



Sustainability **Report**

Publishing Year: 2024

Reporting Period: 1 Jan- 31 Dec 2023



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PURPOSE STATEMENT

Harnessing the goodness in all we do, to create a happier and healthier world.

CORE VALUES

Goodness

Be empathetic, socially responsible and humble. Be good to all, in all that you do.

Integrity

Be reliable, ethical, honest, trustworthy, and do everything with uprightness.

Excellence

Do everything with passion, promptness, perseverance, and innovativeness.

OUR VISION

A globally admired organisation of innovative and sustainable products from nature, driven by people committed to excellence.

OUR MISSION

To create high-quality ingredients from nature, sourced responsibly and made sustainably, for our customers, our people and the communities we depend on.



REPORTING PERIOD

January 1, 2025 to December 31, 2025

SCOPE & BOUNDARY

This report presents the sustainability performance of Plant Lipids across its manufacturing facilities, processing units, and corporate functions, providing a comprehensive overview of the Company's environmental, social, and governance (ESG) performance. The reporting boundary encompasses Plant Lipids' key operational locations, including Plant Lipids, Kadayiruppu; Plant Lipids Condiments, Kadayiruppu; Plant Lipids Specialty Naturals, Kadayiruppu; Plant Lipids, Bangalore; Plant Lipids Condiments, Hyderabad; Plant Lipids, Hyderabad; Plant Lipids, Khannam; and Plant Lipids, Shiggaon.

The report covers the ESG performance of these facilities and reflects our commitment to transparency, accountability, and responsible business practices across our operations. Unless otherwise specified, all information and data presented relate to the defined reporting period and include significant operational activities within the reporting boundary. Project sites, construction and commissioning activities, as well as trading operations, are excluded from the scope of this report.

REPORTING APPROACH

Plant Lipids is committed to maintaining transparent communication with its stakeholders while creating sustainable value over the short, medium, and long term. This report presents our sustainability journey, highlighting our governance framework, strategic priorities, and operational performance in line with globally recognized reporting standards.

This report highlights our progress in environmental, social, economic, and governance areas. It shows how we integrate sustainability into our business strategy and decision-making. We are committed to responsible practices, innovation, and accountability. Our goal is to balance business growth with environmental care, social responsibility, and good governance to ensure a sustainable future.

ALIGNMENT WITH INTERNATIONAL FRAMEWORKS AND STANDARDS

The Company is guided by and supports the objectives and principles of internationally recognized sustainability and responsible business frameworks, including the United Nations Global Compact, the Convention on Biological Diversity, the International Labour Organization Core Conventions, the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the Paris Agreement, and the United Nations Sustainable Development Goals. These principles are reflected in our policies, code of conduct, supplier requirements, and operational practices, and guide our approach to environmental stewardship, human rights, labour standards, ethical conduct, responsible sourcing, and climate action.

This report is prepared with reference to the Global Reporting Initiative (GRI)



CHAIRMAN'S MESSAGE

C.J. GEORGE

Plant Lipids is privileged to be guided by the inspiring wisdom and leadership of our Chairman, Mr. C.J. George, whose remarkable entrepreneurial journey continues to motivate us. With deep expertise in manufacturing, operations, and business leadership, he has nurtured Plant Lipids from a single-unit venture into a globally respected enterprise built on perseverance, innovation, and purpose-driven growth.

His vision, **"Harvesting Goodness in All We Do to Make the World Happier and Healthier,"** together with the values of Goodness, Integrity, and Excellence, continues to energise our culture and aspirations. Through his humility, strategic insight, and steadfast commitment to doing what is right, Mr. C.J. George reminds us that true success is found in the positive difference we create for people, communities, and future generations.



MANAGING DIRECTOR'S MESSAGE

JOHN NECHUPADOM

As we present our 2025 Sustainability Report, I am proud of the progress Plant Lipids has made in embedding sustainability across our business and value chain. From strengthening responsible sourcing programmes and farmer partnerships to advancing traceability, climate action, and community development, we continue to demonstrate that sustainable growth and business success go hand in hand.

Our NURTURE 360 initiatives, investments in sustainable agriculture, supplier engagement programmes, and community development efforts reflect our commitment to creating long-term value for farmers, customers, employees, and society. While we are encouraged by the progress achieved, we remain focused on continuous improvement as we work towards building a more resilient, transparent, and sustainable future for all our stakeholders.



GROUP CEO'S MESSAGE

MANOJ MARAR

Sustainability is not a separate initiative at Plant Lipids—it is an integral part of how we operate, innovate, and grow. Throughout 2025, we continued to strengthen our environmental, social, and governance practices while expanding programmes that create meaningful impact across our supply chain and communities.

From supporting thousands of farming families through responsible sourcing programmes to investing in youth development through Nurture Academy and enhancing our climate and governance frameworks, we are building a business that creates lasting value beyond products. I thank our employees, farmers, suppliers, customers, and partners whose collaboration and commitment continue to drive our sustainability journey forward.

good. by nature.

A GLOBAL LEADER IN NATURAL INGREDIENTS

At Plant Lipids, "good. by nature." is our guiding philosophy, and it reflects who we are and what we stand for. "good" stands for the quality of our products and our commitment to doing what is right. "by nature" reflects our connection to the natural world and our expertise in creating solutions derived from it. Together, this philosophy reinforces our purpose: to deliver natural solutions that are purposeful, ethical and responsible, and to contribute to a healthier world.

We are among the world's leading manufacturers of value-added spice extracts, essential oils, oleoresins, natural colours, botanical extracts and specialty ingredients, serving the food and beverage, nutrition, fragrance, wellness and personal care industries across more than 85 countries.

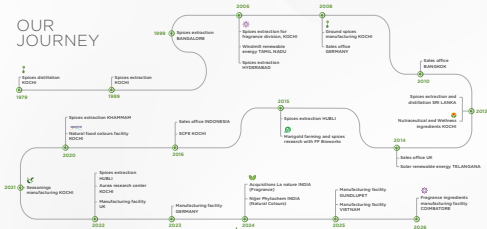
Our work begins at the farm. Rooted in responsible sourcing, we collaborate closely with farmers, suppliers, customers and research partners to build a resilient value chain. By combining scientific expertise with deep knowledge of natural ingredients, we transform responsibly sourced raw materials into solutions that meet the evolving needs of global markets while creating value for farming communities and helping to protect the natural resources we depend on.

With advanced manufacturing and research capabilities and a strong global distribution network, our workforce is committed to product quality, food safety, ethical business practice and continuous innovation. Sustainability remains central to everything we do, guiding our efforts to reduce environmental impact, strengthen farming communities and source responsibly, work described in detail in the pages that follow.



Plant Lipids Kalencherry

OUR JOURNEY





ESG HIGHLIGHTS



Environment

- **Climate Action:** ISO 14064-certified GHG management and emission reduction initiatives
- **Energy:** Continuous improvement in energy efficiency and increasing adoption of renewable energy sources
- **Water:** Strong water stewardship through recycling, reuse systems, and rainwater harvesting
- **Waste & Circularity:** Zero-waste approach with biomass reuse, packaging reduction, and circular resource utilization
- **Biodiversity:** Protecting ecosystems through responsible sourcing and regenerative agriculture



Social

- **People-First Workplace:** Building a culture of safety, inclusion, and continuous development
- **Future-Ready Workforce:** Enabling growth through learning, leadership development, and career progression
- **Inclusive Culture:** Fostering equal opportunity, diversity, and employee empowerment
- **Open Dialogue:** Promoting trust, collaboration, and meaningful employee participation
- **Employee Well-being:** Supporting holistic health, welfare, and work-life balance
- **Strong Employment Practices:** Upholding human rights and responsible labour standards across our operations and value chain



Governance

- **Strong Foundation of Ethics:** Ethics embedded through Board and Ethics Committee oversight
- **Zero Tolerance for Corruption:** 100% coverage of sites on corruption risks and zero incidents
- **90% Employee Ethics Training Coverage:** Building a culture of responsibility and awareness
- **Safe Speak-Up Culture:** Confidential whistle-blower system with a strict non-retaliation policy
- **Data Privacy First:** Protecting stakeholder information as a fundamental right

Our approach to sustainable growth and long-term value creation is strengthened by the active involvement of our stakeholders. We remain committed to fostering transparent, inclusive, and meaningful engagement with our stakeholders, building relationships founded on trust, collaboration, and mutual respect.

Through structured engagement channels and regular dialogue, we seek to understand stakeholder expectations, address their concerns, and incorporate their valuable feedback into our business strategies and sustainability initiatives. This collaborative approach enables us to strengthen resilience, enhance accountability, and create shared value while advancing our commitment to responsible and sustainable business practices.

ONGOING STAKEHOLDER ENGAGEMENT

We have established accessible and transparent communication channels to foster meaningful engagement. During the reporting period, we actively engaged with customers, employees, suppliers, farming communities, industry associations, regulatory authorities, local communities, and investors. Their feedback plays a vital role in strengthening our decision-making, enhancing accountability, and driving continuous improvement.

STAKEHOLDER EXPECTATIONS

Customers

Product Health & Safety | Climate Change & GHG Emissions |
Sustainable Sourcing | Human Rights & Labour Conditions |
Sustainable Value Chain | Biodiversity | Corporate
Governance | Energy Management

Suppliers

Sustainable Value Chain Relationships |
Training & Skill Development

Employees

Quality of Work and Life | Training & Skill Development |
Occupational Health & Safety | Career Growth | Fair wages and
remuneration benefits | Human Rights & Labour Conditions |
Diversity, Equity & Inclusion | Cyber security & Data privacy

Local Communities

Sustainable Value Chain | Livelihood Generation |
Biodiversity | Water & Effluent Management | Waste
Management & Circular Economy | Economic Value
Generated and Distributed

Investors

Long-term Value Creation | High Reputation & Brand Image |
Product Health & Safety | Sustainable Sourcing | Sustainable
Value Chain | Occupational Health & Safety | Cyber Security
& Data Privacy | Corporate Governance | Energy
Management | Training & Skill Development

Regulatory Bodies

Corporate Governance | Sustainable Value Chain
Relationships | Biodiversity | Water & Effluent Management |
Product Health & Safety | Waste Management & Circular
Economy | Occupational Health & Safety | Human Rights &
Labour Conditions

Plant Lipids' ESG strategy is built on a comprehensive materiality assessment that identifies the environmental, social, and governance topics most relevant to our business and stakeholders. This assessment enables us to focus our efforts on the issues that matter most, ensuring that our sustainability initiatives create meaningful value for our stakeholders and support long-term business resilience.

By embedding these material priorities into our business strategy and decision-making processes, we drive responsible growth, strengthen stakeholder trust, and enhance our positive impact across the value chain. This approach reinforces our commitment to sustainable development while contributing to a more resilient and sustainable future.

We periodically review our materiality assessment to ensure that our sustainability priorities remain aligned with our business strategy, stakeholder expectations, and the evolving environmental, social, and governance (ESG) landscape. This process enables us to identify and address the most significant sustainability risks, opportunities, and impacts across our operations and value chain.

Our materiality assessment was undertaken through a structured engagement process involving a diverse group of internal and external stakeholders. Insights were gathered through stakeholder consultations, surveys, interviews, workshops, and secondary research, involving employees, senior management, customers, suppliers, farming communities, industry experts, regulatory bodies, investors, and community representatives.

Based on stakeholder feedback and business relevance, we identified and prioritized the material topics that have the greatest impact on our long-term value creation and sustainability journey. These topics guide our strategic decision-making, performance monitoring, and sustainability disclosures.

KEY MATERIAL TOPICS

The materiality assessment has enabled us to identify and prioritise the ESG topics that are most significant to our business and stakeholders. Categorized under the Environmental, Social, and Governance (ESG) pillars, these material topics form the foundation of our sustainability strategy, guiding our actions, strengthening resilience, and supporting responsible, long-term value creation.

MATERIALITY MATRIX



POLICIES & COMMITMENTS

A robust governance framework at Plant Lipids is supported by a comprehensive set of policies that establish the standards and principles guiding our business operations. These policies communicate our expectations to employees, suppliers, contractors, and other business partners, ensuring that our operations are conducted ethically, responsibly, and in compliance with applicable laws and regulations.

Our policies provide clear direction on key areas such as corporate governance, business ethics, responsible sourcing, environmental stewardship, occupational health and safety, human rights, information security, and quality management. They have been developed through cross-functional collaboration involving relevant business functions and are periodically reviewed and approved by the Company's leadership to ensure their continued relevance and effectiveness.

We believe that open communication and stakeholder engagement are fundamental to responsible business conduct. To foster transparency and accountability, we provide accessible channels through which employees and external stakeholders can raise concerns, provide feedback, or report potential violations of our policies. All concerns are addressed through established grievance and whistle-blower mechanisms in accordance with our commitment to ethical conduct, confidentiality, and non-retaliation.

Pillar	Key Policies
Environmental	Biodiversity & Nature Impacts at Operation Sites Policy Biodiversity Impacts at Sourcing Sites Policy Energy Policy Climate Action, GHG & Air Pollution Reduction Policy Water Management Policy Waste and Circularity Policy Procurement Policy
Social	Human Rights Policy Employment Policy Diversity & Discrimination Policy Training, Skill Development & Career Development Policy Occupational Health & Safety Policy Policy on Product Usage, Customer Health & Safety, and Product End-of-Life
Governance	Business Ethics & Integrity Policy Information Security Policy



ENVIRONMENTAL STEWARDSHIP

PRESERVING NATURE, SUSTAINING GROWTH

Environmental responsibility is integral to our purpose and the way we create long-term value. As a business rooted in nature and dependent on agricultural ecosystems, we recognize the importance of preserving biodiversity, protecting natural resources, and strengthening the resilience of farming communities.

PROTECT NATURE

Our environmental approach is centred on responsible sourcing, climate action, resource-efficient operations, renewable energy adoption, water stewardship, and circular economy, while promoting regenerative agriculture practices that enhance soil health, improve ecosystem resilience, and support sustainable livelihoods.

We continually strive to improve our environmental performance through investments in clean energy, circular resource utilization, and innovative technologies that enable more sustainable manufacturing processes. Our Nurture 360 mobile application serves as a platform to engage with farming communities by providing access to agronomic guidance, traceability, and sustainability-related information, thereby strengthening responsible agricultural practices across the value chain.

MATERIAL TOPICS

1

Climate Change

2

Energy Management

3

Water & Effluent

4

Waste & Circularity

5

Sustainable Value Chain

6

Biodiversity

SDG GOALS



Clean Water
and Sanitation



Affordable and
Clean Energy



Industry, Innovation
and Infrastructure



Responsible
Consumption &
Production



Climate Action



Life on Land

ENVIRONMENTAL STRATEGY

Within our operations, we are committed to minimising our environmental footprint through the efficient use of energy and water resources, responsible waste management, and resource optimisation. We continuously pursue opportunities to reduce greenhouse gas emissions, improve resource efficiency, and advance circular economy principles.

Our Nurture 360 programme serves as a key platform for engaging farming communities, providing access to agronomic expertise, traceability solutions, capacity-building initiatives, and sustainability-related knowledge. Through this programme, we empower farmers to adopt responsible cultivation practices while improving transparency & resilience across our supply chain.

CLIMATE ACTION

We recognise that climate change presents both risks and opportunities for our business and remain committed to building a resilient, low-carbon business while contributing to global climate goals. Our climate strategy is guided by internationally recognized frameworks and standards, including the GHG Protocol, ISO 14068, ISO standards, and the UN Sustainable Development Goals (SDGs) enabling us to align our climate actions with global best practices and stakeholder expectations.

We periodically assess climate-related physical and transition risks across our operations and value chain to strengthen business resilience and improve our preparedness for future climate impacts. These assessments consider risks such as extreme weather events, flooding, heat stress, changing regulatory requirements, market transitions, and evolving stakeholder expectations. The outcomes are integrated into our enterprise risk management and business continuity planning through initiatives that include infrastructure resilience, water conservation, heat stress management, climate-resilient agriculture, supply chain diversification, and stakeholder capacity-building programmes.

HIGHLIGHTS

- **GHG Reduction:** ISO 14068-certified GHG management, emission reduction initiatives
- **Energy usage:** Continuous improvement in energy efficiency and increasing adoption of renewable energy sources
- **Water stewardship:** Strong water stewardship through recycling, reuse systems, and rainwater harvesting
- **Waste & Circularity:** Zero-waste approach with biomass reuse, packaging optimisation, and circular resource utilization
- **Biodiversity:** Sites operating outside sensitive areas. Sustainable sourcing and regenerative agriculture practice

Employee awareness programmes, environmental training, and stakeholder engagement initiatives support the integration of climate responsibility throughout our operations. We continue to allocate financial and technical resources towards implementing climate mitigation and adaptation initiatives while strengthening collaboration with suppliers and business partners to improve environmental performance across the value chain.

GREENHOUSE GAS (GHG) MANAGEMENT - MANAGING OUR CLIMATE IMPACT

At Plant Lipids, we recognize that effective greenhouse gas (GHG) management is fundamental to addressing climate change and supporting our transition towards a low-carbon future. Towards this, we are in alignment with GRI 305 standards and guided by our Greenhouse Gas Policy. We maintain a comprehensive corporate GHG inventory to measure, monitor, and manage emissions generated across our operations and value chain.

Our GHG management programme enables us to identify emission hotspots, improve operational efficiency, strengthen climate resilience, and support informed business decision-making.

