



# SIGACHI INDUSTRIES LIMITED

CIN : L24110TG1989PLC009497

To

Date: September 22, 2025

<b>The Manager</b> <b>BSE Limited</b> P. J. Towers, Dalal Street Mumbai-400001 (BSE Scrip Code: 543389)	<b>The Manager</b> <b>National Stock Exchange of India Limited</b> Exchange Plaza, Bandra Kurla Complex Bandra (E), Mumbai- 400051 (NSE Symbol: SIGACHI)
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**Sub: Sustainability Report for the financial year ended March 31, 2025.**

Please find enclosed Sustainability Report of the Company for the financial year ended March 31, 2025.

This is for the information and records of the Exchange, please.

Thanking You,

Yours faithfully  
**For Sigachi Industries Limited**

**Vivek Kumar**  
**Company Secretary & Compliance Officer**



**Registered Office**

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**Corporate Office**

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SUSTAINABILITY REPORT  
2024-25

Responsible  
Today,  
Resilient  
Tomorrow.



## Flipping responsibly

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ABOUT THE REPORT

# Telling our story Responsibly

Every milestone at Sigachi Industries Limited reflects a conscious choice; the belief that growth must always be accompanied by **responsibility**.

## SCOPE

This second edition of our Sustainability Report (FY 2024-25) captures how that belief is translating into measurable action, aligning our business objectives with environmental stewardship and stakeholder value creation.

## REPORTING BOUNDARY

This report focuses exclusively on our Indian operations, ensuring clarity and consistency. While our consolidated financials include Sigachi MENA FZCO (Dubai), Sigachi Inc. (USA) and Trimax Biosciences Pvt. Ltd., all sustainability data here pertains to our India operations.

## REPORTING PERIOD

The reporting period is April 1, 2024, to March 31, 2025.

## ASSESSMENT

We recognise that credibility is built, not assumed. While this year's report has not been externally assured, we are actively exploring limited external assurance for key ESG metrics in future cycles.

## STANDARD

All disclosures are prepared in alignment with GRI Standards (2021) and BRSR requirements, with oversight from senior management and the Board, reaffirming that sustainability is integral to our business strategy.

## COMPLIANCE

Although not a compliance requirement, we consider this report a transparent update on progress in our ESG journey. No restatements have been made this year; where historical baselines are referenced, they are clearly defined for comparability.

Beyond numbers and disclosures, this report also reflects the story of responsible choices, purposeful growth, and our commitment to continually **raise the bar**.



## ESG has become our bedrock

DEAR STAKEHOLDERS,  
FY 2024-25 was a defining year for Sigachi - one that combined growth with reflection and responsibility. As we expanded our global footprint, strengthened our excipients and API portfolio, and enhanced capacity utilisation, we also reinforced our commitment to building a more balanced and resilient business.

**A**T Sigachi, we hold a simple but uncompromising belief: People, Planet, and Profit must progress together. Profit without responsibility is fleeting; growth without care is unsustainable.

### People

Our employees, partners, and communities remain the most valuable assets of Sigachi. Their skills, trust, and dedication form the foundation of our business. We continue to invest in their safety, well-being and growth through comprehensive EHS standards, skill development, engagement programmes and inclusion initiatives. Empowered people drive sustainable growth and nurturing their potential is central to our long-term success.

### Planet

Environmental responsibility is integral to resilience. During the year, we advanced our climate agenda by reducing coal and freshwater intensity and expanding recycling capacity. With ISO 14001-certified systems and alignment to GRI and BRSR frameworks, we are embedding circular practices that focus on waste and water management. These actions are not just about compliance- they reflect our conviction to leave the planet better than we found it.

### Profit

Financial strength is the engine that powers sustainability. FY25 saw continued customer demand, operational efficiency gains, and expansion across the Middle East and North America. At the same time, we elevated our governance architecture through regular ESG reviews at the Board, enhanced risk dashboards and stronger stakeholder engagement. We are actively exploring ESG-linked assurance and financing, because long-term profitability must be inseparable from sustainable performance.

### Safety & Responsibility

On 30 June 2025, we faced a tragic fire at our Pashamylaram facility, resulting in loss of lives, injuries, and property damage. Our immediate focus was on employee evacuation, family support, medical care and regulatory compliance, followed by compensation and insurance processes. Since then, we have strengthened emergency preparedness, rolled out retraining programmes, and initiated comprehensive safety audits across all units. This has been one of the most difficult moments in Sigachi's journey. We stand in solidarity with the families affected and carry their pain with us. The incident has deepened our resolve to honour their memory by making safety a non-negotiable value and by

building a more resilient workplace for every member of the Sigachi family.

### Looking ahead

The journey ahead will be defined by resilience and responsibility. Our priorities include embedding a culture of uncompromising safety, advancing digital governance, accelerating resource efficiency, and strengthening supplier responsibility. We will continue to invest in our people, expand community partnerships, and ensure that every stride in growth is matched with trust, accountability, and care.

