



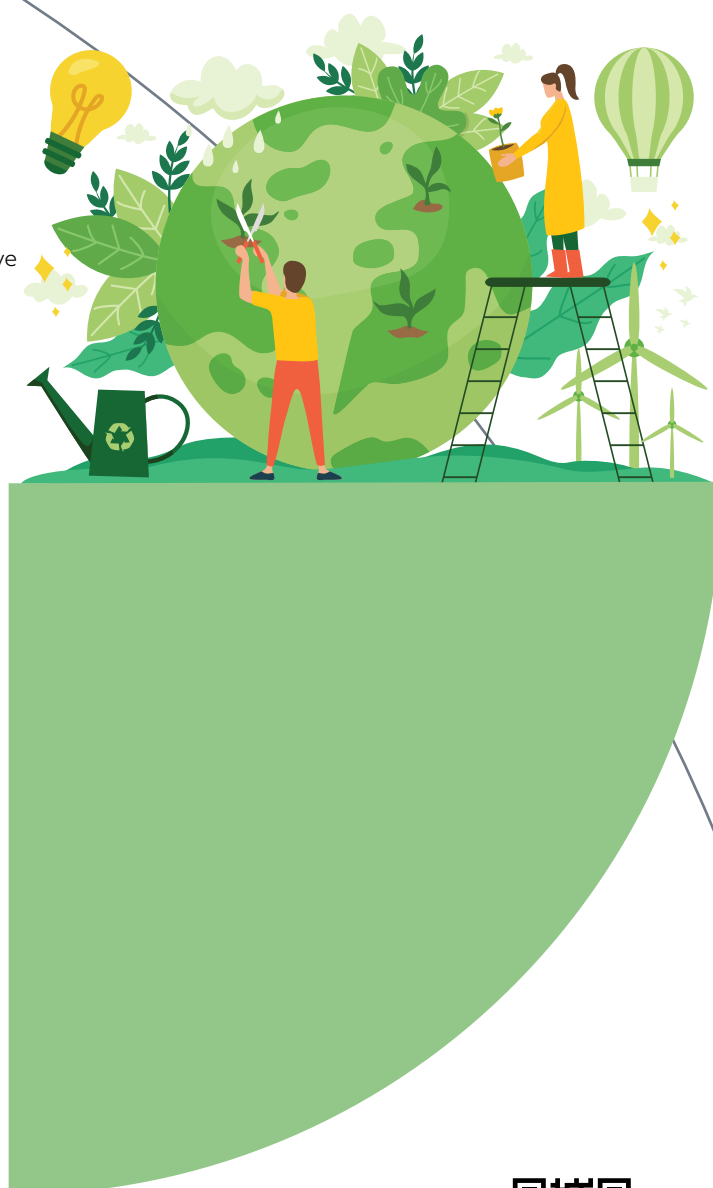
Progressing Towards A BETTER TOMORROW

Operating Responsibly
Growing Sustainably

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Scan this code to know
more about the company.

About the Report

Scope

Sigachi Industries Limited presents its inaugural sustainability report, a testament to its commitment to transparency and accountability. This report serves as a comprehensive overview of our Environmental, Social and Governance (ESG) aspects, offering insights into the Company's strategy, commitments and progress. Situated at Industrial Park, Sultanpur (V), Sangareddy (Dist), Telangana – 502319, India, the Company's headquarters embodies its dedication to sustainable practices.

Reporting Period & Boundary

ESG data and indicators are derived from Sigachi's performance across its manufacturing sites in India, Excluding its subsidiary. This report covers the activities of Sigachi Industries Limited from 1st April 2023 to 31st March 2024. Published in English, the report is readily accessible on the [Company's Website](#), ensuring transparency and accessibility for all stakeholders.

Standards

Aligned with global best practices, this report adheres to the Global Reporting Initiative (GRI) Standards 2021, ensuring accuracy and credibility in our reporting. Sigachi Industries Limited utilises Ecovadis and BRSR to gauge the progress of its ESG initiatives. The ESG Performance Data section of this report presents the FY 2024 data, reflecting the Company's commitment to data-driven sustainability practices.

Pillars

The Company's sustainability approach revolves around three strategic pillars of **ESG- Environment, Social and Governance**. Each pillar embodies its values and principles, guiding the Company's actions towards a more sustainable future.

Materiality

In 2023, the Company conducted a limited materiality assessment to identify the key ESG issues relevant to Sigachi Industries Limited and its stakeholders. Leveraging desk research and stakeholder consultations, the Company identified the material issues crucial to its internal and external stakeholders, ensuring alignment with their priorities and expectations.



Chairman's Message

Leading with Integrity, Innovating for a Sustainable Tomorrow



Integrity drives our actions, innovation shapes our future and sustainability guides our legacy.

Dear Stakeholders,

It fills me with a profound sense of contentment to present our inaugural Sustainability Report. Since our establishment in 1989, Sigachi Industries has grown from a modest beginning to a leading name in the pharmaceutical excipient industry. This journey of over three decades has been marked by numerous milestones, relentless innovation and a steadfast commitment to excellence.

Our achievements have always been underpinned by our core values of integrity, quality and social responsibility. From pioneering advancements in our production processes to expanding our global footprint, we have consistently strived to deliver on the expectations of

our stakeholders. Today, as we navigate an era where sustainability is imperative for businesses worldwide, our emphasis on Environmental, Social and Governance principles is more relevant than ever.

This Sustainability Report is a testament to our dedication to embedding ESG considerations into the very fabric of our operations. It chronicles our progress, highlights our initiatives and sets forth our ambitious goals for the future. Our commitment to ESG is not merely about compliance; it is about creating long-term value for our stakeholders while ensuring that our growth is sustainable and inclusive.

As we move ahead, our focus will remain on integrating sustainability into every aspect of our business. We will continue to innovate, collaborate and set ambitious targets to enhance our ESG performance. This report is not just a reflection of our past achievements but a roadmap for our future endeavours.

In closing, I would like to express my heartfelt gratitude to our employees, customers, investors and partners for their unwavering cooperation and trust. Together, we can build a more sustainable, equitable and prosperous future. I look forward to embark on this journey with the same spirit of determination and excellence that has defined Sigachi Industries since its inception.

Thank you.

Best Regards,

Rabindra Prasad Sinha
Chairman

Letter from the Chief Financial Officer

Sustainability is not just a choice; it is our responsibility to future generations



We believe that sustainable practices not only benefit the planet but also drive long-term financial success.

Dear Stakeholders,

It is a pleasure to share Sigachi Industries' inaugural sustainability report with you. This report highlights our resolute commitment to environmental stewardship, social responsibility, and ethical governance. At the heart of our success are innovation, operational efficiency, and customer satisfaction, all anchored in a strong commitment to sustainability.

Our efforts to streamline operations, reduce costs and invest in R&D for innovative products and technologies, coupled with a focus on inventory management and transparent pricing

models, has enabled us to make strategic investments, expand our product portfolio and capture additional market share. These developments have reinforced our dedication to good governance and transparency.

As responsible stewards of the environment, we have embraced sustainability as a guiding principle, integrating it into our business practices. Through energy-efficient practices, renewable energy sources and waste reduction strategies, we have substantially minimised our environmental footprint.

Our commitment to social responsibility extends to empowering employees, promoting diversity and inclusion, as well as supporting the communities in which we operate. By setting ambitious goals and fostering collaboration, we are driving positive change and creating lasting value for all stakeholders.

I extend my deepest gratitude to our employees, customers, shareholders and partners for their unwavering commitment to our shared sustainability goals. Together, we can pave the way for a brighter, more sustainable future.

Best Regards,

O. Subbarami Reddy
Chief Financial Officer

Managing Director and CEO's Perspective

Pioneering a Sustainable Future



Our journey towards sustainability is a testament to our commitment to creating a positive impact on future generations.

Dear Stakeholders,

As we continue to pursue Environmental, Social and Governance excellence, it is with immense pleasure and a deep sense of responsibility that we present Sigachi Industries' inaugural Sustainability Report.

In this report, you will find that we have realised our objective of publishing a standalone report with enhanced environmental data transparency, a milestone set for 2025. This landmark document not only chronicles our commitment to sustainable development but also sets the stage for our future aspirations and goals in the ESG domain. When I reflect on our achievements in FY 2024 and look ahead, sustainability remains at the core of our business strategy. Our dedication to ESG principles is driven by our belief that true business success is measured not only by financial performance but also by the positive impact we make on society and the environment. Achieving the 'Ecovadis Silver Rating' is yet another accomplishment

making us proud, it has placed us among the top 25% globally in our industry. This recognition underscores our commitment to ESG principles. Going forward, we aim to build on this achievement and continue our journey towards greater sustainability. Our sustainability report outlines our ESG goals and targets, showcasing the strategies we are implementing to achieve them. We also aim to reduce our Scope 1 and Scope 2 emissions from operations and energy use. Additionally, we are developing a plan to manage Scope 3 emissions from our supply chain and product life cycle, showcasing our proactive approach to addressing climate change.

We believe that our people are our greatest asset and we prioritise the well-being of our employees and the communities we serve. Our efforts in occupational health and safety, employee engagement and community development reflect our dedication to creating a positive social impact.

Governance, the cornerstone of our ESG framework, ensures that we operate with integrity, transparency and accountability. We

have strengthened our governance structures and policies to uphold the highest standards of ethical conduct, fostering a culture of trust and reliability within and outside the organisation.

This inaugural Sustainability Report is a testament to our steadfast commitment to ESG principles and our vision of a sustainable future. It serves as a roadmap for our ongoing efforts to integrate sustainability into every aspect of our operations. As we step into the next fiscal year, we will continue to engage with our stakeholders, seek innovative solutions and set ambitious targets to enhance our ESG performance.

I extend my heartfelt gratitude to all our stakeholders for their support and collaboration in our sustainability journey. Together, we can build a more sustainable, equitable and prosperous future.

Best Regards,

Amit Raj Sinha
Managing Director & CEO

Executive Summary

The 2023-2024 inaugural Sustainability Report from Sigachi Industries Limited highlights the company's dedication to Environmental, Social, and Governance (ESG) principles. The report highlights Sigachi's evolution since its founding in 1989 to its current status as a leader in the pharmaceutical excipient sector. Over the years, Sigachi Industries Limited has established itself as a prominent force in the industry, excelling in Pharma Excipients and expanding its expertise into Active Pharmaceutical Ingredients (APIs), Food and Nutrition, and Operations and Management (O&M) sectors. The company's commitment to sustainability is evident in its focus on **responsible operations, sustainable growth**, and creating a **positive impact** on the world.

The report outlines **Sigachi's Sustainability Strategy**, which is built on three pillars: Environment, Social, and Governance. The company aims to reduce its environmental footprint by setting **targets** and through initiatives such as **energy management, water conservation**, and **waste reduction**. The company plans to have ambitions and targets in place for Scope 1 and Scope 2 emission reduction and will implement processes to calculate Scope 3 emissions, aligning with the Science-Based Targets initiative (SBTi) in the coming years. The report also highlights Sigachi's commitment to **social responsibility**. The company prioritizes employee safety

and well-being through various programs and initiatives. Sigachi also promotes employee engagement through learning and development opportunities, social and sporting events, and community outreach programs. The company's focus on diversity, equity, and inclusion is evident in its efforts to create a more inclusive workplace.

Sigachi's governance practices are based on **strong corporate governance** and ethical business practices. The company is committed to operating with integrity, transparency, and accountability. Sigachi also prioritizes data security and privacy, responsible sourcing, and ESG compliance. The company's commitment to business ethics underpins its governance pillar, driving it to achieve excellence in all aspects of its operations.

The report highlights **Sigachi's Sustainability Initiatives** which encompass the installation of **Effluent Treatment Plants (ETPs)** and **Sewage Treatment Plants (STPs)** for effective wastewater treatment, along with the implementation of **Mechanical Vapour Recompression (MVR)** for enhanced

energy efficiency. One of the company's subsidiaries has also integrated **solar power** as part of its commitment to renewable energy. Additionally, Sigachi is focused on using **sustainable packaging materials** and adopting eco-friendly transportation solutions to reduce its environmental footprint. The company is further advancing its sustainability initiatives by developing **responsible recycling** and reuse processes for end-of-life pallets, implementing sustainable transportation practices in supply chain management, and optimizing **biomass technology** for efficient waste management.

The report concludes by highlighting Sigachi's **future targets, goals and ambitions**. Sigachi is also committed to engaging with its stakeholders, seeking innovative solutions, and setting ambitious targets to enhance its ESG performance. While the **Ecovadis Silver Rating** has placed Sigachi among the top 25% of companies globally within the industry, the company continues to advance its journey toward greater sustainability, further enriching its **vision** of creating a **Healthier, Happier, and Joyful World**.



About Us

Sigachi Industries Limited, a publicly listed healthcare company established in 1989, is celebrating 35 years in the pharmaceutical industry. As a pioneering leader, we specialise in Cellulose based Pharma Excipients and are expanding in Active Pharmaceutical Ingredients (APIs), Food and Nutrition, as well as Operations and Management (O&M).

Renowned for our commitment to quality and reliability, we have rapidly emerged as one of the largest global manufacturers of Microcrystalline Cellulose, operating from five facilities located in Telangana, Gujarat and Raichur. With certifications such as EXCiPACT GMP, HACCP, EDQM CEP, and ISO 9001:2015, ISO 45001:2018, ISO 14001:2015, FSSC 22000, FSSAI, Halal, Kosher and USDA, we continue to set new benchmarks of excellence in the pharmaceutical industry.

Our diverse business units cater to various market segments:

Excipients

We are one of the world's largest manufacturers of cellulose-based excipients, playing a critical role in delivering effective and stable pharmaceutical and nutraceutical formulations. We specialize in providing a unique array of pharmaceutical excipients that are essential for the success and effectiveness of various drug formulations in the industry.

APIs

We offer a diverse range of APIs and their intermediates, ensuring the integrity and efficacy of oral drug and life saving medications delivery systems.

