

FY 2024 - 25

Sustainability Report



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TABLE OF CONTENT

ABOUT THIS REPORT	01	SOCIAL RESPONSIBILITY	83
		Our Social Policies	85
		Occupational Health & Safety	89
		Working Conditions	95
		Social Dialogue and Employee Voice	97
		Human Rights Protection	103
		Diveristy, Discrimination & Harasment	105
INTRODUCTION	03	CORPORATE GOVERNANCE & ETHICS	107
A Message from Our Leadership	05	Governance Structure	109
A Message from Our CEO's	07	Ethics & Compliance Policy Framework	111
Sustainability Snapshot 2024-25	09	Anti-Corruption and Fair Practices	115
Commitments to Net Zero, Innovation and SDG's	11	Information Management Framework	117
GHG Intensity Reduction Roadmap	13		
Strategic SDG Alignment Framework	15	RESPONSIBLE SUPPLY CHAIN	119
Company Overview	17	Supply Chain & Sustainable Procurement	121
Mission and Vision	18	Our ESG & Sustainability Partner	125
Sustainability Management Approach	22		
Next Steps to Implement	24	SUSTAINABILITY PERFORMANCE SUMMARY	127
Stakeholder Engagement	25	Key ESG KPI's	129
The Materiality Approach	27	Assurance – Boosting Credibility:	151
Risk & Opportunity Management	29	Assurance Letter	152
SDG Contributions & Strategic Alignment	30	GRI Index	154
Hardcastle Petrofer & UNGC Ten Principles: A Purpose - Driven Alignment	32		
Science-Based Targets Commitment - Strategic Integration Context	35		
Policies and Commitments	36		
ENVIRONMENTAL STEWARDSHIP	37		
Environmental Sustainability	39		
Climate and Energy	45		
GHG Emissions (Scope 1, 2, 3)	48		
Water Management	54		
Air Emissions and Pollution Control	59		
Materials, Chemicals and Waste	63		
Product Sustainability and End-of-Life	75		
Customer Health & Safety	77		
Biodiversity & Ecosystem Conservation	80		

1

Introduction

- ➔ A MESSAGE FROM Our Managing Director
- ➔ A Message from Our CEO
- ➔ Sustainability Snapshot 2024-25
- ➔ Commitments to Net Zero, Innovation & SDG's
- ➔ GHG Intensity Reduction Roadmap
- ➔ Strategic SDG Alignment Framework (Long-Term Commitments)
- ➔ Company Overview
- ➔ Sustainability Management Approach
- ➔ Next Steps to Implement
- ➔ The Materiality Approach
- ➔ Risk & Opportunity Management
- ➔ SDG Contributions & Strategic Alignment
- ➔ Hardcastle Petrofer & UNGC Ten Principles: A Purpose - Driven Alignment
- ➔ Science-Based Targets Commitment - Strategic Integration Context



A Message from Our Leadership (GRI 2-11, 2-22)



By embedding sustainability and strong ESG governance into everything we do, we go beyond compliance—driving long-term value for our business, people, and communities.

At HardcastlePetrofer, we believe sustainability is more than a commitment — it is our identity. In 2024, we proudly achieved the EcoVadis Gold rating, placing us among the top 5% of companies worldwide for our environmental, social, and governance (ESG) performance. This recognition is not just a badge of honor, but a testament to our conviction that responsible business fuels innovation, resilience, and shared prosperity.

This achievement reflects the dedication and passion of our people — from our shop floors to our boardrooms — who work tirelessly to embed sustainability into everything we do. Over the past year, we made meaningful progress across all dimensions of ESG: reducing energy use and greenhouse gas emissions, improving wastewater treatment, enhancing biodiversity, ensuring the highest standards of workplace safety, product quality, and nurturing an inclusive and diverse workforce.

We are equally proud of our long-standing commitment to education and community development near our facilities in Gujarat. By upgrading school infrastructure, setting up computer labs, providing clean drinking water, and creating better learning environments, we continue to empower hundreds of children and uplift our communities. Our strides toward circularity — through waste-to-resource recovery and sustainable packaging — bring us closer to realizing closed-loop supply chains, turning sustainability from an aspiration into reality.

Beyond operations, we have strengthened governance through internationally recognized certifications — ISO 50001 for energy management and ISO 45001 for occupational health & safety — alongside robust ESG frameworks, whistleblower protections, and UN Global Compact-aligned training for all employees. These ensure that ethics, accountability, and sustainability remain deeply rooted in our culture.

As we look ahead, we remain committed to scaling our biodiversity and community initiatives, accelerating circular economy innovations, deepening our social impact, and embedding sustainability even further into our strategy and decision-making.

On behalf of the leadership team, I express my heartfelt gratitude to our employees, customers, partners, and communities for their unwavering support and collaboration. Together, we are proving that sustainability is not just good for the planet — it is the cornerstone of resilient growth and equitable prosperity.

Mr. Achal Jatia

Managing Director



A Message from Our CEO's (GRI 2-11, 2-22)



Dear Hardcastle Pertofer Family,

At Hardcastle Petrofer, sustainability is not just an aspiration — it is embedded in our operations, decisions, and culture. Building on the vision of responsible growth, we have focused on turning our ESG commitments into measurable, meaningful outcomes that create value for our stakeholders and the planet. Over the past year, we have advanced across all ESG dimensions with determination and discipline. We have initiated Life Cycle Assessment (LCA) of our products to understand and minimize their environmental impacts across their entire value chain. We trained our entire workforce — from shop floor to leadership — on ESG principles and practices, ensuring that sustainability is truly everyone's responsibility.

Our new sustainable product line designed with the environment in mind. Sustainability is a top priority across industries, and we understand the growing need to reduce the environmental footprint while making responsible choices. With our new ENVO sustainable product line, we are proud to offer a comprehensive portfolio that exemplifies our commitment to sustainability across every stage of the product lifecycle. From formulation to production, logistics, and application, the ENVO line integrates the highest standards of environmental responsibility while ensuring exceptional quality and performance.

In line with this vision, we also launched our new ENVO sustainable product line, designed with the environment in mind. Sustainability is a top priority across industries, and we recognize the growing need to reduce environmental footprints while enabling responsible choices. The ENVO portfolio reflects our commitment to sustainability at every stage of the product lifecycle — from formulation and production to logistics and application. By integrating the highest standards of environmental responsibility without compromising on quality or performance, ENVO sets a new benchmark in our journey toward greener innovation.

We also strengthened our responsibility beyond our walls, engaging suppliers through ESG assessments and partnering with them to improve sustainability performance across our value chain. Our Extended Producer Responsibility (EPR) initiatives have helped us close material loops and reduce waste in line with circular economy principles. One of our achievement has been our progress on energy and climate action. We increased our renewable energy generation to 35% of our total energy consumption, and reduced our greenhouse gas intensity compared to our baseline year — both key milestones in our decarbonization roadmap aligned with global climate goals. We are equally committed to protecting the health, safety, and wellbeing of our people, guided by our ISO 45001-certified systems, and ensuring operational excellence through our ISO 50001-certified energy management practices.

These achievements underscore that sustainability and performance go hand-in-hand — enabling us to innovate, build resilience, and strengthen trust with our stakeholders.

As we move forward, we will continue to scale our efforts: advancing our decarbonization roadmap, deepening supplier engagement, accelerating renewable energy adoption, and fostering a culture where every employee contributes to our ESG journey. I would like to thank our dedicated employees, supportive partners, and valued customers for their unwavering commitment to our shared vision of sustainable progress. Together, we are not just meeting expectations — we are setting benchmarks for what responsible business can achieve.

Mr. Amit Moona

Chief Executive Officer

- Report baseline emissions intensity (tCO₂e per unit output) across Scope 1, 2, and key Scope 3.
- Set near-term Science-Based Targets (SBTi-aligned) for intensity reduction.
- Establish governance and internal accountability mechanisms.



- Transition major operations to renewable energy and implement efficiency upgrades to lower emissions intensity.
- Launch R&D initiatives to develop low-carbon processes and products.
- Engage suppliers to start reducing Scope 3 intensity across the value chain.

- Achieve ~10% reduction in emissions intensity compared to baseline year.
- Evaluate and prepare credible offsetting or insetting strategies, if necessary, to complement reductions.



- Meet or surpass the intensity reduction target for 2030.
- Conduct third-party review or verification of progress to ensure transparency and credibility.
- Update roadmap for post-2030 ambitions aligned with evolving science and business growth.

we're enhancing raw material selection via supplier co-creation, adopting eco-friendlier inputs—cutting the carbon footprint of our industrial fluids from the star.

Our advanced quench oils and lubricants are engineered to reduce friction and energy use in metal processing, extending life cycles and minimizing emissions in operations.

Innovative polymer quenchants allow gentler, cleaner heat treatment processes, reducing fumes, energy consumption, and enhancing usability in temperature control.

With in-house R&D and monitoring systems, we maintain optimal bath temperatures, reducing wastage and improving thermal efficiency during quenching.

Our “Hi Clean” product line supports efficient oil-water separation during cleaning phases, enabling fluid reuse and reducing wastewater pollution.

Through structured partnerships, we co-develop tailored, low-carbon fluid systems with clients, aligning developments directly with UN SDGs and industrial decarbonization targets.

Together, these innovations form a comprehensive, lifecycle-focused sustainability engine: from eco-ingredient sourcing, energy-efficient design, optimized operations, fluid reuse, to co-innovation.



Strategic SDG Alignment Framework (Long-Term Commitments)



Hardcastle Petrofer has a long-term strategy that aligns with the United Nations Sustainable Development Goals (SDGs). These commitments ensure that sustainability is not a parallel track but is deeply integrated into governance, operations, and community engagement.



Good Health & Well-being

Promote preventive healthcare, sanitation, and wellness initiatives for underserved groups.



Quality Education

Invest in education and vocational training for children, women, and differently-abled individuals to build long-term capabilities.



Gender Equality

Empower women through targeted programs such as daycare centers, hostel facilities, and socio-economic support initiatives.



Clean Water and Sanitation

Commit to water stewardship, clean drinking water access, and sanitation programs in line with national and global goals.



Affordable and Clean Energy

Drive renewable energy adoption and energy efficiency as part of our Net Zero roadmap.



Responsible Consumption and Production

Integrate circular economy principles—reduce, reuse, and recycle—across operations and supply chains.



Climate Action

Pursue a decarbonization strategy supported by SBTi commitments and low-carbon innovation.

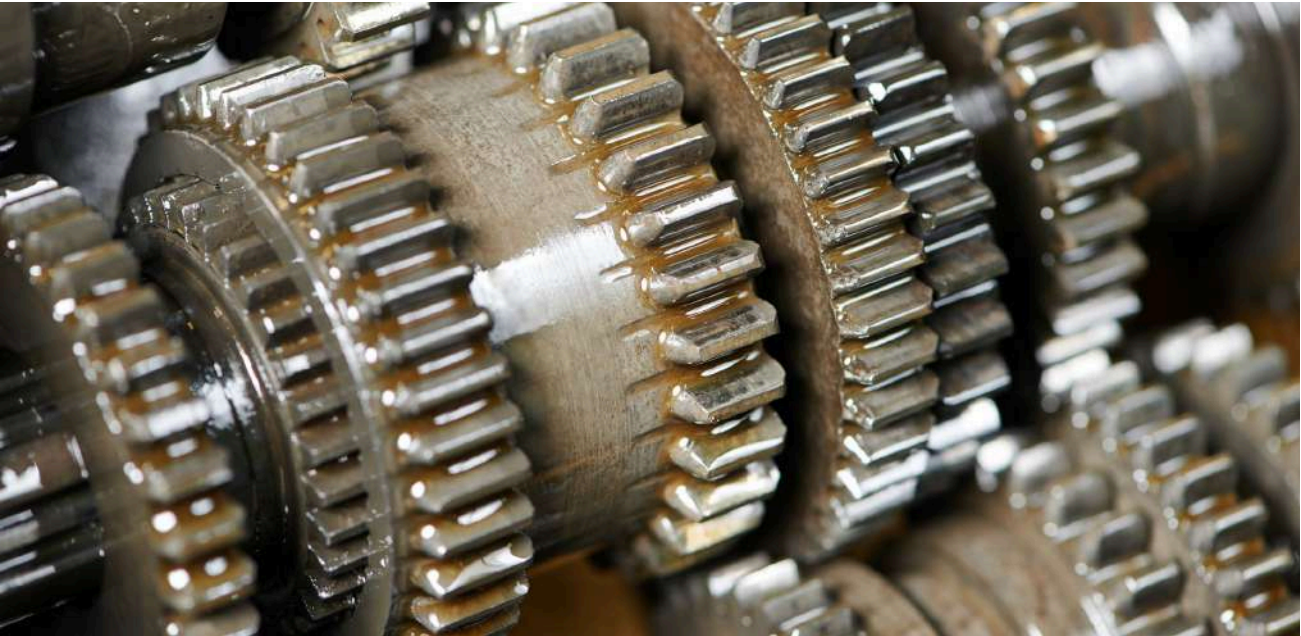


Life on Land

Conserve biodiversity through plantation drives, habitat protection, and community awareness programs.



Company Overview (GRI 2-1)



Hardcastle Petrofer Private Limited is a leading Indian specialty industrial oils and chemicals manufacturer, with a heritage of over six decades in serving India's metal-processing industries . Operating from its ISO 9001, ISO 14001, ISO 45001 & ISO 50001–certified manufacturing facility in Sarigam, Gujarat, and headquartered in Mumbai, Hardcastle Petrofer combines deep Indian roots with German technical excellence .

Core Offerings

- Hardcastle Petrofer offers an extensive and customizable product portfolio, including:
- Heat treatment solutions (quenching oils and salts)
 - Fire-resistant hydraulic fluids
 - Metal cutting coolants and neat cutting oils
 - Metal-forming and wire-drawing lubricants
 - Industrial cleaning agents and rust preventives
 - Specialized die-casting, forging, rolling, and coating oils

These products serve critical industries such as steel, aluminum, mining, automotive, aerospace, rail, marine, and engineering.

Value Proposition

- Hardcastle Petrofer is known for:
- **Customized technical solutions**, with an in-house team of chemists and engineers providing end-to-end support.
 - **Global technology integration**, bringing advanced German innovations—such as polymer quenchants and fire-resistant hydraulic fluids—to Indian customers .
 - **Industry-leading approvals**, including certifications from OEMs like Bosch Rexroth, Airbus, BMW, Liebherr, and many others.

Locations & Reach

Headquartered in Mumbai, the company operates a major manufacturing plant in Sarigam, Gujarat, and serves clients across India from multiple regional offices.

Mission and Vision

At Hardcastle Petrofer, sustainability isn't just a buzzword; it's a guiding principle that shapes everything we do. We recognize our responsibility to operate in a way that protects the environment we depend on, fosters a thriving society, and adheres to the highest ethical standards. Here's a deeper look at how we integrate sustainability into our business:



Vision

“
We will be the preferred provider of quality solutions through our products / services by building a dynamic and efficient organization.
”



Mission

“
Our mission is to deliver high-performance industrial fluids that are not only effective but also minimize environmental impact. We achieve this by prioritizing eco-friendly formulations, responsible sourcing & continuous improvement in our manufacturing processes.
”

Group Structure (GRI 2-6)

(a) Group structure:

Hardcastle Petrofer is led by a Board of Directors

Name & Title	Role	Responsibilities
Achal Jatia Executive Chairman & MD	Leads Board & overall strategy	Sets strategic direction, chairs Board meetings, final decision authority
Amit Sushil Moona CEO & Director	Oversees daily operations	Manages execution, operations, and reports to Board
Constantin Heinz Marcus Fischer Director	Board oversight on strategy & legal compliance	Contributes to high-level decision-making, long-term planning, and governance review
Rajiv Vermani Director	Board oversight	Provides strategic guidance, ESG and regulatory oversight

(b) Committee Involvement:

Committee	Members	Key Functions
CSR Committee	Board Directors	Guides CSR strategy, approves budgets, tracks community and social initiatives
Sustainability/ESG Committee	Board Directors & relevant leaders	Steers ESG strategy, sustainability reporting, UN SDG alignment, culture-building

Manufacturing units and Market presence: (GRI 202,301-306)

Category	Details
Manufacturing Facilities	1. Sarigam, Gujarat – ISO-certified, key production unit 2. Kathua, Jammu & Kashmir – Strategic location for northern markets
Product Coverage	Heat treatment oils, fire-resistant hydraulic fluids, coolants, lubricants, metalworking fluids, rust preventives, industrial cleaners, and more
Key Industries Served	Automotive, aerospace, metallurgy, mining, general manufacturing, heavy engineering, and power sectors
Sales & Service Network	Field engineers and sales personnel located across India; technical support hubs in each zone for industry-specific service

Key Certifications & Operational Accreditations: (GRI 301–303, 305-307, 401–404-405, 419)

Accreditation	Standard	Scope & Location
NABL	ISO/IEC 17025	Testing & calibration – Sarigam lab
ISO 9001	Quality Management	Manufacturing & processes
ISO 14001	Environmental Management	Facility operations
FM	Safety approval	Fire-resistant fluids
ISO 50001	Energy Management	Manufacturing & processes
ISO 45001	Occupational Health & Safety	Manufacturing & processes

Our Business Model and Value Chain: (GRI 2-6)

Business Model Overview:

At Hardcastle Petrofer Private Limited, we create sustainable value for industries that shape India’s growth — enabling them to work smarter, cleaner, and more efficiently through world-class specialty lubricants, chemicals. Our business model combines deep Indian manufacturing expertise with innovative, globally proven technologies, adapted to local needs and delivered with unmatched customer focus.

What We Do — Our Value Proposition

We design, manufacture, and deliver a comprehensive portfolio of specialty industrial fluids and chemicals, including:

- Heat treatment solutions
- Fire-resistant hydraulic fluids
- Metal cutting and forming lubricants
- Rust preventives and cleaning agents
- Die-casting, forging, rolling, and wire-drawing lubricants

These products are customized to customer needs, ensuring safety, efficiency, quality, and sustainability in critical sectors like steel, automotive, aerospace, mining, marine, railways, and engineering.

How We Create Value

Our value creation rests on five key pillars:

- **Innovation:** In-house R&D to develop tailored solutions and sustainable alternatives.
- **Manufacturing Excellence:** State-of-the-art ISO 9001, 14001, 45001, 50001 certified plant at Sarigam, Gujarat.
- **Customer Intimacy:** Close technical collaboration with clients — from trial to deployment and support.
- **Sustainability:** Environmentally responsible operations, renewable energy and circular practices embedded in our processes.
- **People & Expertise:** A skilled, passionate team that brings decades of technical knowledge & customer service.

Whom We Serve

- We proudly serve some of India’s most demanding industries:
- Automotive & aerospace manufacturers
- Engineering & machine-building companies
- Railways & marine operations
- Steel, aluminum, and non-ferrous metal producers

We maintain a nationwide footprint, with a headquarters in Mumbai, manufacturing in Sarigam, and sales & service support strategically located across India to stay close to customers.

What Sets Us Apart

- Bespoke solutions tailored for India’s industrial landscape
- Global-quality products meeting stringent OEM approvals
- A sustainability-led mindset — reducing customer impact through energy-efficient, long-life lubricants and safer chemistries
- Recognized by industry leaders as a trusted partner in progress

Strategic Integration into Business :

The ESG efforts are woven into our core business model:

- **Innovation-driven product design:** Sustainable, high-performance lubricants reduce environmental impact and enhance customer ROI
- **ESG embedded across operations:** From procurement to production, guiding supplier selection, manufacturing, and R&D with environmental and social criteria.
- **Governance oversight:** Formal structures managed by Growlity, internal reporting mechanisms, and audits maintain compliance and continuous improvement.

ESG Aligned with Strategy:

- Environmentally, we minimize impact via product efficiency and sustainable sourcing.
- Socially, we invest in local communities (education) and empower employees through training.
- Governance-wise, formal ESG policies, measurement, reporting, and external accreditation ensure accountability.

ESG Governance Framework: (GRI 1-3,102-103,205-207,415,419)

Board-Level Oversight

- Ultimate accountability with ESG oversight embedded in Board and Executive Chairman/MD (Achal Jatia) leadership.
- ESG topics reviewed at least twice annually by Board and relevant committees.

ESG Committee (via CSR Committee)

- The CSR Committee meets ≥ 2 times/year, overseeing environmental and social initiatives —covering topics like water stewardship, agroforestry, women’s empowerment, and biodiversity.

- It functions as the main team for ESG, making sure all programs follow SDG goals and international standards.

Audit & Risk Oversight

- Audit Committee monitors internal controls and ESG-related financial risks, with all recommendations accepted in FY 2024–25.
- Risk Management oversight integrates ESG risk assessments within Board reporting cycles.

Operational ESG Team & External Partners

- Cross-functional teams (Operations, HR, EHS, Finance) execute ESG activities—rainwater harvesting, ETPs, solar, emissions measurement, biodiversity protection.
- Partnership with Growlity delivers ESG training, GRI-aligned reporting and footprint analysis.

Performance Tracking & Reporting

- ESG scorecards reviewed quarterly at Steering and Board meetings.
- Annual sustainability report aligned with GRI, UNGC, and SDGs integrating metrics with financial reporting.

Stakeholder Engagement & Culture

- Internal: ESG training, awareness campaigns, and reward programs.
- External: CSR programs and ESG disclosures to investors, communities, and regulators.

Continuous Improvement & Assurance

- Materiality assessments performed annually, consistent with evolving regulations and strategic priorities.
- Internal and external audits confirm compliance and data integrity.

Next Steps to Implement

1. Structure & Leadership

- **Expand the CSR Committee scope:** Transition it into a formal ESG Governance Committee with representation from senior management.
- **Appoint an ESG Officer:** Someone who oversees ESG KPIs, ensures accountability, and drives implementation.

2. Formal Policies & Reporting

- **Draft dedicated ESG policies** across environment (e.g. GHG emissions control), social (e.g. labor rights, diversity), and governance (e.g. anti-corruption, data ethics).
- **Enhance transparency** by publishing an annual ESG report aligned with global frameworks like GRI.

3. Performance Management

- **Embed ESG metrics in business strategy:** Integrate goals like emissions reduction, waste minimization, and social outreach into departmental targets and performance appraisals.
- **Real-time monitoring & dashboards:** Track progress on biodiversity, emissions, energy, waste, and social outcomes.

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4. Stakeholder Engagement

- **Survey internal and external stakeholders**—employees, customers, suppliers, local communities—to identify material ESG issues.
- **Regularly disclose updates** on governance and ESG KPIs to stakeholders via public channels and direct communications.

5. External Assurance & Continuous Improvement

- **Commission third-party audits** to verify ESG data and ensure compliance with standards like ISO 14001.

6. Capacity Building

- Continue **ESG training programs** across the organisation, tailored for leadership, operations, and field teams.
- Promote **green innovation projects**—like energy-efficient lubricants or sustainable packaging—showing real business value tied to ESG

Stakeholder Engagement

(GRI 2-29)

Building Relationships for Shared Progress:

Hardcastle Petrofer Pvt. Ltd. integrates stakeholder engagement as a strategic pillar of its sustainability and governance approach. Rather than treating engagement as a one-time consultation, the company adopts a proactive, multi-channel process that aligns with GRI 2-29 standards, focusing on transparency, inclusion, and co-creation of value.

Key Stakeholder Groups and Engagement Mechanisms:

Stakeholder Group	Engagement Mechanism	Focus Areas
Employees	Surveys, performance reviews, training	Safety, growth, diversity, well-being
Customers	Client feedback loops, joint innovation projects	Product quality, ESG alignment, service excellence
Suppliers & Partners	ESG compliance audits, contracts with sustainability clauses	Ethical sourcing, compliance, innovation
Communities	CSR programs, education support, infrastructure initiatives	Education, water, environment, local hiring
Regulators & Industry Bodies	Compliance submissions, forums, workshops	Legal compliance, environmental standards
ESG Partners (e.g., Growlity)	ESG consulting, annual assurance, external feedback	Sustainability strategy, reporting, improvement
Board & Investors	Sustainability reporting, governance disclosures	Risk, performance, ethical conduct

Stakeholder Engagement Highlights:

- Annual ESG Materiality Assessment:** Conducted to map stakeholder expectations and material issues across social, environmental, and governance dimensions.
- Community Development Projects:** Engagement with local schools and villages near the Sarigam facility to identify grassroots needs and tailor CSR investments.
- Supplier Collaboration:** Contract clauses and regular ESG screening ensure that vendors align with the company’s sustainability and human rights commitments.
- Employee Dialogue:** Interactive “Pulse Check” surveys and two-way feedback loops to shape HR policy, diversity initiatives, and well-being programs.

- Customer Innovation Partnerships:** Co-developing sustainable formulations tailored to clients’ industrial needs, fostering long-term collaborative growth.

Principles Driving Stakeholder Engagement:

- Inclusivity:** Ensuring all voices, especially marginalized community members and frontline workers, are heard.
- Transparency:** Disclosing sustainability performance and ESG risks through verified reports and assessments.
- Responsiveness:** Translating stakeholder concerns into concrete policies and improvements.
- Impact Measurement:** Tracking outcomes of stakeholder-focused programs through KPIs and third-party validation.

Strategic Outcome:

Stakeholder engagement at Hardcastle Petrofer is not merely operational—it is deeply embedded in the company’s ESG governance, risk management, and innovation frameworks. Through this inclusive, transparent, and dynamic approach, the company not only builds trust but also drives sustainable value creation across its ecosystem.



The Materiality Approach

(GRI 3-1, 3-2)

At Hardcastle Petrofer Pvt. Ltd., identifying the most impactful environmental, social, and governance (ESG) topics is essential to aligning business priorities with stakeholder expectations and long-term sustainability. The materiality assessment process plays a central role in this alignment, providing a structured way to focus on the ESG issues that matter most.

Materiality Assessment Process: A Strategic Lens

1. Topic Identification

ESG topics relevant to the oil and specialty chemicals sector are identified through:



(E) Environmental Issues:

- Climate and Missions
- Pollution Control
- Biodiversity Services
- Risk and Sustainability
- Product Responsibility
- Supply Chain and Management



(S) Social Issues:

- Human Rights and DEI
- Labor Practices
- Community Engagement



(G) Governance Issues:

- Corporate Ethical Governance
- Compliance and Regulation

2. Stakeholder Engagement

Dialogue is conducted across key internal and external stakeholders, including:

Employees

Customers

Suppliers

Regulatory bodies

Local communities

ESG partners

Board & Investors

Feedback is collected via interviews, surveys, and sustainability dialogues.

3. Impact Assessment

The ESG topics are evaluated based on:

- Potential impact on Hardcastle Petrofer’s operations, brand, and supply chain
- Significance of the topic from a stakeholder’s perspective
- Risks and opportunities posed to the business

4. Prioritization and Validation

The matrix is refined by leadership, with the CSR Committee and ESG partner validating relevance, prioritization, and actionability.

