Transpek
Creative Chemistry

SUSTAINABILITY ATLAS

SUSTAINABILITY ATLAS

upto FY 2029–30

A structured view of TRANSPEK INDUSTRY LIMITED's environmental, social and governance performance and targets, aligned to the GRI Universal Standards and the UN Sustainable Development Goals.





ENVIRONMENTAL | SOCIAL | GOVERNANCE

OUR COMMITMENT

Advancing sustainable development

TRANSPEK INDUSTRY LIMITED. acknowledges its pivotal role in advancing sustainable development and perceives it as an opportunity to generate positive outcomes rather than merely fulfilling societal obligations. We are committed to surpassing conventional standards of information disclosure and regulatory compliance by actively embracing sustainable practices. Through these efforts, we aspire to not only enhance the well-being of our employees, customers, suppliers, investors, partners, and shareholders but also to make meaningful contributions to the broader societal welfare.

During the year in 2025, TRANSPEK INDUSTRY LIMITED. conducted a materiality analysis in accordance with the Global Reporting Initiative standard (GRI) 2021. This analysis aimed to identify and prioritize key sustainability issues. Based on these findings, the company developed its ESG KPIs through FY 2029-30. These KPIs establish specific targets that reflect our commitment to sustainable development. Importantly, these targets are in alignment with the UN Sustainable Development Goals (SDGs), underscoring our dedication to global sustainability initiatives.

STANDARDS FOLLOWED

Frameworks that anchor our disclosure

GRI

TRANSPEK INDUSTRY LIMITED. has meticulously followed this standard in order to evaluate, monitor and report the data and information in accordance to the Global Reporting Initiative (GRI) Universal Standards 2021, ensuring our sustainability metrics align with the world's most widely recognized framework for transparency and accountability. This approach allows us to not only measure our environmental, social, and governance (ESG) impacts accurately but also to benchmark our progress against global best practices. By adhering GRI Standards, we aim to offer a clear, consistent, and comparative overview of our sustainability performance, facilitating informed stakeholder engagement and underscoring our commitment to make a tangible, positive impact on both the planet and our communities.

GREENHOUSE GAS PROTOCOL

In accordance our greenhouse gas (GHG) emissions tracking and reporting processes, TRANSPEK INDUSTRY LIMITED. rigorously follows the principles and guidelines set forth by the Greenhouse Gas Protocol. This comprehensive standard enables us to accurately quantify and manage our GHG emissions across different scopes, providing a clear framework for emission reduction initiatives and sustainability strategies. Adopting the GHG Protocol not only enhances our environmental stewardship but also ensures our emissions data is transparent, verifiable, and in harmony with global efforts to combat climate change.

GRI INDEX

KPIs mapped to GRI Standards

Environmental

GRI Standard	Indicators	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, and Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-3, 302-4, 302-5	Captures total energy consumed, energy intensity, reductions achieved, and renewable energy usage.
GRI 303: Water	303-1, 303-2, 303-3, 303-5	Tracks water withdrawal, water usage by employee, water treated/recycled, rainwater harvesting, and water intensity.
GRI 306: Waste	306-1, 306-2, 306-3, 306-4	Tracks hazardous and non-hazardous waste generation, waste diverted from disposal, and waste recovery.

GRI Standard	Indicators	Description
GRI 304: Biodiversity	304-1, 304-2, 304-3, 304-4	Monitors land dedicated to biodiversity, biodiversity conservation training, native species support, and complaints.
GRI 307: Environmental Compliance	307-1	Tracks environmental incidents, compliance violations, and corrective actions.
GRI 301: Materials	301-1, 301-2, 301-3	Tracks use of recycled/sustainable materials, reporting on end-of-life treatment, and packaging use.

