety at every level of the organization.

The following safety training programs are offered periodically for our workforce:



A weekly training schedule is published for all employees, requiring compulsory attendance. Additionally, we conduct regular mock drills to enhance emergency preparedness. We are also in the process of implementing a Learning Management System (LMS) to further support our training initiatives.

To complement our training efforts, we have introduced a project for Safety Visual Management, which ensures that the best practices, hazardous area demarcations, visitor instructions, and other precautionary measures are communicated clearly and concisely to workers and visitors.

Under this initiative, our facilities are equipped with informative and instructional signs designed for factory

workers and visitors, fostering awareness and driving behavioral transformation.

Many of these signs are provided in local languages, making it easier for local workers to understand and remain vigilant while working at our facilities.

We have also engaged highly reputed consultancy namely dss+ (previously known as DuPont Sustainable Solutions) firm having expertise in Process Safety and Occupational Health and Safety to help us to strengthen our cultural safety aspects.

## CHEMICAL SAFETY MANAGEMENT

*Comprehensive Standard Operating Procedures (SOPs) and Material Safety Data Sheets (MSDS) have been established to ensure the safe use, storage, and handling of hazardous chemicals across our facilities.*

These resources offer clear guidelines on chemical identification, labeling, appropriate storage conditions, and the use of Personal Protective Equipment (PPE).

We have also subscribed to the CHECMWATCH software for MSDS.



### STORAGE

Chemical storage areas are clearly designated and comply with national and international safety standards. Chemicals governed by the Petroleum and Explosives Safety Organization (PESO) are stored in restricted areas with visible safety details. Flammable solvents are stored in nitrogen blanketing. Volatile materials, such as compressed gas and petroleum products, are kept in fire-rated and ventilated zones. Hazard mitigation measures, including static charge pads at all entry, exit, and in-situ points, are in place.

“Our facilities adhere to regulations for storing volatile and hazardous chemicals, ensuring compatibility for solvents, poisonous substances, and drugs.”



### HANDLING

We have established handling procedures for reactive chemicals under our ‘Exposure Control Plan.’ Facility upgrades include local exhaust systems for Bromine and Mercaptan and an automated drum filling machine for Acid POCI<sub>3</sub> to reduce exposure. We have also displayed Chemical Safety Compatibility Charts across organization.

“Our transport vehicles and drivers are trained in safe chemical handling, and designated areas and signage ensure safe loading, unloading, and transportation.”



### LABELING

Hazardous chemicals are labelled in accordance with the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) and the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) for all the products that are exported.

“Clear Labels, Safe Handling— Ensuring Safety at Every Step at Sajjan India.”





# CORPORATE SOCIAL RESPONSIBILITY

*Sajjan India is deeply committed to Corporate Social Responsibility (CSR), leading impactful initiatives across education, environment, healthcare, and awareness programs.*

We have directly impacted more than **50,000 families** in 2023-24 through our innovative community-based CSR projects. We are committed to the well-being of the beneficiaries, who are members of disadvantaged and less fortunate groups, including infants, senior citizens, women, and girls.

With active engagement across four regions (Navi Mumbai in Maharashtra, Surat, Vadodara, and Bharuch in Gujarat), we have positively impacted over **1,50,000** lives. These initiatives highlight Sajjan India's commitment to social welfare while nurturing a culture of empathy and civic responsibility within its workforce.

## Our Reach & Coverage:



**No. of schools/educational institutes: 250**  
(Surat, Ankleshwar and Mumbai)



**No. of villages covered: 200+**  
(in Surat and Ankleshwar)

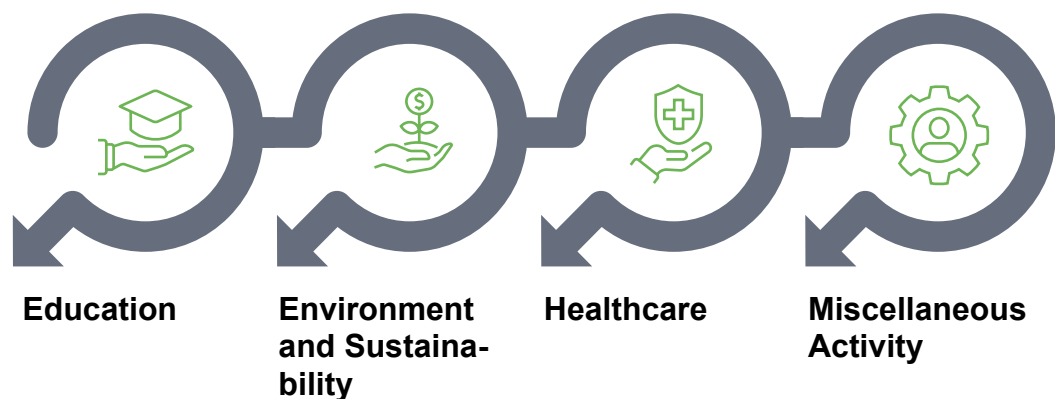


**No. of health institutions supported: 5**  
(Vadodara, Ankleshwar & Navi Mumbai)



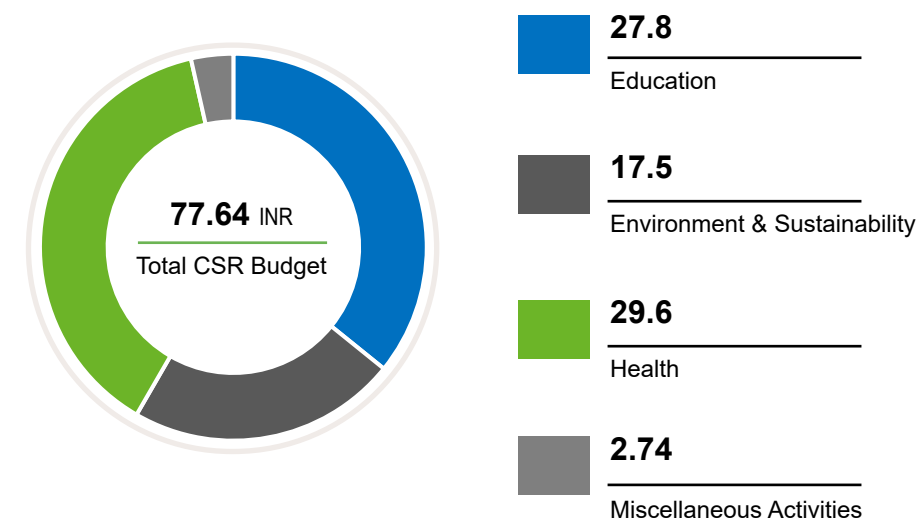


From local community support to championing education and women's empowerment, our CSR initiatives are dedicated to creating lasting impact. To ensure a focused and effective approach, we have structured our CSR activities around four key areas:



### Theme Wise Expenditure (%)

Our Corporate Social Responsibility (CSR) initiatives are organized around key focus areas, with theme-wise expenditure, ensuring targeted investments that drive meaningful impact in each domain. A break-up for theme wise expenditure for the year 2023-24 is presented below:





## EDUCATION

Sajjan India proudly champions educational advancement through CSR initiatives, focusing on empowering communities by providing comprehensive academic support and resources. Initiatives related to education contribute to a total expenditure of INR 27.8 million. The following is a breakdown of the initiatives:

SI.NO	Name of the organization & project	Outcome
1	Agastya Foundation Mobile Science Lab (MSL) Ankleshwar	Promotion of science, More than 2,000 students of 20 govt.schools reached.  Science Fair organized, 30 schools participated.
2	Ankleshwar Environment Preservation Society (AEPS) UDAAN Ankleshwar	25 under privileged students enrolled in chemical lab, technician course.  17 students getting practical exposure in factory in various departments for making them job ready.
3	Bharuch Jilla Adijati Vikas Mandal Dormitory/Hostel construction at Kumari chhatraya Ankleshwar/Rajpipla	60 Tribal girls will live in new hostel with more amenities.
4	Learning Link Foundation Skill4 Future Navi Mumbai	350 students are learning 21st century skill.  Building confidence, analytical & communication, interview skill.
5	Mumbai Mobile Creche Comprehensive day care programmes Navi Mumbai	340 children enrolled  Provided nutrition and health check-ups
6	IIT Bombay (Research Project)	High-rate electrochemical CO2 conversion to methanol.  Value-added chemicals from feedstock material  10 beneficiaries
7	DharmSinh Desai University (DDU) Nadiad Gujarat	Centre of Excellence on Green Technologies for Sustainable Development.  400 beneficiaries
8	Direct implementation renovation and construction at school Ankleshwar	Renovation & Construction of toilet block and science room  500 students benefiting

## Significant Education Initiatives

In contrast to other initiatives, the Ankleshwar Environment Preservation Society (AEPS) UDAAN has a maximum budget allocation of 1.40 lakh per student under the Education program.

With the construction of laboratories, a digital classroom, and a computer centre, this organized is responsible to prepare underprivileged students to be self-sufficient and job ready. Through its initiative to teach 21st-century skills, Sajjan India has empowered 350 students by enhancing their confidence, analytical thinking, and communication abilities.

The program focuses on practical skills, such as effective interviewing, which are crucial for their future success. By providing these students with the tools needed to navigate an evolving world, Sajjan India is making a lasting impact on their personal and professional growth, preparing them to thrive in competitive environments.



## ENVIRONMENT & SUSTAINABILITY

*Our CSR initiatives, centred on environmental sustainability, aim to reduce carbon footprints, minimise waste, promote recycling, and support conservation projects.*

In addition to investing in renewable energy sources at various institutions, we engage in reforestation and habitat restoration efforts. The total expenditure for Environment & Sustainability initiatives is INR 17.5 million. The following is a breakdown of the initiatives:



## Environment & Sustainability Initiatives Impacts

We have installed **100 KW** solar panels at three public and charitable institutions in Mumbai and Ankleshwar in collaboration with the Collective Good Foundation. This initiative has resulted in a reduction of **2,000 kg of carbon emissions** into the environment. This would subsequently result in a decrease in the electricity bill. Consequently, 100,000 individuals have benefited indirectly.

We work in conjunction with the Agakhan Rural Support Program to plant **11,000** saplings in Netrang and Jhagdia. Additionally, **1.5 crore litres** of water has been harvested through two ponds and one check dam in the region. Furthermore, the implementation of **42** units of Biogas prevented the release of over 2,400 cubic meters of methane into the atmosphere. The initiative involved the participation of over 1,000 women, indirectly benefiting 6,000 individuals.



## HEALTH

Healthcare has become a paramount focus area for Sajjan India's CSR activities. Investing in healthcare can improve the quality of life for the communities we serve and foster a healthier workforce. Prioritising healthcare in CSR activities is a strategic and ethical choice that benefits the community and the business.

The total expenditure on Healthcare initiatives is INR 29.6 million. The following is a breakdown of the initiatives:

SI.NO	Name of the organization & project	Outcome
1	Jayben Modi Hospital Support for expansion of Cancer OPD Ankleshwar	Constructed Cancer OPD. The patient will have better facilities locally
2	Helpage India Mobile Health Care Unit (MHU) Ankleshwar	Outpatient Department (OPD) set-up across various villages Free consultation, medicine, counselling and health awareness
3	Divya Jyoti Trust Eye screening, Vision centre set up and rehabilitation of visually impaired (Mandvi)	20,000 eye screening, 6800+ spectacles and 700+ cataract surgeries. 50 persons found visually impaired.
4	BAPS Shastri ji Maharaj Hospital Vadodara	Support for enhancing the Emergency and Critical Care Services in the Hospital.
5	Health care Society of Ankleshwar	Setting up Sajjan Rotary Dialysis and Diagnostic Centre at Ankleshwar

## Significant Healthcare Initiatives

One significant contribution to the healthcare sector was made to the BAPS Shastri Ji Maharaj Hospital in Vadodara, which was instrumental in the improvement of the hospital's emergency and critical care services, as well as the provision of medical instruments for the Intensive Coronary Care Unit (ICCU) and cardiac OT which expensed to about INR 10 million.