Strategic ESG Issue	Impact on Stakeholder	Impact on Business
Environment		
Climate and Emissions	Major	Major
Pollution Control	Major	Major
Biodiversity Services	Major	Major
Risk and Sustainability	Major	Major
Product Responsibility	Moderate	Major
Supply Chain and Management	Moderate	Major

Social		
Human Rights	Moderate	Moderate
Labor Practices	Major	Major
Community Engagement	Moderate	Moderate

Governance		
Corporate Ethical Governance	Major	Major
Compliance and Regulation	Major	Major

It ensures the company's ESG priorities are rooted in real-world relevance—driving both corporate resilience and stakeholder trust.

Risk & Opportunity Management (GRI 3-3)

Hardcastle Petrofer Pvt. Ltd. adopts a forward-looking, sustainability-embedded approach to risk and opportunity management. This is not limited to traditional business continuity but is deeply aligned with environmental stewardship, social responsibility, and good governance.

Risk Management Approach:

1. Environmental Risks

- **Emission Controls:** Risks from non-compliance with air, water, and waste standards are mitigated through emission-reduction systems and ISO 14001-certified processes.
- **Climate Impact:** GHG emissions (Scope 1, 2, 3) are monitored, and risk assessments guide the company's Science-Based Targets (SBTi) adoption for emissions reduction.
- **Energy Volatility:** Risk from fluctuating fuel and electricity costs is offset by investment in solar energy and energy audits to improve operational efficiency.

2. Regulatory & Compliance Risks

- ESG regulations and labor laws are addressed through robust compliance frameworks, external audits, and ESG assurance by third party.
- Regular updates and employee training ensure awareness of evolving EHS (Environment, Health & Safety) standards.

3. Operational & Supply Chain Risks

- Risks from disruptions in raw material sourcing are mitigated by responsible procurement practices, supplier audits, and circular economy initiatives (e.g., packaging reuse).
- Local community protests or social resistance are minimized by strong community engagement and grievance redressal mechanisms.

4. Reputational & Governance Risks

- Ethical lapses are managed through strong anti-corruption, anti-child labor, and whistleblower policies.
- Transparency is maintained via annual sustainability reporting, UNGC commitments, and GRI alignment.

Opportunities Identified:

1. Green Innovation

- Development of eco-friendly industrial fluids such as polymer quenchants, water-based coolants, and fire-resistant lubricants is both a market and ESG opportunity.
- R&D is focused on creating high-performance products with minimal environmental footprint.

2. Sustainability as a Differentiator

- ESG excellence is leveraged for competitive advantage—supporting client retention, particularly in ESG-conscious industries like automotive and aerospace.
- Certifications (ISO 9001, ISO 14001, NABL, Factory Mutual) position the company as a premium and compliant supplier.

3. Community & Workforce Engagement

- Investing in health, education, and skill-building in nearby communities has improved brand goodwill, talent attraction, and long-term.

SDG Contributions & Strategic Alignment



Goal 1: No Poverty

- Supported local livelihoods and reduced inequalities through community development initiatives
- Adopted Nankapada village school and invested in infrastructure, supplies, and well-being of underprivileged families



Goal 4: Quality Education

- Adopted a primary school in Nankapada village near Sarigam, Gujarat
- Improved access to education through upgraded facilities, teaching materials, and engagement programs for children



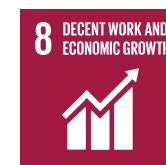
Goal 6: Clean Water & Sanitation

- Rainwater harvesting
- Quarterly wastewater monitoring (BOD, COD, pH)
- Advanced ETPs and staff trained for responsible water use



Goal 7: Affordable, Clean Energy

- On-site solar generated ~154 144 kWh in FY 2024–25
- Reduced fossil fuel use and improved plant energy efficiency



Goal 8: Decent Work & Economic Growth

- Fair wages, safe workplaces, inclusive hiring
- Strict no-child/forced-labor policy and grievance systems
- Avg. 1.5 hours of employee training per year



Goal 9: Industry, Innovation & Infrastructure

- R&D focused on eco-friendly industrial products



Goal 12: Responsible Consumption & Production

- Reduced waste and plastic use
- Recycled packaging materials



Goal 13: Climate Action

- Aligned with SBTi; full Scope 1, 2, 3 GHG tracking and mitigation
- Ongoing GHG reduction and streamlined logistics



Goal 15: Life on Land

- Zero chemical spills and green buffer zones
- Environmental education, biodiversity monitoring, and community outreach.

Strategic Integration with SDGs:

Hardcastle Petrofer doesn't treat SDG alignment as a parallel process. Instead, it's strategically embedded into their core business goals:

Integration Area	Strategic Approach
Product Innovation	Sustainability-led R&D and green chemistry
Supply Chain	Supplier sustainability clauses & audits
Energy & Emissions	Solar energy adoption, fleet electrification
Workplace Culture	Diversity, inclusion, decent work practices
Community Engagement	CSR aligned with education, health & infrastructure
Governance	UNGC principles and GRI-compliant reporting



Hardcastle Petrofer & UNGC Ten Principles: A Purpose - Driven Alignment

Hardcastle Petrofer Pvt. Ltd. integrates the UN Global Compact Ten Principles into its operational ethos not as a checklist but as a foundation for corporate integrity, environmental stewardship, and inclusive growth. Here's how they're aligned across the four UNGC pillars:



Human Rights

- **Commitment to dignity and respect:** The company conducts regular human rights assessments within operations and supply chains to detect and address any risk of abuse.
- **Zero-tolerance policy for discrimination** ensures that all employees enjoy a safe, equitable, and inclusive workplace.

▶ UNGC Principles 1 & 2:

- ✓ Businesses should support and respect the protection of internationally proclaimed human rights.
- ✓ Ensure they are not complicit in human rights abuses.



Labour

- **Fair wages and working hours:** Through its "Living Wage" approach and flexible work policies, Hardcastle Petrofer ensures just compensation and work-life balance.
- **Diversity, inclusion, and freedom of association** are actively promoted, with respect for labor unions and employee representative bodies.

▶ UNGC Principles 3 to 6:

- ✓ Uphold the freedom of association and collective bargaining.
- ✓ Eliminate forced and compulsory labour.
- ✓ Abolish child labour.
- ✓ Eliminate discrimination in respect of employment.



Environment

- **Sustainability at the core:** Through ISO 14001 certification, aggressive GHG reduction targets (via SBTi), solar energy generation, and rainwater harvesting, the company demonstrates climate leadership.
- **Circular economy models** such as waste recycling and process optimization reduce ecological impact and conserve resources.

▶ UNGC Principles 7 to 9:

- ✓ Support a precautionary approach to environmental challenges.
- ✓ Undertake initiatives to promote greater environmental responsibility.
- ✓ Encourage the development and diffusion of environmentally friendly technologies.

Science-Based Targets Commitment - Strategic Integration Context



Hardcastle Petrofer Pvt. Ltd. has strategically aligned its climate action goals with the Science-Based Targets initiative (SBTi) to ensure its greenhouse gas (GHG) reduction efforts are credible, science-driven, and in line with the Paris Agreement’s 1.5°C pathway. Our adoption of SBTi is not just a compliance step—it marks a pivotal transition in the company’s sustainability strategy.

The company has implemented a structured GHG emission tracking system across Scope 1, 2, and 3, covering direct operations, energy use, and indirect value chain impacts. Supported by the ESG partner Growlity, they’re leveraging third-party assurance and energy audits to refine baseline data and track progress.

Key highlights of their SBTi-aligned approach:

Emission Reductions Across Scopes: Targets include optimization of production efficiency, leak detection programs, and electrification of their fleet.

Investment in Renewables: Solar energy adoption helps offset Scope 2 emissions.

Supplier Engagement & Circular Economy: Sustainable sourcing policies, waste reuse programs, and reduction of embodied emissions support Scope 3 goals.

Intensity-Based Metrics: Emissions tracked per unit of revenue (TCO2Eq/Cr), indicating performance improvement relative to business growth.

Continuous Improvement and Monitoring:

Our SBTi strategy is supported by:

- Quarterly GHG data analysis
- Annual ESG dashboards with verified emission metrics
- A defined roadmap for reducing operational carbon intensity through clean technologies, water conservation, and biodiversity safeguards.

Unique Framing:

Rather than a generic decarbonization promise, Hardcastle Petrofer’s SBTi commitment is positioned as a **business enabler**—enhancing:

- Operational efficiency
- Cost competitiveness
- Regulatory readiness
- Brand leadership in sustainable industrial solutions

Policies and Commitments (GRI 2-23)

Policies	Areas Include
Environmental Policies	Energy consumption; GHGs; Biodiversity Management; Water; Air Pollution; Materials, Chemicals, and Waste; Product Use; Product End-of-Life; Customer Health & Safety; Environmental Services & Advocacy; Sustainable Consumption Management; Sustainable Sourcing Management; Building & Construction Management; Logistic Management; Packaging Management; Chemical Management
Social Policies	Employee Health & Safety; Discrimination & Harassment; Child Labor, Forced Labor & Human Trafficking; Diversity, Equality & Inclusion; Working Conditions; Career Management & Training; External Stakeholder Human Rights; Living Wage; Social Dialogue
Governance Policies	Anti-Corruption; Information Security; Anti-Fraud; Money Laundering; Conflict of Interest

2

Environmental Stewardship

- ➔ Environmental Sustainability
- ➔ Climate and Energy
- ➔ GHG Emissions (Scope 1, 2, 3) & Intensity
- ➔ Water Management
- ➔ Air Emissions and Pollution Control
- ➔ Materials, Chemicals and Waste
- ➔ Product Sustainability and End-of-Life
- ➔ Customer Health & Safety
- ➔ Biodiversity & Ecosystem Conservation



Environmental Sustainability

At Hardcastle Petrofer, our environmental policies guide responsible resource use, emissions reduction, and regulatory compliance. Reviewed regularly by our ESG leadership, these policies promote innovation, operational efficiency, alignment with global sustainability standards to reduce our environmental impact.

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 2023-24 & Targeted year 2029-30
Energy consumption	We are committed to excellence in energy management. Acknowledging energy's role in our operations and its environmental impact, this policy guides our efforts toward responsible and sustainable practices.	1. Optimize Blending Process Energy Efficiency 2. Deploy 3. Advanced Insulation in Kettles 4. Effective Decarbonization	1. Optimizing Blending Process use by 15% by FY 2025-26 (baseline FY 2022-23) through advanced tech and process optimization. 2. Effective Decarbonization: Reduce carbon emissions intensity by 50% by FY 2025-26 (baseline FY 2022-23). Install energy-efficient lighting to lower electricity use by 20% by FY 2025-26 (baseline FY 2022-23) 3. Generate 30% of total energy from renewables by FY 2028-29 (baseline FY 2022-23). 4. Improve Thermopack efficiency by 12% via preventive maintenance by FY 2025-26 (baseline FY 2022-23)
GHGs	We are committed to effective GHG management, focusing on innovation and sustainable practices to reduce emissions, foster awareness, and ensure long-term operational resilience.	Scope 1: Reduce stationary combustion emissions via energy-efficient technologies and process improvements. Scope 2: Lower emissions by sourcing renewable electricity. Scope 3: Cut emissions from purchased goods and water through sustainable sourcing and supply chain practices.	Scope 1: Cut fleet CO ₂ emissions by 25% by FY 2028-29 (baseline FY 2023-24). Scope 2: Source 60% of electricity from renewables by FY 2028-29 (baseline FY 2023-24). Scope 3: Reduce business travel emissions by 15% by FY 2028-29 (baseline FY 2023-24).

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 2023-24 & Targeted year 2029-30
Biodiversity-Management	We are committed to excellence in biodiversity management, implementing this policy to guide responsible and sustainable practices.	Enhance biodiversity awareness through specialized training programs. Integrate eco-friendly chemical alternatives to minimize ecological impact. Establish educational programs for biodiversity conservation awareness.	Enhance education participation. Increase tree planting. Boost biodiversity training by 80% by FY 2028-29 from FY 2023-24.
Water	We prioritize sustainable water management, ensuring responsible usage and compliance.	Reduce washing water usage with advanced methods. Implement rainwater harvesting for efficient collection and distribution.	Reduce water losses by 18%. Decrease water discharge by 25%. Cut water treatment chemicals by 15%. Implement metering for 12% water consumption reduction. Increase alternative water sources by 22% with rainwater harvesting by FY 2028-29 from FY 2023-24 baseline.
Air Pollution	We are committed to reducing emissions of SO _x , NO _x , VOCs, PM, dust, and minimizing odour, noise, light, road congestion, and traffic from our operations.	Implementing advanced filtration and process optimization for particulate matter reduction, transitioning to ultra-low-sulphur fuels, fine-tuning combustion parameters, transitioning to low-VOC raw materials, installing odour abatement technologies and deploying noise reduction technologies.	Achieve 20% PM emissions reduction by FY 2028-29. Target 30% SO _x emissions reduction by FY 2028-29. Aim for 45% NO _x emissions reduction by FY 2028-29. Implement measures for 30% VOC emissions reduction by FY 2028-29. Reduce odour complaints by 60% by FY 2028-29 compare to baseline FY 2023-24. Decrease noise levels by 25% in manufacturing areas by FY 2028-29.

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 2023-24 & Targeted year 2029-30
Materials, chemicals, and Waste	We prioritize sustainable waste management, aiming for greener practices.	Reduce effluent water usage. Decrease hazardous waste. Lower ETP solid waste from the baseline.	Achieve a 25% reduction in total CO2 emissions by FY 2028-29 from the FY 2023-24 base-line. Achieve a 20% reduction in waste by FY 2028-29 from the FY 2023-24 baseline. Source 60% of electricity from renewables by FY 2028-29 from FY 2023-24.
Product use	We are committed to environmentally Responsible business, integrating sustainable practices throughout our product lifecycle for continuous improvement and minimal environmental impact.	1. Eliminate complaints. 2. Reduce injuries. 3. Increase recycling. 4. Recycling. 5. Source eco-friendly materials. Ensure full sustainability training. Boost training hours.	Eliminate complaints.Reduce injuries by 15%. Increase recycling by 10%. Source 10% eco-friendly materials. Ensure full sustainability training. Boost training hours by 25% by FY 2028-29 from FY 2023-24 baseline.
Product end-of-life	We are committed to Environmentally responsible business, integrating sustainable practices throughout our product lifecycle for continuous improvement and minimal environmental impact.	1. Eliminate complaints. 2. Reduce injuries. 3. Increase recycling. 4. Source eco-friendly materials. Ensure full sustainability training.Boost training hours.	Eliminate complaints. Reduce injuries. Increase recycling. Source eco-friendly materials. Ensure full sustainability training. Boost training hours.

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 2023-24 & Targeted year 2029-30
Customer health and safety	We are committed to customer health and safety, promoting a culture of safety, regulatory compliance, and ongoing risk management improvements.	1. Compliance: Ensure timely regulatory updates and ongoing adherence. 2. Risk Management: Conduct annual risk assessments and apply proactive safety measures. 3. Product Safety: Update safety information regularly and use feedback for improvement. 4. Training: Offer customer safety workshops and refine them through feedback. 5. Communication: Maintain channels for incident reporting and promptly share safety updates or recalls.	1. Compliance: Implement all regulatory updates within 30 days by FY 2028-29 (baseline FY 2023-24). 2. Risk Management: Complete annual risk assessments for all products/services and mitigate 100% of hazards within 60 days by FY 2028-29. 3. Product Safety: Complete annual safety document reviews and reach 90% customer satisfaction on safety info by FY 2028-29. 4. Training: Conduct workshops for 90% of customers annually and achieve ≥80% training effectiveness by FY 2028-29. 5. Communication: Ensure 80% use of incident reporting channels and reach ≥90% transparency rating in surveys by FY 2028-29.
Environmental services and advocacy	We offers eco-friendly solutions that help customers lower emissions, energy use, waste, and water impact, enabling cleaner, more efficient manufacturing.	We aim to work jointly with customers to co-develop next-gen formulations with lower lifecycle environmental impact. Organize at least four technical workshops for customers on optimizing product usage for environmental performance.	Conduct sustainability diagnostics for at least 25 key customers. Shift 50% of total product volume to bulk/returnable packaging.
Sustainable Consumption management	We commit to sustainable consumption, choosing eco-friendly products, minimizing waste, and promoting ethical use to build a resilient & environmentally conscious operation.	Partner with suppliers and authorities for sustainable water use. Emphasize eco-friendly, sustainable product use. Promote and improve energy-saving practices.	Water Conservation: Reduce water usage by 25% by FY 2028-29. Product Use: Ensure 90% sustainable product use by FY 2028-29. Energy Efficiency: Achieve 20% energy reduction by FY 2028-29.

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 2023-24 & Targeted year 2029-30
Sustainable Sourcing Management	We commit to sustainability in sourcing, choosing ecofriendly suppliers, promoting ethical extraction, and minimizing waste for an environmentally conscious supply chain.	Zero Complaints Initiative: Promotetransparent, accountable sourcing. Training Manhour: Empower withsustainable sourcing training.	Source 90% of raw materials sustainably by FY 2028-29. Achieve 100% compliance withsustainability audits by FY 2028-29. Increase sustainability training programsby 30% by FY 2028-29 from FY 2023-24.
Building & Construction Management	We prioritize sustainability with green building practices, using eco-friendly materials, energy-efficient designs, and waste reduction for an environmentally responsible foundation.	Implement strict safety and sustainable construction practices. Integrate renewable energy sources like solar panels and wind turbines.	Achieve zero construction complaints. Implement solar energy for a 30% reduction in energy consumption. Reduce water usage by 20%. Attain ISO 50001:2018 certification. Ensure 100% sustainability training by FY 2028-29 from FY 2023-24.
Logistic Management	We're committed to excellence in logistics management, guided by sustainable practices.	Zero Complaint Initiative: Foster operational excellence and accountability. Regulatory Compliance: Ensure adherence to Hazardous Materials Regulations.	Zero logistic complaints. Achieve full regulatory compliance. Reduce emissions by 20%. Streamline blending for 30% fewer emissions. Ensure complete employee training. Increase training hours by 30% by FY 2028 - 29 from FY 2023-24.

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 2023-24 & Targeted year 2029-30
Packaging Management	We prioritize responsible packaging management, ensuring safe, efficient handling of products.	Zero Complaints: Ensure leak-proof, ecofriendly packaging for customer safety. Environmental Sustainability: Use recyclable materials to reduce packaging impact.	Maintain zero chemical packaging complaints.
			Reduce carbon footprint by 30%.
			Increase recyclable material usage by 25%. Achieve 100% labeling adherence.
			Improve employee knowledge by 60% by FY 2028-29 from FY 2023-24.
Chemical Management	We dedicate ourselves to excellence in biodiversity management through this policy, aligning our initiatives with responsible and sustainable practices.	Zero Complaint Initiative: Install proactive hazard identification for seamless operations. Safe Handling Procedures: Enforce meticulous protocols for secure chemical handling.	Zero Complaint Initiative: Install proactive hazard identification for seamless operations. Safe Handling Procedures: Enforce meticulous protocols for secure chemical handling.

- At Hardcastle Petrofer Pvt. Ltd., Environmental responsibility is carried out by designated personnel across all organizational levels to ensure comprehensive and effective management.

The ESG Policy Review Mechanism, led by the Chief Compliance Officer, ensures a thorough evaluation of all Environmental, Social, and Governance practices. The Policy is reviewed annually, with a more detailed review carried out every two years. The Chief Compliance Officer is tasked with collecting and analyzing data on ESG performance, policy adherence, and ethical conduct across the organization.

An internal annual report is prepared, presenting key findings, assessing the effectiveness of existing ESG policies, and identifying areas requiring improvement. Based on these insights, the Chief Compliance Officer formulates and implements corrective action plans, with progress carefully tracked and documented to maintain continuous improvement and alignment with ESG objectives.



Climate and Energy



Energy Consumption and Renewable Mix: (GRI 2-22,2-23,302-1-5)

Hardcastle Petrofer has embedded energy efficiency into the core of its operations, recognizing it as a key lever for reducing emissions and driving sustainability. The company has implemented a comprehensive energy management system across its facilities, with a sharp focus on measuring, managing, and mitigating energy use.

Energy Matrics: (FY 2024-25)

Source	FY 2022–23	FY 2023–24	FY 2024-25
Total Fuel (non-renewable)	908 GJ	718 GJ	
Electricity (mostly grid)	1368 GJ	1610 GJ	
Energy generated from Solar	170664 KW	154144 KW	1,51,758 KW
Total Energy Used	2276 GJ	2328 GJ	

1. Renewable Energy Performance:

Renewable energy contributed approximately 31% of Hardcastle Petrofer's total energy consumption.

- The on-site solar installation at the Sarigam manufacturing facility in Gujarat generated a total of 1,51,758 kWh of electricity.
- This solar generation helped offset an estimated 110.32 metric tons of CO₂e emissions, aligning with the company's decarbonization goals.
- While overall energy consumption rose slightly, a modest increase in solar output helped buffer the reliance on conventional grid power.
- The data highlights the importance of continued investment in renewable infrastructure to support future sustainability milestones.

Trends and Strategic Insights:

Shift in Energy Profile: Although solar production slightly declined year-on-year, the overall energy consumption remained stable due to reductions in diesel and fossil fuel-based usage (e.g., DG sets, company vehicles).

Carbon Intensity Metrics: GHG emission intensity stood at 0.02 (Scope 1 + 2 / KL of production) , showing strong alignment with decarbonisation pathways.

2. Energy Audit

Hardcastle Petrofer Pvt. Ltd. continues its annual Energy and Carbon Audit initiative building on the groundwork laid in previous years to advance sustainable operations and climate-resilient practices.

Objective and Scope:

The audit spanned across:

- Manufacturing facilities in Sarigam (Gujarat) and Kathua (J&K),
- Administrative units and support buildings,
- Logistics and distribution operations.

The primary goals were to:

- Track progress from previous audit recommendations.
- Identify new opportunities to optimize energy usage.
- Strengthen emission control and carbon footprint mitigation.

Methodology & Tools:

The audit methodology remained robust and comprehensive:

- **Data Collection:** Real-time monitoring via smart meters, updated equipment logs, and energy bills.
- **Emission Assessment:** Scope 1, 2, and selected Scope 3 emissions calculated using updated emission factors.
- **Process Walkthroughs:** On-site inspections conducted to spot energy inefficiencies and thermal losses.
- **Software-Assisted Analysis:** Advanced analytics tools enabled pattern recognition and benchmarking against best practices.

Stakeholder Collaboration:

- Conducted structured discussions with plant managers, maintenance staff, and ESG coordinators.
- Facilitated feedback sessions on the effectiveness of prior improvements and employee-driven suggestions for efficiency.

Key Findings:

- Electricity remains the largest contributor to energy usage, followed by fuel use in process heating and internal transport.
- Solar generation increased marginally due to improved weather-normalized output at the Sarigam site.
- Identified potential to automate load balancing and implement variable frequency drives (VFDs) in select machinery to further reduce consumption.

Outcome & Action Plan:

- The FY 2024–25 audit resulted in a refreshed energy optimization roadmap, including:
 - Retrofitting lighting systems with smart LED solutions and 3 star air conditions.
 - Expanding the solar capacity at Sarigam by an additional 12%.
 - Evaluating options for electrification of internal transport fleets.
- The audit insights support Hardcastle Petrofer’s decarbonization roadmap and align with long-term Science Based Targets (SBTi).

3. Future Outlook

- Targeting increased investment in solar infrastructure.
- Exploring hybrid (solar + battery) systems for load balancing.
- Conducting training programs on energy conservation and efficiency.

Energy Mix Summary

Type	Energy Use	Emission Impact	Strategic Role
Grid Electricity	↑	High (Scope 2)	Reliability
Solar Energy	↓	Low	Green Offset
Diesel & DG Sets	↓	High (Scope 1)	Reducing phase-out
Company Vehicles	↓	Moderate	Transition to electric fleet

Hardcastle Petrofer is on a progressive path in managing energy sustainability. With a growing emphasis on solar energy, operational efficiency, and employee engagement, the company is building a resilient and responsible energy portfolio aligned with GRI 302 and national energy transition goal.

4. Waste Heat Recovery System:

Hardcastle Petrofer Pvt. Ltd. has initiated a feasibility assessment for installing a Waste Heat Recovery System (WHRS) integrated with a Combined Heat & Power (CHP) unit at its Sarigam facility. This proposed system aims to capture waste heat from furnace operations to simultaneously generate thermal energy and electricity from a single fuel source. Once implemented, it is expected to power key utilities, support process heating, and reduce both grid dependency and greenhouse gas emissions, in alignment with the company’s long-term net-zero strategy.

5. For Switching to Cleaner Fuel:

The company is also evaluating the replacement of fossil-based furnace oil with renewable biomass briquettes derived from agricultural residues at its Sarigam manufacturing facility. The transition to biomass is projected to reduce Scope 1 greenhouse gas emissions while promoting circular economy principles and enhancing energy security. Pilot trials of biomass combustion have been planned for the coming year to determine technical feasibility and supplier reliability.

GHG Emissions (Scope 1, 2, 3) & Intensity

(GRI 305-1, 305-4)

1. Greenhouse Gas (GHG) Emissions Performance:

To reinforce its climate responsibility, Hardcastle Petrofer meticulously monitors and manages its emissions across all operational scopes.

These are broken down into:

Category	FY 2022–23	FY 2023–24	FY 2024-25
Scope-1	184	197	211
Scope-2	231	271	351
Scope-3	24,389	29,190	25,903
Scope-3 (Up stream)	1,731	6,388	1,397
Scope-3(Down stream)	4,609	2,626	7,081

Reduction Methods:

- Sustainable supplier engagement
- Route optimization in logistics
- Use of sustainable materials and circular processes

2. GHG Emission Intensity (Per Revenue):

Hardcastle Petrofer also tracks emissions intensity—an indicator of environmental efficiency relative to business growth.

- FY 2024–25 GHG Intensity (Scope 1 + 2 / KL of production): 0.02 tCO₂eq per KL of production
- This metric reflects the effectiveness of emission reduction even as the company scales.

3. Carbon Offset & Renewable Adoption:

- Total Solar Energy Generated (FY 2024–25): 1,51,758 kWh
- Carbon Offset via Solar: 110.3 tCO₂e
- Solar usage offsets a significant portion of Scope 2 emissions, aligning with the company's renewable transition roadmap.

Scope - 1 FY 2024-25

Scope - 2 FY 2024–25

Scope - 3 FY 2024-25

Scope - 1 FY 2023-24

Scope - 2 FY 2023–24

Scope - 3 FY 2023-24

Scope-1 Change (%)

Scope-2 Change (%)

Scope-3 Change (%)

Greenhouse Gas (GHG) Monitoring and Accountability

Hardcastle Petrofer maintains a comprehensive GHG inventory at the corporate level, covering emissions from all company-operated facilities and value chain activities in line with the GHG Protocol Corporate Standard and ISO 14064-1. Emissions are monitored and reported annually, with activity data collected across energy use, process operations, logistics, and waste, ensuring complete coverage of organizational boundaries.