To our employees, customers, investors, and partners - thank you for your trust and resilience. Sigachi is not only growing in scale but maturing in purpose.

Together, we will continue to build a company that thrives on the balance of People, Planet and Profit.

Warm regards,  
**RABINDRA PRASAD SINHA**  
Chairman  
Sigachi Industries Limited



## Financial stewardship for sustainable value

DEAR STAKEHOLDERS,

FY25 reinforced for us that financial resilience and sustainable growth go hand in hand. At Sigachi, disciplined capital allocation and a robust balance sheet have not only supported business expansion but also enabled us to invest meaningfully in safety, sustainability and long-term value creation.

**O**UR financial architecture is designed with prudence, ensuring that growth is not only profitable but also responsible. Even as we expanded capacity and strengthened our global presence, we channelled investments into safer infrastructure, energy efficiency, water stewardship, and digital governance. These efforts are not peripheral; they are central to how we safeguard business continuity and stakeholder trust.

During the year, we strengthened governance around financial risk by integrating ESG considerations into our decision-making frameworks. For example, energy optimisation has improved energy intensity, resulting in efficient operations and cost savings, while responsible water management has enhanced operational efficiency and resilience in water-stressed regions. These examples demonstrate how ESG priorities and financial outcomes can reinforce each other and create long-term value.

Looking ahead, we see ESG as a powerful lever for capital efficiency. We are embedding ESG-linked cost reductions across energy, water, and waste, while also exploring sustainable financing instruments that align access to capital with our performance on ESG metrics. We are equally focused on risk preparedness, ensuring that our systems, policies, and culture enable us to withstand disruptions and emerge stronger.

At Sigachi, financial prudence is not an end in itself; it is the foundation upon which we build sustainable progress..

By balancing profitability with responsibility, we aim to strengthen both resilience and competitiveness, creating enduring value for all stakeholders.

Sincerely,  
**SUBBARAMI REDDY ORUGANTI**  
Chief Financial Officer  
Sigachi Industries Limited



# Sustainability and Responsibility as Our Path to Resilience



DEAR STAKEHOLDERS,

It is with pride and responsibility that I present Sigachi Industries' second Sustainability Report. With our inaugural report last year, we set a milestone in transparency and accountability. This year, we have deepened that foundation- embedding Environmental, Social, and Governance (ESG) principles more firmly into our strategy, operations and culture.

FY 2024-25 has been a year of progress as well as reflection. We strengthened our data systems, undertook an updated Materiality Assessment, and sharpened our ESG roadmap. We advanced our climate commitments by improving energy and water efficiency and initiating plans to reduce Scope 1 and Scope 2 emissions, while preparing to address Scope 3 across our value chain. In our most recent EcoVadis assessment, Sigachi was placed in the 69th percentile globally- a benchmark that pushes us to further improve our performance, particularly in decarbonization, responsible sourcing, inclusion, and governance.

Equally important has been our work on people and inclusion. We have expanded opportunities for women and are now exploring pathways to enable greater participation of persons with disabilities in our workforce. We also reinforced occupational health and safety and engaged closely with communities around our facilities.

The tragic fire at our Pashamylaram facility in June 2025, while outside the FY25 reporting period, has left a deep imprint on all of us. Our immediate focus was on family support, medical care, and regulatory compliance, followed by compensation and remedial actions. Safety and responsibility have always been, and will remain, central to our work. We honour the memory of those we lost with renewed resolve to build a safer, more resilient workplace for every member of the Sigachi family.

On governance, we strengthened oversight and policies to ensure transparency, integrity and accountability across all decisions. These measures are helping us align more closely with stakeholder expectations, regulatory requirements, and global best practices.

This report is both a record of our progress and a roadmap for the future. As we enter FY26, we remain committed to advancing decarbonisation, product stewardship, worker well-being, diversity and inclusion, and governance excellence. For us, sustainability is not a parallel agenda it defines how we grow, how we earn trust, and how we create long-term value.

I am grateful to our employees, partners, customers, investors, and communities for their trust and support.

Together, we are building a Sigachi that is stronger, safer and more sustainable.

Sincerely,  
**AMIT RAJ SINHA**  
 Managing Director & CEO  
 Sigachi Industries Limited



# Progress in motion

The FY 2024-25 Sustainability Report of Sigachi Industries Limited, our second edition, reaffirms that growth and responsibility must advance together. Prepared in alignment with the GRI Standards (2021) and the BRSR framework, the report covers our India operations from April 1, 2024, to March 31, 2025, and reflects the systems, values, and commitments that drive enduring stakeholder value. Founded in 1989 in Hyderabad, Telangana, Sigachi has grown from a single unit into a global science-driven organisation with businesses in Pharma Excipients, Active Pharmaceutical Ingredients (APIs), Food & Nutrition, and specialised Operations & Management (O&M) services. Today, we serve over 350 customers across 65+ countries through a strong manufacturing network in India and an expanding international footprint.

