

"SUSTAINABILITY REPORT 2025"

Reporting Period: January 2025 to December 2025



HARI ORGOCHEM PRIVATE LIMITED

Company Offices & Facilities:

Corporate Office: 24-39, 2nd Floor, Maruti Complex, Chhani Road, Vadodara 390002, Gujarat, India

Works 1: Shed No. A-2/237-238, GIDC, Nandesari, Dist. Vadodara -391340

Works 2: Block No. 579, Near Narmada Canal, At & Post Manjusar, Ta. Savli, Dist. Vadodara 391775

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Dear Stakeholders,

It gives me great pleasure to present our very first Sustainability Report. This report reflects our continued commitment to responsible growth, operational excellence, and sustainable value creation for all our stakeholders. As a manufacturer and supplier of chemical intermediates, we recognize our responsibility to conduct business in a manner that balances economic growth with environmental stewardship, social responsibility, and strong governance practices.

Throughout the year, we remained focused on delivering high-quality products, strengthening customer relationships, improving operational efficiencies, and advancing our sustainability objectives. Our commitment to innovation, quality, safety, and customer satisfaction has enabled us to strengthen our market presence while maintaining responsible business practices.

Building on Our Core Values

Safety and Integrity form the foundation of our business operations. We are committed to maintaining the highest standards of occupational health, safety, and ethical conduct, and to provide a safe and healthy working environment for our employees, contractors, and visitors through continuous risk assessments, employee awareness programs, process improvements, and robust safety controls. Integrity remains central to our culture and guides every business decision we make. We uphold transparency, accountability, and compliance with legal and regulatory requirements while fostering trust among our stakeholders.

Sustainability is not just a compliance requirement for us; it is an integral part of our business strategy and decision-making process embedded within our operational framework. We continuously work towards minimizing our environmental footprint through responsible resource utilization, energy conservation and use of renewable energy, waste reduction, pollution prevention, and greenhouse gas emission management.

Innovation and Operational Excellence are key drivers of our growth and competitiveness. We continuously evaluate opportunities to improve manufacturing processes, enhance product quality, optimize resource utilization, and strengthen operational efficiency. Our ongoing investments in technology, automation, and process improvements enable us to meet evolving customer expectations

while enhancing productivity, quality, safety, and sustainability performance across our operations.

Customer Focus remains at the heart of everything we do. We are committed to delivering high-quality intermediates; ensuring products are securely packaged, safely transported, and consistently meet customer expectations. By understanding the changing needs of our customers and maintaining strong partnerships, we continue to build long-term relationships based on trust, quality, and service excellence.

Responsible Business Conduct is essential for sustainable success. Our governance framework promotes ethical business practices, transparency, compliance, risk management, and accountability at all levels. We remain committed to maintaining the trust of our stakeholders through responsible decision-making, sound corporate governance, and continuous improvement in our ESG performance.

People and Togetherness – Our employees are our greatest strength. We are committed to fostering a workplace culture built on respect, collaboration, diversity, inclusion, and continuous learning. We strive to provide opportunities for professional growth while ensuring the health, safety, and well-being of our people.

Looking Ahead

We remain committed to driving sustainable growth through responsible manufacturing, operational excellence, innovation, and stakeholder engagement. Together with our employees, customers, suppliers, business partners, and communities, we will continue to strengthen our ESG performance, create value responsibly and build a sustainable future for generations to come.

We are committed to supporting the sustainability ambitions of the Government of India and contributing towards global climate and sustainability goals.

I would like to express my sincere gratitude to our employees, customers, suppliers, and all other stakeholders for their continued trust, support, and partnership in our sustainability journey.

For Hari Orgochem Private Limited

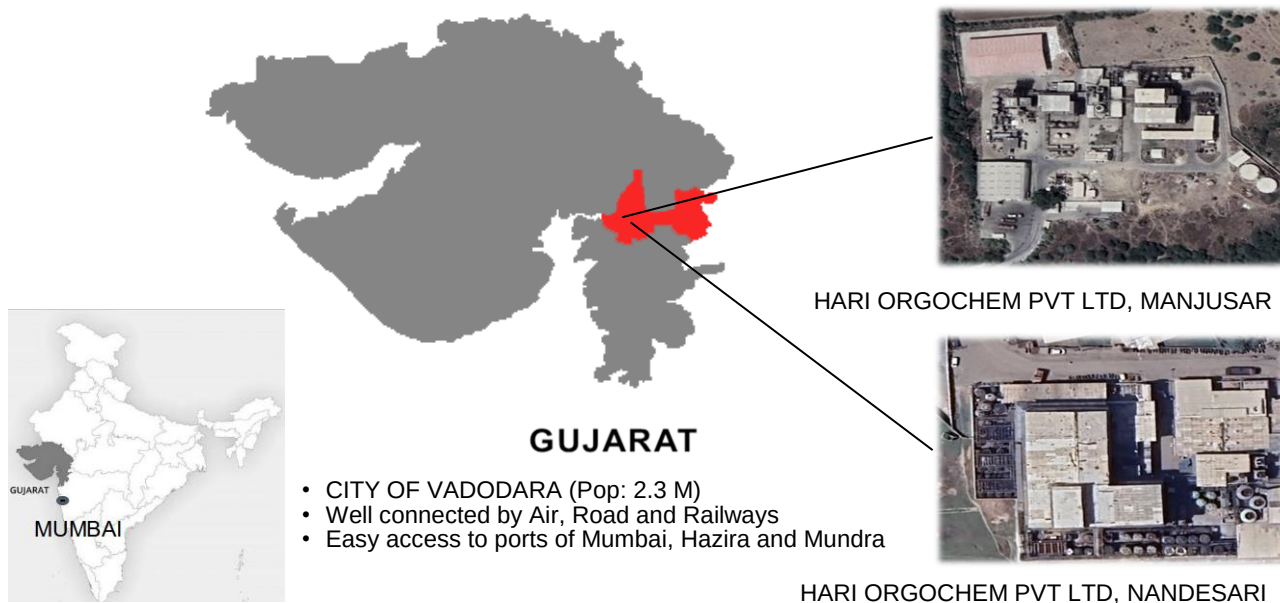
Director



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Company Introduction:



Hari Orgochem Pvt. Ltd. (HOPL) was established in 1985 to manufacture Trichloroacetyl Chloride (Agrochemical Intermediate for Chlorpyrifos) and Pivaloyl Chloride (Pharmaceutical and Agrochemical Intermediate).

HOPL's Nandesari Unit utilizes over 50 Glass Lined Reactors and has a capacity to produce 8000 MT per annum of Acid Chlorides. The company has adequate infrastructure to handle hazardous chemicals like Chlorine, Thionyl Chloride and Sulphur Monochloride.

HOPL's Manjusar Unit is spread over 20 acres of land and is configured as a multi-purpose plant. The unit specializes in handling contract manufacturing as well as synthesizing chemicals on a semi-bulk scale (10 MT - 1000 MT/year) and specialty applications. Some of the unit processes performed here include Nitration, Fractional Distillation, Photo-chlorination, Ammonolysis and Esterification.

HOPL's core business is to manufacture products in a safe, reliable, and cost-effective manner. Our fundamental operating philosophy is a conservative, disciplined, and systematic approach to all aspects of our work to achieve safe operations. We apply this approach to the design, construction, maintenance, and operation of our systems. We follow carefully planned work processes and procedures that address hazard recognition and incorporate safety into our work activities.

The strength of our group is derived from the capability to handle different chemistries and synthesize products in-house along with successful execution of the scale-up from lab scale to bulk quantities. We have expertise in handling corrosive and hazardous chemicals and are especially strong in chlorinated products.

ABOUT THIS REPORT:

In today's rapidly evolving business environment, we recognize that sustainable growth and innovation go hand in hand. As a responsible manufacturer and supplier of chemical intermediates, we are committed to creating long-term value for our stakeholders while ensuring environmental stewardship, social responsibility, and strong governance practices across our operations.

Our business philosophy is built on the belief that economic growth should be achieved responsibly, with due consideration for environmental protection, employee well-being, customer satisfaction, and community development. By integrating sustainability into our business strategy, we aim to unlock new opportunities, enhance operational excellence, and contribute positively to society and the environment.



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This Sustainability Report for the Year 2025 (Jan 2025 to Dec 2025) marks an important milestone in our sustainability journey and has been prepared with reference to the Global Reporting Initiative (GRI) Standards. It also reflects our commitment towards the United Nations Sustainable Development Goals (UN SDGs), the Ten Principles of the United Nations Global Compact (UNGC), and the sustainability expectations of our stakeholders.

The report focuses on the Environmental, Social, and Governance (ESG) topics identified through stakeholder engagement, business risk assessments, regulatory requirements, and sustainability priorities relevant to our operations. These topics guide our decision-making process and support our commitment towards responsible business conduct and sustainable development.

We are aligned with the Government of India's vision for sustainable industrial development and support the nation's Net Zero ambitions through initiatives focused on energy efficiency, greenhouse gas emission reduction, resource conservation, waste minimization, and responsible supply chain practices.

To drive our future growth while maintaining our sustainability commitments, we have established the CARE framework as the foundation of our business strategy:

C – Customer Focus

Delivering high-quality chemical intermediates and services that consistently meet customer requirements while ensuring product quality, reliability, secure packaging, and safe transportation

A – Accountability

Maintaining the highest standards of environmental, health, safety, ethical, and governance practices across all business operations

R – Responsible Growth

Promoting sustainable manufacturing practices through efficient resource utilization, pollution prevention, climate action, waste reduction, and compliance with applicable legal and regulatory requirements

E – Excellence & Innovation

Driving continuous improvement, operational excellence, process innovation, and technological advancement to create value for customers and stakeholders



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Through the implementation of this framework, we remain committed to delivering high-quality products with care, ensuring they are securely packaged and safely transported to our customers while contributing to a more sustainable and resilient future.

As we continue our sustainability journey, we remain dedicated to transparency, accountability, and continuous improvement, creating lasting value for our customers, employees, suppliers, communities, and the environment.

Driving Sustainable Growth through Responsible Manufacturing

Understanding the Sustainable Development Goals (SDGs)

The Sustainable Development Goals (SDGs) represent a global blueprint for achieving a more sustainable, inclusive, and prosperous future. Adopted by the United Nations in 2015, the 17 interconnected goals address some of the world's most pressing challenges, including climate change, environmental degradation, resource scarcity, inequality, and sustainable economic growth.

Sustainability and Corporate Social Responsibility (CSR) play a vital role in achieving these goals. Organizations are increasingly expected to operate responsibly by minimizing environmental impacts, supporting social development, and maintaining strong governance practices. By aligning business strategies and operations with the SDGs, companies can contribute to global sustainable development while creating long-term value for stakeholders.

The Sustainable Development Goals 17s (SDGs)

The short titles of the 17 SDGs are:

No poverty (SDG 1),	Zero hunger (SDG 2),	Good health and well-being (SDG 3),
Quality education (SDG 4),	Gender equality (SDG 5),	Clean water and sanitation (SDG 6),
Affordable and clean energy (SDG 7),		Decent work and economic growth (SDG 8),
Industry, innovation and infrastructure (SDG 9),		Reduced inequalities (SDG 10),
Sustainable cities and communities (SDG 11),	Responsible consumption and production (SDG 12),	
Climate action (SDG 13),	Life below water (SDG 14),	Life on land (SDG 15),
Peace, justice, and strong institutions (SDG 16),	and	Partnerships for the goals (SDG 17).