GHG emissions calculations are based on activity data multiplied by standard emission factors, primarily sourced from the Intergovernmental Panel on Climate Change (IPCC 2006 Guidelines) and the UK Department for Environment, Food & Rural Affairs (DEFRA), with region-specific adjustments for Indian operations where applicable. This ensures consistency, comparability, and methodological rigor.

At the product level, Product Carbon Footprint (PCF) studies are conducted in accordance with ISO 14067 and the GHG Protocol Product Standard, assessing cradle-to-gate and cradle-to-grave impacts. These studies provide insights into lifecycle hotspots and guide R&D improvements such as solvent reduction, biodegradable base oils, and optimized formulations.

To ensure credibility, all corporate and product-level inventories undergo independent third-party verification as per ISO 14064-3, with the latest assessments covering FY 2023–24 and FY 2024–25. This system enables timely review, continuous improvement, and alignment with both regulatory requirements and customer expectations for transparent climate accountability.

Emission Reduction Strategy: (GRI 305-5)

Hardcastle Petrofer Pvt. Ltd. adopts a multi-tiered, science-aligned emission reduction strategy that integrates operational efficiency, renewable energy use, value chain engagement, and innovation-driven process optimization. Their approach reflects a mature ESG orientation that aligns with global sustainability standards such as GRI 305 (Emissions) and the Science Based Targets initiative (SBTi).

Energy efficiency initiatives:

1. High-Efficiency Motors & Variable Speed Drives (VSDs)

- **Application:** Replacement of standard motors with high-efficiency variants and integration of VSDs on compressors and pumps at the Sarigam and Kathua facilities.
- **Benefits:** Enables precise speed control for load-matching, resulting in optimized power consumption and reduced electrical demand by an estimated 10–15%.

2. LED Lighting Retrofits

- **Initiative:** Transition from conventional lighting to LED across production shops, warehouses, and office areas.
- **Impact:** Achieved ~30% reduction in lighting energy usage—one of the quickest payback projects implemented.

3. Smart Automation & IoT-Based Monitoring

- **Implementation:** Deployment of BAS (Building Automation Systems) and IoT sensors to monitor and control equipment performance in real time.
- **Outcome:** Improved visibility into energy consumption patterns, enabled predictive maintenance, and minimized wasted energy during idle periods.

Measurable Results & Integration :

- Energy intensity improvements are directly linked to these upgrades—companies like Hardcastle Petrofer typically report double-digit reductions in kWh per unit output.
- Scope 1 & Scope 2 reductions are realized via decreased electricity usage (Scope 2) and lowered on-site fuel demand (Scope 1)

Strategic Alignment & Ongoing Monitoring:

- These upgrades complement Hardcastle Petrofer’s broader emission reduction strategies (3.1–3.4) and future plans for greening Scope 2 energy supply.
- Continuous monitoring through BAS and annual energy audits ensures tracking of energy savings and KPI alignment.

Summary Tabel

Upgrade Type	Highlights	Estimated Energy Savings
High-efficiency motors + VSDs	Compressor/pump optimization	~10–15% electricity cut
LED lighting	Facility-wide retrofit	~30% lighting reduction
IoT & BAS monitoring	Real-time energy tracking + predictive maintenance	Reduced idle losses

1. Operational Optimization for Scope 1 Emissions

- The company continually audits and upgrades its manufacturing systems to enhance energy efficiency.
- Regular preventive maintenance schedules are enforced to minimize direct fuel-related emissions from combustion-based operations.

2. Training on Energy management:

- Hardcastle Petrofer prioritizes comprehensive employee education on sustainability, energy efficiency, and climate responsibility.
- Training programs are conducted regularly to strengthen understanding and action around:
 - o Energy conservation techniques,
 - o Reduction of greenhouse gas (GHG) emissions, and
 - o Integration of climate-smart practices across operations.

Recognizing that impactful change begins with people, Hardcastle Petrofer launched a dynamic training series designed to transform employees into energy-conscious advocates.

These sessions feature interactive audit simulations—replicating real plant scenarios to help teams pinpoint inefficiencies—paired with lively discussions, quizzes, and practical tools (like signage and SOP checklists) that make conservation second nature. We’ve tailored content to different roles: operators learn optimal machine idle times, and office teams focus on lighting, and plug-load management.

To reinforce a continuous improvement mindset, each session includes feedback loops—where employees submit energy-saving ideas—and a recognition program that celebrates top contributors with shout-outs, certificates, and small rewards. Early results? A jump in employee-suggested solutions, with several ideas fast-tracked into energy-saving pilots. This role-based, hands-on approach not only boosts energy literacy—aligning with proven carbon literacy models—but also fuels a culture where every team member plays a part in our journey toward operational excellence and GRI-aligned sustainability.

Key Training Components Include:

- Energy-saving guidelines for daily operations.
- New process technologies designed to improve energy efficiency.
- Best practices from the industry for environmental stewardship.
- Emerging clean technologies and their role in reducing emissions.

GHG Emissions Training:

- Understanding Scope 1, 2, and 3 emissions.
- Tools and methods for calculating carbon footprints.
- Strategies to mitigate GHG emissions at source.
- Role of employees in tracking and reducing emission intensity.

Outcomes and Commitments

- Empowers employees with the knowledge and tools to contribute to the company’s sustainability goals.
- Reinforces Hardcastle Petrofer’s commitment to:
 - o Minimizing environmental impact,
 - o Upholding climate action responsibility, and
 - o Achieving long-term carbon reduction targets.
- Builds a culture of continuous learning and environmental accountability.

3. Scope 2 Reduction: Cleaner Energy Adoption

- Investment in solar power infrastructure has enabled the company to replace a portion of grid-supplied electricity with renewable energy.
- 151,758 kWh of electricity was generated via solar sources in FY 2024–25.
- Implementation of energy-efficient technologies (e.g., smart controls, HVAC upgrades, LED lighting) contributes to lowering purchased electricity demand and carbon intensity.

4. Scope 3 Measures: Supply Chain and Transport Optimization

- Collaboration with logistics partners to optimize routes and favor sustainable transport methods.
- Promotion of sustainable procurement by engaging vendors who comply with environmental practices, reducing embedded emissions in raw materials.

5. GHG Accounting and Continuous Improvement

- Hardcastle Petrofer uses robust emission tracking across Scope 1, 2, and 3 categories.
 - Scope 1** (Direct Emissions): Increased marginally from 198 TCO₂e to 211 TCO₂e.
 - Scope 2** (Indirect Emissions): Increased due to higher demand, but plans for renewables aim to counterbalance this.
 - Scope 3:** Increased from 29,190 to 25,903 TCO₂e due to expanded value chain activity.
- GHG intensity ratio (Scope 1 + 2 / KL of production) stands at 0.02 TCO₂e/KL of production, showing emissions efficiency in business output.

6. Innovation-Led Emission Reduction

- Products are designed for lower lifecycle emissions:
- Fire-resistant fluids and polymer quenchants reduce process-related energy demand.
- Reformulation of lubricants to require less frequent replacement reduces total material throughput and associated emissions.

7. Governance and Strategic Alignment

- Emissions strategy is guided by their partnership with Growlity , which aids in ESG audits, carbon reporting, and compliance.
- Emission reductions are tied to their UNGC (United Nations Global Compact) and SBTi commitments.

Summary Tablel

Area	Strategy Highlights
Scope 1	Energy audits, process optimization
Scope 2	Solar energy generation, energy-efficient tech
Scope 3	Supplier engagement, logistics optimization
GHG Management	Intensity monitoring, third-party assurance (Growlity)
Product Design	Low-emission, long-life industrial fluid formulations
Governance	ESG-driven decision-making, SBTi alignment

Water Management (GRI 3-3, 303-1-5)

Water Withdrawal and Consumption: (GRI 3-3, 303-3, 303-5)

At Hardcastle Petrofer, water stewardship is treated as a vital pillar of environmental responsibility. Recognizing water as a finite and shared resource, the company implements a proactive water management approach that spans conservation, treatment, reuse, and stakeholder engagement.

Water Use Strategy:

Hardcastle Petrofer's manufacturing facilities, located in Gujarat and other parts of India, utilize water primarily for industrial processes, equipment cooling, sanitation, and cleaning. The company has implemented systematic monitoring of water usage to ensure that consumption aligns with efficiency targets and sustainability goals.

Key Metrics (FY 2024–25)

- Total Water Withdrawn: 6,948 KL
- Effluent Treated: 222 KL
- Rainwater Harvested: 750 KL
- Water Recovered (Post Treatment): 222 KL
- Carbon Footprint of Water treatment: 0.06 TCO₂e from treated effluent

These figures reflect a marked reduction from the previous financial year, demonstrating the company's commitment to improving water efficiency year-over-year.

Responsible Water Management Initiatives:

- Rainwater Harvesting:** Deployed across multiple locations, this initiative reduces dependence on municipal supply and mitigates storm water runoff.
- Zero Complaint Initiative:** Focused on minimizing any water-related grievances, ensuring regulatory compliance, and boosting operational efficiency.

Effluent Water Treatment – (FY 2024–25)

Hardcastle Petrofer Pvt. Ltd. further strengthened its commitment to sustainable water management by advancing its effluent treatment practices. At the Sarigam manufacturing facility, high-efficiency activated sludge systems and membrane aeration technologies were used to treat process wastewater before discharging it to the on-site Effluent Treatment Plant (ETP).

These treatment technologies ensure:

- Compliance with CPCB and GPCB discharge norms,
- Reduction in chemical oxygen demand (COD) and biological load, and
- Mitigation of indirect carbon emissions related to wastewater management.

Effluent reuse in auxiliary operations like cleaning and cooling was also scaled up, further reducing freshwater dependency.

Effluent Treatment Performance – (FY 2024–25)

Time Interval	Amount of Effluent Treated (in KL)
FY 2022-23	405
FY 2023-24	308
FY 2024-25	414

Wastewater Quality Monitoring:

To ensure that treated effluent meets legal and environmental standards, Hardcastle Petrofer continued its wastewater quality monitoring program in FY 2024–25. Regular assessments were conducted at discharge points to verify compliance with discharge standards mandated by CPCB and respective State Pollution Control Boards (SPCBs).

Facility Location	Test Frequency	Key Parameters Monitored	Compliance Standard	Compliance Status	Corrective Actions (if any)
Sarigam, Gujarat	Monthly	pH, COD, BOD, TSS, Oil & Grease	CPCB / GPCB Norms	Fully Compliant	None required
Kathua, J&K	Quarterly	pH, BOD, TSS, TDS	CPCB / JKPCB Norms	TSS deviation in Q2	Filtration system recalibrated; re-tested

These assessments, conducted by both internal teams and external labs, play a key role in maintaining operational compliance, enhancing transparency, and supporting the company’s broader goal of environmental protection.

Strategic Impact:

By minimizing its water footprint and investing in treatment and reuse systems, Hardcastle Petrofer not only supports SDG 6 (Clean Water & Sanitation) but also builds operational resilience in water-stressed regions.

Adoption of Water-Efficient Cooling Systems:

Hardcastle Petrofer Pvt. Ltd. implemented advanced water-saving cooling solutions across its manufacturing operations, particularly at the Sarigam facility, as part of its broader water stewardship and energy efficiency strategy. To significantly minimize water consumption in thermal management, the company adopted a combination of:

- Closed-loop water cooling systems, which continuously recirculate water within the system, reducing make-up water needs and eliminating wastewater discharge.
- Hybrid cooling units, which intelligently switch between air and water modes based on ambient temperature and process load, maximizing efficiency while minimizing water draw.
- Air-cooled heat exchangers in select non-critical cooling applications, eliminating the need for water altogether.

These systems have been integrated into processes such as heat treatment equipment cooling, hydraulic system temperature control & furnace and quenching bath thermal regulation.

Responsible Wastewater Management: GRI (303-2,303-4,306-1,306-2)

Hardcastle Petrofer treats wastewater management as a critical component of its broader environmental responsibility. The company has embedded stringent control mechanisms across all operational sites to ensure water discharged meets high environmental standards.

Their approach begins with advanced effluent treatment processes that remove contaminants before any water is released. Technologies such as activated sludge systems, membrane aeration, FeCl₃ treatment, pH neutralization, and multi-stage filtration (using sand and carbon beds) are systematically employed to ensure compliance with regulatory discharge norms and minimize ecological impact.

They follow a zero-complaint policy in this area, aiming for proactive resolution of any water-related issues. Monitoring is done regularly for key indicators such as BOD, COD, pH, TSS, and oil & grease levels, with all values consistently maintained below permissible thresholds.

Additionally, the company treats and recycles a portion of its effluent water, helping to reduce overall water withdrawal and enhance water-use efficiency. Treated wastewater is safely discharged via an Effluent Treatment Plant (ETP), and all actions are aligned with GRI 303 and UN SDG 6: Clean Water and Sanitation.

They also invest in employee training, emphasizing awareness and responsibility in water conservation and treatment practices, while maintaining strict groundwater protection protocols through secure storage and handling of hazardous substances.

Water Audit & Consumption Optimization:

In FY 2024–25, Hardcastle Petrofer Pvt. Ltd. undertook a comprehensive Water Audit across its manufacturing operations, reinforcing its commitment to responsible water stewardship. The audit was conducted in alignment with national best practices and focused on measuring, monitoring, and optimizing water consumption across all critical processes at the Sarigam and Kathua facilities.

Key Objectives:

- Assess water usage efficiency in production, utilities, sanitation, and ancillary systems.
- Map high-consumption zones and identify leakage points, process inefficiencies, or overuse.
- Recommend interventions for reduction, reuse, and recycling of water.

Audit Approach:

- Flow meter readings were captured at source and discharge points.
- Real-time data logging and comparison against historical benchmarks.
- Water balance charting and efficiency ratios developed by trained assessors.
- Site-level consultation with operations teams to validate practical water-saving actions.

Key Outcomes:

- Identified potential to reduce freshwater intake by 17% through reuse of treated effluent and condensate recovery.
- Recommendations implemented include low-flow nozzles, sensor taps, and closed-loop cooling system upgrades.
- Strengthened water tracking and data reporting mechanisms for continuous monitoring.

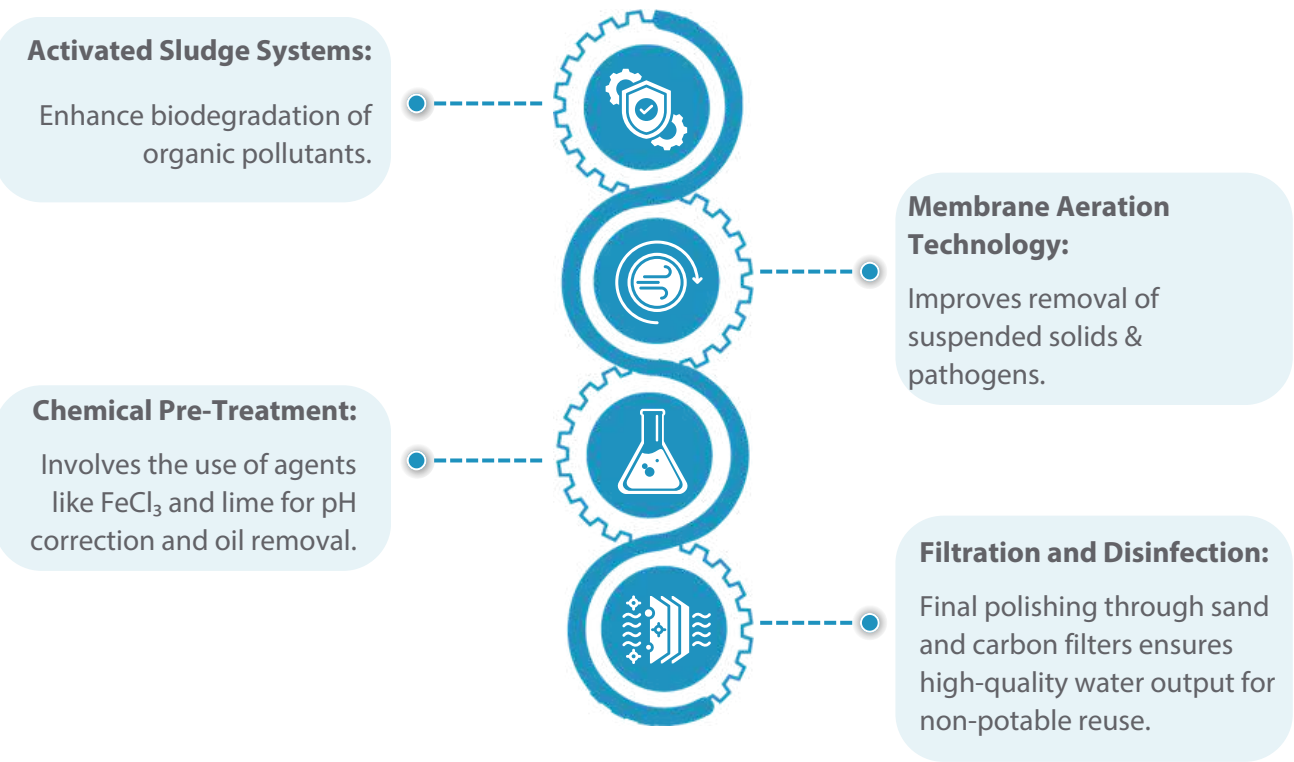
This audit directly supports Hardcastle Petrofer’s goals of water-use efficiency, compliance with ISO 14046, and alignment with the UN SDG 6 – Clean Water and Sanitation.

Technologies or practices to recycle or reuse water:

(Driving Water Sustainability Through Innovation and Efficiency)
At Hardcastle Petrofer Pvt. Ltd., water stewardship is a cornerstone of our environmental responsibility. In alignment with the United Nations Sustainable Development Goal (SDG) 6 — Clean Water and Sanitation — we have adopted water management practices that emphasize reuse, recycling, and conservation across all operations.

Advanced Wastewater Treatment Technologies

To ensure efficient water reuse, we employ state-of-the-art effluent treatment processes, including:



Water Recycling Initiatives

- Treated water is reused for non-process applications like cooling systems and landscaping.
- Closed-loop systems help recapture and reuse water within operations, reducing overall freshwater demand.

All wastewater parameters, including TSS and Oil & Grease, remain consistently below GRI 303 permissible limits.

Collaborative Approach & Community Engagement:

We actively partner with local authorities, industry peers, and community groups to promote rainwater harvesting and share best practices in sustainable water management. This collaborative approach helps build awareness and scale our impact beyond factory boundaries.

Our Commitment:

Through investment in cutting-edge water recycling technology, stringent monitoring, and proactive stakeholder engagement, Hardcastle Petrofer reaffirms its dedication to conserving this critical resource for future generations.

Rainwater Harvesting: Harnessing Nature’s Potential: GRI (3-3,303-1-3,303-5)

At Hardcastle Petrofer, we recognize rainwater as a vital natural resource and have adopted rainwater harvesting as a strategic initiative to promote water conservation and reduce our dependence on external water sources. Through well-designed collection and storage systems installed across key sites, we aim to maximize the capture and reuse of rainwater for non-potable applications such as landscape irrigation, floor washing, and utility processes. This initiative not only reduces our environmental impact, but also supports our broader commitment to sustainable water management, especially in regions facing seasonal water stress.

Groundwater Protection: A Preventive & Proactive Approach:



Recognizing the sensitivity of groundwater near chemical facilities, Hardcastle Petrofer adopts a risk-based groundwater management strategy:

- **Strict Hazardous Material Protocols:** All chemicals are stored with secondary containment measures to prevent leakage.
- **Effluent Treatment Systems (ETPs):** Wastewater is treated using multi-stage processes (including pH neutralization, sand filtration, and carbon treatment) before final discharge.
- **Zero-Complaint Initiative:** This internal campaign ensures no groundwater-related violations or pollution incidents.
- **Monitoring Programs:** Periodic inspections and compliance audits are conducted to detect and mitigate any groundwater contamination risk.

Water Risk Assessment:

Manufacturing Location	Assessment Method	Water Risk Level	Key Findings	Planned Actions
Sarigam, Gujarat	Manual assessment using local groundwater data, rainfall trends, and usage patterns	High	High seasonal water stress due to industrial demand and declining recharge rates	Expand rainwater harvesting, increase reuse of treated effluent, real-time monitoring
Kathua, J&K	Manual site-based evaluation via borewell monitoring and local utility data	Medium	Moderate supply risk, dependence on seasonal recharge and borewell pressure drop	Recharge pit setup, preventive leak detection program, cooling water reuse

Integration into Broader Sustainability Strategy:

-  **Education & Training:** Employees receive instruction on water conservation practices and pollution prevention.
-  **Collaboration:** HPPL engages local communities and regulators to promote water-sensitive practices and ensure responsible groundwater stewardship.

Air Emissions and Pollution Control

(GRI 3-3, 305-1-5, 305-7)

NOx, SOx, PM, VOCs and Stack Emission Monitoring: (GRI 305-7,33)

Comprehensive Emission Monitoring and Air Quality Management:
Hardcastle Petrofer Pvt. Ltd. has established a rigorous environmental management framework to track and reduce air pollutants such as Nitrogen Oxides (NOx), Sulphur Oxides (SOx), Particulate Matter (PM), and Volatile Organic Compounds (VOCs). Their approach integrates both advanced emission control technologies and proactive monitoring strategies to ensure environmental compliance and promote public health.

Stack Emission Analysis:
The company regularly conducts stack emissions testing across critical combustion systems such as thermopacs and diesel generators (DG sets). These evaluations measure pollutant levels against regulatory thresholds.

Air Emission Matrics:

Category	FY- 22-23	FY-23-24	FY-24-25
Sox (D.G. Set (mg /Nm3)	62.32	65.6	63.06
Nox (Thermopack) (ppm)	24.22	21.4	19.88
Nox (D.G. Set (mg /Nm3)	16.12	15.17	14.34
PM 2.5	31.85	24.6	23.01
PM 10	87.35	72.5	73.41

Emission Source Management:
Efforts are also focused on reducing emissions at the source by:

- Cleaner production techniques
- Process optimisation to reduce dependency
- Routine equipment maintenance to prevent leakages and incomplete combustion

Continuous Improvement and Monitoring:

- Real-time monitoring and periodic track emissions across operational units.
- Environmental performance data is integrated into stack analysis reports, reviewed regularly to identify trends and improvement areas.
- Emission reduction is part of the broader GHG and sustainability action plan, aligned with their Science-Based Targets Initiative (SBTi) commitment.

Environmental Nuisance Control: GRI (2-23,2-24,3-3,305,306)

At Hardcastle Petrofer, we recognize that managing air quality, noise, odour, dust, and light emissions is critical not only for regulatory compliance but also for maintaining trust with surrounding communities. Our approach integrates technology-driven interventions, continuous monitoring, and transparent reporting across all operating facilities.

- Noise Mitigation**
- Acoustic Engineering:** At our Sarigam unit, high-decibel compressors and pumps are enclosed in sound-insulated chambers, reducing workplace noise levels.
 - Noise Barriers:** Greenbelt landscaping and acoustic wall panels are installed along facility perimeters to act as natural sound barriers, reducing noise transfer to the surrounding community.
 - Muffling & Silencers:** Pneumatic equipment and exhaust systems are fitted with silencers and mufflers, minimizing noise spikes during peak operations.
 - Monitoring Systems:** Noise emissions are tracked through a combination of third-party audits and internal monitoring. Boundary noise levels are measured quarterly and reported in compliance records, ensuring alignment with CPCB norms. Continuous monitoring in high-noise zones also supports employee safety (linked to Labor & Human Rights section).
 - Preventive Maintenance:** Hardcastle follows a documented maintenance schedule, covering lubrication, calibration, and inspection of rotating machinery. This ensures equipment operates efficiently and prevents noise increases due to mechanical wear. Maintenance plans and SOPs are reviewed annually to embed continuous improvement.

- Odour Management:**
- Closed-Loop Handling:** Volatile compounds in blending operations are processed in sealed transfer systems, minimizing fugitive emissions.
 - Spill & Leak Prevention:** Double-walled storage tanks and containment bunds at the Vapi plant eliminate risks of odour-causing leaks.
 - Community Assurance:** In FY 2024–25, zero complaints were received from surrounding communities regarding odour or air quality.
 - Vapor Recovery Units:** VOC vapors from solvent handling are captured and re-used, reducing emissions that contribute to smog and health risks.

- Dust Suppression:**
- Emission Control Technology:** Bag filters and dust collectors installed in powder handling sections capture over 95% of suspended particles at emission points.
 - Process Optimization:** Transfer points have been enclosed, reducing dust levels in processing zones by 40% vs. FY 2023–24.
 - Cleaner Production:** Introduction of cleaner technologies reduces reliance on volatile organic compounds (VOCs) and minimizes pollutant generation at source.

- **Optimized Reaction Conditions:** Chemical processes are fine-tuned to reduce sulfur oxides (SOx) and nitrogen oxides (NOx) byproducts.
- **Closed-Loop Recycling:** Emission streams are increasingly handled through closed-loop systems to capture and recycle pollutants before release.

Advanced Emissions Control Technologies

- **Scrubbers:** Installed in selected production units to neutralize acid gases (SOx), reducing respiratory hazards and preventing acid rain.
- **Catalytic Converters:** Deployed to reduce NOx emissions, curbing smog formation and ground-level ozone.
- **Compliance Monitoring:** All stack emissions are measured regularly and maintained within CPCB-prescribed norms.

Light Pollution Control:

- **Smart Lighting Interventions:** Over 80% of outdoor lighting has been converted to sensor-based LED fixtures, reducing glare and night-time energy consumption by 40%.
- **Directional Shielding:** Outdoor luminaires are fitted with downward reflectors, preventing light spill into residential neighborhoods.
- **Night-Time Protocols:** Non-essential lighting is automatically shut down outside operational hours to preserve night-time ambience.

Continuous Monitoring & Improvement:

- **Real-Time Tracking:** Ambient noise, particulate levels, and emissions are tracked via continuous monitoring systems installed at Sarigam and Vapi.
- **Regulatory Benchmarks:** Annual third-party audits confirm compliance with CPCB and SPCB standards across all nuisance parameters.
- **Zero Complaint Framework:** Our “Zero Complaint Initiative” continues to strengthen community harmony—no grievances related to noise, odour, or light pollution were reported in FY 2024–25.

Leak Detection and Repair (LDAR) Program:

To further reduce fugitive emissions and mitigate odor release into the surrounding environment, Hardcastle Petrofer Pvt. Ltd. has strengthened its Leak Detection and Repair (LDAR) program during FY 2024–25. The program involves routine inspection and monitoring of pipelines, valves, flanges, storage tanks, and transfer points using gas detection instruments to promptly identify and eliminate leaks.

