

SUSTAINABILITY REPORT 2024-25

Investing in sustainability, is
investing in the future

Report outline

This Sustainability Report covers the operations and activities of LSKB Aluminium Foils Pvt. Ltd., including its manufacturing facility located in Village Bhigan, Sonipat, Haryana, India for the reporting period 1 April 2024 to 31 March 2025 and will continue to be published on an annual basis, aligned with the company's financial year.

Reporting Framework and Standards

This Sustainability Report has been prepared in reference with the Global Reporting Initiative (GRI) Standards 2021, reflecting LSKB Aluminium Foils Pvt. Ltd.'s commitment to transparency, accountability, and responsible business practices. The report provides structured and comparable disclosures on the Company's governance, environmental, and social performance. Relevant indicators from the United Nations Sustainable Development Goals (SDGs) have also been referenced, where applicable, to enhance global relevance and meet the expectations of both financial and non-financial stakeholders.

Reporting Period, Scope & Restatement

This report covers the period 1 April 2024 to 31 March 2025, aligned with LSKB's financial reporting year, and is published on an annual basis.

The reporting boundary includes all operations under the Company's operational control at its integrated manufacturing facility in Village Bhigan, Sonipat, Haryana, India, covering aluminium foil production, semi-rigid container manufacturing, procurement, human resources, quality assurance, environmental compliance, logistics, and sales functions.

As LSKB operates a single integrated facility with no subsidiaries or additional operational units, no entities have been excluded from the reporting scope. There have been no restatements of previously reported information during the reporting period. There is no political contribution done by LSKB in the last reporting period.

Assurance Statement

To strengthen the credibility of sustainability disclosures, selected key performance indicators have undergone internal review and validation by relevant cross-functional teams. The report has also undergone external assurance during the current reporting cycle, with the assurance statement provided at the end of this report.

The report has been assured by CETIZION Verifica Pvt. Ltd, and the assurance provider has no relationship with LSKB Aluminium Foils Pvt. Ltd., ensuring independence and objectivity.



Company Overview

Building long-term value through responsible practices, environmental stewardship, and social impact.

Contact Information:

We value stakeholder engagement and welcome your feedback on info@lskbfoils.com, which helps us improve our sustainability performance and disclosures.

Incorporated in 2018, LSKB Aluminium Foils Pvt. Ltd. is a privately held, family-managed organisation headquartered at its manufacturing facility in Sonipat, Haryana, India. The Company manufactures aluminium foil and foil-based packaging solutions serving the healthcare, food, FMCG, and industrial sectors, with a strategic focus on strengthening its position in the Indian packaging industry.

Governance oversight is led by a two-member Board of Directors actively involved in strategic and operational decision-making. Governance effectiveness is currently monitored through regular engagement between the Board and senior management, including reviews of business performance, compliance, operational priorities, and sustainability-related matters. While a formal governance performance evaluation mechanism is currently available as various committees are formed and working, LSKB continues to strengthen its ESG governance framework and will evaluate more structured assessment processes as the organisation grows.

The Board of Directors of LSKB Aluminium Foils Pvt. Ltd. possesses strong collective knowledge in manufacturing, flexible packaging, and trading.

Mr. Sandeep Bajaj: Over two decades of experience in flexible packaging, with expertise in manufacturing operations, technology integration, and strategic expansion.

Mr. Manoj Singhal: Extensive experience in trading and supply chain management, contributing to commercial strategy and market development.

The combined expertise of the Board supports informed decision-making, efficient operations, and alignment with business growth and sustainability objectives.

Sh. Sandeep Bajaj
Director



Director's Message

At LSKB Aluminium Foils, our journey began with a single step—the commencement of aluminium foil production—and has since evolved into delivering comprehensive packaging solutions across healthcare, FMCG, food & beverages, retail, and industrial sectors. Guided by the vision of creating better quality of life through better packaging, we have built our business on trust, innovation, operational excellence, and long-term stakeholder relationships.

At LSKB Aluminium Foils Pvt. Ltd., we believe that sustainable manufacturing is essential to long-term business success. During FY 2024-25, we processed 16,748.93 MT of aluminium, achieved a material yield efficiency of 89.1%, and reused 1,721.93 MT of production scrap, reinforcing our commitment to circularity and resource efficiency.

We also strengthened our environmental performance through energy-saving initiatives that reduced electricity consumption by 2,374 kWh per month, while maintaining an energy intensity of 992.28 kWh per metric tonne of production. In addition, our Zero Liquid Discharge (ZLD) facility and water conservation efforts helped total water withdrawal to 19,181 KL and total water recycled and reused 3070 KI during the year.

As we move forward, we remain committed to innovation, operational excellence, and sustainable growth that creates lasting value for our stakeholders.

Sh. Manoj Singhal

Director



Director's Message

As LSKB Aluminium Foils continues its growth journey, we recognise that sustainable progress is built on responsible governance, operational resilience, and environmental and social stewardship. This sustainability report marks an important milestone in our ESG journey and reflects our commitment to embedding responsible business practices into long-term decision-making.

Sustainability is an integral part of how we build resilient supply chains and trusted stakeholder relationships. During FY 2024-25, we strengthened our responsible sourcing practices and expanded our understanding of value chain impacts by assessing Scope 3 emissions from purchased goods and services.

Our governance framework continued to support ethical business conduct, with zero political contributions, robust conflict-of-interest controls, and transparent stakeholder engagement.

We remain focused on strengthening our supply chain, enhancing governance, and delivering sustainable value to our customers, partners, and communities.

Manufacturing Facility

LSKB offers a diversified product portfolio comprising Ultra-Light Gauge Foils, Light Gauge Foils, Aluminium Strip Packaging Foil, Aluminium Blister Foil, Aluminium Cold Forming Foil, Aluminium Lidding Foil, Semi-Rigid Foil Containers, Household Foils, semi-rigid containers and other semi-rigid packaging solutions.

The Company is committed to delivering high-quality aluminium products manufactured in accordance with stringent national and international standards. Its advanced production facility is equipped to manufacture aluminium foils ranging from 5.3 microns to 145 microns, along with a broad range of Aluminium Semi-Rigid Containers (SRCs), ensuring precision, reliability, and consistent product performance.

OUR PRODUCTS



HOMEFOIL Golden Embossed Foil



CHAPATI WRAP



ALU ALU Foil



HOMEFOIL 2-in-1 Paper + Golden Foil



HOMEFOIL Silver Embossed Foil



ALU ALU Containers



HOMEFOIL 2-in-1 Paper + Silver Foil



HOMEFOIL Golden Coated Containers

Strategic Objectives and Future Outlook

Guided by the WPO Vision of “Better Quality of Life, Through Better Packaging, For More People”, at every stage, we shall endeavour to offer valuable propositions by converting our knowledge and providing optimum packaging solutions, in order to build a brand that is honest and trustworthy.

Forethoughts

We aim to create a globally competitive and diverse conglomerate by deploying best- in-class practices. This industry is going to expand as the demand for flexible packaging is going to increase because every flexible packaging requires a layer of foil in it.

Sustainability Focus and Strategic Priorities

This report reflects LSKB’s commitment to responsible business conduct, environmental stewardship, and social responsibility within the aluminium foil manufacturing sector.

Under its Sustainability Strategy 2030, the Company’s key focus areas include:

- Reducing carbon footprint
- Enhancing resource efficiency
- Minimising water consumption and waste generation
- Developing sustainable packaging solutions
- Ensuring employee well-being and development
- Strengthening community engagement
- Enhancing supply chain sustainability

These priorities are aligned with LSKB’s material ESG issues and stakeholder expectations.



Vision, Mission and Ethics

Vision

To lead the aluminium industry in sustainable innovation by embedding Environmental, Social, and Governance (ESG) principles at the core of our operations. We are committed to reducing our environmental footprint through energy-efficient production, circular economy practices, and responsible sourcing. By fostering a safe and inclusive work environment, partnering with communities, and ensuring transparent governance, we aim to create long-term value for all stakeholders while driving positive change for the planet and future generations.

Mission

Our mission is to be a leader in the aluminium industry by driving sustainability and upholding the highest standards of Environmental, Social, and Governance (ESG) performance. We are committed to reducing our carbon footprint, promoting responsible resource use, and advancing recycling initiatives to contribute to a circular economy. We prioritize the well-being of our employees, communities, and stakeholders, ensuring ethical business practices, transparency, and collaboration. Through innovation and continuous improvement, we strive to create sustainable solutions that support a greener and more equitable future.

Ethics

We practice and implore our staff to follow strict ethical practices and adhere to all laid down norms of Good Corporate Governance. It is important to be responsible for the all duties that we are assigned to do being a responsible corporate citizen.

Membership Associations



LSKB Aluminium Foils Pvt. Ltd. actively participates in industry associations and sustainability initiatives to strengthen responsible manufacturing, environmental stewardship, and continuous improvement. The Company is a member of the Global Aluminium Foil Roller Initiative (GLAFRI), which promotes technological advancement, industry collaboration, and best practices within the aluminium foil sector, helping LSKB align with evolving industry standards and sustainability expectations.



**Haryana
Environmental
Management
Society**



LSKB is also a member of the Haryana Environmental Management Society (HEMS), supporting environmental awareness, regulatory compliance, and knowledge sharing among industries. In addition, the Company has achieved Aluminium Stewardship Initiative (ASI) certification, demonstrating its commitment to responsible aluminium production, ethical business conduct, and sustainable value chain practices. Together, these memberships and certifications support LSKB's efforts to enhance operational excellence, strengthen stakeholder engagement, and advance its long-term sustainability objectives.

Collaborating with industry leaders and institutions to advance responsible growth and sustainable manufacturing.

A low-angle, upward-looking perspective of several modern skyscrapers with glass facades, reaching towards a clear blue sky. The buildings are arranged in a way that creates a sense of height and scale. The central building is the most prominent, with its glass reflecting the sky. Other buildings are visible on the left and right sides, also reaching upwards.

BUSINESS OVERVIEW

Production Operation



The value chain of LSKB Aluminium Foil Pvt. Ltd. encompasses the entire lifecycle of aluminium foil manufacturing activities and packing solution are conducted at LSKB's integrated facility located in Village Bhigan, Sonipat, Haryana. The Company undertakes rolling, annealing, slitting, and embossing to manufacture a diversified portfolio of products, including ultra-light and light-gauge foils, blister and strip packaging foils, lidding foils, semi-rigid containers, and household foils. Operations are supported by energy-efficiency initiatives, Zero Liquid Discharge (ZLD) water treatment systems, and structured waste management practices, reflecting our commitment to environmentally responsible manufacturing.

LSKB Aluminium Foils Pvt. Ltd. maintains certifications under ISO 9001, ISO 14001, and ISO 45001, demonstrating its commitment to quality, environmental management, and occupational health and safety. The Company also holds Kosher certification and is certified under the Aluminium Stewardship Initiative (ASI) Performance Standard, reflecting its dedication to responsible aluminium production and sustainable business practices. There were no significant changes in the Company's operations during the reporting period.

Responsible Sourcing

The value chain of LSKB Aluminium Foils Private Limited begins with responsible procurement of key raw materials and operational inputs. The Company sources aluminium foil stock, rolling oils, chemicals, packaging materials, engineering components, and logistics services from established domestic and international suppliers. Procurement practices are guided by structured vendor selection processes, compliance requirements, and responsible sourcing principles to ensure quality, reliability, and adherence to regulatory and ethical standards.



Quality Management and Certifications

Manufacturing processes are supported by robust quality, food safety standards and codes for food packaging, environmental, and responsible sourcing systems to ensure consistent product quality, safety, and compliance with applicable national and international standards. The Company's certifications, including SQF and quality code, BRCGS Packaging Materials, IS 15392:2003, ASI Performance Standard, ISO 9001, ISO 14001, ISO 45001, and responsible sourcing certification reflect its commitment to operational excellence and sustainable practices. Stringent inspection procedures, process monitoring, and compliance checks are embedded across various stages of production. These systems collectively support product integrity, environmental responsibility, responsible sourcing, regulatory compliance, and continual improvement in overall sustainability performance.



Packaging Materials

CERTIFICATED

IS 15392:2003



CM/L-9200119006



intertek



014



Sustainable Operations and Resource Efficiency

LSKB integrates operational excellence and sustainability considerations into its midstream manufacturing processes to ensure efficiency, consistency, and environmental responsibility. Production activities are supported by robust quality control systems, structured environmental management practices, and continuous performance monitoring mechanisms. This integrated approach enables the Company to optimise resource utilisation, minimise operational impacts, and maintain high standards of product quality and compliance.



The facility operates a Zero Liquid Discharge (ZLD) water treatment system, implements energy-efficiency initiatives, and follows comprehensive waste management protocols to minimise environmental impact. Through ongoing process optimisation and resource efficiency measures, LSKB strives to enhance productivity while reducing emissions, conserving resources, and aligning manufacturing operations with its broader sustainability objectives.

Supply Chain and Distribution

LSKB manages its downstream operations through a structured and efficient distribution network serving customers across the pharmaceutical, FMCG, food, healthcare, industrial, and retail sectors. The Company prioritizes supply chain reliability, product integrity, and timely delivery through coordinated logistics management and quality-controlled dispatch processes. LSKB caters to both B2B clients and B2C markets, including consumer-facing brands such as Homefoil and Alu Alu, thereby strengthening its market presence across diverse industry segments while ensuring consistent product performance and customer satisfaction.



To further strengthen downstream sustainability, LSKB emphasizes responsible customer engagement, efficient packaging solutions, and continuous improvement in distribution practices. By aligning logistics planning with operational efficiency and market demand, the Company seeks to reduce supply chain disruptions, optimise resource use, and enhance responsiveness to evolving customer requirements, reinforcing long-term value creation across its downstream value chain.

Customer and Stakeholder Relations

LSKB maintains structured and responsible relationships with key stakeholder groups, including suppliers, customers, contractors, employees, regulatory authorities, and local communities. Stakeholders are identified based on their influence on and impact from the Company's operations.

The Company engages with stakeholders through regular interactions such as meetings, consultations, audits, and feedback mechanisms to ensure transparent procurement practices, statutory compliance, ethical business conduct, and continuous dialogue. These engagements are conducted periodically and are aimed at understanding stakeholder expectations, addressing concerns, and improving operational and sustainability performance.

Through responsible governance and collaborative partnerships, LSKB strives to create sustainable value across the entire value chain while reinforcing trust and accountability among stakeholders.