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Why Sustainability is Important

Sustainability is essential for protecting our planet, preserving natural resources, and ensuring the well-being of future generations. Responsible use of resources, reduction of environmental impacts, and promotion of sustainable practices help conserve ecosystems, mitigate climate change, and support economic resilience. A sustainable future depends on the collective efforts of governments, businesses, communities, and individuals working together to balance economic progress with environmental and social responsibility. For us as a business, sustainability drives operational efficiency, strengthens stakeholder trust, reduces risks, enhances competitiveness, and creates opportunities for innovation and growth.

Our Commitment To The United Nations Sustainable Development Goals (SDGs)

At Hari Orgochem Private Limited, we recognize our responsibility as a manufacturer of chemical intermediates, to contribute positively towards sustainable development. We are committed to integrating Environmental, Social, and Governance (ESG) principles into our business operations and aligning our sustainability initiatives with the United Nations Sustainable Development Goals.

Environmental Stewardship: We are committed to minimizing our environmental footprint through responsible manufacturing practices, efficient utilization of energy and natural resources, reduction of greenhouse gas emissions, pollution prevention, waste minimization, and compliance with all applicable environmental regulations.

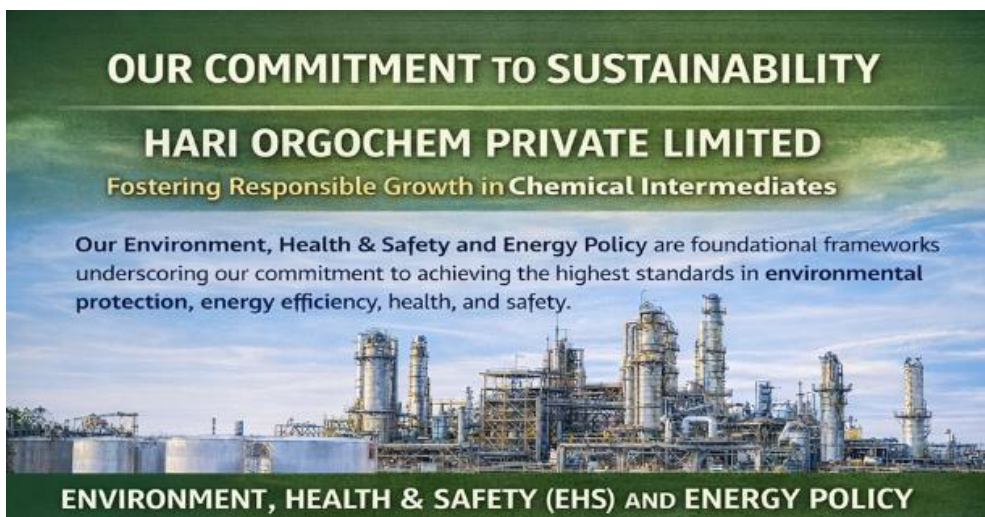
Social Responsibility: We prioritize the health, safety, and well-being of our employees, contractors, customers, and communities. We promote a safe workplace, encourage employee development, support diversity and inclusion, and contribute to the social and economic development of the communities in which we operate.

Ethical Business Conduct: We uphold the highest standards of integrity, transparency, and accountability in all aspects of our business. Our governance framework promotes ethical decision-making, regulatory compliance, risk management, and responsible corporate conduct.

Responsible Supply Chain: We work closely with suppliers, contractors, logistics partners, and other stakeholders to encourage responsible business practices, sustainability awareness, quality assurance, supply chain security, and compliance with environmental, social, and ethical standards.

Customer Commitment: We are committed to delivering high-quality chemical intermediates with care, ensuring products are securely packaged, safely transported, and consistently meet customer requirements while maintaining the highest standards of quality, safety, and reliability.

Through these commitments, Hari Orgochem Private Limited strives to contribute towards a sustainable future while supporting the achievement of the United Nations Sustainable Development Goals and creating lasting value for all stakeholders.





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OUR APPROACH TO MEANINGFUL STAKEHOLDER ENGAGEMENT

At Hari Orgochem Private Limited, stakeholder engagement is a fundamental component of our sustainability and business strategy. We believe that maintaining transparent, constructive and open communication with our stakeholders helps us understand their expectations, concerns, and priorities while enabling us to create long-term value for all.

Regular engagement with stakeholders allows us to identify and assess the economic, environmental, social, and governance (ESG) impacts of our business activities. Through continuous dialogue, we gain valuable insights into emerging risks, opportunities, and sustainability challenges, helping us make informed decisions and strengthen our business resilience.

We engage with a range of stakeholders, including employees, customers, suppliers, contractors, regulatory authorities, local communities, industry associations, and business partners. Their feedback plays a vital role in shaping our sustainability strategy, operational improvements, and ESG initiatives.



To ensure meaningful engagement, we use various communication channels such as meetings, surveys, audits, customer interactions, training programs, supplier assessments, community engagement activities, performance reviews, and regulatory consultations. These interactions enable us to understand stakeholder expectations and address issues proactively.

As part of our materiality assessment process, stakeholders are consulted to identify and validate the sustainability topics that are most relevant to our business and have the greatest impact on the environment, society, and economy. Their input helps us prioritize key ESG issues and focus our efforts on areas where we can create the greatest positive impact.

Through continuous stakeholder dialogue, we seek to:

- Understand stakeholder expectations and concerns.
- Identify sustainability risks and opportunities.
- Enhance transparency and accountability.
- Improve business performance and ESG management.
- Strengthen long-term relationships based on trust and mutual respect.
- Develop initiatives that create shared value for both stakeholders and the organization.

The insights gained through stakeholder engagement are integrated into our strategic planning and sustainability management processes, enabling us to continuously improve our performance and contribute to sustainable growth.

At Hari Orgochem Private Limited, we remain committed to fostering strong partnerships with our stakeholders and ensuring that their perspectives contribute to our journey towards responsible manufacturing and sustainable development.



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IDENTIFYING AND SELECTING STAKEHOLDERS FOR MATERIALITY ASSESSMENT

Working systematically with interested parties and evaluating their perspectives on economic, social, environmental, ethical, human rights and governance impacts, helps us strengthen dialogue. It allows us to better address their concerns and manage the direct or indirect impact on Hari Orgochem Private Limited.

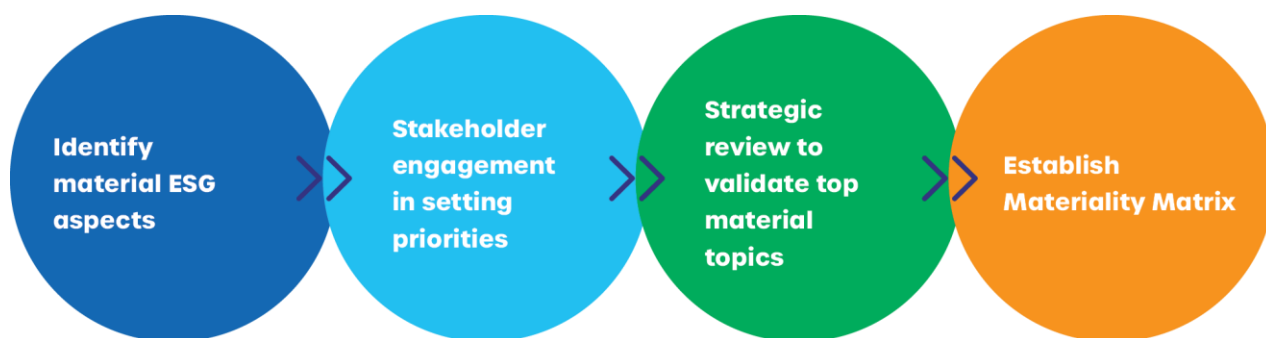
This approach as a strategic management tool helps build stronger and lasting relationships with key stakeholders, prevent or mitigate our negative impacts and it allows us to manage our business successfully. Furthermore, it lays out the basis for our materiality assessment.

We carried out a wide-ranging assessment of our stakeholders to determine who had the greatest impact on us and on whom we had the most effect. We identified seven key stakeholder groups for our organization:

- Customers
- Suppliers / service providers
- Owners
- Public and regulatory agencies
- Local communities
- Employees
- Innovators and partners

The engagement channels as well as key topics and concerns raised per stakeholder group are collected through the Board of Directors meeting, communication from regulatory bodies, customer audits, customer feedback, customer sustainability initiatives questionnaire, interactions with customers.

Methodology and process:



A. Identifying ESG Aspects:

Each topic was evaluated based on two dimensions:

- A longlist of sustainability topics was created based on various factors.
- Potential material topics were identified





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Basis of Identification of Potential Material Topics	Potential Topics Identified
- Industry best practices (Chemical sector) - GRI Universal and Topic Standards - Regulatory requirements (Environment, Labour, Safety, Chemical management) - Benchmarking with peer companies - Internal policies and risk assessments - Previous stakeholder inputs	- Air emissions - Energy efficiency - Water management - Waste management - Climate change mitigation - Occupational health & safety - Product stewardship - Ethical business practices - Labour and human rights - Diversity, equity & inclusion - Sustainable procurement - Customer health and safety - Supply chain due diligence - Community engagement - Innovation and product quality - Data privacy and information security

B. Stakeholders Engagement

Stakeholders	Why We Engage	How We Engage	Key Topics and Concerns Discussed
Customers	Strong engagement with our customers enables us to understand their needs and anticipate market trends. Through preference discovery platforms and consumer insight programmes we are able to understand and anticipate customer preferences.	Customer sustainability request Customer audits Customer conference Key customer relationship – ongoing dialogue Vendor registration questionnaire from customers Customer feedback	Climate change Consumer health & wellbeing Governance & business conduct / ethics / transparency Innovation capabilities/management Responsible consumption of natural resources Product quality & safety Responsible sourcing & traceability Circular economy
Suppliers / Service Providers	Our suppliers are genuine partners, and we work with them towards mutual value creation. Open dialogue secures a pipeline of technological innovation through supplier enabled innovation. Supplier engagement and collaboration ensure our suppliers have high standards in business ethics and respect for people and environment.	Assessments Supplier audits Collaborations to improve performance Multi-stakeholder groups Supplier events: capacity building, discussing issues. Direct engagement with supplier relationship managers Supplier due diligence	Climate change Responsible consumption of natural resources Human rights Innovation capabilities & management Raw material availability Compliance to sustainable procurement practices Circular economy
Owners	Active dialogue ensures transparency and helps us improve our reporting	Annual board meeting	Climate change Human rights Innovation capabilities &



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Stakeholders	Why We Engage	How We Engage	Key Topics and Concerns Discussed
	practices.		management Responsible consumption of natural resources Circular economy Diversity, inclusion & people development Governance & business conduct / ethics / transparency
Public, Private and regulatory agencies	As a responsible business, engagement and collective action with external partners are essential. We engage with local government and regulators to understand both the changes and their concerns, and find mutually beneficial solutions	Amongst those we engage with are: EcoVadis Local government Pollution Control Board Department of Industrial Safety and Health	Climate change ESG topics (Environmental, Social & Governance) Responsible consumption of natural resources Governance & business conduct / ethics / transparency Human rights Product quality & safety Responsible sourcing & traceability Circular economy
Local communities	Open dialogue fosters good relation and enables us to work together with communities and neighbourhoods on projects and causes that benefit local communities, help protect local ecosystems and support livelihoods.	Ongoing dialogue with local authorities and community organizations Employees engaged in social activities within the communities in which we operate Local partners (NGOs or cooperatives)	Biodiversity Climate change Responsible consumption of natural resources Diversity, inclusion & people development Governance & business conduct / ethics / transparency Human rights Local community development Product environmental & social performance Responsible sourcing & traceability Circular economy
Employees	We engage with our people to foster an environment of open dialogue to mutually resolve conflicts, to identify development initiatives and innovative ideas that will help drive our business. We cannot achieve our goals without a true sense of unity and a workplace where we all love to be and grow.	Works committee consultations Employee engagement through surveys Annual performance dialogue Talent management processes Learning and development opportunities Ongoing dialogue with HR department	Climate change Responsible consumption of natural resources Diversity, inclusion & people development Employee health, safety & wellness Governance & business conduct / ethics / transparency Human rights Innovation capabilities & management
Innovators and Partners	We engage in innovative partnerships to go beyond our	Feedback from our R&D team	Climate change Responsible consumption of natural