Food and Nutrition

We offer a diverse range of ingredients and additives that enhance food freshness, improve mouth feel, and reduce calorie content. Our product lineup includes health ingredients and multivitamin-multimineral premixes, designed to support a healthier world. Additionally, we provide ready-to-use coating premixes for pharmaceutical and nutraceutical tablet formulations.

O&M

At Sigachi, we manage the operations and maintenance of complex chemical process plants, providing a comprehensive range of services to ensure efficient and effective plant operations. Our expertise covers chemicals, chemical products, and utilities.

With a focus on delivering innovative products that address market needs, we have established ourselves as a quality-conscious and reliable supplier across India, Asia, America, Europe and the Middle East. Leveraging a robust business model, we aim to build on our legacy of excellence and contribute to the advancement of the pharmaceutical and allied industries worldwide.



Vision - Mission

At Sigachi, we are committed to being a global leader in the excipients industry, pioneering future-proof and sustainable solutions. Our goal is to create a **Healthier, Happier, and Joyful world**, guided by our **core values of Respect, Integrity, Resourcefulness, and Excellence**. We aim to become the leading player in offering customized solutions and deliver superior service, **ensuring all stakeholders "Experience Excellence"** in all we do.

We strive to bring value to all our stakeholders by providing premium quality services to our customers and the end consumer, supporting the communities we live and work in, and creating a great place for our employees to thrive.

Our Commitment to Stakeholders



Customers

Ensuring premium quality and innovative solutions tailored to their needs.



Employees

Creating a nurturing and inspiring workplace that values Respect, Integrity, Resourcefulness, and Excellence.



Suppliers

Building collaborative and sustainable relationships for mutual growth.



Shareholders

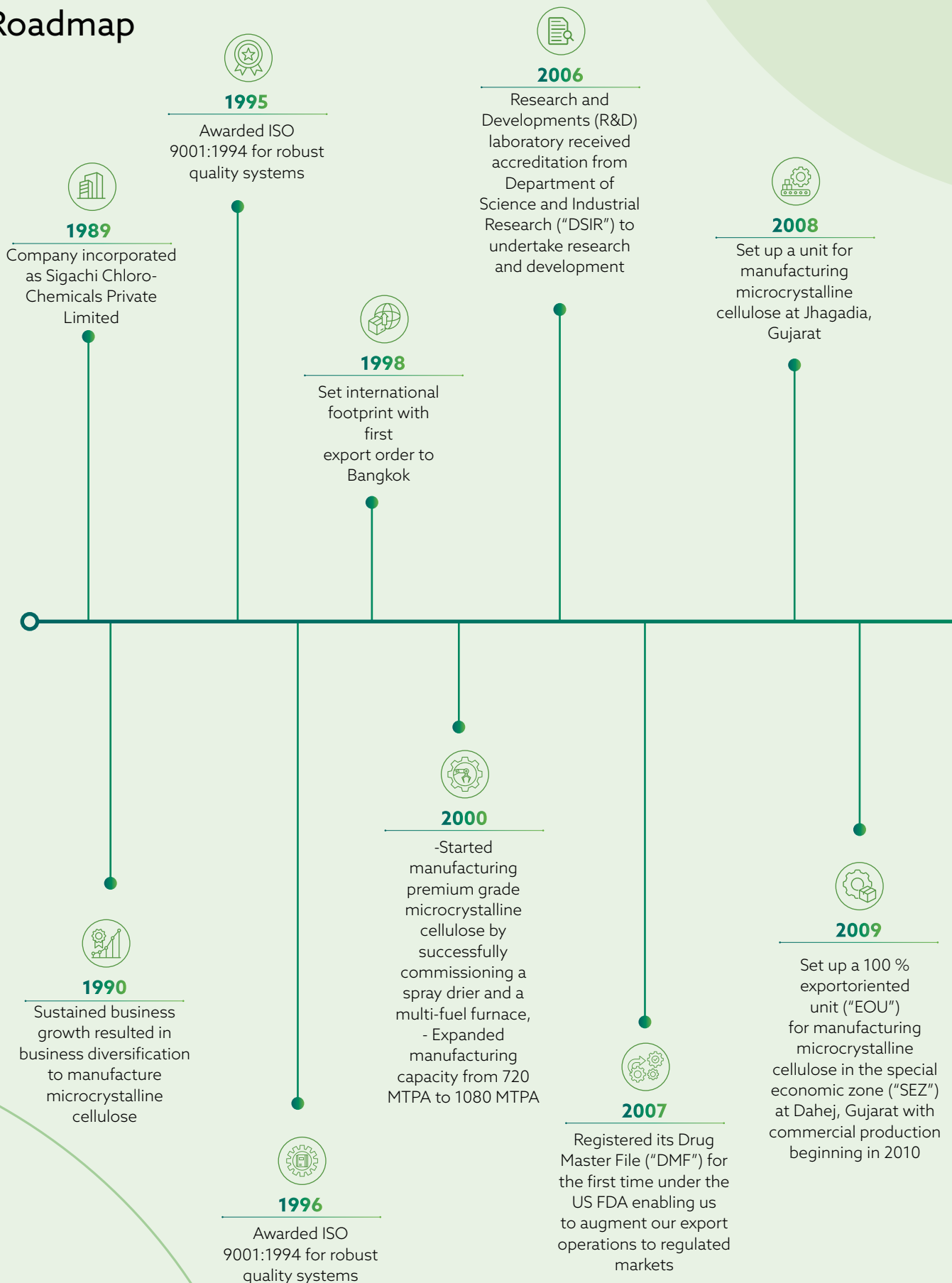
Delivering consistent, sustainable growth and value.

Our Market and Sustainability Focus

The pharmaceutical industry is transitioning towards more socially and environmentally sustainable business models. Sigachi is at the forefront of this change, embedding sustainability into our corporate strategy and collaborating across our value chain for better environmental, social, and governance (ESG) performance. By setting ambitious environmental targets and enhancing our social programs, we aim to maximize our positive impact on the world.



Roadmap



**2010**

We commenced the commercial production of microcrystalline cellulose at our manufacturing unit situated at Jhagadia

**2016**

We received a certificate of registration from TUV India Private Limited certifying that the management system applied by us in our manufacturing unit situated at Jhagadia is as per ISO 9001:2008

**2020**

-We received a certificate of registration from United Registrar of Systems for certifying that the quality management systems of all our manufacturing units are in compliance with ISO 9001:2015.

- We received a certificate of registration from TUV NORD CERT GmNH applying management system as per Food Safety System Certification 2000 (Version 4.1) in our manufacturing unit situated in Hyderabad.

**2024**

Sigachi MENA FZCO, a wholly owned subsidiary of the company has announced formation of joint ventures Sigachi Arabia and Sigachi Global.

**2012**

Commenced the commercial production of microcrystalline cellulose at the manufacturing unit situated at Dahej

**2022**

- Incorporated SIGACHI MENA FZCO as wholly owned subsidiary of the Company in Dubai, UAE

**2017**

Commencement of operations of Sigachi Inc. US

**2014**

Approval received for the scheme of arrangement executed for the merger of Sigachi Cellulos Private Limited and Sigachi Plasticisers Private Limited

- We received a certificate of suitability from the European Directorate of Quality Medicines

**2011**

Our research and development division innovated a novel filtration process for manufacturing microcrystalline cellulose

**2021**

We debuted on the exchanges and delivered a massive 270% listing gain to the investors in IPO.

**2023**

- Acquired 80% Stake in Trimax Bio sciences Pvt Ltd to expand into API product offerings
- Certified as a great place to work by the Great place to work Institute
- Silver Rating from EcoVadis, a globally renowned ESG rating platform
- Sigachi MENA FZCO, a wholly owned subsidiary of the company has announced formation of a joint venture (JV), with Saudi National Projects Investment (SNP) to enter the rapidly growing Saudi Arabian market

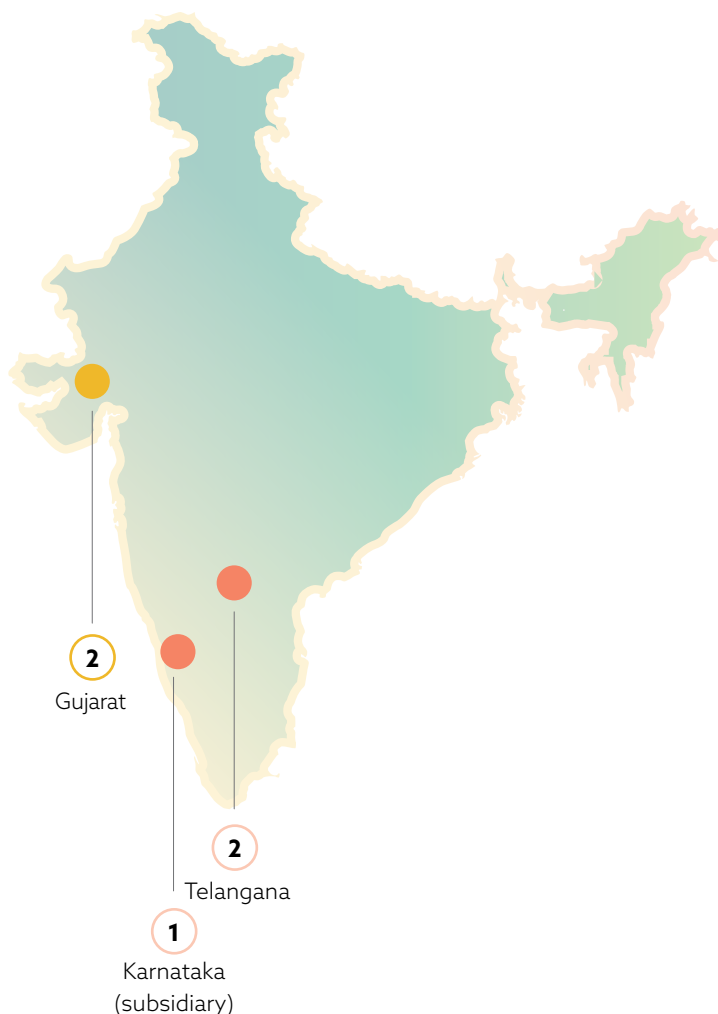
Sigachi: FY 2024 in Numbers

BUSINESS VERTICALS

- 1 Excipients
- 2 APIs
- 3 Food & Nutrition
- 4 Operations & management (O&M)

5

Production sites in india



1400+

Number of employees¹ as on March 31, 2024

337+

Customers

65+

Countries

SIGACHI'S LEADING BRANDS

PoshtikMix™

Joy Mix



AceCel®



BARETab®



HiCel™



MagLub®

SIGACHI'S LEADING Molecules

1 Pregabalin

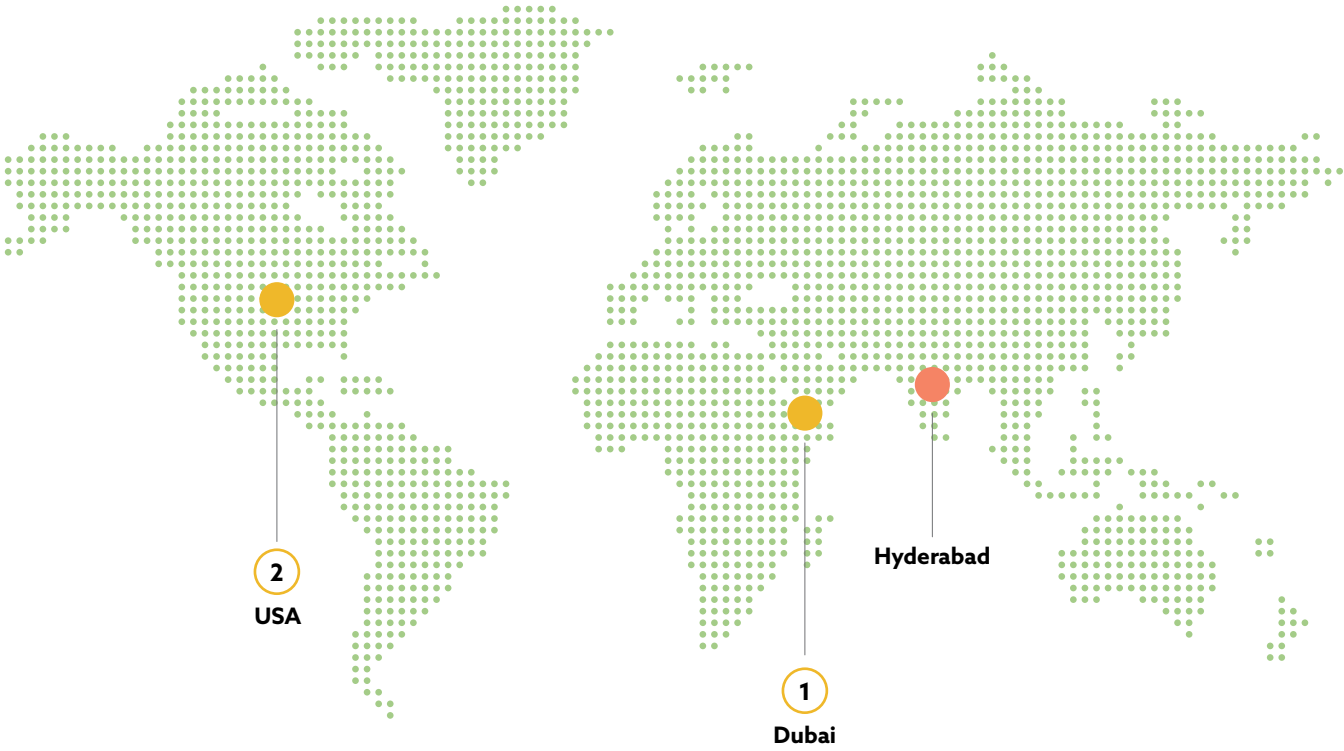
2 Minoxidil

31,749.97 Lakhs

FY 2024 total sales

Among the largest global manufacturers of Microcrystalline Cellulose (MCC)

US and MENA market relations through **100%** own subsidiary



CERTIFICATIONS:



Headquarter



EXCiPACT GMP



HACCP



GMP



EDQM CEP



ISO 9001:2015



International office



ISO 45001



ISO 14001:2015



FSSC 22000



Ecovadis



USFDA



FSSAI



Kosher



Halal



Great Place to Work

Board of Directors



C M

MR. RABINDRA PRASAD SINHA

Chairman

- ▶ Holds Masters degree in Chemical Engineering from Banaras Hindu University
- ▶ He has over 4 decades of experience in the cellulose and fine chemicals industry
- ▶ Has played an instrumental role in setting up of the wholly owned Subsidiary, Sigachi US Inc. and in expansion of our export operations



M M

MR. S. CHIDAMBARANATHAN

Executive Vice Chairman

- ▶ Holds PG Diploma in Business Administration from Annamalai University
- ▶ Has over 5 decades of experience in the field of chemicals & derivatives of cellulose
- ▶ Has played an instrumental role in expanding the domestic operation & in setting up of manufacturing units in Gujarat



M M M C C

MR. AMIT RAJ SINHA

Managing Director & CEO

- ▶ He has an MBA from Indian School of Business, B. Tech & fellow member of the Institute of Engineers
- ▶ Served in Indian Naval Forces, onboard warships and other vital defence installations.
- ▶ Has over 15 years of experience in the pharma and fine chemicals & has played an instrumental role in strengthening the R&D Division.