Materiality assessment

Materiality Assessment through Stakeholders' Engagement:

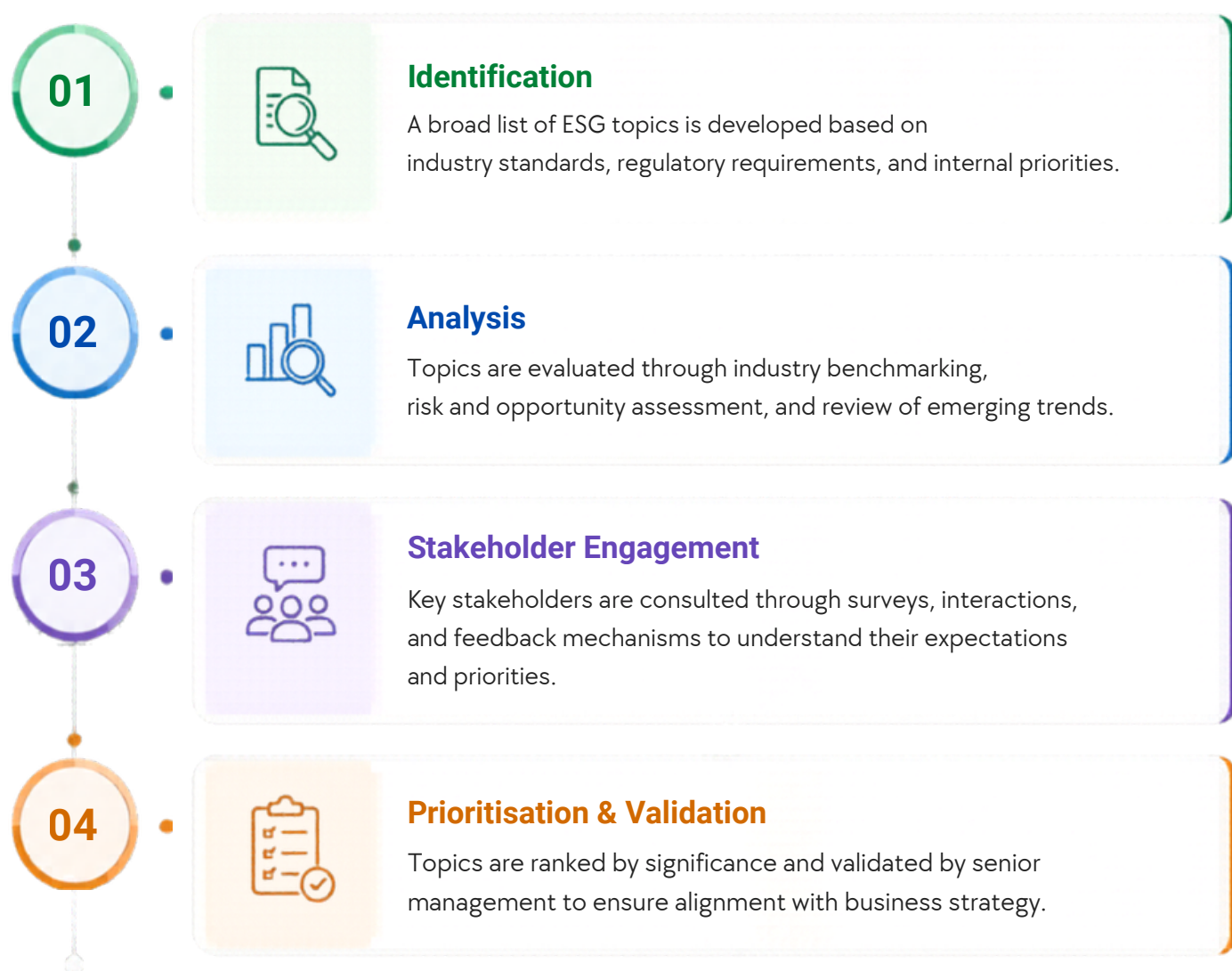
Stakeholder engagement is a core element of LSKB's approach to sustainable development. We recognize that building transparent, long-term relationships with our stakeholders is essential for driving business success and creating shared value. Our stakeholder engagement framework is designed to identify, understand, and integrate stakeholder perspectives into our decision-making processes. We systematically identify and prioritize key internal and external stakeholder groups based on their level of influence on, and impact from, our operations. This structured approach ensures a holistic and transparent assessment of stakeholder expectations. The engagement process involves multiple stages, including stakeholder identification, prioritization, consultation through meetings, surveys, and interactions, and the integration of insights into strategic planning and action development. These insights support informed decision-making and help align our business practices with stakeholder expectations.

Stakeholder Group	Channels of Communication	Key Expectations	LSKB's Response
 Employees	- Town halls meetings - Surveys - One-on-one meetings	- Safe work environment - Career development - Fair wages	- Regular training programs - Employee wellness programs
 Customers	- Surveys - Meetings - Emails	- Product quality - Competitive cost - Responsible production	- Improvement in packaging - Enhanced customer service through regular feedback
 Suppliers and Contractors	- Supplier assessments - Performance reviews - Supplier meets	- On-time payment - Ethical behavior - Sustainable growth	- Digitization of procurement processes - Supplier capability building on ESG
 Local Communities	- CSR initiatives - Regular engagement	- Local employment - Development interventions	CSR programs focused on education, skill development, and livelihood opportunities
 Regulators	- Meetings - Compliance programs - Conferences	- Proactive compliance - Environmental sustainability	- Compliance management system - Regular interactions with regulatory bodies

Materiality assessment process

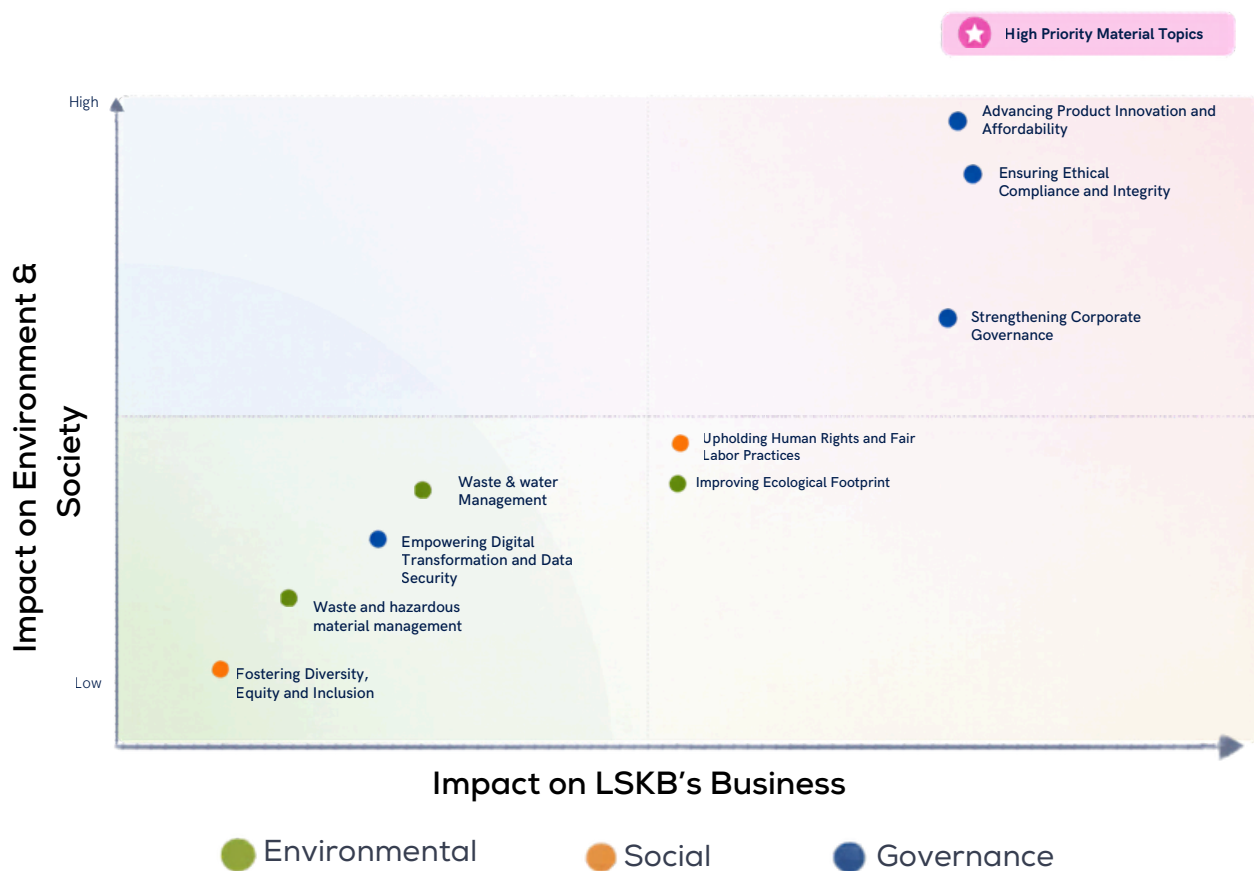
LSKB conducts its materiality assessment in alignment with globally recognized frameworks to identify Environmental, Social, and Governance (ESG) topics that are most significant to its business and stakeholders. The process considers both the Company's impacts on the environment and society and the implications of these impacts on business performance.

The assessment follows a structured approach:



This approach enables LSKB to determine and prioritise material topics, supporting informed decision-making and long-term sustainable value creation. It also ensures that stakeholder expectations, business priorities, and emerging ESG risks and opportunities are effectively integrated into the Company's sustainability strategy.

Materiality Assessment Matrix

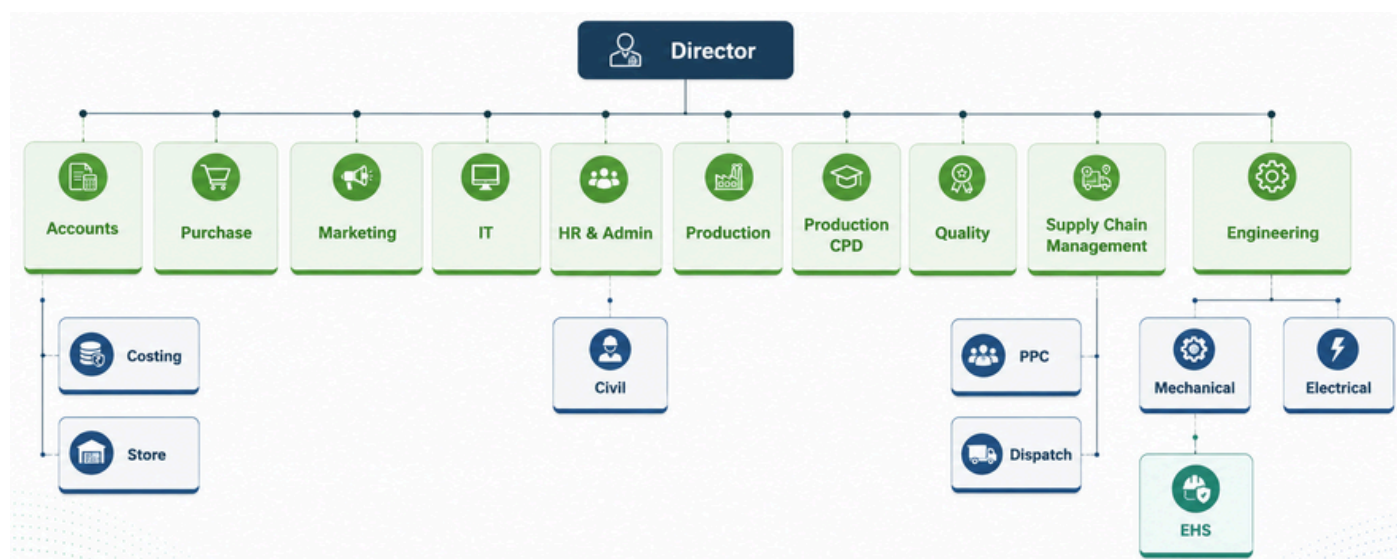


Material Topics:

- Advancing Product Innovation and Affordability
- Ensuring Ethical Compliance and Integrity
- Strengthening Corporate Governance
- Enhancing Employee Wellbeing and Growth
- Upholding Human Rights and Fair Labor Practices
- Water & Wastewater Management
- Improving Ecological Footprint
- Empowering Digital Transformation and Data Security
- Waste and Hazardous Material Management
- Fostering Diversity, Equity, and Inclusion

Organisational Structure at LSKB

LSKB Aluminium Foils Pvt. Ltd. maintains a governance structure designed to support effective oversight, accountability, and integration of sustainability considerations across its operations. As a privately held, promoter-driven organisation, the Company's highest governance body comprises the Board of Directors, led by the Director, which provides strategic guidance, oversight of business performance, risk management, compliance, and long-term organisational direction, including oversight of material economic, environmental, and social matters.



The Company's governance structure enables sustainability responsibilities to be integrated across key functional areas including operations, procurement, human resources, quality, compliance, and environmental management, with cross-functional collaboration supporting implementation of sustainability-related initiatives, regulatory compliance, and continuous improvement. Sustainability-related matters are currently reviewed through periodic management discussions and internal oversight processes, with escalation to senior leadership and the highest governance body where relevant. As a closely held organisation, the nomination and selection of members of the highest governance body are currently guided by promoter and leadership considerations, taking into account leadership capability, business experience, sector knowledge, ethical conduct, governance judgment, and alignment with the Company's long-term strategic direction.

The Chair of the highest governance body is currently not involved in executive management responsibilities and therefore is independent. Oversight of the management of the Company's economic, environmental, and social impacts is presently undertaken directly by the highest governance body with support from senior leadership and departmental heads. The highest governance body oversees the Company's approach to responsible business conduct, compliance, operational performance, and emerging sustainability priorities, while implementation responsibilities are delegated to management teams across relevant functions.

The governance effectiveness is presently assessed through periodic internal reviews, management engagement, and operational oversight discussions. Similarly, the highest governance body currently reviews sustainability-related information and material topics through management reporting and internal discussions; however, a formal sustainability reporting review and approval framework is still evolving as part of the Company's broader ESG governance journey.

As LSKB continues to strengthen its governance maturity, the Company intends to progressively formalise governance evaluation processes, sustainability oversight mechanisms, and ESG reporting governance in alignment with evolving stakeholder expectations and responsible business practices.