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Stakeholders	Why We Engage	How We Engage	Key Topics and Concerns Discussed
	own internal capabilities and seek out the extended possibilities and opportunities that collaboration can bring. This allows us to access the latest trends in innovation, to extend our innovation ecosystem to the global level and to accelerate our efforts in this domain.	Customer requirements Suppliers input	resources Consumer health & wellbeing Innovation capabilities & management Product quality & safety Circular economy

C. Materiality Analysis and Scoring

a. Stakeholder Importance

How significant the topic is for stakeholders (1 = low, 5 = high).
 Data gathered from surveys, complaints, ESG queries, and audit findings.

b. Business Impact

Impact on business continuity, operational performance, compliance, and risk.
 (1 = low impact, 5 = extremely high impact)

Materiality Scoring Matrix

Scores were assigned as:

- 1–2: Low Materiality
- 3: Moderate Materiality
- 4–5: High Materiality

Formula Used:

Materiality Score = (Stakeholder Importance + Business Impact) / 2

D. Prioritization and Validation

The results were plotted on a Materiality Matrix, reviewed and validated by:

- Senior Management
- EHS and Operations teams
- Internal audit and compliance teams

E. Detailed Materiality Assessment Results

Topic	Stakeholder Importance (1–5)	Business Impact (1–5)	Materiality Score	Priority
Occupational Health & Safety	5	5	5.0	Very High
Air Emissions Management	5	5	5.0	Very High
Waste Management	4	5	4.5	Very High
Water Management & Water Risk	4	5	4.5	Very High
Climate Change & Energy Efficiency	4	4	4.0	High
Product Stewardship	5	4	4.5	Very High
Customer Health & Safety	5	4	4.5	Very High



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Topic	Stakeholder Importance (1–5)	Business Impact (1–5)	Materiality Score	Priority
Ethical Business Practices	4	4	4.0	High
Human Rights & Labour Practices	4	4	4.0	High
Sustainable Procurement	4	3	3.5	Medium–High
Diversity, Equity & Inclusion	3	3	3.0	Medium
Community Engagement	3	3	3.0	Medium
Product Quality & Innovation	4	3	3.5	Medium–High
Supply Chain Due Diligence	4	3	3.5	Medium–High
Data Privacy & Cybersecurity	3	4	3.5	Medium–High

The Materiality Assessment provides a structured understanding of the sustainability issues that matter most to our business and stakeholders. It reinforces our commitment to transparency, responsible operations, and continuous improvement while guiding future ESG strategy, risk management, and reporting priorities.

ENVIRONMENT



Energy Management

Energy efficiency and responsible energy management are integral components of our sustainability strategy. As a manufacturer of chemical intermediates, we recognize that energy consumption contributes significantly to both operational costs and greenhouse gas emissions. Therefore, we continuously invest in



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initiatives that improve energy efficiency, reduce our carbon footprint, and support India's transition towards a low-carbon economy.

Our energy management approach focuses on reducing energy intensity through process optimization, adoption of energy-efficient technologies, preventive maintenance practices, employee awareness, and increased utilization of renewable energy sources.

Renewable Energy Initiative



To reduce CO₂ emissions, the use of fossil fuels as energy source should decrease. We are committed to reducing our environmental footprint by increasing the use of renewable energy across our operations. As part of this commitment, we have invested in on-site solar photovoltaic (PV) systems at our manufacturing facilities and corporate office to generate clean electricity and reduce dependence on conventional grid power. **Starting at 0 % in 2022**, we have enhanced our solar capacity in **2025** where, approx. **40 % of our total plants consumption is fuelled by renewable energy** from solar plants installed on site. Rooftop solar panels are installed on the office buildings generating in excess of our consumption.

Installed Solar Capacity:

Manjusar Plant: 1127 Kw

Nandesari Plant: 1500 Kw

Head Office: 12 Kw

Total Installed Capacity: 2639 Kw

The installed solar PV systems generate clean electricity that is consumed within the company's operations, thereby replacing a significant portion of electricity that would otherwise be sourced from the grid. This transition to renewable energy contributes to:

- Reduction in Scope 2 greenhouse gas (GHG) emissions.
- Lower dependence on fossil fuel-based grid electricity.
- Improved energy security and operational resilience.
- Reduced operating costs through clean energy generation.
- Support for India's renewable energy and climate action goals.

During the reporting period, the Company generated **3,340,237 kWh** of renewable electricity from its solar PV systems. Based on the applicable grid emission factor of **0.72 kg CO₂e/kWh**, this resulted in the avoidance of approximately **2,405 tCO₂e** of Scope 2 greenhouse gas emissions.

Environmental Benefits

The renewable energy initiative has delivered measurable environmental benefits by:

- Generating over 3.34 million kWh of clean electricity annually.
- Avoiding approximately 2,405 tonnes of CO₂e emissions during the reporting period.
- Increasing the share of renewable energy in the company's overall electricity consumption.
- Supporting the company's decarbonisation strategy and long-term sustainability objectives.



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Energy Conservation Initiatives

During the reporting period, several energy conservation measures were implemented across our manufacturing and support operations:

We have put in place in all our facilities energy-efficient technologies, from optimised heating systems to LED lighting, to ensure consistency with our Environmental Management System (EMS) and to improve energy efficiency, its conservation and sustainability. The chemical industry sector is energy intensive, with chemical processes often operating at high temperature and/or pressure conditions. Effective energy management is crucial and can yield substantial bottom-line benefits. By implementing operations planning and process optimisation, we can achieve savings without requiring significant capital investments.

Process Optimisation

Through process optimisation we have been able to identify and address deficiencies within the existing processes, as well as make more efficient our workflows to enhance profitability. Process optimisation has improved the yield, reduced waste and energy consumption, and improved process safety. Some process optimisation techniques that have been employed are:

- **Robust quality control** and strict adherence to safety standards.
- **Addition of catalysts** to accelerate the chemical reaction thereby reducing batch times.
- Conducting **regular maintenance** of equipment to reduce energy wastage.

Optimisation of Process Heating

Process heating is one of the largest consumers of energy in our chemical plants. Therefore by improving the efficiency of our process heating systems we have achieved significant reduction in energy consumption.

- **Insulation of heating equipment:** It is ensured that all heating equipment, including pipes and reactors, are well insulated to minimize heat loss.
- **Ensuring boiler efficiency:** Preventive maintenance schedule is prepared for the boilers and regular maintenance is done to ensure optimal performance.
- **Recovery of waste heat:** Implemented waste heat recovery systems to capture and reuse heat from exhaust gases and other sources. PPU pumps are installed to recover condensate and flash steam which is used to preheat water going to the boiler and preheat the feed of the distillation column.
- **Recovery of steam condensate:** Condensate water is collected and reused in feed tank for boiler so that energy can be conserved in heating of feed water.

Improving Motor Efficiency

Efficiency is key to minimising energy losses during operations. Electric motors drive many processes in our chemical plants, and improving motor efficiency can lead to substantial energy savings.

- **Ensuring motors efficiency through regular maintenance:** Preventive maintenance schedule is prepared for the motors and regular maintenance is done to keep motors running efficiently and to identify issues before they lead to energy waste.
- **Use of variable frequency drives (VFDs):** Installed VFDs to adjust motor speed based on process demands, reducing energy consumption during low-demand periods.
- **Improving the energy efficiency of major pumps:** Aiming for a reduction in electricity consumption impeller trimming was done and it is estimated that an average monthly savings of 11574 kWh will be obtained.

Optimisation of Compressed Air Systems

Compressed air systems can potentially waste significant amounts of energy if not maintained properly.

- **Fixing leaks:** Implemented an LDAR system to regularly inspect and repair leaks in compressed air systems, as even small leaks can lead to substantial energy losses.
- **Optimizing pressure settings:** The system pressure is set to the minimum required level for operations to reduce energy consumption.



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Implementation of Leak Detection and Repair System

Steam and condensate lines are insulated. Probability of corrosion under the insulation, esp. where there is cyclic temp and wet atmosphere, is high. The insulation can get damaged due to many reasons, and leakages develop in steam and condensate lines leading to loss of expensive utilities. These lines normally cannot be isolated; therefore leaks are arrested by on line sealing. Prior to annual turnaround of the plant, planning and survey of leakage, online sealing of joints, repair of severely corroded lines has resulted in loss reduction and thereby energy saving.

Enhancing Cooling Systems

Cooling systems are critical and can be significant energy consumers.

- **Improving insulation:** Lines and tanks are insulated to reduce heat gain and improve efficiency.
- **Regular maintenance:** Preventive maintenance schedule is prepared for the cooling towers and chillers, and regular maintenance is done to ensure they operate efficiently.
- **Utilizing free cooling:** When outdoor temperatures are low, free cooling methods like open windows are used in the office buildings to reduce the load on mechanical cooling systems while also reducing energy consumption.
- **Reducing multiple fans:** For multiple fans application, it has been possible in the winter months, to turn off some of the fans to meet the required load, thereby leading to seasonal energy saving.
- **Cooling water exchangers:** get fouled over time irrespective of its treatment due to inbuilt dirt factor, margin available in downstream equipment as well as operation at low capacity. Periodic cleaning of exchangers is implemented as a strategy for energy conservation and reliability improvement.

Improving Lighting Efficiency

- **Upgrading to LED lighting:** Replacing traditional lighting with energy-efficient LED fixtures where possible.
- **Reducing lighting load:** Maximized the use of natural day lighting, larger area of glass windows, etc. Daytime, lights are off. Switch off when enough sunlight is available to reduce the need for artificial lighting.

Implementing Energy Management

- **Setting energy targets:** Energy consumption targets are established and progress towards achieving them is tracked to ensure targets are being achieved.
- **Employee training:** Employees are trained on energy-saving practices and the importance of energy management to increase stewardship in reducing energy consumption.
- **Improving power factor:** Through the use of capacitor banks, the power factor is improved resulting in lower energy losses, and less strain on electrical infrastructure.

Employee Awareness

- Regular awareness programs and training sessions are conducted to promote energy conservation practices among employees.
- Encouragement of energy-saving behaviours through operational discipline and good housekeeping practices.