### Sustainability Strategy & Materiality

In FY25, we refined our ESG materiality assessment by engaging stakeholders to identify priority issues across environmental, social, and governance pillars. Sustainability governance is embedded across business units, corporate functions, and regional sites,

with oversight from the Management Board. Accountability mechanisms and transparent reporting structures align our approach with global standards and stakeholder expectations.

### Environment

Environmental stewardship remained central, supported by Effluent Treatment Plants (ETPs), Sewage Treatment Plants (STPs), and Mechanical Vapour Recompression (MVR) technologies. In energy, we achieved a notable improvement in efficiency, with intensity reducing from 22.95 GJ/MTPA in FY24 to 20.93 GJ/MTPA in FY25, even as overall consumption rose with higher production. Scope 1 and Scope 2 emissions are closely monitored, with strengthened internal processes, while work has begun on integrating Scope 3. Water consumption fell from 55,426 KL in FY24 to 51,130 KL in FY25, a 7.75% reduction, aided by advanced recycling across all units. Waste management also advanced, with 181.12 tons recycled/reused in FY25 compared to 66.39 tons in FY24, alongside 100% sustainable disposal of raw input packaging materials. These actions reflect our commitment to circularity and alignment with national and global climate goals.

### People & Social Impact

Employees remain our most valuable asset, with engagement driven through focus groups, surveys, townhalls, and cultural events. Our eSat survey recorded high satisfaction levels, supported by recognition

programmes, career progression, and comprehensive benefits. In communities, partnerships with Aga Khan Rural Support Programme benefited 5,000+ tribal households in Gujarat, while Mauna Dhvani Foundation empowered women artisans in Odisha, and VisionSpring Foundation improved eye care access for rural schoolchildren.

### Governance, Innovation & Resilience

Our Board actively reviews ESG priorities, reinforcing integrity through a strong Code of Conduct, ethics training, and zero tolerance for discrimination. Supplier assessments and compliance audits extend ESG principles across the value chain. Innovation, powered by DSIR-accredited labs, focuses on sustainable molecules, process optimisation, and clean technologies. Risk resilience is being enhanced through a strengthened business continuity framework and advanced cybersecurity measures under an "anti-fragility" approach.

### Looking Ahead

Sigachi remains committed to balancing People, Planet, and Profit. Priorities include ESG-linked efficiencies, renewable adoption, deeper employee engagement, and expanded community impact. We are also exploring sustainable financing and external ESG assurance, embedding responsibility deeper into our systems and culture to ensure growth that is resilient, inclusive, and future-ready.





# ABOUT THE COMPANY

Founded in 1989 in Hyderabad, Telangana, Sigachi has grown into a publicly listed company with a global footprint. From our leadership in MicroCrystalline Cellulose (MCC) excipients, we have expanded into Active Pharmaceutical Ingredients (APIs), vitamin-mineral blends, nutraceuticals, food-grade additives, and specialised Operations & Management (O&M) services. Our journey remains anchored in innovation, quality, and responsibility.

At the heart of Sigachi Industries Limited lies a simple yet powerful philosophy, The PULSE. These core values are more than words; they are the rhythm that drives how we operate, innovate and engage with stakeholders worldwide.

## Verticals we operate in

Over the years, Sigachi has steadily expanded its expertise beyond its flagship excipients business to build a diversified portfolio that touches healthcare, nutrition and industrial services.

Our operations today span four key verticals



### PHARMA EXCIPIENTS & COATINGS

We are among the world's leading manufacturers of Microcrystalline Cellulose (MCC), supplying pharmaceutical excipients to both regulated and semi-regulated markets. Beyond our strong MCC portfolio, comprising high-quality excipients, co-processed excipients, and pre-formulated excipients, we also offer a comprehensive range of tablet coating solutions for pharmaceutical and nutraceutical applications. Our focus on quality and reliability has strengthened our position as a preferred partner to leading pharmaceutical companies worldwide.



### ACTIVE PHARMACEUTICAL INGREDIENTS (APIS)

With a growing focus on critical and life-saving molecules, we are rapidly expanding our presence in the API space. The acquisition of Trimax Biosciences Pvt. Ltd. has further strengthened this vertical, giving us enhanced scale, capabilities, and market reach



### FOOD & NUTRITION

We provide a range of functional ingredients, ready-to-use premixes and calorie-control solutions that enable wellness-driven product innovation. By supporting food systems worldwide, we contribute to the growing global movement toward healthier, more sustainable nutrition



### OPERATIONS & MAINTENANCE (O&M)

Through our specialised O&M services, we manage end-to-end chemical plant operations for our industry partners. With a strong focus on safety, efficiency and compliance, we deliver solutions that optimise performance while ensuring regulatory adherence

## Our leading Brands & Molecules

Over the years, Sigachi has built a strong portfolio of brands and molecules that reflect our focus on quality, reliability and innovation.