Conflict of Interest

LSKB Aluminium Foils Pvt. Ltd. maintains a strict approach to managing conflicts of interest as part of its governance and ethical business conduct framework. Under its Code of Conduct, employees and members of the highest governance body are required to disclose any personal, financial, or relational interests that could influence objective decision-making, with appropriate measures taken to ensure fair and independent governance. The Company confirms that there are no cross-board memberships, no cross-shareholding arrangements with suppliers or stakeholders, and that all related-party transactions during the reporting period were conducted on an arm's length basis and disclosed in accordance with applicable statutory requirements.

As a promoter-led organisation, governance decisions follow defined internal approval mechanisms to maintain transparency, accountability, and integrity. Any material conflict of interest, if identified, would be appropriately disclosed and managed in line with legal and governance requirements.

Sustainability-related disclosures and material ESG information are currently reviewed through internal management oversight and governance discussions as part of the Company's evolving ESG framework. LSKB remains committed to progressively strengthening its sustainability reporting governance to ensure transparent oversight and responsible business conduct.



Environmental Performance



Materials

LSKB Aluminium Foils Pvt. Ltd. follows a structured material management approach aimed at optimizing resource utilization and reducing waste generation. During the reporting period, the Company consumed aluminium raw material for its manufacturing operations, resulting in the production of finished goods. The manufacturing process generated aluminium scrap, which was fully recovered and reintroduced into the production process, supporting circular resource use. The remaining material was retained as closing inventory/work-in-progress and will be utilized in subsequent production cycles.

This closed-loop approach enables effective resource circularity by ensuring that production scrap is reintegrated into operations rather than discarded. Based on finished production relative to total raw material consumption, the Company achieved a material yield efficiency of approximately 89.1%, reflecting strong operational performance and efficient utilization of raw materials. Through ongoing process optimization and continuous monitoring, LSKB remains committed to enhancing material efficiency and reducing its environmental footprint.



MATERIAL SUMMARY (FY 2024-25)			
Particulars		Quantity (MT)	Remarks
	Total Production Output (Without Scrap)	14,921.23	Saleable production

GHG Emissions

LSKB Aluminium Foils Pvt. Ltd. is committed to responsible management of its greenhouse gas (GHG) emissions across manufacturing operations. The Company focuses on improving energy efficiency and reducing emission intensity through continuous monitoring of energy consumption and emissions data as part of its environmental management practices. This structured approach enables LSKB to identify opportunities for operational optimization and emission reduction.



LSKB's greenhouse gas (GHG) emissions profile reflects the environmental impact associated with the Company's expanding manufacturing operations. During FY 2024-25, Scope 1 emissions increased to 155.42 tCO₂e, compared to 120.94 tCO₂e in FY 2023-24, primarily due to higher direct fuel consumption linked with increased operational activity. Scope 2 emissions, which constitute a significant portion of the Company's operational carbon footprint, increased from 7,712.42 tCO₂e in FY 2023-24 to 10,512.30 tCO₂e in FY 2024-25, reflecting higher electricity consumption in line with production growth.

As part of its broader carbon accounting efforts, LSKB initiated the assessment of indirect value chain emissions during the reporting period. Emissions from purchased goods and services (Scope 3) were estimated at 39,610.80 tCO₂e, highlighting the substantial contribution of upstream supply chain activities to the Company's overall emissions profile. Scope-3, cat-1 purchased foil stock has been calculated based on supplier-reported emissions in the sustainability report, CBAM, etc. The supplies from those suppliers account for nearly 90% of the total purchase. We are continuously working with foil stock suppliers to decarbonize their manufacturing process and upstream supply chain of primary aluminium.

The total GHG emissions for FY 2024–25 were 50,278.52 tCO₂e, with an emissions intensity of 0.7149 tCO₂e per metric tonne (Scope 1 and Scope 2 emissions accounted) of production, providing an indicator of emissions relative to production output. Recognizing the importance of climate action, LSKB remains focused on strengthening its emissions management approach through improved energy efficiency, process optimization, evaluation of lower-carbon technologies, and greater supplier engagement to encourage environmentally responsible practices across the value chain.

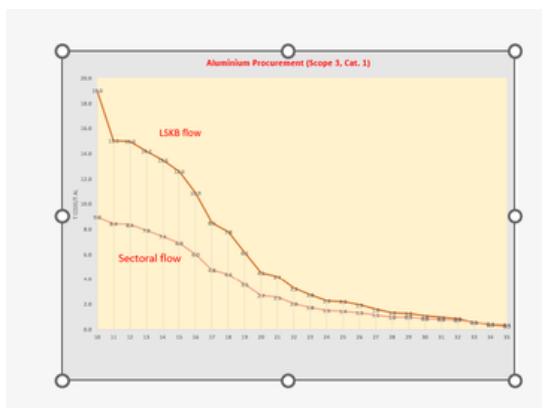


Fig: Illustrative comparison of company and sectoral Scope 3 emission flow

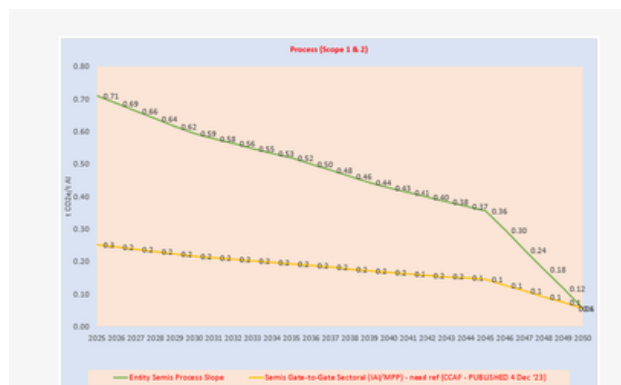


Fig: CBAM Process Emission Intensity Reduction Pathway: Entity Semis vs Sectoral Benchmark (2025–2050)

GHG Category	Scope	FY 2022–23 (tCO ₂ e)	FY 2023–24 (tCO ₂ e)	FY 2024–25 (tCO ₂ e)
Direct emissions (fuel combustion & operational activity)	Scope 1	119.07	120.94	155.42
Indirect emissions (purchased electricity)	Scope 2	7,127.76	7,712.42	10,512.30
Total Scope 1 + Scope 2	—	7,246.83	7,833.36	10,667.72
Upstream value chain (purchased goods & services)	Scope 3	—	—	39,610.80

METRIC	VALUE	UNIT	REMARKS
 GHG Emissions Intensity	0.7149	tCO₂e / metric tonne of production	 Based on total Scope 1 + Scope 2 emissions relative to production output for FY 2024–25.

Water Stewardship

At LSKB, we recognize water as a vital natural resource that supports ecosystems, communities, and industrial operations. The company is committed to responsible water stewardship by minimizing freshwater consumption, improving water-use efficiency, and protecting local water resources across its operations.



Water Reduction, Recycling and Reuse

LSKB has implemented structured water management practices with a strong focus on reduction, recycling, and reuse of water. Key initiatives include optimized process water usage, effective wastewater treatment systems, rainwater harvesting structures, and continuous monitoring of water consumption to reduce dependency on freshwater sources while ensuring compliance with applicable environmental regulations.

As part of its long-term sustainability vision, LSKB is progressively adopting a Zero Liquid Discharge (ZLD) approach and is a Zero Liquid Discharge Facility. Treated wastewater is reused for greenbelt development within the premises, thereby significantly lowering freshwater withdrawal and minimizing environmental impact.

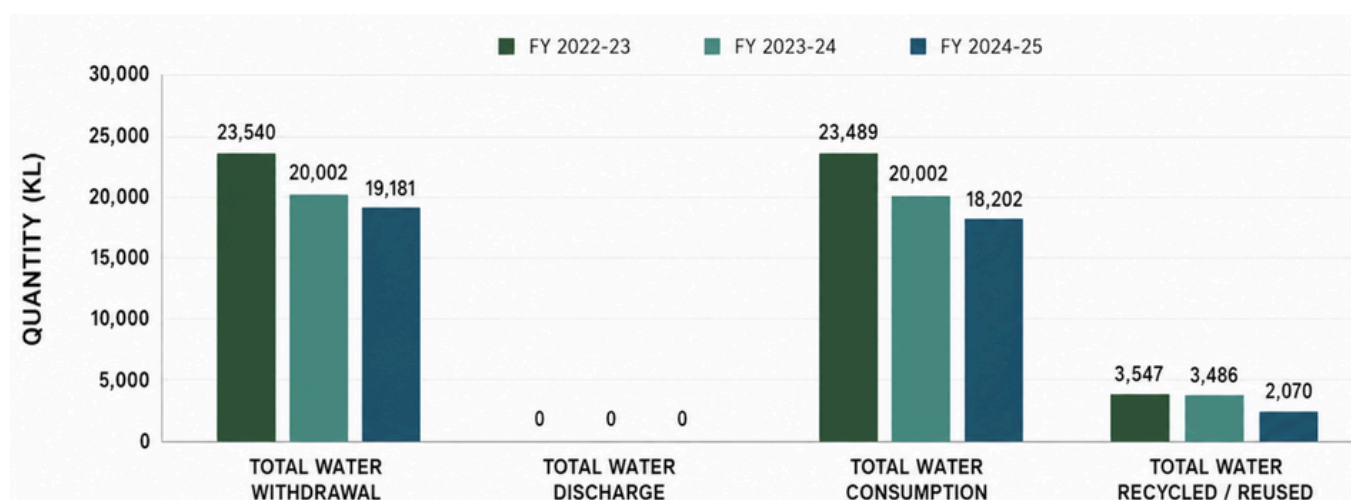
In addition, LSKB promotes training and awareness programs to encourage responsible water usage among employees and stakeholders, fostering a culture of conservation and accountability at all operational levels. Through these initiatives, LSKB remains committed to strengthening water resilience and aligning its efforts with the United Nations Sustainable Development Goal 6 (Clean Water and Sanitation), reinforcing its role as a responsible corporate citizen dedicated to sustainable water management.

Water Performance Assessment

LSKB Aluminium Foils Private Limited remains committed to responsible water stewardship, with consistent year-on-year reductions in water withdrawal and consumption across operations over the last three financial years (FY 2022-23 to FY 2024-25).

Total water withdrawal, sourced entirely from borewell groundwater, declined from 23,540 KL in FY 2022-23 to 20,028 KL in FY 2023-24, a reduction of 14.93%, and further to 19,181 KL in FY 2024-25, bringing the cumulative three-year reduction to 18.49%. The Company operates a Zero Liquid Discharge (ZLD) system, meaning no industrial or domestic wastewater is discharged to the environment across all three reporting years. Wastewater is instead treated and reused on-site through two dedicated facilities: a 9 KLD Sewage Treatment Plant (STP) that treats domestic and canteen wastewater, with treated water reused for gardening; and a 5 KLD Effluent Treatment Plant (ETP) that treats industrial process water from the roll grinding machine, with treated water recycled for the AHU (Air Handling Unit) system and floor cleaning.

Total water consumption decreased from 23,489 KL in FY 2022-23 to 20,002 KL in FY 2023-24 (14.84% reduction) and further to 18,707 KL in FY 2024-25, representing an overall reduction of 20.39% over the three years. Total water recycled or reused stood at 3,567 KL, 3,486 KL, and 3,070 KL across FY 2022-23, FY 2023-24, and FY 2024-25, respectively, reflecting the Company's continued efforts to close the loop on water use through its STP and ETP systems. These trends collectively demonstrate LSKB's ongoing commitment to water efficiency, zero discharge, and resource recycling as core pillars of its long-term sustainability strategy.



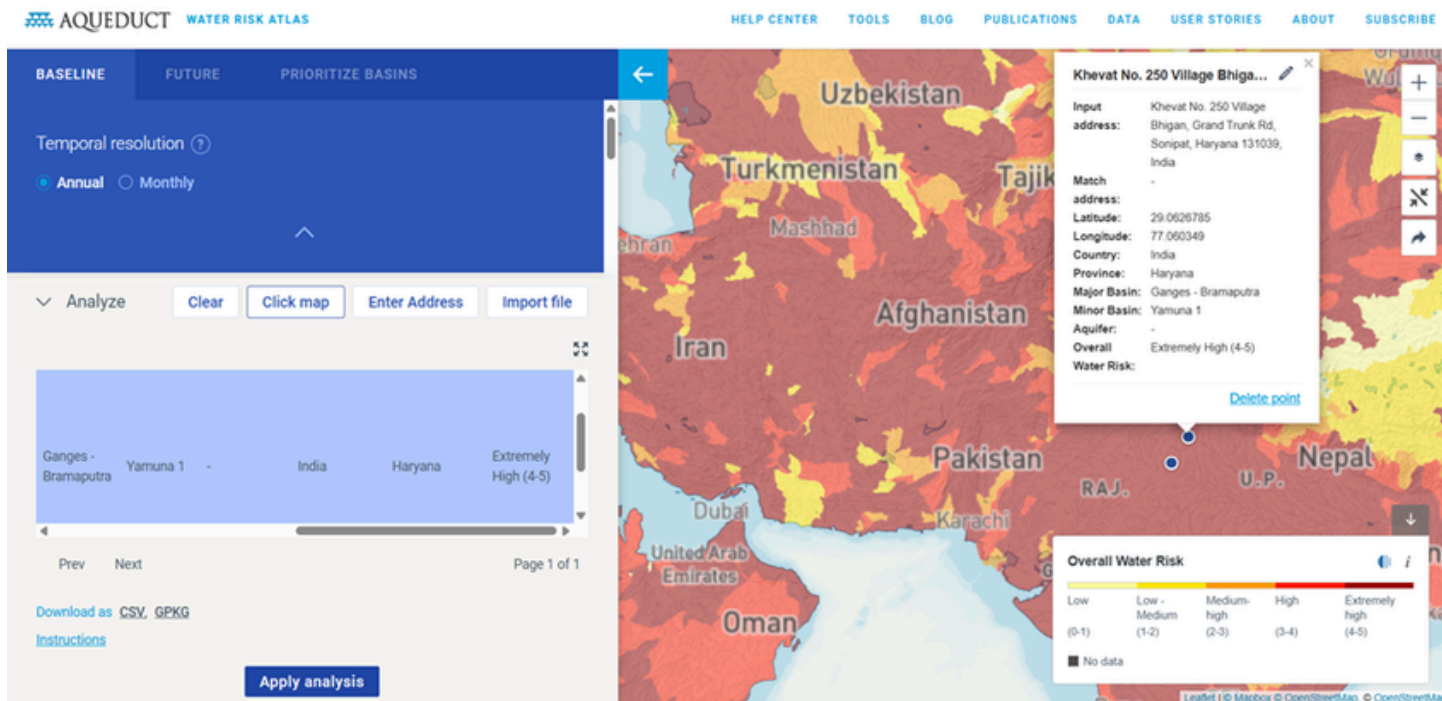
S.No	Category	UOM	FY 22-23	FY 23-24	FY 24-25	% Change
1	 Total water withdrawal	KL	23,540	20,028	19,181	-18.4%
2	 Total water discharge	KL	ZLD	ZLD	ZLD	Zero discharge
3	 Total water consumption	KL	23,489	20,002	18,707	-20.3%
4	 Total water recycled / reused	KL	3,567	3,486	3,070	-13.9%

A key aspect of LSKB Aluminium Foils Private Limited's water management strategy is the responsible and efficient use of groundwater, which serves as the primary source of water for its operations. The Company remains committed to conserving this valuable resource through continuous monitoring, operational controls, and water-efficiency initiatives aimed at reducing overall consumption and improving resource productivity.