Board Committees

C Chairman **M** Member

- Audit Committee
- Nomination and Remuneration Committee
- Stakeholders Relationship Committee
- Corporate Social Responsibility Committee
- IPO Committee
- Risk Management Committee



MS. DHANALAKSHMI GUNTAKA

Independent Director

- ▶ She holds a Masters and Bachelors degree in Commerce from Nagarjuna University, Andhra Pradesh.
- ▶ She is fellow member of the Institute of Chartered Accountants of India.
- ▶ She is the founding partner of D A Y & Associates, Chartered Accounts. She is an Independent Director of the Company.

Board Committees

C Chairman **M** Member

- Audit Committee
- Nomination and Remuneration Committee
- Stakeholders Relationship Committee
- Corporate Social Responsibility Committee
- IPO Committee
- Risk Management Committee



MR. SARVESWAR REDDY SANIVARAPU

Independent Director

- ▶ Holds a Bachelors degree in Commerce. He is an associate of the Institute of Company Secretaries of India and has also received the certificate of practice as a company secretary.
- ▶ He is a recognized insolvency professional vide a certificate of 203 registration issued by the Insolvency and Bankruptcy Board of India.
- ▶ In the past, he has served as an Executive Director in the Hyderabad Stock Exchange and presently is the sole proprietor of S. S. Reddy & Associates, Company Secretaries. He is an independent director of the Company.



MS BINDU VINODHAN

Independent Director

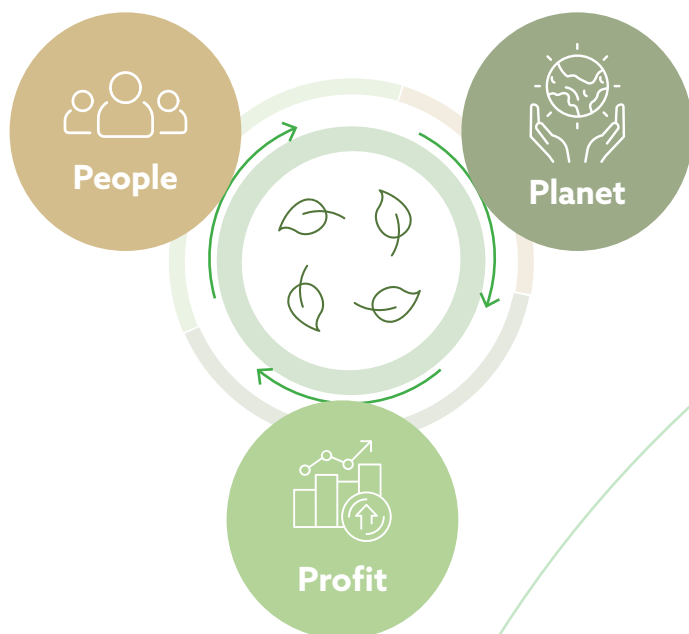
- ▶ Bindu holds a Bachelors degree in Engineering from Mumbai University and a Masters degree in Learning technology from Oxford University.
- ▶ She is trained and certified on business storytelling and executive presence from Cranfield University and in High Impact Negotiation from Harvard University.
- ▶ Bindu also delivers guest lectures at Oxford and has been doing that since the last decade.

Value Creation Model

At Sigachi, our impact spans far and wide, adding value at every step of the journey. Our innovative products and O&M services create value in its business units for its stakeholders – across the entire value chain. We operate five production sites in India, invest in state of art R&D, maintain close cooperation with our suppliers, and contribute to economic development in our target markets.

We are **Great place to work certified**. As a responsible employer, we offer our employees with equal employment opportunities and empower individuals with sustainable livelihoods. Our contributions do not stop here—we are committed to giving back to the communities we serve. Through our Corporate Social Responsibility (CSR) initiatives, we have taken significant strides towards improving living standards and promoting better health outcomes.

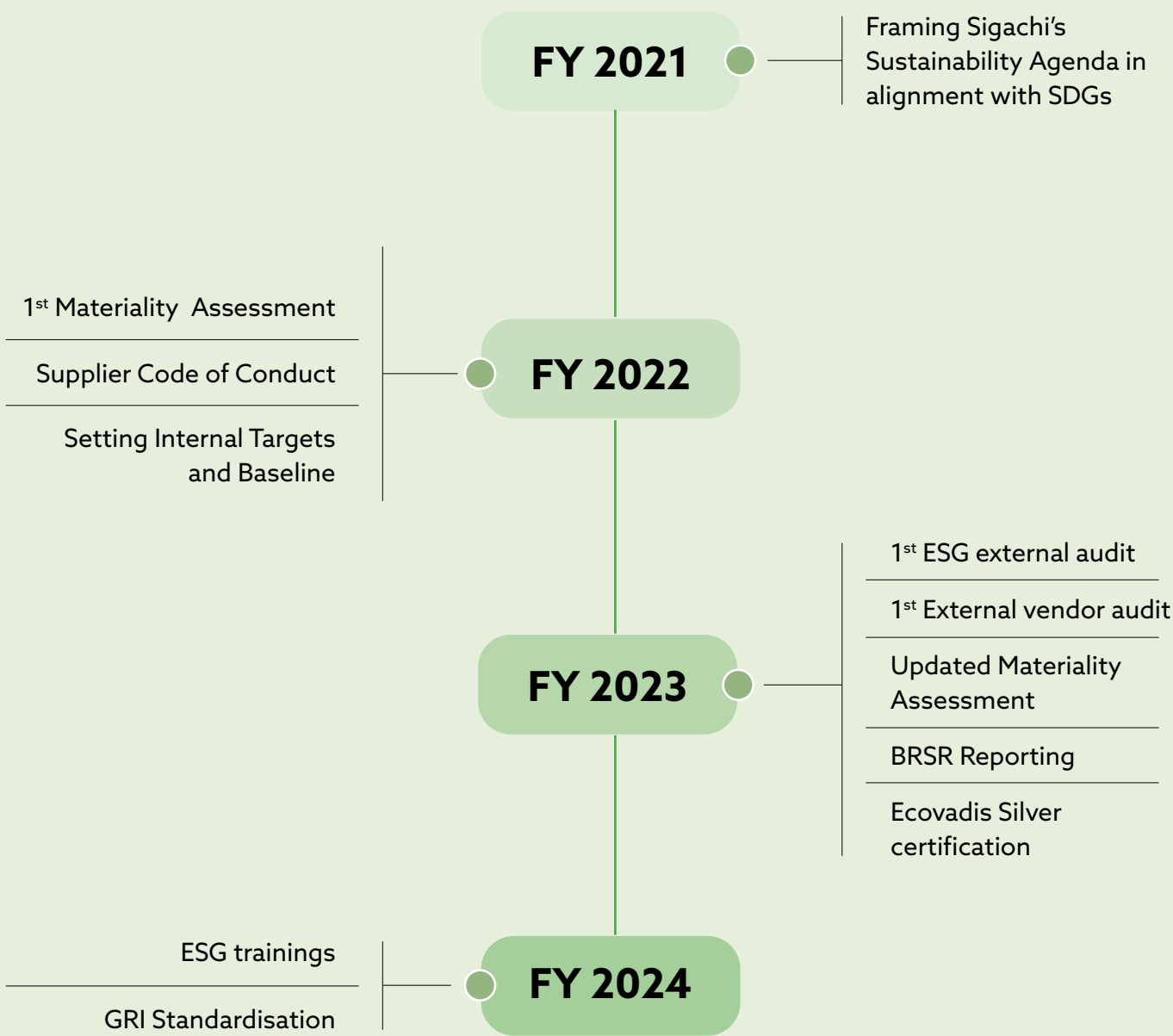
Sigachi's achievement of the '**Ecovadis Silver Rating**' positions us within the **top 25% globally** in the **industry**, reflects our firm commitment to environmental, social and governance (ESG) principles. This recognition serves as a testament to our ongoing efforts to prioritise sustainability in our day-to-day operations. Additionally, the publishing of **Sigachi's BRSR** further highlights our dedication to **transparently** documenting our **ESG performance**.



Looking AHEAD,

We aim to set ambitious targets in the coming years in order to reduce our **Scope 1 and Scope 2 emissions**, as well as calculating our **Scope 3 emissions**. Further ahead, we plan to work on aligning our targets with the **Science Based Targets initiative (SBTi)**, demonstrating our proactive approach towards addressing climate change and promoting sustainable practices across our **value chain**. To uphold transparency, we seek to enhance **disclosures** and reporting mechanisms, ensuring our stakeholders are informed about our sustainability journey and progress.

Journey Towards Sustainability



Sustainability Strategy

Our initiatives are founded on the three pillars of the Triple Bottom Line.



Our ESG Levers

- Operationalize the ESG Framework
- Continuous Improvement through Data- Driven ESG Excellence
- Foster ESG Responsibility Through Leadership Engagement and Employee Participation
- Supply Chain Collaboration for ESG Excellence
- Integrate ESG into Product Innovation

Our ESG Goal

Empowering Sustainability:
Sigachi's Commitment to a Greener Future



Our Purpose

Towards Creating a Healthier, Happier, and Joyful World

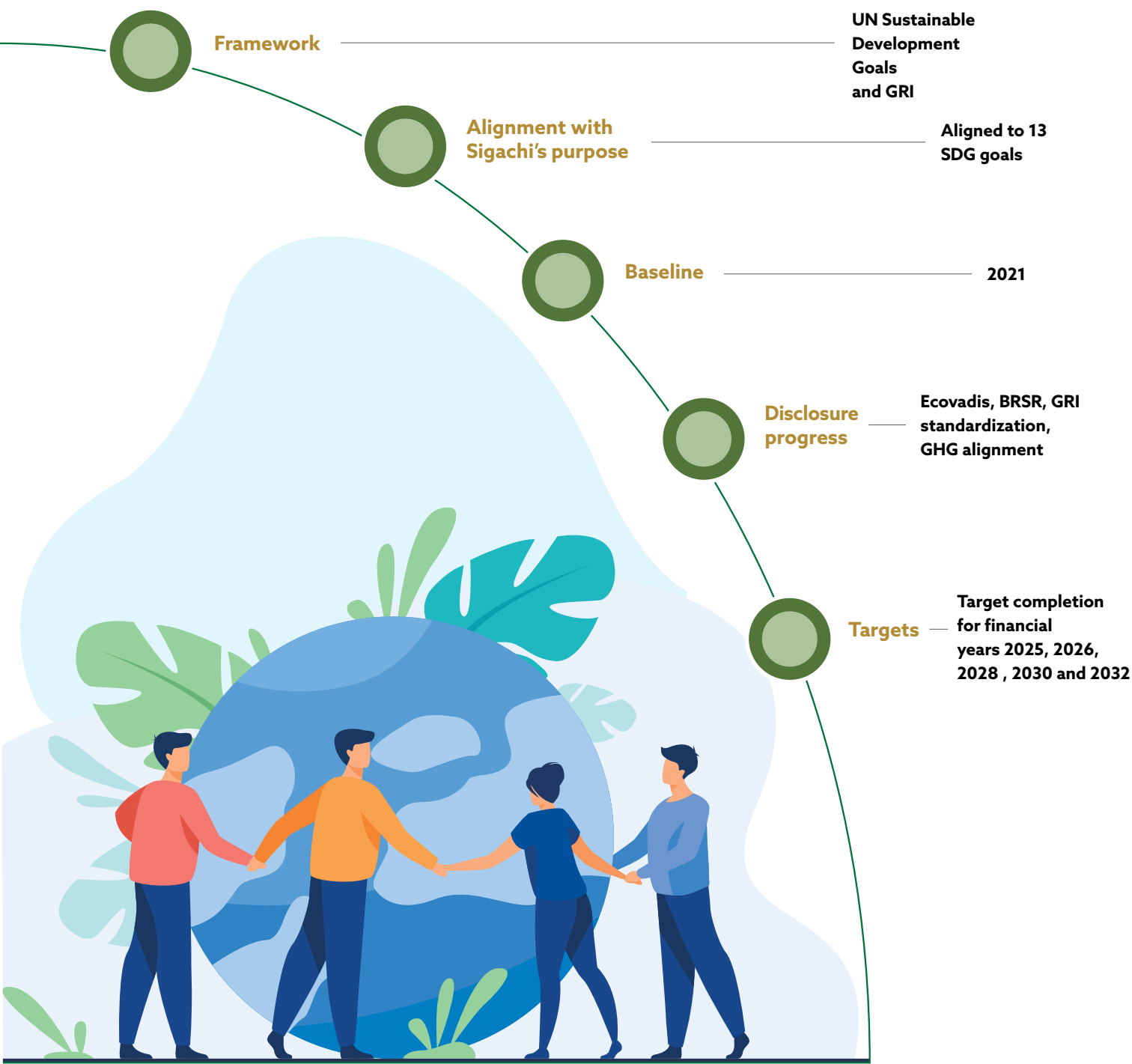


UN SDG Impact Areas



Our Approach

Our approach involves the following steps:



Implementation

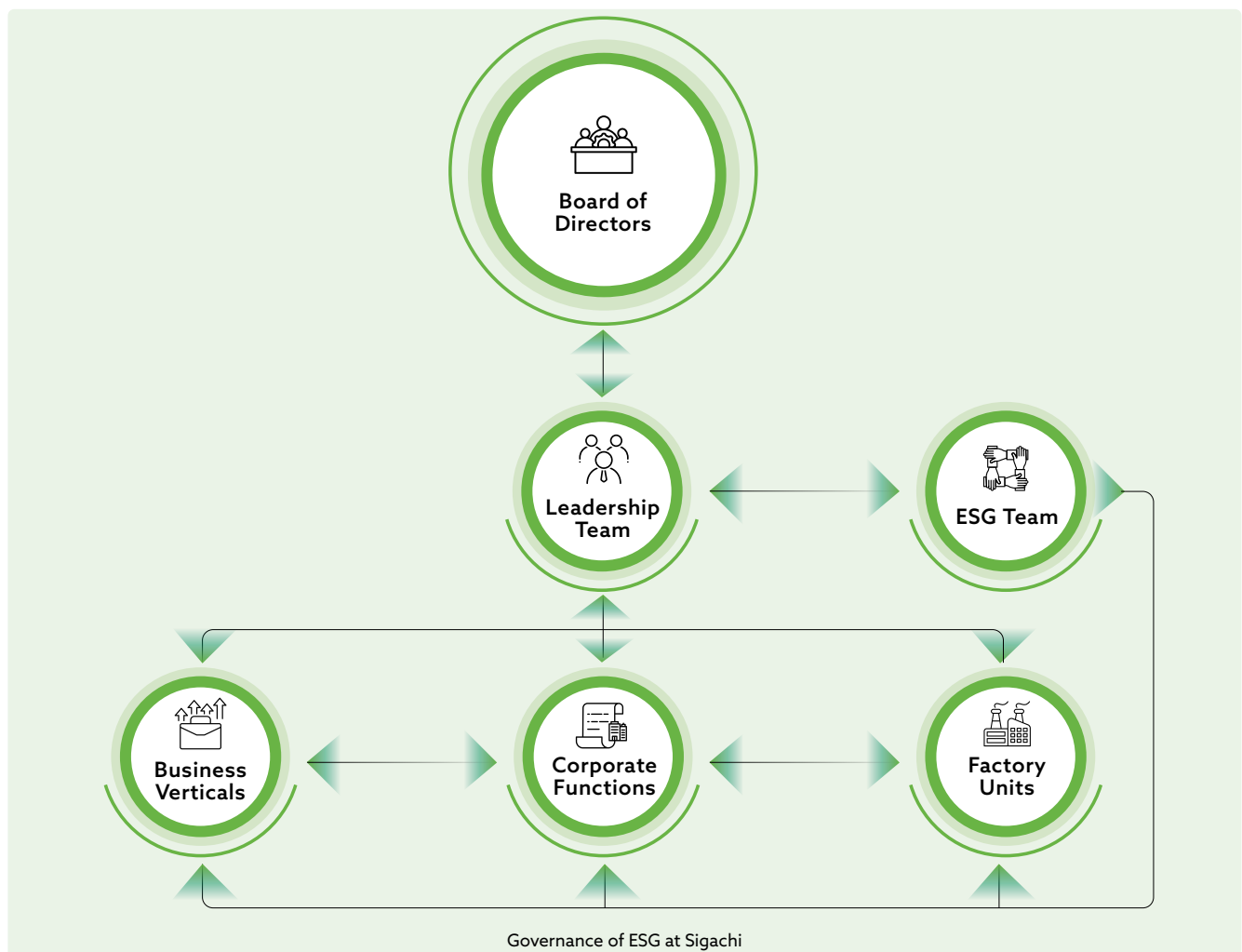
Weaving sustainability into the Fabric of Sigachi: A Holistic Journey

At Sigachi, sustainability is at our core, driving our commitment to **environmental stewardship**, **responsible business practices** and **employee well-being**. Our dedicated ESG team streamlines sustainability efforts and reports directly to the **Leadership**, serving as the central hub for coordinating **key initiatives** company-wide. This ensures compliance with applicable frameworks, legislation and internal guidelines, fostering transparency and continuous improvement across the organisation.



Accountability at every level

Sustainability management is woven vertically, horizontally and cross-functionally throughout our organisation. Our Leadership takes full ownership of our **sustainability strategy**, ensuring compliance with all applicable frameworks, legislation and internal guidelines. This commitment to accountability ensures **transparency** and propels us towards continuous improvement.



Business Verticals

Our business verticals, including Pharma Excipients, Pharma API, Food and Nutrition and O&M, play pivotal roles in tailoring our sustainability strategy to meet their unique operational requirements. They are tasked with allocating resources necessary for strategic implementation and **aligning brands, technologies** and sites with **sustainability objectives** that address the distinctive challenges and priorities within their **product portfolios**. Through the dedicated efforts of our research and development teams, these business drive innovation in key technologies and solidify the foundation for the development of **sustainable products**.

Corporate Functions

In our organisational structure, **corporate functions** play a crucial role in supporting the implementation of our sustainability strategy within their designated areas of expertise. This includes developing tools for **supplier management**, establishing systems to measure greenhouse gas emissions and overseeing sustainable finance initiatives and product portfolios. At Sigachi, **sustainability efforts** are streamlined through a specialist unit reporting directly to the **Leadership**, serving as the central hub for coordinating **key sustainability initiatives** company-wide.
















Regional Factory Units and Subsidiaries

Across our regional **factory units** and **subsidiaries**, managers lead the charge in upholding Sigachi's standards and ensuring **compliance** with local regulations. With guidance from **corporate functions** and business units, they devise and execute strategies tailored to the unique circumstances of each site, driving **sustainable practices** at the local level.



Stakeholder Engagement

We are committed to maintaining ongoing dialogue with our stakeholders to understand their expectations and concerns pertaining to ESG. We engage with stakeholders through various channels, including meetings, surveys and participation in industry initiatives.

							
Management	BOD	Employees	Suppliers/ Vendors	Consumers/ End Customers	Customers	Investors	Communities
INTERNAL			EXTERNAL				
STAKEHOLDERS			ESG TEAM'S MEANS OF COMMUNICATION				
	BOD	●	<ol style="list-style-type: none"> 1 Board ppts and Benchmarking data. 2 Inaugural Sustainability report. 3 Board committee Participation. 				
	Management	●	<ol style="list-style-type: none"> 1 Sustainability Performance reports and strategy ppts 2 Management meetings 3 Sustainability scorecards 				
	Employees	●	<ol style="list-style-type: none"> 1 Intranet, in-house newsletters 2 Training 3 Employee survey (annual) 				
	Suppliers/ Vendors	●	<ol style="list-style-type: none"> 1 Procurement activities 2 ESG Learning and Development 3 ESG Supplier Assessment 				
	Shareholders and Investors	●	<ol style="list-style-type: none"> 1 One-on-one meetings with institutional personnels 2 General Shareholders' meeting (annual) 3 Financial results briefings (quarterly) 				
	Customers	●	<ol style="list-style-type: none"> 1 Customer satisfaction activities 2 Advertising activities 3 Brand Campaign 				
	Communities	●	<ol style="list-style-type: none"> 1 Contribution to local communities through business 2 Participation in volunteer activities and CSR 				

*External and Internal Stakeholders at Sigachi

Materiality Assessment

At Sigachi, our materiality assessment is instrumental in identifying and managing ESG risks and opportunities. Our aim is to achieve our purpose through collaboration with a diverse range of stakeholders.

By interacting effectively, we gain a better understanding of their needs and expectations, leading to closer integration and progress towards our shared goals. In 2023, we conducted a comprehensive analysis to address critical issues important to our stakeholders. This assessment blends desk research and stakeholder engagement:

Revised scope

Focused on Sigachi's operational control boundary

Identifying potential material topics

Performed a comprehensive evaluation of stakeholder-identified material topics to address crucial issues pertinent to the business.

Categorising topics

Categorized material topics across ESG pillars to ensure a balanced ESG focus

Assessing impact and importance

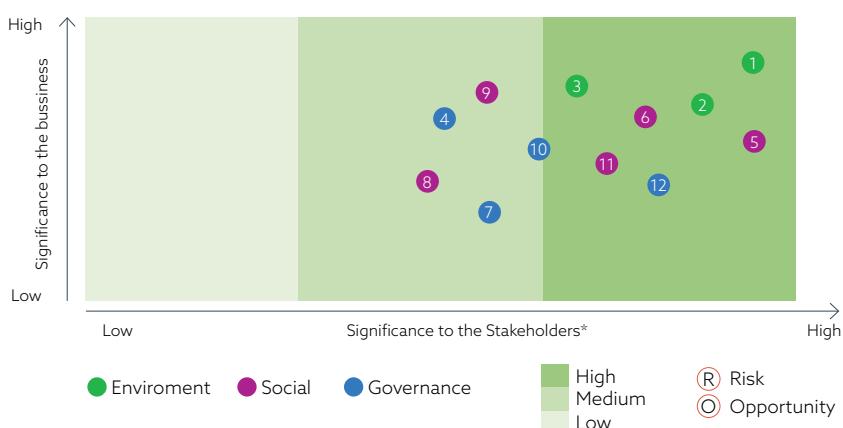
Gathered insights into the strategic significance and impact of each topic, devising a robust scoring methodology

Prioritising topics

By prioritising topics based on their significance to Sigachi and stakeholders, we created a holistic materiality matrix.

Materiality Outcomes

Our updated materiality assessment in FY 2023 shaped our ESG strategy, ensuring alignment with stakeholder expectations and global sustainability priorities. We remain committed to reviewing and refining our materiality assessment process cyclically, ensuring its relevance and effectiveness in driving sustainable outcomes.



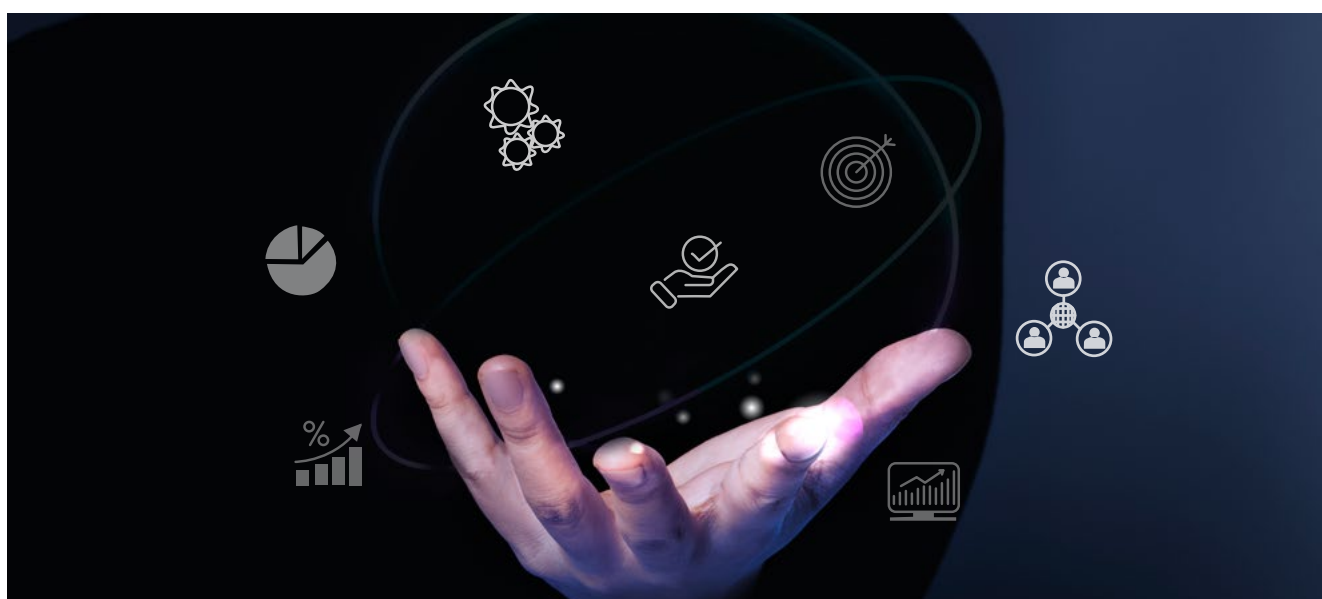
SR.No	MATERIAL ISSUES	MATERIAL THEME	IMPORTANCE	RISK/ OPPORTUNITY
1	Energy and Emissions Management	Environment	High	R & O
2	Water Management	Environment	High	O
3	Waste Management	Environment	High	R & O
4	Corporate governance and Business ethics	Governance	Medium	O
5	Employee Engagement and well being	Social	High	O
6	Employee Health and Safety	Social	High	R
7	Data Security and Privacy	Governance	Medium	R
8	Human Capital Management	Social	Medium	O
9	Human Rights and community relations	Social	Medium	R
10	Sustainable Governance	Governance	Medium	O
11	Diversity Equity & Inclusion	Social	High	O
12	Risk management and business continuity	Governance	High	R & O

Targets & Ambitions

The following overview shows a selection of the primary targets to advance our sustainability journey. While our ambitions generally embrace a long-term time horizon, we define them in concrete terms by setting medium-term and measurable targets. Further details and additional targets can be found in the relevant chapters of this report.