### EXCIPIENTS

AceCel® | BARETab® | HiCel™ | MagLub®  
| HiLose™ | StarGel® | FloTab®

### ACTIVE PHARMACEUTICAL INGREDIENTS (APIS)

7 APIs | 20 Intermediates  
8+ Therapeutic Categories

### COATINGS

PureCoat™ | UltraMod®

### FOOD & NUTRITION

Joy Mix® | Base Blend®

## Vision - Mission

To become the leading player in offering customised solutions, with the objective of creating a Healthier, Happier & Joyful world

## The PULSE of Sigachi

Every Beat Matters



Our Cultural Values are not just statements, they are embedded in the way we operate every day, driving high performance, innovation, and long-term business success.

PULSE embodies our core values, shaping who we are, how we grow, and the impact we aim to create. It informs our decisions, drives innovation and ensures our growth is responsible, sustainable, and people focused.

At Sigachi, these values are reflected in our daily actions and have guided our evolution from a domestic manufacturer to a global leader in microcrystalline cellulose and allied

industries. Our difference lies not only in the products we create, but in the way we create them. With DSIR-accredited R&D labs, globally certified facilities, sustainable sourcing, and clean technologies, we ensure that quality and responsibility go hand in hand. At Sigachi, every molecule matters- and so does every decision we make.

### LEGACY

Among the **LARGEST GLOBAL MANUFACTURER** of Microcrystalline Cellulose (MCC)