Performance:

Performance Details	Unit	Y 2023	Y 2024	Y 2025
Total Energy Consumption	GJ	183366	197392	206178
Total Renewable Energy Generation	GJ	8648	10091	12025
Production	MT	183366	197392	206178
Energy Intensity (Per MT Product)	GJ/MT	19.14	20.17	20.52



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GHG Emission

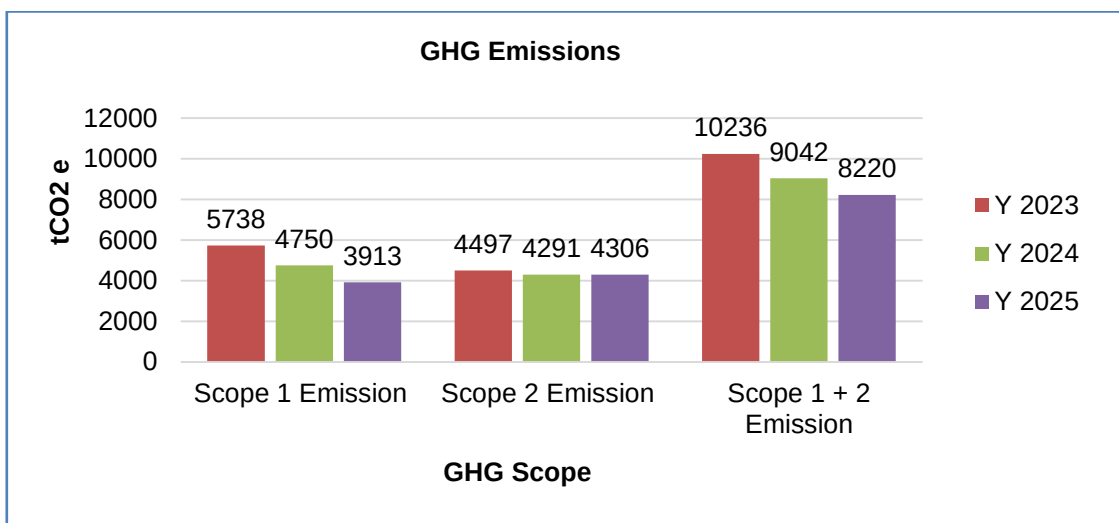
At Hari Orgochem Private Limited, we remain committed to monitoring, managing, and reducing our greenhouse gas (GHG) emissions across the Scope 1, and Scope 2 categories, in line with our broader climate responsibility goals. As part of our continual improvement efforts in Y 2025, we have enhanced our GHG emissions estimation methodology.

Greenhouse Gas (GHG) Inventory is to quantify and report the greenhouse gas emissions generated from the operations of Hari Orgochem Pvt. Ltd. at its Manjusar Unit, Nandesari Unit, and Corporate Office. The inventory has been developed to establish a baseline of GHG emissions, identify major emission sources, and support the organization's commitment to reducing its environmental impact. This inventory establishes 2024 as the Base Year against which future GHG performance will be monitored and reduction targets measured.

The GHG inventory will enable us to:

- Establish a reliable baseline for greenhouse gas emissions.
- Quantify Scope 1 and Scope 2 emissions associated with business operations.
- Identify significant emission sources and opportunities for emission reduction.
- Monitor year-on-year GHG performance.
- Support the development of emission reduction targets and climate action initiatives.
- Improve energy efficiency and promote the use of renewable energy.
- Meet customer, regulatory, and stakeholder sustainability expectations.
- Support ESG reporting and sustainability initiatives.

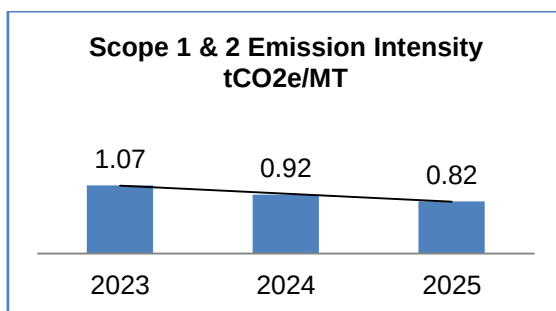
Emission Type	From 1 st Jan to 31 st Dec		
	2023	2024	2025
Scope 1 tCO ₂ e	5738	4750	3913
Scope 2 tCO ₂ e	4497	4291	4306
Total GHG Emissions (Scope 1 & 2)	10236	9042	8220
Total Production in MT	9579	9784	10050
GHG Intensity in tCO ₂ e/MT	1.07	0.92	0.82





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Details of Objective	Base Year 2024	Target by Dec 2030
Scope 1 GHG emissions 25 % reduction	4750	3562
Scope 2 GHG emissions 10 % reduction	4291	3862
GHG intensity 15 % reduction	0.92	0.78

Air Pollution Control

To minimize fossil fuel dependency and reduce air emissions across our manufacturing operations, the company has adopted an agro-based boiler system, utilizing renewable agricultural residues biomass briquettes as primary fuel sources. This transition supports our commitment to cleaner energy, circularity, and sustainable sourcing while significantly reducing the plant's overall carbon footprint.



The agro-based boiler initiative aims to:

- Reduce air emissions
 - Reduce greenhouse gas (GHG) emissions and non-GHG air pollutants (SO_x, NO_x, PM, VOC).
 - Lower SO_x emissions due to negligible sulphur content in biomass.
 - Reduced NO_x formation because of lower combustion temperatures.
 - Lower particulate matter (PM) when supported by upgraded pollution-control devices (multi-cyclone, bag filter, wet scrubber).
 - Minimal VOCs due to clean-burning characteristics of agro-residues.
- Support local farming communities by creating value for agricultural waste.
- Contribute to national clean-energy and circular-economy goals.
- Harnessing compressed biomass fuel
 - Briquettes provide more heat per unit weight—typically 4,000-4,500 kcal/kg. Briquettes burn cleaner than coal or firewood; emitting 60-80% fewer pollutants like NO_x and SO_x, improving air quality and meeting environmental regulations. Reduced ash content (2-5 % vs 15-20 % in coal) means less frequent cleaning, lower maintenance costs, and improved operational uptime. Lower fuel consumption due to higher calorific value reduces overall energy costs by 20-35% compared to conventional fuels. Recycling agricultural waste into briquettes supports circular economy principles, reduces landfill burden, and creates value from waste streams.

Biological Sequestration

Implemented biological sequestration by planting Eucalyptus (Nilgiri). Eucalyptus is considered one among the highest absorbers of atmospheric CO₂. Known for its incredibly fast growth rate, studies have shown it can sequester up to 1.6 tonnes of CO₂ per tree, making it one of the most efficient natural carbon sinks. We planted a total of 6800 trees, encompassing an area of 16300 sq.m.



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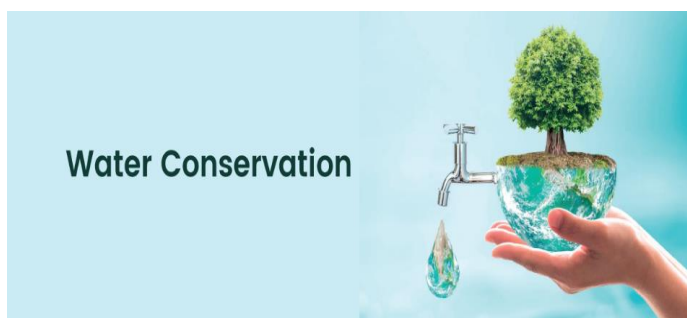
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• Performance:

Performance Details	Unit	Y 2023	Y 2024	Y 2025
Air Emission	PM $\leq$ 150 mg/NM ³	49.54	48.33	45.33
	SO ₂ $\leq$ 100 ppm	5.98	5.28	4.18
	NO _x $\leq$ 50 ppm	7.77	7.37	6.77
	HCL $\leq$ 20 mg/NM ³	6.92	6.22	5.02
	CL ₂ $\leq$ 09 mg/NM ³	4.48	4.42	3.48

Water Management

Water is a critical resource for our manufacturing processes, cooling operations, scrubbing systems, and domestic use. Recognizing the increasing stress on freshwater resources, we are committed to responsible and efficient water management across all facilities. Our approach focuses on minimizing water withdrawal, maximizing recycling, and ensuring the protection of local water sources.



Water Management Strategy

Our water management practices are aligned with national regulations and global sustainability frameworks (UN SDG 6: Clean Water and Sanitation). The key objectives include:

- Reducing freshwater dependency through efficiency improvements.
- Enhancing recycling and reuse of treated water.
- Monitoring water quality at all discharge points.
- Maintaining compliance with local water authority guidelines.
- Investing in water-efficient technologies to lower operational footprint.

Key Water Efficiency Initiatives

Towards water conservation, we have implemented wastewater recycling and rainwater harvesting setups to complement energy efficiency with total resource management.

• Water Recycling/Reuse:

- Water coming out from the reactor cooling systems are passed through a heat exchanger and stored in sumps to be used for the cooling tower, chilling plant and FFA's operations.
- In some manufacturing processes, the second wash water is reused as first wash water in place of fresh water for the following batch.

• Reduced Water Consumption Systems

- **Rainwater Harvesting:** The plant has implemented rooftop rainwater harvesting on a rooftop area of 3741 sq. m in the plant. Unit has constructed groundwater storage tank and rooftop rainwater is collected in this tank. Rainwater collected is being utilized for plant processes, cooling tower and for domestic purposes.
- **Lower Consumption:** Low flow toilets, showers, and faucets are utilized whenever possible. Minimized water consumption by switching from the use of water-cooled DG sets to air cooled sets. Installed water less urinals which saves about 386 m³ water. Plant is recovering 70% steam condensate and this is being reused in the boiler.

Environmental Benefits

The rainwater harvesting initiative contributes to sustainable water management by:

- Reducing dependence on groundwater extraction.



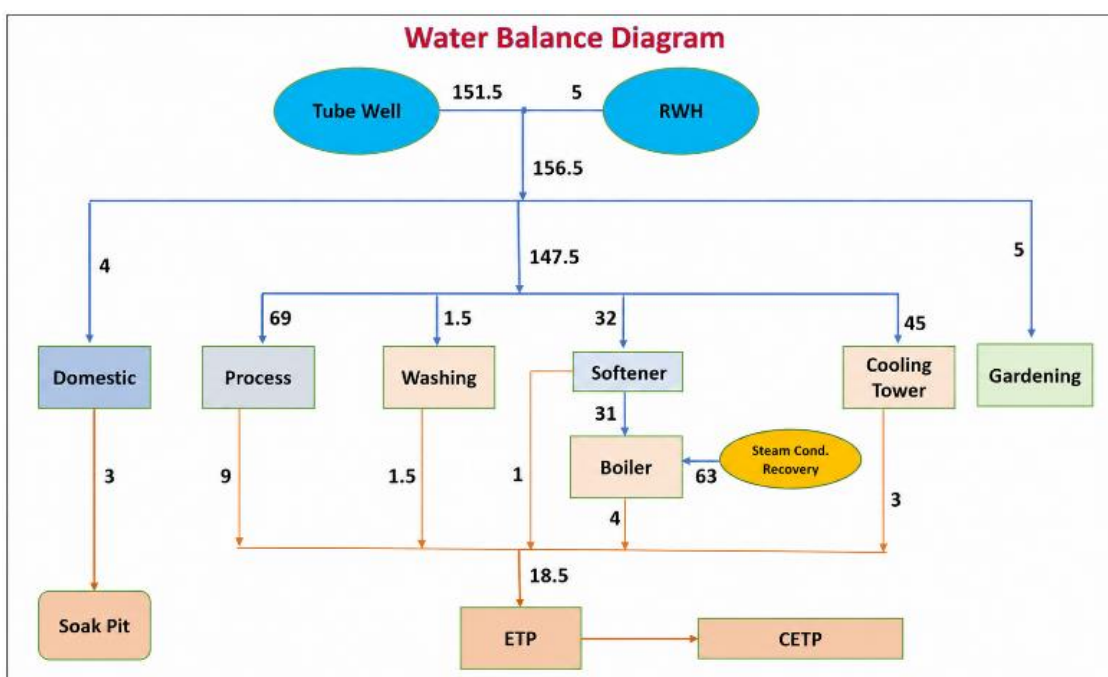
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- Enhancing groundwater recharge and local water resource conservation.
- Providing an alternative water source for process, utility, and domestic uses.
- Improving water-use efficiency across manufacturing operations.
- Supporting climate resilience by capturing and utilizing seasonal rainfall.
- Contributing to the company's environmental sustainability and water conservation objectives.