Our greenhouse gas inventory is prepared in accordance with internationally recognized standards, including the Greenhouse Gas (GHG) Protocol, ISO 14064, the IPCC 2006 Guidelines, and the India GHG Inventory programme.

These frameworks provide a consistent basis for quantifying and reporting scope 1, scope 2, and relevant scope 3 emissions while ensuring transparency, comparability, and continual improvement in our climate disclosures.

Direct emissions (scope 1) and indirect emissions from purchased electricity (scope 2) are calculated using DEFRA 2023 emission factors. These are applied to quantify GHG emissions from various operational activities during the reporting period.

GHG INVENTORY MANAGEMENT

Activity data relating to fuel consumption, purchased electricity, refrigerants, transportation, logistics, and other significant emission sources are systematically collected through utility records, production data, invoices, and internal operational systems.

Where applicable, greenhouse gas data are independently reviewed and verified in accordance with ISO 14064 requirements, providing additional assurance regarding the accuracy and credibility of our reported emissions. We also maintain comprehensive records relating to emission calculations, baseline methodologies, emission factors, verification activities, corrective actions, and supporting documentation to ensure transparency and continual improvement.

SCOPE 1

Within our space fabrication operations, biogenic emissions from the use of agri-waste as fuel in our boilers contribute a higher proportion of our GHG Emissions. CO₂ emissions from supercritical methanols and Emissions from the use of diesel as fuel in DG sets and processes contribute to the remaining emissions.

To reduce Scope 1 emissions, we continue to improve energy efficiency, optimize manufacturing processes, transition towards cleaner fuel alternatives, enhance equipment performance, and evaluate technologies that minimize environmental impact.

SCOPE 2

To reduce Scope 2 emissions, we are increasingly adopting renewable energy and continue to improve electricity efficiency through process optimization, equipment modernization, shop floor training, automation, and preventive maintenance. Our investments in renewable electricity generation and procurement contribute to reducing dependence on conventional grid electricity while supporting our decarbonization objectives.

SCOPE 1 & SCOPE 2 EMISSION REDUCTION

Reducing emissions from our operations remains a strategic priority for Plant Lipids. Lower operational emissions not only reduce our environmental footprint but also improve operational efficiency, strengthen business resilience, and enhance the sustainability profile of our products.

Our Scope 1 and Scope 2 emission reduction strategy focuses on:

- Improving energy efficiency through technology upgrades and process optimization.
- Increasing the share of renewable energy across our operations.
- Transitioning towards lower-carbon fuels wherever feasible.
- Implementing waste heat recovery and other resource efficiency initiatives.
- Conducting periodic energy and carbon audits.
- Integrating climate considerations into capital investments and procurement decisions.
- Evaluating emerging low-carbon technologies, including carbon capture and storage (CCS), for future implementation where technically and commercially viable.

Location- based Emissions		
Scope 1 Emissions	t CO ₂ e	1880.87758
Biogenic Emissions (CH ₄ , N ₂ O)	t CO ₂ e	8873.20871
Total Scope 1	t CO ₂ e	10753.28629
Scope 2 Emissions	t CO ₂ e	17160.52960
Biogenic Emissions	t CO ₂ e	29044.69436

Market- based Emissions

Scope 1 Emissions	t CO ₂ e	1880.87758
Biogenic Emissions (CH ₄ , N ₂ O)	t CO ₂ e	8873.20871
Total Scope 1	t CO ₂ e	10753.28629
Scope 2 Emissions	t CO ₂ e	17160.52960
Avoided Emissions	t CO ₂ e	859.37963
Biogenic Emissions	t CO ₂ e	29044.69436

Table 1: Location & market Based Emissions (2023)

SCOPE 3 EMISSIONS, PRODUCT CARBON FOOTPRINT, AND LIFE CYCLE ASSESSMENT

Recognizing that a significant proportion of our carbon footprint exists beyond our direct operations, Plant Lipids continues to strengthen the assessment and management of relevant Scope 3 emission categories across its value chain.

We started this journey by calculating the Product Carbon Footprint(PCF) for key raw materials. During the reporting period, priority was given to identifying upstream emissions by strengthening supplier engagement and improving upstream data quality.

We actively engage with farmers and suppliers to improve greenhouse gas data quality, enhance emissions transparency, and identify collaborative opportunities to reduce emissions throughout the value chain. Our responsible sourcing programmes, supplier engagement initiatives, traceability systems, and regenerative agricultural practices contribute towards improving climate resilience while supporting sustainable agricultural production.

We are progressively expanding our Scope 3 inventory by focusing on our downstream activities. We remain committed to adopting recognized best practices and progressively expanding the scope and accuracy of our Scope 3 inventory.

Understanding the environmental impacts of our products throughout their life cycle is an important component of our sustainability strategy. We continue to strengthen our capabilities in Life Cycle Assessment (LCA) and product carbon footprint measurement to support sustainable product development, improve resource efficiency, and enable informed decision-making. The gradual expansion of product-level carbon footprint assessments will further support value chain engagement, innovation, and future greenhouse gas reduction initiatives across our product portfolio.

GHG PERFORMANCE MANAGEMENT

Our greenhouse gas management programme includes regular monitoring of emissions, emissions intensity, and progress against our greenhouse gas reduction objectives.

Greenhouse gas performance is periodically communicated to internal stakeholders to strengthen awareness, accountability, and informed decision-making across business functions. We continue to enhance the credibility of our greenhouse gas reporting through internal reviews and independent verification in accordance with internationally recognized standards, including ISO 14064, where applicable.

Records relating to greenhouse gas inventories, emissions calculations, baseline methodologies, verification activities, environmental performance indicators, supplier environmental information, corrective actions, and greenhouse gas reduction initiatives are maintained to ensure transparency, consistency, and continual improvement.

ENERGY - POWERING SUSTAINABLE OPERATIONS

Energy management is a strategic priority that supports our commitment to operational excellence, climate action, and responsible manufacturing. As a natural ingredients company, we recognize that improving energy performance not only reduces our environmental footprint but also strengthens business resilience and creates long-term value for our stakeholders.

ISO 5000 standards and our Energy Policy provide the framework for systematically reducing energy consumption, improving energy efficiency, and increasing the use of renewable and low-carbon energy sources across our operations. We are progressively integrating energy management into operational planning, investment decisions, procurement practices, and project design.

ENERGY PERFORMANCE

We continuously monitor total energy consumption, energy intensity, and energy performance trends to evaluate operational efficiency and identify opportunities for improvement. Significant Energy Uses (EUIUs) are reviewed annually, while energy objectives and action plans are periodically evaluated to ensure continual improvement and alignment with our climate commitments.



Energy Type	Unit	2023
Energy Consumption		
Electricity	kWh	2,41,68,760
Heating	kWh	Self-Generated (Biomass)
Cooling	kWh	NIL
Steam	kWh	Self-Generated (Biomass)
Energy Sold		
Electricity	kWh	77,38,400 (Wind Energy)
Heating	kWh	NIL
Cooling	kWh	NIL
Steam	kWh	NIL

Table: Energy Consumption and Energy Sold (2023)

Metric	Unit	2023
Total Energy Consumption	kWh	2,41,68,760
Energy Intensity Ratio	kWh/kg	970.42

Table: Energy Performance Indicators (2023)

ENERGY CONSUMPTION

Electricity, fuels, steam, heating, and cooling are essential to our manufacturing operations. We continue to strengthen our energy monitoring systems by improving metering infrastructure, maintaining data integrity, and reviewing major energy streams to enable informed operational decisions.

RENEWABLE ENERGY STRATEGY

We continue to increase the share of renewable energy in our operations with new projects being planned. Opportunities for fuel switching to lower-carbon alternatives are also utilized. Our long-term roadmap includes progressively increasing the share of renewable energy consumption and reducing dependence on conventional fuels.

Metric	Unit	2023
Total Energy Consumption from Renewable Sources	%	714%

Fuel Consumption within the Organization	Unit	2023
Total Fuel Consumption from Non-Renewable Sources	kWh	25,069.61
Total Fuel Consumption from Renewable Sources	kWh	4,78,457.10

Table: Renewable Energy Performance (2023)



Solar Panels, Telangana

During the year, we continued to leverage renewable energy through both wind and solar power generation.



Windmill, Tamil Nadu

ENERGY CONSERVATION & DECARBONISATION

During the reporting period, we implemented several energy conservation measures, including process optimization, preventive maintenance, insulation improvements, steam trap management, condensate recovery, automation and process control systems, and the deployment of energy-efficient motors and variable frequency drives (VFDs).

Energy performance and life-cycle cost considerations are also integrated into procurement activities and the design of new equipment and projects.



Timer-based Visual Lamps

We also continued to modernize material handling operations through the replacement of conventional diesel-powered forklifts with electric forklifts. This transition supports our objective of reducing fossil fuel consumption while lowering operational emissions and improving workplace efficiency.



Electric Forklifts

BUILDING ENERGY AWARENESS

Employee engagement is fundamental to improving energy performance. We conduct periodic awareness programmes and competency-based training to equip employees and relevant contractors with the knowledge required to identify energy-saving opportunities and adopt responsible operating practices. Training programmes cover energy conservation, efficient equipment operation, climate action, and best operational practices, fostering a culture of energy efficiency across our facilities.

Metric	Unit	2025
Employees Trained on Energy Conservation and Climate Action	%	70%

Table: Employee Training (2025)

We continuously assess energy-related risks and opportunities—including energy supply disruptions, energy price volatility, technology modernization, and carbon transition risks—to support informed business planning and capital investment decisions. Progress against our energy objectives is monitored using clearly defined KPIs and verified through documented methodologies aligned with international reporting practices.

Our long-term energy roadmap focuses on improving energy efficiency, reducing greenhouse gas emissions, increasing the share of renewable energy, and strengthening our Energy Management System in line with ISO 50001 principles. Through these efforts, we aim to build resilient operations while supporting the global transition towards a low-carbon economy.

Metric	Unit	2025
Operational Sites Assessed on Specific Environmental Issues	%	100%
Organization-specific Denominator Used for Energy Intensity Calculation	kg	Sale Volumes

Table: Monitoring and Performance Indicators (2025)



Rainwater harvesting
Plant Lipids, Kandythoppa



Rooftop rainwater collection
Plant Lipids, Kandythoppa

WATER STEWARDSHIP

Water is a vital natural resource that supports our manufacturing processes, agricultural value chain, and surrounding communities. We are committed to responsible water stewardship by improving water-use efficiency, reducing freshwater withdrawal, increasing water reuse and recycling, protecting water quality, and strengthening long-term water resilience across our operations.

In alignment with the GRI 300 standards and guided by our Water Management Policy, our approach integrates responsible water withdrawal, efficient consumption, wastewater treatment, rainwater harvesting, groundwater protection, and continual improvement through the principles of Reduce, Reuse, and Recycle.

WATER WITHDRAWAL & CONSUMPTION

We continually improve water-use efficiency through process optimization, production planning, controlled cleaning practices, calibrated water metering, preventive maintenance, and robust Leak Detection and Repair (LDAR) programmes. Annual water audits, supported by daily water consumption monitoring and water accounting practices, enable us to identify high-consumption areas, minimize losses, and implement targeted conservation initiatives that reduce our dependence on freshwater resources.

WATER RECYCLING & REUSE

Enhancing water circularity is an integral part of our water management strategy. We operate Effluent Treatment Plants (ETPs) and Wastewater Treatment Plants (WWTPs) that enable the treatment, recovery, and reuse of water for suitable non-potable applications, including cooling water circuits, thereby reducing dependence on freshwater sources. Condensate recovery systems, integrated with centralized steam condensate recovery pumps further improve resource efficiency by capturing and reusing process condensate.

We have adopted advanced water-efficient technologies, recycling systems, and reuse solutions where technically and operationally feasible to maximize freshwater savings and strengthen sustainable water management across our operations.

WASTEWATER MANAGEMENT

Wastewater generated from our operations is managed through dedicated ETP and WWTP facilities to ensure safe treatment, reuse, or discharge in accordance with applicable legal and regulatory requirements. Treatment systems are monitored daily to evaluate operational performance, treatment efficiency, and discharge quality, while continuous improvement initiatives are implemented to enhance treatment effectiveness and minimize environmental impacts.

Wastewater quality is routinely assessed through internal monitoring and periodic external laboratory analysis to verify compliance with statutory requirements, regulatory consent conditions, and environmental standards. Treated effluent quality, discharge volumes, and priority substances of concern are regularly monitored and documented to support responsible wastewater management and regulatory compliance.

The treated effluent water meets all water quality standards stipulated by the regional Pollution Control Boards (PCB) at the operating sites.



Ultrafiltration and Reverse Osmosis (RO) water recycling systems

RAINWATER HARVESTING & GROUNDWATER PROTECTION

We promote rainwater harvesting and groundwater recharge initiatives across our operations. These initiatives contribute to replenishing groundwater resources, reducing reliance on external freshwater sources, mitigating local water stress, and strengthening long-term water resilience.



WATER RISK ASSESSMENT & WATER QUALITY

Recognizing water as a shared and increasingly vulnerable resource, we periodically conduct water risk assessments across its operational locations to evaluate freshwater dependency, water availability, local water stress, wastewater impacts, groundwater quality, and other water-related risks. These assessments are undertaken using recognized methodologies and are integrated into conservation planning, infrastructure improvements, operational controls, and long-term water stewardship strategies.

Groundwater quality, treated effluent quality, and water discharge are monitored through regular internal assessments and external laboratory testing to ensure compliance with applicable legal, regulatory, and environmental requirements. Defined response mechanisms are in place to address leaks, spills, contamination events, and non-compliance incidents, ensuring timely corrective and preventive actions.

BUILDING WATER CONSERVATION AWARENESS

Responsible water stewardship is supported by active employee participation and continuous capacity building. We conduct periodic training and awareness programmes for employees, contractors, and relevant service providers on responsible water use, water conservation practices, wastewater segregation and handling, spill prevention and emergency response, and site-specific legal and regulatory obligations. These initiatives strengthen operational competency while fostering a culture of responsible water management across our organization.

WASTE MANAGEMENT

OVERVIEW & STRATEGY

At Plant Lipids, we recognize that responsible waste management and circularity are fundamental to sustainable manufacturing and efficient resource utilization. In alignment with GRI 106 standards and guided by our Waste Management and Circularity Policy, we adopt an approach that prioritizes waste prevention, resource efficiency, and circular economy across our operations and value chain. Our waste management framework follows the waste hierarchy of refuse, reduce, reuse, recycle, recover, and responsibly dispose, ensuring that materials remain in productive use for as long as possible while minimizing environmental impacts.

Waste management practices are integrated across sourcing, production, packaging, warehousing, and distribution by implementing process optimization, sustainable procurement, material efficiency initiatives, waste stream mapping, and periodic waste inventories. Waste management responsibilities are embedded throughout our business, supported by employee awareness programmes, internal audits, and performance monitoring.



Byproduct for use used in feedlots

WASTE GENERATION AND RESOURCE EFFICIENCY

Preventing waste at source remains the cornerstone of our waste management strategy. Through production planning, quality improvement programmes, optimized material utilization, and optimized packaging initiatives, we continually reduce material consumption and improve operational efficiency. Periodic waste stream mapping and waste inventories further support the identification of waste reduction opportunities while strengthening resource productivity.

RESOURCE RECOVERY AND CIRCULAR ECONOMY

We actively promote circular resource utilization by maximizing the recovery, reuse, recycling, and valorisation of operational waste. Wherever technically and economically feasible, recovered materials are reintroduced into operational processes, reducing dependence on virgin resources while supporting a closed-loop manufacturing system. Transitioning from conventional 25 kg packaging bags to jumbo bags for raw material transportation reduced plastic consumption by

16,364.71 kg, and achieved a 48% reduction in plastic packaging during the reporting period while handling of 7,751 metric tonnes of raw materials. Resource recovery is further strengthened through our waste-to-value initiatives. Spent biomass generated from spice extraction is fully utilized as renewable boiler fuel, eliminating external disposal while creating a waste-to-energy pathway. Biomass ash generated during boiler operations is subsequently utilized as potash-rich biofertilizer, creating a closed-loop waste-to-energy-to-agriculture model.

We continue to enhance sustainable packaging by replacing Styrofoam with paper-based alternatives, thereby reducing non-biodegradable waste. Organic waste generated from canteen operations is processed through an electric food waste dryer and converted into organic manure for agricultural applications, further supporting circular resource utilization.



Food waste recycling machine

HAZARDOUS WASTE AND CHEMICAL MANAGEMENT

We manage hazardous wastes through a structured management system that emphasizes safe identification, segregation, labelling, storage, transportation, treatment, and final disposal in accordance with applicable legal and regulatory requirements. Hazardous materials are procured only from approved suppliers and are handled exclusively by trained personnel following Safety Data Sheets (SDS), established operating procedures, and appropriate personal protective equipment (PPE) requirements.

Dedicated storage areas with secondary containment, spill kits, emergency response procedures, and regular inspections minimize environmental and safety risks associated with hazardous substances. Hazardous wastes are disposed of exclusively through licensed and authorized waste management agencies, while complete documentation and traceability are maintained throughout the disposal process. We also evaluated opportunities to substitute less hazardous materials wherever technically feasible and continually works to reduce hazardous waste generation through process improvements and responsible material management.

