

TRANSLATING
INNOVATION
INTO
SCALABLE
VALUE



Sustainability Report FY 2026
Mitsu Chem Plast Limited

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ABOUT THE REPORT

Mitsu Chem Plast Limited (MCPL) is committed to delivering quality products while integrating sustainability into its business strategy and operations. This Sustainability Report presents an overview of our environmental, social, and governance (ESG) performance and highlights the initiatives undertaken during the reporting year to create long-term value for our stakeholders. The report covers the key sustainability achievements and performance across all MCPL operations.

This report covers the period from 1 April 2025 to 31 March 2026. It has been prepared with reference to the Global Reporting Initiative (GRI) Universal Standards 2021, with the corresponding GRI Content Index provided at the end of the report. The GRI Standards offer a globally recognized framework for transparent and consistent reporting of an organization's material sustainability impacts and performance. The report is also aligned with the United Nations Sustainable Development Goals (SDGs) and the National Guidelines on Responsible Business Conduct (NGRBC), reflecting our commitment to responsible and sustainable business practices.

This report may contain forward-looking statements regarding the Company's future strategies, objectives, and performance. These statements are based on management's current expectations, assumptions, and information available as of the date of publication. As these assumptions are subject to change due to evolving business, economic, regulatory, and other external factors, actual outcomes may differ materially from those expressed or implied. The Company undertakes no obligation to update these forward-looking statements to reflect subsequent events or developments.

We value the views of our stakeholders and welcome your feedback and suggestions to help us continuously enhance our sustainability performance, reporting practices, and stakeholder engagement. Please share your comments and suggestions with us at:

Mr. Manish Dedhia
Managing Director
Mitsu Chem Plast Ltd
Email: manish@mitsuchem.com
Phone: +91 22 41550055

MESSAGE FROM LEADERSHIP

The world around us is evolving at an unprecedented pace. Businesses today are expected not only to deliver financial performance but also to create enduring value for society, protect the environment, and uphold the highest standards of governance. At Mitsu Chem Plast Limited, we view this transformation as an opportunity to redefine growth through responsible innovation, operational excellence, and sustainable manufacturing.



For more than three decades, our journey has been driven by a simple yet powerful belief—that long-term business success is built on trust, quality, innovation, and responsible stewardship. As one of India's leading polymer processing companies, we recognise the critical role we play in enabling industries through advanced plastic solutions while continuously reducing our environmental footprint and strengthening our social impact.

During FY 2025–26, we strengthened our sustainability efforts through energy-efficient technologies, cleaner transportation, water conservation, waste minimisation, process optimisation, and a continued focus on workplace safety, talent development, integrity, accountability, and continuous learning.

Innovation remains central to our growth strategy. Through strong R&D capabilities, we develop differentiated polymer solutions that enhance material efficiency, product performance, and circularity, while supporting evolving customer needs. We also continue to advance resource efficiency, responsible waste management, sustainable manufacturing practices, and the use of recycled materials where technically feasible.

Backed by strong corporate governance, an experienced Board, and a dedicated Sustainability Committee, we uphold the highest standards of ethics, transparency, accountability, risk management, and stakeholder engagement. Through the Mitsu Foundation, we continue to support healthcare, education, sports development, and community welfare, creating lasting social impact. This Sustainability Report, prepared with reference to the GRI Standards and aligned with the United Nations Sustainable Development Goals (SDGs), reflects our commitment to transparency, accountability, and continual improvement.

I sincerely thank our employees, customers, suppliers, shareholders, business partners, and communities for their continued trust and support. Together, we will continue to drive responsible growth, technological innovation, environmental stewardship, and create sustainable value for generations to come.

Jagdish Dedhia,
Chairman



EMBEDDING SUSTAINABILITY INTO STRATEGY, BRAND, AND BUSINESS

At Mitsu Chem Plast Limited, we believe that innovation is not just about creating new products it is about developing solutions that enable our customers to grow responsibly while addressing the evolving needs of society. As industries transition towards greater efficiency, sustainability, and regulatory compliance, we remain committed to delivering polymer solutions that combine superior performance with environmental responsibility.



Our business strategy is centred on understanding customer challenges and transforming them into opportunities through

product innovation, engineering excellence, and collaborative partnerships. With a portfolio of over 500 products serving sectors such as healthcare, industrial packaging, automotive, infrastructure, pharmaceuticals, and consumer applications, we continue to strengthen our position as a trusted partner for leading domestic and global companies.

Sustainability is central to our product design and business development. We integrate resource efficiency, material optimisation, recyclability, and circular economy principles into our innovation process. Our R&D teams work closely with customers to develop differentiated products that meet stringent quality and regulatory requirements while reducing environmental impact across their lifecycle.

In FY 2025–26, we strengthened our capabilities through advanced manufacturing technologies, process improvements, customer-focused innovation, import substitution, value engineering, and application development, delivering high-performance polymer solutions that support India's manufacturing ecosystem. We also continue to explore opportunities in emerging markets and high-growth sectors.

Supported by internationally certified management systems, robust quality assurance processes, and strong technical expertise, we remain committed to quality, reliability, responsiveness, safety, performance, and dependability, while building long-term partnerships founded on trust, innovation, and shared success.

Looking ahead, we see significant opportunities for sustainable growth driven by technological advancement, responsible manufacturing, and value chain collaboration. By combining innovation with sustainability, we aim to strengthen our competitive advantage while creating lasting value for the environment and the communities we serve.

I sincerely thank our customers, employees, suppliers, and business partners for their continued trust and support. Together, we will continue to drive innovation, create meaningful value, and build a more sustainable future.

Sanjay Dedhia
Joint Managing Director

ALIGNING FINANCIAL STEWARDSHIP WITH SUSTAINABLE TRANSFORMATION

At Mitsu Chem Plast Limited, sustainability is an integral part of how we create value and shape our future. As a trusted manufacturer of polymer-based products, we are committed to balancing business growth with environmental responsibility, social well-being, and sound corporate governance. Guided by these principles, we continue to strengthen our sustainability practices while delivering innovative, high-quality solutions that meet the evolving needs of our customers.



During FY 2025–26, we remained focused on improving resource efficiency, enhancing operational excellence, and minimizing our environmental footprint. Through continuous improvements in energy and water conservation, waste management, and process optimization, we are working towards building more resilient and responsible manufacturing operations. At the same time, the health, safety, and well-being of our employees continue to be a top priority, supported by a strong culture of safety, compliance, and continuous learning.

As the plastics industry evolves, we recognize the growing importance of circularity and responsible resource management. We are committed to driving innovation that supports sustainable product development, promotes efficient material utilization, and creates long-term value for our customers and other stakeholders. We believe that responsible manufacturing, ethical business practices, and collaboration across our value chain are essential to achieving sustainable growth.

Prepared with reference to the GRI Standards and aligned with the NGRBC and the United Nations Sustainable Development Goals (SDGs), this report reflects our commitment to transparency, accountability, and integrating sustainability into our business strategy.

I sincerely thank our employees, customers, suppliers, shareholders, and business partners for their continued trust and support. Together, we will continue to advance our sustainability journey and create lasting value for our stakeholders while contributing to a more sustainable future.

Manish Dedhia
Managing Director



MISSION

“To challenge ourselves continuously to innovate and create value for people Associated with us beyond their Expectations and become one of the Finest Global Company.”



CORE VALUES

Dedication to Excellence –

Mitsu Chem Plast Limited's Core Values and Principles.

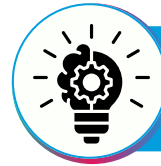
The way of life at Mitsu Chem Plast Limited, is inspired and guided by its seven Core Values, values that have been inculcated in every member, and today forms a performance mapping standard within the company at all levels of operations.