SUB- CLUSTER	COMMENT	TARGET YEAR
ENVIRONMENTAL TARGETS		
Energy and Emissions	Reduce 20% energy consumption intensity	2032
	Reduce 20% coal consumption intensity	2028
	Reduce 30% coal consumption intensity	2032
	Sequestration of CO2 by planting 50,000 trees	Achieved
	Setting Scope 1 & 2 Emissions Reduction Targets	Ambition
	Framing Scope 3 Emissions Methodology and setting reduction Targets	Ambition
Water	Reduce 30% in freshwater consumption intensity (per ton of total production)	2032
	Increase 10% in the amount of water recycled	2028
Material	Recycle 50% of our packaging/packing material by allying with authorized vendors	2030
	Introduce and sustain circular economy through our innovative products, packaging solutions, and cutting-edge technologies.	Ambition
Waste	Reduce 25% solid waste intensity	2028
	Reduce 40% solid waste intensity	2032
SOCIAL TARGETS		
Employee Safety & well-being	Achieve Zero Major and Minor Accidents Across all Production Facilities by Establishing, Communicating, and Training Employees on Well-Defined Standard Operating Procedures (SOPs).	YoY
	Nurture health and well-being as well as lead societal growth	Ambition
Employee Professional Development	Ensure all employees undergo relevant trainings for an average of 5 training man days annually	YoY
Employee Health, Social, & Sports events	Enable and ensure that employees engage in overall 6 events with respect to health, social, sporting events.	YoY
Employee Engagement	Empower lifelong learning and development as well as inspire action for sustainability.	Ambition
	Engage employees in overall 6 events per year to align their objectives with company values and vision, collect surveys and feedback on their connect with the organization.	YoY
	Maintain the results of internal employee engagement survey above 85% conducted every year.	YoY
Giving back to the community	30% employees participate in up to 4 hours of community engagement every year.	YoY
	Target 40% or more employees to participate in up to 8 hours annually in community engagement.	YoY
	Creating Long-Term Value	Ambition

SUB- CLUSTER	COMMENT	TARGET YEAR
Diversity, Equity & Inclusion	Achieve 12-15% representation of women in managerial and senior positions.	YoY
	Increase women's representation in our total workforce by 10%.	YoY
	Ensure 1% of our total headcount comprises differently abled individuals.	YoY
GOVERNANCE TARGETS		
Risk Management	Establish a risk management committee at the organizational level and publicly report its meeting minutes.	YoY
Cybersecurity	Implement a robust data privacy and cybersecurity framework to safeguard sensitive information and ensure compliance with applicable laws and regulations.	YoY
Board & Key Management Personnel Compensation	Establish and publicly report the policies and procedures for the selection, evaluation, and compensation of senior executives.	YoY
Whistleblower	Establish a public process for reporting governance concerns, including ethics violations and conflicts of interest. Ensure transparent decision-making, prevent insider trading, and treat all stakeholders fairly.	YoY
Responsible sourcing	Establish a process to ensure suppliers compliance to code of conduct	YoY
ESG Reporting and Disclosures	Publish a standalone sustainability report with increased environmental data transparency	YoY
Efficient Governance	Regularly review and assess governance structures and processes to ensure continuous improvement and alignment with best practices.	YoY
Compliance	Implement a comprehensive compliance program and internal reporting mechanism to ensure adherence to relevant laws, regulations, and industry standards.	YoY
Business Ethics	Promote a culture of integrity, ethics, and accountability organization-wide through training, awareness programs, and signed commitments at all levels.	YoY



Committed to making a DIFFERENCE

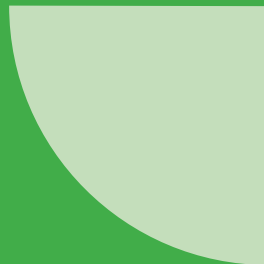
At Sigachi, 'Operating Responsibly' is not just an idea for us; we ensure our robust Environment, Social and Governance (ESG) initiatives further our commitment to building a better tomorrow.

The zeal to create a positive impact in society encourages us to embrace practices and introduce initiatives that ensure the well-being of the communities as well as our planet. Upholding integrity and transparency, we foster a relationship of trust with our stakeholders while enhancing value creation. As a responsible corporate entity, we aspire to achieve our organisational goals without deviating from our path to create a sustainable future.





Environment





Energy and Emissions

20% Reduction in Energy Consumption Intensity by 2032.

20% Reduction in Coal Consumption Intensity by 2028

30% Reduction in Coal Consumption Intensity by 2032

Sequestration of CO₂ by planting **50,000** trees Achieved



Water

30% Reduction in Freshwater Consumption by 2032.

10% Increase in the amount of Water Recycled by 2028



Material

50% recycling of our raw- material packaging by partnering with authorized vendors - 2030



Waste

25% Reduction of Solid Waste Intensity by 2028.

30% Reduction of Solid Waste Intensity by 2032





Energy Management

Setting Scope 1 and Scope 2 emission reduction targets

At Sigachi, we prioritize reducing our Scope 1 and Scope 2 emissions by setting ambitious targets to significantly minimize our carbon footprint in the coming years.

These reduction targets will be based on science-based methodologies and aligned with international standards such as the Science-Based Targets initiative (SBTi).

By setting reduction targets in future, we remain committed to reducing our greenhouse gas emissions, irrespective of business growth or fluctuations.



FY 24 at a Glance...

- 1 Sigachi has collected majority of essential data for precise Scope 1 and Scope 2 calculations in accordance with Greenhouse Gas Protocol guidelines.
- 2 Policies and procedures have been redefined to optimize energy, emissions, and water management, and are publicly available.
- 3 Engaged with suppliers on ESG matters through surveys and audits.

PARAMETERS

tons CO₂e



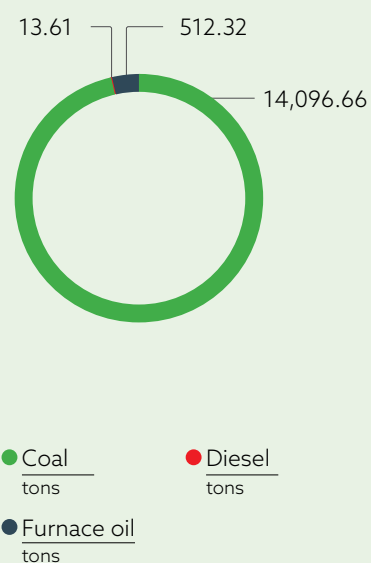
2.37

Scope 1 + Scope 2 intensity

CO₂e/per tons

PARAMETERS for Scope 1

tons





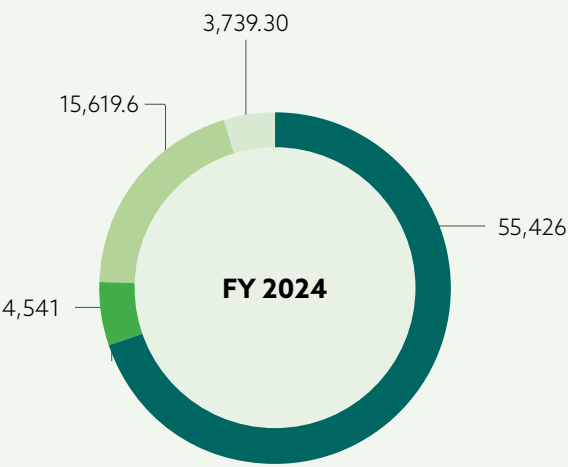
Water Management

At Sigachi, we recognize that water conservation is not just an environmental concern, but also a social and economic imperative. Therefore, we have implemented responsible water management techniques, taken steps to minimize water consumption, recycle wastewater, and ensure continuous efficient water utilization across our organization.

By 2028, we aim to raise the amount of water recycled by 10%, while simultaneously reducing freshwater consumption intensity by 30% per tonne of total production by 2032, compared to the baseline year of 2021.

PARAMETERS

KL



- Total water consumption
- Total water discharge
- Total water treated
- Amount of water reused



4.07

Water intensity

KL/tons



Waste Management

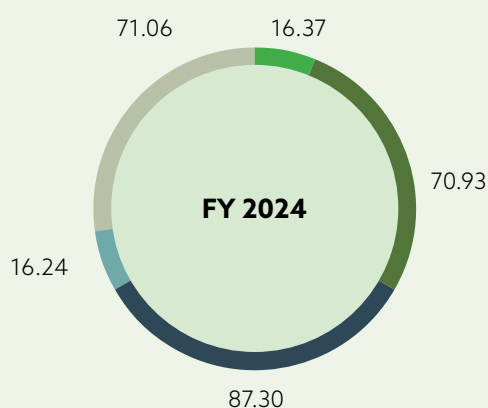
We have implemented rigorous waste management practices across our operations to promote Environmental Sustainability and limit our carbon footprint.

The waste generated at our facilities are treated in adherence to the regulatory guidelines of the respective **State Pollution Control Board (SPCB)**. We have also employed efficient **waste reduction** techniques to segregate and recycle waste, ensuring responsible waste disposal. Further, advanced wastewater treatment facilities have been installed to guarantee the safe disposal of water which are mentioned below under our sustainability initiatives.

By 2028, we aim to reduce solid waste (going to landfilling) intensity by 20%, compared to the baseline year of 2021. Further, our target for 2032 is to achieve a 30% reduction in solid waste (going to landfilling) intensity.

PARAMETERS

MT



- Total hazardous waste
- Total non-hazardous waste
- Total waste generated
- Waste diverted to landfill¹
- Total waste recycled²



¹Waste is diverted to sustainable landfilling areas

² The waste oil (categorized as hazardous waste) is reused for maintenance of machinery.



Sustainable Packaging Materials

Committed to minimizing our environmental footprint, Sigachi has set an ambitious target to significantly increase the recycling rate of raw material packaging. By 2030, we aim to divert 50% of these materials from landfills through responsible recycling practices.

Collaboration is Key:

To achieve our ambitious recycling target of 50% by 2030, collaboration is key. We are actively partnering with authorized vendors who specialize in sustainable waste management practices, ensuring our recycled materials are processed responsibly and reintroduced into the supply chain. We are currently undergoing calculation methodologies and assessments to acquire data across our value chain.

Internally, we are committed to raising awareness among employees about the importance of responsible waste disposal and proper segregation of recyclable materials. Through training programs and communication initiatives, we aim to empower every employee to contribute towards our sustainability goals.





Sustainability Initiatives at Sigachi

At Sigachi, we are dedicated to minimizing our environmental footprint. To achieve this, we have set an ambitious goal to significantly increase the recycling rate of our packaging and packing materials. By 2030, our aim is to divert 50% of these materials from landfills through responsible and effective recycling practices.

We are committed to shaping a future where environmental responsibility and economic success co-exist. We recognise the importance of operating sustainably and have undertaken a comprehensive set of initiatives that address environmental, social and governance (ESG) concerns. Through these efforts, we aim to minimise our environmental footprint, cultivate a positive social impact and adhere to the highest ethical standards.



ETP and STP installation

Effluent Treatment Plants (ETPs) and **Sewage Treatment Plants (STPs)** are installed across all our manufacturing units for treating wastewater before reusing it for processes or in-house utilities or before being sent to government authorised third-party discharge facilities.

Implementing ETPs and STPs in our manufacturing units has resulted in:

- Significant decrease in water consumption
- Contributed to environmental protection by minimising pollution
- Enhanced regulatory compliance by meeting government standards
- Fostered sustainability through improved recycling and resource conservation
- Optimised resource utilisation by efficiently reusing of treated water

Mechanical Vapour Recompression (MVR) installation

Our manufacturing units have MVRE installations that are used for compressing the vapour generated from boiling the liquid, which increases its pressure and temperature. This compressed vapour is then used for providing the heat needed for further evaporation, making the process highly energy-efficient.

Installing MVR systems in our manufacturing units has led to:

- Higher energy efficiency
- Cost savings
- Better waste management
- Enhanced sustainability

End-of-life Processes for Recycled Pallets

We ensure the circular use of packaging materials by closely monitoring the life cycle of these pallets. From production through delivery, we have established a robust system to track their journey within our supply chain. Beyond this, we

engage with customers to understand and document how these pallets are managed at the end of their life, enhancing transparency and sustainability in our packaging and logistics practices.

Outcomes of this initiative:

- Enhanced sustainability through circular packaging practices
- Improved supply chain transparency and accountability
- Stronger customer engagement and collaboration
- Continuous process improvement for efficient resource management
- Compliance with environmental regulations and optimised operations

Sustainable Transportation Solutions in Supply Chain Management

- Leveraging sea transportation- We resort to sea transportation for 98% of our logistics shipments, significantly cutting emissions and carbon footprint
- Preferring railways- Prioritising railways for logistics from factories to shipyards has reduced greenhouse gas emissions and enhanced energy efficiency in operations

Outcomes of the Initiative:

- Environmental responsibility- Reduced environmental impact
- Operational efficiency- Improved efficiency and cost savings
- Sustainability leadership- Leading in positive environmental outcomes



Biomass Optimisation for Sustainable Waste Management

Our facilities optimize waste management through:

- Regular dosing of supplements to enhance bacterial activity
- Maintaining biomass levels below 70% to convert waste into valuable resources
- Continuous COD monitoring for efficient waste management.

Outcomes of this initiative:

- Successful conversion of waste into valuable biomass resources
- Enhanced system efficiency and stability
- Demonstrates our commitment to sustainability and innovation in waste management practices.