Isolated storage zones for odorous chemicals are integrated with advanced ventilation systems and maintained under controlled pressure to prevent unintentional vapor discharge. All identified leaks are addressed through immediate repair protocols to prevent environmental dispersion of volatile compounds. The LDAR program supports our commitment to air quality, operational safety, and environmental compliance, while reducing odor-related impacts on workers and nearby communities.



Key Initiatives Driving Environmental Stewardship

1 Zero Complaint Initiative

- **Objective:** Eliminate waste-related issues across operations.
- **Approach:** Implementation of robust and streamlined waste management systems aimed at achieving zero complaints.
- **Impact:** Promotes responsible waste handling and continuous process improvement through operational excellence.

2 Bifurcation of Used Raw Material Packaging

- **Materials Covered:** Mild Steel (MS) containers, High-Density Polyethylene (HDPE) containers.
- **Action Taken:** Systematic **segregation and classification** of used packaging for proper recycling.
- **Outcome:** Improved waste traceability and enhanced **material recovery** for circular reuse.

4 Waste Recycling Program

- **Scope:** Recycling of plastics, metals, and other industrial waste streams.
- **Partnerships:** Collaboration with certified recycling partners to ensure compliant and efficient material recovery.
- **Benefits:** Minimizes landfill dependency and contributes to GHG emissions reduction by conserving resources.

5 Integration of Recycled Materials in Production

- **Practice:** Strategic procurement of recycled plastics and metals as substitutes for virgin material.
- **Objective:** Reduce extraction of new resources and extend the lifecycle of existing materials.
- **Contribution:** Supports environmental conservation while reinforcing our commitment to circular manufacturing.



Waste Type	FY 2022-23	FY 2023-24	FY 2024-25
Plastic Waste (MT)	85.26	27.40	63
Hazardous waste generated	5.16	4.80	4.21
Non-Hazardous waste generated	85.02	27.37	280.99
Weight of waste recovered	96.43	110.94	150.22

Strategic Intent:
Through waste-conscious product design, employee education, and collaborative recycling partnerships, Hardcastle Petrofer integrates waste management as a strategic pillar of its sustainability roadmap—not just an operational requirement.

Hazardous Waste Management: GRI (306-1-3,306-5)

Hardcastle Petrofer adopts a proactive and systems-driven approach to hazardous waste management, recognizing its critical impact on environmental safety, regulatory compliance, and workplace wellbeing. As a manufacturer of industrial oils and specialty chemicals, the company integrates waste minimization and safe disposal practices across its operations.

Key Practices and Commitments:



The company classifies waste into hazardous and non-hazardous categories in line with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. A detailed inventory is maintained, and all hazardous waste is channelled through authorized third-party recyclers and treatment facilities with full documentation and traceability of the final disposal location. Transboundary movement is permitted only under strict compliance with global principles of environmentally sound management. In addition, the company collaborates with Producer Responsibility Organizations and industry coalitions to support end-of-life recovery and recycling of durable products and packaging, extending responsibility beyond operations to product use and disposal.



- ### C. Tracking and Flow Analysis of Waste Streams

- ## D. Authorised Disposal Partners

To maintain transparency and regulatory compliance, we also keep comprehensive records of all battery waste generated and disposed of. These practices underscore our dedication to environmental stewardship and reinforce Hardcastle Petrofer's commitment to safe and sustainable industrial operations.



E. Tracking & Documentation

Detailed records are maintained for each type of hazardous waste: quantity, handling, transporter details, and destination. Annual returns are submitted to Pollution Control Boards for compliance reporting.



F. Hazardous Substance & Waste Management Training

At Hardcastle Petrofer, we deliver structured and comprehensive training programs to empower employees with the skills and knowledge required for the safe handling and management of hazardous substances.

These sessions not only focus on minimizing the risks of workplace accidents and environmental harm but also ensure full compliance with applicable regulations.

In addition to hazardous substance management, we also conduct dedicated awareness programs on waste management practices, enabling employees to understand proper segregation, reduction, and disposal methods. Through these targeted initiatives, we foster a culture of safety, environmental responsibility, and sustainability, reinforcing our commitment to protecting both people and the planet for future generations.



G. Changing Hazards

Hardcastle Petrofer Pvt. Ltd. continued its strategic transition toward safer and more sustainable raw materials. In alignment with our environmental and safety objectives, we have intensified efforts to minimize the use of hazardous substances by replacing them with eco-friendly and low-toxicity alternatives across product formulations and production processes.

Key initiatives include:

- **Eco-Friendly Formulations:** Expanded the development and application of bio-based and low-VOC (volatile organic compound) products to reduce environmental toxicity and worker exposure.
- **Substitution of Hazardous Chemicals:** Phased out several high-risk inputs and replaced them with safer alternatives that meet performance requirements with lower health and environmental risks.
- **Green Chemistry Practices:** Embraced green chemistry principles in R&D to ensure that new product development avoids carcinogenic, mutagenic, or persistent substances.

These proactive measures reflect Hardcastle Petrofer's long-term commitment to responsible manufacturing and demonstrate leadership in integrating safer materials into industrial chemical operations.



H. Toxicity Reduction

At Hardcastle Petrofer Pvt. Ltd., minimising the use and generation of hazardous substances is a key pillar of our commitment to responsible manufacturing. We continued to implement a range of preventive and treatment-based measures to reduce toxicity in our operations and products.

- **Cleaner Formulations:** We have advanced the development and use of eco-friendly chemical alternatives that are free from heavy metals, chlorinated compounds, and other highly toxic substances.
- **Process Optimization:** Manufacturing processes have been re-engineered to reduce byproducts that contribute to toxicity, such as harmful sludge or reactive effluents.

- **Hazardous Substance Substitution:** High-risk raw materials have been replaced with less hazardous or non-toxic substitutes where feasible, without compromising product performance.
- **Physical and Chemical Treatment Systems:** Our effluent and waste treatment infrastructure includes **neutralization tanks, activated carbon filtration, and advanced oxidation processes** to reduce the toxicity of chemical residues before disposal.
- **Spill Prevention and Control:** Containment systems, emergency spill kits, and secondary bunding are in place to avoid accidental releases of hazardous substances.
- **Employee Training:** Extensive training is provided on hazard classification, safe handling, and storage protocols, ensuring risks are minimized at every stage of chemical use.
- **Regulatory Compliance and Monitoring:** All materials are evaluated against REACH and GHS standards, and emissions from hazardous substances are routinely monitored to stay within permissible exposure limits.

Through these integrated actions, Hardcastle Petrofer demonstrates a strong commitment to protecting human health, maintaining environmental safety, and progressing toward a cleaner and less toxic industrial footprint



I. Eliminating Long-Lived Toxic Compounds in Operations

- **No Use of POPs:** Ensured that no products contain regulated POPs such as PCBs, PAHs, PCDD/Fs, or listed pesticides (e.g., DDT, aldrin, hexachlorobenzene).
- **Raw Material Screening:** All raw materials undergo pre-approval screening for POP content to prevent introduction into the supply chain.

- Annual Sustainability Report FY 2024-25 74

Product Sustainability and End-of-Life :

(GRI 3-3,301-1-3,306-4-5,417)

At Hardcastle Petrofer Pvt. Ltd., we embed sustainability into our products right from the design phase through to their use and end-of-life management. Our approach combines innovation, customer guidance, and collaboration with external partners to reduce the environmental footprint of our products and ensure responsible lifecycle management.

Eco-Design and Sustainable Product Innovation: GRI (3-3,301-1-3,302,306,417)

At the heart of our R&D efforts is the goal to develop industrial solutions that are safe, efficient, and environmentally responsible across their lifecycle.

Product carbon footprint

Hardcastle Petrofer conducts third-party verified Product Carbon Footprint (PCF) studies to evaluate greenhouse gas emissions across the product lifecycle, following ISO 14067 standards. In FY 2024–25, PCF assessments were carried out for select lubricant and specialty fluid lines, revealing average cradle-to-grave emissions of 1.8–2.3 kg CO₂e per kg of product, primarily linked to raw material sourcing. These insights guided key R&D shifts such as adopting biodegradable base oils, reducing solvent content by 15%, and reformulating products to deliver the same performance with a 10–12% lower carbon footprint.

Improved Formulations:

We have introduced advanced ENVO Sustainable products that:

- Require lower application doses and less frequent re-application, thereby conserving resources during use.
- Contain ingredients with lower toxicity, reducing harmful discharges into water and soil.
- Use renewable, bio-based raw materials wherever feasible to minimize reliance on non-renewable resources.

Guidance for Responsible Use:

We ensure that customers are informed on how to use and handle our products in a way that minimizes waste and emissions. To this end, we provide:

- Comprehensive Safety Data Sheets (SDS) with practical advice on storage, handling, and disposal.
- Best practice guides for optimizing product performance while reducing consumption.
- Visual infographics to help operators avoid leakage and spillage during application.

Sustainable Packaging:

We have redesigned primary packaging by clearly marking recycling instructions on labels. These efforts have reduced packaging waste and improved recyclability rates.

End-of-Life Recovery and Recycling Support

To further strengthen end-of-life responsibility, Hardcastle Petrofer supports customers in linking with authorized collection and recycling channels for used containers and residual products. Partnerships with certified recyclers and waste management providers ensure that HDPE drums, metal cans, and other packaging materials are collected, reused, or recycled in a traceable manner, preventing leakage into the environment and reducing waste sent to landfill. This collaborative approach extends our responsibility beyond product use, enabling a closed-loop system that conserves resources and supports national circular economy goals.

End-of-Life Programs and Return Models: GRI (3-3, 301-3, 306-4-5)

We recognize that our responsibility extends to how products and their packaging are disposed of after use.

Extended Producer Responsibility (EPR)

Hardcastle Petrofer fulfils its EPR obligations through collaboration with certified Producer Responsibility Organizations (PROs) and authorized recyclers. This ensures that packaging and product residues are collected, treated, and recycled or disposed of responsibly, in compliance with national regulations.

Customer Support for Disposal

We provide customers with clear end-of-life guidance through SDS, product labels, and direct support from our service teams. Disposal instructions highlight options for returning used products and packaging through authorized collection channels, recycling wherever feasible, and utilizing sanitary waste management infrastructure to prevent leakage into soil and water. This support helps customers minimize landfill waste and encourages recovery of product components, reducing reliance on virgin materials.

Recyclability and Lifecycle Considerations: GRI (3-3,301-2-3,306-4-5)

At Hardcastle Petrofer, we design products and packaging to align with circular economy principles, ensuring that materials remain in use for as long as possible and minimizing environmental impacts at every stage of the lifecycle.

Circular Design Features:

We incorporate strategies into our formulations and packaging that facilitate reuse, recycling, and responsible disposal:

- Product formulations are developed with ingredients that are compatible with existing industrial recycling and recovery processes, wherever technically and legally feasible.
- Packaging is designed using single-material (mono-material) components to simplify recycling, and we have reduced unnecessary material through lightweighting initiatives.
- Containers such as HDPE drums and metal cans are chosen specifically for their recyclability, and their design allows them to be reused or repurposed by authorized partners.

Post-Use Environmental Protection:

To reduce the risk of harm after the product's intended use:

- We continually reformulate products to minimize residual toxicity, replacing certain chemical additives with biodegradable, renewable, or non-persistent alternatives.
- Our research and development teams assess the environmental impact of ingredients to ensure that post-use residues do not persist in soil or water bodies or contribute to ecological damage.
- Improved chemical stability in our products also reduces the likelihood of harmful degradation byproducts during or after use.

Customer Education for Longer Product Life:

We recognize that the way our products are used, stored, and maintained directly affects both their efficiency and their environmental footprint:

- Our teams are trained to guide customers on proper application, routine maintenance, and optimal use to maximize performance and reduce waste.
- We also provide visual guides, manuals, and consultations to prevent leaks, spills, and inefficiencies.

Customer Health & Safety (GRI 3-3, 416-1-2)

Product Safety and Hazard Risk Management: GRI (3-3,301,306,416-1-2)

Hardcastle Petrofer Pvt. Ltd. integrates product safety and hazard risk mitigation into every stage of its operations—from design and development to distribution and end-use. This proactive approach ensures that their industrial solutions are not only effective but also environmentally and operationally safe for users across high-risk sectors like metallurgy, automotive, and aerospace.

Proactive Product Safety Practices:

- **Comprehensive Testing Protocols:** Each product undergoes multi-stage performance and safety testing, aligned with national standards and global norms (e.g., REACH, ISO). During product development and review, Hardcastle Petrofer consults established chemical hazard databases, including REACH, GHS, and internal material safety repositories, to systematically evaluate potential health and safety impacts throughout the product's use phase. These assessments inform product formulation decisions, SDS content, and customer guidance to minimize risks during operational use.
- **Safety Data Sheets (SDS):** All products are accompanied by detailed SDS documentation, covering:
 - Safe handling procedures
 - Toxicological and ecological data
 - Personal protective measures
 - Emergency response guidelines
- **Risk Categorization & Labelling:** Products are classified and labelled according to GHS (Globally Harmonized System) to communicate potential hazards (flammability, corrosiveness, health effects) clearly to customers and logistics partners.

Lifecycle Hazard Management:

- **Design for Safety:** Hazardous components are replaced with low-toxicity or biodegradable alternatives wherever possible (e.g., polymer quenchant replacing mineral oil-based ones).
- **Production Controls:** Facilities follow strict HAZOP (Hazard and Operability) analysis, fire safety protocols, and ventilation/containment controls to minimize exposure risks during manufacturing.
- **Storage & Transportation:**
 - Uses certified containers with hazard coding.
 - Logistics teams trained in spill prevention, containment, and recovery protocols.
 - Periodic mock drills and audits are conducted for high-risk consignments.

During product development and review, Hardcastle Petrofer consults established chemical hazard databases, including REACH, GHS, and internal material safety repositories, to systematically evaluate potential health and safety impacts throughout the product's use phase. These assessments inform product formulation decisions, SDS content, and customer guidance to minimize risks during operational use.

Customer Awareness on Health & Safety:

At Hardcastle Petrofer Pvt. Ltd., ensuring the safe use and handling of our industrial fluids and chemical products is a top priority. In FY 2024–25, we continued to strengthen our customer engagement through structured awareness initiatives that promote health and safety across product application, handling, and disposal.

Key initiatives include:

- **Product Safety Data Sheets (SDS):** We provide detailed and updated Safety Data Sheets with every product, outlining health hazards, safe usage instructions, first-aid measures, and emergency response protocols.
- **Customer Training Programs:** Regular in-person and virtual training sessions were conducted for customers and distributors, focusing on proper handling, storage, PPE usage, and emergency response specific to our products.
- **Technical Bulletins & Usage Guidelines:** Tailored product manuals and technical bulletins are shared with customers, containing safe handling practices and maintenance instructions to avoid misuse or exposure risks.
- **Labelling & Packaging Compliance:** All products are labeled in compliance with GHS standards, featuring hazard symbols and precautionary statements to promote responsible usage at end-user facilities.
- **Direct Customer Support:** Our technical service team provides on-site audits and consultations to help customers ensure compliance with occupational health and safety norms during product usage.
- **Digital Access to Safety Information:** Customers are provided access to product safety documentation and training materials via a secure online platform, enhancing transparency and ease of use.

These efforts reflect Hardcastle Petrofer's commitment to not only delivering high-performance solutions but also safeguarding the health and safety of those who use them. Our proactive communication and training reinforce responsible chemical management and build long-term trust with our customer base.

Incident Prevention & Emergency Preparedness:

- **Zero Complaint Initiative**
- A company-wide drive ensures that no customer reports safety-related product issues, through proactive product engineering and responsive technical support.
- **Chemical Spill Response Plan**
- On-site and client-facing teams are trained in spill containment, neutralization, and decontamination procedures.

Fire & Explosion Prevention:

- Special focus on fire-resistant hydraulic fluids certified by Factory Mutual (FM).
- Use of inert packaging and anti-static systems during shipping of volatile chemicals.

Compliance and Assurance:

- Certified under:



ISO 9001
(Quality Management)



ISO 14001
(Environmental Management)

- Collaborates with global auditing partners like Growlity Inc. for annual ESG and product risk audits to align with sustainability and safety benchmarks.

Labelling, Compliance and Transparency: GRI (2-27,3-3,206,417-1-3)

Product Labelling & Safety Communication:

- **Regulatory Labeling:** Hardcastle Petrofer ensures that all its industrial fluids and specialty chemicals are labeled in accordance with international and national regulatory frameworks, such as:
 - GHS (Globally Harmonized System) for hazard communication
 - REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) standards for safety data
- **Safety Data Sheets (SDS):** Accompany all products to inform users of hazards, safe handling, storage, and emergency measures.
- **Barcode & Batch Tracking:** For traceability and product authentication in quality-sensitive sectors like automotive and aerospace.

Regulatory Compliance Framework

- **Certifications Ensuring Compliance:**
 - ISO 9001: Quality Management
 - ISO 14001: Environmental Management
 - ISO/IEC 17025: Laboratory accreditation at Sarigam site (via NABL)
- **Petrofer Global Alignment:** As part of a global joint venture with Petrofer Germany, products and processes align with DIN, VDA, and Factory Mutual (FM) certifications, reinforcing international compliance.

Transparency Measures & Ethical Governance

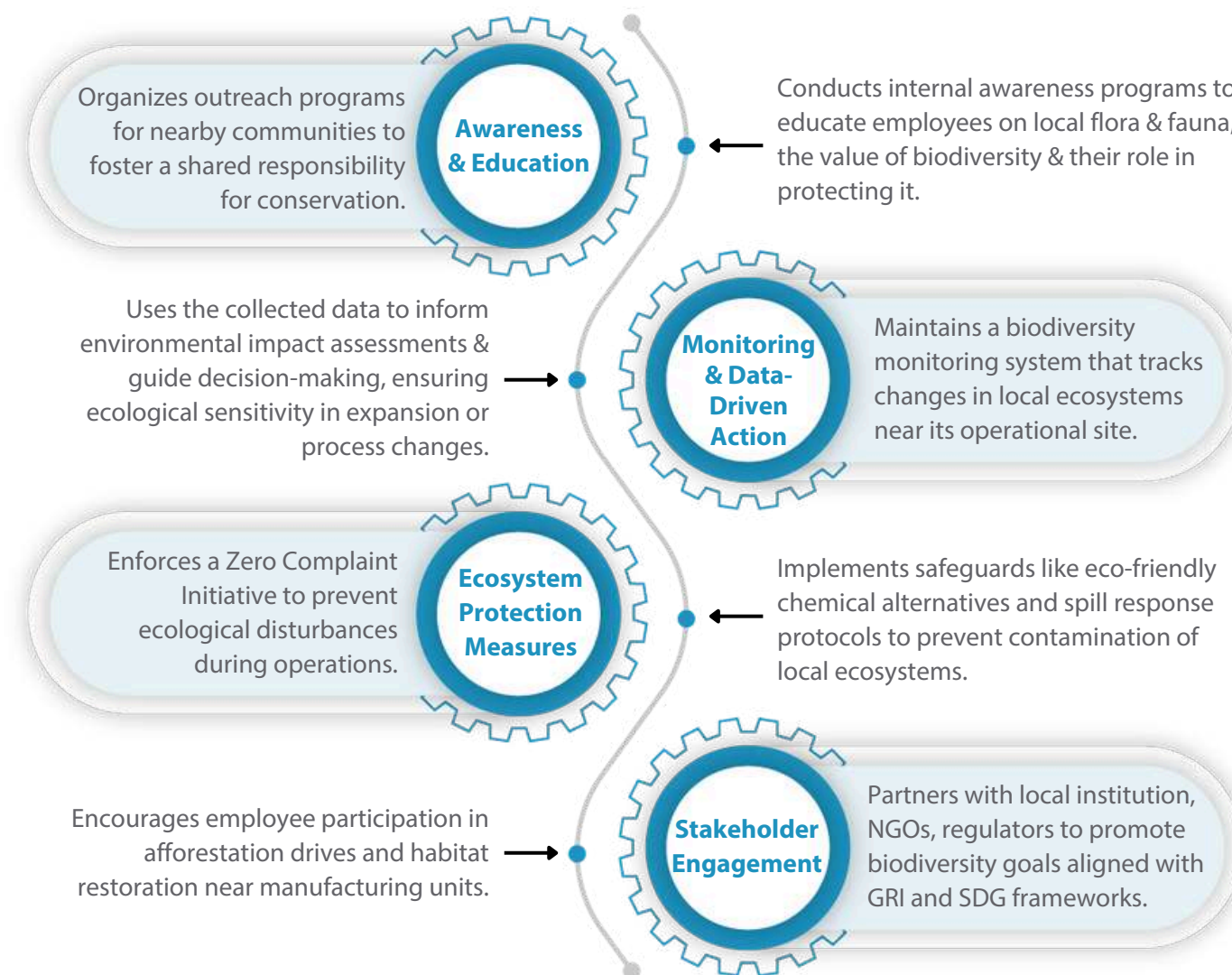
- Annual Sustainability Reports: Published in alignment with GRI Standards, featuring performance on carbon emissions, water, waste, and labor practices.
- Third-party Assurance: ESG data is verified by Growlity Pvt. Ltd., enhancing credibility.
- Stakeholder Communication:
 - Open reporting of workplace incidents (zero lost-time injury cases in FY 2023–24)
 - Gender diversity, grievance redressal, and community investment are transparently tracked.
 - UN Global Compact (UNG): Commitment to disclose progress on human rights, labor, environment, and anti-corruption.

Biodiversity & Ecosystem Conservation

(GRI 3-3, 304-1-4)

Biodiversity Awareness and Monitoring: GRI (3-3,304-1-3)

Hardcastle Petrofer Pvt. Ltd. embraces a proactive approach to biodiversity, recognizing its vital role in sustaining ecological balance and long-term business resilience. The company's strategy integrates biodiversity into its environmental management practices through:



Site Impact and Restoration Programs: GRI (3-3,304-2-3)

At Hardcastle Petrofer Pvt. Ltd., environmental restoration is not a one-time activity — it is an integral part of their operational mindset. Every site development or expansion is carefully evaluated for its ecological footprint, with an embedded commitment to “restore more than we disturb.” Furthermore, none of Hardcastle’s operations or sites are located in or near biodiversity-sensitive areas, ensuring minimal impact on fragile ecosystems.

Preventive Measures to Reduce Site Impact:

1. **Eco-Conscious Site Design:** Facilities are planned with natural buffers, green cover zones, and rainwater harvesting systems to reduce disruption to native ecosystems.
2. **Emission & Pollution Control Systems:** Use of scrubbers, VOC vapor recovery units, and catalytic converters helps mitigate air and soil contamination risks around plant premises.
3. **Biodiversity Protection:** A formal biodiversity monitoring program tracks flora and fauna in areas surrounding manufacturing units. Educational initiatives also promote ecological awareness among staff and the local community.

Restoration & Remediation Programs:

- **Green Belt Development:** Green zones are established across manufacturing locations (Sarigam, Kathua), planted with native tree species to restore air quality and support local biodiversity.
- **Noise & Dust Reduction Landscaping:** Strategic tree planting and sound barriers help reduce the secondary impact of industrial operations on local habitats.
- **Effluent Water Treatment:** State-of-the-art ETPs (Effluent Treatment Plants) ensure that discharged water is safe and, where possible, reused. FY 2024-25 reports show 222 KL of water recovered, supporting their "every drop counts" initiative.
- **Rainwater Harvesting Integration:** Systems have been installed to harvest and store rainwater for operational reuse—helping to both replenish groundwater and reduce demand on municipal resources.

Circular Economy Principles for Site Management:

Hardcastle Petrofer's restoration strategy includes:

- Reuse of treated wastewater for cooling and cleaning operations.
- Segregation and recycling of solid & plastic waste to avoid landfill contribution.
- Use of recycled packaging materials to minimize site-related waste footprint.

Performance Snapshot (FY 2024-25)

1,51,758	650	222	0.02 tCO₂eq/KL of production	26.1 %
Green Power Generated (KWh)	Rainwater Harvested (KL)	Water Recovered (ETP) (KL)	GHG Intensity (Scope 1+2)	Plastic Waste Reduction

Future Outlook:

- Targeting “Net Positive Impact” zones around production units by 2026.
- Collaborating with local environmental NGOs for land restoration and conservation drives.
- Introducing ISO 14064 for more rigorous GHG reporting and landscape-based carbon offsets.



3

Social Responsibility

- Our Social Policies
- Occupational Health & Safety
- Working Conditions
- Social Dialogue and Employee Voice
- Human Rights Protection



Our Social Policies

(GRI 2-23, 2-24)

At Hardcastle Petrofer, social sustainability means ensuring safe, fair, and inclusive workplaces while upholding human rights across our operations and supply chain. Our policies focus on safety, equality, fair labor, and ethical practices—regularly reviewed to stay aligned with evolving standards and stakeholder expectations.

Social Sustainability:

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 2023-24 & Targeted year 2029-30
Employee Health and Safety	Sustainable chemical workplace, prioritizing employee well-being, minimizing occupational risks.	Enforce proper PPE usage for enhanced workplace safety. Implement robust ventilation for optimal air quality and safety.	Maintain zero health and safety complaints, enhance chemical handling, fortify emergency response by 30%.
	Policy ensures safe, sustainable chemical workplace, prioritizing employee well-being.	Foster a zero-complaint culture for health and safety issues. Implement comprehensive safe chemical handling procedures.	Ensure full health check coverage, increase safety awareness by 40%. Raise training hours by 30% by FY 2028-29 from FY 2023-24.
Discrimination and Harassment	We ensure a workplace free from discrimination and harassment, built on respect and equality.	Promote merit-based growth and ensure equal, fair treatment for all employees, fostering a diverse and inclusive workplace. Enforce zero tolerance for harassment with clear reporting and swift action mechanisms.	Prevention Harassment: Implement anti-harassment initiatives, maintaining 0% cases through awareness, disciplinary measures from baseline FY 2023-24. Maintain 0% workplace discrimination through inclusive training from baseline FY 2023-24.

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 2023-24 & Targeted year 2029-30
child labor, forced labor and Human trafficking	We vehemently oppose child labor and condemn forced labor in any form. Our policy strictly prohibit sun derage employment and coercion, ensuring fair labor practices and worker dignity.	Vigilance culture to report and resolve instances of child labor and forced labor. Implementation of rigorous hiring protocols to ensure ethical employment practices.	Maintain zero child labor and forced labor Incidents Ensure complaint-free hiring, Strengthen monitoring systems by 25%, Achieve 100% compliance with child labor and Forced labor regulations, execute comprehensive training programs, and increase training hours by 50% per employee by FY 2028-29 from FY 2023-24.
Diversity, Equality & Inclusion	Our policy embraces diversity, equality, and inclusion, fostering a culture where all individuals feel empowered and supported to thrive.	Empower employees to voice concerns without fear. Ensure fair and equitable compensation. Offer equal career advancement for all. Engage diverse, minority, and women-owned suppliers.	Maintain 0% discrimination or harassment, ensure equal pay, Achieve 100% compliance with mobility plan, Enhance supplier diversity by 5%, Ensure 90% leadership undergoes inclusive training, and increase diversity training hours by 30% by FY 2028-29 from FY 2023-24.
Working condition	Maintain zero child labor and forced labor incidents, Ensure complaint-free hiring, Strengthen monitoring systems by 25%, Achieve 100% compliance with child labor and Forced labor regulations, execute comprehensive training programs, and increase training hours by 50% per employee by FY 2028-29 from FY 2023-24.	Foster a zero-tolerance culture for work place complaints, promoting open communication and swift resolution of concerns. Ensure workplace safety with robust ventilation, advanced fans, and optimized ductwork to maintain optimal air quality.	Achieve 0% incidents from FY 2023-24 baseline through enhanced PPE compliance, regular training, and ergonomic equipment. Maintain optimal visibility by regularly monitoring lux levels and ensuring zero b complaints from FY 2023-24 baseline.