Quality Consciousness



Customer Delight



Innovation



**Cost Cutting but
no corner cutting**



Environment Friendly



Value Engineering



Employee Welfare



KEY Pillars

Powering Sustainable Progress , Across Key Pillars



35+
years of experience



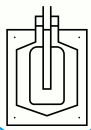
17
Countries Export Presence



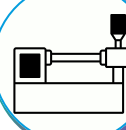
Installed Capacity of
29,900+ MT



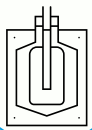
4
Manufacturing Facilities



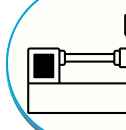
51
Blow Molding Machines



22
Injection Molding Services



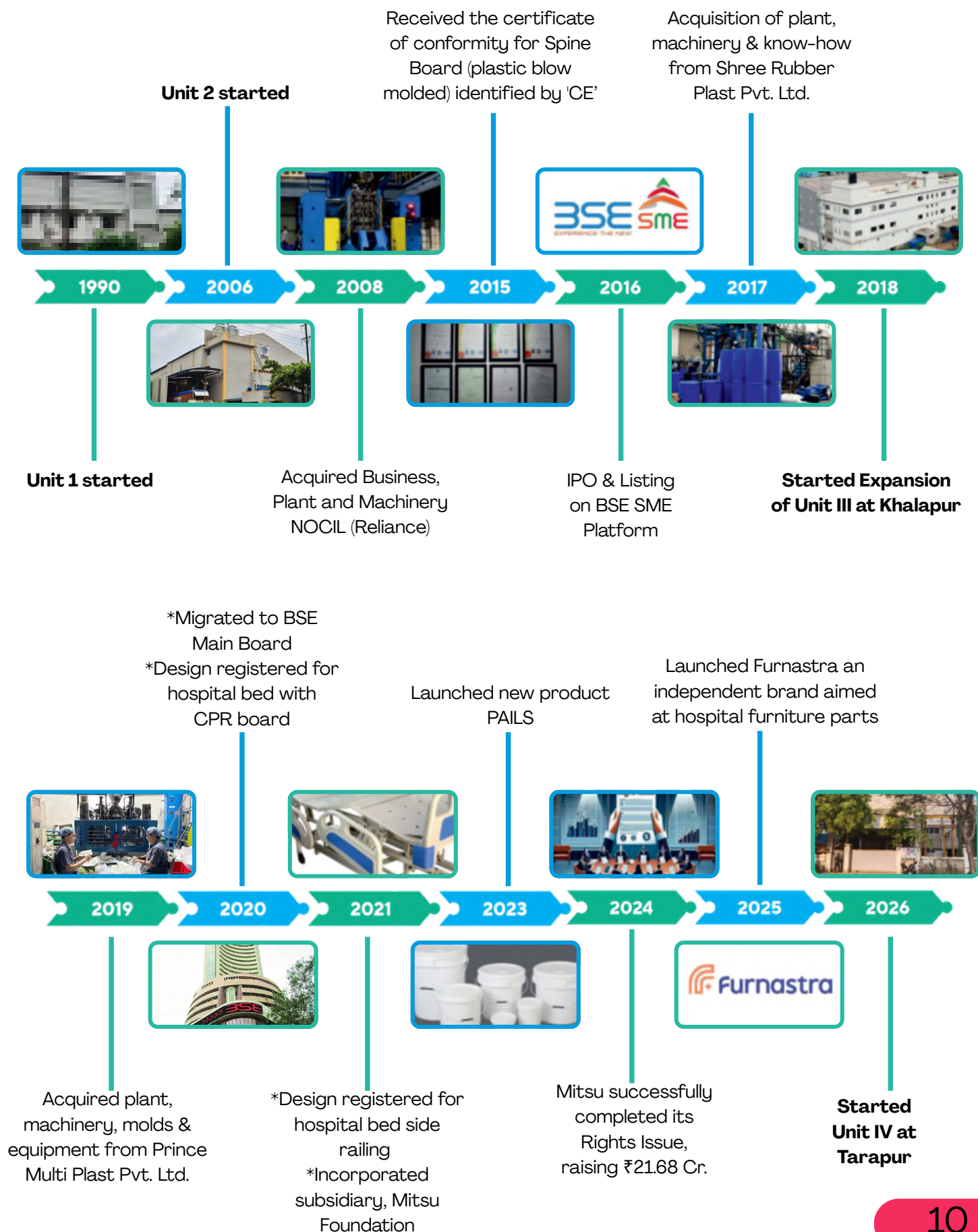
700+
Clients



900+
Employee Generation



OUR HISTORY



OUR BUSINESS

Shaping Possibilities Through Innovation

At Mitsu Chem Plast Limited, we transform ideas into high-quality polymer solutions that enable industries to perform better, safer, and more efficiently. As one of India's leading manufacturers of blow-moulded and injection-moulded plastic products, we combine innovation, engineering excellence, and customer-centricity to deliver products that meet the highest standards of quality, reliability, and performance.

Our diverse product portfolio serves a wide range of industries, including packaging, healthcare, pharmaceuticals, chemicals, paints, personal care, automotive, and e-commerce. From industrial packaging solutions and medical devices to precision-engineered automotive components, every product is designed with a focus on functionality, durability, and customer value. Our commitment to continuous innovation, advanced manufacturing technologies, and operational excellence has enabled us to build long-lasting customer relationships and establish a strong market presence.

Founded in 1990 with a single manufacturing facility in Tarapur, Mitsu Chem Plast has consistently expanded its capabilities to meet evolving market demands. In 2007, we commissioned a second facility in Tarapur to manufacture specialized products, followed by the establishment of our state-of-the-art manufacturing facility at Khalapur in 2019, which reflects our commitment to innovation, technological advancement and the development of high-value, specialised products, the commencement of operations at our Fourth Plant situated at Tarapur reflects our commitment towards achieving operational excellence through expanding capacity.

Industries We Serve

 **Packaging**

 **E-commerce**

 **Healthcare**

 **Paints & Coatings**

 **Chemicals**

 **Personal Care**

 **Pharmaceuticals**

 **Automotive**



PRODUCT PORTFOLIO

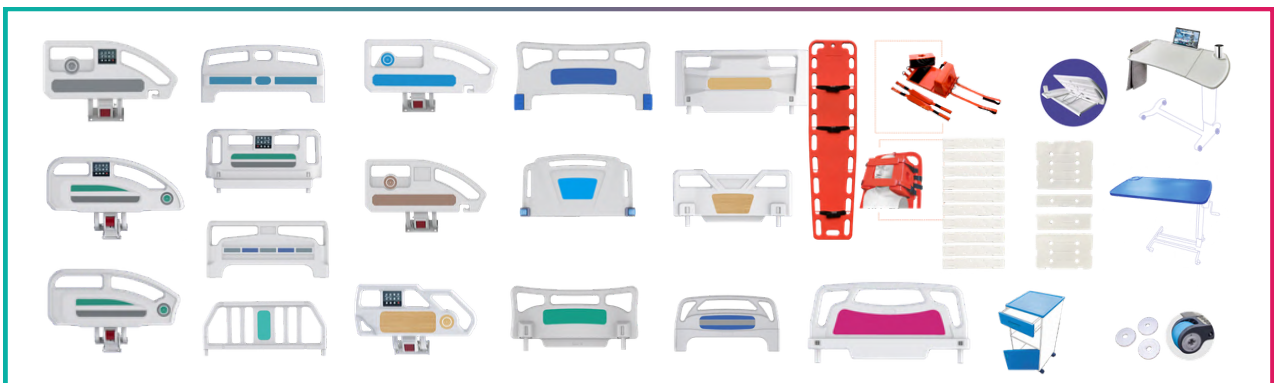
Molded Industrial Packaging

Mitsu Chem Plast Limited delivers innovative and reliable industrial packaging solutions, expertly engineered to support the evolving needs of the chemical, pharmaceutical, and food processing sectors. Our comprehensive portfolio of containers, drums, pallets, pails and totes is built to deliver outstanding strength, long-lasting durability and dependable leakproof protection.



Furnastra (Hospital Furniture Parts)

Mitsu Chem Plast Limited manufactures engineered plastic components specifically developed for hospital furniture applications. Manufactured to comply with demanding healthcare quality and safety requirements, our components provide superior dimensional accuracy, durability and consistency. Designed for contemporary medical settings, they ensure dependable performance while supporting the operational needs of healthcare professionals.



Infrastructural Furniture

Mitsu Chem Plast Limited's Infrastructural furniture collection is purposebuilt for educational institutions, public spaces and commercial environments where reliability and performance are paramount. Featuring a versatile range of chairs, tables, and storage solutions, the collection is designed to withstand intensive daily use while enhancing user comfort. Combining superior durability, ergonomic design, and modern aesthetics, it offers a smart and dependable furnishing solution for contemporary institutional settings.



Other Components

Mitsu Chem Plast Limited also specializes in injection molding, leveraging advanced manufacturing capabilities to produce a diverse range of components for both in-house requirements and external clients. This includes caps, closures, lugs, handles, and rings, as well as bungs and plastic rings for the medical sector, and accessories for industrial containers. The Company addresses the demand for polymer-based products across a broad spectrum of industries, including infrastructure. Mitsu Chem Plast Limited is a trusted manufacturer of specialized plastic products catering to both industrial and healthcare sectors. The company produces robust plastic parts for chairs used in schools, buses, and sports stadiums, along with critical medical devices such as pregnancy kits, malaria kits, HIV kits, and inhalers. With extensive experience in regulated industries, Mitsu Chem Plast Limited focuses on technological advancement, product innovation, and environmentally responsible manufacturing practices.



OUR INFRASTRUCTURE

Commitment to Quality, Safety and Sustainability

At Mitsu Chem Plast Limited, quality, environmental stewardship, occupational health and safety, and product excellence are integral to our business philosophy. Guided by our Integrated Management Policy, we continuously strengthen our management systems to ensure operational excellence, regulatory compliance, and responsible manufacturing across our operations. Our commitment is reinforced through internationally recognized certifications:

ISO 9001:2015 – Quality Management System (QMS), covering the design, manufacture, and supply of plastic containers, automotive components, furniture components, and related products.

ISO 14001:2015 – Environmental Management System (EMS), reflecting our commitment to minimizing environmental impacts and promoting sustainable manufacturing practices.

ISO 45001:2018 – Occupational Health and Safety Management System (OHSMS), demonstrating our focus on providing a safe and healthy workplace for our employees and contractors.

ISO 13485:2016 – Medical Devices Quality Management System (MDQMS), covering the design, manufacture, and supply of plastic healthcare products, hospital furniture, emergency and rescue equipment, and associated accessories.

ISO 22000:2018 – Food Safety Management System (FSMS), applicable to the design, manufacture, and supply of plastic containers and related products for food packaging applications.



Further reinforcing our commitment to product quality and safety, our CE Certificate of Conformity for the plastic blow-moulded Spine Board demonstrates compliance with applicable international safety and performance standards, strengthening customer confidence in our healthcare product portfolio. In addition to these certifications, Mitsu Chem Plast voluntarily participates in the EcoVadis sustainability assessment, a globally recognized platform that evaluates organizations on environmental performance, labour and human rights, ethics, and sustainable procurement. This independent assessment enables us to benchmark our sustainability performance, identify opportunities for continual improvement, and enhance transparency across our value chain.

STRATEGICALLY LOCATED MANUFACTURING FACILITIES

Mitsu Chem Plast has a dedicated depot to serve clients in South India and partners with a network of distributors to cater to clients in North India.



Hyderabad

Unit 3
96,000 Sq.Ft.
Khalapur
(Maharashtra)



Unit 4
60,000 Sq.Ft.
Tarapur
(Maharashtra)



Unit 2
36,000 Sq.Ft.
Tarapur
(Maharashtra)



Unit 1
20,000 Sq.Ft.
Tarapur
(Maharashtra)



SUSTAINABILITY AT MITSU CHEM PLAST LTD.

Environment

ISO 14001: 2015 Certification

Energy efficiency measures implemented

Rainwater harvesting structures for the collection & usage of rainwater

Fuel switch from HSD to CNG for material transportation

2.94% recycled input material



SUSTAINABILITY AT MITSU CHEM PLAST LTD.