EMPLOYEE AWARENESS AND TRAINING

Employee participation is integral to the successful implementation of our waste management programme. We conduct periodic awareness sessions and competency-based training covering waste segregation, waste reduction, hazardous material handling, spill prevention and response, recycling, circular economy practices, and emergency preparedness. These programmes strengthen employee awareness while supporting compliance, responsible resource management, and continual improvement across operations. We monitor waste management performance through periodic operational reviews, waste audits, waste stream mapping, compliance evaluations, and management reviews. Performance monitoring includes waste generation by category, waste intensity, recycling and recovery performance, landfill diversion, hazardous waste management, packaging circularity, employee training, and waste-related incidents. Internal audits, corrective and preventive action (CAPA) programmes, licensed waste vendor oversight, and continual improvement initiatives ensure compliance with regulatory requirements while strengthening our circular economy performance.

SUSTAINABLE PACKAGING AND MATERIAL CIRCULARITY

Improving packaging sustainability forms an important component of our circularity strategy. We continue to increase the reuse of food-grade HDPE and metal barrels for intermediate product storage after appropriate cleaning and compatibility verification. At the end of their usable life, HDPE barrels are recycled through shredding and granulation, while metal drums are sent to authorized metal recyclers for material recovery. Supplier engagement programmes further encourage packaging optimisation to minimize waste generation and improve material circularity throughout the value chain.

AIR POLLUTION REDUCTION

We are committed to preventing and minimizing air emissions arising from our manufacturing operations while protecting the health and well-being of our employees, neighbouring communities, and the surrounding environment.

We systematically identify and evaluate significant point and fugitive emission sources across our facilities, including boilers, thermic fluid heaters, generators, process vents, storage systems, material handling activities, and other operational equipment. This enables us to implement appropriate operational, engineering, and administrative controls to effectively manage air emissions.

Our pollution prevention approach incorporates cleaner production practices, efficient combustion management, fuel quality improvements, preventive maintenance programmes, process optimization, equipment upgrades, leak detection and repair (LDAR) programmes, and the continuous evaluation of cleaner technologies.

We implement appropriate work processes and pollution control technologies to reduce emissions of particulate matter (PM), volatile organic compounds (VOCs), nitrogen oxides (NOx), sulphur oxides (SOx), and other relevant pollutants. These measures include electrostatic precipitators (ESP) on our boiler stacks, dust collection systems, cyclones, scrubbers, filters, containment systems, and operational controls designed to minimize emissions during manufacturing.

Process scrubbers are installed to treat waste gases before release, while hazardous gas detection sensors support early identification of abnormal operating conditions and strengthen workplace safety. We periodically review process changes and applicable regulatory requirements to ensure continued compliance with environmental obligations.

In addition to managing air emissions, we also address other forms of environmental pollution, including noise, odour, and light emissions. Noise mitigation measures include acoustic enclosures, silencers, vibration isolation systems, routine preventive maintenance, and the timely replacement of worn or defective equipment components that have the potential to generate abnormal noise. These measures support the effective control of workplace and site-boundary noise levels while enhancing equipment reliability. Odour management focuses on containment systems, extraction and ventilation systems, and process optimization to minimize impacts on employees and neighbouring communities. We also seek to minimize light pollution by optimizing outdoor lighting systems, using energy-efficient fixtures, reducing unnecessary illumination, and minimizing glare and upward light spill whenever feasible.

To evaluate the effectiveness of our environmental controls, we undertake periodic monitoring of stack emissions, process emissions, fugitive emissions, ambient air quality, pollution control equipment, and workplace environmental conditions. Key air pollutants, including particulate matter (PM), nitrogen oxides (NOx), sulphur oxides (SOx), and volatile organic compounds (VOCs), are monitored at defined intervals in accordance with applicable regulatory requirements and internal monitoring programmes. Monitoring equipment is regularly calibrated and maintained to ensure the accuracy and reliability of environmental data. The performance of pollution control systems is periodically reviewed to verify compliance and identify opportunities for continual improvement. We do not use ozone-depleting substances (ODS) in our manufacturing operations. Furthermore, our manufacturing processes do not intentionally generate or release Persistent Organic Pollutants (POPs), and we remain committed to complying with applicable international conventions and regulatory requirements governing hazardous air pollutants.

Regular site-boundary noise monitoring, ambient air quality assessments, and performance evaluations of pollution control systems enable us to verify the effectiveness of implemented controls and ensure compliance with applicable environmental regulations. Where opportunities for improvement or instances of non-compliance are identified, corrective and preventive actions are implemented and tracked as part of our continual improvement process.

2030 SUSTAINABLE DEVELOPMENT GOALS

GHG Emissions	Description	2025 Baseline (tCO ₂ e)	2030 Goals (tCO ₂ e)	
	Scope 1 Emissions over baseline (tCO ₂ e)	1880.07768	1600	Fuel switch from Diesel to Electric, LPG to Biogas.
	Biogenic emissions (CH ₄ , N ₂ O) (tCO ₂ e)	9873.30871	6500	Boiler combustion efficiency improvement, combustion temperature control, Dry Biomass usage, fuel gas recirculation, and Combustion control & automation
	Total Scope 1 (tCO ₂ e)	10753.38639	7100	
	Scope 2 Emissions over baseline (tCO ₂ e)	17160.5346	16000	Energy efficiency improvement initiatives
	Scope 2 Avoided Emissions (tCO ₂ e)	1006.76818	6864	Increasing the renewable energy contribution to >40%
	Scope 1 & Scope 2 combined (tCO ₂ e)	26686.10771	16336	

BIODIVERSITY AND NATURE

We implement sustainable sourcing practices to minimize risks of deforestation, habitat degradation, and ecosystem imbalance across our supply chain. Our operations are situated away from biodiversity-sensitive and protected areas.

We align with internationally recognized frameworks, including the Convention on Biological Diversity and the Kunming-Montreal Global Biodiversity Framework, to support the conservation, restoration, and sustainable use of ecosystems.

Our approach is guided by the Framework's goals most relevant to our operations-Protect and Restore ecosystems, Prosper with Nature through sustainable use of biodiversity, and Invest and Collaborate by strengthening implementation mechanisms, capacity-building, and responsible business practices.

In alignment with these goals, we prioritize actions relevant to our agricultural sourcing and operations, including reducing biodiversity loss, minimizing pollution and climate-related impacts, promoting sustainable agriculture and consumption, integrating biodiversity into decision-making, and strengthening risk assessment, disclosure, and knowledge-sharing to support effective biodiversity action.

Our sourcing practices are designed to strengthen environmental and social outcomes by prioritising responsibly and sustainably sourced raw materials, including procurement from women-led agriculturists and farmer groups. With a legacy of nearly five decades and deep relationships with farming communities, we work to ensure that our sourcing is deforestation-free, involves no land conversion, and complies with the applicable legislation of the country of production. Sustainable agricultural approaches such as regenerative practices and Integrated Pest Management (IPM) are promoted across the supply chain to enhance soil health, reduce chemical inputs, and support biodiversity conservation. Through this integrated approach, biodiversity considerations are embedded across sourcing, farming practices, and operations, contributing to ecosystem resilience while supporting inclusive and sustainable livelihoods.

All raw materials sourced by the Company are classified under the “Least Concern” category of the IUCN Red List and we do not source materials that pose significant risks to threatened species.

Supplier due-diligence, site inspections, farm-level assessments, training programmes and internal compliance reviews are undertaken to identify and manage risks related to sourcing, land use practices, pollution, and impacts on surrounding ecosystems. Environmental incidents and non-compliances are recorded and addressed through corrective actions, while key indicators—such as deforestation-free and no conversion sourcing—are continuously tracked to drive improvement in biodiversity performance.

Site Name	Ownership Status	Location coordinates	Activities conducted	Proximity to Protected Area	Ecologically Sensitive Area
Plant Lipids, Kadayiruppu	Owned	9.999514° N, 76.455117° E	Product Processing	Outside	Located outside protected or biodiversity-sensitive areas
Plant Lipids Specialty Naturals, Kadayiruppu	Owned	10.000876° N, 76.453150° E	Product Processing	Outside	Located outside protected or biodiversity-sensitive areas
Plant Lipids Condiments, Kadayiruppu	Owned	10.003151° N, 76.454956° E	Product Processing	Outside	Located outside protected or biodiversity-sensitive areas
Plant Lipids, Bangalore	Owned	13.298716° N, 77.696336° E	Product Processing	Outside	Located outside protected or biodiversity-sensitive areas
Plant Lipids, Hyderabad	Owned	17.084194° N, 78.475556° E	Product Processing	Outside	Located outside protected or biodiversity-sensitive areas
Plant Lipids, Khammam	Owned	17.410973° N, 80.013500° E	Product Processing	Outside	Located outside protected or biodiversity-sensitive areas
Plant Lipids, Shiggaon	Owned	14.984950° N, 75.345805° E	Product Processing	Outside	Located outside protected or biodiversity-sensitive areas



OUR PEOPLE

At Plant Lipids, we recognize that our people are the foundation of our long-term success and sustainability journey. We are committed to fostering a workplace that is safe, inclusive, respectful, and empowering, where employees are provided with opportunities to learn, grow, and contribute meaningfully to our shared objectives.

Our social sustainability approach is anchored in responsible employment practices, talent development, diversity, equity and inclusion, employee well-being, social dialogue, and the protection of human rights across our operations and value chain. We strive to create an environment that promotes equal opportunity, encourages collaboration and innovation, and supports the personal and professional development of our workforce.

Through continuous investment in our people, robust governance frameworks, and active stakeholder engagement, we aim to strengthen organizational resilience, enhance employee experience, and generate positive social impact. As we continue to grow, we remain committed to upholding the highest standards of ethical conduct, workplace fairness, and human rights while building a culture where every individual can thrive and contribute to sustainable business success.

MATERIALITY TOPICS

- Human Rights and Labour Conditions
- Diversity, Equity, and Inclusion
- Occupational Health and Safety
- Training and Skill Development
- Customer Health and Safety Engagement

SDG GOALS



Good Health & Well-Being



Gender Equality



Decent Work & Economic Growth



Reduced Inequalities

HIGHLIGHTS

- People-first workplace built on safety, inclusion, and continuous development.
- Future-ready workforce enabled through learning, leadership development, and career progression.
- Inclusive culture that fosters equal opportunity, diversity, and employee empowerment.
- Open dialogue and employee representation promote trust, collaboration, & workplace participation.
- Strong employment and human rights practices embedded across operations and the value chain.
- Employee well-being is prioritized through holistic health, welfare, and work-life balance initiatives.

OUR WORKFORCE IN NUMBERS

TOTAL WORKFORCE

Our people are the driving force behind our innovation, operational excellence, and long-term sustainability. We believe that building a resilient and future-ready organization requires investing in our workforce, fostering a culture of inclusion, and creating opportunities for continuous growth and development.

Our workforce comprises employees across manufacturing operations, research and development, procurement, quality assurance, sales and marketing, corporate functions, and supply chain management. Together, they contribute to delivering high-quality natural ingredient solutions while advancing our sustainability commitments.

As we continue to evolve as a high-performing organization, our People Agenda remains central to our journey, guided by a dynamic and adaptive approach that continuously evolves our people processes. This enables us to foster a value-driven, people-centric ecosystem that is both empowering and agile. Our focus is on creating an environment that supports growth while maintaining a strong alignment with organizational values and business priorities.

Our People Strategy is designed to drive business growth by balancing the development of internal capabilities with the acquisition of niche, future-ready skills. A key priority is cross-functional versatility, enabling employees to explore cross-functional opportunities aligned with their aspirations and organizational needs.

We continuously monitor workforce demographics, employment patterns, employee engagement, and talent development indicators to ensure that our people strategy remains aligned with our business objectives and stakeholder expectations.

Employee Category	2023
Senior management	5%
Middle management	14%
Junior Staff	36%
Workers	55%

Table: Workforce Composition by Employee Category(2023)

List of Policies

- Diversity, Equity and Inclusion
- Employment
- Career Development and Skill Development
- Child Labour, Forced Labour and Human Trafficking
- External Stakeholder Human Rights

STRENGTHENING OUR TALENT BASE

As our business expands, we remain focused on attracting and retaining talented professionals who share our commitment to excellence, innovation, and responsible business practices. Workforce planning is integrated into our business strategy, enabling us to identify current and future talent requirements and ensure that we have the right capabilities in place to support organizational growth.

Our commitment to employee development and engagement is reflected in the increasing participation in learning and development programmes. By 2025, 100% of employees had received skill-related training and 100% of employees had formal Personal Development Plans (PDPs) and performance reviews in place.

PERMANENT EMPLOYEES

We prioritize stable and long-term employment opportunities, and permanent employment remains the cornerstone of our workforce strategy, supporting organizational continuity, knowledge retention, and employee development.

In 2023, Plant Lipids reported an overall employee turnover rate of 13%, with turnover rates of 11% for management employees and 11% for workers. We continuously monitor workforce trends and implement targeted initiatives focused on employee engagement, professional development, well-being, and career progression. These measures help improve employee retention and build a resilient workforce that supports our long-term business objectives.

Employee tenure provides valuable insight into workforce stability, employee engagement, and organizational culture. We value both the experience of long-serving employees and the fresh perspectives brought by new talent, creating a balanced workforce that supports innovation and continuity.

Our emphasis on career development, employee engagement, learning opportunities, and inclusive workplace practices has contributed to strengthening employee retention and organizational commitment. Through structured development programmes, internal mobility opportunities, and continuous performance feedback, we seek to create an environment where employees can build meaningful and long-term careers with Plant Lipids.

Organization Information	
Total Employees (End of Period)	1046
Total Employees Who Left	135
Overall Turnover Rate	12.91%

Indicator	Age		
	Below 30	30-50	Above 50
	82	30	9
Total number of new employees hired during the reporting period	Gender		
	Male		Female
	96		25

	No. Who Left	% of Total	Employees	
Male	111	82.22%	661	16.78%
Female	24	17.78%	385	4.33%
Total	135	100.00%	1046	

Table - Employee Turnover by Gender (2023)

	No. Who Left	% of Total	Employees	
Under 30	86	63.70	613	14.02%
30-50 Years	46	34.07%	336	13.69%
Over 50 Years	3	2.22%	96	1.04%
Total	135	100.00%	1046	

Table - Employee Turnover by Age (2023)

NET CHANGES IN OUR WORKFORCE

Workforce movements are monitored through structured human resource management processes that track recruitment, promotions, retirements, resignations, transfers, and workforce expansion activities. These insights enable us to assess workforce stability and identify opportunities for improving employee retention and engagement.

Our focus on career development has resulted in sustained growth in employee participation in development initiatives. In 2025, 100% of employees participated in performance and career development reviews, while 100% received skill-based training aligned with business and career advancement requirements.

We are committed to fostering a culture of continuous learning, career development, and equal access to growth opportunities across the organization. The increasing participation of employees in learning initiatives and internal mobility programmes reflects an engaged workforce that is invested in both personal and organizational success.

To strengthen internal talent pipelines, all new employment opportunities are initially communicated through an internal Job Posting (JLP) process across our business units, enabling employees to explore and pursue career advancement opportunities within the organization. We also implement a structured exposure programme for graduate recruits, wherein they are provided opportunities to work across different divisions, broadening their experience, enhancing cross-functional understanding, and supporting their holistic development. Plant Lipids has established a formal Promotion Policy that outlines the criteria, evaluation parameters, and processes governing employee progression. This transparent and merit-based approach ensures that career advancement decisions are aligned with individual performance, capability development, and organizational requirements.

EMPLOYEES BY GENDER

Plant Lipids remains committed to fostering a diverse and inclusive workforce. Gender diversity is monitored across all levels of the organization to support equitable opportunities and representation.

Gender	2025
Male	84%
Female	16%

Workforce Gender Diversity (2025)

Women represented 16% of our workforce in 2025 and accounted for 20% of top management positions and 40% of Board representation. These figures reflect our ongoing efforts to strengthen gender diversity across leadership and decision-making roles.

WORKFORCE SNAPSHOT 2025

100%

Employees with Personal Development Plans

100%

Employees received skill-related training

18%

Internal Mobility Rate

100%

Employee Representation Coverage

16%

Women in Workforce

39%

Employees from Minority/Vulnerable Groups

100%

Employees trained on DEI initiatives

CAREER MANAGEMENT

ATTRACTING, RETAINING, AND DEVELOPING TALENT

ATTRACTING DIVERSE TALENT

Long-term business growth is a key focus at Plant Lipids. Our recruitment practices are designed to ensure fairness, transparency, and equal opportunity while enabling us to attract individuals with diverse backgrounds, perspectives, and experiences.

We recruit based on merit, skills, qualifications, and potential, without discrimination based on gender, age, religion, ethnicity, disability, nationality, marital status, or any other protected characteristic. Through engagement with educational institutions, professional networks, local communities, and industry platforms, we continue to expand our talent pipeline and create opportunities for a broader and more diverse workforce. Our commitment to ethical recruitment is reinforced through transparent hiring processes, the prohibition of recruitment fees, and clear communication of employment terms and conditions before onboarding. As part of our human rights due diligence, all prospective employees undergo age verification procedures to ensure compliance with legal requirements and to prevent child labour.

To support employee growth throughout their career journey, we integrate development planning into our talent management approach. In 2025, 100% of employees had Personal Development Plans (PDPs) in place, demonstrating our commitment to structured career development, continuous learning, and long-term employability. We also recognize the importance of supporting employees through key career transitions, including retirement. Plant Lipids facilitates effective knowledge transfer, mentoring opportunities, and continued engagement where appropriate to preserve institutional knowledge and support workforce continuity.