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 2023-24 & Targeted year 2029-30
Career management and training	Our Inclusive Learning and Development Policy prioritizes a safe, welcoming work place, promoting individual welfare through protective measures and sustainable community development initiatives.	Foster a culture of swift complaint resolution. Empower employees through continuous learning and skill enhancement.	Achieve zero internal operational complaints, increase advanced skill employees by 30%,Enhance technical competence by 15%,develop leadership pipeline by 20%,Improve soft skills by 35%, and raise training hours by 25% per employee by FY2028-29 from FY 2023-24.
External stakeholder human rights	This policy prioritizes human rights, diversity, inclusion, promoting fair treatment, equality, non-discrimination among employees, stakeholders, and communities, guided by international standards.	Develop and implement strategies to address the direct and indirect human rights impacts our company's operations have on external stakeholders, including local communities and suppliers	Implement measures to reduce negative human rights impacts on external stakeholders by 25% within the FY 2028-29 through community engagement, supplier assessments, and proactive risk mitigation strategies compare to baseline FY 2023-24.
Living Wage	Our Living Wages Policy ensures that all employees receive compensation sufficient to meet their basic needs and achieve a decent standard of living.	Enhance employee satisfaction through Compensation surveys. Improve retention with supportive living wages. Strengthen community economies by supporting employees. Adjust wages promptly to economic changes.	Ensure 15% wage increase over FY 2023-24baseline.Beat inflation by 2% annually for living wage. Target 90% employee satisfaction in meeting living costs by FY 2028-29.Full living wage goal by FY 2028-29.

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 2023-24 & Targeted year 2029-30
Social dialogue	Build trust through timely communication on work place matters.	Promote regular dialogue with employee representatives.	Achieve 100% employee coverage under the Collective Bargaining Agreement by FY 2026–27.

At Hardcastle Petrofer Pvt. Ltd., Social responsibility is carried out by designated personnel across all organizational levels to ensure comprehensive and effective management.

The ESG Policy Review led by the Chief Compliance Officer, ensures a thorough evaluation of all Environmental, Social, and Governance practices. The ESG Policy Manual is reviewed annually, with a more detailed review carried out every two years.

The Chief Compliance Officer is tasked with collecting and analysing data on ESG performance, policy adherence, and ethical conduct across the organization. An internal annual report is prepared, presenting key findings, assessing the effectiveness of existing ESG policies, and identifying areas requiring improvement.

Based on these insights, the Chief Compliance Officer formulates and implements corrective action plans, with progress carefully tracked and documented to maintain continuous improvement and alignment with ESG objectives.



Occupational Health & Safety (GRI 403-1-10)

Safety System and Governance: GRI (403-2 to 403-10)

Core Safety Framework:

Hardcastle Petrofer integrates occupational health and safety (OHS) into its operational DNA, grounded in proactive prevention, compliance, and employee empowerment. Their system is built on:

- **Zero Accident Vision:** The company reports zero Lost Time Injuries (LTI) and zero labor complaints, highlighting the effectiveness of its safety protocols
- **Comprehensive OHS Programs Safety management includes:**
 - o Regular hazard identification and risk assessments
 - o Emergency preparedness plans
 - o Routine safety training and drills
 - o Workplace safety audits and performance reviews

Governance Structure Supporting Safety:

- **Dedicated EHS Governance Team:** A formal Environment, Health & Safety (EHS) committee oversees safety compliance and performance reporting. This team aligns policies with:
 - o Indian Factories Act
 - o ISO 14001 standards
 - o ESG strategy metrics
- **Data-Driven Monitoring**
 - o Real-time tracking of safety KPIs
 - o Integration of findings into monthly ESG dashboards

Focus Area	Actions & Protocols
Incident Prevention	Safety inspections, audit compliance checks, and work permit systems
Emergency Management	Fire evacuation drills, hazardous material response plans, and first responder training
Health Monitoring	Regular health checkups, ergonomic evaluations, and stress management workshops
Contractor Safety	Vendor training programs and on-site safety certifications

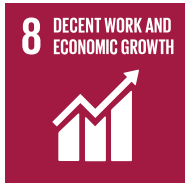
Inputs reviewed by the Board-level CSR Committee, which also monitors social compliance and worker welfare

Integrated with ESG & SDG Goals:

Hardcastle Petrofer’s safety governance supports multiple UN SDGs:



SDG 3
Good Health &
Well-being



SDG 8
Decent Work &
Economic
Growth



SDG 12
Responsible
Consumption &
Production

They also align their OHS strategy with GRI 403: Occupational Health & Safety standards and include metrics in their GRI-linked sustainability disclosures.

Hardcastle Petrofer fosters a zero-harm culture backed by a structured safety governance model, employee-centric policies, and continuous improvement through audits and stakeholder feedback.

EHS Risk Management:

Hazard Identification and Risk Assessment: At Hardcastle Petrofer, we follow a proactive and structured approach to identifying potential workplace hazards through regular inspections, safety audits, and detailed risk assessments. Our evaluations cover operational processes, equipment usage, environmental exposures, and human factors. Based on the level of risk and exposure, we implement engineering controls, administrative measures, and personal protective equipment (PPE) to eliminate or minimize the identified risks. Our objective is to foster a safety-first culture and prevent incidents before they occur.

Training and Awareness Programs:

At Hardcastle Petrofer, we conduct comprehensive training programs aimed at strengthening safety competencies across all levels of the workforce, including contractors, sub-contractors, and self-employed workers. These programs are tailored to address job-specific risks and promote a proactive safety culture.

Key training components include:

- **Safe Work Practices and Ergonomics:** Educating employees on posture, movement, and workplace ergonomics to reduce the risk of strain and physical stress.
- **Hazard Identification and Risk Perception:** Training staff to recognize hazards, assess risk severity and likelihood, and respond appropriately.
- **Emergency Preparedness and Response Drills:** Conducting mock drills for fire, chemical spills, electrical failures, and medical emergencies to ensure swift, coordinated action.
- **Correct Use and Maintenance of PPE:** Demonstrating proper selection, use, care, and storage of personal protective equipment for maximum safety.
- **Regulatory and Compliance-Based Training (e.g., ISO 45001):** Covering safety regulations, roles and responsibilities, internal audit procedures, and legal compliance frameworks.
- **Strain Awareness and Prevention:** Special sessions focus on identifying early symptoms of RSI, such as muscle discomfort and joint pain, especially in high-repetition or static postures.

- **Training includes:**

- o Proper workstation setup and posture correction techniques.
- o Use of assistive tools or automation to reduce manual strain.
- o Scheduled micro-breaks and stretching exercises.
- o Employee-specific ergonomic assessments.

To reinforce learning, we conduct regular toolbox talks, safety briefings, and utilize visual aids and signage. This ensures continuous awareness and application of safety practices across all departments.

Incident Reporting and Investigation:

We encourage open and timely reporting of all work-related incidents, near misses, unsafe conditions, and health concerns. A formal investigation process is followed for each reported incident, with root cause analysis and structured Corrective and Preventive Actions (CAPA) implemented. These insights feed into continuous improvement of our safety systems and processes, strengthening overall workplace safety.

Significant Hazards at Hardcastle Petrofer:

- **Chemical Hazards**
 - Exposure to chemicals in various forms via inhalation, absorption, ingestion, or injection.
 - Risk of corrosive chemical spills on skin or eyes.
 - Confined space hazards during chemical storage or cleaning activities.
- **Fire Hazards**
 - Handling flammable solvents and chemicals.
 - Fire risks from faulty electrical wiring or equipment.
 - Maintenance-related ignition sources such as welding, drilling, or gas cutting.
 - Electrostatic discharge and lightning-induced fires.
 - Explosions from pressurized vessels or flammable storage.
 - Vehicle-based fire risks during transport of hazardous materials.
- **Physical Hazards**
 - Crushing or entanglement from moving machinery or rotating parts.
 - Injuries from handling pressurized cylinders or compressed air lines.
 - Slips, trips, and falls in production and storage areas.
- **Repetitive stress disorders**
 - Resulting from repetitive tasks, improper ergonomics, or extended static postures.
 - Common in manual material handling, office workstations, and assembly line operations.
- **Radiation Exposure**
 - Limited but potential exposure during testing, inspection, or quality processes involving radiation-emitting equipment.
 - Managed via shielding, signage, PPE, and training.
- **Noise Exposure**
 - Continuous operation of high-decibel machinery can lead to hearing impairment.
 - Controlled via noise mapping, use of ear protection, and isolation techniques.

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- o Continuous operation of high-decibel machinery can lead to hearing impairment.
- o Controlled via noise mapping, use of ear protection, and isolation techniques.

- **Impact Hazards**

- o Risk from falling objects, collisions with moving vehicles (e.g., forklifts), or being struck by tools or materials.
- o Prevented through barricades, PPE (like helmets), and adherence to safe loading/unloading practices.

- **Electrical Hazards**

- Shock or electrocution due to exposed wires, overloaded circuits, or faulty equipment.
- Fire risks linked to electrical faults.
- Mitigated via regular electrical safety inspections, grounding, circuit protection, and employee training.

Emergency Plan:

Hardcastle Petrofer Pvt. Ltd. strengthened its Emergency Action Plan (EAP) across all manufacturing units to enhance preparedness and response to health and safety incidents. Key measures included regular risk assessments, trained Emergency Response Teams (ERTs), frequent mock drills, real-time communication systems, and first aid readiness with hospital tie-ups.

The company also upgraded fire safety infrastructure, deployed chemical spill control systems, and conducted mandatory emergency training for employees. These initiatives reinforce Hardcastle Petrofer's commitment to maintaining a safe, responsive, and well-prepared work environment.

Integrated Health, Safety, and Wellness Strategy:

At Hardcastle Petrofer, safety is not merely a regulatory requirement but a foundational element of our organizational culture. We are committed to a proactive and preventive approach to occupational health and safety, ensuring that all potential risks are identified, assessed, and mitigated before they can lead to incidents or harm.

We follow the hierarchy of controls methodology, beginning with the elimination of hazards, followed by the implementation of engineering and administrative controls, and ultimately ensuring the appropriate use of Personal Protective Equipment (PPE). Each safety incident, regardless of its magnitude, undergoes a thorough root cause analysis, and corresponding Corrective and Preventive Actions (CAPA) are implemented to prevent recurrence.

In line with our commitment to holistic employee well-being, Hardcastle Petrofer also recognizes psychological safety and mental health as integral to workplace safety. We conduct regular risk assessments focused on employee stress, identifying sources of occupational stress such as workload, time pressure, and workplace dynamics.

In response, we organize stress management sessions and wellness workshops designed to help employees manage stress effectively through mindfulness techniques, relaxation exercises, time management strategies, and access to counselling resources when needed.

Worker Participation in Occupational Health & Safety (OH&S):

Hardcastle Petrofer strongly advocates for active employee participation in Occupational Health & Safety (OH&S). Through safety committees with employee representatives, we promote shared responsibility by reviewing incidents, discussing hazards, and improving safety practices. Regular meetings, open communication channels, and training sessions encourage employees to voice concerns and engage in two-way safety dialogue. This inclusive approach fosters a strong, collaborative safety culture across the organization.

Employees Safety Measures: GRI (2,403-1-10,404)



Hazard Reporting: At Hardcastle Petrofer, employees are encouraged to report any occupational health and safety (OHS) incidents, risks, or concerns through multiple channels, including direct communication with supervisors, anonymous drop boxes, or the internal reporting portal. All complaints are treated confidentially and are acknowledged within 24 hours, followed by prompt investigation and corrective action by the designated safety team. Employees are protected from any form of retaliation, and all reported concerns contribute to ongoing safety improvements and training initiatives across the organization.



Equipment Monitoring: At Hardcastle Petrofer, we carry out regular inspections and preventive maintenance of all production equipment and safety-critical machinery to ensure safe and reliable operations. These checks include calibration, load testing, and safety system validation, supported by documented maintenance schedules and inspection logs. By proactively monitoring equipment condition, we minimize breakdown risks, protect employee safety, and ensure compliance with occupational safety standards.



Regular Employee Health Check-ups: At Hardcastle Petrofer, we prioritize employee health through regular medical check-ups across all sites. These include vital signs, vision, hearing, lung function, and job-specific assessments to enable early detection and preventive care. Medical records are securely maintained, with follow-ups as needed—reflecting our commitment to a healthy, safe, and supportive workplace.

Noise Prevention:

- **Engineering Controls:** The company continues to invest in machinery equipped with advanced noise suppression systems. Enclosures, acoustic barriers, and vibration isolation techniques are employed across high-noise zones in manufacturing units. Layout planning ensures isolation of equipment generating high sound pressure from general work areas, reducing exposure to non-operational staff.
- **Periodic Noise Monitoring:** Noise levels in all operational areas are monitored as per regulatory norms and ISO 14001 guidelines. The company ensures that decibel levels remain within the permissible limits set by the Factories Act and Pollution Control Board.
- **PPE (Personal Protective Equipment) Compliance:** Workers in high-noise areas are provided with certified ear protection gear such as earmuffs and earplugs. Regular training sessions reinforce the importance of PPE usage.
- **Employee Awareness & Training:** Safety awareness campaigns and toolbox talks include modules on noise-induced hearing loss (NIHL), safe work practices, and correct use of protective devices.
- **Maintenance & Preventive Servicing:** Regular maintenance of compressors, motors, and fans is conducted to prevent excess noise due to mechanical faults or wear and tear.

Hazard Control:

At Hardcastle Petrofer Pvt. Ltd., while our core manufacturing operations primarily involve industrial fluids and lubricants—areas not typically associated with radiation hazards—we remain committed to proactively identifying and mitigating any potential risks related to radiation, however minimal they may be. We have undertaken the following precautionary and compliance-driven actions:

- **Risk Assessment:** A detailed evaluation of all equipment, raw materials, and operational zones was conducted to confirm that no ionizing or non-ionizing radiation exposure occurs during normal operations or maintenance procedures.
- **Compliance Assurance:** We reviewed our supply chain and manufacturing protocols to ensure alignment with the Atomic Energy Regulatory Board (AERB) and other applicable regulatory bodies, affirming that our activities do not fall under radiation-regulated categories.
- **Emergency Preparedness:** While radiation is not a current operational concern, radiation awareness and response protocols have been embedded into our broader Health, Safety, and Environmental (HSE) management system as a precautionary principle.
- **Training and Communication:** Internal HSE training modules now include awareness sessions on radiation safety, particularly for technical teams involved in equipment servicing and quality control processes, ensuring preparedness in case of future technological upgrades involving such risks.
- **Monitoring and Documentation:** We maintain a 'zero-exposure' status through consistent workplace monitoring, and periodic safety audits document the absence of radiation risks in our operations.

These steps reflect our holistic and preventive approach to occupational safety, even in areas with negligible risk. Our objective is to maintain this zero-exposure record and continue fostering a culture of safety and compliance across all functions.



Working Conditions

(GRI 404-1-3, 402-1, 403-1-10, 404-1-3, 405-1, 405-2, 406-1)

Working Hours, Fairb Wages, and Social Protection: GRI (401-1.402)

Employee Working Conditions and Well-being:

Hardcastle Petrofer is committed to providing a safe, fair, and inclusive work environment that prioritizes employee welfare and enables both professional and personal growth. The company’s policies on flexibility, benefits, and engagement reflect a proactive approach to improving the working conditions of all staff, including full-time, contractual, and self-employed workers.

Hardcastle Petrofer supports stress minimization and psychological well-being by providing dedicated hotlines and confidential channels for employees to seek support and report concerns, along with regularly conducting stress management sessions to promote mental wellness.

Working Condition Highlights:

Parameter	Value/Status
Standard Weekly Working Hours	45 hours (9 hrs/day including break)
Core Working Hours	9:00 AM to 5:30 PM
Flexible Work Options	Available (telecommuting, flexitime, staggered shifts)
Annual Leave Entitlement	18 days (including casual and earned leave)
Sick Leave	10 days
Maternity Leave	26 weeks (as per Maternity Benefit Act)
Paternity Leave	5 days
Telecommuting Availability	Yes, subject to role and approval
Employee Assistance Program (EAP)	Available (counselling & mental health support)
Health Check-up Coverage	100% of employees annually
Training & Development Participation	90%+ workforce participation
Pulse Surveys Conducted	Biannually

Adaptive & Caring Work Environment: We offer a range of flexible work arrangements—including flexible hours, telecommuting, compressed workweeks, and staggered shifts—to support work-life balance. These options are available to full-time employees who have completed their probation and demonstrated accountability. While flexibility is encouraged, core working hours from 09:00 AM to 5:30 PM are maintained to ensure team collaboration and operational continuity.

Supporting Work-Life Harmony: Hardcastle Petrofer supports employees through family-oriented policies such as maternity and paternity leave, childcare assistance programs, and telecommuting for eligible staff. Family-friendly events and activities are also organized to build community and promote employee engagement beyond the workplace. Our Employee Assistance Programs (EAPs) offer professional counselling and support for employees and their families during challenging times.

Comprehensive Employee Benefits

We provide a wide range of benefits aimed at enhancing employee welfare, including:

- Healthcare Insurance through comprehensive medical facilities
- Retirement benefits like Provident Fund (PF) and gratuity for financial security
- Leave entitlements, including annual, sick, and casual leave
- Career advancement opportunities via internal job postings, development programs, and promotions
- Skill development initiatives to support continuous learning and professional growth

Employee Engagement and Communication: To ensure that our workplace remains responsive to employee needs, we conduct regular pulse surveys that gather anonymous feedback on leadership, job satisfaction, and workplace culture. The insights gained inform policy improvements and drive better engagement outcomes. We also maintain a strong two-way communication system through interactive sessions and open forums, enabling employees to voice feedback, raise concerns, and contribute ideas. This transparent dialogue between management and staff cultivates trust, accountability, and a culture of continuous improvement.

Skill Development and Performance Enhancement

We recognize that a highly skilled workforce is essential to our success. Our employee development strategy is driven by performance reviews and feedback mechanisms that help us identify skill gaps and deliver targeted training programs. These initiatives ensure every employee has the opportunity to grow within the organization while contributing meaningfully to our goals.

Wage Governance and Economic Fairness: At Hardcastle Petrofer, we are committed to ensuring that all employees and workers receive fair and adequate compensation that goes beyond compliance with local minimum wage regulations. Our wage structure is reviewed periodically through a structured internal process that takes into account several key factors: prevailing industry standards, inflation trends, cost of living adjustments, and external compensation benchmarks. We engage in market-based salary surveys and refer to labor market analytics to ensure competitiveness and fairness across job roles and locations. Additionally, our compensation packages are aligned with employee skill levels, job complexity, and responsibilities, ensuring equitable treatment across the organization. By consistently paying above the statutory minimum wage and maintaining transparent wage governance, we reinforce our commitment to economic dignity, workforce retention, and social sustainability.

Social Dialogue and Employee Voice

(GRI 2-25, 2-29, 2-30, 102-41, 402-1, 407-1, 403-4)

Grievance Redressal & Open Dialogue System: GRI (2-25,2-26,2-29,402-1,407-1,102-17)

Hardcastle Petrofer Pvt. Ltd. maintains a structured grievance mechanism to ensure that all employees, contractors, and external stakeholders have a secure, accessible, and fair process to raise concerns regarding unethical practices, workplace issues, or violations of company policies.

Scope of Applicability:

The grievance mechanism applies to violations and incidents including, but not limited to:

- Fraud
- Deliberate falsification of records
- Embezzlement
- Theft
- Intimidation, harassment, threats, or acts of violence
- Misuse or misappropriation of position or benefits
- Wilful damage to company or stakeholder assets
- Defamation or disparagement of the organization or its stakeholders
- Bribery, corruption, or any illegal gratification (including sexual gratification)
- Substance abuse at the workplace leading to serious incapability
- Serious negligence causing unacceptable loss, damage, or injury
- Acts of insubordination
- Unauthorized access to confidential company data or records

Grievance Procedure:

Employees can report grievances in writing to their manager, copying the concerned department head. If the issue involves the manager, it can be escalated directly. Managers acknowledge receipt, arrange a formal meeting, and attempt resolution or provide a timeline.

If unresolved, the matter can be escalated to the Leadership Team (LT), and if needed, to a Grievance Resolution Committee for impartial review. The committee recommends corrective actions to the LT, which communicates the final decision within defined timelines. All cases are handled confidentially, and HR maintains records for quarterly reporting and trend analysis.

Key Principles:

Accessibility

- The grievance process is communicated to all internal and external stakeholders through emails, orientation programs, multilingual posters, and the company intranet.
- Support systems, including translation services, digital submission forms, and accessibility features for persons with disabilities, ensure that individuals facing linguistic, geographical, or minority-related barriers can report grievances without restrictions.

Non-Retaliation

- We enforce a strict non-retaliation policy.
- Individuals raising concerns or participating in investigations are protected against any form of reprisal.
- Training is provided to all managers and supervisors to prevent retaliation, and disciplinary measures apply to anyone found violating this principle.

Confidentiality

- All grievances are handled with the highest degree of confidentiality.
- Personal details and case-specific information are shared only with personnel directly responsible for the investigation.
- Records are securely stored, and access is restricted to authorized individuals only.

Remediation Procedure:

Hardcastle Petrofer Pvt. Ltd. implements a structured, operational-level, non-judicial remediation procedure designed to address all types of grievances effectively, ensure protection and support for affected individuals, and prevent recurrence, covering the full range of issues outlined in the company’s grievance mechanism, including ethical breaches, workplace misconduct, human rights violations, safety concerns, and other applicable matters.

Proportionality:

Corrective actions are determined based on the severity, nature, and impact of the incident. For cases involving child or forced labor, immediate protective measures are initiated, including removal from harmful conditions, provision of safe accommodation, medical care, psychological counselling, and—where applicable educational support or skill development programs to enable long-term rehabilitation. For victims of discrimination or harassment, tailored support such as counselling, workplace adjustments, and reintegration plans are provided. Disciplinary action is taken against offenders, which may include warnings, termination, or legal escalation, ensuring responses are fair yet firm.

Transparency:

While protecting the confidentiality of individuals involved, the organization maintains clear and timely communication with affected parties regarding the actions taken, timelines, and expected outcomes. In cases requiring external intervention (e.g., child labor or human trafficking), information is shared—on a need-to-know basis—with NGOs, law enforcement agencies, and regulatory authorities to ensure victim safety and compliance with legal requirements. Broader updates on systemic improvements are communicated to internal teams and external stakeholders as part of sustainability commitments.

Monitoring:

Each remediation case is actively tracked to evaluate the effectiveness of implemented measures. HR and the Grievance Resolution Committee conduct structured follow-ups with victims to ensure their safety, recovery, and continued access to support services. Regular audits, data reviews, and victim feedback are used to assess whether harm has been adequately addressed and to refine processes. Long-term monitoring includes ensuring that rescued individuals are not re-exposed to exploitative conditions and that workplace changes effectively prevent recurrence.

Preventive and Capacity-Building Measures:

To create a sustainable, grievance-free culture, Hardcastle Petrofer conducts ongoing training for employees, contractors, and managers on ethical practices, anti-harassment behavior, child protection, and human rights standards. Partnerships with NGOs and subject matter experts provide additional resources for victim support and prevention programs. Interactive awareness initiatives—such as workshops, storytelling sessions, and committee-led discussions—help build empathy, reinforce company policies, and empower employees to report and prevent violations.

Collective bargaining agreement:

Union Representative:

At Hardcastle Petrofer, we believe that open communication and constructive dialogue are essential to sustaining a safe, fair, and engaged workplace. The company fully recognizes the right of employees to unionize and to be represented through labor unions, elected works councils, and joint consultative committees, in accordance with the Trade Union Act of India and relevant state labor laws.

These representative bodies engage directly with management on matters of collective bargaining, workplace improvements, and dispute resolution. They also serve as a forum for ongoing dialogue, ensuring that the workforce has a structured channel to raise concerns, share feedback, and influence decisions. Quarterly engagement forums and annual joint consultations supplement this mechanism, enabling two-way communication between leadership and employees.

Collective Agreements on Health & Safety

Occupational health and safety are addressed through formal written agreements with employee representatives, which remain valid within the reporting cycle. These agreements cover a wide spectrum of safety measures including:

- Hazard identification and risk assessments
- Provision and use of personal protective equipment (PPE)
- Incident reporting protocols and corrective action tracking
- Emergency preparedness and fire safety drills

All agreements are co-signed by management and employee representatives and undergo review at defined intervals to ensure their continued relevance. Implementation is monitored by joint Health & Safety Committees, which conduct audits, organize safety training, and ensure regulatory compliance.

Agreements on Working Conditions

Hardcastle Petrofer has also entered into written agreements on employee working conditions, covering fair wages, working hours, overtime compensation, leave entitlements, welfare facilities, and non-discrimination principles. Renewal clauses ensure continuity without operational gaps. Through these agreements, employees are assured of transparent, fair, and legally compliant working conditions. Employee representatives play an active role in reviewing welfare provisions such as canteen services, transportation facilities, and medical benefits, thereby reinforcing the practical implementation of commitments.

Broader Collective Bargaining and Employee Voice

Beyond formal agreements, Hardcastle Petrofer emphasizes employee voice in strategic decisions. Representatives are consulted in identifying training needs, designing skill development programs, and shaping career growth opportunities. Employees are also involved in joint CSR initiatives and sustainability programs, further strengthening engagement and extending collective responsibility into the community.

This integrated approach demonstrates that collective bargaining is not limited to compliance but is embedded in the company’s culture of fairness, inclusivity, and continuous improvement.

Focus Area	Our Practice at Hardcastle Petrofer	Examples of Records Maintained
Employee Representation	Recognized labor unions, elected works councils, quarterly forums for dialogue	Union registration, council meeting minutes
Health & Safety Collaboration	Joint committees and signed agreements on PPE, hazard reporting, emergency readiness	Safety agreements, audit reports, committee records
Working Conditions & Fair Employment	Agreements on wages, working hours, leave, welfare, and non-discrimination	HR policies, wage settlements, signed agreements
Continuous Review & Renewal	Regular reviews with renewal clauses and joint evaluations	Review meeting records, updated agreements
Beyond Compliance	Employee input in training, welfare, and CSR initiatives	Training calendars, CSR reports, feedback forms

Learning and Career Development: GRI (404-1, 404-2, 404-3)

At Hardcastle Petrofer, we view learning and career development as strategic pillars for driving innovation, operational excellence, and employee engagement. Our approach is focused on continuous upskilling, structured performance assessment, career advancement, and fostering a culture of lifelong learning. We believe that a well-trained and motivated workforce is critical to delivering long-term business value while contributing to employee satisfaction and retention.