Social

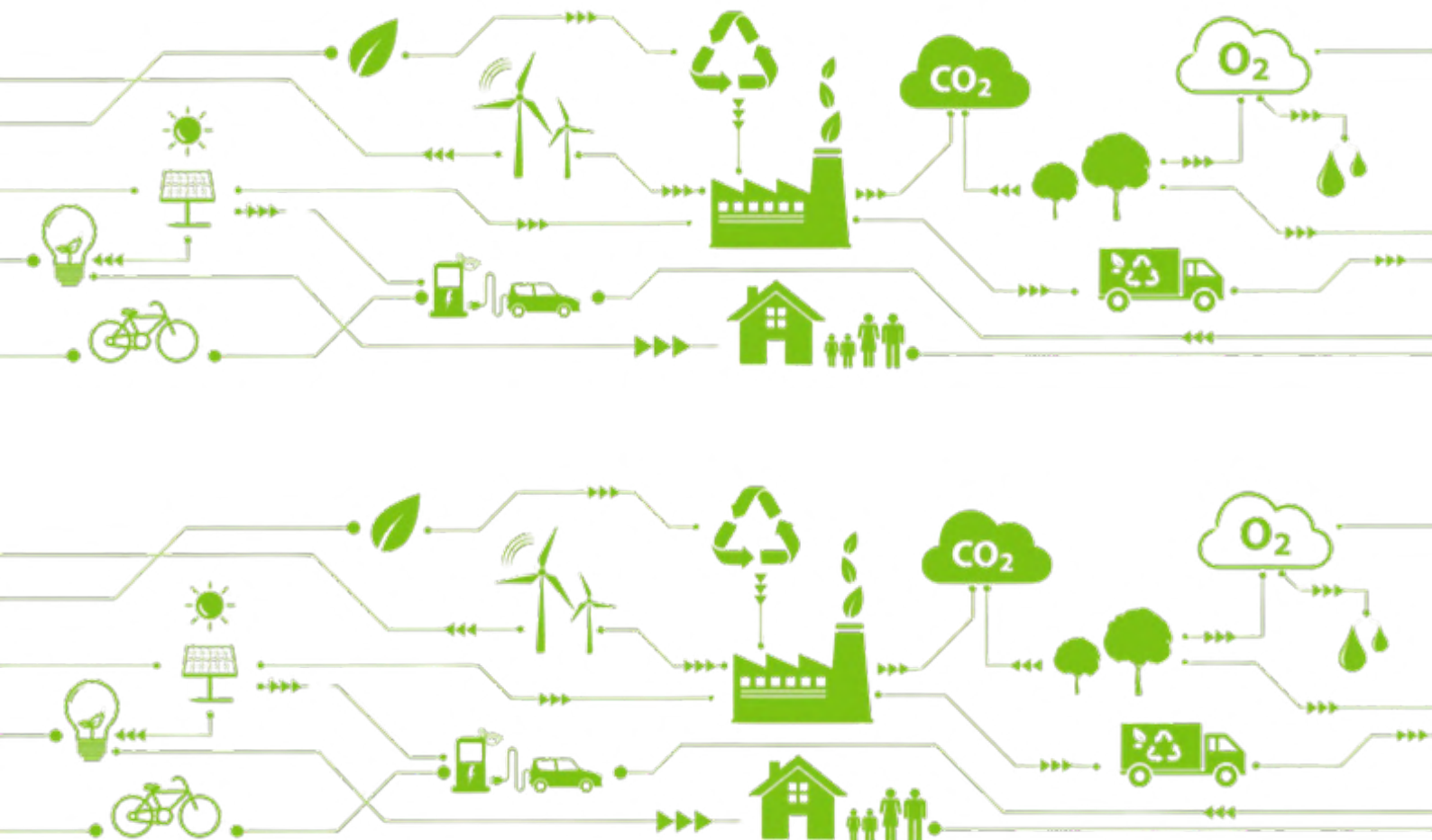
ISO 45001: 2018 Certification

Zero Fatality status maintained

272 nos of training programs on ESG, HSE & Upskilling

100% Medical examinations of employees

More than 500+ Lives impacted through CSR



SUSTAINABILITY AT MITSU CHEM PLAST LTD.

Governance

Code of Conduct

CSR Policy

Whistle Blower Policy

Sustainability Committee at the Apex level

Zero Data Breaches

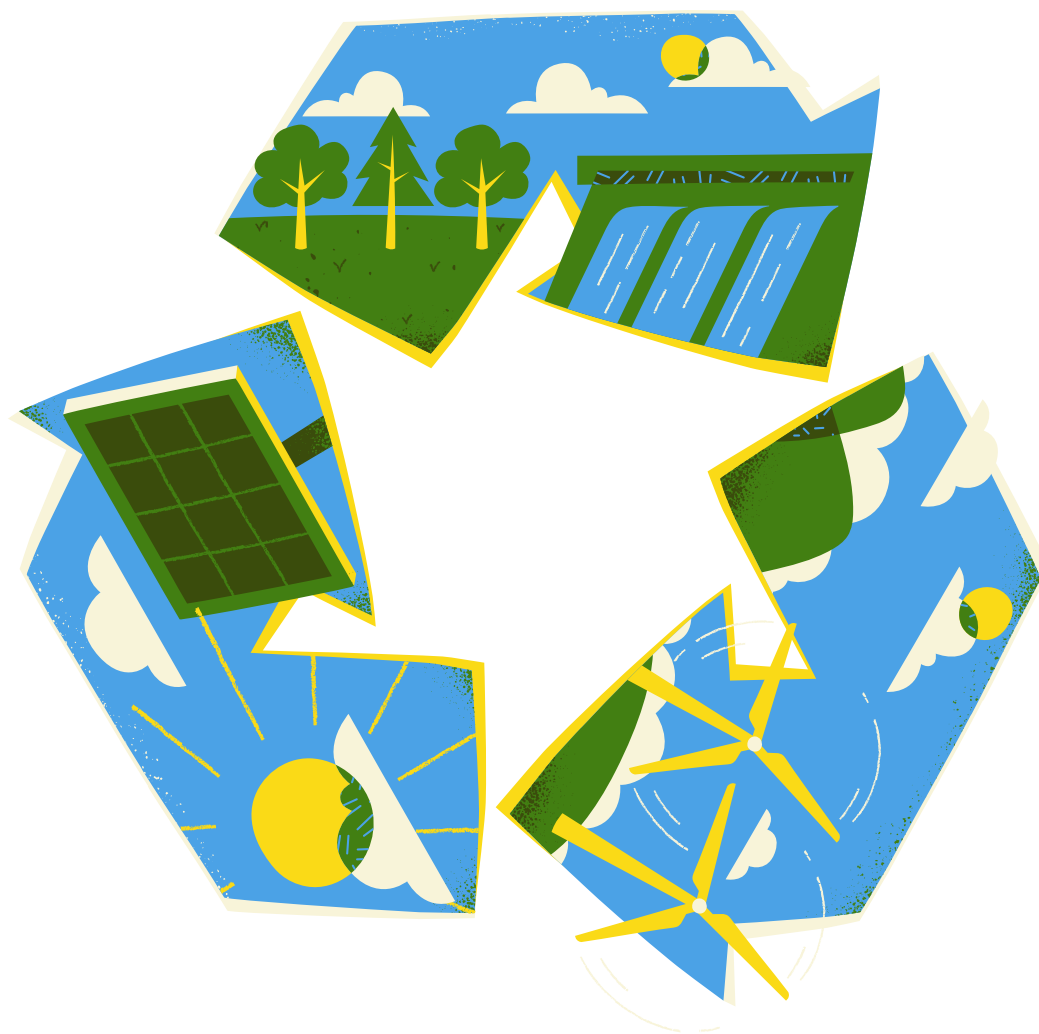
16.67% Board diversity

Zero fines & penalties

5.38 % Growth in revenues

48.88 % Growth in EBIDTA

Equal Number of Independent Directors in the Board



OUR MATERIAL SUSTAINABILITY PRIORITIES

At Mitsu Chem Plast Limited, we recognize that identifying and addressing the sustainability issues most relevant to our business and stakeholders is essential for long-term value creation. During the reporting period, we conducted a structured materiality assessment to identify and prioritize the Environmental, Social, and Governance (ESG) topics that have the greatest impact on our business and stakeholder expectations.

The assessment included benchmarking against industry peers, reviewing regulatory requirements, including SEBI's Business Responsibility and Sustainability Reporting (BRSR) framework, and aligning with globally recognized standards such as the Global Reporting Initiative (GRI). Inputs were gathered through consultations with senior leadership, functional teams, and stakeholder engagement via surveys, questionnaires, and focused discussions.

The identified ESG topics were assessed based on their significance to stakeholders and their impact on Mitsu Chem Plast's long-term business performance and value creation. The resulting materiality matrix serves as the foundation for our sustainability priorities, strategic decision-making, risk management, and sustainability disclosures.

Materiality Assessment Process

Step 1 – Identification of Material Topics

A comprehensive set of ESG topics was identified by considering the Company's business strategy, sector-specific sustainability issues, regulatory requirements, emerging global trends, and internationally accepted reporting frameworks.

Step 2 – Business Impact & Risk Assessment

The identified topics were evaluated based on their impact on business performance, strategic objectives, operational resilience, regulatory compliance, and risk management to determine their relevance to the Company.

Step 3 – Stakeholder Engagement & Prioritization

Internal and external stakeholders were engaged through questionnaires, surveys, and discussions to understand their perspectives and expectations. The insights were consolidated to prioritize material topics and develop the materiality matrix, forming the foundation of the Company's sustainability strategy and disclosures.

Materiality Results

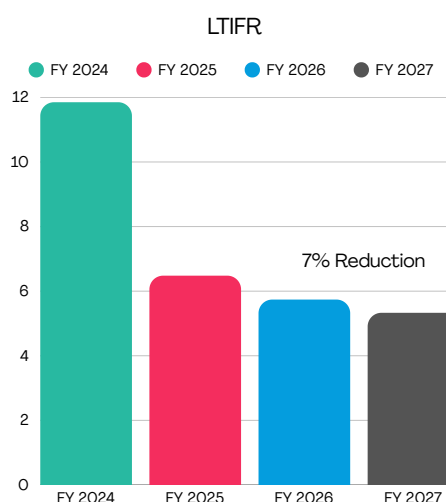
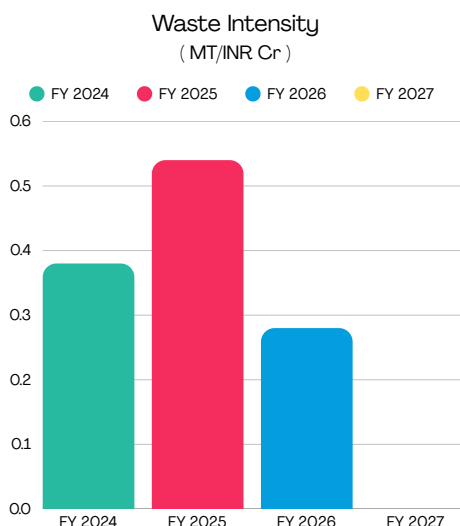
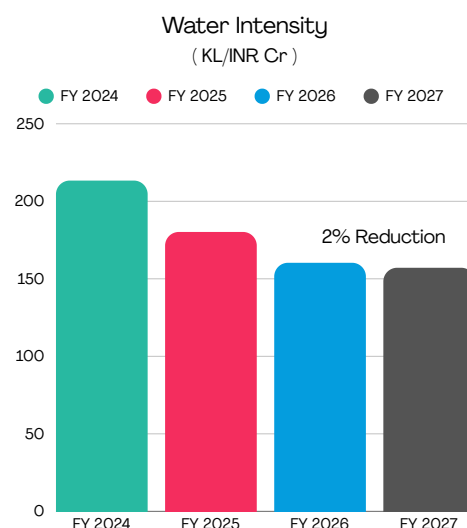
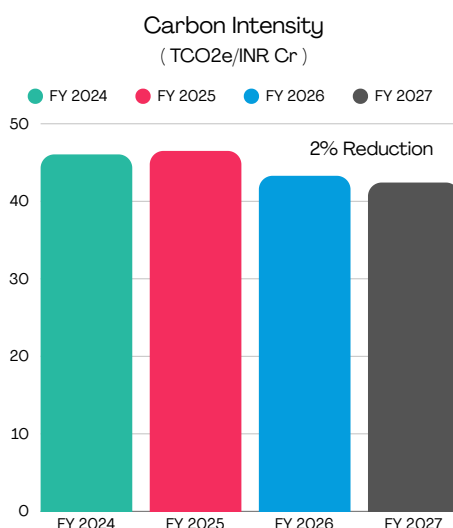
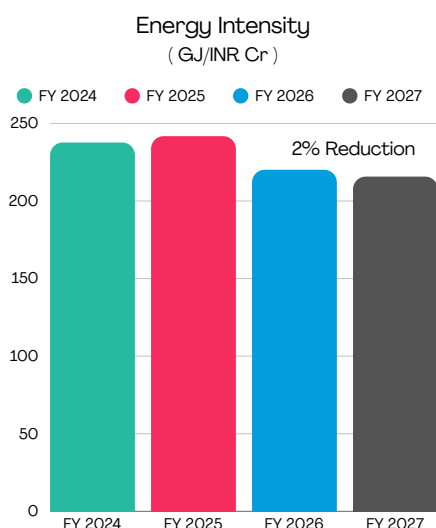
SCALE	ENVIRONMENTAL ISSUES	SOCIAL ISSUES	GOVERNANCE ISSUES
VERY HIGH	Carbon Emissions	Health and Safety	Compliance
HIGH	Waste Management	Employee Welfare	Business Ethics
MEDIUM	Input Materials		
	Water Footprint		