**36 YEARS'** of Industry Leadership

**5** Manufacturing facilities

**~22,000** MTPA Combined production capacity

**2** State-of-the-art laboratories

**7** Patents filed

**₹ 66.04** MN R&D spent in FY25



# CORPORATE HIGHLIGHTS

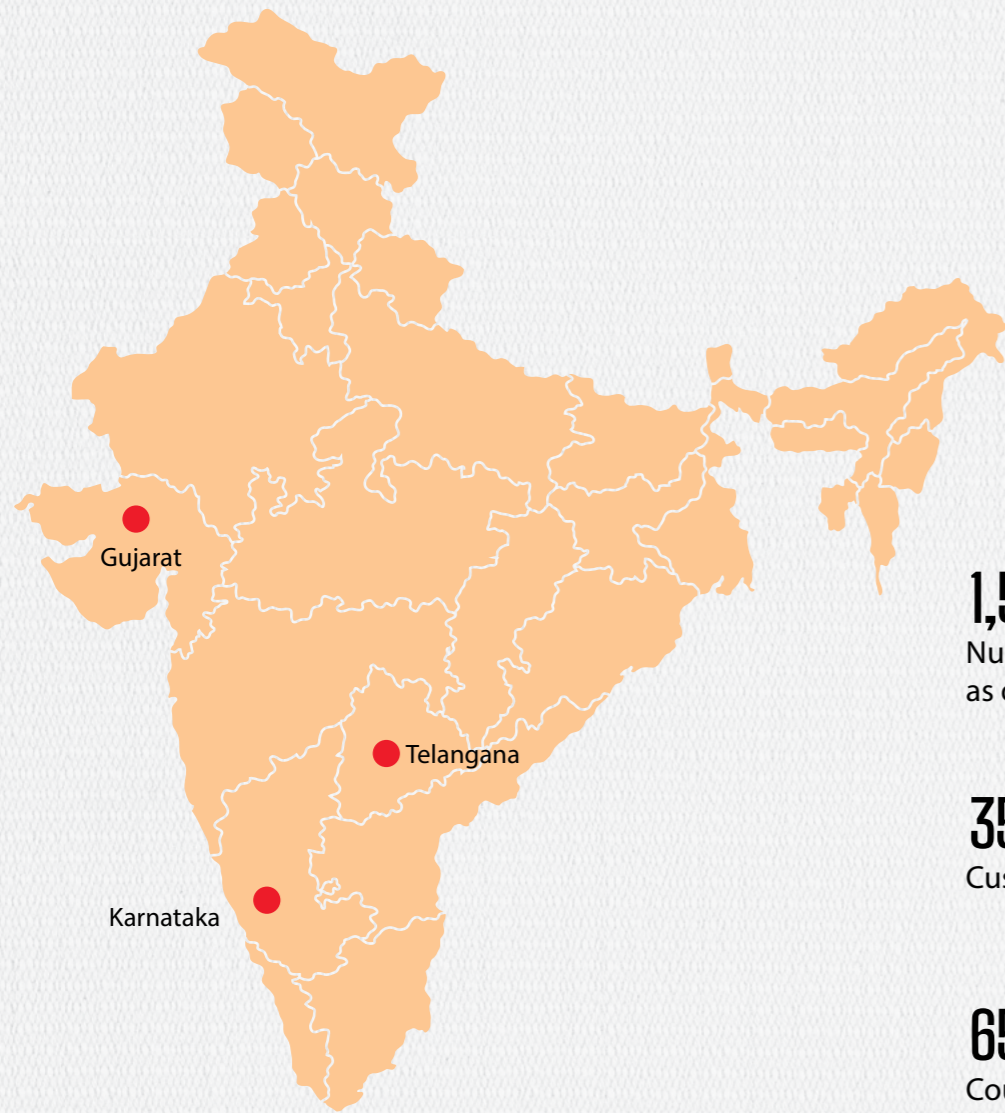
## Strength in Scale

Over the last three decades, Sigachi has evolved from a single manufacturing unit into a science-driven powerhouse with multiple verticals and a truly global footprint. Today, leading pharmaceutical, food and chemical companies across the world place their trust in us, a reflection of our unwavering focus on quality, reliability and innovation.

From our headquarters in Hyderabad, Telangana, we have expanded a strong network of manufacturing facilities across Telangana, Gujarat and Karnataka to support our growth ambitions. Beyond India, we have established a strong international presence through Sigachi Inc. (USA) and Sigachi MENA FZCO (UAE), while our joint venture Sigachi Arabia with Saudi National Projects Investment

marks an important step into the Middle East.

From these locations, we export to over 65 countries, supported by DSIR-accredited R&D labs, a robust commercial network, and a dedicated workforce of 1500+. Together, we serve 350+ customers worldwide, delivering solutions that combine science, scale and sustainability.



**1,500+**  
Number of employees  
as on March 31, 2025

**350+**  
Customers

**65+**  
Countries

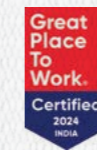
## Accreditations & Recognitions

Our operations are strengthened by certifications and benchmarks that demonstrate our commitment to excellence, safety and compliance.

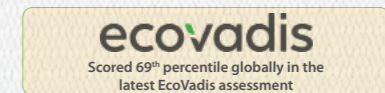
### CERTIFICATIONS



### RATINGS & BENCHMARKS



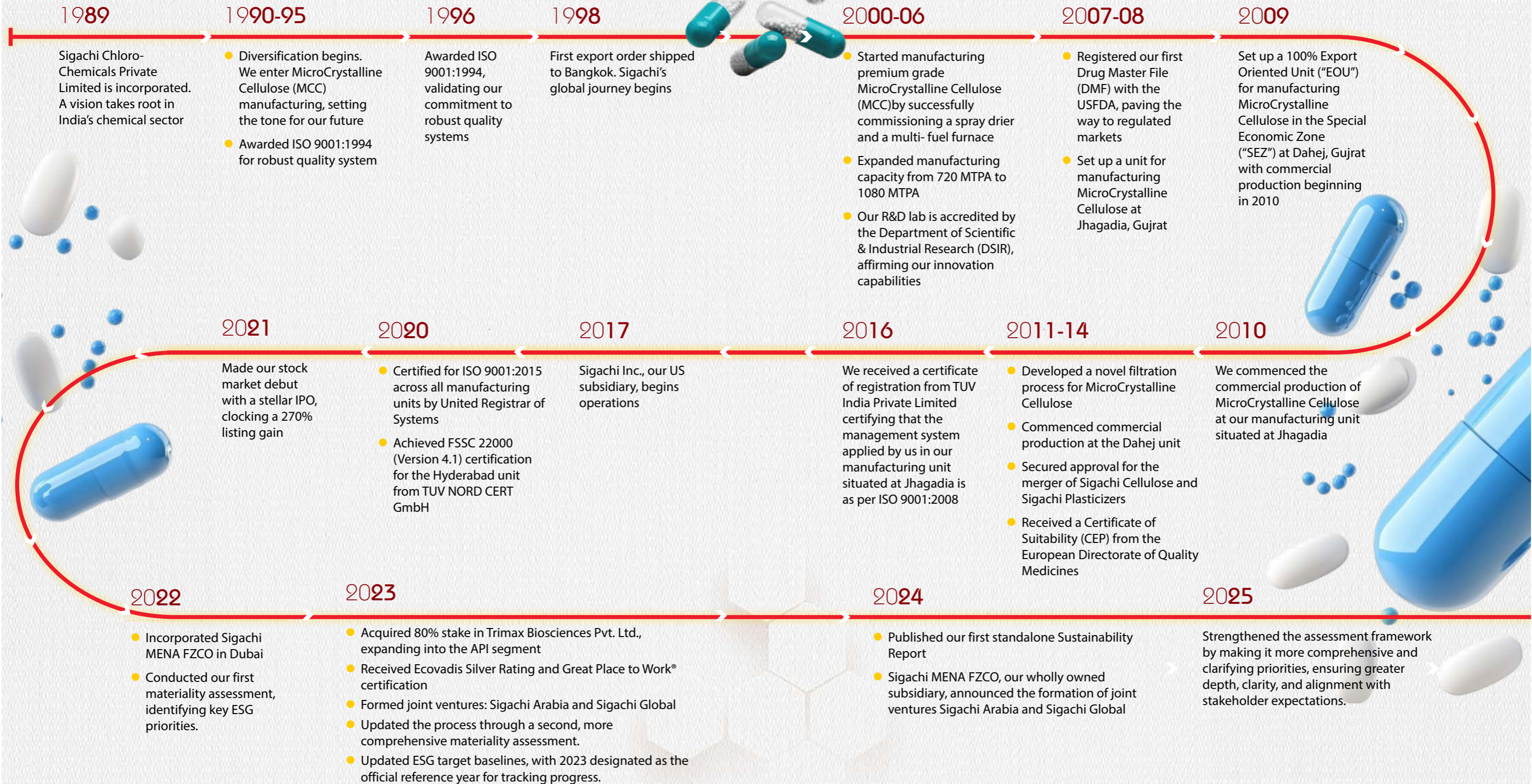
Great Place to Work® Certified  
[January 2024 to January 25]