Water Risk assessment

Water is a critical resource for our manufacturing operations, including process reactions, cooling, boiler feed, scrubber systems, sanitation, and utility activities. As part of our sustainability commitments, we conduct a comprehensive Water Risk Assessment to identify potential physical, operational, regulatory, and social risks that may impact long-term water availability and quality. The assessment also supports informed decision-making on water stewardship and efficiency improvements.



Performance:

Performance Details	Unit	Y 2023	Y 2024	Y 2025
Water Consumption	ML	109.83	108.95	101.62





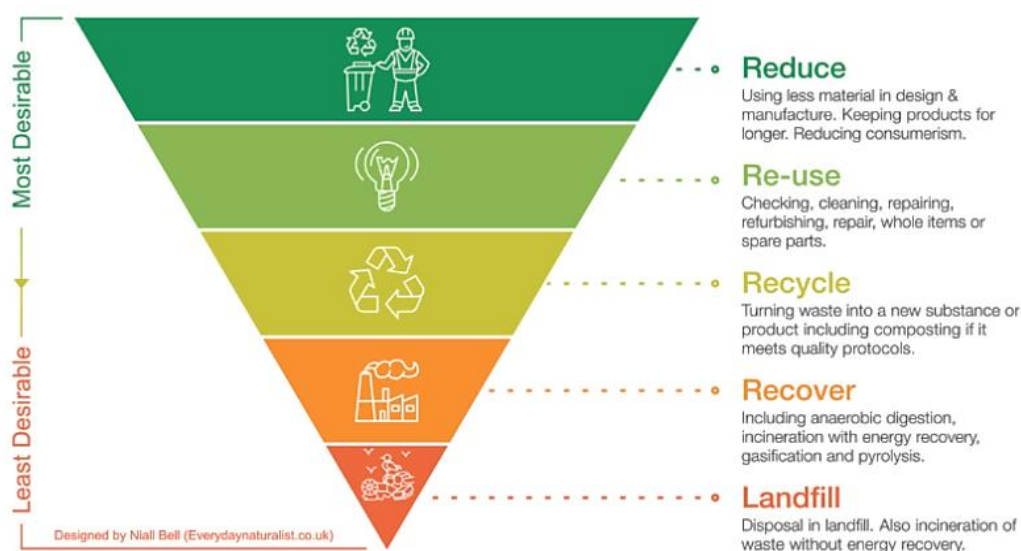
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Waste Management

Effective waste management is a key component of our environmental stewardship strategy. We are committed to minimizing waste generation, promoting resource efficiency, improving circularity, and ensuring full compliance with national environmental regulations including the Hazardous & Other Wastes (Management & Transboundary Movement) Rules, 2016, Solid Waste Management Rules, 2016, and Plastic Waste Management Rules, 2016.

Our waste management approach prioritizes the principles of Reduce–Reuse–Recycle, safe handling, and responsible disposal to minimize environmental impacts and support sustainable operations.



Waste Recovery, Reuse and Recycling

- **Solvent Recycling:** Solvents are recovered to be reused in the manufacturing process.
- **By-product Utilisation:** Hydrochloric acid generated as a by-product in manufacturing is sold for use in the textile industry. Sodium hypochlorite generated is utilised for waste water treatment in our in-house effluent treatment plant.
- **Co-processing:** Substantial quantities of sludge generated from wastewater treatment is diverted from landfills and sent to co-processing partners in the cement industry.

Our organization remains firmly committed to environmental stewardship and the continuous improvement of our ecological performance. Throughout the reporting period, we have implemented a range of initiatives that demonstrate our dedication to responsible resource management, emission reduction, and sustainable manufacturing practices. Focused actions in the areas of energy efficiency, water conservation, waste minimization, and air pollution control have contributed to measurable progress in reducing our environmental footprint.

Performance:

Performance Details	Unit	Y 2023	Y 2024	Y 2025
Hazardous Waste	MT	40872	43370	44618
Reused/Recovered hazardous waste	MT	35493	37241	39605
Percentage of hazardous waste reused/recovered	Percentage	86.83	85.86	88.76



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PRODUCT STEWARDSHIP

Product Stewardship is a core element of the organization's sustainability strategy, ensuring that **environmental, health, and safety (EHS) considerations** to the extent possible, are integrated across the lifecycle of our products — from raw material sourcing, manufacturing, and packaging to transportation, use, and end-of-life management.

Our approach is aligned with the **principles of GRI Standards, REACH and global chemical management best practices.**

Regulatory Compliance

We ensure full compliance with applicable national and international chemical regulations, including:

- REACH classification and labelling
- Chemical safety regulations by local pollution control authorities
- Hazardous Chemicals Rules and Environment (Protection) Act
- Transport of Dangerous Goods

Hazard Identification and Safe Use

Our stewardship program emphasizes:

- Clear communication of hazards, TREM card communicated to transporters
- Training customers and logistics partners on safe handling procedures
- Proper risk-mitigation steps for storage, transfer, and use
- Product MSDS is communicated to customers.

Product lifecycle assessment for some of our products has been carried out in year 2025. More details can be verified by reaching out to us for product lifecycle assessment report.

Lifecycle Assessment (LCA) is a scientific and standardized method (ISO 14040/44:2006) to evaluate the environmental impacts of a product throughout its entire lifecycle, from raw material extraction to end-of-life.

This assessment will help us and external stakeholders for:

- Reducing emissions
- Optimizing resources (energy, water, raw materials)
- Minimizing waste
- Improve product sustainability
- Support customers with environmental disclosures (e.g., carbon footprint reports)

Our customers are informed about product end life treatment. Following improvements have been made in end life management:

- Customers are encouraged to return containers for reuse.
- Recommend neutralization of acidic residues before disposal.
- Collaborate with waste recyclers to ensure used packing materials recycling.

Commitment to Customer Health & Safety

Hari Orgochem Private Limited is committed to protecting the health and safety of our customers, employees, contractors, transporters, and all other stakeholders throughout the lifecycle of our products. As a manufacturer of chemical intermediates used in the agrochemical, pharmaceutical, textile, and specialty chemical industries, we recognize our responsibility to ensure that our products are manufactured, handled, stored, transported, and used safely. We are committed to providing accurate product information, Safety Data Sheets (SDS), technical guidance, safe handling instructions, labelling, and emergency response information to enable customers to manage our products safely and responsibly.





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We are committed to meeting and exceeding all applicable regulations, including **GRI 416: Customer Health and Safety**, REACH guidelines, national chemical safety laws, and industry best practices.

Product Hazard Communication

Our customer health & safety program ensures that all chemical hazards are communicated clearly, consistently, and transparently. This includes:

Safety Data Sheets (SDS)

- SDS provided to all customers in a 16-section globally harmonized format.
- Updated regularly to reflect new regulatory requirements or product data.
- Accessible through digital platforms and upon request.

Product Labels

- Clear hazard symbols for corrosive/reactive materials.
- Instructions covering first aid, PPE, safe handling, and storage.

Technical Data Sheets (TDS)

- Details on physical/chemical properties, applications, and handling conditions.
- Guidelines for safe process integration.

Product Safety Training and Customer Support

Training Programs

- Hands-on training during initial product trials.
- Annual refresher training.
- Transporter and warehouse staff training on chemical handling.

On-Site and Remote Consultation

- Emergency technical support via phone/email.
- Site visits by qualified technical experts upon request.

Monitoring Customer Safety Incidents

We maintain a robust mechanism for recording and analysing all customer-related safety incidents, including:

- Product handling complaints
- Transport incidents
- Storage issues
- Customer complaints

Customer Feedback and Product Improvement

We regularly collect customer feedback to enhance safety performance.

Mechanisms Include:

- Customer satisfaction surveys
- Technical audits and meetings
- Complaint management system
- Post-delivery safety checks

Performance:

Performance Details	Unit	Y 2023	Y 2024	Y 2025
Customer Health & Safety Incident	No.	00	00	00
Complaint from customer related product health & safety	No.	00	00	00
Customer feedback collected on product health & safety	No.	05	08	10



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Performance Details	Unit	Y 2023	Y 2024	Y 2025
Customer satisfaction	%	99.94	99.97	97.82
Product recall cases	No.	00	00	00
% of customers receiving SDS	%	100	100	100
Product takeback	No.	00	01	00

LABOUR & HUMAN RIGHTS

We are committed to upholding internationally recognized labour and human rights principles across all operations, in alignment with the **UN Guiding Principles on Business and Human Rights (UNGPs)**, the **ILO Core Conventions**, and applicable national labour laws. We strive to foster a safe, respectful, and inclusive workplace where all employees and contracted workers are treated with dignity and fairness.

Our approach focuses on (i) ensuring ethical treatment of all workers, (ii) preventing labour rights violations, (iii) supporting employee well-being, and (iv) promoting transparent and accountable labour practices throughout our value chain.

DIVERSITY, EQUITY AND INCLUSION

Our DEI strategy focuses on creating equal opportunities for all employees, preventing any form of discrimination, and promoting an inclusive environment where individuals feel valued, respected, and empowered to perform at their best. Key components of our approach include:

- **Fair Recruitment and Selection:** Ensuring unbiased and merit-based hiring practices with diverse interview panels and standardized evaluation criteria.
- **Inclusive Workplace Culture:** Fostering respect, collaboration, and equal participation through training, awareness programs, and employee engagement initiatives.
- **Equitable Development and Growth:** Guaranteeing equal access to training, leadership development, and promotion opportunities regardless of gender, age, ethnicity, disability, religion, socio-economic background, or any other personal attribute.
- **Non-Discrimination and Anti-Harassment:** Strict enforcement of policies that protect employees from discrimination, harassment, or unfair treatment.
- **Support for Underrepresented Groups:** Providing targeted mentoring, flexible work arrangements, and development support to employees from traditionally disadvantaged or minority groups.



Women Ratio

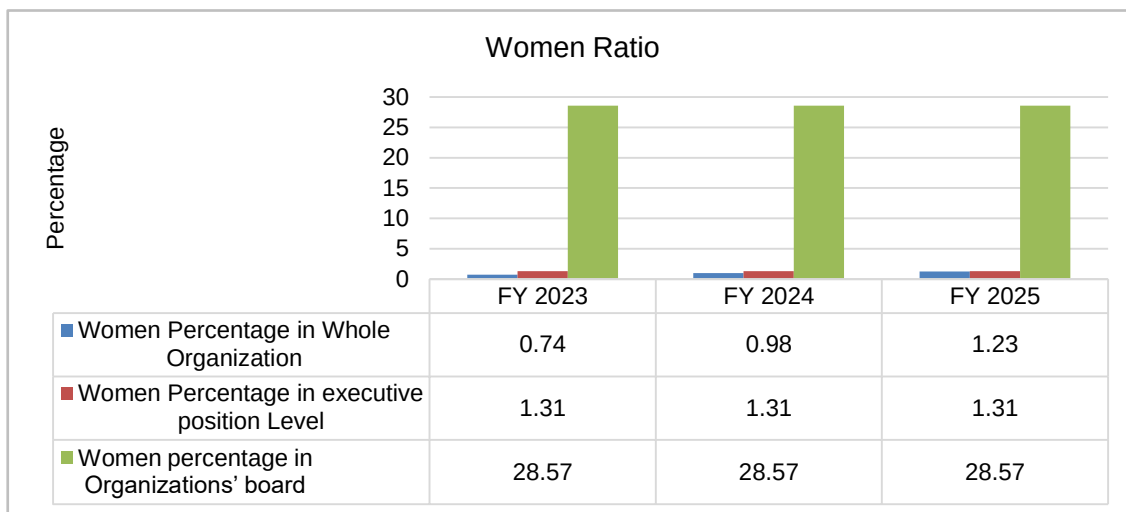
Future Focus Areas

- Enhance the pipeline of women in technical and leadership positions.
- Partner with educational institutions and skill-development centres to encourage more women to join the manufacturing sector.
- Strengthen mentorship programs and career advancement pathways for high-potential women employees.
- Continue to monitor gender equity metrics to drive long-term improvement.