SUSTAINABILITY STRATEGY

Sustainability is integral to our business strategy and underpins our approach to creating long-term value. We strive to embed responsible practices across every stage of our value chain—from sustainable sourcing and responsible procurement to resource-efficient manufacturing, cleaner production processes, and the responsible management, disposal, and recycling of products at the end of their lifecycle. Beyond our operations, we are committed to contributing to the socio-economic development of the communities in which we operate, ensuring that our business growth goes hand in hand with inclusive and sustainable progress.

To drive continuous improvement, we have established clear sustainability goals and targets aligned with our material sustainability topics, business priorities, and stakeholder expectations. These commitments guide our decision-making, strengthen our resilience, and support our journey towards responsible and sustainable growth.

SUSTAINABILITY KEY PERFORMANCE INDICATORS & TARGETS



OUR ENVIRONMENTAL EFFORTS

Energy & Carbon

As part of our commitment to reducing greenhouse gas emissions and improving energy efficiency, Mitsu Chem Plast Limited continues to implement initiatives that optimize energy consumption and enhance operational performance across its manufacturing facilities. Key initiatives continued during the year include:

- **Implementation of the Theory of Constraints (TOC):** Adopted this scientific management methodology to improve production efficiency, optimize process flow, and reduce energy consumption across manufacturing operations.
- **Deployment of Energy-Efficient Equipment:** Upgraded machinery and incorporated energy-efficient technologies to improve operational efficiency and lower overall electricity consumption.
- **Automatic Idle Load Management:** Installed machine controllers that automatically switch equipment to energy-saving mode during periods of inactivity, minimizing idle power consumption.
- **Installation of Harmonic Filters:** Deployed harmonic filters to improve power quality, optimize the power factor, and enhance electrical system efficiency.
- **LED Lighting Upgrade:** Replaced conventional metal halide, sodium vapour, and PLC lighting systems with energy-efficient LED lighting, supplemented by motion sensor-based controls to further reduce electricity consumption.
- **Maximizing Natural Daylight:** Installed transparent polycarbonate roofing sheets in workplace areas to increase natural light penetration, reducing dependence on artificial lighting during daytime while creating a more comfortable working environment.
- **Promoting Green Mobility:** Introduced electric two-wheelers for administrative and intra-facility travel, contributing to lower fuel consumption and reduced greenhouse gas emissions.
- **Transition to Cleaner Transportation:** We have inducted four 8.25-tonne CNG-powered transport vehicles, replacing conventional high-speed diesel (HSD) vehicles. This transition to cleaner fuel supports our efforts to reduce transportation-related emissions and improve the environmental performance of our logistics operations.
- Through these initiatives, we continue to strengthen our energy management practices, reduce our carbon footprint, and support our broader commitment to sustainable and responsible manufacturing.



OUR ENVIRONMENTAL EFFORTS

Water Stewardship

At Mitsu Chem Plast Limited, we are committed to the responsible management of water resources through efficient use, recycling, and reuse across our operations. Process water is primarily utilized in utility systems such as cooling towers and chilling plants, where it is treated and continuously recirculated through a closed-loop system. As a result, water losses are limited mainly to evaporation, significantly reducing freshwater consumption.

Domestic wastewater generated at our facilities is treated through septic tank systems and subsequently reused for landscape irrigation and gardening purposes. As no process or domestic wastewater is discharged beyond our facility boundaries, all our manufacturing sites operate as Zero Liquid Discharge (ZLD) facilities, demonstrating our commitment to water conservation and environmental stewardship.



Waste Management

Mitsu Chem Plast Limited is committed to responsible waste management by adopting systematic waste segregation, maximizing recycling, and ensuring environmentally sound disposal practices. Our waste management approach is aligned with applicable regulatory requirements and supports our objective of minimizing the environmental impact of our operations.

A robust waste segregation system has been implemented across all manufacturing facilities, with non-hazardous waste classified into recyclable and non-recyclable streams. Waste is collected, stored, and handled in designated containers, while a dedicated and clearly identified temporary storage area within our production facilities ensures safe handling and prevents the risk of contamination or environmental pollution.

All of our manufacturing plants operate under Green Consent issued by the Maharashtra Pollution Control Board (MPCB). Our manufacturing processes do not generate hazardous waste, enabling us to maintain environmentally responsible operations. All non-hazardous waste, including paper, plastic packaging, and metal scrap, is channelled to authorized recycling agencies for resource recovery. The Company follows responsible waste management practices by ensuring that plastic waste, e-waste, and metal scrap are disposed of or recycled in compliance with applicable regulatory requirements with a continued focus on environmental stewardship and regulatory compliance. Through these initiatives, we continue to strengthen our circular economy approach by maximizing resource recovery, promoting recycling, and ensuring full compliance with environmental regulations across all our operations.



SOCIAL PERFORMANCE FY 2026

Our People

At Mitsu Chem Plast Limited, our people are the driving force behind our success and sustainable growth. We recognize that the knowledge, skills, experience, and aspirations of our employees are critical to building a resilient and future-ready organization. We are committed to creating an inclusive, collaborative, and performance-driven workplace where every individual is respected, empowered, and provided with opportunities to learn, grow, and realize their full potential.

We foster a culture that values diversity of thought, innovation, and mutual respect, recognizing that varied perspectives strengthen decision-making, encourage creativity, and enhance organizational capability. Through continuous learning, skill development, performance management, and career advancement opportunities, we support our employees in building meaningful and rewarding careers while contributing to the Company's long-term success.

Talent acquisition is a key pillar of our people strategy. We are committed to attracting and retaining competent professionals who align with our values and business objectives. Our recruitment processes are fair, transparent, and merit-based, ensuring equal opportunity for all candidates. By bringing together individuals with diverse skills, expertise, and backgrounds, we continue to strengthen our organizational capabilities, drive innovation, and position the Company for sustainable growth in an evolving business environment.

At Mitsu Chem Plast, we believe that investing in our people is fundamental to creating lasting value—for our employees, our customers, our stakeholders, and the communities we serve.



OUR SOCIAL PERFORMANCE

Employee Welfare and Well-being

At Mitsu Chem Plast Limited, employee well-being is a fundamental pillar of our people strategy and a key enabler of sustainable business success. We are committed to creating a safe, healthy, and inclusive workplace where employees feel valued, supported, and empowered to perform at their best. Our employee welfare initiatives are designed to enhance the physical, mental, and social well-being of our workforce while fostering a positive and engaging work environment.

We provide safe and hygienic workplaces supported by robust occupational health and safety practices, regular health monitoring, and access to essential healthcare facilities. Continuous learning and skill development remain central to our approach, with structured training programs aimed at enhancing technical competencies, leadership capabilities, and professional growth. We also encourage employee engagement through recreational and wellness initiatives that promote teamwork, motivation, and a healthy work culture.

Recognizing the importance of work-life balance, we strive to create an environment that supports flexibility, mutual respect, equal opportunity, and open communication. Our policies and practices are guided by the principles of fairness, diversity, and inclusion, ensuring that every employee is treated with dignity and has equal opportunities to contribute and succeed.

By investing in the well-being, development, and engagement of our people, we cultivate a resilient, motivated, and high-performing workforce capable of driving innovation, operational excellence, and long-term value creation. At Mitsu Chem Plast, we firmly believe that the success of our organization is built on the well-being and growth of our employees.

Learning, Development and Employee Awareness

At Mitsu Chem Plast Limited, we believe that continuous learning is essential for building a skilled, responsible, and future-ready workforce. We foster a culture of continuous improvement by providing structured learning and development opportunities that enhance technical capabilities, strengthen leadership competencies, reinforce ethical conduct, and promote employee well-being. Our training programmes are designed to equip employees with the knowledge and skills required to excel in their roles while supporting the Company's commitment to operational excellence and sustainable business practices.



During the year, employees participated in a wide range of training and awareness programmes, including:

- **Health, Safety and Environment (HSE) Training:** Strengthening workplace safety practices, risk awareness, emergency preparedness, and environmental responsibility.
- **Sustainability Awareness Programmes:** Enhancing employee understanding of sustainability principles and promoting responsible practices aligned with the Company's environmental, social, and governance (ESG) objectives.
- **Soft Skills Development:** Building communication, collaboration, teamwork, problem-solving, and interpersonal effectiveness.
- **Code of Conduct Training:** Reinforcing the Company's values, ethical behaviour, regulatory compliance, and responsible decision-making.
- **Time Management Workshops:** Improving productivity, planning, and effective utilization of time and resources.
- **Professional Communication and Email Etiquette:** Developing effective business communication and workplace professionalism.
- **Financial Wellness Programmes for Women:** Promoting financial literacy and empowering women employees to make informed financial decisions.
- **Prevention of Sexual Harassment (POSH) Training:** Creating a respectful, inclusive, and safe workplace while strengthening awareness of rights, responsibilities, and grievance mechanisms.
- **Women's Health Awareness Sessions:** Conducted by healthcare professionals to promote preventive healthcare and overall well-being.
- **Business Ethics and Integrity Programmes:** Reinforcing ethical business conduct, accountability, and a culture of integrity across the organization.
- **Anti-Corruption Awareness:** Strengthening employee awareness of anti-bribery and anti-corruption principles and the importance of transparent business practices.
- **Child Labour Awareness:** Reinforcing the Company's zero-tolerance approach towards child labour across its operations and value chain.
- **Awareness on Equal Opportunity, Non-Discrimination and Anti-Harassment:** Promoting diversity, inclusion, mutual respect, and a workplace free from discrimination and harassment.

Through these initiatives, Mitsui Chem Plast continues to invest in the professional growth, ethical awareness, and overall well-being of its employees, fostering a high-performance culture built on continuous learning, responsibility, and shared values.