LSKB maintains a Zero Liquid Discharge (ZLD) system across its operations, ensuring that wastewater is treated and reused within the facility rather than discharged into the environment. Domestic and canteen wastewater is treated through the Sewage Treatment Plant (STP) and subsequently reused for gardening and landscaping activities. Industrial wastewater generated from foil grinding operations is treated through the Effluent Treatment Plant (ETP) and reused within the Air Handling Unit (AHU) system and for floor-cleaning purposes. These practices support circular water use and help reduce dependence on freshwater resources.

We continually look for ways to strengthen water stewardship through better operational practices, optimizing treatment systems, and responsible consumption management. By maximizing water reuse, minimizing wastage, and maintaining strong wastewater treatment infrastructure, LSKB is committed to sustainable resource management and the long-term resilience of its operations.

Water Risk Assessment



LSKB recognizes water as a critical resource for sustainable operations and systematically evaluates its exposure to water-related risks using globally recognized tools such as the World Resources Institute (WRI) Aqueduct Water Risk Atlas.

Based on the Aqueduct assessment (refer image), LSKB's operational location at latitude 29.0627° N and longitude 77.0603° E, situated in Haryana, India, falls within the Ganges-Brahmaputra major river basin, specifically the Yamuna 1 minor basin. The assessment classifies the location under "Extremely High" Overall Water Risk (Score 4-5).

This rating indicates significant stress on regional water resources due to high baseline water demand, variability in surface water availability, seasonal dependence on monsoon rainfall, and increasing pressure on groundwater sources. Such conditions elevate the risk of physical water scarcity and potential supply disruptions, impacting both industrial operations and surrounding communities.

Water Risk Mitigation and Management Approach:

To mitigate identified risks and enhance long-term water resilience, LSKB has adopted a structured Water Stewardship and Management Strategy, which includes:

- **Training and Awareness Initiatives:**

LSKB conducts regular training and awareness programs for employees and stakeholders to promote efficient water use, conservation practices, and responsible water management across operations.

- **Water Recycling and Reuse Management:**

The company emphasizes maximizing internal water recycling through optimized wastewater treatment processes. Treated water is reused in suitable applications, reducing dependence on freshwater withdrawal.

- **ZLD and Zero Waste to Landfill Approach:**

LSKB is actively pursuing a Zero Liquid Discharge (ZLD) approach by strengthening wastewater treatment and recovery systems. Additionally, a Zero Waste to Landfill philosophy is followed, ensuring environmentally responsible management of sludge and waste generated from water treatment activities.

Through these proactive measures, LSKB aims to reduce freshwater consumption, improve water-use efficiency, and support sustainable water availability in a high-risk basin. These efforts are aligned with SDG 6: Clean Water and Sanitation, reinforcing LSKB's commitment to responsible water stewardship and climate-resilient operations.



Waste Management

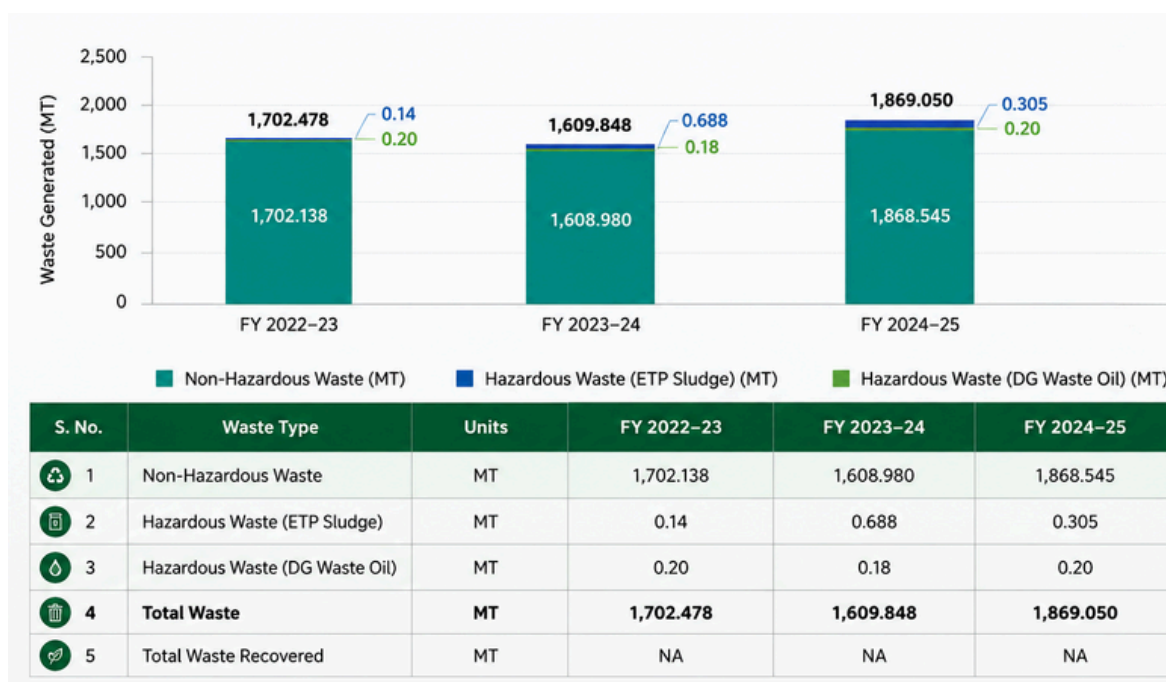
At LSKB Aluminium Foils Private Limited, we remain deeply committed to responsible waste management across every stage of our operations. Our approach is guided by the principles of prevention, reduction, mitigation, and safer handling, ensuring that both hazardous and non-hazardous waste streams are managed in a manner that protects the environment and human health.



We generate two primary categories of solid waste, general waste and process-related waste, and we uphold strict protocols for their identification, segregation, and management. General waste from administrative areas is systematically segregated into recyclable and non-recyclable fractions, reinforcing our focus on resource efficiency and circularity.

For hazardous liquid waste streams, including coolant oil and sewage, we partner exclusively with licensed treatment facilities authorized by the State Pollution Control Board. These facilities operate under stringent regulatory frameworks, ensuring compliant and environmentally sound disposal practices.

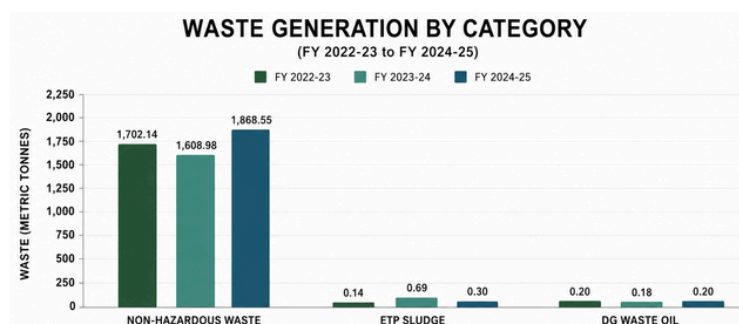
To further strengthen our environmental performance, we continuously explore opportunities to reduce waste generation at source, particularly within high-volume processes such as the Hot Rolling Mill, which remains an important area of ongoing optimization.



LSKB follows a structured waste management approach focused on waste minimization, regulatory compliance, and resource efficiency. During FY 2024-25, the Company generated a total of 1,869.05 MT of waste, of which 1,868.545 MT was non-hazardous, while hazardous waste generation remained minimal, comprising 0.305 MT of ETP sludge and 0.2 MT of used DG oil, both disposed of through authorized recyclers in accordance with applicable regulations.

All liquid effluents are treated through the Company's dedicated Effluent Treatment Plant (ETP) prior to discharge, ensuring compliance with environmental standards. In line with circular economy principles, 100% of the recyclable non-hazardous waste,

including metal scrap and empty oil containers, is reused or recovered, with zero waste sent to landfill. As part of its environmental risk management practices, LSKB undertakes regular assessments of spill and leakage risks through preventive maintenance, process controls, and employee awareness measures. The Company is pleased to report zero spill incidents during the reporting period, reflecting its commitment to responsible operations and alignment with GRI waste disclosure principles and SDG 12 (Responsible Consumption and Production).



Energy Management

LSKB remains committed to improving energy efficiency through continuous operational optimisation and responsible energy management. Total energy consumption increased from 9,954,975 kWh in FY 2022-23 to 14,806,050 kWh in FY 2024-25, reflecting increased production capacity and business growth. Energy consumption during the reporting period was entirely derived from non-renewable sources, with supplementary self-generated electricity from diesel-based DG sets (16,876 kWh in FY 2024-25).

To improve energy performance and manage operational demand, the Company has implemented several energy-efficiency initiatives, including the installation of Variable Frequency Drives (VFDs), deployment of energy monitoring meters, and adoption of energy-efficient machinery. For FY 2024-25, LSKB's energy intensity stood at 992.28 kWh per metric tonne of production, supporting transparent performance tracking.





ENERGY CONSUMPTION AND UTILISATION SUMMARY

Energy Indicator		UOM	FY 2022-23 (Apr-22 to Mar-23)	FY 2023-24 (Apr-23 to Mar-24)	FY 2024-25 (Apr-24 to Mar-25)
	Total Energy Consumption within the Organisation	kWh	9,954,975	10,608,562	14,806,050
	Non-Renewable Energy	kWh	9,954,975	10,608,562	14,806,050
	Renewable Energy	kWh	0	0	0
	Percentage of Renewable Energy	%	0%	0%	0%
	Self-Generated Energy (Diesel DG Sets)	kWh	8,162	9,182	16,876
	Purchased Electricity	kWh	9,954,975	10,608,562	14,806,050
	Energy Intensity	kWh / MT of Production	–	–	992.28

Periodic energy audits help identify opportunities for optimisation, while regular employee training and awareness programmes foster a culture of energy-conscious behaviour across the organisation. LSKB does not sell or consume energy outside the organisation, and all purchased as well as self-generated energy is utilized exclusively for internal operational activities.

A major milestone in our energy-efficiency journey is the installation of our Electrically Operated Annealing oven, which enhances manufacturing sustainability through improved thermal efficiency, reduced energy wastage, and better product consistency. Compared to conventional systems, this transition supports lower greenhouse gas emissions and reinforces our commitment to resource-efficient manufacturing.

LSKB Aluminium Foils Private Limited remains committed to enhancing energy performance through the continuous monitoring and efficient management of energy consumption across its operations. The Company actively assesses opportunities to improve operational efficiency and integrate sustainable energy solutions as part of its long-term sustainability strategy. As a significant step toward reducing its environmental footprint and strengthening energy resilience, LSKB has planned the installation of a solar energy system by 2030. This initiative will support the Company's transition toward cleaner energy sources, contribute to lowering greenhouse gas emissions, and reinforce its commitment to building a more sustainable and low-carbon future.

Energy Efficiency and Reduction in Energy Consumption

As part of its commitment to responsible energy management and continuous operational improvement, LSKB implemented a targeted energy efficiency initiative within the FIM & FFM process area to optimize electricity consumption. Internal assessments identified avoidable energy use caused by fume exhaust systems operating at full motor speed during machine stop and idle conditions.

To address this, a PLC-based operational modification was introduced to reduce fume exhaust motor speed to 50% during idle and stop mode, while maintaining full-speed operation during active milling and warm-up conditions to ensure uninterrupted performance. The initiative delivered measurable reductions in electricity consumption without affecting productivity or process efficiency, while also generating cost savings, reducing equipment operating load, and improving overall system performance. As a result, despite a significant increase in production from 766 MT in FY 2023–24 to 1,271 MT in FY 2024–25, representing a growth of approximately 65.9%, the Company improved its specific energy consumption from 1,154 kWh/ton to 971 kWh/ton, an improvement of approximately 15.9%.

This achievement demonstrates LSKB's ability to enhance operational efficiency while supporting business growth and reflects its continued focus on process optimization, energy conservation, and sustainable manufacturing through data-driven improvements.



Social Responsibility

Human Capital Development

At LSKB Aluminium Foils Pvt. Ltd., we recognise that our employees are the foundation of our long-term success. We are committed to fostering a workplace culture built on respect, inclusivity, collaboration, and continuous growth. Our people strategy focuses on attracting, developing, motivating, and retaining talent that aligns with our organisational values and strategic vision. Sustained investment in employee development

and well-being has contributed to enhanced operational safety, improved productivity, and strengthened environmental stewardship across our operations. We believe that an engaged and satisfied workforce is essential for driving sustainable performance and operational excellence. To cultivate a positive and inclusive work environment, we implement a range of employee engagement initiatives, including skill-development workshops, knowledge-sharing sessions, recreational activities, and team-building programs.

These initiatives encourage collaboration, strengthen interpersonal connections, and promote a sense of belonging within the organisation. In the reporting year, we conducted training for "Professional skills (Communication & interpersonal skills) and Leadership and Motivation training. We also recognise that employee well-being extends beyond professional responsibilities. By promoting a supportive and community-oriented workplace, we aim to enhance morale, job satisfaction, and employee loyalty.

LSKB Aluminium Foils Pvt. Ltd. provides employees with a minimum notice period of three months regarding significant operational changes that may affect employment or working conditions, ensuring timely communication and an orderly transition.