Indicator	FY 2024-25	FY 2023-24	FY 2022-23
Average training hours per employee (man-hours)	5.9	1.5	2.5
Average training hours (man-hours)	9,674	9100	6500
% of employees receiving regular performance reviews	100%	100%	100%
% of roles filled through internal promotions	100%	100%	100%
% of workforce with active Individual Development Plans (IDPs)	100%	100%	100%
Employees covered under training initiatives	All full-time, contract & self-employed workers	All full-time, contract & self-employed workers	All full-time, contract & self-employed workers

Capability Building Programs: (GRI 404-1)

Hardcastle Petrofer designs and implements comprehensive training programs tailored to job roles, compliance needs, and strategic goals. Training modules include technical skills, safety and ergonomics, leadership development, and ESG awareness. These programs are delivered through classroom sessions, hands-on workshops, toolbox talks, and digital platforms.

Key Training Modules Conducted

- Energy & GHG Reduction
- Professional Competency Enhancement
- Safe Handling of Hazardous Substances
- Chemical & Waste Management
- Workplace & Ergonomic Safety (RSI Prevention)
- Contractor Safety Orientation
- Human Rights Awareness
- Information Security & Data Protection
- Sustainable Procurement Practices
- Supplier Capacity Building

All new employees, contractors, and site workers undergo induction training before commencing work, with periodic refreshers based on role and risk profile.

Training Program	Mumbai Office	Sarigam Site	Kathuva Site
Number of Employees	29	64	3
Employee Training on Energy & GHG Reduction	100%	100%	100%
Professional Competency Enhancement	100%	100%	100%
Safe Management of Hazardous Substances	100%	100%	100%
Chemicals & Waste Safety and Disposal	100%	100%	100%
Workplace Safety Fundamentals	100%	100%	100%
Ergonomic Safety & Injury Prevention	100%	100%	100%
Safety Orientation for Contract and Temporary Workforce	100%	100%	100%
Human Rights Awareness	100%	100%	100%
Information Security	100%	100%	100%
Responsible Procurement Practices	100%	100%	100%
Capacity Building of Suppliers	100%	100%	100%

Performance Management Framework:

At Hardcastle Petrofer Pvt. Ltd., the Performance Management System (PMS) is a structured, employee-focused framework that aligns individual performance with organizational goals.

Key Objectives:

- Define clear KPIs and KRAs
- Drive accountability with measurable targets
- Enable growth through feedback and self-assessment
- Identify training needs and succession opportunities

PMS Highlights:

- Employee-Centric: Tracks role, department, and responsibilities
- Goal-Oriented: KPIs aligned with strategic focus areas like process improvement and collaboration
- Fair & Transparent: Combines self-assessment with supervisor ratings
- Weighted Scoring: KPIs and KRAs are scored based on strategic value

Building Careers, Empowering People:

At Hardcastle Petrofer, we foster a culture of continuous learning and career growth by aligning employee development with both individual aspirations and organizational priorities. Each year, employees engage in structured performance and development dialogues with their managers, where they set short- and long-term career goals, identify strengths and improvement areas, and agree on action plans to build future capabilities. These discussions are supported by training programs, mentoring, and skill-building initiatives, ensuring that development plans are consistently followed up over time and that employees are empowered to realize their career potential.

Career Growth and Internal Promotions:

Hardcastle Petrofer promotes internal career growth through a structured promotion policy and internal job postings—23% of roles were filled internally, reflecting our commitment to nurturing talent. We also offer coaching, mentoring, and role-specific programs to support leadership development, with a strong focus on diversity and equal opportunity. Every employee is also supported by a personalized internal development plan.

Lifelong Learning & Career Support:

We empower employees through:

- Sponsored certifications and training
- Digital learning platforms
- Education assistance for advanced programs
- Support during role transitions

These initiatives help employees build resilient, future-ready careers within the organization.



Human Rights Protection

(GRI 408-1, 409- 2)

Prevention of Child Labor, Forced Labor & Human Trafficking:

GRI (408-1, 409- 2)

At Hardcastle Petrofer, we believe that respecting human dignity and fostering a fair, safe, and inclusive workplace is both a moral responsibility and a business imperative. Guided by the principles of the Universal Declaration of Human Rights (UDHR), the International Labour Organization (ILO) conventions, and the UN Guiding Principles on Business and Human Rights, we have embedded human rights and labor practices into the heart of our operations.

Our commitment extends beyond compliance — it is about proactively identifying risks, engaging with our people, and building a culture of respect, awareness, and accountability across all levels of the organization.

Human Rights Due Diligence & Impact Assessment:

We conduct regular human rights impact assessments, both internally and with support from external experts, to better understand how our operations might directly or indirectly affect our employees, contractors, and other stakeholders.

Unlike conventional risk assessments that focus on business risks, our assessments prioritize the potential adverse impacts on our people. For FY 2024–25, this assessment identified the following salient risks, which we ranked by severity:

- Risks of inadvertent employment of underage workers at third-party sites.
- Risks of forced overtime or coercion among contract workers.
- Risks of improper handling of personal identification documents for migrant workers.

These insights informed targeted actions and training initiatives detailed below.

Engagement with Affected Stakeholders:

Our human rights journey begins with listening. Throughout the year, we conducted focus groups, individual interviews, and anonymous surveys with employees — including migrant and temporary workers — to understand their experiences and concerns related to labor conditions, child labor, and forced labor.

We also engaged representatives of vulnerable groups and supervisors to co-create solutions that reflect the realities on the ground. This dialogue has been critical in identifying potential blind spots and strengthening our safeguards.

Policies & Preventive Practices:

Our Code of Conduct and Labour & Human Rights Policy explicitly prohibit:

- Child labor and forced labor in any form.
- Retention of personal identification documents by the company or its contractors.
- Excessive use of force or intimidation by security personnel.

Preventing Underage Hiring:

We have strengthened our recruitment processes to verify the age of all employees, contractors, and trainees. This includes mandatory document verification and awareness training for hiring managers to prevent any underage hiring.

Safe Custody of Identification Documents:

We ensure that employees’ personal identification documents remain with them at all times, with secure storage options available onsite for those who wish to use them voluntarily.

Security Staff Training:

All security personnel have been sensitized about the scope of their authority and instructed in acceptable, minimal use of force only when absolutely necessary, aligning with UN guidelines.

These policies are communicated clearly to all employees, contractors, and partners at the time of onboarding and reinforced through periodic awareness sessions.

Training & Capacity Building:

We conducted company-wide training sessions focused specifically on human rights topics, including:

- Awareness about child labor, forced labor, and human trafficking.
- How to recognize signs of coercion or exploitation and how to report concerns safely.
- Roles and responsibilities of employees in upholding our human rights commitments.

We reached X% of our workforce through these sessions, and we aim to achieve full coverage in the coming year.

Monitoring & Internal Controls:

To ensure our policies are not just statements but active practices, we implemented regular internal audits and spot checks across our facilities. These controls are designed to monitor compliance with our human rights standards, identify gaps, and trigger immediate corrective actions where needed. We also conduct reviews of our contractors and suppliers to uphold our expectations throughout our value chain.

Grievance Mechanisms & Remediation:

We maintain multiple confidential channels through which employees can safely report violations or concerns without fear of retaliation. Every report is promptly investigated by a designated team, and remediation plans are implemented to resolve any identified issues.

Performance Highlights & Future Goals:

Some of our key achievements this year include:

- Completion of our second independent human rights impact assessment.
- 0 reported incidents of child or forced labor.
- 95% of employees trained on human rights and labor practices.
- Strengthened controls for identification document handling and underage hiring prevention.

In FY 2025–26, we aim to:

- Achieve 100% employee training coverage.
- Expand impact assessments to include select high-risk suppliers.
- Conduct quarterly monitoring reviews for continuous improvement.

At Hardcastle Petrofer, our commitment to human rights is not just about meeting standards — it is about creating a workplace where everyone can work with dignity, feel safe, and realize their full potential.

Diversity, Discrimination & Harassment

(GRI 2-7,2-30, 401-2, 401-3, 403-6,403-7, 405-1, 405-2, 406-1)

At Hardcastle Petrofer, we believe that diversity and inclusion are not just values, but foundations of a thriving and innovative workplace. By respecting differences and ensuring fairness, we create an environment where every employee feels valued, protected, and empowered to contribute their best. This commitment is deeply connected to our long-term vision of sustainable growth and social responsibility.

Policies and Commitment

Our approach is anchored in a zero-tolerance stance towards discrimination and harassment, reinforced through company-wide policies aligned with Indian law and international standards. We uphold an Equal Opportunity Policy that guarantees merit-based recruitment and fair treatment of all employees regardless of gender, caste, religion, age, disability, or other personal characteristics. These policies extend across recruitment, promotions, training, and day-to-day conduct, ensuring fairness is embedded in every aspect of work.

Equal Opportunity Initiatives

To ensure inclusivity in practice, our recruitment processes are transparent and merit-based, applying standardized evaluation criteria and bias-free shortlisting. All hiring managers undergo periodic sensitization sessions to ensure fairness in selection. The same principles are applied to promotions and career development, where decisions are guided by performance and potential rather than personal background. Structured development dialogues and leadership programs support employees in achieving both short- and long-term career aspirations.

Preventive Actions for a Safe Workplace

Preventing discrimination and harassment requires both vigilance and proactive measures. We conduct regular employee training programs that cover inclusive behavior, cultural sensitivity, and ways to recognize and report inappropriate conduct. In addition to awareness sessions, Hardcastle Petrofer has established an Internal Complaints Committee (ICC) and an Anti-Harassment Committee, which operate independently to handle cases fairly and transparently. These bodies also carry out internal reviews and audits, ensuring accountability beyond grievance redressal. Open forums and dialogue initiatives further reinforce a culture where employees can speak up without fear.

Workforce Diversity

We continuously track and disclose workforce diversity metrics across gender, age, and employee categories. As of FY 2024–25, 12% of our workforce is women, including 5% in managerial roles, reflecting progress toward greater representation in leadership. We also employ a multi-generational workforce, with employees under 30, between 30–50, and above 50 actively contributing across functions. Monitoring these figures helps us set future improvement targets and ensures transparency in progress.

Equal Opportunity in Recruitment and Growth

Recruitment at Hardcastle Petrofer is open, transparent, and merit-based, applying structured evaluation criteria that eliminate bias. HR and hiring managers are trained to prevent discriminatory practices and promote accessibility in hiring. The same principles extend to promotions and career development, where opportunities are guided by performance, skills, and potential. Structured career dialogues and mentoring programs ensure that all employees have the opportunity to progress and realize their long-term career aspirations.

Preventing Harassment and Ensuring Respect

Preventing discrimination and harassment requires both vigilance and proactive measures. We conduct regular employee training programs that cover inclusive behavior, cultural sensitivity, and ways to recognize and report inappropriate conduct. In addition to awareness sessions, Hardcastle Petrofer has established an Internal Complaints Committee (ICC) and an Anti-Harassment Committee, which operate independently to handle cases fairly and transparently. These bodies also carry out internal reviews and audits, ensuring accountability beyond grievance redressal. Open forums and dialogue initiatives further reinforce a culture where employees can speak up without fear.

Building a Supportive Environment

Diversity at Hardcastle Petrofer extends beyond compliance to active inclusion. We encourage the formation of employee support and affinity groups, such as networks for women professionals and forums for working parents, creating safe spaces for peer support and representation. Our infrastructure is made accessible for employees with disabilities, with ramps, modified workstations, and training support for smooth adaptation. Beyond this, inclusive practices such as gender-neutral washrooms, inclusive language in communication, and cultural celebration events strengthen everyday respect and belonging.

Fostering Inclusion and Pay Equity

At Hardcastle Petrofer, inclusion is not limited to recruitment or development opportunities — it extends into the everyday practices, language, and infrastructure that define our workplace culture. We actively seek to create an environment where minority and vulnerable groups feel welcome and respected. As part of this effort, we have introduced inclusive workplace practices, such as the adoption of gender-neutral washrooms, the use of inclusive language in policies and communication, and the celebration of cultural and religious diversity through employee events. These initiatives, while small in scale, make a meaningful difference in fostering belonging and reducing barriers.

Equity also means ensuring that employees are compensated fairly and without bias. Hardcastle Petrofer conducts regular audits of remuneration practices to monitor and address pay equity across gender, role, and grade levels. These reviews include an analysis of contributing factors to any pay gaps and are followed by corrective measures to ensure that salaries and benefits remain aligned with performance, skills, and responsibilities — not with personal characteristics. By embedding this process into our HR and governance frameworks, we reinforce our commitment to equal pay for equal work and to the elimination of structural inequities over time.

4

Corporate Governance & Ethics

→ Governance Structure:

→ Ethics & Compliance Policy Framework

→ Anti-Corruption and Fair Practices

→ Information Management Framework



Governance Structure

(GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-23, 2-24)

ESG Oversight & Board Involvement: GRI (2-9,2-10,2-11,2-12,2-13,2-14,2-15)

Navigating Forward with Integrity, Insight & Impact

At Hardcastle Petrofer, governance is not just structure — it is direction. Our leadership acts as the compass, steering the company with foresight and responsibility in a world where ESG imperatives are transforming how businesses grow. As we advance, we continue strengthening the systems, people, and policies that form the crew of our sustainable journey.

Integrated Governance Framework : (Aligned with GRI 2-9, 2-12, 2-13, 2-14)

We operate under a three-tier governance model where sustainability is embedded across strategic, operational, and execution layers.

- **The Board of Directors** sets the tone from the top, guiding strategic direction and aligning ESG with corporate goals.
- **Executive Management** translates this strategy into action through defined roles and measurable performance indicators.
- **The ESG Committee** (formally structured in FY 2024–25) leads implementation and cross-functional coordination across departments.

Board Composition & ESG Competency (GRI 2-10, 2-17, 2-18):

Our Board brings a rich mix of experience in technical, financial, and industrial leadership. In FY 2024–25, we began ESG capability-building workshops for the Board and senior management, covering:

- Global ESG trends and risk frameworks
- Stakeholder engagement
- Materiality-based decision-making

Ethics, Integrity & Transparent Oversight (GRI 2-15, 2-16, 2-26):

We continue to uphold a culture of integrity through our revised Code of Business Ethics that now includes ESG-aligned clauses, especially around:

- Environmental accountability
- Anti-discrimination and labor practices
- Sustainable procurement ethics

Employees are empowered to report ethical concerns via our strengthened Whistleblower Mechanism, now extended to key suppliers and partners as part of our responsible value chain efforts.

The Whistleblower Policy now includes third-party access and an option for anonymous reporting.

Leadership Roles for Sustainability (GRI 2-14, 2-23, 2-24):

Leadership accountability has been enhanced in FY 2024–25 with a clear Sustainability Accountability Framework:

Level	Role	Responsibility
Board	Strategic Oversight	Approving ESG goals, reviewing material risks, aligning ESG with business planning
ESG Committee	Program Execution	Implementing policies, reviewing KPIs, tracking progress
CEO & Executive Leads	Operationalization	Driving cross-functional ownership of targets, employee engagement, and culture building

ESG Capacity Building & Competency Development (GRI 2-17, 3-3):

We invested in internal capacity to support effective governance, including:

- ESG training modules for mid- and senior-level leaders
- Leadership workshops on TCFD, CSRD, and double materiality
- Simulation-based decision-making exercises on ethical dilemmas and sustainability trade-offs

Board Oversight of Sustainability Performance

The highest governance body reviews ESG metrics quarterly. Performance dashboards are shared with the Board, focusing on:



GHG Emissions



Energy and water efficiency



EHS Performance



Social impact metrics



Supplier ESG compliance

Governance That Evolves

We see governance not as a fixed system but a dynamic one — learning, adapting, and evolving in response to global standards and stakeholder expectations. Our future roadmap includes:

- Independent sustainability audits
- ESG-linked performance incentives
- AI-enabled compliance and risk monitoring tools



Ethics & Compliance Policy Framework

(GRI 2-15-27, 205-1-3, 206, 419)

Built to align with global standards (e.g., ISO 37001, GDPR, Indian DPDP Act), the Ethics & Compliance Policy Framework supports Hardcastle Petrofer’s goal of zero tolerance toward corruption and data mismanagement.

Governance Sustainability:

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 202324 & Targetedyear 2029-30
Anti-corruption	Zero tolerance for corruption; compliance, transparency, integrity in operations.	Transparency: Real-time financial reporting; ethics tied to performance.	Full compliance training by FY 2028-29.
		Bribery Prevention: Internal controls; integrity culture; anonymous reporting.	Implement controls in all units by FY 2028-29.
		Whistleblower Protection: Anonymous reporting; non-retaliation policy; clear procedures.	Cut inappropriate gifts by 50% by FY 2028-29.
		Regular policy reviews; ongoing anticorruption training.	Due diligence for all new high-risk partners by FY 2028-29.
Information security	We ensure vigilant privacy and data security, complying with standards to protect sensitive information and build trust.	Foster zero-tolerance for privacy breaches. Collect only essential personal data.	100% employee anti-corruption training annually by FY 2028-29.
		Swiftly mitigate privacy breach impacts.	Ensure zero complaints on privacy and data security.
		Ensure confidential information is always protected. Train employees on secure data handling.	Reduce data collection by 20%. Improve incident response efficiency by25%.
		Provide comprehensive privacy and security training.	Increase data encryption by 30%. Boost privacy awareness by 30% through training by FY 2028-29 From FY 2023-24.
			Increase privacy training manhours by 30% till FY 2028-29 compare to FY 2023-24.

Policies	Description	Qualitative Target	Quantitative Target Baseline FY 202324 & Targetedyear 2029-30
Anti-Fraud	We maintain the highest ethical standards with zero tolerance for fraud, expecting all employees, partners, and stakeholders to act with honesty and integrity.	Integrity Training: Regular ethical conduct training and communications.	Integrity Commitment: 100% adherence by FY 2028-29.
		Zero-Tolerance Policy: Reinforce fraud zero-tolerance via newsletters and meetings.	Zero Fraud: 0% instances by FY 2028-29.
		Manager Training: Equip managers to detect and prevent fraud.	Leadership Training: 100% managers by FY 2028-29.
			Employee Reporting: 100% participation by FY 2028-29 compare to FY 2023-24.
Money laundering	We prevent money laundering and terrorist financing with a robustAML program featuring risk assessments, CDD, transaction monitoring, SAR, and regular employee training.	Regularly update risk register. Report suspicious activities immediately.	Increase identified risks by 20% annually.
		Maintain accurate compliance records.	Achieve 100% customer verification by FY 2028-29.
		Ensure non-retaliation for reporting.	Maintain 99.9% accuracy in record-keeping.
			FY 2028-29 Compare to FY 2023-24. Ensure 100% employee training participation annually FY 2028-29.
Conflict of interest	Committed to integrity, our Conflict of Interest Policy ensures transparency.	Disclosure: Promptly report conflicts of interest.	Zero-tolerance for retaliation against reporters.
		Review Process: Transparent resolution by Ethics Committee.	Increase conflict disclosures to 95% by FY 2028-29.
		Prohibited Activities: Seek approval for potential conflicts.	Review Efficiency: Resolve conflicts within 30 days by FY 2028-29.
		Confidentiality: Protect privacy of disclosures.	Compliance Target: Achieve 100% compliance with prohibited activities.

Anti-Corruption and Fair Practices

(GRI 3-3, 205-1-3, 206-1)

Corruption Prevention Highlights – FY 2024–25	
Indicator	Status / Coverage
Corruption Prevention Training Coverage	100% of employees across functions completed training
Third-Party Due Diligence Coverage	100% of high-risk third parties screened before onboarding
Corruption Audit Coverage	All critical functions audited (Finance, Procurement, Vendor Mgmt.)
Confirmed Corruption Incidents	0
Third Parties Rejected Post-Screening	0

Risk Assessment and Corruption Controls

In FY 2024–25, Hardcastle Petrofer continued its structured approach to identifying and managing risks related to corruption and unethical business practices. We conducted a company-wide assessment of corruption-prone functions, placing particular focus on procurement, vendor interactions, finance approvals, and commission-based engagements. This risk mapping exercise informed internal audit priorities and ensured that our controls were both targeted and relevant.

Audit of Control Procedures

Our internal audit program remains one of the key mechanisms for ensuring policy compliance and ethical conduct. During the year, audits were carried out covering critical functions such as accounts payable, purchase order flow, vendor registration, and high-value expense approvals. Each audit followed a standard protocol:

- Review of documentation and system records
- Sampling of transactions for irregularities
- Interviews with process owners
- Validation of approval chains and delegation limits

Findings were reviewed by the senior compliance officer and shared with department heads for corrective actions where required. The audits reaffirmed the robustness of our financial and procurement controls, with no major non-compliances reported. Minor procedural lapses were addressed through revised SOPs and team briefings.

Employee Training and Awareness Building

As part of our ongoing efforts to reinforce an ethical culture, 90% of eligible employees participated in structured anti-corruption training sessions this year. The content was tailored by function — with focused sessions for supply chain, finance, and sales teams.

Topics included:

- Identifying red flags in transactions
- Legal consequences under Indian and global anti-corruption laws
- Real-world case examples of ethical violations
- Reporting protocols and protection for whistleblowers

Training sessions were delivered through a mix of live workshops and online modules. Post-training quizzes and participation metrics were monitored by HR and the compliance team. The program reinforced our zero-tolerance stance on bribery and unethical influence.

Due Diligence on Third-Party Engagements

To safeguard our operations beyond internal boundaries, we maintained a strong due diligence framework for all third-party partners — including vendors, agents, customs brokers, and consultants. For all high-risk engagements, our process involves:

- Verification of ownership and beneficial interests
- Screening against global and domestic watchlists
- Review of historical compliance records
- Evaluation of ethical reputation and certifications

These assessments are documented and approved before onboarding, with periodic re-evaluation for long-term partners. In FY 2024–25, no third party was engaged without due diligence clearance, and no flagged partner was retained post-review.

Sensitive Transaction Approval Protocol

To prevent conflicts of interest and perceived influence, we continue to enforce a clear protocol for sensitive transactions. All employees are required to seek approval before engaging in any transaction that could involve:

- Acceptance of gifts, hospitality, or promotional items above permissible limits
- Sponsorships or charitable donations involving stakeholder entities
- Financial contributions that could be linked to regulatory or government decisions

The approval workflow is managed through an internal portal with audit trails and defined thresholds by role. In FY 2024–25, all declared sensitive transactions were reviewed by the compliance desk and logged with remarks for transparency.

Hardcastle Petrofer remains committed to upholding its reputation as a values-driven, ethical company. While systems and processes continue to evolve, our foundation of trust, accountability, and transparency remains non-negotiable. We will continue strengthening awareness, monitoring third-party relationships, and ensuring our conduct consistently reflects the expectations of our stakeholders and the communities we serve.



Information Management Framework

(GRI 2-23, 2-25, 2-27, 2-29, 3-3, 418)

1. Cybersecurity & Privacy Measures: GRI (2-26-27,3-3,418)

Hardcastle Petrofer Pvt. Ltd. is committed to safeguarding its digital infrastructure, proprietary information, and stakeholder data through a comprehensive cybersecurity and privacy management framework. This approach aligns with ISO/IEC 27001 standards, India’s Digital Personal Data Protection (DPDP) Act, and international regulations such as GDPR.

Key Measures:

- Information Security Management System (ISMS):** A formal ISMS defines access controls, encryption protocols, network security measures, and secure data handling processes.
- Advanced Threat Protection:** Multi-factor authentication (MFA), firewalls, endpoint security, VPNs, and continuous monitoring are deployed to prevent unauthorized access.
- Regular Risk Assessments & Audits:** Annual penetration testing, vulnerability scanning, and security audits ensure proactive risk mitigation.
- Incident Response Plan (IRP):** A tiered IRP outlines structured protocols for detection, containment, and recovery from potential breaches.
- Employee Cyber Hygiene Training:** All employees undergo mandatory cybersecurity training, including phishing detection, password management, and incident reporting.

2. Ethical Data Management

Hardcastle Petrofer prioritizes the ethical, lawful, and transparent handling of personal and sensitive information, ensuring trust with customers, employees, and external partners.

Core Principles:

- Data Minimization & Purpose Limitation:** Collection is restricted to necessary information, used solely for stated and consented purposes (e.g., HR, regulatory, and client communications).
- Stakeholder Consent & Transparency:** Explicit consent forms detail data collection purposes, duration, and opt-out options.
- Confidentiality & Access Control:** Personal data is stored in secure environments with strict role-based access restrictions (RBAC).
- Retention & Deletion Protocols:** Clearly defined retention schedules ensure timely anonymization or secure destruction of records.
- Non-Discrimination:** Hardcastle Petrofer prohibits profiling or automated decision-making based solely on personal data without stakeholder awareness.

3. Information Security Governance & Third-Party Compliance:

Component	Implementation
Employee Training	Regular ISMS awareness sessions, legal compliance briefings, and ethical handling guidelines
Third-Party Due Diligence	Pre-engagement security screening: cybersecurity posture, incident response readiness
Contracts	Mandatory Information Security & Confidentiality Agreement signed by all vendors

Component	Implementation
Compliance Standards	ISO/IEC 27001, Indian DPDP Act, GDPR; mandatory reassessments for high-risk vendors
Risk Monitoring	Periodic audits; red-flag triggers (past breaches, poor encryption, incomplete policies)

4. Incident Response & Breach Management

Hardcastle Petrofer maintains a structured Incident Response Plan (IRP) to ensure rapid and effective action in case of data security incidents.