Diversity, Equity, Inclusion and Belongingness

At Mitsu Chem Plast Limited, we are committed to fostering a workplace where diversity is embraced, equity is upheld, and inclusion is embedded in our culture. We believe a diverse workforce brings varied perspectives, experiences, and ideas that drive innovation, strengthen decision-making, and help us meet the evolving needs of our customers and stakeholders.

Our people practices are built on fairness, respect, and equal opportunity. Recruitment, career development, performance management, training, and advancement are guided by merit, competence, and potential, ensuring every employee is treated with dignity and has equal opportunities to learn, grow, and succeed.

We maintain a zero-tolerance approach towards discrimination, harassment, and unfair treatment. Through inclusive policies, awareness programmes, leadership commitment, and workplace initiatives, we foster a culture of mutual respect where every individual feels safe, valued, and empowered, regardless of gender, age, ethnicity, disability, religion, socioeconomic background, or any other legally protected characteristic.

By promoting diversity, equity, and inclusion, we enhance employee engagement, organizational resilience, and our commitment to responsible and sustainable business practices that create long-term value for all stakeholders.

Human Rights

Respect for human rights is a fundamental principle at Mitsu Chem Plast Limited and guides our business operations and stakeholder relationships. We are committed to conducting our business ethically while upholding the dignity, rights, and well-being of our employees, contractors, suppliers, and other stakeholders. We maintain a zero-tolerance approach towards discrimination, harassment, forced labour, child labour, intimidation, exploitation, and all forms of human rights abuse.

Our commitment is embedded in our Code of Conduct and Ethics, Human Resource policies, and internal management systems, aligned with applicable legal requirements and internationally accepted principles. These policies promote ethical behaviour, equal opportunity, fair treatment, and a workplace free from harassment.

We have established a confidential grievance and reporting mechanism that enables employees and stakeholders to report actual or suspected human rights concerns without fear of retaliation. All concerns are promptly investigated by the Human Resources function, with significant matters escalated to senior management and appropriate corrective actions implemented.

To strengthen our human rights due diligence, we conduct an annual Human Rights Assessment using the United Nations Global Compact (UNGC) Human Rights Assessment Checklist. Through regular policy reviews, employee awareness programmes, and continuous monitoring, we remain committed to protecting human rights, promoting fairness and inclusion, and fostering a respectful workplace across our value chain.



Talent Acquisition & People Development

At Mitsu Chem Plast Limited, we believe our people are our greatest strength and the foundation of our long-term success. We are committed to creating an inclusive workplace where employees from diverse backgrounds are valued, respected, and empowered to build rewarding careers while contributing meaningfully to the Company's growth.

Our recruitment process is transparent, merit-based, and guided by fairness, equal opportunity, and non-discrimination to attract talented professionals aligned with our values. We invest in our people through structured onboarding, continuous learning, performance development, and career progression opportunities, enabling a resilient, future-ready workforce that drives innovation, operational excellence, and sustainable value creation.

Occupational Health & Safety

The health, safety, and well-being of our employees, contractors, and visitors are fundamental to our operations. We are committed to providing a safe, healthy, and risk-free workplace by proactively identifying hazards, minimizing occupational risks, and fostering a strong safety culture. Our Occupational Health and Safety Management System is certified to ISO 45001:2018, reflecting our commitment to internationally recognized health and safety practices and continual improvement.

Risk Management

Proactive risk management is integral to our occupational health and safety framework. Workplace hazards are systematically identified, assessed, and controlled through a comprehensive Hazard Identification and Risk Assessment (HIRA) process conducted across all manufacturing locations.

Based on HIRA findings, we implement and regularly review Standard Operating Procedures (SOPs), safe work practices, and a robust Permit-to-Work (PTW) system, supported by Emergency Preparedness and Response Plans and regular mock drills.

Incident investigations, near-miss reporting, workplace inspections, behavioural safety observations, and internal safety audits help strengthen preventive controls and drive continual improvement. The Health, Safety & Environment (HSE) Committee regularly reviews workplace risks, compliance, and safety performance, while mandatory safety inductions, refresher training, and awareness programmes ensure a safe, healthy, and productive working environment.



Strengthening Our Safety Culture

At Mitsu Chem Plast Limited, we are committed to maintaining the highest standards of occupational health and safety by ensuring compliance with all applicable statutory, regulatory, and industry requirements. We continuously enhance our safety management systems by adopting best practices, strengthening risk management processes, and integrating advanced technologies that support a proactive and preventive approach to workplace safety.

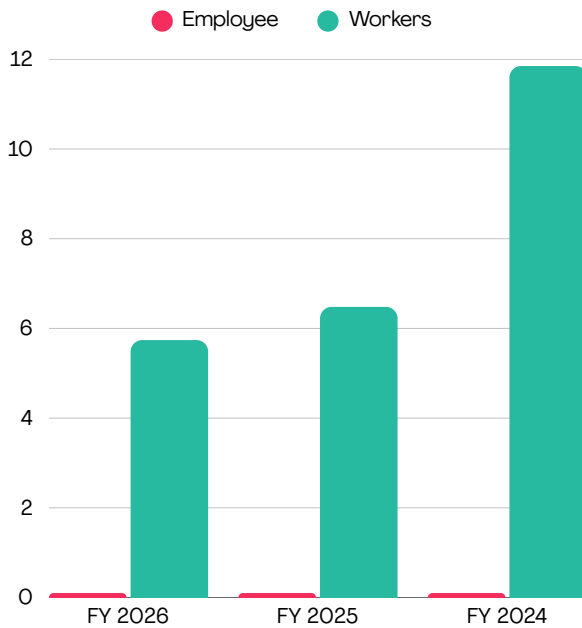
Our safety framework is built on continuous monitoring, employee participation, and systematic risk management to create a safe and healthy working environment across all our operations. Key initiatives implemented to reinforce our safety culture include:

- **Permit-to-Work (PTW) System** for the safe execution of hazardous and non-routine activities.
- **Internal Workplace Safety Audits** to assess compliance, identify improvement opportunities, and strengthen safety performance.
- **Periodic Inspection and Certification** of lifting tools, lifting tackles, pressure vessels, and other critical equipment by authorized and competent agencies.
- **Regular Safety Committee Meetings** to review safety performance, address concerns, and promote employee participation in health and safety initiatives.
- **Continuous Safety Training and Awareness Programmes** to enhance employee competency and reinforce safe work practices.
- **Behaviour-Based Safety (BBS) Programmes** across all locations to encourage proactive safety behaviour, hazard reporting, and personal accountability.
- **Emergency Preparedness and Response Drills** to ensure readiness for potential emergency situations and improve response effectiveness.
- **Inspection and Preventive Maintenance of engineering controls**, lifting equipment, and material handling systems to ensure operational safety and reliability.
- **Lockout/Tagout (LOTO) Procedures** for the safe isolation of hazardous energy sources during maintenance and servicing activities.
- **Workplace Environmental Monitoring**, including periodic assessment of noise levels, illumination, and other occupational health parameters to maintain a safe and comfortable work environment.
- **Comprehensive Risk Assessments** for all operational activities, equipment, process modifications, and new projects to identify hazards and implement appropriate preventive and mitigation measures.

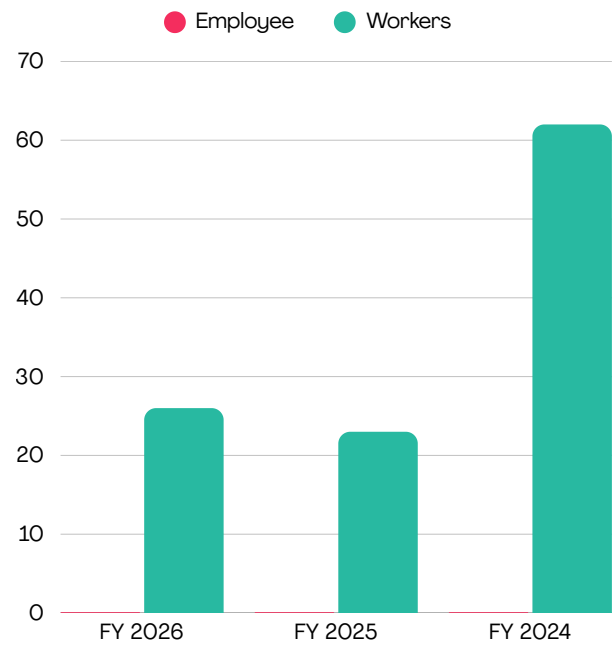
Through these initiatives, we continue to strengthen our safety culture, improve operational resilience, and reinforce our commitment to achieving an incident-free workplace where the health, safety, and well-being of our employees remain our highest priority.



Lost Time Injury Frequency Rate (per one million-person)



Total Recordable work-related injuries



Emergency Preparedness training & Mock drills



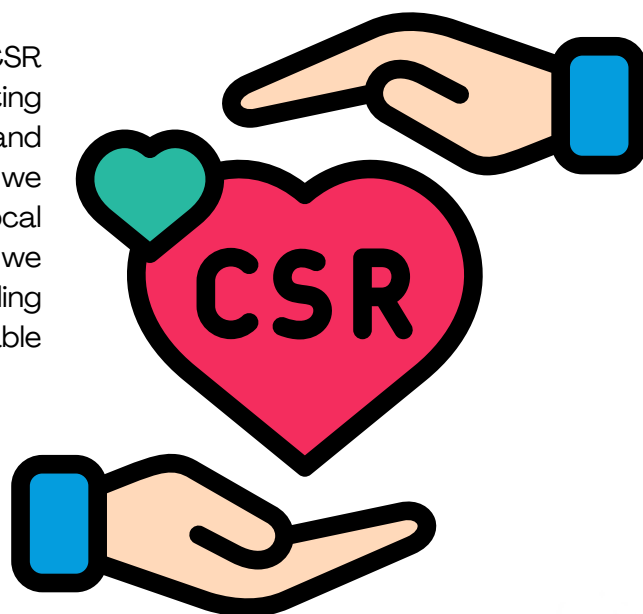
CORPORATE SOCIAL RESPONSIBILITY

At Mitsu Chem Plast Limited, Corporate Social Responsibility (CSR) is an integral part of our commitment to sustainable and inclusive growth. We view CSR not merely as a statutory responsibility, but as an opportunity to create meaningful and lasting value for the communities in which we operate. Guided by the principles of compassion, inclusivity, and responsible citizenship, we strive to make a positive social impact through initiatives that improve quality of life and contribute to long-term community development.

Our CSR programmes focus on key areas including education, healthcare, environmental sustainability, community development, and youth sports promotion. Through these initiatives, we seek to expand access to quality education, strengthen healthcare services, conserve natural resources, and encourage holistic development among young people by promoting sports and physical well-being. Each initiative is designed to empower individuals, foster self-reliance, and create opportunities that enable communities to thrive.