RETAINING TALENT

We believe that employee retention is closely linked to an engaging work environment, meaningful career opportunities, continuous learning, fair compensation, and a culture of trust and inclusion.

Our retention strategy focuses on creating an environment where employees feel valued, supported, and empowered to contribute their best.

Regular engagement between employees and management, performance discussions, learning opportunities, and recognition programmes help strengthen employee satisfaction and organizational commitment. Employee feedback obtained through surveys, grievance mechanisms, and management interactions provides valuable insights that guide workplace improvements and enhance the overall employee experience.

Our efforts to create sustainable career pathways are reflected in the growth of internal mobility opportunities. In 2025, internal mobility is 11%, portraying our aim for employees to explore new roles, broaden their expertise, and pursue career advancement within the organization. This not only supports employee retention but also strengthens organizational capability by retaining institutional knowledge and developing future leaders from within.

DEVELOPING TALENT

Developing talent remains a cornerstone of our people strategy. We are committed to fostering a culture of continuous learning that equips employees with the skills and competencies required to succeed in a rapidly evolving business environment.

Our talent development approach focuses on building capabilities through a combination of structured learning initiatives and practical exposure. Training needs are systematically identified, following which competency gaps are assessed and addressed through targeted development interventions. Employees benefit from on-the-job training that enhances role-specific skills and supports continuous learning in the workplace.

In addition, off-the-job training programmes are conducted in collaboration with educational institutions, enabling students to gain industry exposure, with opportunities for future employment based on organisational requirements and individual performance. To strengthen the leadership pipeline, high-potential employees at the junior management level participate in the Young Leadership Programme, delivered in partnership with IIM Kozhikode, preparing them for progression into higher leadership roles within the organization. The effectiveness of our learning and development initiatives is reflected in the steady improvement of key talent indicators. By 2025, 100% of employees had received skill-related training specifically designed to support career advancement.

Sl. No	Metric	2025
1	% of employees with Personal Development Plan (PDP)	100%
2	% of internal mobility cases	18%
3	% of employees who received skill-related training (TNA)	100%
4	% of employees who received skill-related training specific to their work or career advancement	100%
5	% of employees who received regular performance and career development reviews	100%

Table: Talent Development Indicators(2025)

Our investment in learning continues to grow. During 2025, we conducted 106 skill development programmes. Average training hours per employee were 60 hours in 2025 for both male and female employees, reflecting our commitment to providing equitable access to learning opportunities.

Training participation increased across all age groups, with 39% of employees under the age of 30 receiving skill development training in 2025. Participation among employees aged 30-50 years increased to 57%, while participation among employees above 50 years reached 14%, demonstrating our commitment to lifelong learning and continuous professional development.

Metric	Male	Female
Training Hours	1,826	635.5
No. of Employees Trained	514	226
Avg. Hours per Employee	3.55	2.81

Table: Training and Education By Gender(2025)

Metric	Senior	Middle	Junior	Workers
Training Hours	73	333.5	710.5	665.5
No. Trained	18	83	239	406
Avg. Hours	4.05	3.99	2.97	1.64

Table: Training and Education By Employee Category (2025)

TRAINING PROGRAMMES

Name of Training programme	Type
7 QC Tools	Technical
Basic Security Procedures	Awareness - General
Business Ethics	Awareness - General
Business Ethics and ETI Code	Awareness - General
Chemical Handling and Housekeeping Practices	Technical
Cyber Security Awareness	Awareness - General
Design Thinking	Soft Skill
ESG Training	Awareness - General
ETI Basic Code	Awareness - General
First Aid	Technical
Food Safety: Science in Action	Awareness - General
FOSTAC-Advanced	Technical
GMP Training	Awareness - Functional
Grievance Handling	Awareness - General
HACCP Awareness	Awareness - Functional
Halal Awareness Training	Awareness - Functional
Health and Safety	Awareness - General
Human Rights	Awareness - General
ISO 9001 Awareness	Awareness - Functional
Machine Safety	Technical
Rainforest Alliance Policies and Procedures	Technical
Sustainability and Environment	Awareness - General

DIVERSITY, EQUITY AND INCLUSION

ADVANCING DEI

Diversity, equity, and inclusion are integral to our organizational culture and business strategy. We believe that a diverse workforce strengthens innovation, enhances decision-making, improves employee engagement, and contributes to sustainable business performance.

We are committed to maintaining a work environment free from harassment, victimization, and exclusion, ensuring that all employees can contribute and thrive regardless of their background.

Our approach focuses on fostering a workplace where every employee is treated with dignity and respect and has equitable access to opportunities for recruitment, development, advancement, and leadership.

DEI GOVERNANCE & PERFORMANCE

Overight of diversity, equity, and inclusion is embedded within our Human Resources and Sustainability governance frameworks. Workforce diversity metrics, promotion trends, recruitment outcomes, pay equity assessments, employee feedback, and training participation are regularly reviewed to assess progress and identify opportunities for improvement.

Our workforce continues to reflect a diverse mix of employees across functions and organizational levels. In 2023, women represented 41% of our total workforce, while women occupied 33% of top management positions and 40% of Board positions. Employees from minority and vulnerable groups accounted for 31% of the workforce and 41% of top management positions.

Diversity Indicator	2023
Women in the workforce	10%
Women in top management	20%
Women on board	40%
Employees from minority groups	39%
Employees from Minority groups in the top management	46%

Table - Diversity Indicators(2023)

The composition of our governing body reflects our commitment to diversity and balanced representation. In 2023, the Board included one woman member and one member under the age of 35, contributing a mix of experience, diverse perspectives, and fresh thinking in governance and decision-making.



Women's Day Celebration

WORKPLACE INITIATIVES

We continue to strengthen our inclusive workplace culture through awareness-building programmes, leadership engagement, employee participation initiatives, and targeted development opportunities. DII principles are embedded throughout the employee lifecycle, from recruitment and onboarding to professional development and leadership advancement.

Mandatory induction programmes and periodic refresher training sessions address key topics such as diversity and inclusion, unconscious bias, cultural sensitivity, inclusive leadership, respectful workplace behaviour, equal opportunity, and anti-discrimination practices. These programmes help foster awareness, encourage inclusive behaviours, and strengthen a culture of mutual respect across the organization.

We also support the advancement of underrepresented groups through equitable recruitment processes, leadership development programmes, mentoring opportunities, and structured career progression pathways. These initiatives are designed to ensure that employees have fair access to growth opportunities and are equipped with the skills and support required to advance within the organization. In addition, we periodically review compensation practices to promote pay equity and maintain a fair and transparent remuneration framework.

DEI Training
2023

100%

Pay Equity

Women to Men 2023

1:1.1



HR Conclave 2023

WORKING CONDITIONS

Employee well-being is a key priority at Plant Lipids. We are committed to providing a safe, healthy, respectful, and productive work environment that enables our employees to perform at their full potential. We recognize that positive working conditions contribute significantly to employee engagement, job satisfaction, productivity, and organizational resilience. Our approach to workplace management is guided by applicable labour legislation, internationally recognized labour standards, industry best practices, and our internal policies. These principles are applied consistently across our operations and are reinforced through regular workplace assessments, compliance reviews, management inspections, employee consultations, and continuous improvement initiatives. We strive to create a workplace culture built on mutual respect, dignity, fairness, and equal opportunity while ensuring that employees have access to the resources, support systems, and working conditions necessary for personal and professional success.

FLEXIBLE WORKING ARRANGEMENTS

We recognize that employees have diverse personal, family, and professional responsibilities. Supporting work-life balance is therefore an important component of our employee value proposition. Subject to operational requirements and business needs, Plant Lipids provides flexible working arrangements designed to help employees effectively balance their responsibilities while maintaining productivity and operational effectiveness. Flexible work practices may include adjusted working hours, flexible scheduling arrangements, and remote or hybrid work options for eligible roles. We continuously evaluate employee feedback and operational requirements to identify opportunities for enhancing workplace flexibility and supporting employee well-being.

Inclusive Workplace Culture

Furthermore, both direct and contract employees benefit from residential quarters, access to electric vehicle charging infrastructure, and the distribution of gifts during major festivals, reinforcing a supportive and inclusive workplace culture.

EMPLOYEE BENEFITS

In addition to statutory benefits, Plant Lipids provides a range of employee-centric initiatives designed to enhance overall well-being and quality of life. These include Life Insurance and Mediclaim coverage, financial assistance through personal, vehicle, and housing loans, as well as marriage leave and marriage gifts. The Company also promotes academic excellence by recognizing and supporting the educational achievements of employee's children. Furthermore, both direct and contract employees benefit from residential quarters, access to electric vehicle charging infrastructure, and the distribution of gifts during major festivals, reinforcing a supportive and inclusive workplace culture.

OVERVIEW



Life Insurance and Mediclaim



Housing and Vehicle Loans



Marriage Leave and Gifts



Children's Education Support



Residential Quarters



EV Charging Infrastructure



Festival Gifts



Flexible Scheduling Options



EMPLOYEE WELL-BEING

The health, safety, and well-being of our employees remain fundamental priorities at Plant Lipids. We are committed to preventing workplace injuries and occupational illnesses while fostering a culture where safety is integrated into every aspect of our operations. At Plant Lipids, we recognize that employee well-being extends beyond physical health and encompasses emotional, psychological, and social well-being. Creating a supportive workplace where employees feel valued, respected, and empowered remains a key aspect of our people strategy.

Our well-being initiatives are designed to promote work-life balance, employee engagement, stress management, and overall wellness. To encourage healthy lifestyles and enhance physical fitness, we provide employees with access to recreational and fitness facilities, including a gymnasium, yoga sessions, and sports facilities for tennis and badminton.

We also promote camaraderie, teamwork, and employee engagement through various sporting events and competitions conducted across the organization. During the reporting period, employees actively participated in cricket, football, badminton, and tennis tournaments, creating opportunities for social interaction, collaboration, and healthy competition beyond the workplace. Through wellness programmes, engagement activities, awareness initiatives, and access to supportive resources, we strive to cultivate a positive work environment that strengthens employee resilience, enhances quality of life, and contributes to a motivated and high-performing workforce.

We continue to strengthen our employee well-being initiatives through regular employee interactions, workplace engagement programmes, and feedback mechanisms that help us understand evolving employee needs and expectations.

EMPLOYEE RECOGNITION

Recognizing employee contributions is an important component of our people strategy and workplace culture. We celebrate achievements through formal and informal recognition programmes that acknowledge excellence in performance, innovation, teamwork, leadership, safety, continuous improvement, and long-service contributions.

Recognition initiatives are designed to reinforce organizational values, motivate employees, encourage high performance, and foster a culture of appreciation and engagement.

Through continuous investment in employee well-being, fair employment practices, workplace flexibility, and recognition programmes, we strive to create an environment where employees feel respected, supported, and empowered to contribute to the long-term success of Plant Lipids.

EMPLOYMENT COMPENSATION

We believe that fair and competitive compensation is fundamental to attracting, motivating, and retaining talented employees. Our compensation philosophy is based on fairness, transparency, market competitiveness, performance, and employee well-being.

Compensation decisions are guided by objective criteria, including role responsibilities, qualifications, competencies, experience, performance, and market benchmarks. Regular reviews are conducted to ensure that compensation structures remain competitive and aligned with evolving business needs and labour market conditions.

In addition to fixed compensation, employees may be eligible for performance-based incentives, benefits, and recognition programmes designed to reward contributions and support overall employee welfare.

LIVING WAGE ANALYSIS

A living wage refers to a level of pay that enables employees and their families to meet essential needs and maintain a decent standard of living. It goes beyond statutory minimum wages by considering the actual cost of living, including food, housing, healthcare, education, transportation, and savings for unforeseen circumstances. Organizations committed to living wages regularly assess cost-of-living factors and ensure fair, adequate compensation. This approach supports employee well-being, financial stability, and long-term productivity. Plant Lipids is committed to ensuring that employee compensation supports a reasonable standard of living.

Beyond compliance with statutory wage requirements, we assess wage levels against recognized living wage benchmarks using the Social Accountability International (SAI) Living Wage Methodology. The scope of our living wage assessments has expanded significantly over recent years, enabling a more comprehensive evaluation of compensation adequacy across our workforce.



Gymnasium

Access to fitness facilities



Yoga Sessions

Mindfulness and wellness



Sports Tournaments

Cricket, football, badminton, tennis



Recognition programmes

Performance and long-service awards

Living Wages	2025
Direct Employees Covered by Living Wage Benchmark Analysis	100%
Direct Employees Paid Below Living Wage	0%
Total Employees Paid Below Living Wage	0%

Table: Living Wage Assessment Performance (2025)

LIVING WAGE ASSESSMENT PERFORMANCE

Fair and equitable compensation is an integral part of Plant Lipids' commitment to employee well-being. We ensure that our compensation practices comply with applicable labour laws and internationally recognized employment standards. During 2025, we significantly expanded the coverage of our living wage benchmark assessment, with 100% of direct employees evaluated against applicable living wage benchmarks.

The assessment confirmed that no direct employees or total employees were paid below the applicable living wage benchmark during the reporting period, demonstrating our continued commitment to responsible remuneration practices and fair compensation. In addition to ensuring that employees receive wages aligned with applicable living wage benchmarks, we remain fully compliant with all statutory minimum wage requirements across our operations. Statutory minimum wages, established by the relevant government authorities, provide the legal baseline for fair remuneration and help safeguard workers against exploitation. We continuously review our wage structures to ensure compliance with evolving regulatory requirements while supporting fair and competitive compensation.

Our remuneration practices also ensure that entry-level employees receive wages that meet or exceed the applicable statutory minimum wage. During 2025, entry-level wages for management trainees and operators exceeded the statutory minimum wage, while entry-level wages for workers were fully aligned with the applicable minimum wage requirements.

Employee Category	Min. Wage (Index)	Entry-Level Wage	Ratio
Skilled (Management Trainees)	100	139	139%
Semi-Skilled (Operators)	100	103	103%
Unskilled (Workers)	100	100	100%

Table: Ratio of Entry-Level Wage to Statutory Minimum Wage (2025)

These results demonstrate our commitment to providing fair entry-level remuneration, supporting employee well-being, maintaining regulatory compliance, and fostering an equitable workplace that contributes to long-term workforce stability and responsible business practices.

SOCIAL DIALOGUE

Open communication and meaningful employee engagement are essential to building a positive, collaborative, and productive workplace culture. At Plant Lipids, we are committed to maintaining constructive dialogue between employees and management and ensuring that employees have opportunities to express their views on workplace matters, including labour rights, health & safety, working conditions, and structured social dialogue, career management, and training.

PULSE CHECK SURVEY

We periodically conduct employee engagement surveys and workplace assessments to better understand employee experiences, perceptions, and expectations.

These surveys provide valuable insights into employee satisfaction, workplace culture, leadership effectiveness, communication, inclusiveness, well-being, and overall employee experience. Findings are reviewed by management and translated into action plans aimed at strengthening employee engagement, workplace practices, and organizational culture.

In addition to formal surveys, employees are encouraged to share feedback through management interactions, departmental meetings, suggestion mechanisms, grievance channels, and employee representative forums.

COLLECTIVE BARGAINING AND EMPLOYEE REPRESENTATION

Effective social dialogue is an important part of Plant Lipids Private Limited's commitment to fostering a respectful and inclusive workplace. We support collective bargaining through transparent, respectful, and structured communication between management and employees or their representatives. The company supports employee representation rights, encourages participation in workplace decision-making, and ensures open platforms for discussion on employment conditions, safety, and welfare.

We respect and uphold employees' rights to freedom of association and collective representation in accordance with applicable law and internationally recognized labour standards. None of our operational sites excludes employees from exercising their rights to freedom of association or collective bargaining.

Employee participation is encouraged through employee representatives, worker committees, departmental meetings, suggestion programmes, grievance mechanisms, and regular interactions between employees and management. In addition, certified Standing Orders provide a structured framework governing employment conditions, employee conduct, disciplinary procedures, and workplace practices, ensuring clarity, consistency, and fairness across our operations. These mechanisms enable employees to participate in workplace discussions, raise concerns, and contribute to continuous improvement initiatives.

Our investment in employee engagement and workforce stability is reflected in the expansion of employee representation mechanisms. In 2025, 100% of employees were covered by employee representatives or collective agreements, strengthening workforce participation and social dialogue.

Employee Representation Coverage

100%
2025

By 2025, all employees were covered through employee representative mechanisms or collective agreements, reflecting our commitment to strengthening social dialogue and employee participation across the organization.

Collective Agreements coverage	2025
Employees Covered by Employee Representatives or Collective Agreements	100%

Table: Employee Representation (2025)

GRIEVANCE REDRESSAL FRAMEWORK

Our grievance redressal framework enables employees to raise workplace concerns confidentially and without fear of retaliation. All grievances are documented, investigated, tracked, and resolved through fair, transparent, and timely procedures.

Through these engagement mechanisms, we continue to promote trust, collaboration, transparency, and continuous workplace improvement. The minimum notice period typically provided to the employee and their representatives and to government authorities for the implementation of significant operational changes continues to be maintained at 3 weeks.