Social

GRI Standard	Indicators	Description
GRI 401: Employment	401-1, 401-2, 401-3	Tracks hiring, attrition, benefits provided to full-time employees, and parental leave practices.
GRI 403: Health & Safety	403-1, 403-2, 403-3, 403-4, 403-5	Tracks lost time injury rates, fatal incidents, health and safety training, risk assessments, and management systems.
GRI 404: Training	404-1, 404-2, 404-3	Measures training hours for employees, career development opportunities, and performance reviews.
GRI 405: Diversity	405-1, 405-2	Tracks gender balance, minority representation, and wage equality across organizational levels.
GRI 406: Non-Discrimination	406-1	Tracks incidents of discrimination reported internally and externally, including resolution efforts.
GRI 412: Human Rights	412-1, 412-2	Measures human rights due diligence, training hours, and external compliance with human rights policies.
GRI 413: Local Communities	413-1, 413-2	Tracks community engagement initiatives and their impact assessment.
GRI 416: Customer Health and Safety	416-1, 416-2	Monitors product safety, customer safety-related incidents, and recalls.
GRI 418: Data Privacy	418-1	Tracks complaints and confirmed breaches of customer data and privacy.

Governance

GRI Standard	Indicators	Description
GRI 419: Anti-Corruption	419-1	Tracks corruption complaints, confirmed incidents, and training hours on anti-corruption measures.
GRI 417: Marketing and Labeling	417-1, 417-2, 417-3	Monitors customer participation in recycling programs, sustainability awareness, and product labeling compliance.
GRI 308: Supplier Assessment	308-1, 308-2	Tracks suppliers' compliance with environmental and social requirements and sustainability clauses in contracts.
GRI 102: Ethics	102-16, 102-17	Tracks business ethics training, whistleblower reports, and compliance with ethical practices.
GRI 205: Anti-Competitive Behavior	205-1, 205-2	Tracks incidents of anti-competitive practices and legal actions.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks supplier human rights and labor practices assessments, including corrective actions.
GRI 402: Labor-Management Relations	402-1	Tracks compliance with collective bargaining agreements and joint labor committees.

GRI Standard	Indicators	Description
GRI 418: Data Privacy	418-1	Tracks reported incidents and breaches of customer and business data privacy.
GRI 201: Economic Performance	201-2	Tracks financial risks and opportunities due to climate change, including long-term ESG investments.

GOVERNANCE OF THIS ROADMAP

Responsibilities

01

The Environment and Safety head is responsible to track and update the Environmental KPIs once in a month and every quarter and provide the update to Management of the company.

02

The Human Resource Head is responsible to track and update the Social and Governance KPIs once in a month and every quarter and provide the update to Management of the company.

03

The Procurement Head is responsible to track and update the Sustainable Procurement KPIs once in a month and every quarter and provide the update to Management of the company.

PERIOD OF REVIEW

The Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews to ensure alignment with our strategic goals and operational efficiency. These reviews will be conducted on a monthly and quarterly basis, facilitating timely adjustments and reinforcing our commitment to achieve the set targets. The cumulative progress against the KPIs will be meticulously evaluated, with subsequent statuses updated accordingly. Our current review cycle is synchronized with our annual target completion deadlines.

FY 2028-29 deadline: **31 March 2029** FY 2029-30 deadline: **31 December 2030**

LOCATIONS COVERED

Sites in scope for this roadmap

Transpek Industry Limited.

4th Floor, Lilleria 1038 Gotri-Sevasi Road 390021 Vadodara, Gujarat India

Transpek Industry Limited.

At & Post: Ekalbara, Taluka: Padra, Dist.: Vadodara, 391440 Gujarat India

01

Environmental

Emissions, energy, water, waste, biodiversity and material stewardship across every operating site.

Greenhouse Gas (GHG) (Carbon Footprint or intensity)



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Scope 1 GHG Emission (tCO2eq)	1189 ACTUAL	393 ACTUAL	198 ACTUAL	192 ACTUAL	832 30% Reduction TARGET
Scope 2 GHG Emission (tCO2eq)	13715 ACTUAL	13449	12003 ACTUAL	11128 ACTUAL	6857 50% Reduction TARGET
Scope 3 GHG Emission (tCO2eq)	126806 ACTUAL	103716 ACTUAL	107708 ACTUAL	89557 ACTUAL	88764 30% Reduction TARGET
Scope 3 Downstream GHG Emission (tCO2eq)	13061 ACTUAL	10235 ACTUAL	11320 ACTUAL	9604 ACTUAL	3918 30% Reduction TARGET
Scope 3 Upstream GHG Emission (tCO2eq)	6255 ACTUAL	3825	4388	3055 ACTUAL	1876 30% Reduction TARGET
GHG Emission Intensity (Scope 1 + Scope 2) (tCO_2e/MT)	0.29 ACTUAL	0.31 ACTUAL	0.19	0.18	0.20 30% Reduction TARGET
People Trained on GHG (Manhours)	0	48 ACTUAL	135 ACTUAL	150 ACTUAL	200 TARGET