The Company's CSR efforts are primarily directed towards supporting underprivileged, marginalized, and vulnerable communities located in and around our operational facilities. We believe that effective community development begins with understanding local needs and maintaining meaningful stakeholder engagement. Accordingly, our CSR team regularly interacts with community members, local institutions, and other stakeholders through field visits, consultations, and structured discussions to gather feedback, identify priority areas, and assess the impact of our initiatives. The insights gained are incorporated into the planning and implementation of our programmes to ensure they remain relevant, responsive, and impactful.

Implemented through the Mitsu Foundation, our CSR initiatives are aligned with our vision of creating shared value and contributing to the social and economic development of the communities we serve. By working collaboratively with local stakeholders and development partners, we continue to strengthen our commitment to building healthier, more resilient, and more sustainable communities.



Our CSR initiatives encompass the following key focus areas:

Promotion of Sports:

At Mitsu Chem Plast Limited, we believe that sports have the power to inspire perseverance, build confidence, and transform lives. Through our CSR initiatives, we are committed to nurturing sporting talent and enabling athletes to pursue excellence at national and international levels.

A. Supporting Para Sports

We are proud to support Mr. Sangameshwar Birajdar, International Para Athlete in his pursuit to represent India in Javelin Throw at the 7th Indian Open Para Athletics International Championship 2025. A contribution of ₹ 1,20,000 was contributed for this purpose.

Impact

Enabled Mr. Sangameshwar Birajdar to purchase his first professional javelin equipment and to represent India in Javelin Throw at the 7th Indian Open Para Athletics International Championship 2025 thereby fostering a passion for sports among para athletes having potential of being future champions



B. Supporting Table Tennis Excellence

We are proud to support Mr. Jash Modi to enable him to participate in various table tennis tournaments held within India and win medals at various International Tournaments. The Company also supports Mr. Jash Modi in his pursuit to represent India in the Olympics in the future and win gold medals for the country. A contribution of ₹ 4,25,000 was contributed for this purpose.

Impact

Enabled Mr. Jash Modi to participate in various Table Tennis Tournaments held nationally and internationally and win medals thereby inspiring youngsters to discover their potential through sports.



C. Promoting Women in Sports through C.A.R.E.

We are proud to contribute to Collective Aspiration for Rural Empowerment (C.A.R.E) for promoting sports amongst women especially Table Tennis. A contribution of ₹ 25,747 was made for this purpose..

Impact

Inspired young girls to pursue sports by creating awareness about importance of female representation in sports.



Promotion of Healthcare

A. Supporting Cancer Care through Jeevan Jyot Cancer Relief and Care Trust

Financial assistance to poor and needy patients through Jeevan Jyot Cancer Relief and Care Trust. A contribution of ₹15,00,000 was made to Jeevan Jyot Cancer Relief and Care Trust to provide free food and medication to needy cancer patients especially the ones travelling from outside of Mumbai. The said contribution was also made to provide financial assistance for their chemo and radiation cycle.

Impact

500+ patients benefitted from the said contribution with improved access to necessary medications for cancer patients, enhanced diagnostic capabilities leading to more accurate and timely treatments and alleviation of financial burdens on economically challenged patients.

Conducting Medical camps in association with Shree Bhojay Sarvoday Trust. A contribution of ₹3,00,000 was made to Shree Bhojay Sarvoday Trust for conducting medical camps by providing diagnostic, treatment and surgical facilities for eye and gynec patients in Kutch.

Impact

50+ rural people benefitted from the said medical camp on account of provision of free diagnostic, treatment and surgical facilities



GOVERNANCE HIGHLIGHTS FY 2025-26

Economic Contribution and Value Creation

At Mitsu Chem Plast Limited, strong corporate governance underpins our ability to create sustainable long-term value for our stakeholders. We are committed to conducting our business with integrity, accountability, transparency, and responsible decision-making while delivering consistent economic value and contributing to broader socio-economic development.

Our governance framework supports sustainable business growth through prudent financial management, operational excellence, effective risk management, and ethical business practices. By continually investing in innovation, technology, manufacturing capabilities, and process optimization, we enhance operational efficiency, strengthen business resilience, and create long-term value for our shareholders, customers, employees, suppliers, and business partners.

The economic value generated through our operations extends beyond financial performance. We contribute to the growth of local economies by creating employment opportunities, developing workforce capabilities, supporting responsible procurement, and fostering long-term partnerships across our value chain. Our commitment to fair and responsible business practices enables us to build trust with stakeholders while promoting inclusive and sustainable economic development.

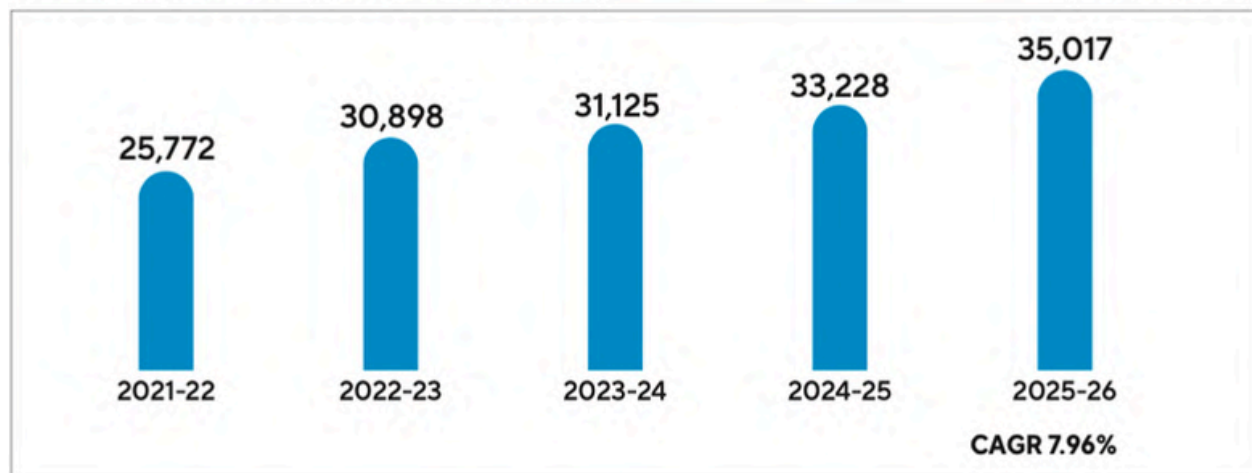
As we continue to grow, we remain focused on integrating sustainability into our governance and business strategy. By balancing economic performance with environmental stewardship, social responsibility, and sound governance principles, Mitsu Chem Plast is well positioned to deliver resilient growth, strengthen stakeholder confidence, and create enduring value for present and future generations.



FINANCIAL PERFORMANCE

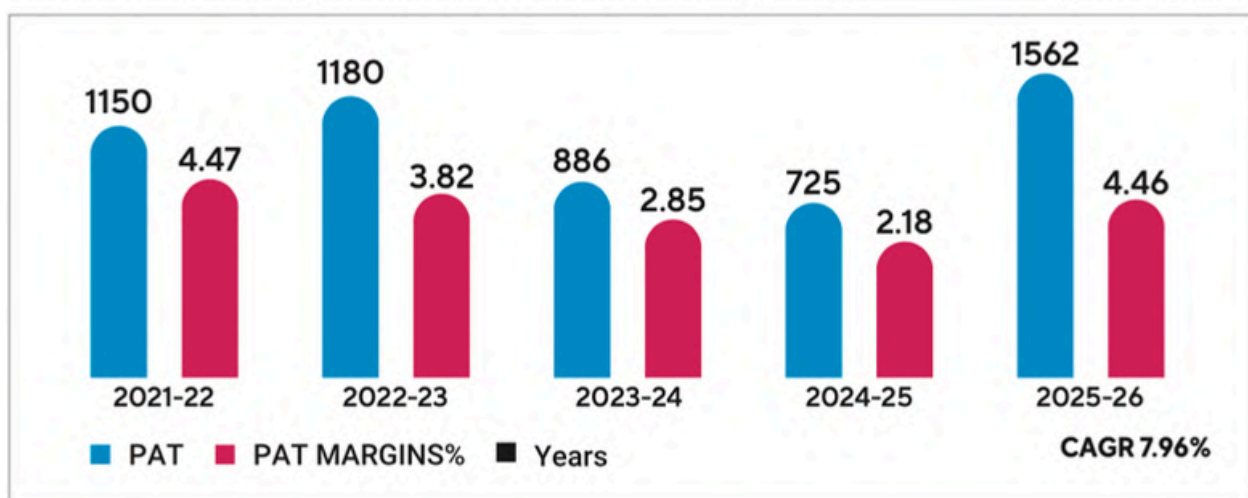
Revenue from Operations (Sales)

(₹ in Lakhs)



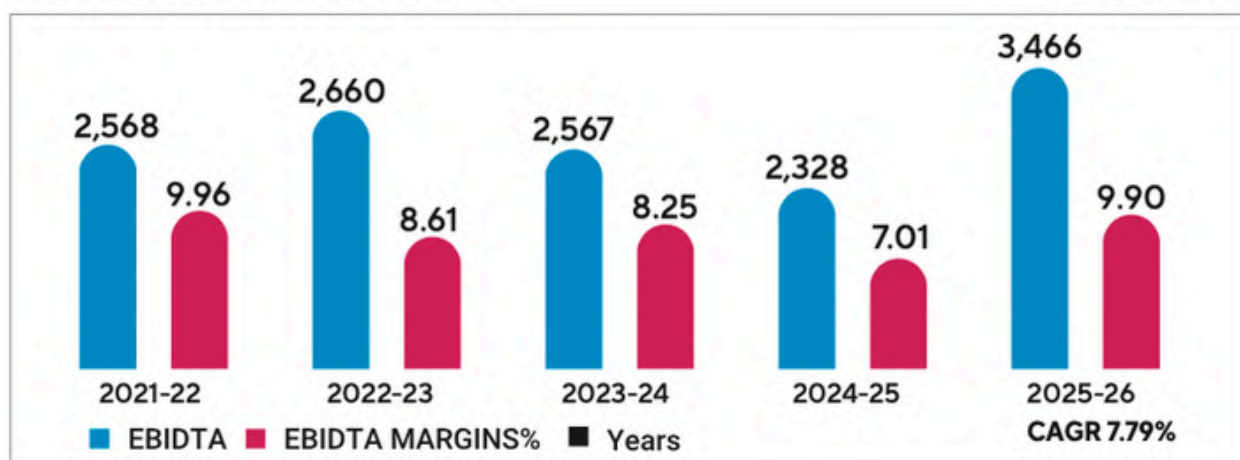
PAT Before Exceptional Items & PAT Margins %

(₹ in Lakhs)