GRIEVANCE REDRESSAL FRAMEWORK

Respect for human rights is a fundamental component of our sustainability strategy and responsible business practices. We are committed to conducting business in a manner that respects internationally recognized human rights principles and protects the dignity, welfare, and rights of all individuals connected to our operations and value chain. Our human rights commitments extend to employees, contractors, suppliers, business partners, local communities, and other stakeholders who may be affected by our activities. Human rights considerations are integrated into our policies, procurement processes, supplier onboarding procedures, risk assessments, due diligence activities, audits, and stakeholder engagement programmes. We maintain a zero-tolerance approach to child labour, forced labour, bonded labour, involuntary labour, human trafficking, discrimination, harassment, and any form of exploitation.

HUMAN RIGHTS DUE DILIGENCE

To strengthen human rights protection across our operations and supply chain, we conduct awareness programmes, risk assessments, supplier evaluations, and periodic audits. These activities help identify, prevent, and mitigate potential human rights risks while reinforcing responsible business conduct throughout our value chain.

Training Programs	2023
Child Labour Awareness	100%
Awareness Training on Forced Labour	100%
Human Trafficking Awareness	100%

Table: Training Coverage on Human Rights (2023)

CHILD LABOUR, FORCED LABOUR AND HUMAN TRAFFICKING

In accordance with International Labour Organization (ILO) standards and national legislation, Plant Lipids adopts a zero-tolerance approach to unlawful labour practices, including forced labour, child labour, bonded labour, and human trafficking, and is committed to upholding internationally recognized human rights across its operations and supply chain. We ensure that all employment is freely chosen, transparent, and compliant with applicable laws, with strict prohibitions on coercion, recruitment fees, document retention, and any form of exploitation.

Robust preventive controls include comprehensive due diligence of suppliers and contractors, mandatory age verification, ethical recruitment practices, fair wages, voluntary overtime, and clear employment contracts in understood languages.

Regular training, awareness programmes, and monitoring systems are implemented to strengthen employee understanding and ensure compliance with human rights standards. We provide confidential, non-retaliatory grievance mechanisms for employees and external stakeholders, ensuring all concerns are promptly investigated and addressed fairly.

In cases of violations, immediate remediation is undertaken, including removal from harm, reimbursement of costs, return of withheld documents or wages, and support for affected individuals. Corrective Action Plans with defined accountability, timelines, and root cause analysis are enforced and monitored until closure.

The Company extends its human rights commitments to external stakeholders through contractual obligations, audits, and responsible supply chain practices, including protection of community and land rights. Continuous monitoring, reporting, and measurable targets ensure accountability, legal compliance, and ongoing improvement in preventing unlawful labour practices.

We strictly prohibit child labour and do not employ individuals under the age of 18. No incidents of child labour, forced labour, bonded labour, or human trafficking were identified within our operations.

We expect our supplier to be transparent about social sustainability issues and avoid the employment of individuals below the age of 18. None of our operations are assessed to have risk related to forced or compulsory labour.

During the reporting period, there were no incidents of discrimination. Incidence of discrimination based on factors such as age, disability, migrant status, HIV & Aids, gender, sexual orientation, genetic predisposition, and lifestyles, among others, is reviewed. These outcomes reflect the effectiveness of our recruitment controls, supplier due diligence processes, monitoring mechanisms, and human rights governance framework.

SECURITY PRACTICES

Security personnel play an important role in maintaining safe and secure workplaces while respecting the rights and dignity of employees, visitors, contractors, and community members. To ensure alignment with our human rights commitments, all security personnel receive training on ethical conduct, human rights principles, workplace behaviour, and responsible security practices.

Training for Security Personnel	2025
Direct Security Personnel Trained	100%
Third-Party Security Personnel Trained	100%

Table: Human Rights Training for Security Personnel(2025)

EXTERNAL STAKEHOLDER HUMAN RIGHTS

We extend our human rights expectations throughout our value chain by incorporating ethical labour practices and human rights requirements into supplier agreements, procurement processes, and business relationships. Suppliers and contractors are expected to comply with applicable laws, internationally recognized labour standards, and Plant Lipids' responsible sourcing expectations. Our due diligence framework includes supplier assessments, self-declarations, audits, risk evaluations, and ongoing monitoring activities designed to identify, prevent, mitigate, and remediate potential human rights risks.

2025, suppliers are required to implement corrective action plans, and serious violations may result in suspension or termination of business relationships.

We are committed to preventing illegal and unethical land-use practices and respecting the rights of local communities. Through its policies, the Company promotes responsible sourcing across its value chain, with a focus on high-risk regions. It works closely with suppliers to ensure compliance with applicable land-use laws and safeguards community rights, while aligning its approach with global principles such as fair benefit-sharing and responsible resource use. During the reporting period, no violations relating to Indigenous Peoples' rights, community rights, land rights, child labour, forced labour, or human trafficking were reported in connection with our operations or sourcing activities.

Our Commitment to Human Rights

- No violations of Indigenous Peoples' rights, community rights, or land rights reported
- No incidents of child labour, forced labour, or human trafficking in operations
- 100% of security personnel trained on human rights principles
- 100% of employees trained on human rights awareness in 2025
- Supplier agreements include ethical labour and human rights requirements



OCCUPATIONAL HEALTH & SAFETY

WORKPLACE HEALTH, SAFETY AND WELL-BEING

Safeguarding the health, safety, and well-being of our employees, contractors, visitors, and all individuals working under our operational control is fundamental to Plant Lipids' business. Guided by our Occupational Health & Safety Policy and aligned with the principles of ISO 45001, we have established a structured Occupational Health & Safety Management System (OHSMS) that integrates risk management, legal compliance, employee participation, and continual improvement into our day-to-day operations. Through proactive risk management, preventive controls, competency development, and strong leadership commitment, we strive to provide a safe, healthy, and resilient workplace while preventing work-related injuries and occupational illnesses.

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT APPROACH

HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

Hazard identification is carried out through workplace inspections, job safety analyses, task-specific risk assessments, permit-to-work reviews, management of change assessments, and investigations of incidents and near misses. Risks are evaluated using a structured methodology, and appropriate control measures are implemented in accordance with the hierarchy of controls.

We encourage employees, contractors, and visitors to actively report hazards, unsafe conditions, and near misses through multiple reporting channels without fear of retaliation. Workers are empowered to stop work whenever they identify an imminent safety risk, ensuring that corrective actions are implemented before work resumes. All reported incidents are investigated using structured root cause analysis, with findings integrated into risk assessments, operational controls, training programs, and emergency preparedness initiatives to prevent recurrence and drive continual improvement.



KEY SERVICES

- Medical Surveillance & Fitness-for-Work Assessments
- Workplace Exposure Monitoring
- Ergonomic Evaluations
- Job-Specific Health Risk Assessments
- Periodic Health Examinations
- Confidential Medical Records Management

2023		
	No's	%
Own Employees	961	100%
Contract Employees	730	100%

Total Employees Covered under OHS Management System (2023)

Our occupational health programme includes annual medical examination, fitness-for-work assessments, workplace exposure monitoring, ergonomic evaluations, and job-specific health risk assessments to identify potential occupational hazards and implement appropriate preventive measures. Ergonomic assessments are conducted to identify tasks that may contribute to musculoskeletal disorders or repetitive strain injuries, enabling improvements such as workstation modifications, task rotation, and ergonomic awareness programmes. Workplace exposure assessments are also carried out periodically to monitor occupational health risks and strengthen preventive controls across our operations. Occupational health services are delivered by qualified healthcare professionals in compliance with applicable legal and regulatory requirements. We are committed to maintaining the confidentiality of all employee health information. Medical records are securely managed and accessed only by authorised personnel, and participation in occupational health programmes is never used as a basis for employment-related decisions. The outcomes of occupational health assessments are used solely to protect worker health, improve workplace controls, and enhance the effectiveness of our Occupational Health and Safety Management System through continual improvement.

SAFE WORKPLACE OPERATIONS

FIRE SAFETY MEASURES

We maintain comprehensive fire protection infrastructure across our facilities to prevent, detect, and respond effectively to fire-related emergencies. Our sites are equipped with fire hydrant systems, dedicated fire water storage tanks, fire pumps, automatic fire detection and alarm systems, heat and smoke detectors, manual call points, and strategically placed fire extinguishers appropriate for different classes of fire. Fire protection systems undergo regular inspections, preventive maintenance, statutory testing, and periodic verification. We also maintain valid statutory approvals, including Fire No-Objection Certificates (Fire NOOCs), demonstrating compliance with applicable fire safety regulations and building codes.

Emergency preparedness is strengthened through regular fire drills, mock exercises, and employee training programmes that build awareness of fire prevention practices, emergency evacuation procedures, and the safe use of firefighting equipment. Where applicable, process controls and ventilation systems are implemented to minimise operational emissions and maintain a safe and comfortable working environment. Through these measures, we enhance the safety of our employees, protect our assets, and strengthen business continuity across all our operations.

EMERGENCY RESPONSE PLAN

Dedicated Emergency Response Teams (ERTs), clearly defined communication protocols, emergency evacuation procedures, and periodic mock drills enable us to assess preparedness, evaluate response effectiveness, and identify opportunities for continual improvement.

PREVENTING NOISE EXPOSURE

We periodically monitor workplace noise levels to identify areas where employees may be exposed to elevated noise. Engineering controls, preventive maintenance programmes, administrative measures, and appropriate hearing protection are implemented to minimise occupational noise exposure wherever required.

CONTROLLING EXPOSURE TO HAZARDOUS SUBSTANCES

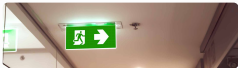
We adopt a risk-based approach to identifying, assessing, and controlling chemical-related hazards, implementing preventive measures in line with the hierarchy of controls. Wherever feasible, we minimise the use of hazardous substances by adopting safer alternatives and continuously improving chemical management practices.

Comprehensive procedures govern the safe storage, handling, transportation, and disposal of hazardous substances to prevent accidental releases and occupational exposure. Hazardous waste generated during our operations is segregated, handled, treated, and disposed of in accordance with applicable legal requirements and responsible waste management practices.

WORK PERMIT SYSTEM

High-risk activities are managed through a formal Permit-to-Work (PTW) system to ensure that such work is properly planned, authorised, and executed under controlled conditions. Permits are mandatory for activities including hot work, confined space entry, electrical work, working at height, excavation, heavy lifting, equipment isolation, and Lockout-Tagout (LOTO).

Task-specific risk assessments are completed before permits are issued to ensure that appropriate controls, competent personnel, emergency arrangements, and required PPE are in place before work commences. The PTW system provides an additional layer of operational control, helping prevent incidents associated with high-risk activities.



WORKER PARTICIPATION & SAFETY CULTURE

WORKER PARTICIPATION, CONSULTATION AND COMMUNICATION ON OHS



Employees at all levels are encouraged to actively contribute to the development, implementation, and continuous improvement of our Occupational Health and Safety Management System by participating in hazard identification, risk assessments, incident investigations, emergency preparedness planning, and the review of safety performance. To promote transparent communication, occupational health and safety policies, procedures, training materials, investigation findings, and safety updates are communicated through accessible formats and languages that are easily understood by our workforce. Employees are encouraged to report hazards, suggest improvements, and participate in safety discussions through multiple engagement platforms, fostering a proactive and collaborative approach to workplace safety.

1 Joint Health & Safety Committee

Comprising employee representatives and management, serving as a key platform for consultation and decision-making on OHS matters.

2 Toolbox Talks & Safety Meetings

Regular safety meetings, toolbox talks, and direct engagement with supervisors and the EHS team enable employees to share feedback.

3 Hazard Reporting Channels

Employees can report OHS incidents, hazards, unsafe conditions, and concerns without fear of retaliation through established channels.

4 Continual Improvement

All reported concerns are investigated promptly, corrective and preventive actions are assigned and monitored until closure.



The Health & Safety Committee periodically reviews safety performance, near misses, incidents, emerging risks, and the effectiveness of existing controls while recommending corrective and preventive actions to strengthen workplace safety. Safety committees, toolbox talks, regular safety meetings, and direct engagement with supervisors and the EHS team further enable employees to share feedback and contribute to continual improvement initiatives.

Employees report occupational health and safety incidents, hazards, unsafe conditions, and concerns through established reporting channels without fear of retaliation. All reported concerns are investigated promptly, corrective and preventive actions are assigned, and their implementation is monitored until closure, ensuring continual improvement of workplace safety. Occupational health and safety commitments are integrated into employee consultation processes, ensuring that workers have formal avenues to raise concerns, recommend improvements, and participate in decisions that enhance their health, safety, and overall well-being.

WORKER COMPETENCY & TRAINING

BUILDING A STRONG SAFETY CULTURE THROUGH TRAINING

We implement a structured Occupational Health and Safety (OHS) training programme for employees, contractors, and visitors to enhance awareness of workplace hazards, safe work practices, emergency response, and regulatory requirements. Training needs are regularly assessed based on job-specific risks, incident trends, operational changes, legal requirements, audit findings, and employee feedback, ensuring that our programmes remain relevant and effective.

Our training framework combines induction programmes, refresher sessions, practical demonstrations, mock drills, and task-specific training delivered by competent professionals. Employees receive training during induction, whenever new processes or hazards are introduced, and through periodic refresher programmes to maintain competency. Training materials are provided in languages and formats that are easily understood by employees, ensuring inclusive participation across our workforce.

TRAINING EFFECTIVENESS

The effectiveness of our training programmes is evaluated through competency assessments, practical demonstrations, workplace observations, refresher evaluations, audit findings, incident trends, and employee feedback. Insights from these evaluations are used to continuously enhance training content, strengthen employee competency, and improve the overall effectiveness of our Occupational Health and Safety Management System.

TRAINING FRAMEWORK COMPONENTS

- Induction programmes
- Task-Specific Training
- Mock Drills
- Practical Demonstrations
- Refresher Sessions
- Multilingual Materials

TYPES OF TRAINING PROGRAMMES

- Awareness and Reporting of Unsafe Conditions & Unsafe Acts
- Chemical Spill Control Management
- Electrical Safety
- Emergency Preparedness Training
- Fire Fighting and Classes of Fire
- First Aid
- GHS System & Chemical Handling
- Hazard Identification and Reporting
- Heat and Sun Stroke Safety Precautions
- Hot Work Safety
- Housekeeping & SS
- Importance of Guarding & Fencing
- Importance of Personal Protective Equipment (PPE)
- Incident & Accident Reporting
- Lockout-Tagout (LOTO)
- Mock Drills and Emergency Preparedness
- Near Miss Reporting
- Road Safety & Behaviour-Based Safety
- Safe Work Practices
- Static Electricity Safety
- Work Permit System

WORK-RELATED INJURIES

Employees	2025
Number of fatalities as a result of work-related injury	0
Rate of fatalities as a result of work-related injury	0
Number of high-consequence work-related injuries (excluding fatalities)	2
Rate of high-consequence work-related injuries (excluding fatalities)	0.342367
Number of recordable work-related injuries	10
Rate of recordable work-related injuries	1.635509
Number of hours worked	1650388

Contract Workers	2025
Number of fatalities as a result of work-related injury	0
Rate of fatalities as a result of work-related injury	0
Number of high-consequence work-related injuries (excluding fatalities)	2
Rate of high-consequence work-related injuries (excluding fatalities)	0.424609
Number of recordable work-related injuries	19
Rate of recordable work-related injuries	1.821714
Number of hours worked	941098

Table: Work-Related Injuries for Employees & Contract Workers (2025)

*The workers (permanent or contract) are included from this disclosure. Rates calculated based on 250,000 hours worked.

Work-related Ill Health	
Number of fatalities as a result of work-related ill health	0
Number of cases of recordable work-related ill health	6

Table: Work-Related Ill Health (2025)





PRODUCT USAGE, CUSTOMER HEALTH & SAFETY, PRODUCT END-OF-LIFE

At Plant Lipids, product stewardship is embedded throughout the entire product life cycle to ensure that our natural ingredients are responsibly developed, manufactured, supplied, used, and managed in a manner that safeguards customer health and safety while minimizing environmental impacts.

Guided by our vision of being a global leader in customer satisfaction, we strive to consistently deliver high-quality natural ingredients that meet the evolving expectations of our customers, business partners, and stakeholders across the value chain.

PRODUCT STEWARDSHIP AND CUSTOMER HEALTH & SAFETY

Our product development process is guided by customer-specific requirements, intended applications, regulatory expectations, and approved usage parameters to ensure that our products perform as intended. Safety assessments, scientific evaluations, and regulatory reviews are conducted throughout the product development process to identify and manage potential health, safety, and compliance risks before commercialization.

Right from product formulation, chemical, toxicological, regulatory, and scientific databases, along with customer and regulatory requirements, are utilized to identify potential health impacts associated with ingredients, product formulations, and intended applications. These reviews support hazard identification, risk assessment, safe-use guidance, and compliance decisions during product development and periodic product review.

Food safety, product quality, and customer health considerations are integrated across sourcing, manufacturing, packaging, storage, and distribution activities. Our manufacturing facilities operate under internationally recognized food safety and quality management systems, including ISO and FSSC-certified management systems, supported by laboratory testing, contaminant monitoring, product traceability, supplier quality assurance, and robust process controls.

To support the safe handling and effective use of our products, we provide customers with comprehensive product documentation, including safety data sheets (SDS), Technical Data Sheets (TDS), Certificates of Analysis (CoA), product labels, regulatory information, and technical guidance. Significant product categories are periodically reviewed to evaluate customer health and safety considerations, regulatory developments, and opportunities for continual product improvement.