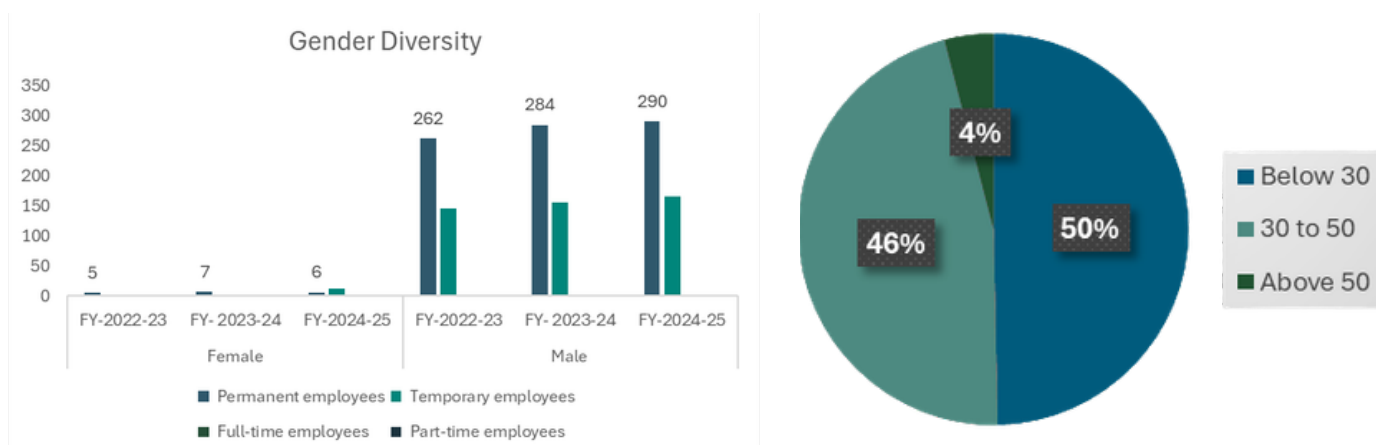
Through these efforts, LSKB continues to build a resilient, motivated, and high-performing workforce that supports our sustainable growth ambitions.



Diversity and Inclusion

At LSKB Aluminium Foils Private Limited, our workforce stands at the heart of our operational excellence and long-term success. We employ a total of 296 permanent employees, representing a diverse mix of age groups and professional backgrounds, with a majority comprising male employees. All our employees are India-based, reflecting our strong commitment to local employment and community upliftment.

In addition to our permanent team, we engage temporary employees, including 12 female and 165 male personnel, who play a vital role in supporting critical operational functions. Recognising the need to strengthen gender diversity within our workforce, we have begun actively focusing on increasing female participation, which is reflected in the hiring of 12 temporary female employees in FY 2024-25 as part of our evolving inclusion strategy. As an organisation, we are deeply committed to fostering a workplace culture rooted in diversity, equity, and inclusion, where every individual is respected, empowered, and encouraged to contribute their unique perspectives. Our policies uphold equal opportunity and strictly prohibit discrimination based on gender, age, ethnicity, or background, ensuring fairness in recruitment, career advancement, and performance evaluation.

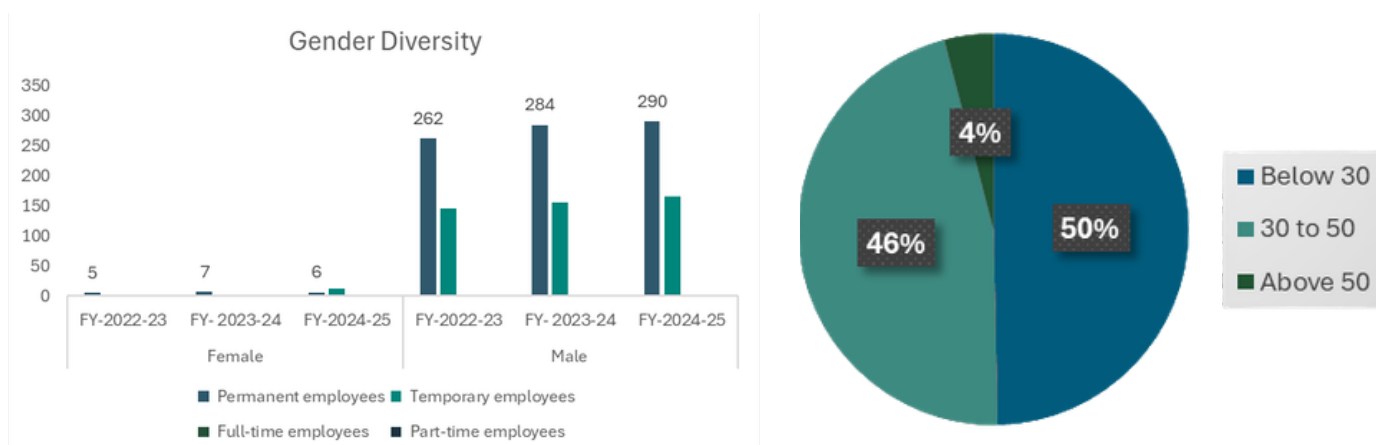


Through inclusive workplace initiatives, awareness programmes, and continuous employee development efforts, we nurture a culture built on dignity, mutual respect, and shared accountability. By embracing diversity and strengthening inclusion across all levels of the organisation, we enhance innovation, collaboration, and organisational resilience—reinforcing our commitment to building a sustainable, equitable, and people-centric future for everyone at LSKB.

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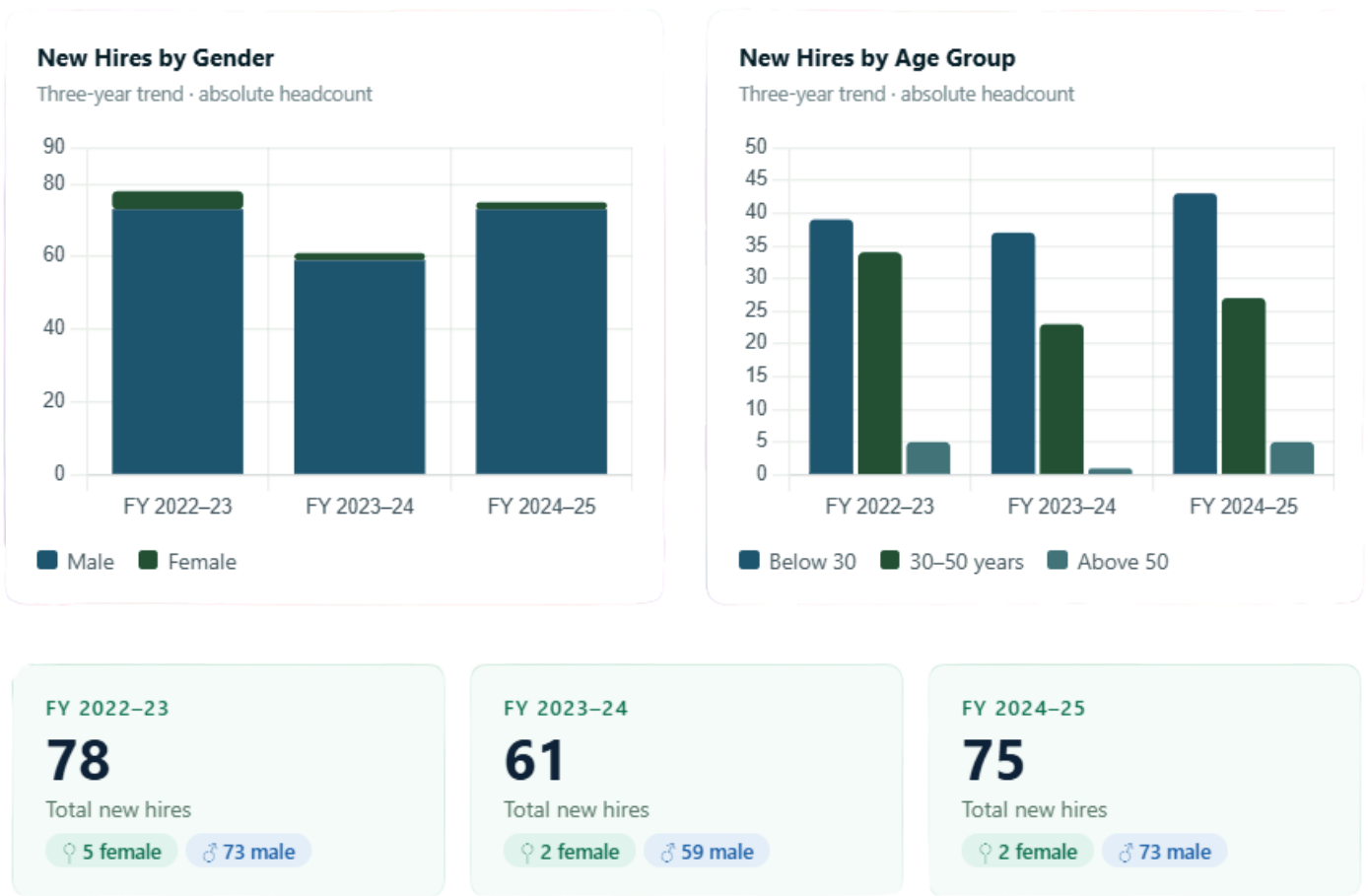


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Equitable Hiring Practices

LSKB Aluminium Foils Pvt. Ltd. remains committed to fostering an equitable, inclusive, and merit-based workplace where equal opportunity, transparency, and respect form the foundation of all workforce practices. During FY 2024-25, the Company welcomed 75 new employees, all from India, reflecting its strong commitment to local employment generation and workforce development. The hiring profile demonstrates workforce diversity across gender and age groups, with recruitment spanning both young professionals and experienced talent, supporting the development of a balanced and future-ready workforce.

All hiring, promotion, and employment-related decisions are based solely on qualifications, competencies, skills, and performance, without discrimination based on gender, age, race, religion, disability, or any other protected characteristic. Reinforcing this commitment to fairness, LSKB follows the principle of equal pay for equal work, with equal opportunities for both male and female employees performing comparable roles.



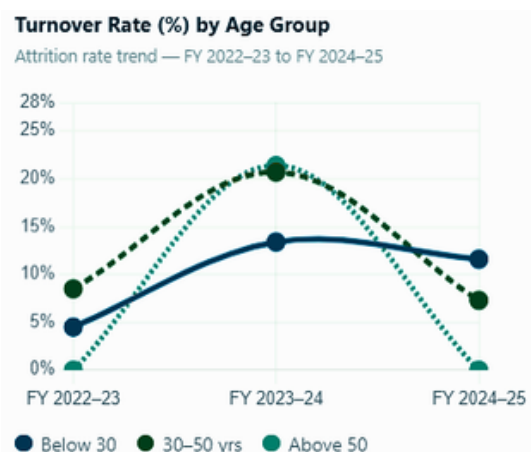
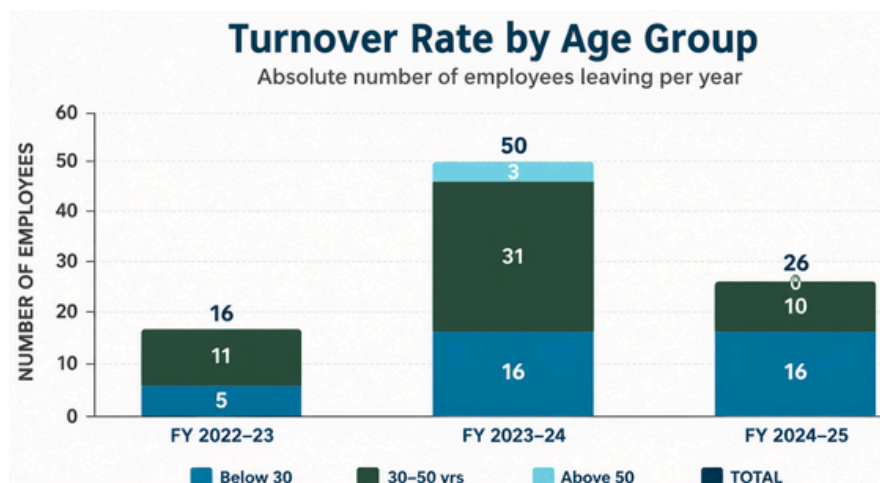
Employee turnover trends indicate encouraging improvement in workforce stability during the reporting period, reflecting the effectiveness of employee engagement and retention efforts. The overall employee turnover rate declined from 17.5% in FY 2023–24 to 9.1% in FY 2024–25, while female employee turnover reduced to zero, demonstrating progress toward creating a more supportive and inclusive workplace. Male turnover also declined significantly during the year, indicating improved employee retention and organisational stability. The Company's remuneration framework remains aligned with role-specific responsibilities, experience, and accountability, with an annual compensation ratio of 17:1 between the highest-paid and median employee, consistent with internal governance standards and industry practices.

Employee Turnover – By Gender

Gender	FY 2022–23 No.	Rate (%)	FY 2023–24 No.	Rate (%)	FY 2024–25 No.	Rate (%)
Female	1	20.0%	3	42.9%	0	0.0%
Male	16	6.1%	48	17.0%	27	9.3%
Total	17	6.4%	51	17.5%	27	9.1%

Employee Turnover – By Age Group

Age Group	FY 2022–23 No.	Rate (%)	FY 2023–24 No.	Rate (%)	FY 2024–25 No.	Rate (%)
Below 30 years	5	4.5%	17	13.4%	17	11.6%
30–50 years	12	8.5%	31	20.7%	10	7.3%
Above 50 years	0	0.0%	3	21.4%	0	0.0%
Total	17	6.4%	51	17.5%	27	9.1%



LSKB also maintains transparent workforce communication and employee welfare practices, including a minimum notice period of three months for significant operational changes, ensuring employees remain informed and prepared. Employee well-being remains a key priority, with 100% of full-time employees covered under life insurance and healthcare benefits, reinforcing the Company's commitment to employee security and long-term well-being. LSKB provides insurance and PF benefits to both non-employee workers and employees, including contractual workers. They also offer a Punctuality Award with a monetary reward to recognize and encourage timeliness. Through these practices, LSKB continues to cultivate a respectful, inclusive, and resilient workplace that supports sustainable organisational growth.

In addition, employees covered under ESIC receive disability and invalidity coverage, strengthening our support for individuals facing unforeseen health challenges. LSKB also provides parental leave and retirement provisions, reinforcing our commitment to work-life balance and financial security for our workforce. Through these benefits, we aim to create a safe, supportive, and resilient work environment that values employee welfare, promotes long-term stability, and contributes to a positive employee experience across the organisation.