# OUR JOURNEY

## From humble beginnings to remarkable scale





THE ROADMAP

# Defining Our Path to a Sustainable Future

At Sigachi, progress has never been about speed alone; it is about moving forward with purpose, responsibility, and vision. As we look beyond FY25, our roadmap is designed to build resilience phase by phase, strengthening governance, deepening inclusion, tackling climate priorities and embedding circularity into our value chain. Each milestone brings us closer to shaping a lasting legacy of sustainable leadership. Sigachi's sustainability journey is evolving through phased priorities, designed to balance ambition with adaptability.



### ENVIRONMENTAL RESPONSIBILITY & CLIMATE ACTION

- Strengthen water infrastructure to consistently enhance recycling and reuse rates.
- Work towards steady reduction in conventional energy use and energy intensity, with clear improvements planned through FY32.
- Minimize waste to landfill by fostering a culture of recycling, reuse, and resource efficiency across operations.
- Scope 1 and Scope 2 emissions are actively monitored, and efforts are underway to integrate Scope 3 emissions into our reporting in the coming years.



### OCCUPATIONAL HEALTH, SAFETY & EMPLOYEE WELLBEING

- Provide regular safety training and awareness sessions for all employees.
- Strengthen a safe, "zero-accident" workplace culture at every site.
- Encourage employee participation to build a sense of ownership in safety and sustainability

## OVER THE NEXT 3-4 YEARS (FY26 - FY 30), OUR FOCUS WILL

## REMAIN ON THE FOLLOWING AREAS/TARGETS:



### GOVERNANCE & INCLUSION

- Enhance governance with a strong risk management framework and transparent reporting practices.
- Implement advanced systems to strengthen cybersecurity and data privacy.
- Progress towards achieving 12–15% women's representation at Sigachi.



### CIRCULARITY & RESPONSIBLE VALUE CHAINS

- Manage waste materials responsibly by reusing or repurposing them through authorised vendors.
- Work closely with suppliers and strengthen ESG assessments.
- Increase employee and community involvement in wellbeing and CSR initiatives.
- Regularly review governance practices to ensure continuous improvement.

#### Looking Ahead

This roadmap is intended as a directional guide rather than a fixed timeline. We will review progress regularly, refine targets as needed and remain flexible to evolving business realities and stakeholder expectations. Our intent is clear: to advance sustainability with transparency, responsibility and care for people and the planet.



BOARD OF DIRECTORS



**Mr. Rabindra Prasad Sinha**

*Chairman*

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



**Ms. Dhanalakshmi Guntaka**

*Independent Director*

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

**Mr. S. Chidambaranathan**

*Executive Vice Chairman*

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



**MR. Janardhana Reddy Yeddula**

*Executive Vice Chairman*

- Mr. Janardhana Reddy Yeddula is a FCMA from Institute of Cost Accountants of India, Kolkata.
- He has completed his B.Com from Sir Venkateswara University, Tirupati. AP.
- He has established and proven track record in Finance Leadership, end to end expertise in various facets of finance function, built over 40 years of experience in industry segments such as Bulk drug, Formulations, Energy Conductors, Cement, Fertilizers, Agro chemicals, Real Estate and infrastructure.