Sajjan India initiated Mobile Healthcare Unit (MHU), which brought essential medical services to 13 villages around Ankleshwar, providing free consultations, medicine, counselling, and health awareness to 6,800 patients, including 3,000 unique individuals. This initiative significantly improved access to healthcare for the elderly, who previously faced challenges reaching distant medical facilities.





## OTHER CSR ACTIVITIES

*We have played a critical role in the community support initiatives, as well as in the mobilisation of human and financial resources and materials for community relief. Some of the key initiatives under this focus area has been further elaborated below:*

### Spreading Joy – Essential Items & Goods Donation

Our team came together to contribute essentials like rice, dal, sugar, tea powder and other grocery items, as well as other items such as clothes, books, stationery, toys, kitchen items, bedsheets, towels, shoes, and bags. These contributions showcased our dedication to making a positive impact in the community, providing comfort and relief to those in need. The effort was more than just about material support; it was a collective act of compassion, reminding us of the power of unity and the difference we can make when we rally together for a cause.



### Tobacco De-Addiction Drive

On 27th September 2023, we took a significant step towards promoting the health and well-being of our employees by organizing a Tobacco De-Addiction Drive at our Ankleshwar site.

The day began with an engaging awareness session, where participants were immersed in learning about the harmful effects of tobacco consumption.

Led by our dedicated health professionals and experts, the session provided valuable insights into the physical, psychological, and social consequences of tobacco addiction.



*The participants felt empowered with knowledge, inspired to make healthier choices, and motivated to spread awareness within their communities.*



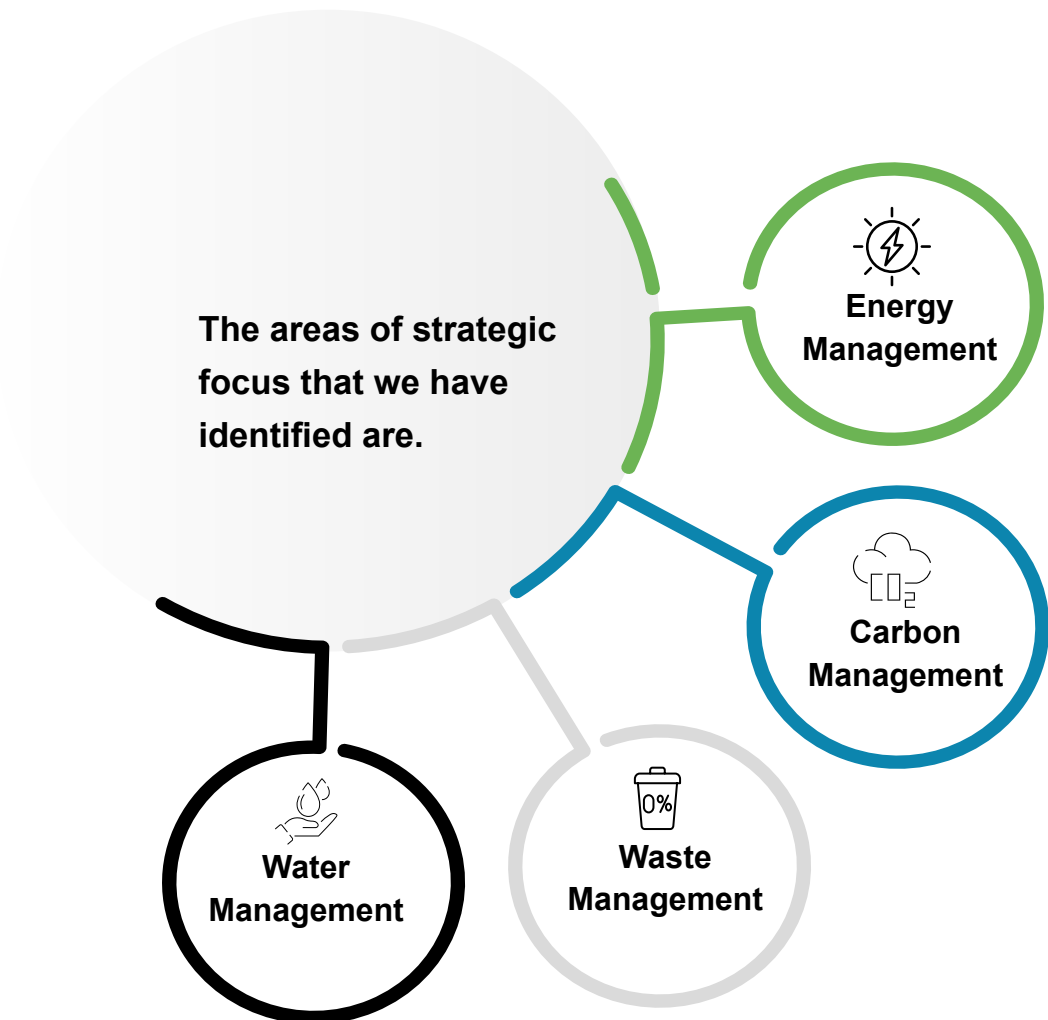




# CLIMATE & ENVIRONMENT

*At Sajjan, we follow a science-based approach to attain our business performance objectives in a sustainable manner.*

Our goal is to unite our partners, consumers, and suppliers in order to develop more innovative solutions that advance our mission of "TRUST" in the organization.

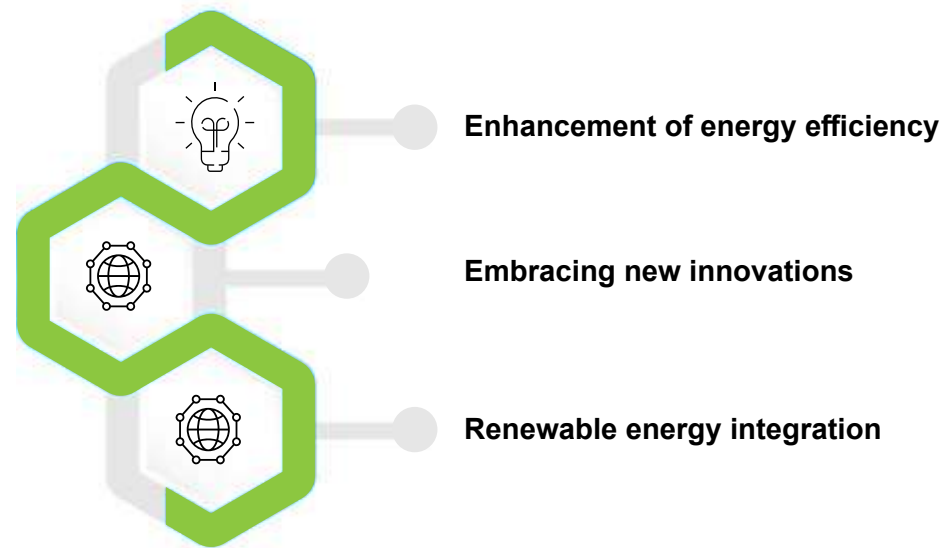




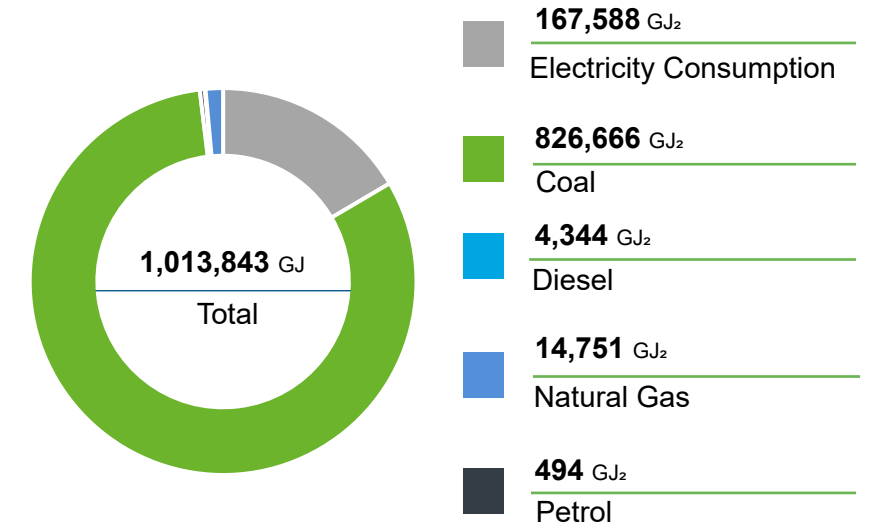
## ENERGY MANAGEMENT

*We focus on improving efficiency that leads to reducing our energy consumption at the same time improving our operational efficiency and reducing greenhouse gas emissions.*

One of the most significant sources of greenhouse gas emissions is fuel consumption in our operations. Following are the components of our energy management strategy:



In FY 23-24, our total energy consumption accounted for 1,013,843 GJ. Coal was the highest source of energy consumption in our operations, accounting for 826,666 GJ (82%) of our energy consumption footprint. Our energy intensity for the year was **963.28 GJ/Revenue in Cr. INR.**



The different energy consumption sources and their respective energy consumption are presented in the adjacent figure.

The Company's current corporate governance framework incorporates emission reduction, particularly in areas where performance can be enhanced. Our aspiration for energy efficiency is ambitious.

### Energy Efficiency Through Automatic Tube Cleaning System

We continuously work towards operating our equipments at optimum efficiency to save energy.

During the year 2023-2024, Automatic Tube Cleaning System (ATCS) was installed in cooling water circuit of chillers which improved the efficiency of chillers thus realizing power saving of almost 1,40,000 kWh annually, resulting in INR 7.96 lacs/ annum saving on electricity consumption.



*We aspire to transition from coal to clean, renewable energy sources, and for this, we are developing a decarbonization plan.*

### Energy Efficiency Through Cleaner Refrigerant

We have reduced our energy impact by switching to Air Conditioners (AC) as per Bureau of Energy Efficiency (BEE) star rating system.

These new ACs use cleaner refrigerant as compared to previous non star rated equipment's.

5

New ACs with 5-star rating

11

old ACs Replaced

Sajjan India is now transitioning from refrigerants like R-22 and R-134a, known for their high global warming potential (GWP), to the cleaner R-32. This shift significantly reduces the environmental impact, as R-32 has a much lower GWP, contributing less to global warming. By adopting this eco-friendly refrigerant, Sajjan India enhances its sustainability efforts, aligning with global climate action goals and reducing its carbon footprint in cooling systems.





## CARBON MANAGEMENT

*Sajjan India is committed to supporting the transition to a low-carbon economy by implementing emission reduction initiatives.*

The senior management at Sajjan India meets quarterly to integrate climate-related risks and opportunities into decision-making processes. The Sustainability Committee helps the Board maintain an integrated view of sustainability and operations. Using digital tools to monitor sustainability KPIs, we ensure accurate and transparent reporting.



## Our Climate Strategy

Our leadership recognizes the importance of developing a comprehensive climate strategy that minimizes environmental impact and supports climate action.

We have assessed the physical impacts of climate change on our business and are now expanding our evaluation to encompass both physical and transitional climate risks. Additionally, we are exploring innovative ways to mitigate risks and seize climate-related opportunities. As a growth-driven organization, we are actively pursuing cleaner alternatives across our operations.

By collaborating with industry experts, we are creating a decarbonization roadmap to reduce our Scope 1 and 2 emissions. This roadmap will help us set science-based targets aligned with the Paris Agreement to limit global warming to 1.5°C.

## Our Climate Action Roadmap

### Managing Climate Responsibility:

Established robust governance frameworks for effective oversight.

### Climate Risk Assessment:

We have established an ERM policy and are making ongoing efforts to expand its adoption across our entire value chain.

### Climate Strategy:

Focuses on minimizing environmental impact in operations.

### Shaping a Low-Carbon Future:

Detailed assessment for our Scope 1, 2, and 3 emissions and commitment to develop an emission mitigation plan by FY25.





## GREENHOUSE GAS (GHG) FOOTPRINT

We estimate our carbon footprint following the GHG Protocol Corporate Standard. The reporting boundary covers different regions of operations and entities managed within the scope as per the below standards.

### Corporate Accounting & Reporting Standard (Revised Edition):

This standard establishes guidelines for defining the organizational boundary, identifying relevant emission sources, and quantifying greenhouse gas (GHG) emissions.