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Ratio of Gender Pay Gap:

We are committed to ensuring equal pay for equal work, aligned with our Diversity, Equity & Inclusion (DEI) principles and international labour standards. We conduct regular and transparent compensation reviews to identify and correct any disparities between male and female employees performing comparable roles.

Women salary is higher than men average salary.

Women average salary is 56907 INR / Month

Men average salary is 42610 INR / Month

Pay gap is 33.25 %.

Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees:

Transparency in compensation practices is a key component of our commitment to responsible governance. As part of our sustainability disclosures and in alignment with global reporting frameworks such as GRI 2-21 and ESG compensation metrics, we report the ratio of the annual total compensation of the highest-paid individual in the organization to the median annual total compensation of all employees.

Compensation of highest paid individual is 1840000 INR/Month

Median compensation of all employees is 33087 INR/Month

Percentage is 55.61%.

Wages & Leave Benefits

We are committed to ensuring fair, equitable, and legally compliant compensation practices for all employees:

Our wage and leave benefit framework is designed to:

- Promote employee well-being and financial security
- Ensure compliance with statutory requirements
- Support talent retention and organizational productivity
- Uphold principles of human rights, equal pay, and decent working conditions

Performance:

Performance Details	Unit	Y 2023	Y 2024	Y 2025
Employee Paid Minimum Wages	Percentage	100%	100%	100%
Statutory Bonus Paid	Percentage	100%	100%	100%
Increment Paid to Eligible Employee	Percentage	100%	100%	100%



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Performance Details	Unit	Y 2023	Y 2024	Y 2025
Employee covered in Provident Fund	Percentage	100%	100%	100%
Gratuity Provided	Percentage	100%	100%	100%
Employee covered by Accident Insurance	Percentage	100%	100%	100%
Parental Leave to Eligible Employee	Percentage	100%	100%	100%

Career Development, Skill upgradation and internal mobility

At Hari Orgochem, we recognise that our people are central to driving sustainable growth, innovation, and operational excellence. Our talent acquisition and retention strategy is anchored in hiring individuals who align with our core values and in creating a workplace where talent is nurtured and careers can thrive.



Our organization is committed to building a strong, future-ready workforce by investing in continuous learning, capability development, and growth opportunities. We recognize that sustainable business performance is directly linked to the development of our people. Therefore, we focus on providing structured career pathways, skill enhancement programs, and opportunities for employees to explore internal roles aligned with their aspirations.

Career Development

We provide employees with clear career progression opportunities through well-defined role expectations, performance goals, and competency frameworks. Key initiatives include:

- **Individual Development Plans (IDPs):** Developed annually for employees to identify skill gaps and career goals.
- **Leadership Development Programs:** Targeting high-potential employees for supervisory, managerial, and strategic leadership roles.
- **Performance Management System:** Transparent and merit-based appraisal process that supports growth and recognizes contributions.
- **Mentorship and Coaching:** Senior leaders guide employees on technical skills, and personal development.

Skill Upgradation

To support workforce capability enhancement and align with emerging industry needs, the company has implemented robust training and upskilling programs, including:

- **Technical and Functional Training:** Covering manufacturing processes, safety standards, regulatory compliance, digital tools, and quality systems.
- **Soft Skills & Behavioural Training:** Focused on communication, problem-solving, teamwork, and leadership behaviours.
- **Mandatory Compliance Training:** Covering environmental health & safety, ethics, anti-corruption, information security, and code of conduct.

Internal Mobility

Internal mobility is a key focus area to retain talent, reduce hiring costs, and empower employees to explore diverse career paths within the organization. Our internal mobility framework includes:



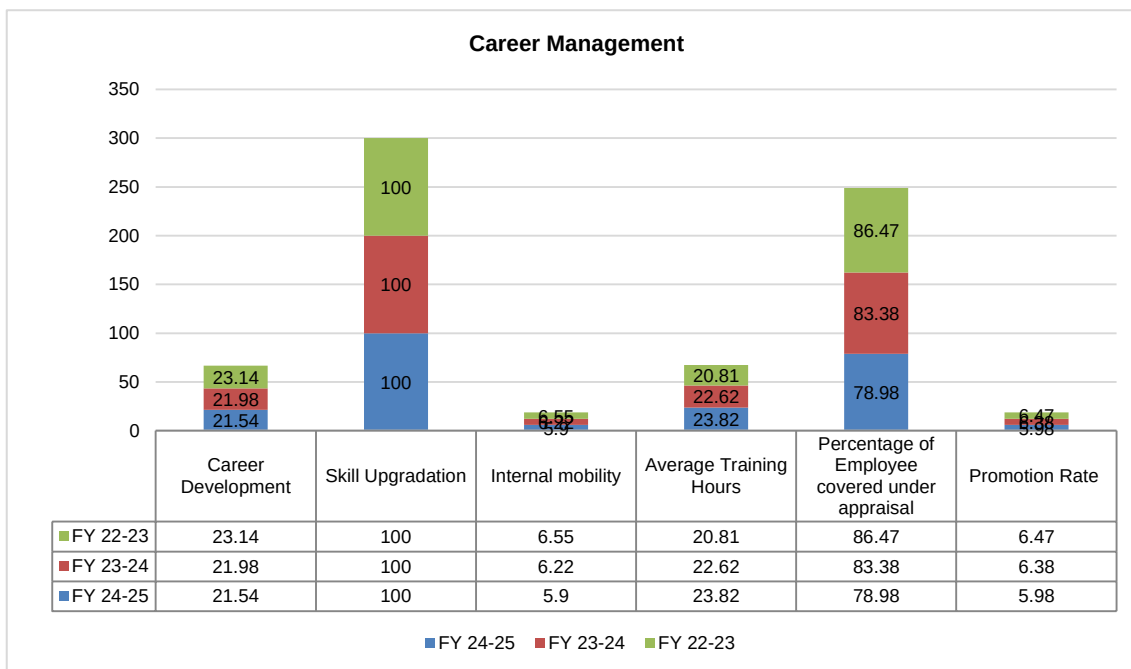
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- **Internal Job Posting (IJP) Program:** All vacancies are posted internally to encourage employees to apply before external hiring.
- **Cross-Functional Assignments:** Employees gain hands-on experience in different departments, enhancing their operational understanding.
- **Role Rotations:** Implemented in critical functions to develop multi-skilled talent and build leadership pipelines.
- **Succession Planning:** Identification and development of successors for key managerial and technical positions.



HEALTH & SAFETY

Ensuring the health, safety, and well-being of all employees, contractors, and visitors is one of our highest priorities. Our organization is committed to maintaining a safe workplace by implementing robust safety systems, complying with statutory requirements, and fostering a culture where safety is everyone's responsibility. Our Health & Safety (H&S) framework aligns with national regulations, ISO 45001 standards, and international best practices.

Health & Safety Management System

We follow a structured Health & Safety Management System designed to identify risks, reduce hazards, and prevent incidents. Key elements include:

- **Hazard Identification & Risk Assessment (HIRA)** for all operations
- **Standard Operating Procedures (SOPs)** for critical and high-risk activities
- **Safe-Work-Permit (SWP) System** for confined space entry, hot work, and maintenance jobs
- **Emergency Preparedness & Response Plan**, including fire drills and evacuation procedures
- **Use of PPE** based on activity-specific risks
- **Incident Reporting & Investigation** through a root-cause-analysis approach





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Performance:

Performance Details	Unit	Y 2023	Y 2024	Y 2025
Zero lost time injury frequency rate	Percentage	1.30	1.02	0.98
Zero lost time injury severity rate	Percentage	0.38	0.10	0.05
Reportable accident	No.	00	00	00
Employee covered by health insurance	Percentage	100	100	100
Employee covered for health check-up	Percentage	100	100	100

Non-Discrimination

Our organization is committed to upholding the highest standards of fairness, dignity, and respect for every individual. We strictly prohibit any form of discrimination across all stages of employment, including recruitment, compensation, training, development, promotion, and termination. This commitment is rooted in our core values and aligns with international human rights principles, national labour laws, and global sustainability frameworks such as the UN Global Compact and GRI 406.



Policy Commitment

We maintain a comprehensive **Non-Discrimination and Equal Opportunity Policy** that ensures:

- Equal and fair treatment for all employees and job applicants
- Zero tolerance toward any discrimination based on gender, age, caste, religion, ethnicity, marital status, disability, sexual orientation, nationality, or any other personal characteristic
- Transparent, merit-based decision-making for hiring, promotion, and performance evaluations
- A workplace culture built on respect, inclusion, and equitable opportunities

Awareness & Training

To promote an inclusive environment, we provide:

- Mandatory training on anti-discrimination, workplace respect, and code of conduct
- Awareness sessions to eliminate stereotypes, unconscious bias, and discriminatory behaviours
- Leadership sensitization programmes to ensure fair and supportive management practices

Performance:

Performance Details	Unit	Y 2023	FY 2024	Y 2025
Discrimination & Harassment cases	No.	00	00	00
Training on Discrimination and Harassment provided to all employees	%	100	100	100
Child & Forced Labour cases	No.	00	00	00
Employees from a minority or vulnerable group in the whole organization	Percentage	1.47	1.72	1.97
Employees from a minority or vulnerable group in the Top Management	Percentage	1.75	2.18	2.62



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ETHICS

We are committed to conducting all business activities with the highest standards of ethics, integrity, and accountability. Our ethics and compliance framework is guided by applicable national regulations, global best practices, and internal codes of conduct. We uphold zero tolerance toward corruption, fraud, bribery, conflicts of interest, data privacy violations, and any practice that compromises ethical business behaviour. Ethical compliance is embedded in our governance systems, decision-making processes, employee conduct standards, and supplier engagement mechanisms.



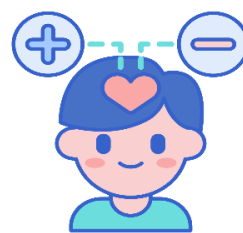
Ethics



Values



Morals



Attitude

Ethics Governance Framework

1. Code of Ethics & Business Conduct

- Comprehensive Code of Conduct covering anti-bribery, anti-corruption, conflict of interest, gifts & hospitality, fair competition, confidentiality, and responsible communication.
- Mandatory acceptance of the Code at on-boarding and annual declarations for existing employees.

2. Anti-Corruption & Anti-Bribery Measures

- Zero-tolerance policy towards bribery and facilitation payments.
- Clear guidelines on acceptable and prohibited gifts, sponsorships, and hospitality.
- Training sessions for procurement, sales, logistics, and other risk-exposed functions.

3. Whistle blower & Grievance Mechanisms

- Confidential reporting channels accessible to employees, contract workers, suppliers, and stakeholders.
- Anonymous reporting option with assured protection against retaliation.
- All allegations investigated by an internal committee or through third-party auditors (where required).

4. Regulatory Compliance

- Periodic review of compliance with labour laws, environmental permits, tax laws, chemical handling rules, and safety regulations.
- Internal and external audits.