Customer awareness and communication activities cover relevant health and safety aspects such as safe handling, storage conditions, intended use, allergen or contaminant considerations where applicable, regulatory requirements, labeling information, emergency handling guidance, and responsible disposal or return procedures. These communications help customers understand product-specific risks and apply appropriate controls within their own operations.

We maintain documented product recall and emergency response procedures that facilitate the timely identification, traceability, containment, recovery, replacement, and responsible disposition of affected products whenever necessary. These procedures are periodically reviewed to strengthen preparedness and support an effective response to product quality or safety incidents.

CUSTOMER EXPERIENCE AND PRODUCT RESPONSIBILITY

Delivering exceptional customer experiences extends beyond supplying quality products. Our dedicated Quality and Customer Care teams work closely with customers by providing technical consultations, product application support, awareness programmes, after-sales services, and responsive communication channels.

Customer concerns are managed through structured complaint management processes involving timely investigation, root cause analysis, and implementation of Corrective and Preventive Actions (CAPAs). Where necessary, our technical specialists provide on-site support to optimize product performance and resolve technical challenges. Customer feedback is systematically reviewed to drive continual improvement in our products and services.



Figure: Certifications on Food Safety

External feedback on product quality, health, and safety matters is collected through multiple customer-facing channels, including customer care communications, complaint reporting systems, technical service interactions, customer audits, business reviews, site visits, and direct engagement with sales and quality teams. Feedback related to health and safety is reviewed by relevant functions and, where required, escalated for investigation, corrective action, regulatory review, or product stewardship improvement.

Protecting customer information is equally important to maintaining customer trust. We maintain information security and data privacy practices that safeguard sensitive customer information through appropriate access controls, secure information management processes, encryption technologies, and periodic vulnerability assessments, reinforcing confidence in our digital operations.

INSIGHTS FROM CUSTOMER SATISFACTION & NPS SURVEY

The customer satisfaction survey conducted indicated that Plant Lipids enjoys a strong foundation of customer trust and loyalty, reflected in a CSI of 82.2% and NPS of 82, driven by consistent product quality, reliable service, and responsive sales support. Overall, customers view Plant Lipids as a dependable and high-quality supplier.

CSI Score 82.2% Customer Satisfaction Index	CSI Score 8.74/10 Net Promoter Score
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Customer satisfaction remained strong during the reporting period, with an overall satisfaction score of 82% and a Net Promoter Score (NPS) of 82. Customers rated product quality, timely dispatch, and documentation support among the highest-performing areas, reflecting Plant Lipids' commitment to reliability, responsiveness, and customer-centric service.

Through the survey, we identified areas for improvement in accelerating sample and technical response turnaround times through defined SLAs, which will help us to enhance the customer experience, reinforcing both customer satisfaction and sustainable, long-term value creation.

HIGHEST RATED AREAS

Area	Score (/10)
Timely dispatch of orders and transit status updates	9.13
Product quality and specification compliance	9.06
Shipment and supporting documents received on time	9

AREAS PERFORMING WELL

Area	Score (/10)
Quick response to customer queries	7.98
Sales team responsiveness and expectation management	7.95
Grievances addressed on time	7.9
Technical query and complaint handling	7.87
Product delivery in acceptable condition	7.87

Table: High Rated Areas & Areas Performing Well (2023)

PRODUCT END-OF-LIFE

As a B2B manufacturer of agri-based food ingredients, the Organization develops customer-specific formulations tailored to defined end-use applications and prescribed dosages for use in customers' food manufacturing processes. Product leftovers or wastes are generally not expected at the customer end, as the products are supplied strictly in customer-specified quantities and are intended to be used entirely within the customer's manufacturing process. Consequently, the generation of product residues or durable components at the end-of-life is not anticipated, and therefore, specific measures for reuse, recycling, or disposal are typically not required.

Where product returns, recalls, rejected materials, or quality deviations occur, they are managed through approved recovery, replacement, recycling, destruction, or environmentally responsible disposal procedures in accordance with applicable quality, food safety, environmental, and regulatory requirements. Where relevant, customers are provided with guidance on appropriate handling, recovery, recycling, and disposal practices to support responsible end-of-life management.

20L
25L
200L
1,000L

Products are packed according to the packaging the customer requires, which includes the pack size, packaging material type, fill quantity, and any other packaging specifications as indicated in the customer order.

Packaging stewardship forms an integral part of our product life-cycle management approach. We continuously evaluate packaging solutions to enhance product protection, customer safety, and resource efficiency while minimizing environmental impacts. Opportunities to reduce material consumption, improve recyclability, increase the use of reusable or recyclable materials, and strengthen packaging performance are periodically assessed in support of circular economy principles.

The effectiveness of our product stewardship programme is evaluated through quality assurance systems, laboratory testing, product traceability, supplier assessments, customer feedback mechanisms, packaging compliance verification, internal audits, management reviews, sustainability performance assessments, and regulatory compliance evaluations.

The insights gained through these reviews enable us to strengthen product quality, enhance customer health and safety, improve customer satisfaction, maintain compliance with applicable regulations and international standards, and continuously improve product stewardship across the entire product life cycle.





SUSTAINABLE PROCUREMENT

RESPONSIBLE SOURCING AND SUPPLY CHAIN RESILIENCE

Sustainable procurement is integral to Plant Lipids' efforts to build a resilient, transparent, and responsible supply chain. We integrate environmental, social, ethical, and governance considerations into supplier selection, qualification, and performance management to promote responsible sourcing while maintaining product quality, food safety, and business continuity. Through risk-based assessments and continuous supplier engagement, we collaborate with our value chain partners to create shared value over the long term.

MATERIALITY TOPICS

- Sustainable Sourcing
- Biodiversity & Nature
- Sustainable Value Chain Management

SDG GOALS



Peace, Justice and
Strong Institutions



Industry, Innovation
and Infrastructure



Responsible
Consumption &
Production

HIGHLIGHTS

- Embedded ESG criteria across procurement governance, supplier selection, contracts, assessments, audits, and performance reviews.
- Strengthened supplier accountability with Supplier Code of Conduct sign-off and contract coverage for environmental, labour, and human rights clauses and on-site audits for targeted suppliers.
- Advanced continuous improvement, with audited suppliers engaged in corrective actions or capability-building programmes.
- Scaled responsible sourcing through HURTURE 360, enhancing direct farmer procurement, digital traceability, IPM, and regenerative agriculture.

We work collaboratively with suppliers and farming communities to drive continuous improvement through sustainability assessments, on-site audits, technical guidance, supplier capability-building programmes, corrective action plans, and regular performance reviews. Our responsible sourcing initiatives are complemented by farmer support programmes, including sustainability premiums, Integrated Pest Management (IPM) services, regenerative agriculture initiatives, and digital traceability systems that enhance environmental performance and strengthen livelihoods. By investing in buyer capability development, inclusive procurement practices, and supply chain climate action, we continue to build resilient, transparent, and sustainable supply chains that create shared value for our business, suppliers, customers, and communities.

RESPONSIBLE SOURCING & PROCUREMENT

Procurement is a strategic function that supports business continuity, product quality, food safety, responsible sourcing, and long-term value creation. We recognize that our suppliers play a vital role in delivering high-quality natural ingredients while contributing to our environmental, social, and governance (ESG) objectives.

Our procurement framework integrates sustainability considerations into sourcing decisions and supplier engagement, enabling us to build resilient, transparent, and responsible supply chains that create shared value for our customers, suppliers, farming communities, and other stakeholders.

Supplier selection and sourcing decisions are based on comprehensive evaluations of quality, technical capability, food safety systems, operational reliability, commercial competitiveness, regulatory compliance, ethical business conduct, and sustainability performance. Through structured supplier qualification and approval processes, we assess suppliers' operational capability, environmental management practices, occupational health and safety systems, labour and human rights practices, governance standards, and business integrity before they are onboarded into our supply chain.

Responsible sourcing expectations are embedded throughout the supplier lifecycle through supplier onboarding, contractual agreements, performance reviews, and continuous engagement. We collaborate closely with suppliers to strengthen environmental and social performance through sustainability awareness programmes, technical support, supplier capability-building initiatives, corrective action follow-up, and periodic reviews. These initiatives enhance supply chain transparency, strengthen responsible sourcing practices, and support continual improvement across our value chain.

SUPPLIER CODE OF CONDUCT

Our Supplier Code of Conduct establishes the minimum environmental, social, ethical, and governance standards expected from all suppliers, contractors, and business partners. It forms an integral part of our responsible procurement framework and reflects our commitment to conducting business with integrity while promoting sustainable and responsible practices throughout the value chain. The Code requires suppliers to comply with applicable laws and relevant international standards relating to labour practices, occupational health and safety, environmental management, business ethics, and corporate governance. Suppliers are expected to prohibit child labour, forced labour, discrimination, harassment, corruption, and unethical business practices while promoting fair wages, safe working conditions, freedom of association, and respect for human rights.

We also encourage suppliers to improve environmental performance by adopting resource-efficient practices, reducing greenhouse gas emissions, conserving water, minimizing waste generation, protecting biodiversity, and complying with applicable environmental regulations. Compliance with the Supplier Code of Conduct is evaluated through supplier qualification, contractual commitments, supplier assessments, self-assessment questionnaires, documentation reviews, and risk-based audits. Where improvement opportunities are identified, suppliers are supported through corrective action plans and capability-building initiatives that encourage long-term sustainability improvements.

Metric	2025
Total Suppliers Targeted	50
Suppliers signed Code of Conduct	40
Sign Rate %	80%

Table: Supplier Commitment to the Sustainable Procurement Charter and Supplier Code of Conduct (2025)

INTEGRATION OF SOCIAL AND ENVIRONMENTAL CLAUSES INTO SUPPLIER CONTRACTS

Social, environmental, and ethical requirements are incorporated into supplier contracts and procurement agreements to reinforce responsible business conduct throughout our supply chain. These contractual provisions communicate our expectations regarding compliance with applicable laws, internationally recognized labour and human rights standards, environmental regulations, ethical sourcing practices, and responsible governance.

Suppliers are required to uphold fundamental labour principles, including the prohibition of child labour, forced or bonded labour, discrimination, harassment, and other unethical employment practices. They are also expected to provide safe and healthy working conditions, operate with integrity, respect freedom of association, and manage environmental impacts responsibly. Our contractual requirements further require suppliers to ensure that materials supplied to Plant Lipids originate from transparent and legally compliant supply chains, with due diligence designed to identify and address potential links to illegal activities. Compliance is supported through supplier declarations, contractual reviews, risk-based due diligence, supplier assessments, and continuous engagement, reinforcing transparency, accountability, and responsible sourcing throughout our value chain.

Metric	2025
Total Suppliers targeted	50
Suppliers issued with contracts	45
Coverage %	90%

Table: Supplier Commitment to the Sustainable Procurement Charter and Supplier Code of Conduct (2025)

RISK ASSESSMENT PROCESS FOR IDENTIFYING SIGNIFICANT SUPPLY CHAIN RISKS

Managing supply chain risks is central to our procurement strategy. We implement a structured, risk-based supplier assessment process to identify, evaluate, and mitigate environmental, social, ethical, community, and operational risks across our supply chain. This process supports informed sourcing decisions, strengthens supply chain resilience, and promotes responsible procurement practices aligned with our sustainability commitments.

As part of supplier qualification and periodic reviews, suppliers are profiled based on factors such as procurement category, spend classification, sourcing model, geographical location, certification status, previous assessment history, and business criticality. This information enables us to prioritize suppliers for enhanced due diligence where higher sustainability risks may exist.

RISK ASSESSMENT FRAMEWORK

Our standardized supplier risk assessment framework evaluates four key sustainability dimensions:

Environmental Risks

including energy and water management, pollution prevention, waste management, chemical management, biodiversity protection, land-use practices, and environmental compliance.

Social and Human Rights Risks

including labour practices, fair wages, working hours, child and forced labour prevention, occupational health and safety, grievance mechanisms, and respect for workers' rights.

Ethics and Governance Risks

including business integrity, anti-bribery controls, supply chain traceability, documentation, and responsible sourcing practices.

Community Risks

including impacts on neighbouring communities, land rights, culturally sensitive areas, and local stakeholder relationships.

Each applicable criterion is evaluated using a standardized scoring methodology that classifies suppliers into Low, Medium, or High-Risk categories based on the effectiveness of existing controls and the likelihood of sustainability-related risks. The overall supplier risk profile is determined by consolidating assessment scores across all applicable categories.

Sustainability Assessment	2025
Total Suppliers Targeted	30
Suppliers Assessed	25
Assessment coverage %	83%

Table 1: Sustainability Due Diligence Coverage of Targeted Suppliers(2025)

On-Site Audit	2025
Total Suppliers targeted	25
Suppliers audited	20
Audit coverage %	80%
Audited suppliers in corrective actions or capacity building	15
Supplier % in corrective actions	60.0%

Table 2: Supplier Engagement and Performance Improvement(2025)

Assessment outcomes determine the level of supplier engagement. High-risk suppliers are subject to enhanced due diligence, including comprehensive supplier questionnaires, corrective action plans, additional documentation, on-site assessments where appropriate, and periodic follow-up reviews. Medium-risk suppliers undergo self-assessments, improvement planning, and progress reviews, while low-risk suppliers continue to be monitored through routine annual reviews and periodic spot assessments. Beyond formal assessments, our procurement and field teams conduct regular supplier visits and field-level monitoring to verify responsible sourcing practices. Digital platforms, including the Nurture App, support supplier monitoring, field observations, traceability, and data collection, enabling improved risk visibility and timely corrective action where required.

SUPPLIER ENGAGEMENT AND PERFORMANCE IMPROVEMENT

We believe that sustainable supply chains are built through long-term partnerships and collaborative improvement. Accordingly, we engage suppliers through technical guidance, sustainability awareness programmes, supplier development initiatives, corrective action follow-up, and regular performance reviews that encourage continuous improvement across environmental, social, and governance criteria.

Supplier performance is evaluated using operational, commercial, quality, delivery, risk, and sustainability indicators. Reviews incorporate audit findings, corrective action implementation, contract compliance, supplier development activities, sustainability initiatives, and overall business performance. These evaluations support informed procurement decisions while strengthening supplier relationships and supply chain resilience.

To encourage responsible agricultural practices, we also operate incentive-based programmes that recognize environmental and social performance among farming communities and suppliers. Eligible farmers receive sustainability premiums through preferential pricing for produce cultivated in accordance with our sustainable sourcing requirements. We further provide Integrated Pest Management (IPM) value-added services, including technical guidance, agronomic advisory, field demonstrations, and farmer capacity-building programmes. Farmers implementing IPM practices are also eligible to receive dedicated IPM Premiums, recognizing their commitment to responsible farming practices and reduced environmental impacts.

BUYER CAPABILITY DEVELOPMENT & PERFORMANCE

Our procurement professionals play a critical role in embedding sustainability throughout our sourcing activities. We therefore invest in regular training and capability-building programmes covering sustainable procurement, supplier due diligence, environmental stewardship, human rights, occupational health and safety, ethical business conduct, anti-bribery and anti-corruption, and emerging regulatory requirements.

Sustainability considerations are integrated into buyer objectives alongside other procurement metrics relating to quality, cost, delivery, and operational performance. Procurement teams are encouraged to strengthen supplier relationships, improve supply chain transparency, manage sustainability-related risks, support supplier capability development, and contribute to the achievement of our broader ESG commitments. Through continuous learning and performance reviews, our buyers play an important role in building resilient and responsible supply chains.

Metric	2025
Personnel to be trained	35
Number of personnel who have undergone training	35
Training coverage %	100%

Table 1: Sustainability Due Diligence Coverage of Targeted Suppliers (2025)

SUPPORTING INCLUSIVE SUPPLY CHAINS

We recognize the importance of inclusive procurement in creating sustainable livelihoods and strengthening local economies. Where feasible, we seek opportunities to engage local suppliers, community-based enterprises, women-led businesses, and organizations representing underrepresented groups. Our partnerships with small and marginal farmers, including a significant number of women associated with Self-Help Groups (SHGs) has helped us to procure agricultural produce directly from farmer collectives, improving market access, enhancing price realization, reducing intermediaries, and strengthening sustainable livelihoods. We also support these farmer collectives through service charges for aggregation and value-added services, contributing to the long-term sustainability of the producer network and promoting inclusive economic development.

CLIMATE ACTION ACROSS THE SUPPLY CHAIN

Reducing greenhouse gas emissions in the upstream value chain forms an important part of our responsible procurement strategy. We collaborate with suppliers to improve environmental performance, enhance supply chain transparency, and support climate action initiatives across our sourcing network.

Sustainability partnerships with farmers include farm interventions through regenerative agriculture programmes with focus on soil testing, soil health restoration, low tillage, livestock integration, composting, application of green manure, shift to natural inputs and pest control methods with reduced or low agro-chemical inputs and cover cropping practices. These farm interventions are monitored by our field staff, who educate farmers on identified GHG-intensive practices and suggest lower-emission alternatives.

During the reporting period, we initiated the screening of relevant Scope 3 emission categories to identify significant emission sources within our supply chain. We are progressively engaging suppliers to collect primary greenhouse gas data where feasible while using recognized industry emission factors for categories where primary data is currently unavailable. These initiatives strengthen the accuracy of our greenhouse gas inventory, support value chain decarbonization, and contribute to achieving our long-term climate commitments.

PERFORMANCE MONITORING & CONTINUOUS IMPROVEMENT

The effectiveness of our procurement program is assessed through periodic management reviews that evaluate sourcing outcomes, supplier performance, sustainability initiatives, contract compliance, supplier development activities, and risk management effectiveness. Performance trends and emerging supply chain risks are assessed regularly to identify improvement opportunities and strengthen responsible sourcing practices.