S.No	Description	 Female	 Male
1	Total number of employees entitled to parental leave	100% Permanent employees	100% Permanent employees
2	Total number of employees who took parental leave before last year	1	56
3	Total number of employees returned to work in the reporting period after parental leave ended	1	56
5	Total number of employees returned to work after parental leave ended still employed 12 months after their return to work	1	46
6	Return to work rate of employees who took parental leave	100%	100%
7	Retention rates of employees who took parental leave	100%	82%

Employee Engagement

At LSKB Aluminium Foils Pvt. Ltd., we recognise that human capital is a key driver of sustainable value creation. We're committed to creating an inclusive, engaging, performance-oriented workplace that supports employee well-being, development, and organisational excellence.

During the reporting period, LSKB implemented a range of structured employee engagement initiatives, including sports activities, cultural events, learning and development workshops, and team-building programs. As part of these efforts, the Company organised a "Run for Unity" marathon on 14th November, encouraging employee participation, promoting physical fitness, and strengthening a sense of unity and shared purpose across the workforce.

Additionally, LSKB observed International Yoga Day on 21st June, where employees participated in guided yoga sessions aimed at enhancing physical health, reducing stress, and improving overall mental well-being.



Occupational Health & Safety

At LSKB Aluminium Foils Pvt. Ltd., we are committed to continuously strengthening our occupational health and safety systems to ensure a safe, resilient, and prevention-focused workplace. We regularly enhance our training programmes to equip employees with the knowledge and competencies needed to prevent workplace accidents, reduce operational risks, and respond effectively to potential hazards.

LSKB Aluminium Foils Pvt. Ltd. is committed to maintaining a safe, resilient, and prevention-focused workplace through a structured Occupational Health and Safety (OHS) management system aligned with ISO 45001. The Company undertakes regular risk assessments, safety inspections, and continuous monitoring of operations to identify hazards and mitigate workplace risks. 100 % of the LSKB workers are covered under the ISO 45001.



A strong emphasis is placed on employee training and awareness as a key pillar of the OHS framework. LSKB conducts structured training programmes covering safety awareness, emergency preparedness and fire-fighting, CO₂ safety guidelines, and standard operating procedures (SOPs) to ensure safe working practices. In addition, Integrated Management System (IMS) awareness sessions, including ISO 9001, ISO 14001, and ISO 45001, along with internal audit training, are conducted to strengthen compliance and reinforce a culture of safety across operations. These initiatives enhance employee competency in hazard identification, risk mitigation, and effective emergency response.

Emergency preparedness remains a critical focus area, with Emergency Response Plans and procedures regularly reviewed and updated to minimise risks to employees, surrounding communities, property, and the environment. The Company maintains a dedicated and well-trained Emergency Response Team (ERT), equipped to respond promptly and effectively to any on-site incidents. LSKB also operates an Occupational Health Centre (OHC) at the facility to provide immediate first aid and basic medical support. In addition, the Company has established tie-ups with Rai Hospital, Sonipat, to ensure timely access to advanced medical care in case of emergencies.

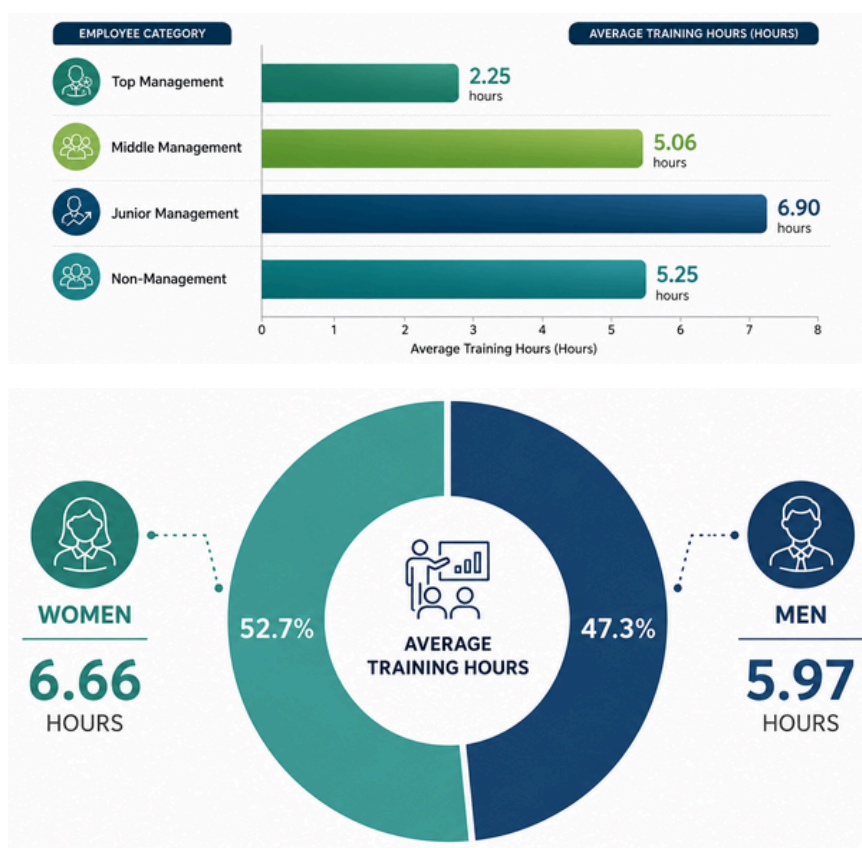
LSKB promotes a proactive safety culture through employee participation, awareness initiatives, and continuous improvement practices. All employees and workers are fully covered under the Company's Occupational Health and Safety (OHS) management system, ensuring comprehensive protection across the workforce. During the reporting period, the Company recorded zero cases of work-related injuries, high-consequence injuries, or fatalities, demonstrating the effectiveness of its safety systems and its commitment to maintaining the highest standards of occupational health and safety.



Training and Development

At LSKB Aluminium Foils Pvt. Ltd., continuous learning and employee development remain integral to our human capital strategy, ensuring that our workforce is equipped with the skills, knowledge, and safety awareness needed to achieve operational excellence and sustainable growth.

During the reporting year, employees received an average of 6.66 training hours for women and 5.97 hours for men, supported by category-wise programmes that strengthen competencies across all organisational levels. In FY 2024-25, the average training hours stood at 2.25 hours for Top Management, 5.06 hours for Middle Management, 6.90 hours for Junior Management, and 5.25 hours for Non-Management employees, compared with higher averages in FY 2023-24.



The decline in average training hours is primarily due to increased production demands, limited training windows during peak operational periods, and a strategic shift toward more focused, role-specific training modules rather than longer general training sessions. Certain refresher courses were also optimised for efficiency, resulting in shorter but more impactful training interventions.

Our structured training framework encompasses a wide spectrum of initiatives, including role-specific technical sessions, leadership development programmes, sustainability awareness training, quality management modules, and comprehensive health and safety workshops. Periodic refresher sessions ensure that employees remain aligned with evolving regulatory requirements, industry best practices, and operational standards. Training is delivered through interactive workshops, internal knowledge-sharing platforms, and practical on-site modules designed to enhance both competence and confidence.

During the reporting period, the Company also conducted targeted training programmes on communication and interpersonal skills, as well as leadership and motivation, aimed at strengthening employee capabilities and supporting career development. These initiatives contribute to building a skilled, adaptable, and future-ready workforce.

The Company ensures that 100% of employees undergo regular performance and career development reviews, enabling continuous feedback, goal alignment, and identification of growth opportunities.

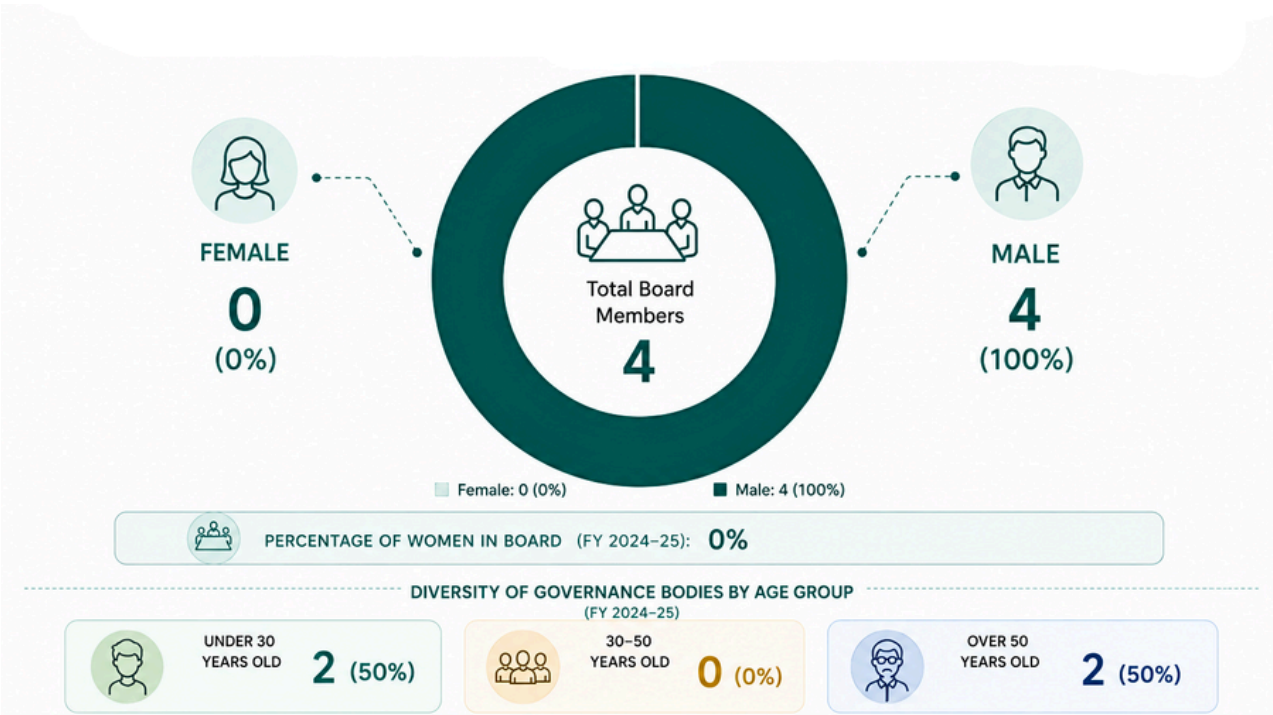
By investing in continuous professional development, we empower our workforce to adapt to changing industry dynamics, foster innovation, and uphold responsible manufacturing practices. This systematic, forward-looking approach to capability building reinforces long-term organisational resilience and strengthens our commitment to sustainable and inclusive business operations.



Diversity and Equal Opportunity

At LSKB Aluminium Foils Pvt. Ltd., we recognise that fair and transparent remuneration is fundamental to fostering trust, motivation, and long-term employee engagement. Our compensation framework is built on the core principles of equity, meritocracy, and non-discrimination, ensuring that every employee is rewarded solely on the basis of their skills, experience, responsibilities, and performance. In alignment with our commitment to equal pay for equal work, we continuously monitor remuneration structures across all employee categories.

The current ratios of basic salary and total remuneration reflect the existing workforce composition rather than any gender-based disparities. Within the Junior Management, where both male and female employees are represented, the basic salary shows a modest 8% difference, while the total remuneration reflects a 16% variation, arising primarily from differing role expectations and tenure profiles. In other categories, including Top Management, Middle Management, and Non-Management, the 100% ratio simply reflects that only male employees occupied these positions during the reporting period, rather than inequity in pay practices.



Remuneration Management

LSKB Aluminium Foils Pvt. Ltd. follows a structured remuneration management framework to ensure fair, transparent, and legally compliant compensation practices across all employee categories. Employee remuneration is determined based on objective criteria including role responsibilities, qualifications, technical competencies, experience, and performance, in alignment with the principles of meritocracy, non-discrimination, and equal pay for equal work. Salary structures are standardized across employee grades, with oversight from Human Resources, Finance, and management to ensure consistency, internal governance, and compliance with applicable labour laws and statutory obligations, including provident fund, gratuity, bonus, and other employee benefits.

As reflected in the remuneration data, compensation differences primarily represent workforce composition, role distribution, experience, and tenure rather than inequitable pay practices. During the reporting period, gender-based remuneration comparison was applicable only within Junior Management, where differences in basic salary (8%) and total remuneration (16%) reflected variations in role expectations and employee tenure. Categories showing 100% variance indicate the absence of female representation in those roles during the reporting period and should not be interpreted as unequal pay for comparable work. Employees may raise remuneration-related concerns through established grievance redressal mechanisms, while periodic internal reviews support ongoing compliance, transparency, and responsible remuneration governance.



A. RATIO OF BASIC SALARY IN INDIA (FY 2024-25)

S. No.	Category	Female (Rs.)	Male (Rs.)	% Difference (Male vs Female)
1	Top Management	NA	106,719	NA
2	Middle Management	NA	48,044	NA
3	Junior Management	17,464	18,997	8%
4	Non-Management	NA	14,033	NA



B. RATIO OF TOTAL REMUNERATION IN INDIA (FY 2024-25)

S. No.	Category	Female (Rs.)	Male (Rs.)	% Difference (Male vs Female)
1	Top Management	NA	235,564	NA
2	Middle Management	NA	121,092	NA
3	Junior Management	37,734	42,451	16%
4	Non-Management	NA	26,089	NA

Human Rights

At LSKB Aluminium Foils Pvt. Ltd., we uphold a strict zero-tolerance policy toward child labour, forced labour, and bonded labour across all our operations and supply chain. In full alignment with national legislation, International Labour Organisation (ILO) conventions, and internationally recognised human rights standards, we ensure that no person below the legally prescribed minimum working age is employed under any circumstances. Robust age-verification procedures are implemented during recruitment through mandatory government-issued identification documents, eliminating the risk of child labour at any level. We are proud to report that during the reporting period, zero cases of child labour or forced labour were identified. To reinforce awareness and compliance, 100% of our employees received dedicated training on Child Labour, Forced Labour, Non-Discrimination, Harassment Prevention, Working Conditions, Conflict of Interest, Anti-Bribery, and Anti-Money Laundering practices. Through stringent policies, continuous monitoring, and supplier engagement, LSKB ensures that ethical labour practices are deeply embedded across its operations, safeguarding human dignity and promoting a responsible, compliant, and safe working environment for all.