EBITDA and EBITDA Margin

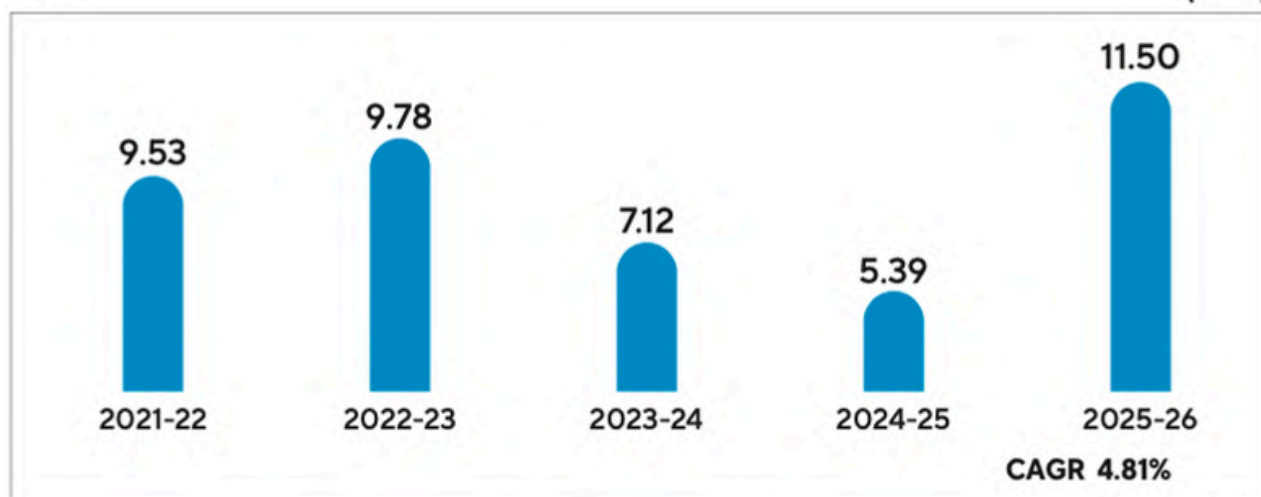
(₹ in Lakhs)



FINANCIAL PERFORMANCE

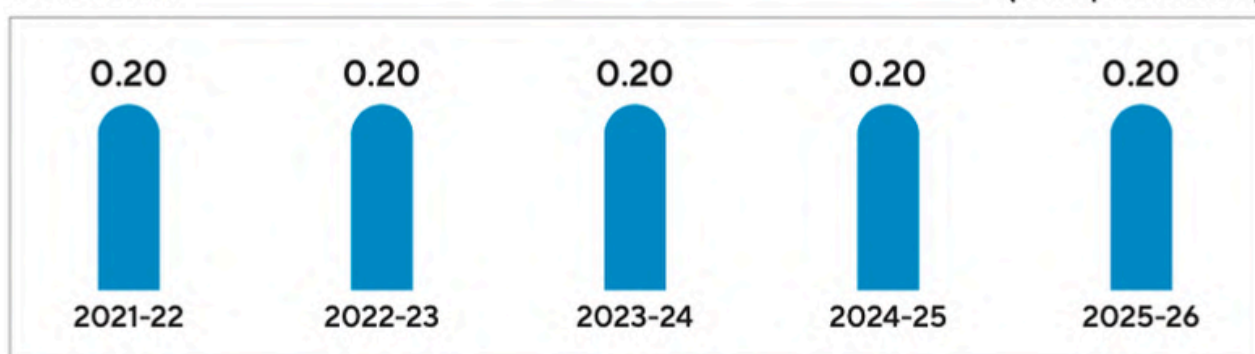
EPS

(in ₹)

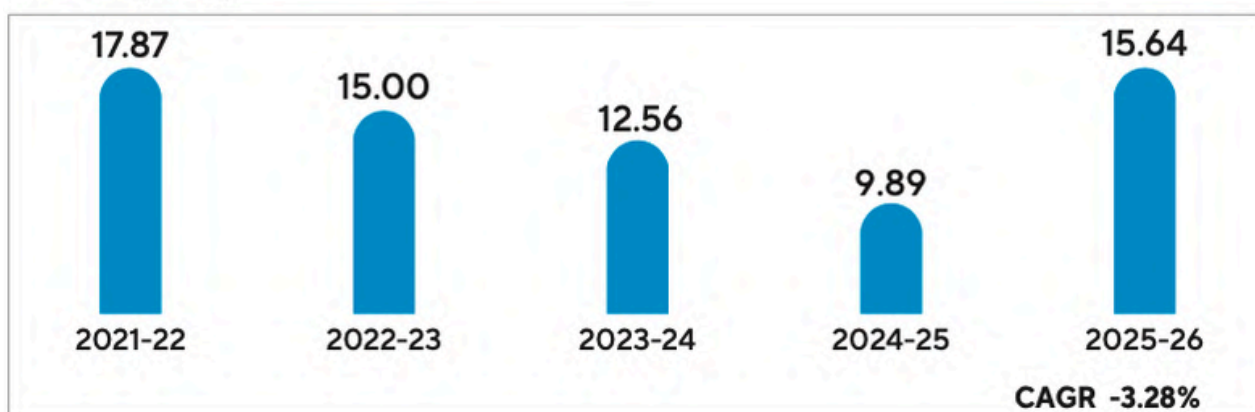


Dividend

(₹ in per share)



ROCE (in %)



ESTEEMED BOARD OF DIRECTORS



Mr. Jagdish Dedhia
Chairman & Whole Time Director

Mr. Jagdish Dedhia (65) holds a Bachelor of Science (B.Sc.) degree and has over 35 years of diverse industry experience. He possesses extensive expertise in business development, strategic partnerships, operational management, and organizational growth, contributing significantly to the Company's expansion and profitability.

As Whole-Time Director, he oversees the Company's day-to-day operations, drives strategic growth initiatives, enhances operational efficiency, and supports sustainable growth and long-term value creation through his leadership and industry expertise.



Mr. Sanjay Dedhia
Managing Director (Marketing and Development)

Mr. Sanjay Dedhia (55) holds a Diploma in Chemical Engineering and brings over 31 years of rich experience in Sales and Marketing. He possesses deep expertise in market dynamics, customer relationship management, strategic planning, and business development, particularly within the plastics and manufacturing industries. His strong analytical skills, industry knowledge, and strategic vision have played a key role in driving growth in the industrial packaging sector and developing value-added products. With proven leadership capabilities and extensive market experience, he is well-equipped to lead the organization in achieving its long-term strategic goals as Managing Director.



Mr. Manish Dedhia
Managing Director & Chief Financial Officer

Mr. Manish Dedhia (49) is the Managing Director & Chief Financial Officer (CFO) with over 27 years of finance experience, including more than 20 years in the plastics industry. AB.Com graduate, he leads the company's financial strategy, business development, and growth initiatives. With extensive expertise in financial planning, capital management, and strategic execution, he plays a key role in driving sustainable growth and strengthening the company's long-term business objectives.

ESTEEMED BOARD OF DIRECTORS



Mr. Dilip Gosar
Non-Executive Independent Director

Mr. Dilip Gosar (59) is an Independent Director of the Company. A commerce graduate from University of Mumbai and a member of the Institute of Chartered Accountants of India. Mr. Gosar has been a practicing Chartered Accountant since 1993, bringing over three decades of expertise in finance, accounting and corporate governance.



Ms. Neha Huddar
Non-Executive Independent Director

Ms. Neha Huddar (65) is an Independent Director of the Company. A commerce graduate from University of Mumbai and a member of the Institute of Chartered Accountants of India. Ms. Huddar brings over 42 years of experience in finance, accounting and compliance, contributing valuable expertise and governance insights to the Board.



Mr. Hasmukh Dedhia
Non-Executive Independent Director

Mr. Hasmukh Dedhia (70) is an Independent Director of the Company. A commerce graduate from University of Mumbai, a member of the Institute of Chartered Accountants of India and DISA (Diploma in Information Systems Audit) qualified professional with over four decades of experience in statutory, internal, and management audits of large listed entities. Mr. Dedhia also possesses extensive expertise in corporate advisory services, bringing deep financial, regulatory, and governance insights to the Board.



RISK MANAGEMENT

At Mitsu Chem Plast Limited, effective risk management is an integral part of our corporate governance framework and strategic decision-making process. We recognize that proactively identifying, assessing, and managing risks is essential to safeguarding our people, assets, operations, reputation, and long-term business sustainability. Our enterprise-wide risk management approach enables us to anticipate potential challenges, strengthen organizational resilience, and capitalize on emerging opportunities in an evolving business environment.

The Company has established a structured risk management framework to identify, evaluate, monitor, and mitigate strategic, operational, financial, regulatory, environmental, and emerging risks that could impact business continuity and performance. Appropriate mitigation measures and internal controls are implemented to minimize potential impacts while enhancing the Company's ability to respond effectively to changing business conditions.

Oversight of the Company's risk management framework rests with the Board-level Audit Committee, which is responsible for reviewing the effectiveness of the risk management system and ensuring that significant risks are appropriately identified, assessed, and managed. The Committee periodically reviews the Company's risk profile, evaluates the adequacy of mitigation strategies, monitors the implementation of the risk management plan, and provides guidance on strengthening internal controls and governance practices.

Through continuous monitoring, periodic risk assessments, and a culture of proactive risk awareness, Mitsu Chem Plast remains committed to protecting stakeholder interests, ensuring regulatory compliance, and building a resilient organization capable of delivering sustainable long-term value.



ETHICS, INTEGRITY AND ANTI-CORRUPTION

At Mitsu Chem Plast Limited, integrity, transparency, and ethical conduct form the cornerstone of our corporate governance framework. We are committed to conducting business responsibly and in compliance with all applicable laws, regulations, and internationally accepted ethical standards. Our governance practices are designed to foster accountability, strengthen stakeholder trust, and support sustainable long-term value creation.

Our Code of Conduct and Ethics establishes the principles and standards of behavior expected from all employees, directors, and business partners. It provides clear guidance on ethical decision-making, conflicts of interest, fair competition, confidentiality, responsible use of Company assets, and compliance with legal and regulatory requirements. Every employee is expected to uphold these principles and contribute to a culture built on honesty, respect, and accountability.



Mitsu Chem Plast maintains a zero-tolerance approach to bribery, corruption, fraud, extortion, and unethical business practices. Our Anti-Bribery and Anti-Corruption Policy prohibit the offering, solicitation, or acceptance of any form of improper payment or undue advantage in the course of business. Employees receive periodic awareness and compliance training to reinforce ethical conduct, promote responsible decision-making, and strengthen their understanding of the Company's governance expectations.

To encourage transparency and accountability, the Company has established a Whistle Blower and Vigil Mechanism that enables employees and other stakeholders to report suspected unethical behaviors, fraud, policy violations, or other misconduct in a confidential manner without fear of retaliation. All reported concerns are investigated promptly and impartially, with appropriate corrective and disciplinary actions taken wherever necessary.