Adopting Solar Power

A subsidiary of Sigachi Industries, has implemented a green energy initiative:

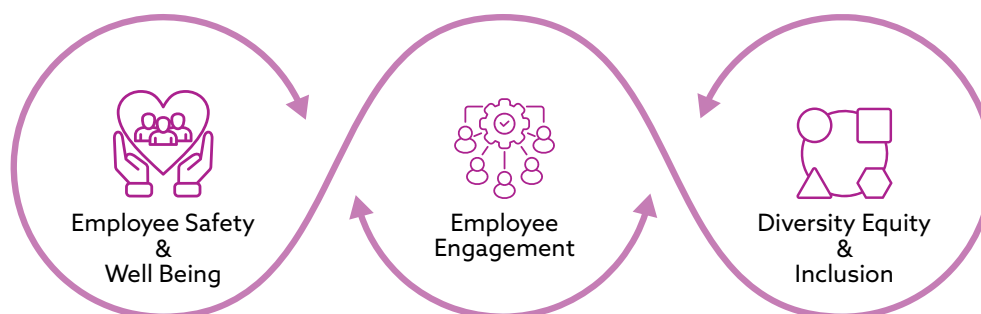
- Solar light installation: Nine solar lights installed, each with a capacity of 28 watts
- Energy generation: Collectively generating 252 watts of clean, renewable energy
- Daily output: Produces 3,024 watt-hours (WH) of energy each day, equivalent to 3.024 kilowatt-hours (KWH)
- Monthly output: Generates 90 kilowatt-hours (KWH) of energy every month.







Social



Employee Safety & Well Being




At Sigachi, the success of our organisation is underpinned by the relentless hard work and dedication of our competent workforce. We recognise that ensuring the safety and well-being of our employees is not just a legal requirement but a fundamental aspect of our commitment to sustainable growth. Our steadfast dedication to fostering a safe and secure work environment is ingrained in every aspect of our operations, reflecting our core values and principles.

Our **Environment, Health and Safety (EHS) policy** applies to all employees and encompasses business facilities, subsidiaries, joint ventures, licensees and other associates. We have implemented stringent safety protocols and programmes across all our facilities to prevent workplace hazards, minimise the risk of accidents or injuries and optimise productivity. To prioritise the health and safety of our employees, we have relentlessly introduced several initiatives, including conducting regular safety training sessions, providing **Personal Protective Equipment (PPE)** and enforcing strict adherence to safety guidelines.

We foster a culture of **safety, awareness** and **accountability**, encouraging all employees to actively participate in identifying and addressing potential **safety hazards**. Through open communication channels and continuous feedback mechanisms, we empower our workforce to voice their concerns and contribute to the ongoing improvement of our safety practices.

Our commitment to employee safety extends beyond the workplace. Our initiatives are aimed at promoting health and wellness both on and off the job. We promote the holistic well-being of an employee to ensure continued productivity and engagement. We understand the valuable contribution of our employees to our growth and therefore aim to build a resilient and sustainable workforce for the future.

Priorities for FY 2025

-  Improving health and safety programmes
-  Embedding safety leadership, behavior and methodologies for our organisation
-  Expand product and machine safety assessments





Employee Engagement

The valuable contribution of our employees has been the bedrock for our growth. To further accelerate the growth of the Company, Sigachi management and Leadership has implemented robust practices to promote employee engagement and cultivate better work culture.

Our employee engagement strategy aligns and is focused to understand the **Voice of Employee (VoE)** through **Focus Group Discussions, Internal employee satisfaction surveys, Great Place To Work survey, Employee Helpdesk initiative** integrated with the **HRMS system, periodic townhalls** with the management and senior leadership team.

In addition to this, our corporate events, special days celebrations and other activities to foster engagement and fun encourage employee participation and is a great way to unwind from the routine work and provides a great opportunity to promote team camaraderie.





Learning and Development

Our Diversity, Equity and Inclusion (DE&I)-based hiring and people management practices help in hiring the right talent while creating a superior Employee Experience (EX). The hiring is done based on competencies and involves two levels of HR screening to ensure the recruits match the required skill sets, experience and aligns with our culture. The functional business team round of interview helps to understand the in-depth business knowledge and application prowess of the applicant.

Our annual training plan is devised in accordance with the Adult Learning Principles to enhance capabilities while creating a learning ecosystem. Each employee has to complete the mandatory and compliance training programmes in addition to prescribed on-the-job functional, technical and behavioral trainings. The Leadership Develop Programmes for the middle managers and leadership team helps in nurturing an environment that aligns with the growth objectives set by the organisation, making it conducive for all the stakeholders.

We understand that "one size doesn't fit all", therefore, our **R&R strategy** covers the employee experience lens to understand the full spectrum of employee needs. The selection parameters are meticulously devised to cater to the front-line workers and the middle managers.

Our **Employee Value Proposition (EVP)** includes competitive pay packages, comprehensive medical insurance coverage for all the employees, across all the levels, and their dependents, **Group Term Life Insurance coverage** of every employee, flexible and employee friendly Leave Policy, clearly defined Career Progression path, ergonomically designed workspace, subsidised food facility and free transportation from connecting locations.

Sigachi understands and acknowledges the importance of holistic **employee wellbeing**. We encourage continuous dialogue between the leadership and other employees, listening to and acting on the feedback received from our employees. Our relentless initiatives to provide an optimal work environment reflects from the Employee satisfaction surveys conducted each year.





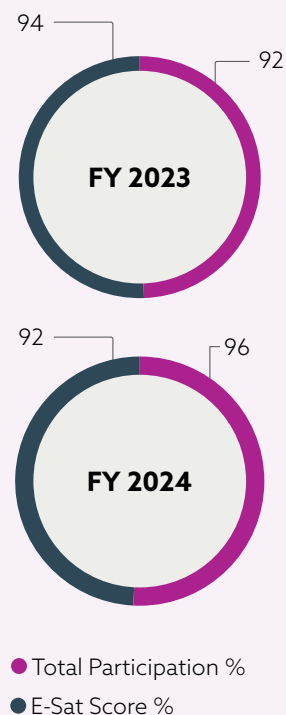
Employee Satisfaction Survey

The internal Employee Satisfaction (ESat) survey is conducted every year involving the participation of all employees and consultants across Sigachi's Head Office, Dahej unit, Jhagadia unit, Sultanpur unit and Hyderabad unit.

The survey conducted in **August 2023** served as a crucial tool to gauge the sentiment and experience of employees working with Sigachi. The evaluation provided an initial assessment before pursuing the renewal of the "Great Place to Work" certification, which mandates a minimum favorable score of 87 on the **"Trust Index Questionnaire."** The survey, meticulously designed internally to resonate with Sigachi's unique organizational context, comprehensively examined the key attributes impacting employee satisfaction.

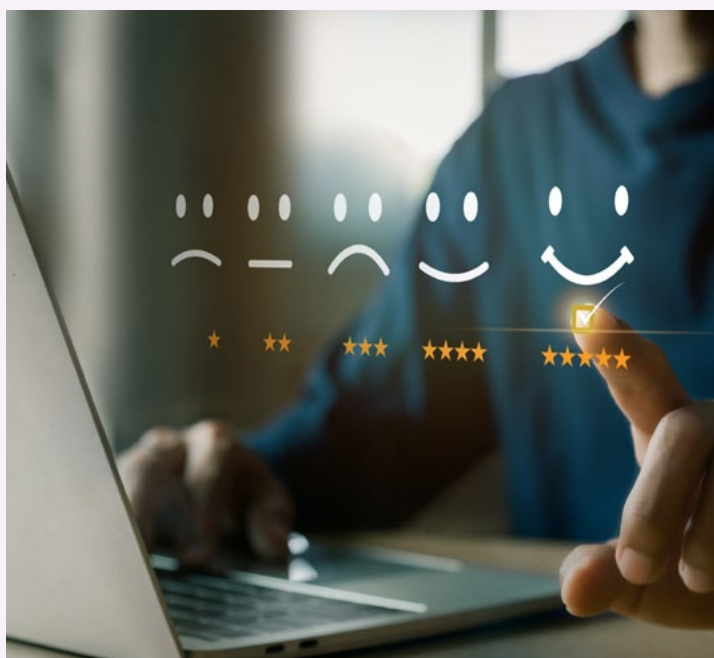
Administered electronically in **English, Telugu, Hindi** and **Gujarati** languages, the survey ensured inclusivity and accessibility across diverse linguistic backgrounds within the Company. All information procured from the survey were meticulously curated by an internal expert in Data Analysis, ensuring accuracy and reliability of the results. Drawing inspiration from the **'Net Promoter Score'**, the survey was adapted to align with Sigachi's specific requirements and objectives.

This holistic approach to gathering employee feedback underscores Sigachi's commitment to fostering a supportive and inclusive work environment, where the voices and experiences of all employees are valued and considered integral to the growth and success of the organisation.



Priorities for FY 2025

- Aiming to achieve 90% score on E-Sat survey
- GPTW survey for re-certification
- Working on FY25 Annual Business Plan - Heads up and Road Ahead
- Focusing on Group Discussions
- Aligning individual goals with the organisation's strategic objectives





Employee Social and Sports

At Sigachi, we prioritise the well-being and engagement of our employees, valuing the importance of a balanced work-life dynamic. To nurture teamwork and camaraderie, we host various social and sporting events across all our units and headquarters. These gatherings not only help in unwinding but also serve as catalysts to strengthen relationships and foster collaboration among different departments.

A standout feature of our employee engagement efforts is our active participation in regional marathons, including those organised by the Hyderabad Runners Association. Each year, our team eagerly joins these marathons, showcasing our dedication to promoting health and well-being.

Aligned with our commitment to social responsibility, we annually host a Blood Donation camp coinciding with World Blood Donor Day. Collaborating with the Central Blood Bank and the Red Cross Society, we encourage our employees to donate blood, supporting vital initiatives in our communities.

Moreover, our engagement activities extend to initiatives such as **"Joy of Giving,"** where employees rally to support underprivileged individuals. Through partnerships with NGOs such as Cheers Foundation and Desire Society, our team contributes to Daanutsav, where we fulfil the wish lists of orphaned and HIV-affected children and contribute our bit to bring happiness to them.

Upholding our commitment towards **environmental stewardship**, we organise tree plantation drives across our locations on World Environment Day.

Priorities for FY 2025

-  Sports Day
-  Active participation in the Marathon
-  Blood Donation Camps





Sigachi Accelerates Diversity, Equity, & Inclusion (DE&I) Efforts in FY 2024 and Beyond

Sigachi has implemented its Diversity, Equity, & Inclusion (DE&I) initiatives in FY 2024 to create a more inclusive workplace. Our dedication to fostering an environment where everyone feels valued, respected and empowered has always been at the core of our vision of building an inclusive future.

In FY 2024, we have implemented initiatives such as unconscious bias training, expanding our **talent acquisition** pipeline, establishing **Employee Resource Groups (ERGs)** and setting clear metrics for accountability.

Looking ahead, we will focus on supply chain inclusion, addressing global considerations and engaging with our communities to further our commitment to promote diversity and inclusion. As a public listed company, we recognise the importance of aligning our **DE&I efforts** with stakeholder concerns. Therefore, we take a holistic approach to address key topics identified through engagement with employees, investors and other stakeholders. This includes promoting initiatives that aim to foster positive **social impact** within our **communities**.

SIGACHI EMPLOYEES							
PARAMETERS	TOTAL(A)	FY 2024					
		MALE		FEMALE		NEUTRAL/OTHER	
		HEADCOUNT (B)	% (B/A)	HEADCOUNT (C)	% (C/A)	HEADCOUNT (D)	%(D/A))
		EMPLOYEES					
Permanent (D)	991	947	96%	44	4%	0	0%
Other than Permanent (E)	8	8	100%	0	0%	0	0%
Total employees (D+E)	999	955	95.60%	44	4.40%	0	0%
		WORKERS					
Permanent (F)	0	0	0%	0	0%	0	0%
Other than Permanent (G)	429	414	97%	15	3%	0	0%
Total workers (F+G)	429	414	96%	16	4%	0	0%
Grand Total		1428					

PEOPLE WITH DISABILITIES (PwD) EMPLOYEES				
PARAMETERS	UOM	TOTAL	FY 2024	
			HEADCOUNT	PERCENT
Permanent	%	0	0	0
Other than Permanent	%	0	0	0
Total	%	0	0	0

Targets:

- ▶ Achieve 12-15% representation of women in managerial and senior positions - YoY
- ▶ Increase women's representation in our total workforce by 10% - YoY
- ▶ Ensure 1% of our total headcount comprises differently abled individuals - YoY

EMPOWERING COMMUNITIES FOR A BRIGHTER TOMORROW

Sigachi with Aga Khan Rural Support Programme (India) takes immense pride in sharing the remarkable progress witnessed in the 5000+ tribal households in Gujarat, India.

Key Achievements



Irrigation and Water Conservation

- Expanded irrigation coverage to 57 acres through water conservation and renewable energy solutions.
- Installed two water harvesting structures, storing 1,24,86,440 liters of water, ensuring improved agricultural productivity and water security.



Agricultural and Environmental Practices

- Supported 250 farmers in adopting environmentally friendly agricultural practices.
- Established kitchen gardens for 1000 households, enhancing food self-sufficiency and nutrition.



Renewable Energy Solutions

- Spearheading initiatives to harness clean and renewable energy sources.
- Empowering local communities through training programs on renewable energy technologies.
- Installed solar-based pumps, providing potable water to 150 households.



Community Support and Empowerment

- Benefited 500 citizens through various government schemes addressing socio-economic needs.
- Empowered three Cluster Level Federations, 55 Village Organizations and 400 Self-Help Groups.
- Promoted environmental conservation by planting 6000 trees.



Educational and Health Initiatives

- 2275 students benefited across 25 schools with educational outreach initiatives.
- Promoted awareness of better hygiene practices for improved public health outcomes.

Through these integrated interventions, our project strives to build a more sustainable and resilient community for future generations.

EMPOWERING WOMEN EMPOWERING COMMUNITIES

Sigachi and the Mauna Dhwani Foundation empowers hundreds of tribal women in Mayurbhanj, Odisha, by providing them with sustainable livelihood opportunities through a world-class stitching unit and comprehensive training program.



SKILL DEVELOPMENT

- Providing skill enhancement programs to women artisans, nurturing their talent and craftsmanship.
- Equipping them with the knowledge and tools needed to thrive in their chosen craft.



SUSTAINABLE LIVELIHOODS

- Creating market linkages for the handmade products crafted by these talented women.
- Establishing avenues for economic independence, ensuring a sustainable livelihood.