Environmental Risk Assessment



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
% of operational sites assessed on specific environmental risks	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100 % TARGET

Environmental Complaints



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
# of Complaints	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET

Energy

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Total Energy consumed from electricity (in GJ)	60154 ACTUAL	57147 ACTUAL	57290 ACTUAL	56421 ACTUAL	54138 10% Reduction TARGET
Total renewable electricity consumption (in MWH)	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	7500 TARGET
Renewable Electricity against Total Electricity consumption (%)	0 % ACTUAL	0% ACTUAL	0% ACTUAL	0% ACTUAL	50% TARGET

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
% of People Trained on Energy Efficiency	0 ACTUAL	6% ACTUAL	17% ACTUAL	21% ACTUAL	30% TARGET

Water



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Total Water consumption (in Kilo Litres / Year)	233668 ACTUAL	209874 ACTUAL	215273 ACTUAL	181374 ACTUAL	186934 20% Reduction TARGET
Total Water recycled and reused (in Kilo Litres / Year)	18475 ACTUAL	19905 ACTUAL	42980 ACTUAL	37361 ACTUAL	48000 TARGET
Total Rainwater Harvested (nearby village) (in Kilo Litres / Year)	39653 ACTUAL	40946 ACTUAL	77581 ACTUAL	37282 ACTUAL	40000 TARGET
Total water consumption per employee (in Litres / Employee / Day)	539 ACTUAL	507 ACTUAL	524 ACTUAL	448 ACTUAL	440 TARGET
Total Water Treated (Discharge qty. against permissible limit 89425KL) (In Kilo Litre/Year)	53746 ACTUAL	51732 ACTUAL	49275 ACTUAL	43435 ACTUAL	41000 TARGET
Water Intensity (Water consumed KL / Revenue (in Cr.)	282.58 ACTUAL	362.08 ACTUAL	331.26 ACTUAL	291.97 ACTUAL	250 TARGET
Pollutants present in wastewater Total Suspended Solids (milligram / Litre) (Limit / Result)	100 / 34	100 / 24	100 / 18	100 / 18	100 /
Pollutants present in wastewater Ammoniacal Nitrogen (milligram / Litre) ((Limit / Result)	50 / 3	50 / 6.7	50 / 0.05	50 / 0.05	50 /
Pollutants present in wastewater Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	250 / 180	250 / 178	250 / 113	250 / 102	250/
Pollutants present in wastewater Biological Oxygen Demand (milligram / Litre) (Limit / Result)	100 / 62	100 / 51	100 / 37	100 / 30	100 /
People Trained on Water Efficiency (Manhours)	39 ACTUAL	65 ACTUAL	84 ACTUAL	88 ACTUAL	150 TARGET

Air Pollution

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
SOx (Micro /m3) (Limit /Result)	80 / 11.3	80 / 10.6	80 / 9.1	80 / 8.7	80 /
NOx (Micro /m3) (Limit /Result)	80 / 13.8	80 / 15.6	80 / 11.1	80 / 11.3	80 /
PM10 (Micro /M3) (Limit /Result)	100 / 60	100 / 64	100 / 52.1	100 / 49.6	100 /
PM2.5 (Micro /M3) (Limit /Result)	60 / 29.6	60 / 29.8	60 / 22.9	60 / 21.5	60 /

Light

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Cases of Non-Compliance of IS – 3646 Standard Part – III	0	0	0	0	0

Noise

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Day Time Noise Level dB (A) Leq Near Plant (Limit / Actual)	75 / 65	75 / 67	75 / 64	75 / 62	75 /
Night Time Noise Level dB (A) Leq Near Plant (Limit / Actual)	70/ 63	70 / 63	70 / 60	70 / 58	70 /