### Corporate Value Chain (Scope 3) Accounting & Reporting Standard:

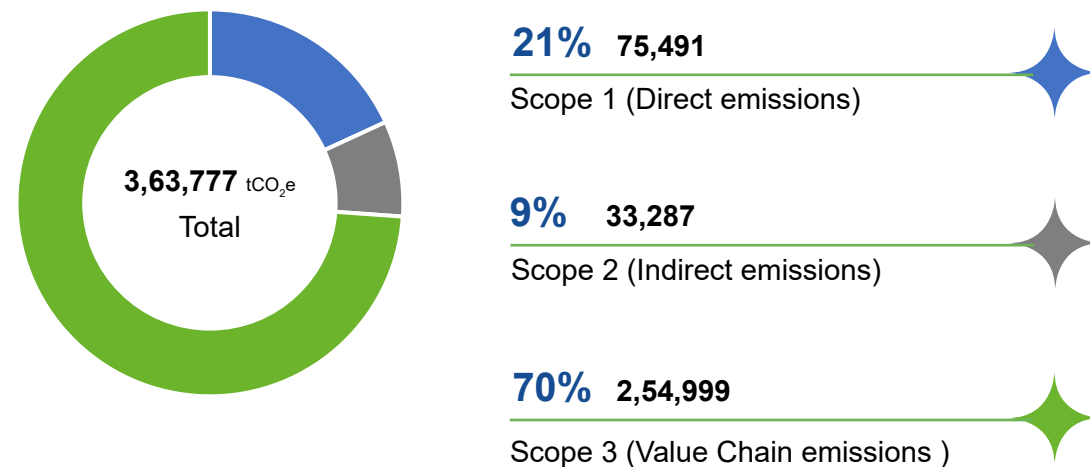
This standard guides the comprehensive quantification and reporting of indirect emissions (Scope 3) associated with an organization's entire value chain, including upstream and downstream activities.

Total GHG emissions for the reporting year accounted for **3,63,777 tCO<sub>2</sub>e**. The emission sources represented all three scopes of the carbon footprint, including fuel, electricity, and value chain emissions. The emissions intensity for total emissions (Scopes 1, 2, and 3) was **345.63 tCO<sub>2</sub>e/Revenue in Cr. INR**, while the intensity for Scope 1 and 2 emissions was **103.35 tCO<sub>2</sub>e/Revenue in Cr. INR**.

Local emission factors, such as grid emissions, were used wherever possible; DEFRA-based emission factors, such as fuel emissions, were used where required.

The emission factors used are tonnes of carbon dioxide equivalent, which include carbon dioxide (CO<sub>2</sub>), Methane (CH<sub>4</sub>), Nitrous oxide (N<sub>2</sub>O), Hydro Fluorocarbons (HFCs) and Perfluorocarbons (PFCs).

### Total GHG emission (3,63,777 tCO<sub>2</sub>e)





## GREENHOUSE GAS(GHG) FOOTPRINT

### Scope 3 Emission Breakdown

Scope 3 emissions contributed to 70% of the total group's emissions. Within Scope 3 the primary contributors were Purchased Goods and services (85%) and Fuel and Energy Production (7%). A detailed breakdown of category wise emissions is presented in the table below:



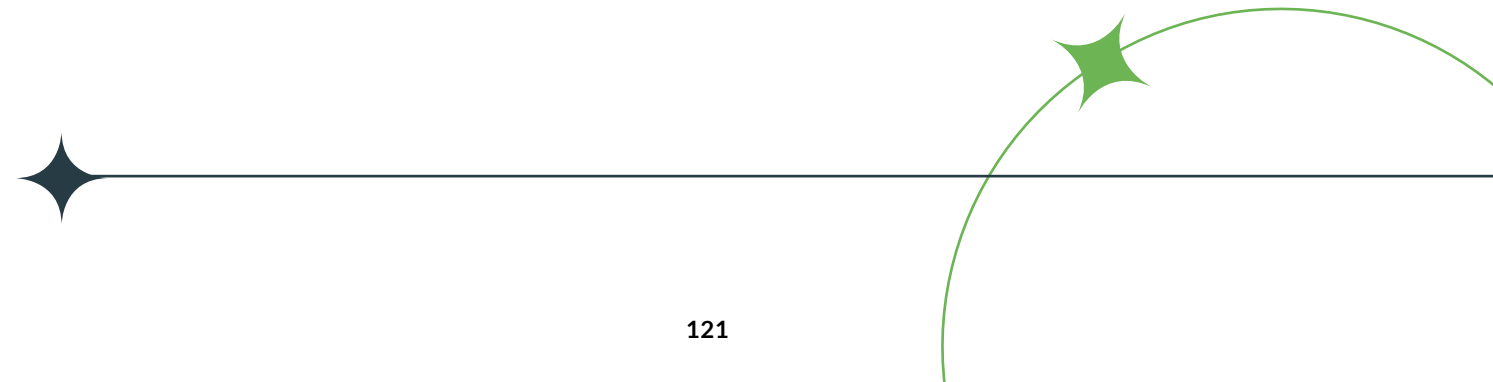
### Renewable Energy Integration

Sajjan India's Board has approved a significant renewable power sourcing contract of approximately 6.5 MW to reduce its Scope 2 emissions.

This initiative is estimated to generate 28.7 million kWh of clean energy, leading to a substantial reduction of approximately 20,000 tCO<sub>2</sub>e in greenhouse gas emissions.

This strategic move demonstrates Sajjan India's commitment to sustainability by minimizing reliance on conventional energy sources and lowering its carbon footprint, aligning with its broader environmental goals.

SI.NO	GHG Emissions Source	Scope 3	Unit
1	Purchased Goods and Services	2,17,002	tCO <sub>2</sub> e
2	Capital Goods	9,294	tCO <sub>2</sub> e
3	Water Consumption	65	tCO <sub>2</sub> e
4	Solid Waste Landfilled	7,134	tCO <sub>2</sub> e
5	Employee Commute	676	tCO <sub>2</sub> e
6	Business Travel	296	tCO <sub>2</sub> e
7	Upstream Transportation & Distribution	1,073	tCO <sub>2</sub> e
8	Upstream Leased Assets	83	tCO <sub>2</sub> e
9	Fuel and Energy Production	18,411	tCO <sub>2</sub> e
10	Downstream Transportation & Distribution	964	tCO <sub>2</sub> e



## AIR QUALITY MONITORING

*Particulate Matter (PM), Nitrogen Oxides (NOx), Sulphur Oxides (SOx), and Ozone Depleting Substances (ODS) make up a significant portion of our air emissions. While PM, NOx, and SOx are byproducts of fuel combustion at our facilities, ODS is primarily used in chiller units and air conditioning systems.*

As part of our air emissions management efforts, we have implemented an Emissions Monitoring System (EMS).



*Continuous improvement is essential to our operations, and we are committed to implementing projects to improve air quality.*

*Going beyond compliance, reducing emissions from our processes and equipment is crucial to safeguarding the health of our employees, local communities, and the environment.*

We conduct regular third-party monitoring of emissions and ambient air quality from both the process stack and flue gas stack to ensure full compliance with regulatory standards. This proactive approach allows us to monitor and manage hazardous pollutants effectively.

To ensure high efficiency of trapping solvent emissions and reduce resource consumption, we use three tier utilities in condensers namely cooling water, chilled water and chilled brine in series.

Improved scrubbing processes across our plants, helping to reduce emissions and enhance workplace safety.

We are also addressing fugitive emissions, for example unintended leaks or releases of gases or liquids, through effective Leak detection and repair (LDAR) under EMS.







## AIR QUALITY, NOISE, AND ODOUR MANAGEMENT

*Our sustainability efforts extend beyond our operations, reflecting our broader commitment to environmental stewardship. We actively implement measures to address air pollution, noise, and odour prevention, aiming to improve the quality of life both within our facilities and in the surrounding communities.*

### AIR POLLUTION PREVENTION

To reduce air pollution, Sajjan has installed 26 scrubbers at various process vents, connected to 35 process stacks. These include advanced systems such as Bag Filters, Electrostatic Precipitators (ESPs), Venturi Scrubbers, Alkali Scrubbers, and Water Scrubbers.

Additionally, high-flue gas stacks (44m and 42m) are equipped with Bag Filters and Wet Scrubbers, ensuring compliance with National Ambient Air Quality Standards. Regular stack monitoring and maintenance procedures, including media replacement, ensure optimal operation. In case of any emission exceedance, corrective actions are promptly implemented.



## NOISE MONITORING AND CONTROL

For noise management, extensive oiling, lubrication, and preventive maintenance are carried out to minimize noise at the source, keeping levels within permissible limits. Acoustic enclosures are provided for DG sets, and noise control measures are implemented in high-noise areas. Moreover, a greenbelt has been developed around the factory to act as a barrier against both air pollution and noise. The greenbelt also improves the aesthetics of the plant and contributes to the overall air quality by capturing fugitive emissions and acting as a green lung.

## ODOUR MONITORING AND CONTROL

Odour management is a key aspect of our environmental responsibility. While the chemicals used and manufactured at our plant do not produce unpleasant odours, we have implemented material handling procedures to control any potential leakage or spillage that could lead to odour and release of chemical vapours. In case any leakage, masking agents such as PIION and ECOPEARL are deployed to minimize their impact.

By reducing environmental impacts at every level, we seek to create a healthier, more sustainable workplace while contributing to the well-being of the broader environment.



## ACTIONS TO REDUCE & ELIMINATE THE USE AND RELEASE OF PERSISTENT ORGANIC POLLUTANTS (POPS)

Persistent Organic Pollutants (POPs) are toxic chemicals that remain in the environment for long periods, posing significant risks to human health and ecosystems.

To ensure continuous compliance and monitoring, regular third-party assessments are conducted to verify the absence of POPs in our facilities. Due to our extensive efforts, no POPs have been detected to date, highlighting the success of our efforts.



## BIODIVERSITY

***Sajjan India Limited is dedicated to biodiversity conservation and responsible management as an integral part of our sustainability efforts.***

We have developed and communicated a comprehensive Biodiversity Policy that outlines our commitment to protecting and preserving biodiversity across our operations. We can report that no species in the International Union for Conservation of Nature (IUCN) Red List or the National Conservation List have been identified in or near our manufacturing facilities. All of our manufacturing sites are located outside biodiversity-sensitive or protected areas, ensuring minimal impact on ecosystems.

To further demonstrate our commitment to biodiversity, we have partnered with the Forest Department of Bharuch for a mega plantation drive covering 2 hectares. In consultation with the Forest Department, we have carefully selected local plant species, highlighting our focus on enhancing local biodiversity and enriching ecosystems. This initiative showcases our proactive approach towards environmental sustainability and biodiversity conservation.

Additionally, we have implemented measures to manage water discharges and runoff responsibly, ensuring that no significant habitats are affected by our operational activities.

Our approach emphasizes sustainable practices, continuous monitoring, and mitigation strategies to minimize our ecological footprint and support biodiversity preservation.

We believe in actively contributing to improving the quality of life of people in the communities, especially in the local areas around our business operations. We remain focused in our endeavor of sustainable development, accelerated inclusive growth, and social equity.