In addition, LSKB Aluminium Foils Pvt. Ltd. ensures that its security personnel are adequately trained in human rights principles and responsible conduct. During the reporting period, 15 security personnel received training on human rights, reinforcing awareness of appropriate behavior, respect for individuals, and alignment with the Company's commitment to ethical and responsible operations.



Responsible Supply Chain



Policy Commitments

At LSKB Aluminium Foils Pvt. Ltd., responsible business conduct is embedded within our governance framework and guides our approach to ethical leadership, regulatory compliance, environmental stewardship, and respect for human rights. Our governance philosophy is informed by internationally recognised frameworks, including the Universal Declaration of Human Rights (UDHR), ILO Core Conventions, UN Guiding Principles on Business and Human Rights (UNGPs), OECD Due Diligence Guidance for Responsible Business Conduct, and the UN Convention Against Corruption. These principles form the basis for the development, implementation, and periodic review of our internal policies, which apply across employees, contractors, suppliers, and business partners, with implementation responsibilities embedded across all levels of the organisation.

As a growing organisation and second-time sustainability reporter, the Company is committed to continuously enhancing its ESG governance framework and is taking progressive steps to establish structured processes for identifying, managing, and addressing environmental, social, and governance-related impacts. However, concerns raised by employees, customers, suppliers, or other stakeholders are addressed through existing management mechanisms, including supervisory reporting channels, human resources processes, customer complaint systems, and corrective action procedures. Where issues are identified, the Company undertakes appropriate investigation, implements corrective actions, and monitors follow-up measures to prevent recurrence. As part of its evolving ESG governance journey, LSKB intends to further strengthen and formalise its grievance and remediation processes to ensure a more structured, transparent, and consistent approach to identifying and addressing adverse impacts.



Ethical Conduct

At LSKB Aluminium Foils Pvt. Ltd., ethical governance forms the cornerstone of our organisational philosophy, guiding every decision with integrity, transparency, and accountability. Our Code of Conduct establishes clear expectations for lawful behaviour, protection of confidential information, avoidance of conflicts of interest, and respectful engagement with all stakeholders, ensuring that ethical conduct is embedded across all levels of the organisation.

Complementing this, our Anti-Bribery and Anti-Corruption Policy reinforce our zero-tolerance stance toward bribery, facilitation payments, and improper influence, supported by structured reporting channels, internal control systems, and impartial investigation mechanisms. To strengthen compliance awareness, all employees, including senior management, receive regular training on anti-corruption, anti-bribery, and responsible business practices, ensuring a well-informed and vigilant workforce. Our due diligence processes extend to third parties as well, with corruption-risk screening for HR and administrative service providers increasing from 50% in FY 2022-23 to 90% in FY 2024-25, reflecting our commitment to responsible value-chain governance. We are proud to report that during the reporting period, no confirmed cases of corruption and complaints were recorded, underscoring the effectiveness of our governance systems and the culture of trust we nurture.



Anti-Bribery and Anti-Corruption

At LSKB Aluminium Foils Pvt. Ltd., ethical conduct, transparency, and accountability are embedded within our governance framework through robust anti-bribery, anti-corruption, and whistleblower mechanisms. Employees, officers, contractors, suppliers, and other stakeholders can report unethical, illegal, fraudulent, or improper conduct through designated reporting channels, including Whistle Blower Protection Officers and confidential reporting mechanisms, with safeguards for anonymity and protection against retaliation. All reported concerns are investigated independently, with escalation to senior leadership and regulatory authorities where required.

The Company's Anti-Bribery & Anti-Corruption Policy is further supported through periodic training, internal oversight, and continuous monitoring to strengthen compliance and ethical awareness across operations. During the reporting period, 100% of employees and management-level personnel received anti-corruption training, while 90% of third-party vendors were screened for corruption-related risks, reflecting strengthened due diligence practices across the value chain. No critical concerns or whistleblower complaints were reported to the highest governance body during the reporting period.

LSKB also maintained full compliance with applicable statutory and regulatory requirements, including taxation and social security obligations, with zero fines, penalties, or sanctions for non-compliance. Through these practices, the Company continues to foster a strong culture of integrity, responsible business conduct, and stakeholder trust.

SI.NO	PERMANENT		FY-2022-23	FY-2023-24	FY-2024-25
1	Employees trained on anti-corruption policies	%	100%	100%	100%
2	Management-level employees trained	%	100%	100%	100%
3	Third-party vendors screened for corruption risks	%	50%	70%	90%

Responsible Procurement

At LSKB Aluminium Foils Pvt. Ltd., we are committed to upholding labour rights and human rights across our operations and value chain, guided by the principles of dignity, equality, fairness, and respect. We maintain zero tolerance for child labour, forced labour, bonded labour, discrimination, harassment, and unsafe working conditions, while fostering a safe, inclusive, and respectful workplace.

We promote equal employment opportunity, merit-based employment practices, and equal pay for equal work. We also encourage our suppliers, contractors, and business partners to uphold these principles and adopt fair, ethical, and inclusive labour practices across the value chain.

Recognising that responsible procurement extends beyond our operations, we engage with suppliers, contractors, and business partners to encourage compliance with applicable labour laws, ethical business practices, and internationally recognised human rights principles. Through responsible sourcing, supplier engagement, and periodic evaluations, we seek to mitigate labour-related risks and promote responsible business conduct across our value chain.



Supplier Assessment Metrics	Unit	FY 2022–23	FY 2024–25
 New suppliers screened using environmental criteria	Nos.	0	8
 New suppliers screened using social criteria	Nos.	0	8
 Supplier relationships terminated as a result of assessment	%	NA	NA

LSKB Aluminium Foils Pvt. Ltd. is committed to promote responsible sourcing and strengthening sustainability governance across its supply chain through a precautionary and risk-based due diligence approach. The Company progressively integrates environmental and social considerations into supplier onboarding and evaluation processes to identify, assess, and manage potential sustainability-related risks within its value chain.

During FY 2024–25, 8 new suppliers were screened using environmental and social criteria, with 100% screening coverage for suppliers onboarded during the reporting period. Supplier assessments are undertaken to identify potential environmental and social risks, support responsible supplier engagement, and strengthen long-term supply chain resilience.

While disclosure related to local procurement expenditure, supplier corrective action outcomes, and supplier relationship terminations remains under development, the Company continues to strengthen its supply chain ESG governance through supplier evaluations, compliance monitoring, and internal oversight. As part of its broader sustainability journey, LSKB remains committed to enhancing supply chain transparency, improving sustainability data management, and advancing responsible procurement practices in alignment with evolving ESG expectations.

Supplier Code of Conduct

At LSKB Aluminium Foils Pvt. Ltd., sustainability considerations extend beyond direct operations and are progressively being integrated across the supply chain through responsible sourcing and supplier engagement practices. Through our Supplier Code of Conduct and Sustainable Procurement Policy, we communicate clear expectations relating to ethical business conduct, environmental responsibility, labour practices, regulatory compliance, and respect for human rights across supplier relationships.

As part of our evolving supply chain due diligence framework, LSKB has initiated supplier social assessments through self-assessment mechanisms to evaluate compliance with defined social criteria. The Company is also working toward the phased integration of on-site supplier social audits to strengthen verification processes, identify potential adverse social impacts, and enable appropriate corrective actions where required, reinforcing our commitment to responsible supply chain governance.

To further align suppliers with our sustainability expectations, LSKB undertakes supplier awareness and engagement initiatives, including communication and training on sustainable procurement requirements and supplier conduct expectations. Through these efforts, we aim to enhance supply chain transparency, promote responsible supplier practices, and support positive environmental and social outcomes across our broader business ecosystem.



Grievance & Whistleblowing

Transparency, accountability, and ethical conduct are fundamental to LSKB Aluminium Foils Pvt. Ltd.'s governance framework. The Company has established Whistle Blower and Grievance Redressal mechanisms that provide employees, workers, and relevant stakeholders with safe, confidential, and accessible channels to raise concerns related to misconduct, harassment, unethical behaviour, corruption, policy violations, or workplace grievances. All concerns raised in good faith are protected under a strict non-retaliation framework and are subject to fair and independent review.



These governance commitments extend across permanent and contractual employees, suppliers, contractors, consultants, and business partners, and are reinforced through awareness programmes, internal communication, and stakeholder engagement. LSKB remains committed to full compliance with all applicable legal and regulatory requirements. During the reporting period, the Company recorded zero whistleblower complaints, zero formal grievances, zero reported cases of corruption or ethical misconduct, and zero instances of material non-compliance, fines, or monetary penalties, reflecting a strong culture of integrity and responsible business conduct.

Ethics and Compliance Performance Summary		FY 2024–25
 Whistleblower Complaints Reported		0
 Formal Grievances Reported		0
 Average Grievance Resolution Time		NA
 Instances of Material Non-Compliance		0
 Regulatory Fines / Monetary Penalties		0
 Cases of Corruption / Ethical Misconduct Reported		0

Transparent Recruitment

LSKB Aluminium Foils Pvt. Ltd. is committed to promoting fair employment practices, inclusive hiring, and local talent development as part of its people management approach. Recruitment processes are guided by principles of transparency, meritocracy, equal opportunity, and non-discrimination, with all hiring decisions based on qualifications, skills, competencies, and role suitability.

To strengthen workforce capability and support long-term talent development, LSKB undertakes structured initiatives including internships, technical training, onboarding programmes, mentorship, and professional development opportunities, supported by engagement with educational institutions and skill-building initiatives aligned with industry requirements. These efforts are designed to enhance employability, strengthen internal capability, and create a sustainable pipeline of skilled talent.

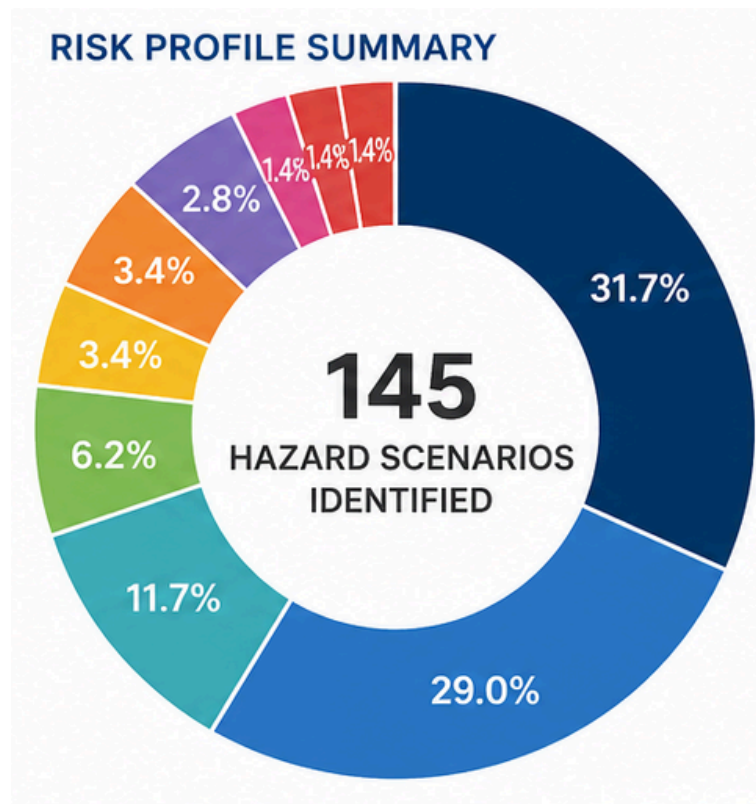
The Company remains committed to creating an inclusive workplace that supports employee growth, career progression, and workforce stability, enabling employees to contribute meaningfully to LSKB's long-term operational and sustainable growth.



Hazard Identification, Risk Assessment, and Incident Investigation

LSKB Aluminium Foils Pvt. Ltd. has established a structured Hazard Identification and Risk Assessment (HIRA) framework to systematically identify, assess, and manage occupational health and safety risks across all operational areas. The assessment follows a quantitative Risk Priority Number (RPN) methodology, evaluating hazards based on severity and likelihood to prioritise appropriate control measures and corrective actions.

The HIRA process is applicable across all departments, covering production, maintenance, logistics, support, and environmental functions. Risk assessments are conducted at department and sub-process levels, with participation from cross-functional teams and oversight from the EHS function and departmental leadership. Hazard registers are reviewed annually and updated whenever there are significant operational changes, new equipment, process modifications, incidents, or regulatory updates.



LSKB Aluminium Foils Pvt. Ltd. applies a hierarchy of controls to mitigate identified risks, including engineering safeguards, administrative procedures such as permit-to-work systems and lockout/tagout practices, regular inspections, preventive maintenance, employee training, and mandatory use of personal protective equipment (PPE).

This structured risk management approach supports proactive hazard prevention, operational safety, regulatory compliance, and continuous improvement in workplace health and safety performance.

The current assessment covers 9 primary departments and 32 operational sub-areas, including critical production and maintenance processes. Identified risks span electrical safety, fire and explosion, material handling, work at height, mechanical hazards, chemical exposure, ergonomic risks, and operational safety concerns.

DISTRIBUTION OF IDENTIFIED HAZARDS

HAZARD CATEGORY	NO. OF HAZARDS	% OF TOTAL
Electrical Hazards	46	31.7%
Fall / Slip Hazards	42	29.0%
Fire & Explosion Hazards	17	11.7%
Material Handling & Lifting Hazards	9	6.2%
Mechanical Injury Hazards	5	3.4%
Ergonomic / Physical Hazards	5	3.4%
Radiation / Eye Hazards	4	2.8%
Chemical Exposure Hazards	2	1.4%
Pressure System Risks	2	1.4%

RISK ASSESSMENT & COVERAGE SUMMARY

 9 Departments Covered	 32 Operational Areas Assessed	 145 Hazards Identified	 132 (91.0%) Hazards in Tolerable Risk Band (RPN 1–5)	 0 Substantial & Intolerable Risks (RPN ≥ 12)
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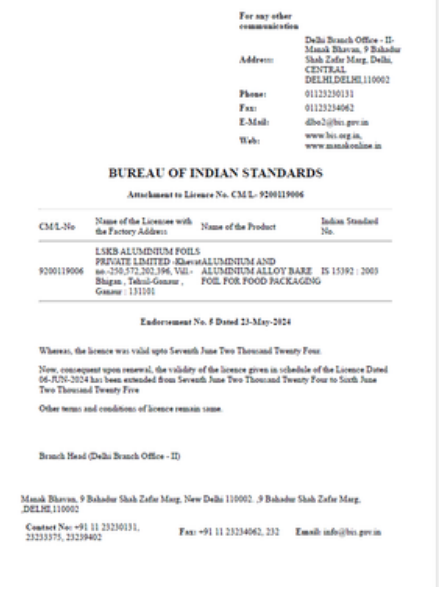
Customer Privacy & Data Protection

LSKB Aluminium Foils Pvt. Ltd. places strong emphasis on protecting customer privacy and safeguarding all confidential information shared with the organisation. Robust systems, secure data-handling processes, and strict access controls are implemented to ensure that customer data is protected against misuse, loss, or unauthorised disclosure. During FY 2022-23, FY 2023-24, and FY 2024-25, no substantiated complaints were received from external parties regarding breaches of customer privacy or misuse of customer data.