Biodiversity Conservation

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Number of native species supported	52 ACTUAL	52 ACTUAL	55 ACTUAL	59 ACTUAL	65 TARGET
% of total workforce received training on Biodiversity conservation	0% ACTUAL	0% ACTUAL	3% ACTUAL	10% ACTUAL	20% TARGET
% of total department covered in Internal risk assessment Biodiversity	0% ACTUAL	0% ACTUAL	10% ACTUAL	20% ACTUAL	30% TARGET
Number of Awareness session conducted on Biodiversity conservation	0 ACTUAL	0 ACTUAL	1 ACTUAL	3 ACTUAL	6 TARGET
Complaints received on Biodiversity	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET

Waste Generation

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Total Waste Generated (in Metric Tonnes)	2103.26 ACTUAL	2943.52 ACTUAL	1980.95 ACTUAL	1987.50 ACTUAL	1998 Reduction of 5% TARGET
Total Hazardous Waste Generation (in Metric Tonnes)	2081.86 ACTUAL	1933.24 ACTUAL	1394.64 ACTUAL	1085.59 ACTUAL	1977 Reduction of 5% TARGET
Total non-Hazardous Waste Generation (in Metric Tonnes)	518.62 ACTUAL	791.32 ACTUAL	578.2 ACTUAL	843.11 ACTUAL	492 Reduction of 5% TARGET
% of total landfill waste from company operations diverted for reuse	0 % ACTUAL	0 % ACTUAL	0 % ACTUAL	0 % ACTUAL	30 % TARGET
Total Waste recycled in a year (in Metric Tonnes)	79.4 ACTUAL	91.6 ACTUAL	89.79 ACTUAL	124.50 ACTUAL	130 TARGET
% of People Trained on Waste management	40 ACTUAL	60 ACTUAL	70 ACTUAL	80 ACTUAL	100 TARGET

Product Use



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
% of products are returned / recalled due to quality issues or defects?	0.61 %	0.57 % ACTUAL	0.44 % ACTUAL	0.28 % ACTUAL	0 % TARGET
% of products that pass rigorous quality control inspections before being shipped to customers?	100%	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET
Percentage of products meet regulatory compliance and safety standards?	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET

Product End of Life



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Total number of Product LCAs completed Actual)	0	0 ACTUAL	0 ACTUAL	1 ACTUAL	3 TARGET

Sustainable Consumption



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Percentage of recycled input material out of total materials consumed (Actual) SO2	10.9 %	13.96 % ACTUAL	13.16 % ACTUAL	13.54 % ACTUAL	14.0 % TARGET

Sustainable Sourcing



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
% of Targeted Employees Trained Sustainable Sourcing of Raw material	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % TARGET
% Sourcing of Sustainable Certified Raw material	0 % ACTUAL	0% ACTUAL	0 % ACTUAL	0.13 % ACTUAL	0.15 % TARGET

Environmental Certificate



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Percentage of operational sites with an environmental certification, such as ISO 14001	100 %	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100% TARGET

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Percentage of operational sites with an environmental certification, such as ISO 50001	100 %	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100% TARGET

Environmental service and advocacy



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations)	05	11	14	15	20 TARGET
Percentage of visitors, customers, and suppliers who visited our facility attended environmental awareness digital campaigns, or webinars.	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % TARGET

Training



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
% of buyers across all locations who have received training on sustainable procurement	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET
% of total workforce received training on environmental issues	0 % ACTUAL	1 % ACTUAL	21 % ACTUAL	25 % ACTUAL	100% TARGET

02

Social

Our people, their safety, rights, development and the communities we operate within.