5. Data Privacy & Information Security

- Policies aligned with national data protection requirements.
- Controlled access to confidential information and mandatory cybersecurity training.
- Third-party due diligence for data-sensitive vendors

Performance:

Performance Details	Unit	Y 2023	Y 2024	Y 2025
Whistle blower cases	No.	00	00	00
Corruption and bribery incidents (Internal & External)	No.	00	00	00
Training on ethics provided to all employees	Percentage	58	78	89
Confirmed information security incidents	No.	00	00	00
Training on information security awareness and incidents provided to all employees	Percentage	58	78	89



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Performance Details	Unit	Y 2023	Y 2024	Y 2025
Incident related to Conflict of Interest	No.	00	00	00
Grievance / complaint	No.	00	00	00
Employee signed annual code of conduct	Percentage	100	100	100

Key Actions Implemented in Y 2025

- Updated the **Code of Conduct** with stricter guidelines on conflict of interest and data ethics.
- Launched e-learning modules on **anti-corruption** and **fair business practices**.
- Conducted specialized **procurement ethics workshop** to reduce supplier-level risk.
- Rolled out a **vendor due diligence questionnaire** for ethics compliance.
- Strengthened documentation and reporting for high-risk financial transactions.
- Conducted internal audits focusing on areas such as procurement, cash handling, and sensitive data.

Hari Orgochem Private Limited remains deeply committed to ethical governance and transparent compliance practices. Our robust ethics framework, employee awareness initiatives, and proactive risk management contribute to building trust with employees, partners, customers, and the wider community. We will continue to strengthen our systems to maintain a culture of integrity and responsible business behaviour.

SUSTAINABLE PROCUREMENT

We have been committed to integrating sustainability principles into our procurement practices to ensure that materials, products, and services are sourced responsibly. Our sustainable procurement approach focuses on minimizing environmental and social risks within our supply chain, promoting ethical sourcing, supporting local suppliers, and driving continuous improvement among our vendor partners.

Key Principles of Sustainable Procurement

1. Environmental Responsibility

- Preference for suppliers that follow environmentally sound practices, such as pollution control, waste reduction, water conservation, and energy efficiency.
- Requirement for suppliers handling chemicals and raw materials to comply with environmental laws and obtain necessary permits.

2. Social and Human Rights Compliance

- Zero tolerance for child labour, forced labour, discrimination, and unsafe working conditions.
- Suppliers must adhere to labour and human rights requirements as per ILO conventions and national labour laws.
- Regular monitoring of contract workers' welfare, safety, and wage compliance.

3. Ethical Business Conduct

- Suppliers must comply with our organization's Ethics & Anti-Corruption Policy.
- Mandatory disclosure of conflicts of interest, gifts, and business practices.
- Due diligence conducted for high-risk suppliers.

4. Local and Responsible Sourcing

- Preference for local suppliers in order to reduce transportation emissions, promote community development, and shorten supply chains.
- Consideration of small and medium enterprises (SMEs) for procurement opportunities.

5. Quality, Safety & Compliance

- Suppliers evaluated for product quality, safety, regulatory compliance, and certification (ISO 9001, 14001, 45001, etc.).
- Raw materials and packaging must meet chemical handling and safety standards.



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Sustainable Procurement Process

Supplier Evaluation & On-boarding

- New suppliers are assessed using a **Supplier Due Diligence Questionnaire** covering environmental, social, ethics, quality, and safety criteria.
- High-risk categories undergo site audits before approval.

Supplier Risk Assessment

Suppliers are classified as:

- **Low Risk**
- **Medium Risk**
- **High Risk** (chemicals, logistics, contract labour, waste handlers)

Supplier Development

- Conducting awareness sessions on occupational safety, waste management, emissions control, and ethical behaviour.
- Sharing best practices for energy efficiency and clean production technologies.

We are committed to developing an inclusive and diverse supply chain that reflects our values of equality, fairness, and economic empowerment. Our **Supplier Diversity Program** aims to create procurement opportunities for businesses that are small, local, minority-owned, women-owned, differently-abled-owned, start-ups, and other underrepresented supplier groups.

Supplier diversity strengthens supply chain resilience, supports local communities, drives innovation, and ensures equitable access to economic opportunities.

Objectives of Supplier Diversity Program

- Increase the participation of diverse suppliers in procurement.
- Support local and small enterprises (SMEs) to develop capabilities and compete fairly.
- Promote inclusion of women-owned and minority-owned businesses.
- Strengthen economic impact in surrounding communities.
- Foster innovation by engaging new and diverse supplier partners.

Building a responsible and sustainable supply chain:

We believe that sustainability extends beyond our own operations and requires active collaboration with our suppliers and business partners. As part of our commitment to responsible procurement, the Company organized a supplier awareness and training program on Social and Environmental Issues in the Supply Chain during the reporting period.

The training was designed to strengthen suppliers' understanding of environmental stewardship, ethical business practices, and social responsibility while promoting compliance with applicable legal requirements and internationally accepted sustainability principles.

The training covered the following key topics:

- Environmental protection and pollution prevention
- Efficient use of energy, water, and natural resources
- Waste minimization and responsible waste management
- Compliance with environmental laws and regulations
- Occupational health and safety practices
- Human rights and fair labour practices
- Prevention of child labour, forced labour, and workplace discrimination
- Business ethics, anti-bribery, and responsible conduct
- Sustainable sourcing and continuous improvement
- ESG expectations and supplier responsibilities



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Through this initiative, we encouraged our suppliers to integrate environmental, social, and governance (ESG) considerations into their operations and strengthen risk management across the supply chain. The program also provided a platform for sharing best practices, discussing sustainability challenges, and promoting long-term partnerships based on transparency, compliance, and continuous improvement.

We remain committed to engaging with our suppliers through regular communication, awareness programs, and capacity-building initiatives to foster a resilient, ethical, and environmentally responsible supply chain that supports our sustainability objectives.



Performance:

Performance Details	Unit	Y 2023	Y 2024	Y 2025
Targeted Supplier Code of Conduct Signed	Percentage	100	100	100
Suppliers signed the contract of environment, labour and human rights requirements	Percentage	100	100	100
Targeted suppliers covered under sustainability (CSR) assessment	Percentage	100	100	100
Targeted suppliers (Key Raw Material & Packing Material) audited on site for sustainability (CSR) assessment and capacity building	Percentage	100	100	100
Training related to sustainable procurement to people involved in procurement	Percentage	100	100	100
Women Supplier Development	No.	00	00	02
Disabled Supplier Development	No.	00	00	00
LGBT Supplier	Nos	00	00	00
Micro and small-scale Supplier	Nos	00	00	05



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CSR INITIATIVES

Our CSR activities range from environmental initiatives, to philanthropic, ethical and economic responsibilities. Through carefully chosen partnerships, we leverage our experience and philanthropic investments in the fields of education and rural development, to make a difference today and create a lasting impact in the communities around us. We actively support relevant associations and contribute to disaster relief efforts, providing aid in times of need or crisis

Animal Welfare Initiatives

Shri Gopal Govardhan Gaushala, Sanchore

A request was made from the welfare centre for the feed, care and protection of abandoned and diseased animals and a substantial contribution was made for the same purpose.



Educational Initiatives

Angad School, Angad, Vadodara



Towards the safety of the school and its children, we installed a fully functional fire hydrant system at the school premises, including the water storage tanks, hydrant lines, hose reels, etc.



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Secondary & Higher Secondary School, Fajalpur, Vadodara



To strengthen access to secondary and higher secondary education in the region, we constructed a fully equipped school from the ground up. The campus features a modern computer lab, a library, and a dedicated science laboratory to foster academic excellence. To promote physical development and a spirit of sportsmanship, we also developed basketball, volleyball and badminton courts for the students.

Primary School, Damapura, Vadodara



Working closely with the local community, we rebuilt the primary school in Damapura village, Vadodara, creating a vibrant and modern space to support the education and growth of local children.



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Rural Child Care & Rural Development Initiatives

Anganwadi (Rural Child Care Center) At Gram Panchayat



We supported the renovation of an Anganwadi (rural child care center) at Gram Panchayat, enhancing its facilities to create a safer and more welcoming environment for young children. As part of our efforts, we also constructed toilets to improve hygiene and provided play area equipment to encourage learning through play. We also contributed to the Ankodia Gram Panchayat for the construction of a composting pit, a toilet block and for flooring improvements - enhancing sanitation, sustainability and overall living conditions in the village.

Overall conclusion:

The year 2025 marked a significant step forward in our sustainability journey, strengthening our commitment to responsible manufacturing, environmental stewardship, and inclusive growth. Through continuous investment in cleaner technologies, resource efficiency, and responsible sourcing, we have enhanced our operational resilience while contributing positively to the environment and society.

Our efforts toward **reducing air emissions**, improving **waste management**, optimizing **water usage**, and expanding **renewable and energy-efficient practices** have resulted in measurable environmental improvements. Enhanced pollution control systems, agro-based boiler initiatives, water risk assessments, and improved waste segregation practices demonstrate our dedication to minimizing ecological impact.

On the social front, we reinforced our principles of **labour and human rights**, ensured safe working conditions, promoted diversity and inclusion, and expanded training and capacity-building programs. Our strengthened grievance mechanisms, fair wage practices, and health & safety initiatives reflect our commitment to prioritizing employee well-being and ethical workplace culture.

Within our supply chain, we advanced **sustainable procurement**, increased engagement with local and diverse suppliers, implemented stronger due diligence, and promoted ethical practices across vendor partnerships. These measures have not only enhanced supply chain transparency but also supported community development and fair economic opportunities.



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From a governance perspective, our focus on **ethics, compliance, and integrity** has built a stronger foundation of accountability. Continuous improvements in internal controls, anti-corruption safeguards, and stakeholder engagement have reinforced trust and transparency in our operations.

While we acknowledge the progress made, we also recognize the need for continuous improvement. Looking ahead, we aim to further integrate sustainability into strategic decision-making, scale up renewable energy adoption, reduce carbon intensity, strengthen supplier sustainability performance, and promote innovation-led, circular solutions.

The Company remains fully committed to operating responsibly and sustainably, balancing economic growth with environmental protection, employee welfare, and community well-being. Our long-term vision is to build a resilient, ethical, and future-ready organization that contributes meaningfully to national and global sustainability goals.

We thank all our employees, partners, suppliers, customers, and all other stakeholders for their continued support in shaping a more sustainable and inclusive future.