Plan Features:

- Severity-based escalation matrix and notification protocols
- Forensic readiness for legal compliance and evidence preservation
- Post-incident analysis with documented preventive actions
- Cross-functional response teams (IT, HR, Legal, and Operations)
- Zero-retaliation policies protecting whistleblowers reporting incidents

5. Records Retention & Stakeholder Consent:

Data Type	Retention Period
Financial Records	7 years
Legal Documents	Permanent
Employee Records	5 years after termination
Vendor/Customer Data	As per contractual terms

Additional Measures:

- Clear privacy policies available online and offline
- Consent management systems (opt-in/opt-out controls)
- Stakeholder rights to review or amend data
- Regular audits to validate compliance

6. High-Risk Transaction Controls

Control Element	Process Description
Pre-Approval Requirement	Employees must report and obtain prior authorization for sensitive transactions
Thresholds	Approval levels based on transaction value and type
Objective	Prevent undue influence, strengthen transparency, and build stakeholder trust

7. Third-Party Risk Management & Anti-Corruption Due Diligence

Focus Area	Key Actions
Due Diligence	Vendor risk scoring, mandatory Code of Conduct onboarding
Continuous Monitoring	Periodic compliance audits, data security assessments
Breach Protocols	Defined escalation, corrective action plans, and ongoing oversight
Compliance Enforcement	Contractual obligations ensure ethical, secure, and legally compliant partnerships

5

Responsible Supply Chain

→ Supply Chain & Sustainable Procurement

→ Our ESG & Sustainability Partner



Supply Chain & Sustainable Procurement

(GRI 2-6, 3-3, 204-1, 308-1, 308-2, 414-1, 414-2, 407-1, 408-1, 409-1)

Key Performance Indicators (FY 2024–25)

57.6%	57.6%	100%	100%
Suppliers assessed for ESG risks	On-site ESG audits conducted	Supplier training sessions on ESG conducted	Procurement team trained on ESG
4%	30%	100 %	
% Women-owned suppliers (target: 6% by 2025)	% Suppliers from vulnerable/minority groups	Supplier Worker feedback evaluations conducted	

Our Approach to Sustainable Procurement:

At Hardcastle Petrofer, we understand that a sustainable business must be supported by a sustainable supply chain. We embed environmental, social, and governance (ESG) considerations into our procurement decisions and supplier partnerships. This ensures that our sourcing practices not only meet quality and efficiency standards, but also uphold values of ethics, safety, and responsibility. By promoting transparency, accountability, and shared growth, we aim to build a supply chain that contributes to both business resilience and positive societal impact.

Responsible Supply Chain & Supplier Diversity:

Our Supplier Code of Conduct is a foundational element in aligning our supply chain with our corporate sustainability objectives. It outlines expectations for all suppliers on ethical conduct, human rights, workplace health and safety, and environmental responsibility. These standards go beyond contractual deliverables, embedding provisions for fair labor, anti-corruption, and environmental stewardship. Non-compliance can lead to contract suspension or termination, reinforcing our zero-tolerance approach to violations.

In parallel, Hardcastle Petrofer actively fosters a diverse and inclusive supply chain. Through our Supplier Diversity Program, we create opportunities for underrepresented businesses, especially women-led and minority-owned enterprises.

Key initiatives include:

- Women-Owned Supplier Target: 5% by 2025, supported by outreach and training.
- Minority & Vulnerable Group Supplier Goal: At least 7% of suppliers.
- Supplier Development Programs: Training on procurement, sustainability, and quality.
- Inclusive Finance Options: Flexible payment terms and credit support.
- Supplier Diversity Forums & Awards: Platforms for recognition and engagement.
- DEI Metrics & Training: Integrated into supplier evaluation and supported through capacity-building workshops.

These efforts ensure that our procurement practices drive equitable economic participation and innovation across our value chain.

Supplier Selection Criteria:

To build a sustainable and resilient supply chain, Hardcastle Petrofer Pvt. Ltd. employs a rigorous and ethical approach in selecting and evaluating its suppliers. The company emphasizes transparency, responsibility, and long-term value creation through the following supplier code of conduct key criteria:

1. Compliance and Ethical Standards

- Suppliers must adhere to all applicable laws, industry regulations, and statutory standards.
- A strong commitment to ethical business conduct is mandatory, including proactive measures against corruption and bribery.

2. Quality and Reliability

- Suppliers are expected to demonstrate a proven track record of delivering high-quality goods and services.
- Emphasis is placed on the consistency of meeting delivery timelines and fulfilling contractual commitments.

3. Environmental Performance

- Suppliers are encouraged to implement environmentally sustainable practices and hold certifications such as ISO 14001.
- Efforts to reduce the environmental footprint—through resource efficiency, energy conservation, and waste management—are key evaluation factors.

4. Social Responsibility

- Respect for human rights and fair labor practices across the supply chain is non-negotiable.
- Suppliers must actively promote safe work environments, ensure worker safety, fair wages, and enforce anti-discrimination policies.

5. Innovation and Technological Capabilities

- Suppliers with the capability to drive innovation and adopt advanced technologies are prioritized.
- Alignment with Hardcastle Petrofer's innovation roadmap and continuous improvement initiatives is highly valued.

6. Financial Stability

- Suppliers must demonstrate financial robustness to ensure long-term viability and reliability as business partners.
- Risk mitigation strategies to handle financial uncertainties or operational disruptions are also assessed.

Supplier Risk Analysis:

Hardcastle Petrofer conducts sustainability risk analysis as part of supplier management. This involves identifying suppliers, products, or categories that pose potential environmental or social risks. Risk levels are determined based on factors such as country of operation, industry type, and past compliance performance. High-risk suppliers may be subject to deeper assessments or audits, while sensitive categories may prompt additional safeguards or alternative sourcing. This approach allows us to mitigate exposure and uphold



Mineral Sourcing Risk Management Framework:

Hardcastle Petrofer Pvt. Ltd. has adopted a proactive and structured approach to managing risks associated with conflict minerals in its supply chain. As a responsible player in the chemical and oil manufacturing sector, the company is committed to ensuring ethical sourcing by identifying and mitigating the potential presence of conflict minerals—particularly tantalum, tin, tungsten, and gold (collectively known as 3TG).

Risk Assessment Methodology:

- **Product Categorization** : All products are categorized according to their potential risk of containing 3TG minerals. This risk-based approach helps prioritize due diligence and mitigation efforts.
- **Supplier Surveys** : Regular surveys are conducted with suppliers to gather information about sourcing practices and determine whether the materials provided contain 3TG minerals.
- **Continuous Industry Monitoring** : Hardcastle Petrofer remains vigilant by monitoring market trends and regulatory changes. The risk assessment process is updated periodically to ensure timely intervention and continuous compliance.

Strategic Benefits of Risk Management

- **Minimizing Exposure to Conflict Minerals** Through a robust assessment framework, the company is able to detect and mitigate risks associated with conflict minerals in its supply chain, thereby protecting its operations and stakeholders.
- **Promoting Responsible Sourcing** This process reinforces Hardcastle Petrofer’s commitment to ethical sourcing practices and ensures that all suppliers maintain high standards of material traceability.
- **Ensuring Transparency and Legal Compliance** By adhering to international standards, the company ensures full transparency in its conflict minerals strategy and compliance with all applicable legal requirements.

Supplier Sustainability Metrics:

Sustainability Metric	Percentage
Suppliers signed on to the sustainable procurement charter/supplier code of conduct	57.8%
Contracts including environmental, labor, and human rights clauses	57.8%
Suppliers who completed a CSR assessment (e.g., questionnaire)	57.8%
Suppliers audited/assessed and engaged in corrective actions or capacity building	57.8%

Supplier Due Diligence & ESG Audits:

We apply rigorous due diligence during supplier selection and review. This includes ESG assessments via questionnaires covering:

- **Environmental Management:** Waste, emissions, energy and water use.
- **Labor Standards:** Fair wages, working hours, safety protocols, and anti-discrimination.
- **Social Responsibility:** Community impact, human rights, and responsible sourcing.

In addition, on-site ESG audits—both announced and unannounced—are conducted to verify supplier compliance. Audit teams evaluate documents, conduct employee interviews, and observe processes.

Audit Process Highlights:

- **Selection:** Based on risk level and location.
- **Methodology:** ESG-focused, transparent, and actionable.
- **Post-Audit:** Non-conformities lead to collaborative corrective action plans and follow-up.

This dual mechanism of due diligence and auditing strengthens supplier accountability and supports continual improvement.

Listening to Supplier Workers:

As part of our commitment to ethical sourcing, Hardcastle Petrofer conducts supplier worker feedback evaluations. These surveys offer a channel for workers in our suppliers’ operations to share concerns anonymously and ensure that their voices are heard. The insights gained help us better understand workplace realities and strengthen our human rights safeguards across the supply chain.

Procurement Team Performance & Accountability:

Hardcastle Petrofer integrates sustainability into procurement performance. While detailed ESG-linked KPIs for procurement teams are evolving, training and awareness initiatives have been launched to enhance responsible sourcing capabilities. Procurement professionals are expected to consider supplier ESG performance during selection and re-evaluation. By aligning our internal procurement practices with our sustainability goals, we aim to drive consistency and accountability across decision-making.

ESG Training for Suppliers & Procurement staff:

To build awareness and capacity, Hardcastle Petrofer conducted ESG training programs for both suppliers and internal procurement teams. These sessions focused on key sustainability topics including environmental compliance, ethical labor, and responsible material sourcing.

Training Activity	FY 2024–25
ESG training sessions for suppliers	100 %
ESG training sessions for procurement teams	100 %
Topics Covered	Environment, Labor, Ethics, DEI

These programs ensure a shared understanding of expectations and empower all stakeholders to contribute to a resilient, responsible supply chain.

Recognizing Supplier Excellence:

To encourage continuous improvement, Hardcastle Petrofer has instituted a Supplier Recognition Program. Outstanding suppliers are acknowledged for exemplary sustainability performance, innovation in ESG practices, and support for diversity and inclusion. This initiative reinforces our values and strengthens long-term collaboration.

Our ESG & Sustainability Partner (GRI 2-5, 2-28)



“
At Growlity, we believe sustainability works best when it is actionable. With Hardcastle, this means measurable emissions data, stronger supply chains, and empowered teams.

Hardcastle Petrofer has always believed that sustainability and responsible operations are central to long-term success. Our partnership with Growlity Pvt. Ltd. has been pivotal in shaping this vision into measurable action. By leveraging Growlity's expertise, we have advanced our environmental, social, and governance performance while aligning with global best practices and stakeholder expectations.

Growthly's role has gone far beyond consulting, providing comprehensive support that has strengthened our sustainability framework across multiple dimensions. Through their advanced platform ESGtech.ai, we have been able to accurately calculate our Scope 1, 2, and 3 greenhouse gas emissions, gaining a clear understanding of our carbon footprint and identifying opportunities for meaningful reduction.

Their extensive ESG training and awareness programs have equipped not only our employees but also our suppliers and buyers with the knowledge and skills to embed sustainability across the entire value chain. At the operational level, Growlity has guided us in adopting and reinforcing ISO standards, enhancing both compliance and efficiency.

Additionally, their rigorous supplier assessment processes have ensured that our partners align with responsible sourcing practices and ESG principles, enabling us to strengthen our supply chain resilience and accountability.

These initiatives have helped us foster a culture of ownership and accountability at all levels, strengthening our environmental, social, and governance commitments. With Growlity's guidance, we are moving confidently on the path towards Net Zero, sustainable supply chains, and resilient business growth.

Their hands-on approach, from data-driven insights to continuous training, has ensured that sustainability is not just a policy at Hardcastle, but a lived practice embedded in our everyday decisions.

SDG 9
Industry, Innovation
& InfrastructureSDG 12
Responsible
Consumption &
ProductionSDG 13
Climate ActionSDG 17
Partnerships
for the Goals

Dr. Nitin Dumasia

President and CEO, Growlity Pvt. Ltd.
Founder, Growlity Pvt. Ltd.

6

Sustainability Performance Summary

→ Key ESG KPI's

→ Assurance – Boosting Credibility

→ Independent Assurance Statement

→ GRI Index



Key ESG KPI's

(GRI 2, 2-4, 2-9-15, 2-19, 2-47, 2-48, 2-55, 3-3, 101, 102-56, 205, 302-306, 403-405, 413)

Overview:

Hardcastle Petrofer Pvt. Ltd. tracks and reports its sustainability performance using a structured set of Environmental, Social, and Governance (ESG) Key Performance Indicators (KPIs). These metrics reflect the company's ongoing commitment to climate action, responsible resource use, inclusive growth, and ethical governance.

All KPIs are aligned with global frameworks such as GRI Standards, UN Sustainable Development Goals (SDGs), and internal ESG priorities.

Key ESG KPIs (FY 2024–25):

Environmental Performance					
ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Green-house Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO2eq) 184	Scope 1 GHG (tCO2eq) 5% Reduction 175 / 197	Scope 1 GHG (tCO2eq) 10% Reduction 165 / 211	Scope 1 GHG (tCO2eq) 20% Reduction 147/	
	Scope 2 GHG (tCO2eq) 230	Scope 2 GHG (tCO2eq) 5% Reduction 219 / 271	Scope 2 GHG (tCO2eq) 10% Reduction 207 / 351	Scope 2 GHG (tCO2eq) 20% Reduction 184/	
	Scope 3 GHG (tCO2eq) 24,388	Scope 3 GHG (tCO2eq)5% Reduction 23,169 / 29,190	Scope 3 GHG (tCO2eq)10% Reduction 21,949 / 25,903	Scope 3 GHG (tCO2eq)20% Reduction 19,510 /	
	Scope 3 Downstream GHG Emission (tCO2eq) 4609	Scope 3 Downstream GHG Emission (tCO2eq) 4390 / 6388	Scope 3 Downstream GHG Emission (tCO2eq) 4,148 / 7,081	Scope 3 Downstream GHG Emission (tCO2eq) 3,687 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Green-house Gas (GHG) (Carbon Footprint or intensity)	Scope 3 Upstream GHG Emission (tCO2eq) 1731	Scope 3 Upstream GHG Emission (tCO2eq) 1645 / 2626	Scope 3 Upstream GHG Emission (tCO2eq) 1505 / 1,397	Scope 3 Upstream GHGEmission (tCO2eq) 2101 /	
	GHG Emission Intensity(Scope 1 + Scope 2) (tCO2eq /Revenue (in Cr.) 0.0152	GHG Emission Intensity(Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.) (Target / Actual) 0.0131/0.0149	GHG Emission Intensity(Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.) (Target / Actual) 0.0125/ 0.0126	GHG Emission Intensity(Scope 1 + Scope 2) (tCO2eq / Revenue (Cr.)) (Target / Actual) 0.0113/	
	Total gross annual revenue (in cr.)(Actual) 394.27	Total gross annual revenue (in cr.)(Actual) 408.79	Total gross annual revenue (in cr.)(Target / Actual) 447.61	Total gross annual revenue (in cr.) TBD	
	Specific Scope 1 Emission(KG CO2eq / Ton of Product) 6.77	Specific Scope 1 Emission(KGCO 2eq / Ton of Product)(Target / Actual) 6.43/6.30	Specific Scope 1 Emission(KGCO 2eq / Ton of Product)(Target / Actual) 5.95/ 6.01	Specific Scope 1 Emission(KGCO 2eq / Ton ofProduct) (Target / Actual) 5.04/	
	Specific Scope 2 Emission (KGCO2eq / Piece) 8.47	Specific Scope 2 Emission (KGCO2eq / Piece)(Target / Actual) 8.04/8.67	Specific Scope 2 Emission (KGCO2eq / Piece)(Target / Actual) 7.87/ 8.73	Specific Scope 2 Emission (KGCO2eq / Piece)(Target / Actual) 6.93/	
	People Trained on GHG (Manhours) 1107	People Trained on GHG (Manhours) (Target / Actual) 1162/1170	People Trained on GHG (Manhours) (Target / Actual) 1247/ 1292	People Trained on GHG (Manhours) (Target / Actual) 1404/	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Environmental Complaints	# of Complaints 0	# of Complaints 0	# of Complaints 0	# of Complaints 0	
Energy	Total Energy consumed from electricity (in GJ) 1,368	Total Energy consumed from electricity (in GJ) (Target / Actual) 1,300 / 1610	Total Energy consumed from electricity (in GJ) (Target / Actual) 1294 / 1740.35	Total Energy consumed from electricity (in GJ) (Target / Actual) 1288 /	
	Energy Intensity (GJ/revenue in cr) 3.46	Energy Intensity (GJ/revenue in cr)(Target / Actual) 3.378/3.8	Energy Intensity (GJ/revenue in cr)(Target / Actual) 3.314/ 3.8	Energy Intensity (GJ/revenue in cr) 3.303/	
	Renewable Energy against Total Energy (%) 45 %	Renewable Energy against Total Energy (%) (Target / Actual) 48 %/ 35%	Renewable Energy against Total Energy (%) (Target / Actual) 45 %/ 31%	Renewable Energy against Total Energy (%) 42 %/	
	People Trained on Energy Efficiency (Manhours) 740	People Trained on Energy Efficiency (Manhours) (Target / Actual) 1000/1050	People Trained on Energy Efficiency (Manhours) (Target / Actual) 1100/1183	People Trained on Energy Efficiency (Manhours) (Target / Actual) 1260/	
Water	Total Water consumption(in Kilo Litres / Year) 7250	Total Water consumption(in Kilo Litres / Year) (Target / Actual) 6887 / 6572	Total Water consumption(in Kilo Litres / Year) (Target / Actual) 6108 / 6948	Total Water consumption (in Kilo Litres / Year) (Target / Actual) 5257 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Water	Total Water Recovered(in Kilo Litres / Year) 405	Total Water Recovered(in Kilo Litres / Year) (Target / Actual) 425 / 308	Total Water Recovered(in Kilo Litres / Year) (Target / Actual) 393 / 414	Total Water Recovered(in Kilo Litres / Year) (Target / Actual) 370 /	
	Total Rain Water Harvested (in Kilo Litres / Year) 599	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 628/630	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual) 693/ 750	Total Water consumption from surface water (in Kilo Litres) (Target / Actual) 756/	
	Total water consumption per employee (in KL) (Target / Actual) 80.55	Total water consumption per employee (in KL) (Target / Actual) 79.23/69.91	Total water consumption per employee (in KL) (Target / Actual) 74.88/ 72.37	Total water consumption per employee(In KL) (Target / Actual) 70.19/	
	Total Water Treated (In KL) (Target / Actual) 110	Total Water Treated (In KL) (Target / Actual) 243/308	Total Water Treated (In KL) (Target / Actual) 290/ 414	Total Water Treated (In KL) (Target / Actual) 370/	
	Water Intensity (Water consumed KL / Product Produced MT.) 0.24	Water Intensity (Water consumed KL /Product Produced MT.) (Target / Actual) 0.228/0.21	Water Intensity(Water consumed KL /Product Produced MT.) (Target / Actual) 0.20/ 0.24	Water Intensity (Water consumed KL / Product Produced MT.) 0.17/	
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 71	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 71/62	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 71/ 61	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result) 71/	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Water	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) ND	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) ND	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) ND	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre) (Limit / Result) ND	
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre)(Limit / Result) 8000/219.7	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre)(Limit / Result) 8000/206.7	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result) 8000/183.4	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre)(Limit / Result) 8000/	
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 3000/56.88	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 3000/49.7	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 3000/46.03	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result) 3000/	
	People Trained on Water Efficiency (Manhours) 89	People Trained on Water Efficiency (Manhours) (Target / Actual) 150/250	People Trained on Water Efficiency (Manhours) (Target / Actual) 200/ 321	People Trained on Water Efficiency (Manhours) 300/	
	SO2 Thermo pack (mg/Nm3) (Limit /Result) ND	SO2 Thermo pack (mg /Nm3) (Limit /Result) ND	SO2 Thermo pack (mg/Nm3) (Limit /Result) ND	SO2 Thermo pack (mg/Nm3) (Limit /Result) 100/	
Air Pollution					

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Air Pollution	SO2 D.G. Set (mg /Nm3) (Limit /Result)100/6 2.32	SO2 D.G. Set (mg /Nm3)(Limit /Result) 100/65.6	SO2 D.G. Set (mg /Nm3)(Limit /Result) 100/63.06	SO2 D.G. Set (mg /Nm3)(Limit /Result) 100/	
	NOx Thermo pack (ppm) (Limit /Result) 50/24.22	NOx Thermo pack (ppm)(Limit /Result) 50/21.4	NOx Thermo pack (ppm) (Limit /Result) 50/19.88	NOx Thermo pack (ppm)(Limit /Result) 50/	
	NOx D. G. Set(ppm) (Limit /Result) 50/16.12	NOx D. G. Set(ppm)(Limit /Result) 50/15.17	NOx D. G. Set(ppm)(Limit /Result) 50/14.34	NOx D. G. Set(ppm)(Limit /Result) 50/	
	PM10 (Micrograms/c u.m)ambient air(Limit /Result) 150/87.35	PM10 (Micrograms/cu. m)ambient air(Limit /Result) 150/72.5	PM10 (Micrograms/cu. m)ambient air(Limit /Result) 150/73.41	PM10 (Micrograms/cu. m)ambient air(Limit /Result) 150/	
	PM2.5 (Micrograms/c u.m)ambient air(Limit /Result) 60/31.85	PM2.5 (Micrograms/cu. m)ambient air(Limit /Result) 60/24.6	PM2.5 (Micrograms/cu. m)ambient air(Limit /Result) 60/23.01	PM2.5 (Micrograms/cu. m)ambient air(Limit /Result) 60/	
	Ammonia (mg/M3)(Limit /Result) ND	Ammonia (mg/M3)(Limit /Result) ND	Ammonia (mg/M3)(Limit /Result) ND	Ammonia (mg/M3)(Limit /Result) ND	
Light	Cases of Non-Compliance of IS – 3646 StandardPart – III0	Cases of Non-Complianceof IS – 3646 StandardPart – III (Actual /Limit)0/0	Cases of Non-Complianceof IS – 3646 StandardPart – III (Actual /Limit)0/	Cases of Non-Compliance of IS – 3646 StandardPart – III0	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Noise	Day Time Noise Leveld B (A) Leq Near Plant (Actual / Limit) 63.44/75	Day Time Noise Leveld B (A) Leq Near Plant (Actual / Limit) 64.3/75	Day Time Noise Leveld B (A) Leq Near Plant (Actual / Limit) 63.02/75	Day Time Noise Leveld B (A) Leq Near Plant (Actual / Limit) /75	
	Night Time Noise Leveld B (A) Leq Near Plant (Actual / Limit) 57/70	Night Time Noise Leveld B (A) Leq Near Plant (Actual / Limit) 61.6/70	Night Time Noise Leveld B (A) Leq Near Plant (Actual / Limit) 60.3/70	Night Time Noise Leveld B (A) Leq Near Plant (Actual / Limit) /70	
Biodiversity Conservation	Number of native species supported (Target / Actual) 0	Number of native species supported (Target / Actual) 5/00	Number of native species supported (Target / Actual) 7/ 02	Number of native species supported (Target / Actual) 15/	
	land dedicated to biodiversity conservation (acres) TBD	land dedicated tobiodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	land dedicated to biodiversity conservation (acres) TBD	
	Complaints received onBiodiversity 0	Complaints received on Biodiversity (Target /Actual) 0/0	Complaints received on Biodiversity (Target /Actual) 0/0	Complaints received on Biodiversity 0	
Waste Generation	Total Waste Generated (in Metric Tonnes) 490	Total Waste Generated (in Metric Tonnes) (Target / Actual) 466 / 339	Total Waste Generated (in Metric Tonnes) (Target / Actual) 345 / 285.2	Total Waste Generated (in Metric Tonnes) (Target / Actual) 271	
	Hazardous Waste Generation (in Metric Tonnes) 5.16	Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 4.90 / 4.76	Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 4.50 / 4.21	Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 3.80 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Waste Generation	Total non- Hazardous Waste Generation (in MetricTonnes) 85.02	Total non- Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 80.77 / 27.37	Total non- Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 50.77 / 28.99	Total non- Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 21.89 /	
	Weight of waste recover (in MetricTonnes) 96.43	Weight of waste recover (in MetricTonnes) 105.48 / 110.94	Weight of waste recover (in MetricTonnes) 395 / 150.22	Weight of waste recover (in MetricTonnes) 369 /	
	Total Waste water recycled in a year (Kiloliter /Year) 405	Total Waste water recycled in a year (Kiloliter / Year) 425.25 / 308	Total Waste water recycled in a year (Kiloliter / Year) 500.11 / 472.61	Total Waste water recycled in a year (Kiloliter / Year) 600 /	
Product Life Cycle Assessment	Reporting on Product End of Life Treatment (Target / Actual) 0	Reporting on Product End of Life Treatment (Target / Actual) 1/0	Reporting on Product End of Life Treatment (Target / Actual) 4/ 1	Reporting on Product End of Life Treatment (Target / Actual) 5/	
	% of saving from efficient product design 0%	% of saving from efficient product design (Target / Actual) 5%/2%	% of saving from efficient product design (Target / Actual) 3%/ 5%	% of saving from efficient product design 6%/	
	% of products collected via takeback programs (Actual) 0	% of products collected via takeback programs (Actual) 20%	% of products collected via takeback programs (Actual) 19%	% of products collected via takeback programs TBD	
	% of Products Collected for Recycling (Actual) 0%	% of Products Collected for Recycling (Actual) 20%	% of Products Collected for Recycling (Target /Actual) 35%/46%	% of Products Collected for Recycling (Target/Actual) 80%/	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Sustainable Consumption	% of company's customer base has actively engaged in sustainable consumption practices 15%	% of company's customer base has actively engaged in sustainable consumption practices(Target / Actual) 30%/26%	% of company's customer base has actively engaged in sustainable consumption practices(Target / Actual) 31%/ 79%	% of company's customer base has actively engaged in sustainable consumption practices 34% /	
Sustainable Procurement	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 5%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 50%/61%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 70%/ 90%	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual) 100% /	
	% of Sustainable Sourcing of Raw material (Target / Actual) 3%	% of Sustainable Sourcing of Raw material (Target / Actual) 10%/13%	% of Sustainable Sourcing of Raw material (Target / Actual) 12%/ 21%	% of Sustainable Sourcing of Raw material (Target / Actual) 20% /	
	Buyers training on Sustainable Procurement (manhours) 50	Buyers training on Sustainable Procurement (manhours) (Target / Actual) 100/89	Buyers training on Sustainable Procurement (manhours) (Target / Actual) 150/ 120	Buyers training on Sustainable Procurement (manhours) 300/	
	% of supplier Engage in Capacity building 13%	% of supplier Engage in Capacity building (Target / Actual) 25% / 26%	% of supplier Engage in Capacity building (Target / Actual) 35% / 79%	% of supplier Engage in Capacity building 50% /	