***We support several community interventions, in health, education and environment. To conserve the biodiversity, 15,000 sapling have been planted in common & agriculture land and water harvesting structure developed. To ensure the sustenance of the activities, community engagement has been ensured by developing village development committees.***



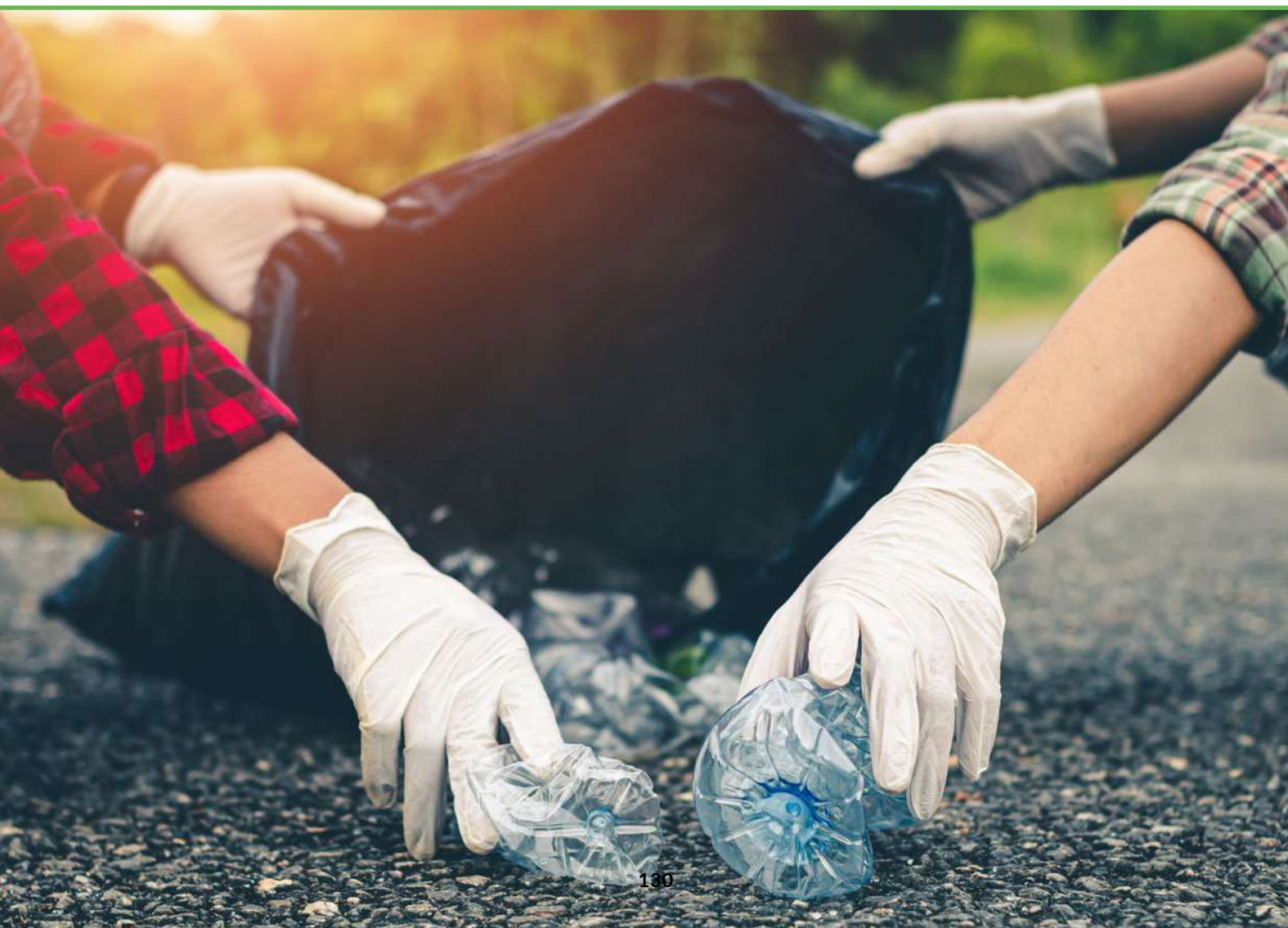
## WASTE MANAGEMENT

*We continuously identify opportunities across the value chain to Reduce, Reuse, Recycle for waste management. Additionally, we ensure responsible management of unavoidable waste, in accordance with local laws.*

We regularly assess our waste management systems and procedures to ensure they remain efficient and effective, by diverting waste to authorized Treatment, Storage, and Disposal Facilities (TSDF) and decreasing generation quantities.

Our objective is to reduce the amount of waste that is disposed of in landfills by increasing the proportion of recycling and co-processing waste. In FY2023-24, we produced 35,321 Tonnes of waste.

Currently, 100% of the non-hazardous waste generated is diverted from disposal through recycling, reuse, or alternative recovery methods. Additionally, 48% of the hazardous waste is diverted from disposal as well.



**We have consistently enhanced our waste management practices**

### Hazardous Waste Diversion by Source (tonnes)

1	Spent Acid (Spent HCL)	4,740
2	Spent Solvent (By Product Sell)	3,590
3	Inorganic Acid (ALU,CHLO, SOLUTION)	2,400
4	Sodium Hypochloride Solution (10 to 12 %)	2,120
5	Chemical Sludge from Wastewater Treatment (ETP Chemical Sludge)	1,640
6	Metal Hydrogen Sulphate (Inorganic Salt)	1,010
7	Inorganic Acid (HBR IN ACETIC ACID)	460
8	Empty Barrels /Containers... Contaminat... with Hazardous Chemicals sources	340
9	Spent Solvent	230
10	Ammonia Solution	130
11	Process Waste/Resi... Containing Acid, Toxic, Metals, Organic Compound	130
<b>Total</b>		<b>16,790</b>

**34,790 tonnes**

Hazardous Waste Generated

**531 tonnes**

Non-Hazardous Waste Generated

### Non-Hazardous Waste Management (tonnes)

1	MS Scrap	456.46
2	Wooden	42.10
3	MS & SS Attach	18.10
4	SS Scrap	14.14
<b>Total</b>		<b>530.9</b>



## The Utilisation of Sludge for a More Sustainable Future

The improper disposal of wastewater sediment can result in the presence of odorous substances, which can pose a risk.

Furthermore, ETP sediment may contain hazardous components, such as heavy metals, which could pose a risk to both soil and water sources.

We have determined that one dedicated stream, neutralisation sludge can be employed in cement kilns through co-processing as a means of responsibly managing our refuse. It additionally eliminates the necessity for landfill disposal, assures energy recovery, and ensures safe treatment.




At present, we are in the process of installing an efficient high pressure filter press unit to ensure that the sludge from our effluent treatment is properly dewatered, thereby allowing the cement industry to effectively utilise it. Following its completion, we will explore the disposal of ETP Sludge from landfills to energy recovery in the cement industry.

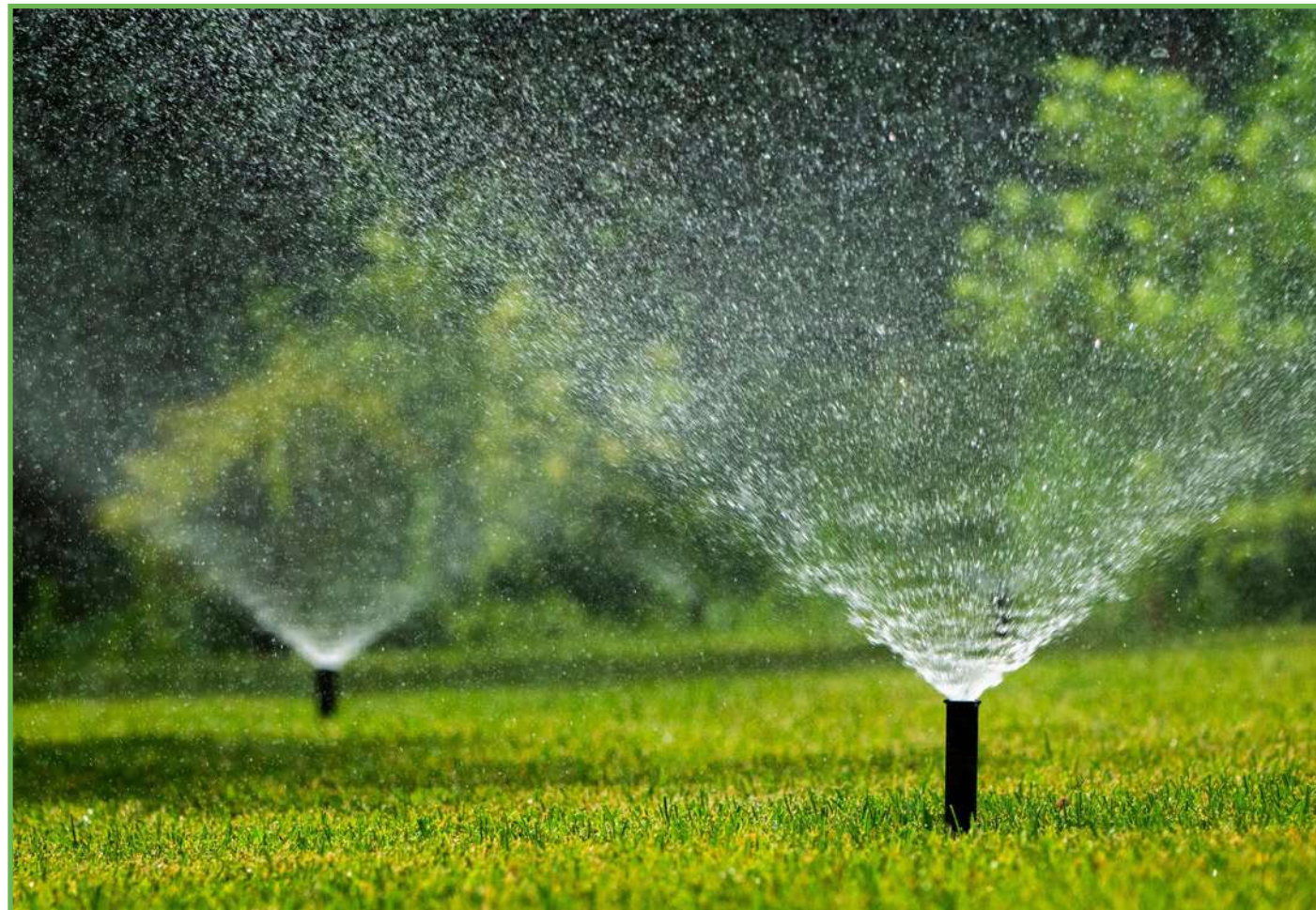


## WATER MANAGEMENT

*Managing water efficiently through investments in technology and water conservation measures, helps protect our business against the challenges posed by water scarcity and quality issues.*

Water mapping is conducted daily at Sajjan India, with monthly dashboards shared with the HSE team to ensure continuous monitoring and optimization of water usage across operations. Our water management strategy for achieving water consumption rationalization is based on three fundamental principles:

-  Decrease the consumption of fresh water
-  Increase the utilization of treated water and rainfall
-  Aid our communities through water conservation initiatives



## Water Management Strategy

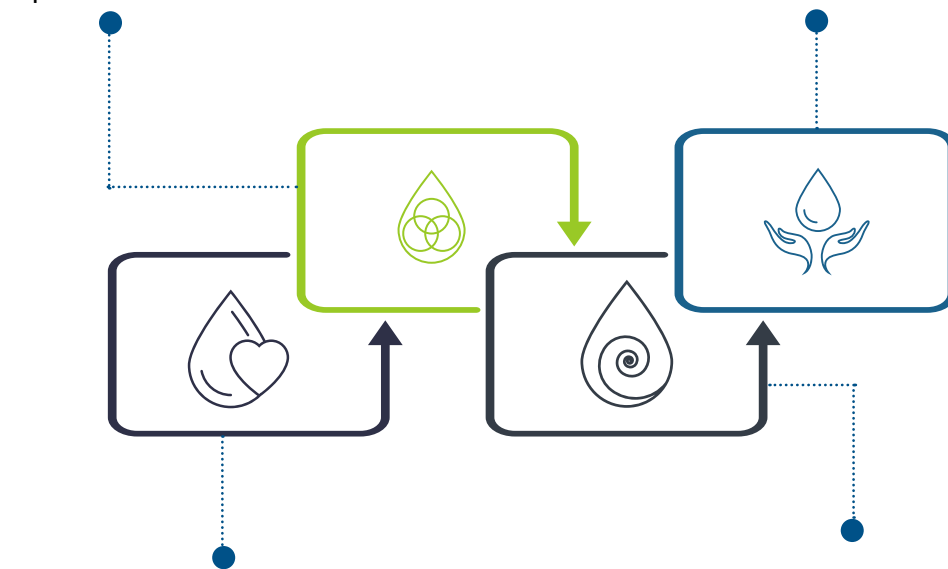
To minimize our water consumption and reduce environmental impact, we have implemented a comprehensive water management program based on the 4R approach—Recover, Reduce, Recycle, and Reuse.

### Reduce:

We focus on reducing water usage by implementing low-loss aerators, pressure reduction orifices, and adopting other efficient manufacturing practices.