**Mr. Amit Raj Sinha**

*Managing Director & CEO*

- He has an MBA from Indian School of Business, B. Tech & fellow member of the Institute of Engineers
- Served in Indian Naval Forces, onboard warships and other vital defence installations
- Has over 15 years of experience in the pharma and fine chemicals & has played an instrumental role in strengthening the R&D Division
- His leadership journey is further enriched through the Advanced Management Program at Harvard Business School and the Post Graduate Programme in Management for Senior Executives at the Indian School of Business, where he gained deep insights into leading transformation and building enduring organizations.



**Ms Bindu Vinodhan**

*Independent Director*

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



VALUE CREATION MODEL

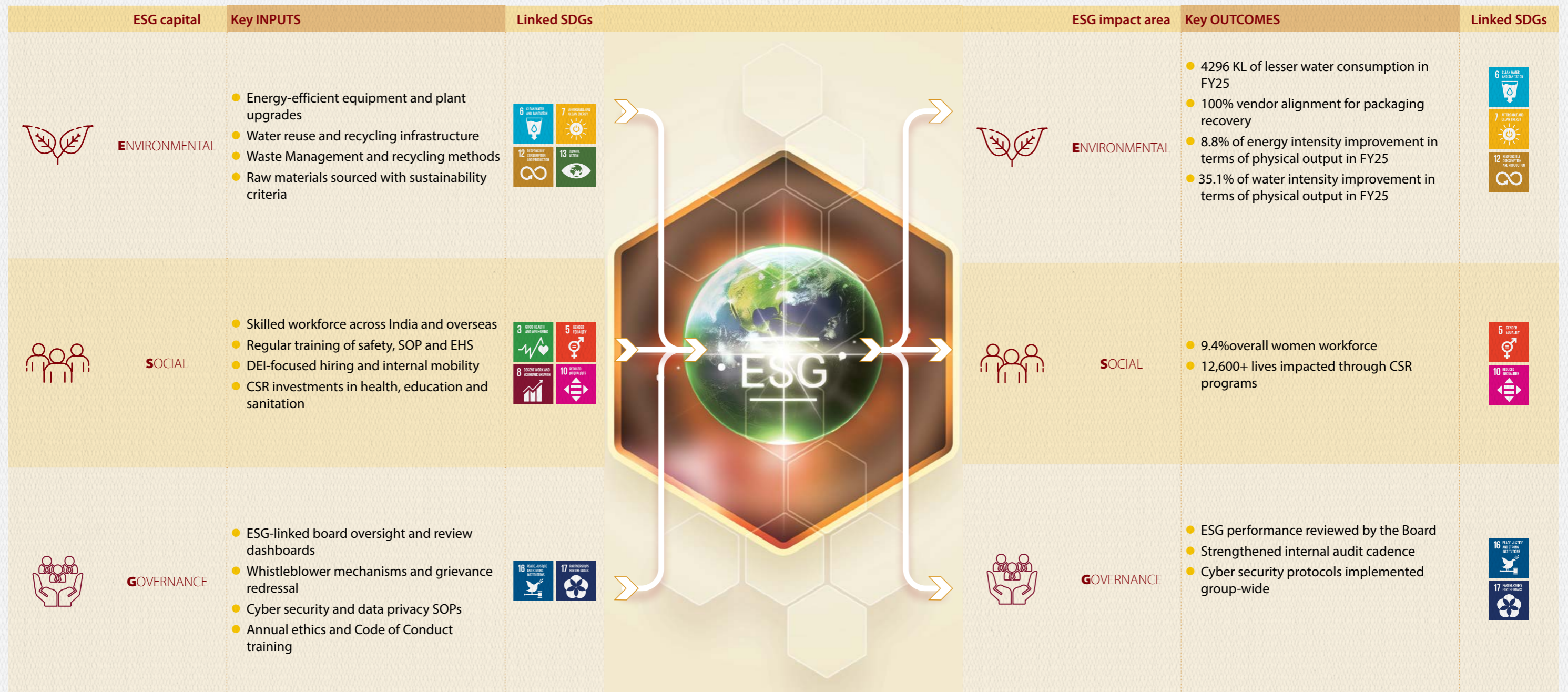
# Embedding sustainability at the core of growth

For Sigachi, true progress is defined by the long-term impact we create for our stakeholders, communities and the environment. Every decision we take is guided by the principles of Environmental, Social & Governance (ESG) stewardship, ensuring that growth is both purposeful and sustainable.

The ESG-focused value creation model outlined below illustrates how we transform responsible inputs into tangible outcomes, directly contributing to global priorities through the Sustainable Development Goals (SDGs). It reflects our conviction that sustainability is not a parallel agenda, but a core driver of Sigachi's business strategy.

## ESG-based inputs

## ESG-based outputs





STAKEHOLDER ENGAGEMENT

# Collaborative engagement for Sustainable growth

At Sigachi Industries, we believe meaningful progress is built on dialogue. That's why we maintain regular, structured engagement with our stakeholders, listening to their voices, addressing their concerns and aligning our actions with what matters most to them. Each group plays a distinct role in shaping our sustainability journey. Through defined channels of communication, we gather insights that help us prioritise material issues and sharpen our ESG commitments.