COMMUNITY STRENGTHENING

- Encouraging a sense of solidarity and collaboration among women artisans.
- Facilitating community-led initiatives that enhance overall well-being.

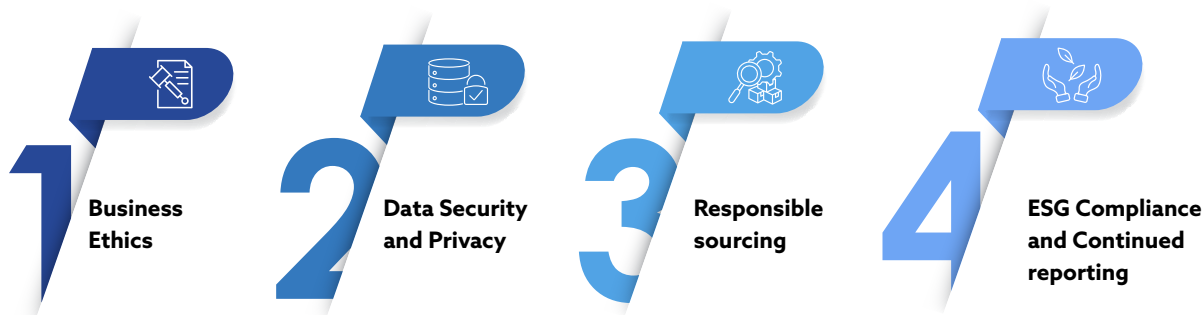
Going Forward

Sigachi has partnered with **VisionSpring Foundation** to contribute to the cause of transforming India into a "Clear Vision Nation." By bridging the visual divide, they aim to ensure everyone has access to good eyesight. Through three impactful programs, our collaboration with them will help enhance lifelong learning, boost earning potential, and improve safety and well-being for those most vulnerable to poverty. Together, we are committed to making a significant difference in people's lives.



Governance

At Sigachi, we believe that strong corporate governance and ethical business practices are the cornerstones of a successful company. We are committed to operating with the highest level of integrity, transparency and accountability to earn the trust of our stakeholders.



Business Ethics

To be a successful organization, we uphold the highest standards of business ethics as a cornerstone of our **governance pillar**. Sigachi maintains the trust and confidence of all its stakeholders earned over years. Our **commitment to integrity, transparency, and accountability** guides every decision and action, ensuring we operate responsibly and ethically in all our operations. To uphold these objectives, we conduct **annual training sessions** for **all our employees**.

Our Core Principles are governed by



Integrity

We conduct our business with honesty and adhere to the highest ethical standards, fostering trust with stakeholders.



Transparency

We maintain open and clear communication with all stakeholders, ensuring our actions and decisions are easily understood.



Accountability

We hold **ourselves** accountable for our actions, **taking responsibility** for their impact on our **stakeholders** ~ and the **environment**.

Ethical Practices

Code of Conduct

Our comprehensive Code of Business Conduct and Ethics outlines the ethical expectations for all employees, emphasizing integrity, respect, and compliance with laws and regulations. For more information, please refer our [Code of Business Conduct and Ethics](#).

Anti-Corruption Measures

We have stringent anti-corruption policies in place, including regular training and robust monitoring systems to prevent unethical practices. For more information, please refer our policy on [anti corruption and anti bribery](#).

Whistleblower Policy

We maintain a robust whistleblowing programme that allows employees to report suspected wrongdoing anonymously. We take all reports seriously and investigate them thoroughly. For more information, please refer our [whistleblower policy](#).

Governance Framework



Board Oversight

Our Board of Directors is committed to upholding ethical standards, providing oversight and guidance on governance matters. For more information, please refer our Annual Report 2024 and our [company website](#).



Risk Management Framework

We have a comprehensive risk management framework in place to identify, assess, and mitigate potential risks that could impact our business.



Compliance Programs

We implement rigorous compliance programs to ensure adherence to legal and **regulatory requirements**, continuously monitoring and updating our policies to reflect best practices.



Stakeholder Engagement

We **actively engage** with **stakeholders** to understand their expectations and concerns, incorporating their **feedback** into our **governance practices** to ensure transparency.

Commitment to Continuous Improvement

We are dedicated to **continuously improving** our **ethical standards and governance practices**. By fostering a culture of integrity and accountability, we aim to build a sustainable and **responsible business** that contributes positively to society and the environment.

Our commitment to **business ethics** underpins our **governance pillar**, driving us to achieve excellence in all aspects of our operations while maintaining the trust and confidence of our **stakeholders**.



Beyond Compliance

Our **commitment** to **corporate governance** and **business ethics** goes beyond simply complying with the laws. We believe that maintaining these **principles** are essential for creating **long-term value** for our **stakeholders** and facilitating sustainable growth for the Company



Enhanced Reputation

Operating ethically strengthens our brand reputation and attracts **investors, talent** and **customers** who share our **values**.



Reduced Risk

A strong **corporate governance** framework helps us **manage risks** effectively, minimising potential disruptions and protecting **shareholder value**.



Improved Decision-Making

Ethical considerations are integrated into all business decisions, leading to more **responsible and sustainable practices**.

We are committed to upholding ethical **business practices** and robust corporate governance. We strive to continuously improve our **practices** and prioritise **transparency, accountability, and ethical conduct**. For more information, please refer our **Code of Business Conduct and Ethics**.



Data Security and Privacy

At Sigachi, providing data security is a **core responsibility**. We understand the importance of robust data ethics and cybersecurity and therefore follow a **multi-layered approach** to safeguarding both our data and that of our **stakeholders**.



Empowering Our People

We prioritised **employee awareness** and **training**, equipping them to identify and **prevent cyber threats**.



Robust Infrastructure

Our digital infrastructure underwent rigorous security measures, ensuring its **resilience** against evolving threats.



Stakeholder Collaboration

We fostered **open communication** with partners on cybersecurity best practices, creating a secure **ecosystem**.



Effective Strategies

Sessions on **information** and **cyber security** were executed to create awareness.

FY 25 and Beyond



Learning and Development

We look forward to introducing various ways to **educate** and **streamline** the **awareness** for **data** and **cyber security** throughout our organization.



Privacy Champion

We regularly **train employees** on our **Privacy Policy** and **data handling** procedures. This ensures compliance with regulations such as **GDPR** and upholds the highest ethical standards.



Secure Communication

We encourage encrypted file transfer for all **stakeholders**, building trust through **secure data exchange**.



Responsible Sourcing

As part of our ongoing **commitment** to **environmental stewardship**, we ensure that the **wood pulp** used in our **MCC production** is sourced from **FSC-certified suppliers**. The **Forest Stewardship Council (FSC) certification** guarantees that our **raw materials** come from **forests managed responsibly**, adhering to rigorous **environmental, social, and economic standards**. This initiative supports sustainable forest management practices, helping to **preserve biodiversity, reduce deforestation, and promote the well-being of forest communities**. By sourcing FSC-certified wood pulp, we are reinforcing our dedication to sustainability and responsible resource management in our **manufacturing processes**.

Upstream Transparency

We understand the importance of **customer expectations** extending upstream. That's why we actively link these expectations within our **value chain** through:



Quality Agreements

These agreements set clear standards for **quality, environmental responsibility** and **social practices**.



Vendor Qualifications

Our qualification process goes beyond traditional metrics, **assessing** a **supplier's commitment** to **ESG principles**.



Ethical Sourcing Policy

Our **policy** ensures **responsible sourcing** practices throughout the supply chain.

ESG in Focus: Unveiling Sustainability Commitments

We've integrated an **ESG Questionnaire** into our **vendor auditing** process in FY 2024. This provides valuable insights into how our suppliers are addressing **environmental, social, and governance factors** within their organizations. This data empowers us to:



Identify Sustainability Leaders

Partner with **suppliers** demonstrating strong **ESG practices**.



Drive Strategic Engagement

Collaborate with **suppliers** to develop and implement joint **sustainability initiatives**.

Code of Conduct: A Shared Commitment

All our suppliers and service providers are required to adhere to our comprehensive **Code of Conduct for Stakeholders**. This code outlines our expectations regarding **labor practices, environmental responsibility** and **ethical business conduct**. Through this code, we ensure our partners share our **commitment** to a **sustainable future**.



ESG Compliance and Continued reporting

Sigachi has embarked on a journey of continued transparency voluntarily. This report allows stakeholders to access information on our ESG aspects. Starting from FY 2025, we will publish an annual sustainability report detailing our ESG performance against our set targets. Progress for each target will be shared in subsequent reports, beginning with FY 2026.

Ecovadis Silver Medal

We're proud to be in the **top 25% of our sector** in **Ecovadis Business Sustainability Ratings**. This annual assessment tracks our progress and identifies areas for improvement. We aim to achieve a Gold medal in coming years.

BRSR Reporting

We actively participate in **BRSR reporting**, demonstrating our **commitment** to broader **sustainability initiatives**.

Expanding Our Reach

We're continuously **exploring** additional **reporting frameworks** to enhance **transparency**.

Credible Standards

Greenhouse Gas Protocol: We adhere to the **Greenhouse Gas Protocol** for accurate GHG emission calculations.

Global Reporting Initiative (GRI)

Our ESG report references the **GRI framework**, ensuring international comparability and stakeholder trust

APPENDIX

ESG
PERFORMANCE
DATA

1



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GRI INDEX



ESG Performance Indicators

Our company-wide indicators provide transparency while helping us to identify potential improvements, manage activities and monitor achievements. We show the progress of each of our indicators over a five-year period. In this Sustainability Report, we focus on the publication of our globally relevant core indicators

Environmental indicators for our production processes: The production-related data for 2024 were collected from our 4 manufacturing facilities, representing 100% of our production volume, excluding our most recent acquisition. The data were validated centrally for year-end reporting and verified at the sites within the framework of our internal audit program.

PRODUCTION VOLUMES	UNIT	2021	2022	2023	2024
Production Volumes	MT	11240	12871	13199	13602

ENERGY CONSUMPTION	UNIT	2021	2022	2023	2024
Direct Source of Energy Consumption	Tons	11150.42	14131.78	15730.38	14622.59
Coal	Tons	11133.04	13569.3	15192.19	14096.66
Diesel	Tons	17.38	9.26	8.95	13.61
Furnace oil	Tons	0	553.22	529.24	512.32
Indirect Source of Energy Consumption	MWh	5638.75	6844.17	6840.83	8066.50
Electricity	MWh	5638.75	6844.17	6840.83	8066.50
Renewable Electricity	MWh	0	10	0.00	0.00

SCOPE 1 AND 2 CARBON DIOXIDE EMISSIONS	UNIT	2021	2022	2023	2024
"Own emissions (Scope 1)"	ton CO2eq.	18445.00	25834.00	28635.45	24776.82
Emissions from bought-in energy (Scope 2)	ton CO2eq.	5187.65	5769.00	6228.32	7421.18
Total GHG (Scope 1, Scope 2)	ton CO2eq.	23632.65	31603.00	34863.77	32197.99
Total GHG intensity (Scope 1, Scope 2)	ton CO2eq./ton	2.10	2.46	2.64	2.37

WATER CONSUMPTION AND VOLUME OF WASTEWATER	UNIT	2021	2022	2023	2024
Total Water consumption	KL	85578	96,275	93,651	55426
Total Water Intensity	KL/ton	7.61	7.48	7.10	4.07
Discharge to 3rd party with treatment	KL	4857	7198	5934	4541
Total Volume of wastewater	KL	2021 & 2022 numbers are still under review		19846.65	20160.6
Total wastewater intensity	KL/ton			1.50	1.48
Total Volume of water reused	KL			5933	3739
Total Volume of water recycled (excluding the water sent to 3rd party for discharge post treatment)	KL	2021 -2023 numbers are still under review			15619.6

WASTE FOR RECYCLING AND DISPOSAL	UNIT	2021	2022	2023	2024
Non-hazardous waste	tons	2021 - 2023 numbers are still under review			70.93
Hazardous waste	tons				16.37
Total Waste	tons				70.93
Total Waste in Landfill	tons	2021 numbers are still under review	28.47	27.53	16.24
Total Waste reused or recycled	tons	2021 numbers are still under review	28.47	27.53	70.93

AIR EMISSIONS	UNIT	2021	2022	2023	2024
Sulfur Dioxide Emissions	µg/m ³	29.00	146.00	422.08	113.86
Nitrogen Dioxide Emissions	µg/m ³	49.00	75.00	185.77	94.41
Particulate matter PM 2.5	ppm	Not Measured	122*	315.35*	161.83
Particulate matter PM 10	ppm	57.00			330.23
Volatile Organic Compounds (VOC)	µg/m ³	2021 to 2024 numbers are still under review			
Hazardous air pollutants (HAP)	µg/m ³				

* Combined PM 2.5 and PM 10 for FY 22 and FY 23

*Excluding data from subsidiary

PARAMETERS	FY2021			FY2022			FY2023			FY2024		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
		HEADCOUNT	HEADCOUNT		HEADCOUNT	HEADCOUNT		HEADCOUNT	HEADCOUNT		HEADCOUNT	HEADCOUNT
EMPLOYEES												
Permanent	275	250	25	314	282	282	823	782	41	991	1,050	44
Other than Permanent	5	5	0	6	6	0	5	5	0	8	8	0
Total employees	280	255	25	570	288	32	828	787	41	999	1,058	44
WORKERS												
Permanent	0	0	0	0	0	0	266	250	16	0	0	0
Other than Permanent	214	206	8	235	226	9	254	254	0	429	414	15
Total employees	214	206	8	235	226	9	254	254	0	429	414	16
Grand total	494			805			1082			1420		

PARAMETERS	FY2021			FY2022			FY2023			FY 2024		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
		HEADCOUNT	HEADCOUNT		HEADCOUNT	HEADCOUNT		HEADCOUNT	HEADCOUNT		HEADCOUNT	HEADCOUNT
PEOPLE WITH DISABILITIES (PwD) EMPLOYEES												
Permanent	Nil			Nil			Nil			Nil		
Other than Permanent												
Total differently abled employees												