### Reuse:

Domestic effluents are repurposed for activities like gardening,. Additionally, RO permeate is used in cooling towers and floor washing, enhancing the reuse of available water.



### Recover:

We recover water used in utilities such as cooling towers through Reverse Osmosis (RO) projects, minimizing water waste.

### Recycle:

Wastewater is treated at our Effluent Treatment Plant (ETP), to be reused within our operations scrubbing, and watering vacuum pumps.



## Water Stewardship

As a chemical manufacturing company, water is a critical resource for our operations. We recognize the importance of water conservation and sustainable use, both for our business and for the communities and ecosystems that depend on this vital resource.

## Water Risk Assessment

To ensure responsible water management, we conduct periodic assessments of water-related risks at our manufacturing locations. These assessments utilize tools such as the WWF Water Risk Filter and WRI Aqueduct to identify and evaluate potential water risks in our operational areas.

## Groundwater Management

Our manufacturing unit in Ankleshwar, Gujarat, is in an area where groundwater resources are regularly assessed by the Central Ground Water Board (CGWB) and State Ground Water Departments. According to the latest assessment (National Compilation on Dynamic Ground Water Resources of India, 2023), all nine units assessed in Bharuch district, including our Ankleshwar facility, fall within the safe zone for groundwater consumption.



## Water Conservation Initiatives

We have implemented internal water audits to identify and implement water conservation measures. These efforts have resulted in a significant reduction in water consumption:

**Reduced by 36.61%**

Production Water Consumption



**Reduced by 18%**

Overall Raw Water Consumption



## Future Goals

We will continue to prioritize water conservation and sustainable water management practices. Our future goals include:



### Water Efficiency:

Further improve water efficiency in our manufacturing processes.



### Water Recycling:

Explore opportunities for water recycling and reuse.



### Community Engagement:

Collaborate with local communities on water conservation initiatives.



### Climate Resilience:

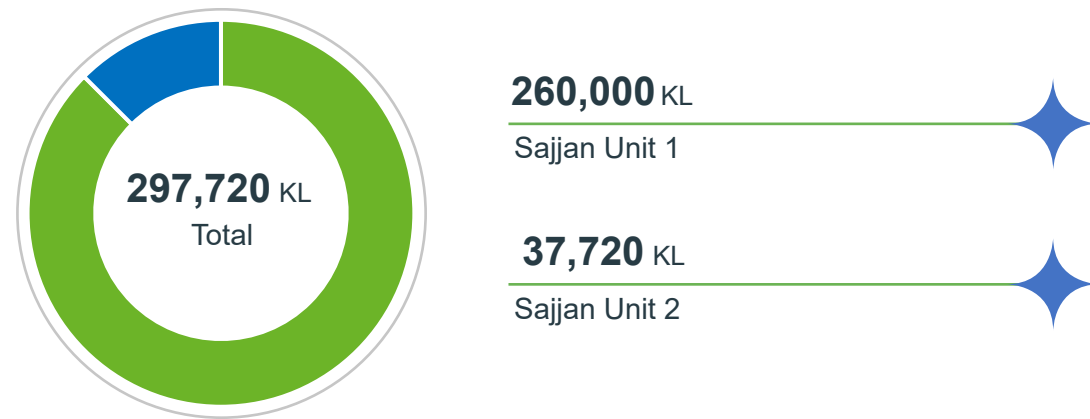
Adapt our water management practices to address climate change impacts.



## WATER WITHDRAWAL & DISCHARGE

*The significant sources of water consumption at Sajjan India are the plants we operate in Ankleshwar. The water supplied at these sites is from third party i.e Gujarat Industrial Development Corporation (GIDC), Govt of Gujarat.*

The GIDC supplied water is surface water similar to river water. The total water consumption at Sajjan India was 297,720 KL. The graph below provides a breakdown of the water consumption across our plants.

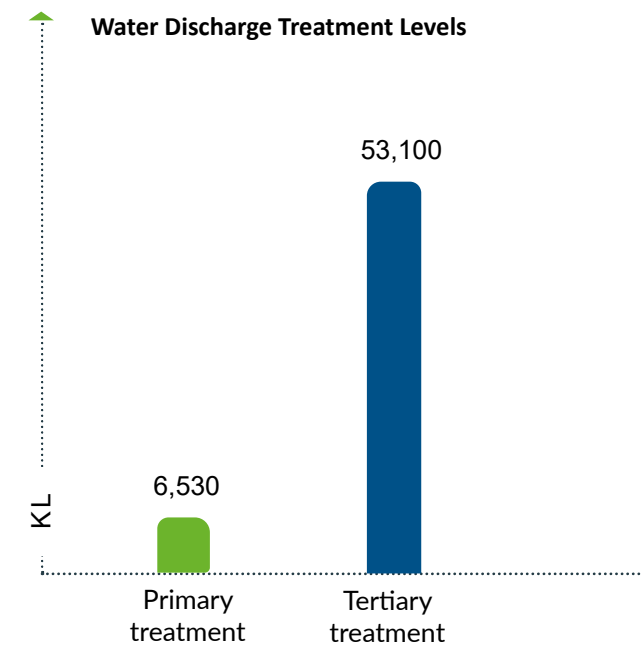


Out of the 297,720 KL water supplied at Sajjan, 59,620 KL (20%) of this water withdrawal has been discharged to a third party. Narmada Clean Tech Limited (NCTL), which is a Government authorized body, receives and disposes it in deep sea after certifying its quality.

Following our comprehensive wastewater treatment process, we ensure that all discharged water meets regulatory standards and environmental guidelines. As a result of this, no significant spills were observed during the reporting period.

Our Effluent Treatment Plant (ETP) effectively treats wastewater, and any discharge post-treatment is closely monitored to ensure minimal environmental impact.

By adhering to stringent treatment protocols, we prioritize the protection of local water bodies and ecosystems while maintaining our commitment to sustainable operations.



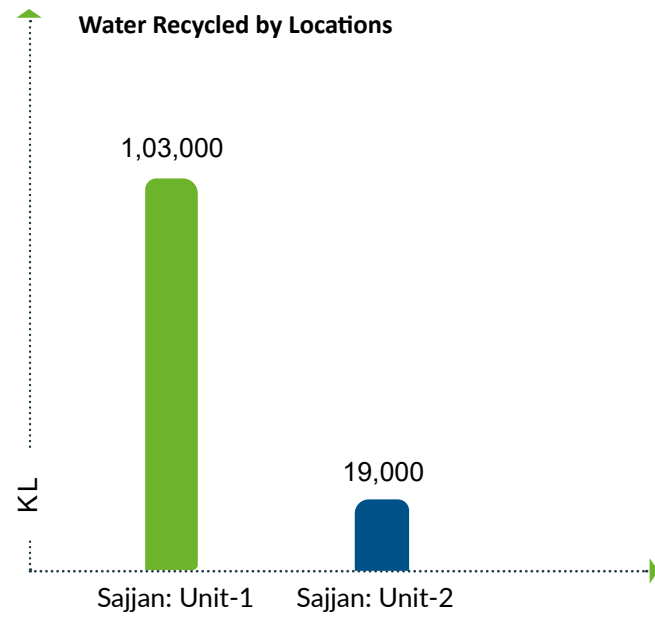


## WATER RECYCLING & REUSE

*At our facility, we prioritize water conservation by recycling and reusing treated water.*

Through our advanced Effluent Treatment Plant (ETP), over 122 KL (41%) of wastewater is treated and repurposed on-site for various applications, including cooling towers, gardening, and cleaning.

This approach not only reduces our reliance on fresh water but also supports our commitment to sustainable resource management and environmental stewardship.





## WATER CONSERVATION AND STEAM OPTIMIZATION INITIATIVE

Water is one of the important resources and is getting expensive with each passing year. We have consciously taken efforts to conserve water at our Multi-Effect Evaporator (MEE) plant-unit 1 and process plant in unit 2 through achieving steam consumption optimization through condensate recovery method.

**22 Metric Tonnes**

of Daily Steam Consumption Reduction

**12,880 Litres**

of Daily Water Consumption Reduction

**INR 28 Lakhs**

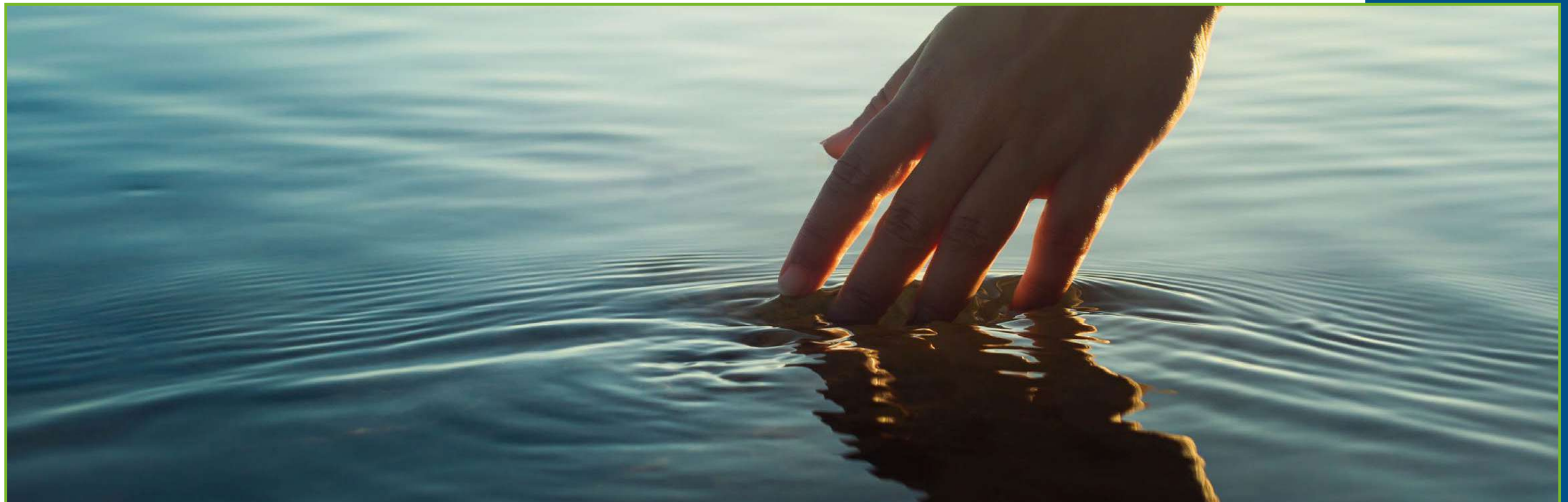
Annual Savings

## PREVENTION OF EFFLUENTS SEEPAGE INITIATIVE

Sajjan India has implemented a significant change in its effluent management system by stopping the use of underground pits for receiving effluents. Instead, the effluents are now transferred through above-ground storage tanks.

This shift has effectively eliminated the risk of seepage of effluents into the ground, ensuring enhanced environmental protection.

This change marks a crucial step in minimizing potential environmental hazards and improving operational efficiency.







# SUPPLY CHAIN SUSTAINABILITY

*We are deeply committed to advancing sustainability throughout our supply chain, recognizing that each step significantly impacts the environment, society, and the broader economy.*

This commitment shapes our relationships with suppliers, guides our sourcing practices, and underscores our responsibility to promote ethical standards.

## FUTURE GOALS AND COMMITMENTS

To further strengthen our supply chain sustainability, we are committed to:

Expanding supplier assessments and certifications,



Fostering partnerships to drive sustainable innovation,



Implementing advanced traceability technologies, and



Setting ambitious environmental impact reduction targets.



*Sajjan India Limited's approach to supply chain sustainability is built on transparency, ethical sourcing, and a proactive stance on reducing environmental impacts. By prioritizing these efforts, we aim to create a resilient, responsible network that supports our mission of delivering high-quality, sustainable products to customers and stakeholders.*



# OUR APPROACH TO SUSTAINABLE SUPPLY CHAIN MANAGEMENT FOCUSES ON:



## Ethical Supplier Selection and Evaluation:

We work closely with suppliers who share our commitment to responsible business practices. Through a rigorous sustainability evaluation, we select suppliers who align with our standards, encouraging them to adopt sustainable practices, such as minimizing waste and reducing environmental impact.