Social Performance					
ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Employment	Child Labour (%) (Target / Actual) 0	Child Labour (%) (Target / Actual) 0	Child Labour (%) (Target / Actual) 0	Child Labour (%) (Target / Actual) 0	
	Force Labour (%) (Target / Actual) 0	Force Labour(%) (Target / Actual) 0	Force Labour (%) (Target / Actual) 0	Force Labour (%) (Target / Actual) 0	
	Attrition Ratio (%) (Target / Actual) 16.77 %	Attrition Ratio (%) (Target / Actual) 13.44/10%	Attrition Ratio (%) (Target / Actual) 9%/6.5%	Attrition Ratio (%) (Target / Actual) 6% /	
	Total Training Hours of employees (Target / Actual) 6500	Total Training Hours of employees/12 Manhours (Target / Actual) 8715/9100	Total Training Hours of employees/12 Manhours (Target / Actual) 9215/ 9,674	Total Training Hours of employees (Target / Actual) 9523 /	
	Total Training Hours per employee (Target / Actual) 2.5	Total Training Hours per employee (Target / Actual) 1.2/1.5	Total Training Hours per employee (Target / Actual) 1.9/ 5.9	Total Training Hours per employee (Target / Actual) 2.5/	
	Average Salary above Minimum Wages for skilled employees(%) 100%	Average Salary above Minimum Wages for skilled employees 100%	Average Salary above Minimum Wages for skilled employees 100%	Average Salary above Minimum Wages for skilled employees(%) 100% /	
	Average Salary above Minimum Wages for semi-skilled employees(%) 100 %	Average Salary above Minimum Wages for semiskilled employees 100%	Average Salary above Minimum Wages for semiskilled employees 100%	Average Salary above Minimum Wages for semi-skilled employees(%) 100% /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Employment	Average Salary above Minimum Wages for negligibly skilled employees(%) 100%	Average Salary aboveMinimum Wages fornegligibly skilled employees(%) 100%	Average Salary aboveMinimum Wages fornegligibly skilled employees(%) 100%	Average Salary above Minimum Wages for negligibly skilled employees(Rs.) 100% /	
	Employees Above Living wage rules 100%	Employees Above Living wage rules 100%	Employees Above Living wage rules 100%	Employees Above Living wage rules 100%	
	Sub contractor's Workers Covered under Minimum Wage / Living wage rules 100%	Sub contractor's Workers Covered under Minimum Wage / Living wage rules(Target / Actual) 100%/100%	Sub contractor's Workers Covered under Minimum Wage / Living wage rules(Actual) 100%	Sub contractor's Workers Covered under Minimum Wage / Living wage rules 100%	
	Hiring of Local People(%) 80%	Hiring of Local People(%) (Target / Actual) 80%/85%	Hiring of Local People(%) (Target / Actual) 87%/ 86.4%	Hiring of Local People(%) 100%/	
	Hiring of People with Disability (%) 0	Hiring of People with Disability (%) 0	Hiring of People with Disability (%) 0	Hiring of People with Disability (%) 0	
	Hiring of Vulnerable / Marginalized People at Top Management level (%) 0%	Hiring of Vulnerable /Marginalized People at Top Management level (Target / Actual) 5%/3%	Hiring of Vulnerable /Marginalized People at Top Management level (Target / Actual) 7%/ 4%	Hiring of Vulnerable / Marginalized People at Top Management level (%) 15%/	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Employment	Hiring of Vulnerable / Marginalized People in company (%) 0%	Hiring of Vulnerable /Marginalized People in company (%) (Target / Actual) 5%/2%	Hiring of Vulnerable /Marginalized People in company (%) (Target / Actual) 7%/ 4%	Hiring of Vulnerable / Marginalized People in company (%) 15%/	
	% of Highest Paid vs. Median Compensation 0%	% of Highest Paid vs. Median Compensation: (Target / Actual) 5%/1%	% of Highest Paid vs. Median Compensation: (Target / Actual) 3%/ 1%	% of Highest Paid vs. Median Compensation: 2%/	
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for Employees 0	Lost time injury (LTI)frequency rate forEmployees 0	Lost time injury (LTI)frequency rate for Employees 0	Lost time injury (LTI) frequency rate for direct workforce 0	
	Lost time injury (LTI) frequency rate for Sub contractor's Workers 0	Lost time injury (LTI) frequency rate for Sub contractor's Workers 0	Lost time injury (LTI) frequency rate for Sub contractor's Workers 0	Lost time injury (LTI) frequency rate for Sub contractor's Workers 0	
	Lost time Severity (LTI) frequency rate for Employees 0	Lost time Severity (LTI) frequency rate for Employees 0	Lost time Severity (LTI) frequency rate for Employees 0	Lost time Severity (LTI) frequency rate for Employees 0	
	Lost time Severity (LTI) frequency rate for Sub contractor's Workers 0.00	Lost time Severity (LTI) frequency rate for Sub contractor's Workers 0.00	Lost time Severity (LTI) frequency rate for Sub contractor's Workers 0.00	Lost time Severity (LTI) frequency rate for Sub contractor's Workers 0.00 /	
	# of Work-related Incidents 0	# of Work-related Incidents 0	# of Work-related Incidents 0	# of Work-related Incidents 0 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Health & Safety Incidents / Accidents	# of Fatal Incidents 0	# of Fatal Incidents 0	# of Fatal Incidents 0	# of Fatal Incidents 0 /	
	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0 /	
	People Trained on Health & Safety (in Manhours) 150	People Trained on Health & Safety (in Manhours) (Target / Actual) 300/360	People Trained on Health & Safety (in Manhours) (Target / Actual) 380/ 400	People Trained on Health & Safety (in Manhours) (Target / Actual) 500 /	
Human Rights	% of direct employees covered by a living wage benchmarking analysis 32%	% of direct employees covered by a living wage benchmarking analysis 50%/58%	% of direct employees covered by a living wage benchmarking analysis 60%/ 90%	% of direct employees covered by a living wage benchmarking analysis 100% /	
	% of all employees paid below living wage, including direct employees, individual contractors & dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers 0%	% of all employees paid below living wage, including direct employees, individual contractors & dispatched workers(Target / Actual) 0% /	
	% of direct employees paid below living wages 0%	% of direct employees paid below living wages (Target / Actual) 0%/0%	% of direct employees paid below living wages (Target / Actual) 0%/0%	% of direct employees paid below living wages (Target / Actual) 0%/	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Human Rights	% of average wage gap for direct employees paid below living wage against a living wage benchmark 0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark(Target / Actual) 0%/0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark(Target / Actual) 0%/0%	% of average wage gap for direct employees paid below living wage against a living wage benchmark(Target / Actual) 0% /	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%) 100 %	
	# of Complaints reported on Child Labour, Forced Labour / Human Trafficking 0	# of Complaints reported on Child Labour, Forced Labour / Human Trafficking 0	# of Complaints reported on Child Labour, Forced Labour / Human Trafficking 0	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual) 0	
	# of Complaints reported on Sexual Harassment 0	# of Complaints reported on Sexual Harassment 0	# of Complaints reported on Sexual Harassment 0	# of Complaints reported on Sexual Harassment (Target / Actual) 0	
	# of Complaints reported on Discrimination (Internal) 0	# of Complaints reported on Discrimination (Internal) 0	# of Complaints reported on Discrimination (Internal) 0	# of Complaints reported on Discrimination (Internal) (Target / Actual) 0	
	# of Complaints reported on Discrimination by Suppliers 0	# of Complaints reported on Discrimination by Suppliers 0	# of Complaints reported on Discrimination by Suppliers 0	# of Complaints reported on Discrimination by Suppliers (Target / Actual) 0	
	# of Complaints reported on Discrimination by Customers 0	# of Complaints reported on Discrimination by Customers 0	# of Complaints reported on Discrimination by Customers 0	# of Complaints reported on Discrimination by Customers (Target / Actual) 0	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Human Rights	# of Complaints reported on Discrimination by Other Stakeholders 0	# of Complaints reported on Discrimination by Other Stakeholders 0	# of Complaints reported on Discrimination by Other Stakeholders 0	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual) 0	
	# of Complaints reported on Data Privacy / Security (Internal) 0	# of Complaints reported on Data Privacy / Security (Internal) 0	# of Complaints reported on Data Privacy / Security (Internal) 0	# of Complaints reported on Data Privacy / Security (Internal) 0 /	
	# of Complaints reported on Data Privacy / Security by Suppliers 0	# of Complaints reported on Data Privacy / Security by Suppliers 0	# of Complaints reported on Data Privacy / Security by Suppliers 0	# of Complaints reported on Data Privacy / Security by Suppliers 0 /	
	# of Complaints reported on Data Privacy / Security by Customers 0	# of Complaints reported on Data Privacy / Security by Customers 0	# of Complaints reported on Data Privacy / Security by Customers 0	# of Complaints reported on Data Privacy / Security by Customers 0 /	
	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0	# of Complaints reported on Data Privacy / Security by Other Stakeholders 0 /	
	External Human Rights Impact Reporting Compliance Count 0	External Human Rights Impact Reporting Compliance Count 0	External Human Rights Impact Reporting Compliance Count 0	External Human Rights Impact Reporting Compliance Count 0 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Human Rights	People Trained on Human Rights (Manhours) 0	People Trained on Human Rights (Manhours) (Target / Actual) 100/150	People Trained on Human Rights (Manhours) (Target / Actual) 200/ 168	People Trained on Human Rights (Manhours) (Target / Actual) 1000 /	
	People Trained on overall Career Management and Skill Development\ (Manhours) 300	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 500/620	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 660/ 630	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual) 900 /	
	Awareness Session conducted on Career Management 1	Awareness Session conducted on Career Management (Target / Actual) 3/3	Awareness Session conducted on Career Management (Target / Actual) 4/5	Awareness Session conducted on Career Management (Target / Actual) 7 /	
Gender Equality	Gender balance at Worker level (Women to Men %) 5.80	Gender balance at Worker level (Women to Men %)(Target / Actual) 10 / 6.29	Gender balance at Worker level (Women to Men %)(Target / Actual) 8 / 6.29	Gender balance at Worker level (Women to Men %)(Target / Actual) 20 /	
	Gender balance at Board level (Women to Men %) 8.33%	Gender balance at Board level (Women to Men %)(Target / Actual) 9.32 / 9.26%	Gender balance at Board level (Women to Men %)(Target / Actual) 10.36% / 12.6%	Gender balance at Board level (Women to Men %)(Target / Actual) 15% /	
	Gender balance at Top / Key Manager level (Women to Men %) 8	Gender balance at Top /Key Manager level (Women to Men %)(Target / Actual) 10/12.5	Gender balance at Top /Key Manager level (Women to Men %)(Target / Actual) 12/ 14.23	Gender balance at Top / Key Manager level (Women to Men %)(Target / Actual) 20 /	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Gender Equality	Gender balance in Whole Organization (Women to Men %) 6.01	Gender balance in Whole Organization (Women to Men %)(Target / Actual) 5/ 6.29	Gender balance in Whole Organization (Women to Men %)(Target / Actual) 7/ 6.92	Gender balance in Whole Organization (Women to Men %) 15	
	percentage difference in average hourly earnings(Women to Men %) 0%	percentage difference in average hourly earnings (Women to Men %)(Target / Actual) 0%/ 0%	percentage difference in average hourly earnings (Women to Men %)(Target / Actual) 0%/ 0%	percentage difference in average hourly earnings(Women to Men %) 0%	
	Gender balance of Employees (Women to Men %) 5.88	Gender balance of Employees (Women to Men %) (Target / Actual) 10/ 6.29	Gender balance of Employees (Women to Men %)(Target / Actual) 12/ 6.29	Gender balance of Employees (Women to Men %)(Target / Actual) 20	
	# of Complaints reported on DEI 0	# of Complaints reported on DEI 0	# of Complaints reported on DEI 0	# of Complaints reported on DEI 0	
	People Trained on Gender Equality (Manhours) 100	People Trained on Gender Equality (Manhours) (Target / Actual) 200/220	People Trained on Gender Equality (Manhours) (Target / Actual) 300/ 250	People Trained on Gender Equality (Manhours) (Target / Actual) 700 /	
	Average unadjusted Gender Pay Gap (%) 0%	Average unadjusted Gender Pay Gap (%) (Target / Actual) 0%/0%	Average unadjusted Gender Pay Gap (%) (Target / Actual) 0%0%	Average unadjusted Gender Pay Gap (%) (Target / Actual) 0%/	
Working Conditions	# of Hours Worked (Manhours) 8	#of Hours Worked (Manhours/Day) 8	#of Hours Worked (Manhours/Day)8	# of Hours Worked (Manhours) -	
	# of Hours Worked (Manhours) 1,90,080	# of Hours Worked (Manhours) 1,98,528	# of Hours Worked (Manhours) 2,02,752	# of Hours Worked (Manhours) -	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Working Conditions	% of your plants and offices that were assessed 1%	% of your plants and offices that were assessed (Target/ Actual) 5%/2%	% of your plants and offices that were assessed (Target/ Actual) 10%/ 5%	% of your plants and offices that were assessed 40%/	
	Incident of non-potable drinking water identification 0	Incident of non-potable drinking water identification 0	Incident of non-potable drinking water identification 0	Incident of non-potable drinking water identification 0	
	% employees covered in awareness program 80%	% employees covered in awareness program(Target / Actual) 100%/100%	% employees covered in awareness program (Target / Actual) 100%	% employees covered in awareness program 100%	
	Incident of non-compliance of working conditions principles 0	Incident of non-compliance of working conditions principles 0	Incident of non-compliance of working conditions principles 0	Incident of non-compliance of working conditions principles 0	
SMETA	SMETA Certification 0%	SMETA Certification 50%	SMETA Certification 60%	SMETA Certification 100%	
Corporate Social Responsibility	Amount Spent on CSR(Lakhs) 64	Amount Spent on CSR(Lakhs) 66	Amount Spent on CSR(Lakhs) 69	Amount Spent on CSR(Lakhs) -	
	# of social initiatives at National and Local level LOCAL LEVEL	# of social initiatives at National and Local level LOCAL LEVEL	# of social initiatives at National and Local level LOCAL LEVEL	# of social initiatives at National and Local level LOCAL LEVEL	

Governance Performance					
ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery 0	# of Complaints reported on Corruption & Bribery 0	# of Complaints reported on Corruption & Bribery 0	# of Complaints reported on Corruption & Bribery 0	
	People Trained on Anti-Corruption & Bribery (in Manhours) 70	People Trained on Anti-Corruption & Bribery (in Manhours) (Target / Actual) 200/250	People Trained on Anti-Corruption & Bribery (in Manhours) (Target / Actual) 280/290	People Trained on Anti-Corruption & Bribery (in Manhours) 400 /	
Information Management	Data Breach Incidents: 0	Data Breach Incidents: 0	Data Breach Incidents: 0	Data Breach Incidents: 0	
	Data Retention Compliance: 0	Data Retention Compliance: 0	Data Retention Compliance: 0	Data Retention Compliance: 0	
	User Complaints: 0	User Complaints: 0	User Complaints: 0	User Complaints: 0	
Value Chain	Suppliers evaluated for ESG Performance (in %) 23%	Suppliers evaluated for ESG Performance (in %) 50 % / 57.6%	Suppliers evaluated for ESG Performance (in %) 60 % / 70%	Suppliers evaluated for ESG Performance (in %) 90 %/	
	Suppliers evaluated for ESG Reporting (Onsite) (in %) 0	Suppliers evaluated for ESG Reporting (Onsite)(in %) 0	Suppliers evaluated for ESG Reporting (Onsite)(in %) 0	Suppliers evaluated for ESG Reporting (Onsite)(in %) 0	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Value Chain	percentage of targeted suppliers were evaluated for environmental and/or social practices 23%	percentage of targetedsuppliers were evaluatedfor environmental and/orsocial practices(Target /Actual) 50 % /57.6%	percentage of targeted suppliers were evaluated for environmental and/or social practices 60% / 70%	percentage of targeted suppliers were evaluated for environmental and/or social practices 90% /	
	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	Average Number of Non-Conformities Found per supplier 0	
	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0	
	Suppliers in Agreement with company Policies(in %) 40 %	Suppliers in Agreement with company Policies(in %) 60 %/ 57.9%	Suppliers in Agreement with company Policies(in %) 70 %/ 70%	Suppliers in Agreement with company Policies(in %) 100 %/	
	Suppliers in Agreement with company's Supplier Code of Conduct(in %) 15 %	Suppliers in Agreement with company's Supplier Code of Conduct(in %) 30 %/ 57.9%	Suppliers in Agreement with company's Supplier Code of Conduct(in % 50 % / 70%	Suppliers in Agreement with company's Supplier Code of Conduct(in %) 80 %	
	Integration of sustainability clauses in supplier contracts (in %) 0	Integration of sustainability clauses in supplier contracts (in %) 0	Integration of sustainability clauses in supplier contracts (in %) 100%	Integration of sustainability clauses in supplier contracts (in %) 100%	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Value Chain	Avg Number of Corrective Actions taken / Supplier 0	Avg Number of Corrective Actions taken / Supplier 0/0	Avg Number of Corrective Actions taken / Supplier 0/0	Avg Number of Corrective Actions taken / Supplier 0/0	
Anti-Competitive Practice	Incident of Deceptive Advertising: 0	Incident of Deceptive Advertising: 0	Incident of Deceptive Advertising: 0	Incident of Deceptive Advertising: 0	
	% departments covered under Risk Assessment Internal Audit 100 %	% departments covered under Risk Assessment Internal Audit 100 %/100 %	% departments covered under Risk Assessment Internal Audit 100 % / 100%	% departments covered under Risk Assessment Internal Audit 100 % /	
Ethics	Percentage of total workforce trained on business ethics issues (%) 70%	Percentage of total workforce trained on business ethics issues (%) 90 %/100%	Percentage of total workforce trained on business ethics issues (%) 100 % / 100%	Percentage of total workforce trained on business ethics issues (%) 100% /	
	Employee feedback on ethics training (satisfaction rate) 100%	Employee feedback on ethics training (satisfaction rate) 100% /100%	Employee feedback on ethics training (satisfaction rate) 100% / 100%	Employee feedback on ethics training (satisfaction rate) 100%/	
	Number of whistleblower reports received 0	Number of whistleblower reports received 0	Number of whistleblower reports received 0	Number of whistleblower reports received 0	

ESG Area	FY 2022-23 Baseline	FY 2023-24 Performance	FY 2024-25 Performance	FY 2028-29 Target	UN - SDGs
Customer Health and Safety	# of Product Related Incident 0	# of Product Related Incident 0	# of Product Related Incident 0	# of Product Related Incident 0	
	Conduct Customer safety training sessions of Customers 35%	Conduct Customer safety training sessions of Customers 100 % / 70%	Conduct Customer safety training sessions of Customers 100 % / 100%	Conduct Customer safety training sessions of Customers 100 %	
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting 0	Customer Participation Rate in Sustainability Session / Meeting 0	Customer Participation Rate in Sustainability Session / Meeting 0	Customer Participation Rate in Sustainability Session / Meeting 0	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 20%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% / 55 %	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100% / 100%	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting 100%/	
	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0	Complaints registered on the violation of Collective Bargaining Agreement 0	
	% of Reporting Indicators Aligned with Standards: 0	% of Reporting Indicators Aligned with Standards: 0/0	% of Reporting Indicators Aligned with Standards: 0/0	% of Reporting Indicators Aligned with Standards: 0	

Assurance – Boosting Credibility



ISO 14001, ISO 9001, ISO 50001 & ISO 45001 Certifications

Environment and quality systems are audited annually by accredited third-party registrars, ensuring compliance with international standards.



External ESG Audits with Growlity

ESG KPIs (e.g., emissions, water, governance) are third-party verified by Growlity, enhancing accuracy and aligning with GRI/SASB/ESRS expectations

HardcastlePetrofer’s FY2024–25 ESG metrics are externally assured via: annual accredited ISO 14001 & 9001 registrars, and independent ESG verification by Growlity. This ensures data integrity and alignment with global reporting frameworks.

Progress Analysis & Trend Charts:

KPI	FY 2022–23	FY 2023–24	FY 2024–25*
Scope 1 GHG (tCO ₂ e)	184	198	211
Scope 2 GHG (tCO ₂ e)	230	272	351
Total Energy (GJ)	1,368	1610	1740.35
Water Consumption (kL)	7,250	6,572	6,948

FY 2024–25 ESG Targets & Focus Areas:

- Carbon footprint reduction through energy efficiency projects and increased use of renewable sources.
- Waste circularity goals to enhance material recovery and reduce landfill disposal.
- Inclusive workforce development with diversity and skill-building programs.
- Strengthened governance through automated compliance dashboards, real-time audits, and enhanced ethics training.

Conclusion & Governance Oversight:

In FY 2024-25, HardcastlePetrofer continued strengthening its ESG foundation—maintaining ISO 9001/14001 standards, securing an EcoVadis Gold rating, and driving impactful CSR investments—under the active supervision of its Board-appointed CSR Committee, chaired by Mr. AchalJatia, and the Audit Committee comprising independent directors. The CSR Committee meets at least twice annually to approve budgets, monitor progress, and report directly to the Board. Meanwhile, the Audit Committee ensures rigorous oversight of both financial and ESG disclosures, with all recommendations accepted during FY 2023–24. Moving forward, Hardcastle Petrofer is expanding its governance with quarterly ESG reviews at the board level and aligning disclosures with global frameworks for greater transparency and accountability.

Assurance Statement



Independent Assurance on verification of ESG Performance and Targets

Growlity/AR/232599

Reporting Period – April 2022 to March 2023
April 2023 to March 2024
April 2024 to March 2025

The Management

Hardcastle Petrofer Pvt. Ltd.

Independent Assurance Report

Growlity Private Limited was appointed by Hardcastle Petrofer Pvt. Ltd. referred to as 'the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company's ESG KPI Roadmap report. This engagement involved a systematic and evidence-based examination to independently verify the accuracy, completeness, and reliability of the disclosed sustainability data along with the material topics identified by Materiality Assessment between their stake holders. The sustainability information provided within the report in accordance to the comprehensive guidelines set forth by the Global Reporting Initiative's (GRI) Universal Standards 2021 ISO 14064- 1:2018 and Green House Gas Protocol, ensuring that the reported data are in accordance with globally recognized sustainability reporting frameworks. This engagement by Growlity Private Limited. underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts

Scope of Assurance and Methodology

The scope of this limited assurance covered ESG commitments, KPIs, and the complete GHG inventory (Scope 1, Scope 2, and relevant Scope 3 categories), assessed in accordance with GRI Universal Standards 2021. This included evaluating data collection processes, calculation methodologies, and internal controls over environmental, social and Governance performance such as Commitments / KPIs and Green House Gas (GHG) Emissions Inventory for the mentioned reporting period and to verify it is in accordance with GRI universal standard 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion/ omission of necessary relevant information / data and this was limited to: Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and sustainability team. Execution of audit trail of claims and data streams, on a selective test basis, to determine the level

GROWLITY PRIVATE LIMITED
Rajhans Montessa, 316, Airport Road, Surat, Gujarat 395007. INDIA
contact@growlity.com www.growlity.com

GRI Standard	Title	Page Number
GRI 2-20	Process to Determine Remuneration	105
GRI 2-21	Annual Total Compensation Ratio	140
GRI 2-23	Policy Commitments	39, 85, 111
GRI 2-24	Embedding Policy Commitments	39, 85, 111
GRI 2-25	Processes to Remediate Negative Impacts	81,89,104
GRI 2-26	Mechanisms for Seeking Advice and Raising Concerns	97
GRI 2-27	Compliance with Laws and Regulations	79, 117
GRI 2-28	Membership Associations	32-36
GRI 2-29	Approach to Stakeholder Engagement	25
GRI 3-1	Process to Determine Material Topics	27
GRI 3-2	List of Material Topics	28
GRI 3-3	Management of Material Topics	29
GRI 202-1	Ratios Of Standard Entry Level Wage By Gender Compared To Local Minimum Wage	165
GRI 202-2	Proportion of Senior Management Hired From The Local Community	261
GRI 202-3	Infrastructure Investments And Services Supported	-
GRI 202-4	Significant Indirect Economic Impacts	-
GRI 204-1	Proportion of Spending on Local Suppliers	
GRI 205-1	Operations Assessed for Risks Related to Corruption	111, 115
GRI 205-2	Communication and Training About Anti-Corruption Policies	23

GRI Standard	Title	Page Number
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken	
GRI 302-1	Energy Consumption Within the Organization	45, 63
GRI 302-2	Energy Consumption Outside of the Organization	-
GRI 302-3	Energy Intensity	63
GRI 302-4	Reduction of Energy Consumption	63
GRI 302-5	Reductions in Energy Requirements of Products and Services	51
GRI 303-1	Interactions with Water as a Shared Resource	54, 58
GRI 303-2	Management of Water Discharge-Related Impacts	56
GRI 303-3	Water Withdrawal	54, 63
GRI 303-4	Water Discharge	56
GRI 303-5	Water Consumption	54, 58
GRI 304-1	Operational Sites Owned, Leased, Managed In, Or Adjacent To, Protected Areas And Areas Of High Biodiversity Value Outside Protected Areas	80
GRI 304-2	Significant Impacts Of Activities, Products And Services On Biodiversity	80
GRI 304-3	Habitats Protected Or Restored	-
GRI 304-4	IUCN Red List Species And National Conservation List Species With Habitats In Areas Affected By Operations	-
GRI 305-1	Direct (Scope 1) GHG Emissions	49, 59
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	48, 49
GRI 305-3	Other Indirect (Scope 3) GHG Emissions	48, 49
GRI 305-4	GHG Emissions Intensity	48

GRI Standard	Title	Page Number
GRI 305-5	Reduction of GHG Emissions	51
GRI 305-6	Emissions of Ozone-Depleting Substances (ODS)	-
GRI 305-7	Nitrogen Oxides (NOX), Sulfur Oxides (SOX), and Other Air Emissions	59
GRI 306-1	Waste Generation and Significant Waste-Related Impacts	56, 64, 74
GRI 306-2	Management of Significant Waste-Related Impacts	56, 63, 73
GRI 306-3	Waste Generated	135
GRI 306-4	Waste Diverted from Disposal	135
GRI 306-5	Waste Directed to Disposal	135
GRI 307-1	Non-Compliance with Environmental Laws and Regulations	-
GRI 401-1	New Employee Hires and Employee Turnover	95
GRI 401-2	Benefits Provided to Full-Time Employees	105
GRI 401-3	Parental Leave	105
GRI 403-1	Occupational Health and Safety Management System	89, 93, 95
GRI 403-6	Promotion of Worker Health	105
GRI 404-1	Average Hours of Training per Year per Employee	99, 100, 101
GRI 404-2	Programs for Upgrading Employee Skills	100
GRI 405-1	Diversity of Governance Bodies and Employees	95, 105
GRI 405-2	Ratio of Basic Salary and Remuneration of Women to Men	95, 105
GRI 406-1	Incidents of Discrimination and Corrective Actions Taken	-

GRI Standard	Title	Page Number
GRI 407-1	Freedom of Association and Collective Bargaining	97, 121
GRI 408-1	Child Labor	103, 121
GRI 409-1	Forced or Compulsory Labor	121
GRI 410-1	Security Personnel Trained in Human Rights Policies	103
GRI 411-1	Rights of Indigenous Peoples	-
GRI 412-1	Operations Subject to Human Rights Reviews	-
GRI 414-1	Supplier Social Assessment	121
GRI 415-1	Political Contributions	-
GRI 416-1	Assessment of Health and Safety Impacts of Products and Services	77
GRI 417-3	Incidents of Non-Compliance Concerning Marketing Communications	-
GRI 418-1	Substantiated Complaints Concerning Customer Privacy	-



HARDCASTLE PETROFER PRIVATE LIMITED



Scan to Visit
Website



Office No. 802, 213 Raheja Chambers, Free Press
Journal Marg., Nariman Point, Mumbai – 400 021.



ho@hawcoindia.com



+91 88794 01206

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