EMPLOYEE ENGAGEMENT

PARAMETERS	UNIT	2021	2022	2023	2024
Employee engagement events per annum	number	11	38	44	56
internal Employee satisfaction survey participation	%	NA	NA	94%	96%
internal Employee satisfaction survey score	%	NA	NA	94%	92%

EMPLOYEE PROFESSIONAL DEVELOPMENT

PARAMETERS	UNIT	2021	2022	2023	2024
External L&D	number	0	0	0	0
Internal L&D (trg hrs)	number	NA	NA	120	2918

Segment	Total number of training and awareness programmes held in FY 2024	Topics/principles covered under the training and its impact**	%age of persons in respective category covered by the awareness programmes in FY 2024
Board of Directors	5	P1,P2,P4,P6,P8	100%
Key Managerial Personnel	5	P1,P2,P3,P4,P5,P6,P7,P8,P9	100%
Employees other than Board of Directors and KMPs	276*	P1,P2,P6,P9	89%
Workers		P1,P2,P5,P6	87%

* The BOD's and KMP's are briefed on the Sustainability initiatives of the company from time to time. To enable them to make well informed decision making, they are provided with the updates / developments at the global level and industry scenario including the necessary legislation

* P1 to P9 is discussed in Glossary

AGE AND VINTAGE

PARAMETERS	UNIT	2021	2022	2023	2024
Average Vintage	years	4.1	4.2	3.2	2.5
Average age of employees	years	35.5	35.7	36.3	33.4

Age Structure

18 - 29	251	295	354	792
30 -39	169	163	204	495
40-49	51	62	99	181
50 and above	23	35	46	88

GENERATIONS

PARAMETERS	GENERATIONS IN YEARS	FY 2021		FY 2022		FY 2023		FY 2024	
		No.	Percent	No.	Percent	No.	Percent	No.	Percent
The Baby Boomer Generation	1946-1964	4	1%	4	1%	8	1%	12	1%
Generation X	1965-1979	60	12%	65	12%	82	12%	166	11%
Millennials	1980-1994	179	36%	191	34%	259	37%	589	37%
Generation Z	1995-2009	251	51%	295	53%	354	50%	789	51%

GRI Content Index

Statement of use		Sigachi Industries Limited has reported in accordance with the GRI Standards for the period 01 April 2023 to 31 March 2024 with reference to GRI Standards			
"GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLA NATION
GRI 2: General Disclosures 2021	2-1 Organizational details	a. Sigachi Industries Limited b. Public Listed, SR 24: About us: Page 6 c. SR24: About the report: Page 1 d. Sigachi in Numbers: Page 10 and 11 , View the website: http://www.sigachi.com/			
	2-2 Entities included in the organization's sustainability reporting	a. The reporting Boundary is Standalone, hence the ESG data provided consists of performance across all its manufacturing sites in india, excpet its subsidiary: SR24:About the report : Page 1 and ESG Performance Indicators: Page 49	b,c	This is a standalone Sustainability Report	b. Please refer Sigachi Industries Limited's Annual report for financial statements and information c. This sustainability report is a stanalone report.
	2-3 Reporting period, frequency and contact point	a. April 2023 to March 2024: About the Report, Page 1, this is the first year of reporting and the report will be henceforth published annually. b. The financial year is same as the reporting year (see point a.) c. The publishing date is 13.08.2024 d. esg@sigachi.com			
	2-4 Restatements of information		a.	Not Applicable	This is a inagural Sustainability Report
	2-5 External assurance		a. - b.	Information Unavailable	As this a inagural sustainability report no external assurance has been executed. An assurance will be considered in the future.
	2-6 Activities, value chain and other business relationships	a. Pharmaceuticals b., c. See website: About Us: http://www.sigachi.com/	d.	Not applicable	This is a inagural Sustainability Report
	2-7 Employees	a. SR24, Page 10 b. i,ii,:SR24, page 50 and 51 c. HRMS,SR24, Page 38	b.iii, iv, v	Information unavailable /incomplete	At the time of compiling this report, the information required for the omitted sections was not available for FY 24.

GRI 2: General Disclosures 2021	2-8 Workers who are not employees	a. SR24, page 50 and 51 b. HRMS, SR24, Page 38	c	Information unavailable/incomplete	At the time of compiling this report, the information required for the omitted sections was not available for FY 24.
	2-9 Governance structure and composition	a. SR24, page 12 and 13 b.,c. AR 24, Director's Report, page 035 - 051 , Corporate Governance Report page 114 to 136 , See website: Corporate Governance: http://www.sigachi.com/			
	2-10 Nomination and selection of the highest governance body	a.,b. AR 24, Director's Report, page 035 - 051 , Corporate Governance Report page 114 to 136 , See website: Corporate Governance: http://www.sigachi.com/			
	2-11 Chair of the highest governance body	a.,b. AR 24, Director's Report, page 035 - 051 , Corporate Governance Report page 114 to 136 , See website: Corporate Governance: http://www.sigachi.com/			
	2-12 Role of the highest governance body in overseeing the management of impacts	a.,b.,c. SR 24 Page 18 - 20	b. : i. and ii.	Information unavailable/incomplete	
	2-13 Delegation of responsibility for managing impacts	AR 24: Corporate Governance Report page Page 114-136			
	2-14 Role of the highest governance body in sustainability reporting	AR 24: Corporate Governance Report page Page 114-136			
	2-15 Conflicts of interest	AR 24: BRSR page 85-87			
	2-16 Communication of critical concerns	see website https://sigachi.com/investors/investor-information/			
	2-17 Collective knowledge of the highest governance body	See website https://sigachi.com/about-us/leadership/			
	2-18 Evaluation of the performance of the highest governance body	AR 24: Corporate Governance Report Page 84-106			
	2-19 Remuneration policies	See website: Corporate Governance: https://sigachi.com/Policies/6.pdf			

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GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	AR 24: Remuneration of Executive Directors and Top management Page 137-138			
	2-21 Annual total compensation ratio	AR 24: Page 137			
	2-22 Statement on sustainable development strategy	AR 24: Page 16			
	2-23 Policy commitments	See website https://sigachi.com/investors/corporate-governance/#1619014285391-efc2c212-9022			
	2-24 Embedding policy commitments				
	2-25 Processes to remediate negative impacts	AR 24: BRSR Page 70 -113			
	2-26 Mechanisms for seeking advice and raising concerns	AR 24: BRSR Page 70 -113			
	2-27 Compliance with laws and regulations	See website https://sigachi.com/investors/corporate-governance/Compliance filings with Stock exchanges BSE and NSE, MCA			
	2-28 Membership associations	AR 24: BRSR Page 91			
	2-29 Approach to stakeholder engagement	AR 24: BRSR Page 94-95			

"GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLA NATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR 24: Page 21			
	3-2 List of material topics	SR 24: Page 21			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics		a. to f.	Information unavailable/incomplete	This omitted section is a part of our materiality and is planned for FY 25.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	a., c. SR page 22, page 27-28 and page 49-50	b., d. to g.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	302-2 Energy consumption outside of the organization	a. SR page 22, page 27-28 and page 49-50	b.,c.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	302-3 Energy intensity	a to d SR page 22, page 27-28 and page 49-50			
	302-4 Reduction of energy consumption		a. to d.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 24: Page 21			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		a. to d.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	303-2 Management of water discharge-related impacts		a.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	303-3 Water withdrawal	a. page 29, page 49 -50	b. to d.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	303-4 Water discharge	a. page 29, page 49 -50	b. to d.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	303-5 Water consumption	a. page 29, page 49 -50	b. to d.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.

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Emissions					
GRI 305: Emissions 2016	3-3 Management of material topics	SR 24: Page 21			
	305-1 Direct (Scope 1) GHG emissions	SR 24, page 28 and page 49-50			
	305-2 Energy indirect (Scope 2) GHG emissions	SR 24, page 28 and page 49-50			
	305-3 Other indirect (Scope 3) GHG emissions		a. to g.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	305-4 GHG emissions intensity		a. to d.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	305-5 Reduction of GHG emissions		SR 24, page 47-48		
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 24: Page 21			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	a. SR 24, page 30 and page 49-50			
	306-2 Management of significant waste-related impacts	a. to c. Waste management and sustainability initiatives and page 49-50			
	306-3 Waste generated	a. and b. Waste management and sustainability initiatives and page 49-50			
	306-4 Waste diverted from disposal	a. and b. Waste management and sustainability initiatives and page 49-50	d. and e.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	306-5 Waste directed to disposal	a. and b. Waste management and sustainability initiatives and page 49-50	d. and e.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
Supplier environmental assessment					
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	SR 24, Page 33, Page 47, BRSR 24: Principle 1, Leadership indicators: Q1			
	308-2 Negative environmental impacts in the supply chain and actions taken	SR 24, Page 33, Page 47, BRSR 24: Principle 1, Leadership indicators: Q1	b. to e.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.

Employment					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover			Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		a. and b.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	401-3 Parental leave	e. BRSR 24 Principle 3, Essential Indicators Q5	a. to d.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 24: Page 21			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR 24, Page 35	a. and b.	Information unavailable/incomplete	The information required for the omitted sections will be provided in the up coming reports.
	403-2 Hazard identification, risk assessment, and incident investigation	SR 24, Page 35	b. to d.	Information unavailable/incomplete	The data and information are not currently public but will be made available in the coming years.
	403-3 Occupational health services		a.	Information unavailable/incomplete	The data and information are not currently public.
	403-4 Worker participation, consultation, and communication on occupational health and safety		a., b.	Information unavailable/incomplete	The data and information are not currently public.
	403-5 Worker training on occupational health and safety	SR 24, Page 35, AR 24, Principle 1, Essential Indicators, Q1	a.	Information unavailable/incomplete	Discription of any occupational health and safety to be provided publicly in FY 25 Sustainability Report.
	403-6 Promotion of worker health		a.,b.	Information unavailable/incomplete	The data and information are not currently public.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 24, Page 35, BRSR 24, Section A, Q26, Point 6			


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GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system		a., c.	Information unavailable/incomplete	The data and information are not currently public.
	403-9 Work-related injuries		a., c.,d.,e.,g.	Information unavailable/incomplete	The data and information are not currently public.
	403-10 Work-related ill health		a.	Information unavailable/incomplete	The data and information to be provided publicly in FY 25 Sustainability Report.
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 24: Page 21			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR 24: Page 51			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 24: Page 21			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR 24: Page 50			

Glossary

MD	Managing Director
CEO	Chief Executive Officer
CFO	Chief Financial Officer
DE&I	Diversity, Equity and Inclusion
ESG	Environment, Social and Governance
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HR	Human Resources
ISO	International Organization for Standardization
KPI	Key Performance Indicator
SBTI	Science – Based Target Initiative
UN SDG	United Nations Sustainable Development Goals
APIs	Active Pharmaceutical Ingredients
O&M	Operations and Management
GMP	Good Manufacturing Practice
HACCP	Hazard Analysis Critical Control Point
EDQM	European Directorate for the Quality of Medicines & Healthcare
CEP	Certification of Suitability
FSSC	Food Safety System Certification
FSSAI	Food Safety and Standards Authority of India
USFDA	United States Food and Drug Administration
R&D	Research and Development
BRSR	Business Responsibility and Sustainability Reporting
FY	Fiscal Year
YOY	Year on Year
SOPs	Standard Operating Procedures
SPCB	State Pollution Control Board
MT	Metric Tons
ETP	Effluent Treatment Plant
STP	Sewage Treatment Plant
MVR	Mechanical Vapour Recompression
WH	Watt Hours
KWH	Kilo Watt Hours
COD	Chemical oxygen demand
EHS	Environment Health and Safety
PPE	Personal Protective Equipment
VoE	Voice of Employee
HRMS	Human Resources Management Systems
EX	Employee Experience
EVP	Employee Value Proposition
NGOs	Non-Governmental Organizations
PWDs	People with Disabilities
AKRSPI	Aga Khan Rural Support Programme India
MDF	Mauna Dhvani Foundation

GDPR	General Data Protection Regulation
SR	Sustainability Report
AR	Annual Report
NOx	Nitrogen Oxides
SOx	Sulphur Oxides
VOC	Volatile Organic Compounds
HAP	Hazardous air pollutants
Principle 1 (P 1)	Businesses should conduct & govern themselves with integrity, & in a manner that is ethical, transparent & accountable.
Principle 2 (P 2)	Businesses should respect the interests of & be responsive to all their stakeholders.
Principle 3 (P 3)	Businesses should respect & promote the well-being of all employees, including those in their value chains.
Principle 4 (P 4)	Businesses should respect the interests of & be responsive to all their stakeholders.
Principle 5 (P 5)	Businesses should respect & promote human rights.
Principle 6 (P 6)	Businesses should respect & make efforts to protect & restore the environment.
Principle 7 (P 7)	Businesses, when engaging in influencing public & regulatory policy, should do so in a manner that is responsible & transparent
Principle 8 (P 8)	Businesses should promote inclusive growth & equitable development
Principle 9 (P 9)	Businesses should engage with & provide value to their consumers in a responsible manner.



Sigachi is to become the leading player in offering customized solutions, with the objective of creating a Healthier, Happier and Joyful world.

Please get in touch with esg@sigachi.com

www.sigachi.com

This Sustainability Report by Sigachi Industries Limited ("Sigachi") aims to provide a clear and accurate overview of our ESG performance and initiatives. While we have made every effort to ensure the information is reliable, it should be considered for informational purposes only.

The report may include forward-looking statements based on current expectations and projections. These statements are subject to uncertainties and may change as new information becomes available. We are committed to continuous improvement and transparency and will update our stakeholders as needed.

Please note, this report is not intended as legal, financial, or investment advice. We encourage readers to consider this information as a helpful resource and to seek professional guidance when necessary.

We appreciate your interest in Sigachi's sustainability journey



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