## Responsible Sourcing:

We prioritize sourcing raw materials from responsible and sustainable origins, actively working with suppliers to reduce hazardous substances and increase the use of recycled or renewable materials.



## Ethical Labor Standards:

Our suppliers are expected to uphold global labor standards, including fair wages, safe working conditions, and freedom of association. Regular audits and assessments ensure compliance, fostering a culture of accountability.



## Transparency and Traceability:

We promote robust traceability systems to track materials from their origin through the production process, ensuring responsible and ethical sourcing across our supply chain.



## Environmental Impact Reduction:

We engage suppliers in initiatives to reduce waste, conserve energy, and manage water resources responsibly. By identifying opportunities for eco-efficient practices, we strive to minimize our overall environmental footprint.





## SUPPLY CHAIN INITIATIVES

1

### Supplier Engagement

- **Supplier Meets:**  
Regular engagement platforms to align on sustainability goals.
- **Local and Global Sourcing:**  
In FY 2023-24, over 62% of our materials are sourced domestically, with the remaining imported strategically.

- **Green Supply Chain Policy:**

Sets principles for ethical conduct and environmental responsibility. We have developed Responsible and Sustainable procurement policy, which can be accessed on our website.

2

### Creating Shared Value

3

### Supply Chain Performance and Compliance

- **Code of Conduct Compliance:**  
To reinforce our commitment to responsible and sustainable procurement, 101 suppliers, representing 64% of our purchased materials in FY 23-24, have signed our Code of Conduct, which includes strict clauses on environmental, labor, and human rights standards. All our suppliers and vendors receive a copy of this Code of Conduct, ensuring they are fully informed of these requirements. We are targeting 100% compliance from all suppliers by the next fiscal year.

As a Contract Development and Manufacturing Organization (CDMO), we work closely with major chemical and pharmaceutical firms known for their advanced sustainable practices. While these partners are already technically proficient in sustainable procurement, Sajjan India Limited's Responsible and Sustainable Procurement Policy extends to all our buyers, who receive ongoing training to support alignment with our sustainability goals.

- **Certifications:**  
25 suppliers hold certifications like EcoVadis, CDP, TFS, and TCFD, underscoring a commitment to sustainability standards

4

### Supplier Audits

Annual evaluations of critical suppliers, assessing performance on environmental, labor, and social parameters. Sustainability assessments are continually refined for comprehensive alignment with our goals.

- **Through Nicer Globe, we enhance:**
- **Emergency Response:**  
We have established robust emergency response mechanisms, ensuring swift and effective handling of incidents.
- **Transport Safety:**  
Transport safety with real-time tracking and rigorous safety protocols including rigorous driver training, vehicle safety checks, and journey risk management to support responsible product transportation.

5

### Nicer Globe Collaboration







# INNOVATION



# INNOVATIVE PACKAGING AND SUSTAINABLE PRODUCTION

## EFFICIENT PACKAGING

Through meticulous redesign, we have optimized the fibre drum packaging for some of our products, achieving significant material reduction without compromising quality.

The change in the packaging size for our products resulted in savings of more than INR 7 Lakh as well as 8,98,128 square inches of fibre. These results highlight the environmental and economic benefits of bringing innovation in packaging.



*Additionally, we have initiated actions to reduce our waste consumption by reusing raw materials in the packaging of our products. Through the utilisation of 32,000 bags in the packaging of various products, we have saved INR 1.4 Lakhs. These measures highlight our commitment and dedication towards circular economy and minimising the impact of our operations.*



## USE OF ALTERNATIVE, LESS HAZARDOUS SUBSTANCES IN OPERATIONS

Building on our efforts in innovative packaging and resource optimization, we have integrated bio-based materials to reduce our environmental impact. We have also replaced hazardous chemicals with less harmful substances. Through targeted process improvements, we have replaced harmful chemicals with less hazardous alternatives, significantly reducing risks to health, safety, and the environment.

By adopting safer chemicals, minimizing waste, and improving resource efficiency we are not only making our production process more sustainable but also advancing our mission to transform each step of our operations—from raw material sourcing to packaging—into a model of responsible innovation.

## SUSTAINABLE SOURCING

To enhance supply chain sustainability and cost efficiency, we have developed a local supplier for Black liner packaging material, which was previously sourced internationally.

This initiative has enabled us to meet an annual demand of 35,000 units through a domestic vendor, resulting in significant savings of INR 25 lakhs per year. By reducing dependency on imported materials, this shift not only improves cost-effectiveness but also reduces the environmental impact associated with overseas transportation.







# WASTE MANAGEMENT

## TREATMENT OF HAZARDOUS SUBSTANCES

Effective waste management is essential to maintaining a safe and sustainable operation. To ensure this, we prioritize responsible waste management and the safe handling of hazardous substances. We have implemented a robust waste management system, including both offsite and onsite emergency plans, to minimize risk and ensure safety across all operations.

Our comprehensive Standard Operating Procedures (SOPs) and Material Safety Data Sheets (MSDS) ensure safe chemical use, storage, and handling, covering aspects like chemical identification, labelling, storage conditions, and the use of Personal Protective Equipment (PPE).

We also provide specialized training to employees on managing hazardous substances, ensuring a safe working environment. For waste disposal, we follow strict protocols for safe disposal of liquid, semi-solid and solid hazardous substances.



### Liquid Stream:

Low COD/low TDS effluents are collected, analyzed, and treated in our Effluent Treatment Plant (ETP). High COD/ high TDS streams are processed in Multi-Effect Evaporators, while other toxic or high-calorific effluents are sent for pre-processing, co-processing, or incineration at a common facility.



### Solid Stream

Solid waste is collected and safely disposed of at a Treatment, Storage, and Disposal Facility (TSDF) or common Incineration Facility. "approved by Pollution Control Authority. Valuable solid waste is being sold to Cement Plant. "



### Semi-Solid Stream

Semi-solid waste is stored and properly disposed of at "common"TSDF approved by Pollution Control Authority.



## MEASURE TO RESTRICT THE TRANSBOUNDARY MOVEMENT OF HAZARDOUS WASTE

The management of hazardous waste, including its storage, handling, utilization, and safe disposal, is carried out in full compliance with the Hazardous and Other Waste (Management and Transboundary Movement) Rules 2016.

We have established agreements with a list of Treatment, Storage, and Disposal Facilities (TSDFs) that hold valid authorizations to receive our waste. This enables us to dispose of our waste within the state, ensuring regulatory compliance and minimizing environmental impact.



## PRODUCT SAFETY, ENVIRONMENTAL IMPACT, AND LIFECYCLE MANAGEMENT

We are also dedicated to minimizing the environmental impact of our products throughout their lifecycle. Our Research and Technology Center plays a key role in this by conducting safety and process studies that guide product design, life cycle assessments, and sustainability efforts. These studies help us predict the environmental impact of our products, enabling us to implement effective mitigation measures.

To further reduce environmental impacts, we incorporate sustainable sourcing, waste reduction, and end-of-life management strategies into our operations. Our Material Safety Data Sheets (MSDS) provide customers with essential information on product use, storage, and maintenance, empowering them to reduce their environmental footprint. Our commitment towards sustainability continues well beyond the point of sale. We have implemented several initiatives to ensure responsible end-of-life management and reduce waste:



### Product Design:

Incorporating design principles that promote recyclability and reduce waste generation.



### Take-back Programs:

Establishing take-back programs for end-of-life products to facilitate proper recycling or disposal.



### Consumer Education:

Providing consumers with information on proper disposal and recycling methods for our products



### Collaboration with Stakeholders:

Collaborating with external stakeholders, including waste management companies, recycling facilities, and government agencies, to develop effective end-of-life management solutions.



*To ensure customer health and safety, we have further implemented a Standard Operating Procedure (SOP) for product recall, allowing us to swiftly address any potential issues and maintain high safety standards. Further enhancing our commitment to responsible product stewardship, we recognize the importance of Extended Producer Responsibility (EPR) and are committed to understanding its role in sustainable product end-of-life management.*



# RESOURCE OPTIMIZATION AND ENERGY EFFICIENCY INITIATIVES

At Sajjan India, sustainability and responsible resource management are at the core of our operations. We continuously strive to reduce our environmental footprint by enhancing resource efficiency across all processes. In our ongoing commitment to this goal, we have implemented several initiatives across our facilities to reduce energy consumption and optimize resource use. Following are some of the innovations which have contributed in our journey towards optimum resource utilisation.

Automated Tube Cleaning System (ATCS) have been installed in chilled water machines at the central utility, saving 140,039.6 kWh per year.

32 Air Conditioners have been replaced with models that use refrigerant gases with lower Ozone Depletion Potential (ODP) and Global Warming Potential (GWP), contributing to a more environmentally friendly cooling solution.

## STEAM AND HEAT RECOVERY OPTIMIZATION

By optimizing steam consumption in our MEE (Multiple Effect Evaporator) plant, we have also achieved significant energy savings . Modifications to the steam condensate piping and the installation of separate steam traps have led to a daily reduction in steam consumption by 22.28 MT and increased condensate recovery by 12.88 KL per day. These adjustments have also yielded fuel savings of 1,123 tonnes annually. Additionally, heat recovery from condensate water was approximately 1,179 GJ/annum , equivalent to yearly coal savings of 58.75 tonnes.

Another breakthrough innovation was the implementation of a waste heat recovery system that captures 10,318 tons of energy per annum from the flash steam generated by the ATFD (Agitated Thin Film Dryer) and the LP steam produced by the MEE (Multi Effect Evaporator). The recovery of high-pressure (HP) and low-pressure (LP) flash steam resulted in annual savings of INR 1.57 crores, with a total generation of 87.7 lakh kg of steam at 85% recovery efficiency.



## WATER AND MATERIAL REDUCTION INITIATIVES

Through process optimization, we have significantly reduced waste, raw material, and water consumption by implementing a comprehensive and innovative resource management system that emphasizes recycling, reuse, and waste reduction.

Treated water from the Reverse Osmosis (RO) system, combined with condensate from the Multiple Effect Evaporator (MEE), is recycled as make-up water in cooling towers, saving approximately 103,175 KL of fresh water annually.

Additionally, by optimizing washing processes, we have reduced water wash consumption by 4 KL per batch, resulting in an additional savings of 5,707 KL of fresh water each year.

Furthermore, waste has been minimized by eliminating the generation of ejector condensate, which was previously sent to the Effluent Treatment Plant (ETP).

Notably, these improvements have allowed us to eliminate use of hazardous material consumption by around 1,200 kg per batch, translating to an impressive annual reduction of approximately 1,700 MT of hazardous substances, thereby fostering safer and more sustainable operations.

## EFFLUENT TREATMENT AND WATER RECYCLING

Our Effluent Treatment Plant (ETP) operates through a detailed process designed to treat both low and high TDS/COD wastewater streams. Low COD/TDS effluent is biologically treated and subjected to ultrafiltration, while high COD/TDS effluent undergoes neutralization, coagulation, and multiple evaporation stages for thorough treatment. This system enables us to recycle water effectively, reducing the volume sent to MEE and recycling RO permeate back into cooling towers across all plant units.

## SOLVENT RECOVERY

Our operational sustainability is linked with strategic advancements in solvent recovery to ensure effective resource management. We have invested in elevating the recovery rate of a solvent from 76% to more than 90%. As a direct outcome of this initiative, we are anticipating substantial annual cost savings. This underscores the economic benefits linked with the achievement of our sustainability initiatives.

## RECOVERY OF IPA FROM MOTHER LIQUOR

A capital infusion has been earmarked for the recovery of Isopropyl Alcohol (IPA) from our processes. This strategic move is projected to lead to considerable annual savings. This exemplifies our holistic approach to solvent recovery and not only reducing waste, but also optimizing financial gains. Our focus on solvent recovery aligns with our broader sustainability goals, highlighting our commitment to minimizing waste and maximizing operational effectiveness, thus exemplifying our industry-leading dedication to an environmentally conscious future.

## TRAINING ON ENERGY EFFICIENCY

To ensure capacity building and promote a culture of energy conservation, we conducted six hours of training for 51 employees on topics such as climate change, energy types, conservation practices, and industry-specific energy-saving measures. This initiative reinforces our commitment to energy efficiency at all levels of operation.