We also extend our commitment to ethical business practices across our value chain by promoting responsible procurement, fair dealing, and compliance among our suppliers and business partners. Through strong governance, continuous employee awareness, and robust internal controls, Mitsu Chem Plast remains committed to conducting business with integrity while creating sustainable value for all stakeholders.



INFORMATION SECURITY AND DATA PRIVACY

At Mitsu Chem Plast Limited, protecting information assets and maintaining confidentiality, integrity, and availability of data are fundamental to our governance framework. As digital technologies become increasingly integral to our operations, we remain committed to strengthening our cybersecurity capabilities and safeguarding sensitive business, customer, employee, and stakeholder information from evolving cyber risks.

We have established a robust information security framework supported by multiple layers of technical and administrative controls. These include advanced firewall protection, data encryption, secure network architecture, role-based access controls, endpoint security solutions, and regular system monitoring to prevent unauthorized access, cyberattacks, and data breaches.

Employee awareness is a critical component of our cybersecurity strategy. We conduct regular training and awareness programmes to educate employees on information security best practices, cyber hygiene, phishing prevention, password security, and responsible handling of confidential information. These initiatives help foster a strong culture of cybersecurity across the organization.

We are committed to complying with applicable data protection and privacy regulations while continually enhancing our information security systems and governance practices. By investing in secure technologies, strengthening internal controls, and promoting a proactive approach to cyber risk management, Mitsu Chem Plast seeks to maintain stakeholder trust and ensure the secure and reliable management of critical business information.



CUSTOMER CENTRICITY

At Mitsu Chem Plast Limited, customer centricity is at the heart of our business philosophy. We are committed to understanding our customers' evolving needs and delivering innovative, high-quality, and reliable polymer solutions that create long-term value. Our approach is built on strong customer partnerships, technical expertise, consistent product quality, and responsive service. By leveraging advanced manufacturing capabilities, robust quality management systems, and continuous product innovation, we strive to exceed customer expectations while ensuring timely delivery, regulatory compliance, and operational excellence. Regular customer engagement, feedback mechanisms, and a focus on continuous improvement enable us to enhance our products, strengthen relationships, and build lasting trust. As a responsible manufacturing organization, we remain dedicated to providing sustainable, safe, and cost-effective solutions that support our customers' growth while reinforcing our position as a preferred partner across the industries we serve.

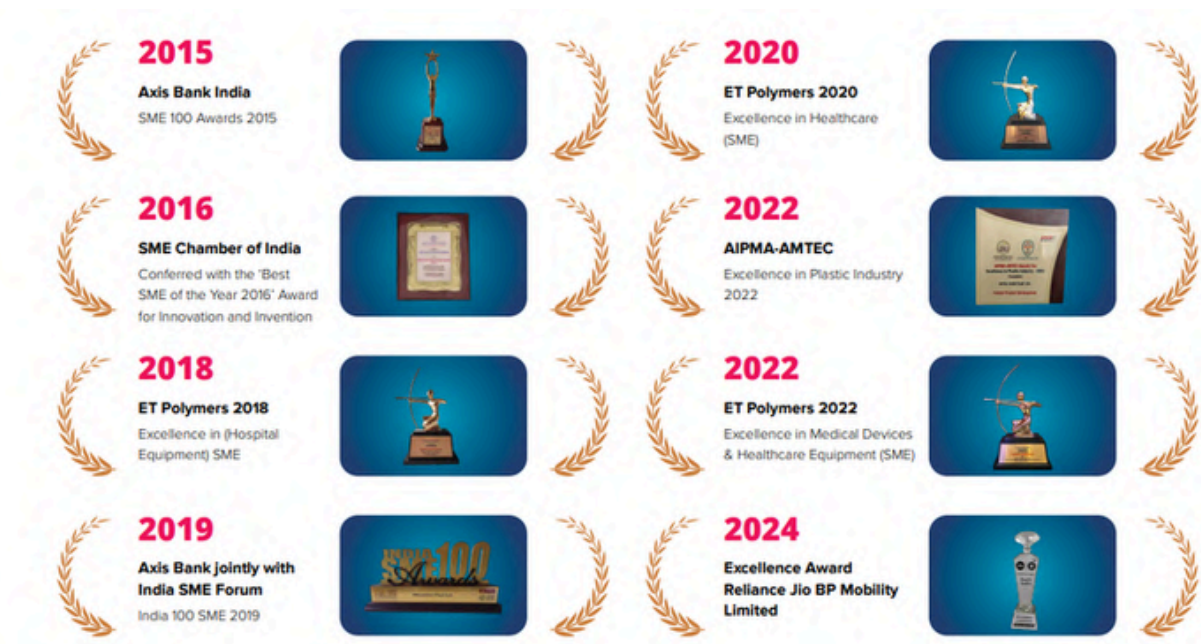
TRANSFORMING TOMORROW - INNOVATION & R & D

Innovation and research are at the core of Mitsu Chem Plast Limited's growth and competitive advantage. Our strong research and development capabilities enable us to design and manufacture advanced polymer solutions that address the evolving needs of diverse industries, ranging from high-performance technical applications to reliable everyday products. Backed by a culture of continuous innovation and engineering excellence, we consistently develop solutions that deliver superior quality, performance, and customer value.

Today, Mitsu Chem Plast offers a comprehensive portfolio of over 500 Stock Keeping Units (SKUs) and is a trusted partner to more than 30 Fortune 500 companies in India. Our dedicated R&D team focuses on developing innovative, sustainable, and value-added products, including import substitutes that reduce dependence on overseas sourcing while strengthening domestic manufacturing capabilities. Through continuous product development, material innovation, and process optimization, we remain committed to supporting the 'Make in India' initiative and delivering next-generation polymer solutions that drive sustainable growth for our customers and the industries we serve.



AWARDS AND ACCOLADES



STD NO	Disclosure Description
GRI 2: General Disclosures 2021	
2 - 1	Organisational Details
2 - 3	Entities Included in Sustainability Reporting
2 - 4	Reporting Period, Frequency and Contact Point
2 - 5	External Assurance
2 - 6	Activities, Value Chain and Business Relationships
2 - 7	Employees
2 - 8	Workers who are not Employees
2 - 9	Governance Structure and Composition
2 - 10	Nomination and Selection of Highest Governance Body
2 - 11	Chair of the Highest Governance Body
2 - 12	Role of the Highest Governance Body in Overseeing ESG
2-13	Delegation of Responsibility for Managing Impacts
2-14	Role of Highest Governance in Sustainability Reporting

2-15	Conflicts of Interest
2-17	Collective Knowledge of Highest Governance Body
2-19	Remuneration Policies
2-20	Process to Determine Remuneration
2-21	Annual Total Compensation Ratio
2-22	Statement on Sustainable Development Strategy
2-23	Policy Commitments
2-24	Embedding Policy Commitments
2-25	Processes to Remediate Negative Impacts
2-27	Compliance With Laws and Regulations
2-28	Membership of Associations
2-29	Approach to Stakeholder Engagement
2-30	Collective Bargaining Agreements
GRI 3: Material Topics 2021	
3 - 1	Process to determine material topics
3 - 2	List of material topics
3 - 2	Management of material topics
GRI 201: Economic Performance 2016	
201-1	Direct Economic Value Generated and Distributed
201-2	Financial Implications/risks from Climate Change
201-3	Defined Benefit Plan Obligations
GRI 202: Market Presence 2016	
202-1	Ratios of Standard Entry-level Wage by Gender
GRI 204: Procurement Practices 2016	
204-1	Proportion of Spending on Local Suppliers
205-1	Operations Assessed for Risks Related to Corruption
205-2	Communication and Training on Anti-corruption
205-3	Confirmed Incidents of Corruption

GRI 206: Anti-competitive Behavior 2016	
206-1	Legal actions for anti-competitive behavior
GRI 301: Materials 2016	
301-2	Recycled input materials used
301-3	Reclaimed products and packaging
GRI 302: Energy 2016	
302-1	Energy Consumption within the Organisation
302-2	Energy Consumption Outside the Organisation
302-3	Energy Intensity
302-4	Reduction of Energy Consumption
302-5	Reductions in Energy Requirements
GRI 303: Water and Effluents 2018	
303-2	Management of Water Discharge-related Impacts
303-3	Water Withdrawal
303-4	Water Discharge
303-5	Water Consumption
GRI 304: Biodiversity 2016	
304-1	Operational Sites in/adjacent to Protected Areas
304-2	Significant Impacts of Activities in Protected Areas
304-3	Habitats Protected or Restored
GRI 305: Emissions 2016	
305-1	Direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions
305-3	Other indirect (Scope 3) GHG emissions
305-4	GHG emissions intensity
305-5	Reduction in GHG emissions
GRI 306: Waste 2020	
306-1	Waste Generation and Significant Waste-related Impacts
306-2	Management of Significant Waste-related Impacts

306-3	Waste Generated
306-4	Waste Diverted from Disposal
306-5	Waste Directed to Disposal
GRI 308: Supplier Environmental Assessment 2016	
308-1	New Suppliers Screened Using Environmental Criteria
308-2	Negative Environmental Impacts in Supply Chain
GRI 401: Employment 2016	
401-1	New Employee Hires and Turnover
401-2	Benefits Provided to Full-time Employees
401-3	Parental Leave
GRI 403: Occupational Health and Safety 2018	
403-1 to 403-10	Safety Governance, Risk Assessment, Injury Data
GRI 404: Training and Education 2016	
404-1	Average Hours of Training per Year
404-2	Programmes for Upgrading Employee Skills
404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews
GRI 405: Diversity and Equal Opportunity 2016	
405-1	Diversity of Governance Bodies and Employees
405-2	Ratio of Basic Salary and Remuneration of Women to Men
GRI 406: Non-discrimination 2016	
406-1	Incidents of Discrimination
GRI 408: Child Labor 2016	
408-1	Operations with Risk for Child Labour
GRI 409: Forced or Compulsory Labor 2016	
409-1	Operations with Risk for Forced Labour
GRI 410: Security Practices 2016	
410-1	Security Personnel Training on Human Rights
GRI 412: Human Rights Assessment 2016	

412-1	Operations Reviewed for Human Rights
GRI 413: Local Communities 2016	
413-1	Operations with Local Community Engagement
GRI 414: Supplier Social Assessment 2016	
414-1	New Suppliers Screened Using Social Criteria
GRI 415: Public Policy 2016	
415-1	Political Contributions
GRI 416: Customer Health and Safety 2016	
416-1	Assessment of the Health & Safety Impacts of Products
416-2	Incidents of Non-compliance Concerning Health & Safety Impacts of Products
GRI 417: Marketing and Labeling 2016	
417-1	Requirements for Product and Service Information and Labeling
GRI 418: Customer Privacy 2016	
418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data

Contact

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Joint Managing Director

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