Employment



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Child Labour (%)	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
Force Labour (%)	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
Human Trafficking (%)	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
Attrition Ratio (%)	10.51% ACTUAL	6.88 % ACTUAL	3.42 % ACTUAL	8.20 % ACTUAL	5.00 % TARGET
Total Training Hours of employees	4250 ACTUAL	12023 ACTUAL	18898 ACTUAL	16317 ACTUAL	20000 TARGET
Average Training Hours per employee	10 ACTUAL	10.5 ACTUAL	16.87 ACTUAL	14.11 ACTUAL	16 TARGET
Average Salary above Minimum Wages (Rs.)	49441 ACTUAL	52269 ACTUAL	55821 ACTUAL	58370 ACTUAL	63040 TARGET
Pay ratio between the highest-paid person and the median employee (%)	8.5:1 ACTUAL	9.9:1 ACTUAL	9.6:1 ACTUAL	11.3:1 ACTUAL	10.0:1 TARGET
Employees Above Living wage rules	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % TARGET
Subcontractor's Workers Covered under Minimum Wage / Living wage rules	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % TARGET
Hiring of Local People (%)	88.99% ACTUAL	91.69% ACTUAL	90.88% ACTUAL	88.72% ACTUAL	90.00% TARGET
Hiring of People with Disability (%)	1.76% ACTUAL	1.54% ACTUAL	1.44% ACTUAL	1.18% ACTUAL	1.50% TARGET
Hiring of Vulnerable / Marginalized People at Top Management level (%)	0%	0%	0%	0%	0% TARGET
Hiring of Vulnerable / Marginalized People in company (%)	1.90%	3.08%	9.03%	8.03%	9.0% TARGET
% of your employees with disabilities feel included and supported in the workplace?	100 %	100 %	100 %	100 %	100 % TARGET

Health & Safety Incidents / Accidents



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Lost time injury (LTI) frequency rate for direct workforce	0.59 ACTUAL	0.00 ACTUAL	0.33 ACTUAL	0.97 ACTUAL	0.00 TARGET
Lost time injury (LTI) frequency rate for Subcontractor's Workers	0.00 ACTUAL	0.00 ACTUAL	0.00 ACTUAL	0.00 ACTUAL	0.00 TARGET
Lost time Severity (SI) frequency rate for Employees	57 ACTUAL	00 ACTUAL	30 ACTUAL	210 ACTUAL	00 TARGET
Lost time Severity (SI) frequency rate for Subcontractor's Workers	00 ACTUAL	00 ACTUAL	00 ACTUAL	00 ACTUAL	00 TARGET
# of Work-related Incidents	37 ACTUAL	36 ACTUAL	30 ACTUAL	28 ACTUAL	0 TARGET

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
# of Fatal Incidents	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
Number of days lost to work-related injuries, fatalities and ill health	195 ACTUAL	0 ACTUAL	90 ACTUAL	464 ACTUAL	0 TARGET
% of operational sites an employee health & safety risk assessment has been conducted	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET
% of People Trained on Health & Safety	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET

Human Rights



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
% of direct employees & individual contractors and dispatched workers covered by a living wage benchmarking analysis	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET
% of direct employees paid below living wage	0% ACTUAL	0% ACTUAL	0% ACTUAL	0% ACTUAL	0% TARGET
% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	0% ACTUAL	0% ACTUAL	0% ACTUAL	0% ACTUAL	0% TARGET
% of direct employees covered by a living wage benchmarking analysis	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET
% of average wage gap for direct employees paid below living wage against a living wage benchmark	0% ACTUAL	0% ACTUAL	0% ACTUAL	0% ACTUAL	0% TARGET
Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % TARGET
# of Complaints reported on Child Labour / Human Trafficking	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
# of Complaints reported on Data Privacy / Security (Internal)	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
# of Complaints reported on Data Privacy / Security by Suppliers	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
# of Complaints reported on Data Privacy / Security by Customers	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
# of Complaints reported on Data Privacy / Security by Other Stakeholders	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
% of operational sites assessed for human rights risks	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % TARGET
External Stakeholder Human Rights Impact Reporting Compliance Count (%)	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % TARGET
People Trained on Human Rights (Manhours)	0 ACTUAL	13 ACTUAL	157 ACTUAL	276 ACTUAL	300 TARGET

Career management and training



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Total numbers of employees received regular performance and career development reviews (Actual) (%)	100%	100%	100%	100%	100%
People Trained on overall Career Management and Skill Development\ (Manhours)	0 ACTUAL	424 ACTUAL	739 ACTUAL	801 ACTUAL	950 TARGET
Awareness Session conducted on Career Management	0 ACTUAL	12 ACTUAL	25 ACTUAL	32 ACTUAL	50 TARGET
% of People Trained on Career Management and Skill Development	0 ACTUAL	53% ACTUAL	62% ACTUAL	75% ACTUAL	80% TARGET