# INNOVATIVE APPROACHES TO HEALTH & SAFETY

Our commitment to health, safety, and environmental protection is at the core of our operations. We continually innovate to enhance safety measures and foster a culture where the well-being of our employees and the environment is prioritized.

We prioritize employee training to ensure that all staff are well-equipped to recognize health and safety risks and implement best practices in their day-to-day tasks. This ongoing education fosters a safety-conscious culture throughout the organization.

## HEALTH & SAFETY RISK ASSESSMENT AND ACTION PLAN

We conduct detailed occupational risk assessments through a structured Standard Operating Procedure (SOP), enabling us to identify potential hazards and implement preventive measures.



*Our Health and Safety Manual outlines a clear emergency action plan, ensuring that we are well-prepared to respond swiftly and effectively to any health or safety incidents, minimizing risks and maintaining a safe working environment.*



## EQUIPMENT SAFETY INSPECTIONS

Regular inspections help identify potential hazards, prevent accidents, and maintain compliance with safety regulations. We are doing comprehensive equipment safety inspection through:

### Corrective Action:

Implementation of necessary corrective actions to address any safety deficiencies.

### Visual Inspection:

A thorough visual examination of the equipment for signs of wear, damage, corrosion, or leaks.



***We are complied with equipment safety inspections as it is often mandated by various safety regulations.***



## EMPLOYEE HEALTH CHECK-UP AND MONITORING

At Sajjan India, we believe that the health and safety of our employees are crucial to both their personal well-being and the overall success of the company. To ensure their well-being, both Full-Time Employees (FTEs) and Contractual Casual Labor (CCL) are examined every six months as part of our periodical health assessments.

Our Standard Operating Procedures (SOP) document the process for selecting areas with potential chemical and noise exposure, and outline specific examinations or investigations for biological monitoring.

Special screenings are conducted for employees working in high-risk environments, such as those operating dangerous machinery, drivers (including forklift operators), workers at heights, confined spaces, ETP workers, and food handlers. Additionally, employees in areas with exposure to organophosphorus, carbamide compounds,

or aniline compounds undergo mandatory screenings, ensuring early detection and effective risk management. These initiatives help safeguard the health of our workforce while maintaining a safe and compliant work environment.

Apart from our efforts for FTEs and CCL, we also prioritize the health and safety of non-employee and contracted workers. The Company conducts thorough risk assessments to identify hazards specific to their work environment, such as chemical exposure and physical risks.

Tailored training programs are also provided to ensure they are aware of safety procedures, emergency protocols, and the proper use of personal protective equipment (PPE). Through clear communication, specialized PPE, and comprehensive emergency preparedness, we ensure that all workers, regardless of employment status, are protected and supported in their roles.



## MENTAL WELL-BEING

As part of our proactive approach, we have completed PHQ-7 & 9 screenings for over 1,200 employees to assess anxiety and depression. Those identified with concerns are provided with counselling services to support their mental health. Additionally, we've conducted manager sensitivity training, led by a neuropsychiatrist and psychologist, to raise awareness of mental health issues. This training equips managers to identify burnout and suicide warning signs, enabling timely intervention and support.

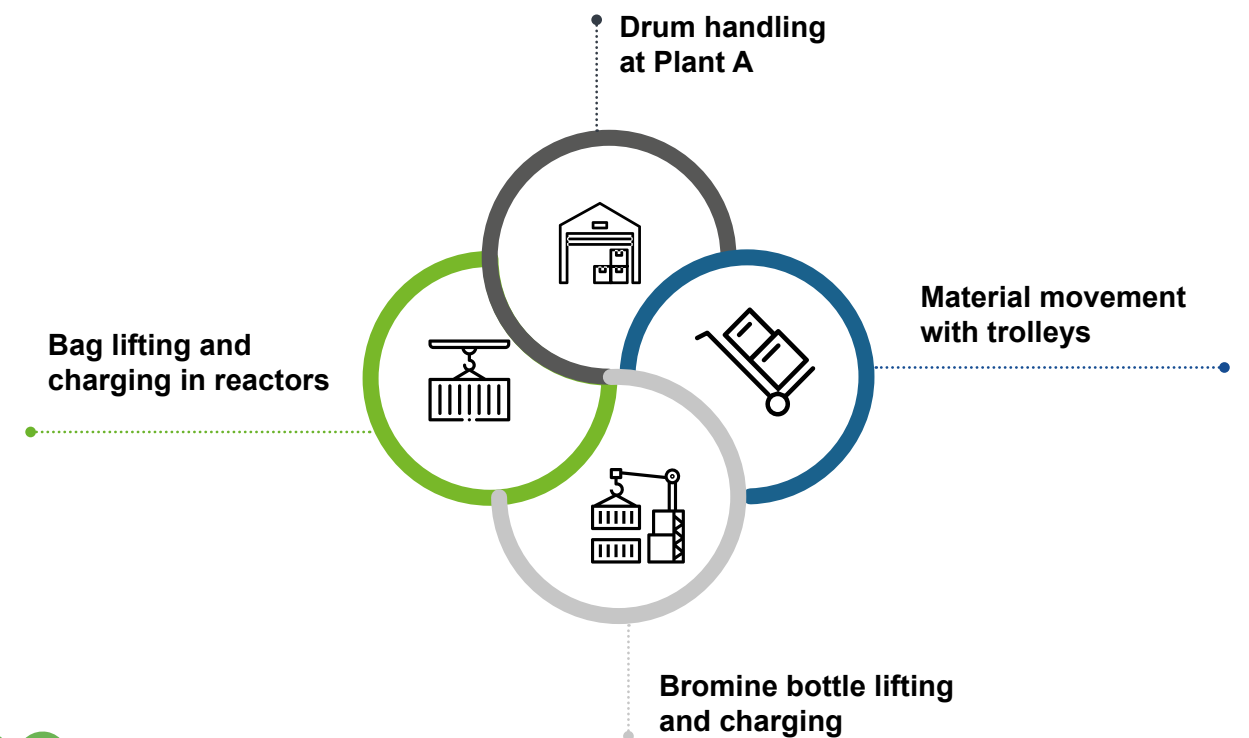
To ensure a respectful and inclusive workplace, Sajjan India has a strict policy against discrimination, workplace harassment, bullying, and violence, all of which are integral parts of our Code of Conduct. In case of any grievances, a redressal mechanism is available, and reasonable accommodation is provided to employees with mental health concerns.

As part of our ongoing efforts, we are also in the process of finalizing our Mental Health Policy, with sign-off expected by October 20th, 2024. This policy will further strengthen our commitment to creating a mentally healthy, supportive, and inclusive workplace.



## PREVENTIVE ACTIONS FOR REPETITIVE STRAIN INJURY (RSI)

Repetitive Strain Injuries (RSI) are caused by repetitive motion or overuse of muscles, tendons, and joints, often leading to discomfort, pain, and long-term physical impairment. These injuries can have significant implications for employee health, productivity, and overall well-being, making it essential for companies to proactively manage and prevent them. In order to minimize the risk of RSI in the workplace we have conducted ergonomic evaluations for tasks such as:



*In addition to these assessments, we provide preventive and corrective physiotherapy rehabilitation plans to support our employees' health. Training records and assessment data are thoroughly maintained to ensure compliance and continuous improvement. Although posters are not currently displayed in the workplace, we have implemented other methods to raise awareness and prevent repetitive strain injuries, including managing tasks with a frequency greater than 4 lifts per minute.*

## ACTIONS TO CONTROL HAZARDOUS SUBSTANCE EXPOSURE

Exposure to hazardous substances can have severe implications on the health of the workers and the employees. Avoiding such a situation is critical in ensuring safety of everyone involved. Hence, it becomes imperative for the Company to minimize exposure to hazardous substances and protect employees and workers from health risks associated with hazardous materials. To prevent such incidents, we have implemented a combination of engineering controls, administrative procedures, personal protective equipment (PPE), and waste management practices:

### Engineering Controls:

Hazardous substances are confined within enclosed systems, and local exhaust ventilation (LEV) systems capture airborne contaminants at the source.

### PPE:

We ensure that workers are equipped with respirators, gloves, protective clothing, and eye protection.

### Waste Management:

Hazardous materials are disposed of following environmental regulations and stored securely.

### Administrative Controls:

We provide clear work procedures, regular training, and exposure monitoring to ensure safety compliance, along with emergency plans for spills and leaks.

### Substitution and Elimination:

Whenever possible, we replace hazardous substances with safer alternatives and explore ways to reduce their use.

### Regulatory Compliance and Monitoring:

We adhere to all relevant regulations for handling and storing hazardous substances, with regular audits to ensure ongoing compliance and safety.

These efforts help reduce the risk of hazardous substance exposure, further safeguarding the health and safety of our workers while maintaining operational integrity.

Innovation at Sajjan India drives sustainability through advanced technologies, safety measures, and proactive management, enhancing efficiency, reducing risks, and fostering a culture of safety and sustainability for long-term excellence.





## UN GLOBAL COMPACT (UNGC) MEMBERSHIP

Sajjan India Limited proudly became a member of the UN Global Compact (UNGC) in 2024, affirming our commitment to integrating the ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption into our business strategy, policies, and operations.

By aligning with the UNGC, we aim to contribute meaningfully to the United Nations' broader development agenda, particularly the Sustainable Development Goals (SDGs). Our participation in the UNGC not only demonstrates our dedication to ethical business practices but also reinforces our sustainability strategy, helping us build a resilient and responsible business model.

As part of our commitment, Sajjan India Limited will initiate submitting its annual Communication on Progress (COP), with details of our efforts and progress in implementing the ten principles. These COPs would be publicly accessible on the <https://unglobalcompact.org/>

By adhering to these principles, Sajjan India Limited aligns its operations with global standards, contributing positively to sustainable development while enhancing business resilience and stakeholder trust. We remain committed to continuously improving our performance and transparency in line with the UNGC principles and the Sustainable Development Goals (SDGs).



## The Ten Principles of the UN Global Compact

Principle	Category	Description	Linked SDGs	Page No.
<b>Principle 1:</b> Businesses should support and respect the protection of internationally proclaimed human rights.	Human Rights	Ensure that the Company's operations do not infringe on human rights.	SDG 8 (Decent Work), SDG 16 (Peace, Justice, and Strong Institutions) SDG 3 (Good Health and Well being)	42, 80, 82-85
<b>Principle 2:</b> Businesses should make sure that they are not complicit in human rights abuses.	Human Rights	Avoid actions or partnerships that may result in human rights violations.	SDG 8 (Decent Work), SDG 16 (Peace, Justice, and Strong Institutions)	42, 80, 82-85, 148
<b>Principle 3:</b> Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Labor	Respect employees' rights to organize and engage in collective bargaining.	SDG 8 (Decent Work)	84, 146
<b>Principle 4:</b> Elimination of all forms of forced and compulsory labor.	Labor	Work towards eradicating forced labour in all forms within the supply chain.	SDG 8 (Decent Work), SDG 10 (Reduced Inequalities)	44, 84, 148
<b>Principle 5:</b> Effective abolition of child labor.	Labor	Prohibit child labour across all operations and supply chains.	SDG 8 (Decent Work), SDG 10 (Reduced Inequalities)	44, 84, 148
<b>Principle 6:</b> Elimination of discrimination in respect of employment and occupation.	Labor	Promote equal opportunities and diversity in the workplace.	SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities)	73-81
<b>Principle 7:</b> Businesses should support a precautionary approach to environmental challenges.	Environment	Take proactive steps to prevent environmental degradation.	SDG 13 (Climate Action), SDG 15 (Life on Land)	102-103, 111-143
<b>Principle 8:</b> Businesses should undertake initiatives to promote greater environmental responsibility.	Environment	Develop programs and policies that enhance environmental performance.	SDG 6 (Clean Water and Sanitation), SDG 12 (Responsible Consumption and Production), SDG 13 (Climate Action)	42, 116-117, 128-129, 134-135, 148, 159, 157
<b>Principle 9:</b> Businesses should encourage the development and diffusion of environmentally friendly technologies.	Environment	Invest in and promote green technologies that reduce environmental impact.	SDG 7 (Affordable and Clean Energy), SDG 9 (Industry, Innovation, and Infrastructure), SDG 13 (Climate Action)	114-115, 121, 132-133, 157, 161, 162
<b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-Corruption	Implement policies and practices to prevent corruption and ensure transparency.	SDG 16 (Peace, Justice, and Strong Institutions)	11, 42-45



# GRI CONTENT INDEX

For the Content Index - Advanced Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for all disclosures are included correctly and aligned with the appropriate sections in the body of the report. For the SDG Mapping Add-on, GRI Services reviewed that the GRI disclosures included in the content index are appropriately mapped against the SDGs.