Likewise, no complaints were filed by regulatory authorities, and there were no identified incidents of data leaks, thefts, or losses during the reporting period. These results reflect the effectiveness of our data protection practices and our commitment to maintaining confidentiality, trust, and compliance in all customer interactions. LSKB Aluminium Foils Private Limited recognizes the importance of protecting customer information and maintaining trust through robust data security and privacy practices. The Company is committed to safeguarding customer data by implementing appropriate controls, secure systems, and responsible information management processes across its operations. Through strong governance measures and a proactive approach to data protection, LSKB strives to ensure the confidentiality, integrity, and security of customer information while supporting reliable and trusted business relationships.



CERTIFICATIONS





GRI Content Index

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2-9	Governance structure and composition	20,21
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2-14	Role of the highest governance body in sustainability reporting	20,21
2-15	Conflicts of interest	22
2-16	Communication of critical concerns	22
2-17	Collective knowledge of the highest governance body	3
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2-28	Membership associations	9
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3-1	Process to determine material topics	17,18
3-2	List of material topics	19
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GRI 301: Materials 2016

301-1	Materials used by weight or volume	24
301-2	Recycled input materials used	24
301-3	Reclaimed products and their packaging materials	24

GRI 302: Energy 2016

302-1	Energy consumption within the organization	34,35,36
302-2	Energy consumption outside of the organization	34,35,36
302-3	Energy intensity	34,35,36
302-4	Reduction of energy consumption	34,35,36
302-5	Reductions in energy requirements of products and services	34,35,36

GRI 303: Water and Effluents 2018

303-1	Interactions with water as a shared resource	27-31
303-2	Management of water discharge-related impacts	27-31
303-3	Water withdrawal	27-31
303-4	Water discharge	27-31
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GRI 305: Emission 2016

305-1	Direct (Scope 1) GHG emissions	25,26
305-2	Energy indirect (Scope 2) GHG emissions	25,26
305-3	Other indirect (Scope 3) GHG emissions	25,26
305-4	GHG emissions intensity	25,26
305-5	Reduction of GHG emissions	25,26
305-6	Emissions of ozone-depleting substances (ODS)	25,26
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emission	25,26

GRI 306: Waste 2020

306-1	Waste generation and significant waste related impacts	32,33
306-2	Management of significant waste-related impacts	32,33
306-3	Waste generated	32,33
306-4	Waste diverted from disposal	32,33
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GRI 308: Supplier Environment Assessment 2016

308-1	New suppliers that were screened using environmental criteria	55,56
308-2	Negative environmental impacts in the supply chain and actions taken	55,56

GRI 401: Employment 2016

401-1	New employee hires and employee turnover	40,41
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	42
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GRI 402: Labor/ Management Relations 2016

402-1	Minimum notice periods regarding operational changes	38
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GRI 403: Occupational Health & Safety 2018

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403-4	Worker participation, consultation, and communication on occupational health and safety	44,45
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403-6	Promotion of worker health	45,46

403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	45
403-8	Workers covered by an occupational health and safety management system	45
403-9	Work-related injuries	46
403-10	Work-related ill health	46
GRI 404: Training and Education 2016		
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404-2	Programs for upgrading employee skills and transition assistance programs	47,48
404-3	Percentage of employees receiving regular performance and career development reviews	47,48
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	49
405-2	Ratio of basic salary and remuneration of women to men	50,51
GRI 406: Non-Discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	51
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	51
GRI 409: Forced Or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	51
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	51

GRI 414: Supplier Social Assessment 2016

414-1	New suppliers that were screened using social criteria	56
414-2	Negative social impacts in the supply chain and actions taken	56

GRI 415: Public Policy 2016

415-1	Political contributions	2,5
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GRI 416: Customer Health and Safety 2016

416-1	Assessment of the health and safety impacts of product and service categories	61,62
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	61,62

GRI 418: Customer Privacy 2016

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	63
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Independent Assurance Statement

Introduction:

CETIZION Verifica Private Ltd, (CV, We) has been entrusted by the management of LSKB Aluminium Foils Private Limited (LSKB, the Company), to conduct independent “Limited” assurance of Sustainability. All contractual contents for this assurance engagement rest entirely within the responsibility of LSKB. Our task was to give a fair and adequate judgment on the LSKB Sustainability Report.

The intended users of this assurance statement are stakeholders having relevance to the LSKB overall ESG performance and impacts of its business activities during financial year (April 2024 ~ March 2025).

CETIZION Verifica is a global service provider of ESG and Corporate Sustainability Services, licensed Assurance provider by AccountAbility AA1000, accredited Aluminium Stewardship Initiative (ASI) audit provider, having qualified professionals in the field of Corporate Sustainability Assurance, Environment, Climate Change, GHG verification, Climate Change, Biodiversity, Human and Labor Rights, Supply Chain Due-diligence and Stakeholder Consultation. We have maintained complete impartiality and independence during the assurance engagement and were not involved in the preparation of report contents.

Assurance Standard:

The Independent Assurance was carried out in accordance with Standard on Assurance Engagements 3000 (Revised) “Assurance Engagements other than Audits or Reviews of Historical Financial Information” (“ISAE 3000”) and with the International Standard on Assurance Engagements 3410 “Assurance Engagements on Greenhouse Gas Statements” (“ISAE 3410”). To achieve “Limited” assurance, ISAE 3000 and ISAE 3410 requires that we review the processes, systems and competencies used to compile the subject matter, on which we provide limited assurance. It does not include detailed testing for each of the KPI reported, or of the operating effectiveness of processes and internal controls.

Scope & Level of Assurance:

Our assurance engagement covers the following:

- LSKB ESG performance and according to disclosure on management approach (DMAs) covering Environment, Social and Governance (ESG) disclosures. The report covers LSKB operations in Sonipat, Haryana, India. The scope and boundary of the report cover corporate functions and one manufacturing facilities in the Sonipat, Haryana, India.

Limitation:

The assurance engagement was carried through virtual meetings, presentations made and focussed group discussions held with LSKB employees from corporate functions and one manufacturing facilities. We have not observed any significant situations to limit our assurance activity. The verification was carried out based on the data and information provided by LSKB, assuming they are complete and true. We did not verify the reported financial data as same is verified by another third party.

Assurance Methodology:

CETIZION Verifica has challenged the report contents and assess the process undertaken by LSKB from source to aggregate in disclosure of information/data related to their sustainability performance. Our judgment is based on the objective review of reported information as per criteria defined under Assurance standards.

Analytical methods and the performance of interviews as well as verification of data, done as random sampling, to verify and validate the correctness of reported data and contents in light of contractual agreement and the factual LSKB sustainability strategy & framework as mentioned in the report and available on company website. Our work included consultation with over 22 numbers of LSKB representatives including ESG team, senior management and responsible employees. The consultations with external stakeholders were not carried out. The approach deemed to be appropriate for the purpose of assurance of the report since all data therein could be verified through original proofs, verified database entries.

The Assurance was performed by our multidisciplinary team of experienced professionals in the field of Corporate Sustainability, Environment, Climate Change, GHG, Human & Labor Rights, Supply Chain Due-diligence and Stakeholder consultation.

We are of the opinion that our work offers a sufficient and substantiated basis to enable us to come to a conclusion mentioned below and based on the content of our contract.

CETIZION Verifica has verified the below-mentioned GRI disclosures given in the Report:

S. No.	Disclosure	Description	Disclosed
1	Disclosure 2-1	Organizational details	Yes
2	Disclosure 2-2	Entities included in the organization's sustainability reporting	Yes
3	Disclosure 2-3	Reporting period, frequency and contact point	Yes
4	Disclosure 2-4	Restatements of information	Yes
5	Disclosure 2-5	External assurance	Yes
6	Disclosure 2-6	Activities, value chain and other business relationships	Yes
7	Disclosure 2-7	Employees	Yes
8	Disclosure 2-8	Workers who are not employees	Yes
9	Disclosure 2-9	Governance structure and composition	Yes

10	Disclosure 2-10	Nomination and selection of the highest governance body	Yes
11	Disclosure 2-11	Chair of the highest governance body	Yes
12	Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	Yes
13	Disclosure 2-13	Delegation of responsibility for managing impacts	Yes
14	Disclosure 2-14	Role of the highest governance body in sustainability reporting	Yes
15	Disclosure 2-15	Conflicts of interest	Yes
16	Disclosure 2-16	Communication of critical concerns	Yes
17	Disclosure 2-17	Collective knowledge of the highest governance body	Yes
18	Disclosure 2-18	Evaluation of the performance of the highest governance body	Yes
19	Disclosure 2-19	Remuneration policies	Yes
20	Disclosure 2-20	Process to determine remuneration	Yes
21	Disclosure 2-21	Annual total compensation ratio	Yes
22	Disclosure 2-22	Statement on sustainable development strategy	Yes
23	Disclosure 2-23	Policy commitments	Yes
24	Disclosure 2-24	Embedding policy commitments	Yes
25	Disclosure 2-25	Processes to remediate negative impacts	Yes
26	Disclosure 2-26	Mechanisms for seeking advice and raising concerns	Yes
27	Disclosure 2-27	Compliance with laws and regulations	Yes
28	Disclosure 2-28	Membership associations	Yes

29	Disclosure 2-29	Approach to stakeholder engagement	Yes
30	Disclosure 2-30	Collective bargaining agreements	Yes
31	Disclosure 3-1	Process to determine material topic	Yes
32	Disclosure 3-2	List of material topics	Yes
33	Disclosure 3-3	Management of Material topics	Yes
34	GRI 301: Materials 2016	301-1: Materials used by weight or volume	Yes
		301-2: Recycled input materials used	Yes
		301-3: Reclaimed products and their packaging materials	Yes
35	GRI 302: Energy 2016	302-1: Energy consumption within the organization	Yes
		302-2: Energy consumption outside of the organization	Yes
		302-3: Energy intensity	Yes
		302-4: Reduction of energy consumption	Yes
		302-5: Reductions in energy requirements of products and services	Yes
36	GRI 303: Water and Effluents 2018	303-1: Interactions with water as a shared resource	Yes
		303-2: Management of water discharge-related impacts	Yes
		303-3: Water withdrawal	Yes
		303-4: Water Discharge	Yes
		303-5: Water consumption	Yes
37	GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG Emissions	Yes

		305-2: Energy Indirect (Scope 2) GHG Emissions	Yes
		305-3: Other Indirect (Scope 3) GHG Emissions	Yes
		305-4: GHG Emissions Intensity	Yes
		305-5: Reduction of GHG Emissions	Yes
		305-6: Emissions of ozone-depleting substances (ODS)	Yes
		305-7: Nitrogen Oxides, Sulfur Oxides and Other Significant Air Emissions	Yes
38	GRI 306: Effluents and Waste 2016	306-1: Waste generation and significant waste-related impacts	Yes
		306-2: Management of significant waste-related impacts	Yes
		306-3: Waste generated	Yes
		306-4: Waste diverted from disposal	Yes
		306-5: Waste directed to disposal	Yes
39	GRI 308: Supplier Environment Assessment 2016	308-1: New suppliers that were screened using environmental criteria	Yes
		308-2: Negative environmental impacts in the supply chain and actions taken	Yes
40	GRI 401: Employment 2016	401-1: New employee hires and employee turnover	Yes
		401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employee	Yes
		401-3: Parental leave	Yes

41	GRI 402: Labor/ Management Relations 2016	402-1: Minimum notice periods regarding operational changes	Yes
42	GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	Yes
		403-2: Hazard identification, risk assessment, and incident investigation	Yes
		403-3: Occupational health services	Yes
		403-4: Worker participation, consultation, and communication on occupational health and safety	Yes
		403-5: Worker training on occupational health and safety	Yes
		403-6: Promotion of worker health	Yes
		403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Yes
		403-8: Workers covered by an occupational health and safety management system	Yes
		403-9: Work-related injuries	Yes
		403-10: Work-related ill health	Yes
43	GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee	Yes
		404-2: Programs for upgrading employee skills and transition assistance programs	Yes
		404-3: Percentage of employees receiving regular performance and career development reviews	Yes
44	GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	Yes

		405-2: Ratio of basic salary and remuneration of women and men	Yes
45	GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	Yes
46	GRI 408: Child labour 2016	408-1: Operations and suppliers at significant risk for incidents of child labor	Yes
47	GRI 409: Forced or Compulsory Labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	Yes
48	GRI 410: Security Practices 2016	410-1: Security personnel trained in human rights policies or procedures	Yes
49	GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	Yes
		414-2: Negative social impacts in the supply chain and actions taken	Yes
50	GRI 415: Public Policy 2016	415-1: Political Contributions	Yes
51	GRI 416: Customer Health and Safety 2016	416-1: Assessment of the health and safety impacts of product and service categories	Yes
		416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	Yes
52	GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Yes

Conclusion:

Based on our Limited assurance procedures performed and evidence obtained, subject to the limitations mentioned above, nothing has come to our attention that causes us to believe that the selected KPIs for the period financial year (April 2024 ~ March 2025) has not been prepared, in all material respects, in accordance with the “Basis for Reporting” as appropriate.

The Report includes statements and claims that reflects LSKB achievements and challenges supported by documentary evidence and internal records.

The performance data we found in the report are collected, stored, and analyzed in a systematic and professional manner and were plausible.

CETIZION Verifica shall not bear any liability or responsibility to a third party for perception and decision about LSKB based on this Limited Assurance Statement.

For **CETIZION Verifica Private Limited**



Dinesh SUBHEDAR. Mumbai, INDIA,

Lead Verifier

August, 5 2026

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