To support governance, transparency, and traceability, we maintain comprehensive records relating to supplier qualification, sourcing activities, contracts, supplier assessments, audits, sustainability evaluations, corrective action plans, procurement training, supplier development programmes, and procurement performance. Through continual monitoring, stakeholder engagement, and collaborative improvement initiatives, we continue to strengthen our procurement framework while building resilient, transparent, and sustainable supply chains that support our long-term business success and sustainability ambitions.

FARM-LEVEL SUSTAINABILITY INITIATIVES

Plant Lipids' approach to responsible sourcing begins at the farm. Through our Farmer Collaborations, we work directly with farming communities to build transparent, traceable, and sustainable supply chains, combining direct farm-level procurement with sustainability projects that span Integrated Pest Management, illegal-dye-free sourcing, quality-grade improvement, and the progressive adoption of regenerative and natural farming practices. The same core model, direct engagement, farm-level traceability, farmer capability building and sustainability-linked incentives, is designed to be extended across crops rather than confined to any single one.

This farm-level approach now operates across a growing portfolio of botanicals, including chilli, turmeric, ginger, cardamoms, cumin, davana, jasmine and elemi. These initiatives are at different stages of maturity. Some, such as chilli and turmeric, are long-established and well advanced. Others have been running for three to four years, while a few are in their early phases, having commenced within the past year. This staggered maturity reflects a deliberate strategy of proving the model in one crop and then adapting it, with appropriate local refinement, to others.

Chilli represents the most advanced and comprehensive expression of this approach. The NURTURE 360 Chilli Programme, detailed in the section that follows, demonstrates what the farm-level sustainability model can achieve at scale over multiple seasons, and served as the template that informs our expanding work across the wider botanical portfolio.



NURTURE 360 CHILLI PROGRAMME

Showcasing our sustainable Chilli sourcing project

Within Plant Lipids' Farmer Collaborations pillar, the Chilli Program represents our most comprehensive and long-running farmer partnership initiative. Now in its fourth season, this multi-year responsible sourcing program has significantly strengthened how we procure chilli, how we engage with farming communities, and how we embed traceability and sustainability into our supply chain.

Launched in 2022 across three South Indian states, the program began with a clear objective: source directly from farmers, reduce farmer dependence on intermediaries, and create a transparent, traceable and equitable procurement system. Village Level Procurement Centres were established in close proximity to enrolled farms, bringing the market to the farmer rather than making the farmer travel to distant markets. Payment cycles that previously stretched to two to three months were reduced to 72 hours. Weighing, quality assessment and pricing were conducted openly and transparently in front of farmers, and farmers were provided new jute bags free of cost, with over 1,45,807 bags distributed and recirculated across the program to date.

At its peak during the 2024-25 season, the program partnered with over 15,000 chilli farming families across more than 31,000 acres in Karnataka, Andhra Pradesh and Telangana. Across the four seasons since launch, Plant Lipids has paid a cumulative USD \$3.6 million directly to smallholder farming families at farm gate. In the 2025-26 season, the program deliberately narrowed its base, discontinuing conventional sourcing entirely and retaining only farmers committed to Integrated Pest Management or Regenerative Agriculture standards, reflecting a continued shift towards quality and sustainability depth over scale.

The program progresses farmers through deliberate phases, beginning with direct farm procurement and responsible conventional sourcing, advancing to Integrated Pest Management with approved pesticides and controlled dosages, and further evolving to regenerative agriculture for select farm groups, where synthetic chemical inputs are progressively replaced with bio-based alternatives. Soil health monitoring across farms in Karnataka and Andhra Pradesh shows measurable improvement in organic matter, available nutrients and microbial biomass over the monitoring period, early indicators of ecosystem recovery.

USD 53.5M

Paid directly to smallholder farming families at farm gate

15,000+

Farmer families across more than 31,000 acres at peak

Programme PHASES

1. Direct farm procurement and responsible conventional sourcing
2. Integrated Pest Management with approved pesticides and controlled dosages
3. Regenerative agriculture - synthetic chemical inputs replaced entirely with bio-based alternatives

A proprietary digital traceability platform records farm-level data including GPS coordinates, crop lifecycle information and sustainability practice compliance for every enrolled farmer, supporting traceability from farm to factory. The program is built on close collaboration with key partners, including the Society for Elimination of Rural Poverty, Government of Telangana, IPRCD Kisan for precision farming and traceability support, Bernishan for engagement with women-owned farms and women-led farmer producer companies, and Bigbus for agronomic inputs and advisory services. Training programs conducted in local languages, Package of Practices handbooks, parametric crop insurance and farm advisory services reflect our commitment to building farmer capability alongside farmer relationships.

The NURTURE Seed Chili Program demonstrates that responsible sourcing, traceability and commercial supply chain security are not competing priorities. They are the same priority, pursued together, season by season.





INFORMATION SECURITY

DATA PROTECTION AND CYBER RESILIENCE

Plant Lipids recognizes information as a critical business asset and is committed to ensuring its confidentiality, integrity, availability, and privacy through a robust Information Security Management System. Information security governance is overseen by senior management, with the IT function coordinating risk assessments, incident response, compliance, and employee awareness, while stakeholders across the organization ensure responsible data management. The company adopts a risk-based approach, supported by strong technical controls, access management, supplier due diligence, and continuous monitoring to safeguard both IT and operational technology environments.

The organization strengthens resilience through structured incident response, business continuity planning, regular testing, and employee training, achieving 90% information security awareness in 2023. During the reporting period, one high-priority incident was effectively managed with rapid detection (100 seconds) and response (1 hour), demonstrating strong monitoring and response capabilities.

SDG GOALS



Peace, Justice and
Strong Institutions



Industry, Innovation
and Infrastructure



Responsible
Consumption &
Production

HIGHLIGHTS

- Strong Information Security Governance
- Risk-Based Cybersecurity Approach
- Privacy and Responsible Data Governance
- Cyber Resilience and Incident Preparedness
- Measurable Performance & Awareness Initiatives

OVERVIEW

At Plant Lipids, we recognize that information is a critical business asset and that protecting its confidentiality, integrity, availability, and privacy is fundamental to maintaining stakeholder trust, ensuring business continuity, and supporting sustainable business growth. We are committed to maintaining a secure and resilient information security Management System (ISMS) that safeguards the information we collect, process, store, and transmit across our operations and value chain. Our approach aligns with internationally recognized information security principles and is progressively strengthened in line with ISO 27001 requirements and evolving regulatory and stakeholder expectations.

Information security governance is supported through senior management oversight, with the Information Technology function responsible for coordinating the implementation of our information security framework, risk assessments, incident response, employee awareness programmes, supplier due diligence, and compliance monitoring. Functional leaders, site heads, process owners, and data owners work collaboratively to implement information security controls within their respective operations and ensure that information assets are managed responsibly and in accordance with legal, contractual, and business requirements.

Our information security programme encompasses business applications, cloud platforms, manufacturing systems, laboratory equipment, industrial control systems, operational technology infrastructure, mobile devices, servers, networks, and other digital assets. Technical safeguards such as secure system configurations, network security controls, endpoint protection, vulnerability management, patch management, encryption, asset management, and continuous monitoring contribute to protecting our digital infrastructure against evolving cyber threats.

Information assets are classified according to their sensitivity and business criticality to ensure that appropriate controls are applied throughout their lifecycle. We maintain structured controls governing the creation, access, use, storage, transmission, retention, sharing, and secure disposal of information.

Access to information systems is managed using role-based access controls and the principle of least privilege to ensure that employees have access only to the information necessary to perform their responsibilities. Multi-factor authentication (MFA) is implemented for privileged and remote access, while periodic access reviews, secure user provisioning, and de-provisioning processes help ensure that user access remains appropriate throughout the employment lifecycle.

ETHICAL USE OF STAKEHOLDER DATA

We recognize that the protection and privacy of third-party data is an integral component of responsible business conduct. Our information security framework is designed not only to safeguard business-critical information but also to protect the privacy, dignity, and rights of employees, contract workers, farmers, suppliers, customers, visitors, auditors, and community stakeholders whose information may be processed during the course of our operations.

Measures are implemented to protect confidential, proprietary, and third-party information against unauthorized access, disclosure, alteration, misuse, or loss. We maintain documented record retention and secure disposal practices to support regulatory compliance, operational requirements, and responsible information management throughout the organization.

Where applicable, standardized procedures and consent mechanisms support the transparent collection, processing, sharing, retention, and disposal of confidential and personal information in accordance with applicable legal, contractual, and business requirements. These processes promote responsible data governance while respecting stakeholder privacy rights and applicable data protection principles.

CUSTOMER PRIVACY:

During the reporting period, we received no complaints about data breaches from customers, other external parties or regulators.

INCIDENT REPORTING, RESPONSE FRAMEWORK & RISK ASSESSMENT

Business resilience is strengthened through a documented Incident Response Plan that is integrated with our Business Continuity and Disaster Recovery framework. These arrangements support the timely identification, assessment, containment, investigation, response, communication, recovery, and resolution of information security incidents while enabling the implementation of corrective and preventive actions.

Periodic testing of incident response, backup restoration, disaster recovery, and business continuity arrangements helps ensure organizational preparedness and supports continual improvement. We adopt a risk-based approach to identify, assess, and manage potential threats that could affect the confidentiality, integrity, and availability of our information assets. Periodic information security risk assessments are conducted across both Information Technology (IT) and Operational Technology (OT) environments to identify emerging risks, evaluate the effectiveness of existing controls, and implement appropriate mitigation measures. The outcomes of these assessments are integrated into business processes, technology deployments, operational changes, supplier engagement activities, and enterprise risk management to strengthen organizational resilience.

Information security expectations extend beyond our own operations and form an integral part of our sustainable procurement approach. We conduct risk-based information security due diligence for suppliers, logistics partners, laboratories, contract manufacturers, service providers, consultants, and other business partners, based on the nature of the services provided and the associated risks. Information security requirements are incorporated into supplier evaluations, contractual agreements, and our Supplier Code of Conduct, requiring suppliers to protect confidential information, comply with applicable data protection requirements, promptly report information security incidents, and cooperate with investigations where necessary. Ongoing supplier assessments and periodic reviews support responsible information management across our value chain.

EMPLOYEE AWARENESS & INFORMATION SECURITY CULTURE

Employee awareness and accountability remain central to our information security programme. We provide regular information security awareness and training programmes covering topics such as phishing prevention, password security, multi-factor authentication, secure information handling, operational technology security, privacy protection, and incident reporting. These initiatives reinforce ethical information handling practices and strengthen employees' understanding of their individual responsibilities in protecting confidential and personal information.

2023	Metric
Percentage of people trained in Information Security	97%

Table: Cyber Security Training programmes(2023)

To encourage transparency and accountability, we maintain confidential, accessible, and non-retaliatory reporting mechanisms that enable employees, contractors, supplier, and other stakeholders to report information security concerns or suspected incidents in good faith. Reported concerns are investigated through established procedures, and appropriate corrective actions are implemented where necessary.

INFORMATION SECURITY PERFORMANCE

The effectiveness of our Information Security Management System is regularly evaluated through internal assessments, information security audits, vulnerability reviews, management reviews, business continuity testing, disaster recovery exercises, supplier assessments, corrective action tracking, and performance monitoring. Insights gained from these activities enable us to strengthen our controls, address emerging cyber risks, improve operational resilience, and support continual improvement.

Year	Metric	Value
2025	No. of cybersecurity audits conducted	3%
2025	% of sites covered	100%

Table: Cyber Security Audits(2025)

As we continue to strengthen our digital resilience, we remain focused on enhancing our information security governance, expanding supplier engagement, increasing employee awareness, strengthening technical controls, improving cyber resilience, and aligning our practices with internationally recognized information security standards.

Through these efforts, we seek to provide a secure, reliable, and trusted operating environment that supports business continuity, protects stakeholder information, and reinforces confidence across our value chain.

We monitor key performance indicators to evaluate the effectiveness of our information security programme and identify opportunities for continual improvement.

Metric	Critical (P1)	High (P2)	Medium (P3)	Low (P4)
Confirmed Incidents	-	1	-	-
Mean Time to Detect (MTTD)	-	100 sec	-	-
Mean Time to Respond (MTTR)	-	1 Hour	-	-
Total Events Reviewed	-	1	-	-

Table: Confirmed Information Security Incidents(2025)

INCIDENT SUMMARY

During the reporting period, one High Priority (P2) information security incident was recorded. The incident was detected within an average of 100 seconds and responded to within one hour, demonstrating the effectiveness of our monitoring, incident response, and recovery processes.



ETHICS & GOVERNANCE

INTEGRITY, TRANSPARENCY, AND ACCOUNTABILITY

Plant Lipids upholds strong governance foundations built on integrity, transparency, accountability, and ethical conduct across all operations. Ethical governance is deeply embedded within our corporate framework, supported by leadership oversight, robust policies, and comprehensive risk management practices. Our zero-tolerance stance on corruption is reinforced through extensive training, monitoring systems, and stakeholder-wide communication. Strong oversight mechanisms, including Board and Ethics Committee involvement, ensure ethical considerations are embedded in decision-making and risk management processes.

With 100% governance coverage in critical areas and no incidents reported, we continue to strengthen a culture of trust, responsibility, and ethical business conduct. We demonstrate a mature, effective governance system focused on long-term integrity and stakeholder trust.

KEY HIGHLIGHTS



Strong Ethics Foundation

Board and Ethics Committee oversight embedded throughout



Zero Tolerance for Corruption

100% site coverage on corruption risks, zero incidents



90% Ethics Training Coverage

Building a culture of responsibility and awareness



Safe Speak-Up Culture

Confidential whistle-blower system, strict non-retaliation



Data Privacy First

Protecting stakeholder information as a fundamental right

SDG GOALS



**Decent Work and
Economic Growth**



**Responsible
Consumption and
Production**



**Peace, Justice and
Strong Institutions**



**Partnerships for
the Goals**

FAIR BUSINESS PRACTICES

At Plant Lipids, integrity, transparency, accountability, and ethical conduct form the foundation of our business operations. We recognize that responsible corporate governance is essential for building stakeholder trust, safeguarding our reputation, and creating long-term value. Our commitment to fair business practices extends beyond compliance and is embedded across our decision-making processes, business relationships, and organizational culture.

We maintain robust governance mechanisms, policies, controls, training programmes, and monitoring systems designed to promote ethical behaviour, prevent misconduct, and strengthen accountability across our value chain. These measures support compliance with applicable laws, international standards, and our internal ethical commitments while reinforcing a culture where employees are empowered to act responsibly and raise concerns without fear of retaliation.

We recognize the protection of privacy and personal data as a fundamental human right. Information security controls implemented are intended not only to protect business critical information but also to safeguard the privacy, dignity, and rights of employees, farmers, suppliers, customers, and community stakeholders whose data may be processed in the course of our operations.

ETHICS

Ethics is integrated into our corporate governance framework and supported by leadership accountability, clearly defined responsibilities, and robust oversight mechanisms. Senior management and the Board of Directors play an active role in promoting ethical conduct and ensuring that business decisions align with our values and sustainability commitments.

The Ethics Committee oversees policy implementation, conflict-of-interest disclosures, whistle-blower concerns, grievance investigations, and compliance monitoring. Ethical considerations are incorporated into risk management processes, business planning activities, procurement decisions, employee management practices, and strategic initiatives.

LIST OF POLICIES

- | | |
|--|--|
| 1 Anti-Bribery & Anti-Corruption Policy | 3 Fraud Prevention & Response |
| 2 Conflict of Interest | 5 Whistleblower Policy |
| 4 Anti-Money Laundering | 6 Information Security Policy |

Our Ethics policies establish the standards of conduct expected from employees, directors, contractors, suppliers, consultants, and other business partners acting on behalf of Plant Lipids.

The Policies outline expectations relating to integrity, compliance with laws, anti-bribery and anti-corruption, human rights, conflict of interest management, fair competition, confidentiality, responsible procurement, accurate record keeping, and respectful workplace behaviour.

Compliance with the Ethics Policies is a condition of employment and is reinforced through regular communication, awareness programmes, training initiatives, and leadership engagement activities.

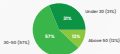
Gender Distribution (2025)**Age Distribution (2025)**

Figure: Board Diversity by Gender & Age (2025)

GOVERNANCE STRUCTURE**Board of Directors**

Provides overall oversight of sustainability governance, E&G strategy, climate-related risks, major targets, public commitments, and sustainability disclosures. Reviews progress to ensure accountability, transparency, and long-term business resilience.

**Chief Executive Officer**

Embeds sustainability into corporate strategy, business plans, operations, and culture. Assigns accountability, enables cross-functional execution, resolves barriers, and ensures adequate resources and management review.

**Sustainability Department**

Leads sustainability governance and coordinates E&G, climate action, E&G management, biodiversity, responsible sourcing, and community development initiatives. Oversees policies, targets, procedures, data systems, controls, dashboards, training, audits, corrective actions, and stakeholder engagement.

**Department Heads and Functional Managers**

Implement function-level sustainability actions, controls, and KPIs. Manage E&G risks, ensure compliance, complete corrective actions, and escalate significant issues as required.

**Employees, Suppliers and Partners**

Follow sustainability policies, ethical standards, safety requirements, and responsible sourcing expectations. Provide required information, report concerns, and support environmental, social, and governance improvements.