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Sl. No.	Materiality / Topics	KPI Details	Unit of Measurement	Performance Year (Jan to Dec)			Standard	GRI	SDG
				2023	2024	2025			
A. ENVIRONMENT									
1	Energy	5% reduction in energy consumption by 31st Dec 2030 from base year 2024 performance (Benchmark 197392 GJ to 187522 GJ)	GJ	183366	197392	206178	ISO 14001	302-1, 302-3	SDG 7, SDG 13
2	Energy	Maintain generation of renewable energy at minimum of 10000 GJ/Year	GJ	8648	10091	12025	ISO 14001	302-1	SDG 7, SDG 13
3	Water	5% reduction in water consumption by 31st Dec 2030 from base year 2024 performance (Benchmark 108.9 ML to 103.5 ML)	ML	109.83	108.95	101.62	ISO 14001	303-5	SDG 6
5	Air Emission	Maintain/reduce ambient air emission as per the legal norms	PM=150 mg/NM ³ SO2=100 ppm NOx=50 ppm HCL=20 mg/NM ³ CL2=9 mg/NM ³	49.54 5.98 7.77 6.92 4.48	48.33 5.28 7.37 6.22 4.42	45.33 4.18 6.77 5.02 3.48	ISO 14001	305-7	SDG 3, SDG 13
6	Waste Management	5% reduction in hazardous waste generation by 31st Dec 2030 from base year 2024 performance (Benchmark 43370 MT to 41201 MT)	MT	40872	43370	44618	ISO 14001	306-3, 306-4	SDG 12
7	Waste Management	2% reduction in non-hazardous waste generation by 31st Dec 2030 from base year 2024 performance (Benchmark 24.61 MT to 23.37 MT)	MT	9.43	24.61	55.29	ISO 14001	306-3	SDG 12
8	Waste Management	Min. 80% hazardous waste reused/recovered from generated waste in every year	Percentage	86.83	85.86	88.76	ISO 14001	306-3, 306-4	SDG 12
		Total hazardous waste generated	MT	40872	43370	44618			
		Total waste reused/recovered	MT	35493	37241	39605			
9	GHG	Reduce 25% Scope-1 GHG emission by 31st Dec 2030 based on year 2024	tCO ₂ e	5738	4750	3913	ISO 14064	305-1	SDG 13



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Sl. No.	Materiality / Topics	KPI Details	Unit of Measurement	Performance Year (Jan to Dec)			Standard	GRI	SDG
				2023	2024	2025			
		(Benchmark 4750 tCO ₂ e to 3562 tCO ₂ e)							
10	GHG	Reduce 10% Scope-2 GHG emission by 31st Dec 2030 based on year 2024 (Benchmark 4291 tCO ₂ e to 3862 tCO ₂ e)	tCO ₂ e	4497	4291	4306	ISO 14064	305-2	SDG 13
11	GHG	Reduce 15% GHG emission intensity (tCO ₂ /MT of product) by 31 st Dec 2030 from base year 2024 (Benchmark 0.92 t tCO ₂ e to 0.82 tCO ₂ e)	tCO ₂ e/MT	1.07	0.92	0.82	ISO 14064	305-2	SDG 13
12	Product Health & Safety	Maintain Zero customer health and safety incident due to usage of our products	No.	Zero	Zero	Zero	ISO 9001 ISO 45001	416-2	SDG 3
13	Product Recall	Maintain Zero product recall incident	No.	Zero	Zero	Zero	ISO 9001	416-2	SDG 12
14	Product Takeback	Product takeback programme	No.	Zero	01	Zero	ISO 9001	416-2	SDG 12
15	Environmental Training	Ensure coverage of all employees in environment management trainings	Percentage	100	100	100	ISO 14001	404-1	SDG 13
B. LABOUR AND HUMAN RIGHTS									
16	Health & Safety	Maintain Zero lost time injury frequency rate	Zero LTIFR	0.38	0.10	0.05	ISO 45001	403-9	SDG 8
17	Health & Safety	Maintain Zero lost time injury severity rate	Zero LTISR	1.30	1.02	0.98	ISO 45001	403-9	SDG 8
18	Health & Safety	Zero reportable / dangerous accident in plant	No.	00	00	00	ISO 45001	403-9	SDG 8
19	Health & Safety	100% coverage of all employees in health insurance	Percentage	100	100	100	ISO 45001	403-6	SDG 3
20	Health & Safety	100% coverage of all employees in health check-ups	Percentage	100	100	100	ISO 45001	403-6	SDG 3
21	Human Rights	Maintain Zero Child Labour / Forced Labour / Human Trafficking cases identified	No.	00	00	00	SA 8000	408-1, 409-1	SDG 8, SDG 16



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Sl. No.	Materiality / Topics	KPI Details	Unit of Measurement	Performance Year (Jan to Dec)			Standard	GRI	SDG
				2023	2024	2025			
22	Human Rights	To provide min 02/year training to internal stakeholders on human rights requirements	No.	02	02	03	SA 8000	412-2	SDG 16
23	Discrimination	Maintain Zero discrimination & Harassment incidents	No.	00	00	00	SA 8000	406-1	SDG 5, SDG 10
24	Discrimination Training	Min 03 nos of training conducted on discrimination and harassment in every year	No.	02	03	04	SA 8000	404-2	SDG 5
25	Diversity & Inclusion	25% increase in women ratio in relation to the whole organization by 31st Dec 2030 (Benchmark 0.98 (2024) to 1.22 by 31st Dec 2030)	Percentage	0.74	0.98	1.23	-	405-1	SDG 5
		Total Employees : 407 Total Male Employees : 402 Total Female Employees : 5							
26	Diversity & Inclusion	25% increase in women in executive positions from year 2024 (1.31% to 1.63% in year Dec 2030)	Percentage	1.31	1.31	1.31	-	405-1	SDG 5
		Total Employees (Staff) : 229 Total Male Employees : 226 Total Female Employees : 3							
27	Diversity & Inclusion	Maintain women ratio 28.57% within organization board till 31st Dec 2030	Percentage	28.57	28.57	28.57	-	405-1	SDG 5
		Total board members : 7 Total male members : 5 Total female members : 2							
28	Discrimination	Reduce by 15% the average unadjusted gender pay gap by 31st Dec 2030 (Benchmark 98.34% (2024) to 83.58%)	Percentage	16.25	35.79	33.55	--	405-2	SDG 5, SDG 10
		Average pay for men		43590	41908	42610			
		Average pay for women		50672	56907	56907			
29	Wages	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Percentage	49.80	52.40	55.61	--	2-21	SDG 10
30	Discrimination	Increase by 30% employees from a minority or vulnerable group in the whole organization (Benchmark 2.18% (2024) to 2.23%)	Percentage	1.47	1.72	1.97	--	405-1	SDG 10



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Sl. No.	Materiality / Topics	KPI Details	Unit of Measurement	Performance Year (Jan to Dec)			Standard	GRI	SDG
				2023	2024	2025			
31	Discrimination	Increase 30% employees from a minority or vulnerable group in the Top Management (Benchmark 2.18% (2024) to 2.83%)	Percentage	1.75	2.18	2.62	--	405-1	SDG 10
32	Employee Benefits	100% of employees paid minimum wage	Percentage	100	100	100	SA 8000	202-1	SDG 8
33	Employee Benefits	100% of employees paid statutory bonus	Percentage	100	100	100	SA 8000	401-2	SDG 8
34	Employee Benefits	Increment paid to 100% of eligible employees	Percentage	100	100	100	SA 8000	401-2	SDG 8
35	Employee Benefits	100% of employees covered under Provident Fund	Percentage	100	100	100	SA 8000	401-2	SDG 8
36	Employee Benefits	Gratuity given to 100% of eligible employees	Percentage	100	100	100	SA 8000	401-2	SDG 8
37	Employee Benefits	Parental leave given to 100% of eligible employees	Percentage	100	100	100	SA 8000	401-2	SDG 8
38	Training	Average min. of 24 hours of training provided per employee (Benchmark 17.71 (2024) to 24)	Avg/Hours	17.17	17.71	18.75	ISO 14001 ISO 45001	404-1	SDG 4
39	Career Development	Min 30% of employees covered under career development training by 31 st Dec 2030	Percentage	21.54	21.98	23.14	--	404-2	SDG 4
40	Skill Upgradation	Min 90% of employees covered under skill upgradation by 31 st Dec 2030	Percentage	100	100	100	--	404-2	SDG 4
41	Internal Mobility	Increase the Internal Mobility Rate from 6.55% to at least 10.0% by 31 st Dec 2030 (Benchmark 6.22 (2024) to 10%)	Percentage	5.90	6.22	6.55	--	404-2	SDG 8
42	Performance Appraisal	Maintaining employees covered in annual appraisal	Percentage	78.98	83.38	86.47	--	404-3	SDG 8
43	Promotion	Increase internal promotion rate from 6.38% to 10% for eligible employees by 31 st Dec 2030	Percentage	5.98	6.38	6.47	--	404-3	SDG 8
44	Employee Satisfaction	Increase employee satisfaction level from 90% to 95% by 31 st Dec 2030	Percentage	78.7	82.3	90.95	--	403-5	SDG 8



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Sl. No.	Materiality / Topics	KPI Details	Unit of Measurement	Performance Year (Jan to Dec)			Standard	GRI	SDG
				2023	2024	2025			
C. Ethics									
45	Corruption & Bribery	Ensure Zero incidents of corruption & bribery (internal and external)	Nos	00	00	00	ISO 37001	205-3	SDG 16
46	Corruption & Bribery	Training on corruption and bribery provided to 100% of employees	Percentage	58	78	89	ISO 37001	205-2	SDG 16
47	Corruption & Bribery	Average number of days to investigate and close corruption-related allegations	≤ 30 working days	--	--	--	ISO 37001	2-26	SDG 16
48	Money Laundering & Fraud Prevention	Ensure Zero incidents of money laundering & fraud	Nos	00	00	00	ISO 37001	205-3	SDG 16
49	Money Laundering & Fraud Prevention	Training on money laundering and fraud to be provided to 90 to 100% of employees	Percentage	58	78	89	ISO 37001	205-2	SDG 16
50	Conflict of Interest	Ensure Zero conflict of interest incidents	Nos	00	00	00	ISO 37001	205-3	SDG 16
51	Conflict of Interest	100% employees to be given conflicts training	Percentage	58	78	89	ISO 37001	205-2	SDG 16
52	Information Security	Ensure Zero incidents of information security breaches	Nos	00	00	00	ISO 27001	418-1	SDG 16
53	Information Security	Training on information security breaches provided to 100% employees.	Percentage	58	78	89	ISO 27001	205-2	SDG 16
54	Whistle Blower	Ensure Zero incidents of whistle blower cases	Nos.	00	00	00	ISO 37001	2-26	SDG 16
D. Sustainable Procurement									
55	Sustainable Procurement	Supplier Code of Conduct shall be signed by 100% targeted suppliers (Manufacturer of Key Raw	Percentage	100	100	100	ISO 20400	308-2, 414-2	SDG 12



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Works 2: Block No. 579, Near Narmada Canal, At & Post Manjusar, Ta. Savli, Dist. Vadodara 391775

Sl. No.	Materiality / Topics	KPI Details	Unit of Measurement	Performance Year (Jan to Dec)			Standard	GRI	SDG
				2023	2024	2025			
		materials, Packing material and Job Work Suppliers)							
56	Sustainable Procurement	100% suppliers shall sign contract with clauses of environment, labour and human rights requirements.	Percentage	100	100	100	ISO 20400	308-1, 414-1	SDG 12
57	Sustainable Procurement	100% targeted suppliers covered under sustainability (CSR) assessment	Percentage	100	100	100	ISO 20400	308-1	SDG 12
58	Sustainable Procurement	100% targeted suppliers (Key Raw Material & Packing Material) audited on site for sustainability (CSR) assessment and capacity building	Percentage	100	100	100	ISO 20400	308-2	SDG 12
59	Sustainable Procurement	100% targeted supplier engaged in corrective action	Percentage	100	100	100	ISO 20400	404-2	SDG 12
60	Sustainable Procurement	Training on Sustainable Procurement provided to 100% people involved in procurement	Percentage	100	100	100	ISO 20400	404-2	SDG 12
61	Sustainable Procurement	Training on Supplier Diversity provided to 100% people involved in procurement	Percentage	100	100	100	-	204-1	SDG 5
62	Sustainable Procurement	Develop at least 2 suppliers run by vulnerable groups	Nos	00	00	02	-	204-1	SDG 10
63	Sustainable Procurement	Develop at least 5 suppliers from micro and small-scale industries	Nos	03	03	05	-	204-1	SDG 8



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**Together for Sustainability,
Powering Tomorrow**