Gender Equality



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Gender balance at Worker level (Women to Men %)	0 % ACTUAL	0 % ACTUAL	0 % ACTUAL	0 % ACTUAL	0 % TARGET
Gender balance at Executive level (Women to Men %)	11.43 % ACTUAL	12.35 % ACTUAL	11.87%	9.52 %	12 % TARGET
Gender balance at Top / Key Manager level (Women to Men %)	5.71 % ACTUAL	5.40 % ACTUAL	5.55 % ACTUAL	5.88 ACTUAL	7.0 % TARGET
Gender balance at organization board (Women to Men %)	8.33 % ACTUAL	8.33 % ACTUAL	9.1 % ACTUAL	9.1% ACTUAL	9.1% TARGET
Gender balance of Employees in whole organization ((Women to Men %)	4.38 % ACTUAL	4.84 % ACTUAL	4.78 % ACTUAL	3.97 % ACTUAL	5.00 % TARGET
Average unadjusted gender pay gap (Woman to man %)	0% ACTUAL	0% ACTUAL	0% ACTUAL	0% ACTUAL	0% TARGET
People Trained on Gender Equality (Manhours)	0 ACTUAL	15 ACTUAL	132 ACTUAL	264 ACTUAL	350 TARGET

Working Conditions



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
# of Hours Worked (Manhours)	1631488 ACTUAL	1619336 ACTUAL	1241111 ACTUAL	1230808 ACTUAL	1300000 TARGET
% of your plants and offices that were assessed	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET
Incident of non-potable drinking water identification	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
% of the total workforce trained on Diversity, Equity & Inclusion	3.66% ACTUAL	1.67% ACTUAL	19.37% ACTUAL	25% ACTUAL	100% TARGET

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
% employees covered in awareness program- working condition	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET
Incident of non-compliance of working conditions principles	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET

Discrimination & Harassment



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
# of Complaints reported on Sexual Harassment	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
# of Complaints reported on Discrimination (Internal)	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
# of Complaints reported on Discrimination or Harassment by Suppliers	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
# of Complaints reported on Discrimination or Harassment by Customers	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
# of Complaints reported on Discrimination or Harassment by Other Stakeholders	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
% of the total workforce trained on discrimination and harassment	6.23 % ACTUAL	11.17 % ACTUAL	32.72 % ACTUAL	34.40 % ACTUAL	50 % TARGET
# of identified discrimination or harassment incidents or corrective actions	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET

Certification

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Percentage of operational facilities that are certified ISO 45001(Actual) (%)	100%	100%	100%	100%	100% TARGET
Percentage of operational facilities that are certified GPTW(Actual)(%)	0%	0%	0%	100%	100% TARGET
SMETA Certification	0% ACTUAL	0% ACTUAL	0% ACTUAL	0% ACTUAL	100% TARGET

Corporate Social Responsibility

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Amount Spent on CSR (Lakhs)	37.36	38	40	42	42 TARGET
# of social initiatives at National and Local level	20	20	20	25	30 TARGET

03

Governance

Ethics, anti-corruption, data privacy, value-chain integrity and stakeholder dialogue.

Anti-Corruption & Bribery



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
# of Complaints reported on Corruption & Bribery	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
Percentage of Trading Partners Covered by Due Diligence on Corruption (%)	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET
People Trained on Anti-Corruption & Bribery (in Manhours)	0 ACTUAL	13 ACTUAL	118 ACTUAL	140 ACTUAL	200 TARGET
Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%)	0% ACTUAL	0% ACTUAL	0% ACTUAL	0% ACTUAL	100% TARGET

Information Management



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Percentage of operational sites certified with anti- information security management system (ISO 27001) (%)	0% ACTUAL	0% ACTUAL	0% ACTUAL	100% ACTUAL	100% TARGET
Data Breach Incidents:	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	100% ACTUAL	100% ACTUAL	100% % ACTUAL	100% ACTUAL	100% TARGET
Data Retention Compliance:	100% % ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET
User Complaints:	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET

Value Chain



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Suppliers evaluated for ESG Performance (in %)	0 % ACTUAL	10 % ACTUAL	15 % ACTUAL	30% ACTUAL	50 % TARGET
Suppliers evaluated for ESG Reporting (Onsite) (in %)	0 % ACTUAL	2 % ACTUAL	5 % ACTUAL	10% ACTUAL	30 % TARGET
Percentage of operational sites certified with Round Table on Sustainable Palm Oil (RSPO) (%)	0% ACTUAL	0% ACTUAL	0% ACTUAL	100% ACTUAL	100% TARGET
Average Number of Non-Conformities Found per supplier	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
Avg Number of Corrective Actions taken / Supplier	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
Suppliers in Agreement with company Policies (in %)	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % TARGET

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Suppliers in Agreement with company's Supplier Code of Conduct (in %)	0 % ACTUAL	0 % ACTUAL	25 % ACTUAL	50% ACTUAL	70 % TARGET
Integration of Sustainability clauses in supplier contracts	10 % ACTUAL	10 % ACTUAL	15 % ACTUAL	15 % ACTUAL	20 % TARGET
Percentage of assessed suppliers engaged in corrective actions or capacity building	0% ACTUAL	0% ACTUAL	0% ACTUAL	0% ACTUAL	100% TARGET

Anti-Competitive Practice



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Incident of Deceptive Advertising:	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
% departments covered under Risk Assessment Internal Audit	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 %	100 % TARGET

Ethics



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Percentage of total workforce trained on business ethics issues (%)	100 % ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET
Employee feedback on ethics training (satisfaction rate)	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% ACTUAL	100% TARGET
Number of whistleblower reports received	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET

Customer Health and Safety



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
# of Product Related Incident	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET
Maintain Hazard Communication in country specific language on customer demand	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % ACTUAL	100 % TARGET

Social Dialogue



Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
Customer Participation Rate in Sustainability Session / Feedback	20% ACTUAL	24% ACTUAL	11% ACTUAL	14% ACTUAL	30% TARGET

Metric	FY 2022-23 Baseline	FY 2023-24	FY 2024-25	FY 2025-26	FY 2029-30 Target
% of the total workforce covered by formally-elected employee representatives	0.03 % ACTUAL	0.03 % ACTUAL	0.04 % ACTUAL	0.03 % ACTUAL	0.04 % TARGET
Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	65 % ACTUAL	70 % ACTUAL	87 % ACTUAL	89 % ACTUAL	95 % TARGET
Complaints registered on the violation of Collective Bargaining Agreement	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 ACTUAL	0 TARGET

Assurance Letter

Independent Assurance on Verification of Sustainability Information

Anares/AR/26-12

Reporting Period – April 2025 - March 2026

The Management
Transpek Industry Limited
4th Floor, Lilleria 1038,
Gotri-Sevasi Road,
Vadodara – 390 021
Gujarat, India

Independent Assurance Report

Anares Analytics LLP (hereinafter referred to as "The Service Provider" or "Anares Analytics LLP") have been engaged by **Transpek Industry Limited** (hereinafter referred to as "The Company") to conduct a limited assurance engagement on the sustainability information presented in the Company's Annual Sustainability Report (ASR) FY 25-26 and ESG KPI Roadmap till FY 2029-30 disclosure for the specified reporting period. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the report. The sustainability information provided within the report is in accordance to the comprehensive guidelines set forth by the Global Reporting Initiative's (hereinafter referred to as "GRI") Universal Standards 2021, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Anares Analytics LLP underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international principles for reporting on its Environmental, Social, and Governance (hereinafter referred as "ESG") initiatives.

Assurance Standard

The verification engagement has been planned and performed in accordance with the verification methodology developed by Anares Analytics LLP, which is based upon the **"AA1000 Assurance Standard (AA1000AS v3)".**

Scope of Assurance and Methodology

The verification was conducted to provide limited assurance conclusion on select non-financial sustainability disclosures whether the sustainability information the mentioned reporting period and to verify its alignment in accordance to GRI Universal Standards 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to:

The assurance engagement was conducted with reference to the four principles of AA1000AS v3 – Inclusivity, Materiality, Responsiveness, and Impact – which were duly considered while performing this engagement. Based on our review, the Company has demonstrated materiality in disclosures, inclusivity in stakeholder engagement, responsiveness to key sustainability concerns, and consideration of impacts across relevant areas

- Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and ESG committee members of the company:

Registered Office	4th Floor, Lilleria 1038 Gotri-Sevasi Road 390021 Vadodara, Gujarat India
Factory Site	At & Post: Ekalbara, Taluka: Padra, Dist.: Vadodara, 391440 Gujarat India

- Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of company's plans, policies and practices, pertaining to their Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.

- Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Company's Accountability

The ESG Committee Representative at the company is responsible for preparing the Annual Sustainability Report FY 25-26 and ESG KPI Roadmap till FY 2029-30 that is free from material misstatement in accordance with the GRI and for the information contained therein. This entails specifically choosing and applying suitable methodologies for sustainability reporting, gathering and organizing data, and making well- founded assumptions or estimates as needed. Additionally, these representatives must ensure the implementation of adequate internal controls to facilitate the development of a sustainability report devoid of any significant errors, whether deliberate or accidental. The ESG Committee Representatives at the company are also responsible for preparing the designed report using graphics and relevant and responsible content.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for 2025. The Company has prepared report having sustainability information with accordance to GRI Universal Standards 2021. The Annual Sustainability Report 2025 and ESG KPI Roadmap till FY 2029-30 includes a description of the Company's stakeholder engagement process, materiality assessment and relevant performance disclosures on the identified material topics. There is further scope to strengthen data/information management system to ensure uniform and accurate reporting or disclosures. Areas of further improvement wherever identified have been brought before the attention of the management & ESG Committee representatives of the company. These observations do not affect our conclusion presented in this statement.

Areas for improvement include:

- Strengthening data accuracy through enhanced internal controls.
- Expanding disclosures on supply chain sustainability performance.
- Linking ESG performance more explicitly with strategic business outcomes

Guidelines for Utilization of This Statement

The Company is obligated to replicate the Anares Analytics LLP's Independent Assurance statement along with any attachments in their entirety, ensuring no alterations, deletions, or supplements are made.

This statement is specifically designed to convey the outcomes of the commissioned evaluation to the Company, defining the boundaries of the engagement. It is important to note that Anares Analytics LLP has not taken into account the potential interests of any third parties regarding the chosen sustainability information, this assurance report, or the conclusions drawn by Anares Analytics LLP. Consequently, nothing within the scope of this engagement or statement grants any third-party entities any form of rights or entitlements.

Limitations

The assurance engagement outlined herein does not encompass the following areas:

1. Our assurance does not cover any data or information pertaining to the financial performance of the Company.
2. Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
3. Any data or information that falls outside the specified reporting period is not covered by our assurance scope.
4. Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.
5. The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well as assertions related to Intellectual Property rights and competitive matters, are beyond the scope of our assurance.
6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks other than those

specified above.

Our Assurance Team and independence:

Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability network and undertakes similar engagements with a number of significant Indian and international businesses. As an assurance provider, Anares Analytics LLP is required to comply with the independence requirements set out in **"AA1000 Assurance Standard (AA1000AS v3)".** Anares Analytics LLP's independence policies and procedures ensure compliance with this standard. Details of Anares Analytics LLP's independence policies and procedures can be made available to stakeholders upon request by contacting us at contact@anaresassure.com

Restriction of Liability

This assurance statement has been prepared solely for the Company in accordance with the terms of our engagement. Anares Analytics LLP does not accept or assume any responsibility to any third party for the information contained in this statement. This assurance statement applies exclusively to the Company's Annual Sustainability Report FY 25-26 and ESG KPI Roadmap till FY 2029-30 as defined within the scope. It may not be relied upon by other stakeholders for different purposes. Anares Analytics LLP shall not be held liable for any decisions or actions taken by third parties based on this assurance statement.

Conclusion

On the basis of our limited assurance procedures, nothing has come to our attention that causes us to believe that the Company has not fairly presented sustainability information in its Annual Sustainability Report FY 25-26, and ESG KPI Roadmap till FY 2029-30 for the reporting period, in all material respects.



Signature,
Mr. Pankaj Shah
Director
Anares Analytics LLP
Date: 17th June 2026
Place: India

AA1000
Licensed Assurance Provider
001-223

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Licensed Report
001-223/V3-CKDLV