COMMITTEES

We believe that strong corporate governance is fundamental to responsible business conduct, long-term value creation, and sustainable growth. Our governance framework promotes transparency, accountability, ethical leadership, effective risk management, and regulatory compliance, ensuring that sustainability considerations are embedded into strategic decision-making across the organization. To support this framework, we have established dedicated governance committees that oversee key aspects of financial integrity, ethics, employee welfare, workplace safety, and stakeholder engagement.

The Audit Committee provides oversight of financial reporting, internal controls, statutory compliance, risk management, and audit processes, safeguarding the integrity and transparency of our financial and governance systems.

The Ethics Committee promotes ethical business conduct by overseeing compliance with the Company's Code of Conduct, addressing whistle-blower concerns, managing conflicts of interest, and monitoring legal and ethical risks across the organization.

Our Grievance Committee provides employees with a structured and transparent mechanism to raise workplace concerns and ensures their timely, fair, and confidential resolution.

The Prevention of Sexual Harassment (POSH) Committee / Internal Complaints Committee (ICC) is responsible for maintaining a safe, respectful, and inclusive workplace by addressing complaints related to workplace harassment, ensuring compliance with applicable legislation, and fostering a culture of dignity, equality, and mutual respect.

The Works Committee: Employee engagement and workplace well-being are further strengthened through the Works Committee, which facilitates effective communication and collaboration between management and employees, supporting harmonious industrial relations and operational excellence.

The Safety Committee oversees occupational health and safety performance, identifies workplace risks, monitors compliance with safety requirements, and promotes a strong safety culture across operations.

TRAINING AND AWARENESS ON BUSINESS ETHICS

Building an ethical culture requires continuous awareness and capacity building. We therefore conduct regular training programmes designed to strengthen employees' understanding of ethical expectations, legal obligations, and responsible business practices. Training covers key topics including business ethics, conflict of interest, anti-money laundering, fraud prevention, whistleblowing procedures, and responsible business conduct. Employee participation in ethics-related training continued to increase across all focus areas.

Training Programme	Employees Trained (2023)	Coverage
Conflict of Interest	911	100%
Anti-Money Laundering	911	100%
Fraud Prevention	911	100%
Whistleblower Awareness	911	100%

Table: Ethics Training Coverage(2023)

This consistent training approach helps strengthen employee awareness of ethical risks and reinforces accountability across the organisation.

ANTI-BRIBERY & ANTI-CORRUPTION

Plant Lipids maintains a zero-tolerance approach towards bribery, corruption, fraud, extortion, kickbacks, money laundering, and any other form of unethical or illegal business conduct.

Our anti-corruption framework incorporates risk assessments, third-party due diligence, internal audits, financial controls, transaction monitoring, segregation of duties, approval processes, and management oversight mechanisms designed to prevent, detect, and respond to corruption-related risks. Training and awareness remain key pillars of our anti-corruption programme. Employee participation in anti-bribery and anti-corruption training increased significantly during the reporting period, reaching 911 employees.

Anti-Bribery and Anti-Corruption Trainings	2023
Employees Trained	911
Training Coverage	100%
Total Training Hours	1217 hrs.

Table: Anti-Bribery and Anti-Corruption Trainings (2023)

Communication of anti-corruption expectations also continued across all employee categories and governance bodies.

	Coverage
Board of Directors	5 Members
Senior Management	44 Employees
Middle management	128 Employees
Junior Staff	340 Employees
Workers	464 Employees

Table: Communication of Anti-Corruption Policies (2023)

During the reporting period, no confirmed incidents of corruption, bribery, extortion, or related unethical business conduct were identified within our operations. Similarly, there were no employee dismissals, disciplinary actions, contract terminations, or legal proceedings related to corruption violations.

To strengthen governance and ensure proactive risk management, all operations continued to be assessed for corruption-related risks during the reporting period.

Audits	2023
Operations Assessed for Corruption Risks	100%
Sites Internally Audited on Business Ethics Issues	100%

Table: Ethics Governance Performance (2023)

These assessments help ensure that ethical risks are identified, monitored, and managed consistently across all business operations.

CONFLICT OF INTEREST

The organization is committed to maintaining integrity, transparency, and fairness in all business decisions by effectively managing conflicts of interest (COI). A conflict of interest arises when employees' personal interests, relationships, or external activities may influence—or appear to influence—their professional judgment or decision-making.

Employees are expected to proactively avoid situations that could compromise objectivity, including engaging in competing activities or maintaining relationships with stakeholders that may affect impartiality. Any actual or potential conflict must be promptly disclosed to the line manager, HR, or the Ethics Committee.

Where conflicts exist, appropriate mitigation measures are implemented, such as reassignment of responsibilities or withdrawal from decision-making processes. The organization provides accessible and confidential reporting channels (including in-person, written, and anonymous mechanisms) to ensure safe disclosure.

All reported cases are reviewed systematically, with outcomes documented to ensure accountability and transparency. Non-disclosure or misconduct related to conflicts of interest may result in an investigation and disciplinary action.

The organization also conducts periodic oversight and reviews to identify risks, strengthen internal controls, and enhance employee awareness, ensuring continued ethical conduct and unbiased decision-making.

Conflict of Interest training programs	2023
Number of employees trained on Conflict of Interest	98
Percentage of employees trained on COI Policy	100%
Total Training Hours	1337 Hrs.

Table: Training Programs (2023)

ANTI-MONEY LAUNDERING (AML)

The organization is committed to preventing money laundering and ensuring that its operations are not used to conceal or process funds derived from illegal or unethical activities. This includes strict adherence to applicable AML regulations and maintaining robust internal controls.

Processes are in place to verify identities, conduct due diligence, and validate transactions to ensure all business activities are legitimate and properly authorized. Accurate record-keeping and the use of approved payment methods are mandatory to maintain transparency and traceability. Employees and external stakeholders are encouraged to report suspicious activities through accessible and confidential reporting channels, including anonymous mechanisms where permitted. All reported concerns are assessed promptly, and investigations are conducted where necessary, including review of transactions and supporting documentation.

The organization monitors transactions periodically to detect unusual patterns or inconsistencies and ensures that all business dealings are supported by valid documentation. Appropriate action, including disciplinary measures and legal proceedings, is taken in cases of confirmed misconduct. During the reporting period, all new transactions were undertaken after the mandatory scrutiny of KYC documents. All KYC document information was kept up to date.

FRAUD PREVENTION & RESPONSE

The organization is committed to preventing, detecting, and responding to fraud by maintaining strong internal controls and promoting a culture of integrity and accountability. Fraud is defined as any intentional act of deception or misrepresentation for personal or financial gain and is strictly prohibited.

Employees and associated stakeholders are required to follow established controls, ensure accuracy and authenticity of all records, and adhere to defined approval and authorization processes. Any suspicious activities, irregular transactions, or misuse of company assets must be promptly reported through designated reporting channels.

The organization ensures continuous monitoring of financial activities and third-party engagements, with a focus on identifying unusual patterns, duplicate billing, or inconsistencies.

All reports of suspected fraud are assessed and investigated systematically, with appropriate risk-containment measures implemented where necessary.

Confirmed cases of fraud result in corrective and preventive actions, which may include disciplinary measures, process improvements, termination of third-party relationships, or legal action. Through ongoing audits, awareness, and strengthened controls, the organization reinforces its commitment to ethical practices, transparency, and responsible business conduct.

WHISTLEBLOWING PROCEDURE

The organization is committed to fostering a transparent, ethical, and accountable work environment by enabling individuals to report concerns without fear of retaliation. A whistleblower is anyone who raises concerns about wrongdoing, including fraud, unethical conduct, legal violations, or breaches of company policies.

Accessible and confidential reporting channels - such as email, hotline, and suggestion boxes - are available to employees and external stakeholders. Reports can also be made anonymously. The organization ensures strict confidentiality and has appointed an independent Whistle Officer to oversee the process.

All disclosures are acknowledged promptly and assessed through initial screening. Independent and structured investigations are conducted where required, while safeguarding the identity of the whistle-blower. The organization maintains a strict non-retaliation policy to protect whistle-blowers acting in good faith.

If wrongdoing is confirmed, appropriate corrective and disciplinary actions are taken in line with company policies and legal requirements. The organization maintains a strict non-retaliation policy to protect whistle-blowers acting in good faith.

Continuous monitoring, documentation, and follow-up actions are undertaken to address risks, strengthen internal controls, and prevent recurrence. Cases involving significant legal or ethical violations may be escalated to relevant authorities. Through this framework, the organization reinforces a culture of integrity, accountability, and responsible business conduct. No incidents were reported to the whistleblower officer during the reporting period.



CORPORATE SOCIAL RESPONSIBILITY

CREATING OPPORTUNITIES, TRANSFORMING LIVES

At Plant Lipids, we believe that sustainable growth must create positive impact beyond business. Through our Corporate Social Responsibility (CSR) initiatives, we invest in education, sports, health, community development, and youth empowerment, helping individuals and communities build stronger and more resilient futures.

Our CSR programmes focus on creating long-term value through improved infrastructure, access to opportunities, athlete development, and community well-being. During 2025, our initiatives reached students, athletes, schools, and local communities across multiple locations in India.

SDG GOALS



Good Health &
Well-being



Quality Education



Clean Water &
Sanitation



Industry, Innovation &
Infrastructure



Reduced Inequalities



Sustainable Cities &
Communities

CSR AT A GLANCE

- Significant investments in sports infrastructure in 2025
- Kerala's first fully residential, free-of-cost badminton and volleyball programme
- School infrastructure, digital learning, and educational support initiatives
- Rural healthcare and community welfare programmes
- Support for physically and mentally challenged students
- Community engagement and youth development programmes

CREATING OPPORTUNITIES, TRANSFORMING LIVES

We believe that sustainable growth must create positive impact beyond business. Through our Corporate Social Responsibility (CSR) initiatives, we invest in education, sports, health, community development, and youth empowerment, helping individuals and communities build stronger and more resilient futures.

Our CSR programmes focus on creating long-term value through improved infrastructure, access to opportunities, athlete development, and community well-being. During 2025, our initiatives reached farmers, students, athletes, schools, and local communities across multiple locations in India.



Figure: Sports Infrastructure, Kolenchery

SPORTS INFRASTRUCTURE DEVELOPMENT

Sports development is Plant Lipids' largest CSR investment and a long-term commitment to nurturing future champions while creating positive social impact.

Over the past few years Plant Lipids invested significantly in creating modern sports infrastructure at Kolenchery, Kerala, including a dedicated badminton centre with four international-standard courts and a synthetic indoor volleyball stadium. The facilities serve as a high-performance training environment for young sportspersons.

NUTURE ACADEMY

Established by Plant Lipids, Nuture Academy is the state's first fully residential, free-of-cost sports development programme. The academy combines world-class infrastructure, professional coaching, athlete welfare, and academic support to help young athletes unlock their full potential and pursue sporting excellence. This project reflects the company's commitment to supporting community development and creating a positive impact in the state.

PROFESSIONAL COACHING & SCIENTIFIC TRAINING

Nurture Academy is led by accomplished coaches with national and international experience. The badminton programme is headed by Aparna Bhat, former India's International player, Commonwealth Games silver medalist, six-time National Mixed Doubles Champion, and three-time National Women's Doubles Champion. The volleyball programme is led by Ragesh K.J., a seasoned coach with over two decades of experience. Athletes follow a structured training programme combining technical coaching, tactical development, physical conditioning, mental preparation, recovery management, and injury prevention.

EDUCATION & LIFE SKILLS

Recognising the importance of holistic development, Nurture Academy provides academic support, tuition assistance, and life-skill development programmes that help student-athletes balance sporting excellence with educational achievement and personal growth.

ATHLETE WELFARE & WELL-BEING

To ensure athletes can focus fully on their development, Nurture Academy provides residential accommodation, nutrition, sports equipment, tournament travel support, physiotherapy, medical care, and rehabilitation services. Physiotherapy support is provided through a partnership with the Physiotherapy and Sports Clinic, Kolenchery, led by Dr. Ibin Jacob.

SUPPORTING EMERGING TALENT

Beyond badminton and volleyball, Plant Lipids supports promising young athletes through targeted development initiatives. During 2025, support was extended to Karan Thapa, a rising tennis player from Kerala with Nepali roots, helping him access training, competitive opportunities, and exposure as he continues his journey in national and international tennis.

PARTNERSHIPS & COMPETITIVE EXPOSURE

Nurture Academy collaborates with leading sporting organisations such as Kochi Blue Spikers, providing athletes with exposure to professional sporting environments, elite players, and high-performance training cultures. These partnerships help young athletes gain valuable experience, broaden their perspectives, and prepare for higher levels of competition.

EDUCATION & YOUTH DEVELOPMENT

Infrastructure enhancement projects were undertaken at the relevant Somapura Village School and Mahapur Village School, improving learning facilities and creating a more supportive educational environment. The initiative benefited more than 100 students while strengthening overall educational infrastructure.

SCHOOL INFRASTRUCTURE ENHANCEMENT

Infrastructure enhancement projects were undertaken at the relevant Somapura Village School and Mahapur Village School, improving learning facilities and creating a more supportive educational environment. The initiative benefited more than 100 students while strengthening overall educational infrastructure.

MBT CEEP PROGRAMME

Through Mission Better Tomorrow (MBT) and its Capability Exploration and Enhancement Programme (CEEPP), Plant Lipids helped improve educational opportunities and support community development for underserved communities. Through partnerships with local institutions, the programme contributes to building stronger, more resilient communities.

SUPPORT FOR SPECIAL NEEDS EDUCATION

To improve access to education and support services, Plant Lipids funded a dedicated mini bus for student transportation at BUDS school. The school serves children with special needs, and the vehicle helps provide safe, regular access to education, therapy, and school activities while reducing the transportation burden on caregivers.

HOLISTIC SCHOOL INFRASTRUCTURE DEVELOPMENT

With support from CPL Aroma, a valued customer of Plant Lipids, we implemented comprehensive school development initiatives aimed at enhancing learning environments and student well-being. The interventions included infrastructure upgrades, educational resources, and facility improvements.

YOUTH DEVELOPMENT PROGRAMMES

As part of its commitment to community development, Plant Lipids supported youth development initiatives, including programmes associated with the National Cadet Corps (NCC), to foster leadership, discipline, teamwork, and personal growth among students.

DIGITAL LEARNING SUPPORT

Plant Lipids supported Government Residential Polytechnic College, Kerasudram, with digital learning infrastructure aimed at enhancing technology-enabled education and improving learning opportunities for students pursuing technical studies.



Figure: Bus donation to BUDS school



Figure: Digital learning support

HEALTHCARE & COMMUNITY WELL-BEING

Plant Lipids supports initiatives that improve healthcare access and community welfare, particularly for underserved and vulnerable groups.

RURAL HEALTHCARE SUPPORT

Healthcare support was extended through partnerships with local charitable organisations and community healthcare initiatives, helping improve access to medical assistance and healthcare services in rural communities.

MAHMA MEDI BANK

Plant Lipids continued its support for Mahma Medi Bank, a community-led initiative that provides medicines and healthcare assistance to economically disadvantaged individuals, helping improve access to essential healthcare support.

DISTRIBUTION OF QUALITY SEEDS TO FARMERS

Plant Lipids supports small and marginal farmers in rural North Karnataka through the distribution of quality agricultural seeds. The initiative aims to improve crop productivity, farm sustainability, and rural livelihoods by enhancing access to better inputs and promoting improved farming practices. By helping farmers achieve higher yields and better crop quality, the programme contributes to sustainable agricultural development and stronger income opportunities for farming households.

SAFE DRINKING WATER ACCESS

At Dudar Village Primary School, Plant Lipids installed a Reverse Osmosis (RO) drinking water system to provide students with reliable access to safe drinking water supporting improved health, hygiene, attendance, and learning outcomes.

SUPPORT TO SD CHARITIES / MOTHER REHABILITATION CENTRE, PUTHENCRUZE

Plant Lipids has been extending continuous support to SD Charities / Mother Rehabilitation Centre in Puthencruze over several years. The institution provides care, education, rehabilitation, and residential support to children with special needs and individuals who are unable to live independently due to social or personal circumstances. Through assistance for educational materials, therapy services, student welfare programmes, and infrastructure improvements, Plant Lipids helps improve the quality of care, rehabilitation outcomes, and overall well-being of the beneficiaries.

HEALTHCARE SUPPORT to MGM PALLIATIVE AND RENAL CARE SERVICES KOTTAYAM

Plant Lipids supports healthcare initiatives aimed at improving access to palliative and renal care services through contributions to a charitable trust associated with the MGM Palliative and Renal Care Centre in Kottayam. This support helps strengthen care delivery, patient assistance, and welfare programmes for individuals requiring palliative and renal care, improving access to essential health services for vulnerable patients.

CREATING LASTING IMPACT

Through investments in sports development, education, sanitation, and community well-being, Plant Lipids continues to create opportunities that help individuals and communities thrive. These initiatives contribute to healthier learning environments, stronger youth development pathways, and greater access to opportunities for future generations.

LOOKING AHEAD

We remain committed to expanding the reach and impact of our CSR programmes through stronger partnerships, improved infrastructure, athlete development, and community-focused initiatives. As Nurture Academy grows and our education and community projects continue to evolve, we will focus on creating sustainable opportunities that empower individuals, strengthen communities, and contribute to long-term social development.

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