Statement of use	Sajjan India Limited has reported in accordance with the GRI Standards for the period 1st April 2023 to 31st March 2024.					
GRI 1 used	GRI 1: Foundation 2021					
Applicable GRI Sector Standard(s)	NA					
GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
<b>General disclosures</b>						
GRI 2: General Disclosures 2021	2-1 Organizational details	14-16	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	4-5, 20-21				
	2-3 Reporting period, frequency and contact point	4-5, 24-25				
	2-4 Restatements of information	25				
	2-5 External assurance	182-185				
	2-6 Activities, value chain and other business relationships	14-16				
	2-7 Employees	73-83				
	2-8 Workers who are not employees	73-83				
	2-9 Governance structure and composition	32, 36-37				
	2-10 Nomination and selection of the highest governance body	34, 38-40				
	2-11 Chair of the highest governance body	32, 36-37				
	2-12 Role of the highest governance body in overseeing the management of impacts	34-39				
	2-13 Delegation of responsibility for managing impacts	34-39				

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	OMISSION		GRI SECTOR STANDARD REF. NO.
				REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	38-39, 62-63				
	2-15 Conflicts of interest	45				
	2-16 Communication of critical concerns	45				
	2-17 Collective knowledge of the highest governance body	33-35				
	2-18 Evaluation of the performance of the highest governance body	40-41				
	2-19 Remuneration policies	40-41				
	2-20 Process to determine remuneration	40-41				
	2-21 Annual total compensation ratio	40-41				
	2-22 Statement on sustainable development strategy	6-9				
	2-23 Policy commitments	42-45				
	2-24 Embedding policy commitments	42-45				
	2-25 Processes to remediate negative impacts	44-45				
	2-26 Mechanisms for seeking advice and raising concerns	44-45, 80				
	2-27 Compliance with laws and regulations	42-45, 84-85				
	2-28 Membership associations	172-173				
2-29 Approach to stakeholder engagement	47-51					
2-30 Collective bargaining agreements	84-85					



GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Material topics</b>						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	47-53	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	52-53				
<b>Economic performance</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed		Financial implications and other risks and opportunities due to climate change	Information unavailable/ incomplete	In our sustainability reporting, we have identified "Economic Impact" as a non-material topic for our organization. Consequently, we have chosen not to report on this aspect. However, we recognize that our Climate Strategy aligns with GRI Indicator 201-2. Unfortunately, we currently lack sufficient information to provide a comprehensive disclosure on this topic. We are committed to enhancing our data collection processes in the future to better address this area.	201-2
	201-2 Financial implications and other risks and opportunities due to climate change					
	201-3 Defined benefit plan obligations and other retirement plans					
	201-4 Financial assistance received from government					
<b>Procurement practices</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	145-149				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	148-149, 155				
<b>Anti-corruption</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	84-85				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	84-85				

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Tax</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	55-61				
GRI 301: Materials 2016	207-1 Approach to tax	56-60				
	207-2 Tax governance, control, and risk management	59				
	207-3 Stakeholder engagement and management of concerns related to tax	61				
	207-4 Country-by-country reporting		Country-by-country reporting	Not applicable	We operate only in India	207-4
<b>Materials</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	153, 159				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	153				
	301-2 Recycled input materials used	159				
	301-3 Reclaimed products and their packaging materials	159				
<b>Energy</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	112-115				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	112-113				
	302-2 Energy consumption outside of the organization	112-113				
	302-3 Energy intensity	112-113				
	302-4 Reduction of energy consumption	112-115				
	302-5 Reductions in energy requirements of products and services	161				

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Water and effluents</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	134-140				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	134-137				
	303-2 Management of water discharge-related impacts	134-140				
	303-3 Water withdrawal	138-139				
	303-4 Water discharge	138-140				
	303-5 Water consumption	138-140				
<b>Emissions</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	116-123				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	118				
	305-2 Energy indirect (Scope 2) GHG emissions	118				
	305-3 Other indirect (Scope 3) GHG emissions	118, 120-121				
	305-4 GHG emissions intensity	118				
	305-5 Reduction of GHG emissions	116-117, 121				
	305-6 Emissions of ozone-depleting substances (ODS)	122-123				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	122-123				
<b>Spills</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	138-139				
GRI 306: Effluents and Waste 2016	306-3 Significant spills	139				

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Waste</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	130-133				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	130-133				
	306-2 Management of significant waste-related impacts	130-133, 157-159				
	306-3 Waste generated	130-133				
	306-4 Waste diverted from disposal	130-133				
	306-5 Waste directed to disposal	130-133				
<b>Supplier environmental assessment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	145-149				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	148-149				
	308-2 Negative environmental impacts in the supply chain and actions taken	146-149				
<b>Labor/management relations</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	73				
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	73				
<b>Occupational health and safety</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	87				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	87-99, 94-95				
	403-2 Hazard identification, risk assessment, and incident investigation	88-89, 165-166				
	403-3 Occupational health services	90-91				
	403-4 Worker participation, consultation, and communication on occupational health and safety	92-93				
	403-5 Worker training on occupational health and safety	92-94				
	403-6 Promotion of worker health	167-171				



GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	88-89, 165-166				
	403-8 Workers covered by an occupational health and safety management system	87-89, 94-95				
	403-9 Work-related injuries	90-91				
	403-10 Work-related ill health	90-91				
<b>Training and education</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	77				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	77, 82-83, 163				
	404-2 Programs for upgrading employee skills and transition assistance programs	77, 79				
	404-3 Percentage of employees receiving regular performance and career development reviews	77, 79				
<b>Diversity and equal opportunity</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	76				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	38, 42, 66				
	405-2 Ratio of basic salary and remuneration of women to men	71				
<b>Non-discrimination</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	70				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	70				
<b>Freedom of association and collective bargaining</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	84				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	84, 146				
<b>Child labor</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	44				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	44, 84				

GRI STANDARDS/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Forced or compulsory labor</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	44				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	44, 84				
<b>Local communities</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	97-107				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	84, 97-107				
	413-2 Operations with significant actual and potential negative impacts on local communities	84, 97-107				
<b>Supplier social assessment</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	145-149				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	148-149				
	414-2 Negative social impacts in the supply chain and actions taken	146-149				
<b>Topics in the applicable GRI Sector Standards determined as not material</b>						
<b>Biodiversity</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	128-129				
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	42, 128-129				
	101-2 Management of biodiversity impacts	128-129				
	101-3 Access and benefit-sharing	128-129				
	101-4 Identification of biodiversity impacts	128-129				
	101-5 Locations with biodiversity impacts	128-129				
	101-6 Direct drivers of biodiversity loss	128-129				
	101-7 Changes to the state of biodiversity	128-129				
	101-8 Ecosystem services	128-129				

# ASSURANCE STATEMENT




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**Independent Limited Assurance Statement**  
Relating to the Sustainability report of Sajjan India for the fiscal year 2023-2024.

Date issued: 29/10/2024

To,  
The Management  
Sajjan India Limited,  
14th Floor, Urmi Estate, 95 G.K. Marg,  
Lower Parel (W), Mumbai  
Maharashtra, India.

**Introduction**  
RA Global, as an independent third-party assurance provider, was engaged to perform assurance procedures to provide limited assurance on the Sajjan India's Sustainability Report for the period of 01 April 2023 to 31 March 2024.

The Sustainability Report 2023-2024 has been prepared by the company according to the World Resource Institute (WRI) / World Business Council for Sustainable Development (WBCSD), Global Reporting Initiative ("GRI") Standards.

**Scope and Boundary**  
The assessment specifically focused on evaluating the accuracy and completeness of the Key Performance Indicators (KPI's) listed in the table below, across their operations under their direct control including - **Manufacturing Plants:** Unit 1 and Unit 2 located in Ankleshwar, Gujarat; **Corporate Office** based in Mumbai, and **Guest House** situated in Ankleshwar, Gujarat.

This scrutiny was conducted in accordance with the International Standard on Assurance Engagements (ISAE) 3000. The objective was to ensure a robust and reliable evaluation of Sajjan India's sustainability disclosures, as referenced in their Sustainability Report 2023-2024.




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S.No.	Key Performance Indicators (KPI's) Assured
<b>1</b>	<b>Environmental KPIs</b>
1.1	GHG Emissions including Scope 1, Scope 2 and Scope 3
1.2	Energy Consumption including Electricity, Coal, Petrol, Diesel and Natural Gas – Industrial and Commercial
1.3	Water Consumption
1.4	Waste Management
<b>2</b>	<b>Social KPIs</b>
2.1	Health, Safety and Environment (HSE)
2.2	Human Resources (HR)
<b>3</b>	<b>Governance KPI</b>
3.1	Materiality

This Limited Assurance Statement has been prepared for Sajjan India in accordance with our contractual agreements with Agile Advisors, the consultants appointed by Sajjan India to develop the sustainability report FY 2023-2024.

**Management's responsibility for the 2023-2024 Sustainability Report**

Sajjan India's Management holds the responsibility for preparing the 2023-2024 Sustainability Report in accordance with the criteria established in the GRI Standards. This responsibility includes designing, implementing, and maintaining internal controls to ensure that the report is free from material errors, whether due to fraud or error.

Given the nature of non-financial information, which has greater inherent limitations compared to financial data, the 2023-2024 Sustainability Report is subject to inherent uncertainties. These uncertainties arise from the methods used to determine, calculate, sample, or estimate the data. In preparing the report, management makes qualitative interpretations about the relevance, materiality, and accuracy of the information, relying on various assumptions and judgments.

**Responsibility of independent assurance practitioner**

Our responsibility is to express a limited assurance conclusion about the 2023-2024 Sustainability Report based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance work in accordance with the provisions laid out in ISAE 3000.



The procedures we conducted were based on our professional judgment and included inquiries, observation of the processes performed, inspection of documentation, assessment of the adequacy of quantification methods and reporting policies, and agreement or reconciliation with the underlying records.

During the verification process, issues were raised, and clarifications were sought from the management of Sajjan India relating to the accuracy of some of the information contained in the Sustainability Report. In response to the raised findings, the 2023-2024 Sustainability Report was subsequently reviewed and revised by Sajjan India. It is confirmed that changes that have been incorporated into the final version of the report have satisfactorily addressed all issues.

Our limited assurance engagement was made only with respect to the sustainability performance disclosures included in our scope of work, for the financial year 01 April 2023 to 31 March 2024; and we have not performed any procedures with respect to previous years, projections and future targets, or any other items included in the 2023-2024 Sustainability Report and therefore do not express a conclusion thereon.

The procedures conducted during a review differ in nature and timing compared to, and are significantly less extensive than, an examination. The level of assurance achieved through a review is markedly lower than what would have been obtained through an examination. Nevertheless, we affirm that the evidence gathered during the review is sufficient and appropriate, providing a reasonable foundation for our conclusion.

We are obligated to maintain independence and fulfill our ethical responsibilities in alignment with pertinent ethical requirements associated with the engagement.

**Conclusion**

Based on the work we have done, the procedures we have performed, and the evidence we have obtained, nothing has come to our attention that causes us to believe that the key performance indicators (KPIs) reported by Sajjan India as described in the table on Page 2 of this Assurance Statement, are materially misstated or contain any inaccuracies.

RA Global holds the following opinion that the level of data accuracy included in Sajjan India's Sustainability Report FY 2023-2024 is fairly stated and the report offers a reasonable and well-balanced depiction of Sajjan India's sustainability performance.

**Attestation by RA Global**



## GET IN CONTACT



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