In FY25, this feedback was instrumental in guiding our focus areas. What follows is a snapshot of how we engaged with our stakeholders and the key themes that emerged from these conversations.

## Stakeholder engagement overview

Stakeholder Group	Mode of Engagement	Key Topics Raised
<b>Employees</b>	Safety briefings, trainings, internal surveys, team meetings	Occupational health and safety, grievance redressal, career development
<b>Local communities</b>	CSR activities, community meetings, needs assessments	Community development, local employment, health and sanitation support
<b>Customers</b>	Technical audits, product feedback sessions, quality assurance discussions	Product safety and consistency, delivery continuity, ethical sourcing
<b>Suppliers</b>	Supplier meetings, onboarding sessions, audits	Compliance, responsible sourcing, fair payment practices
<b>Regulators</b>	Compliance submissions, plant inspections, clarifications	Environmental compliance, occupational safety, transparency in disclosures
<b>Investors &amp; Analysts</b>	Investor calls, ESG reporting, performance reviews	Financial performance, ESG integration, business risks
<b>Board of Directors</b>	Strategy reviews, risk committee, ESG oversight updates	Governance effectiveness, risk oversight, ESG performance

## Materiality assessment

We have conducted a Materiality Assessment to identify the Economic, Environmental, Social & Governance (ESG) issues most relevant to our business and stakeholders.

The Materiality Assessment for FY24-25 was carried out to evaluate critical sustainability risks and opportunities based on their significance to stakeholders and their potential impact on our business.

This process guides our sustainability priorities, enabling us to refine our goals and performance indicators in line with emerging sustainability issues and stakeholder expectations. Our materiality approach is comprehensively aligned with global best practices, including standards established by the Global Reporting Initiative (GRI), ensuring that our ESG strategy remains strong and adaptable to evolving sustainability challenges.

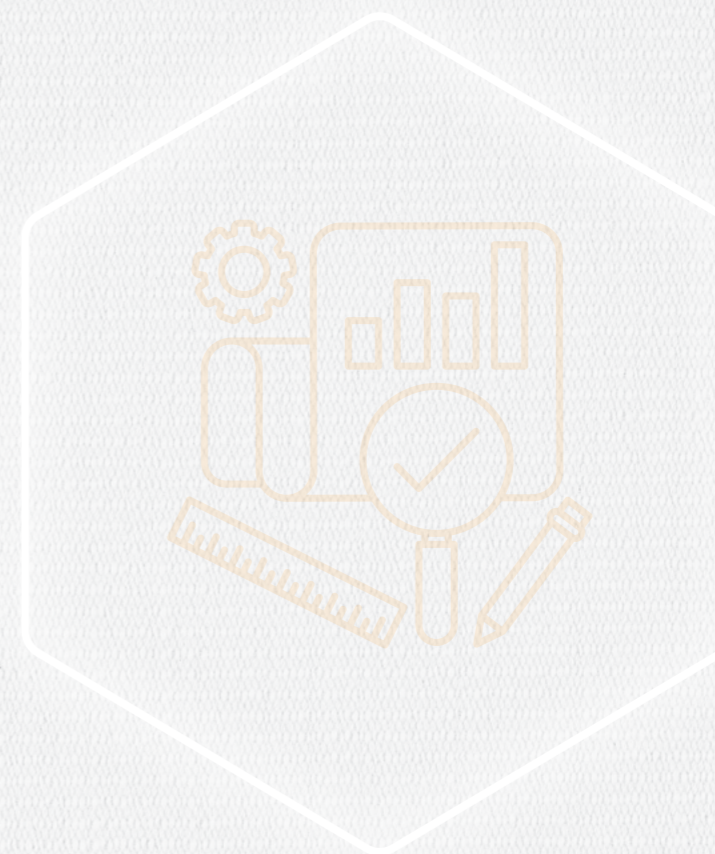
Sigachi initiated its first materiality

assessment in 2022 to establish a structured and strategic approach to its sustainability journey. In FY 2024-25, the material issues were further updated to ensure more focused strategies and strengthened alignment with evolving priorities. Through active engagement with key stakeholders and by aligning with leading ESG frameworks, peer reviews, and market trends, we identified the most critical factors driving long-term value and sustainability. This holistic assessment ensures that our operations remain resilient and adaptable, empowering us to address emerging challenges while upholding our commitment to sustainable growth and responsible business practices.

Our FY25 materiality assessment followed a structured process that included:

- Analysing peer practices, sectoral risks, and evolving regulatory requirements
- Mapping emerging issues to the BRSR framework and leading global benchmarks
- Conducting internal validation with functional heads and our ESG committee
- Reviewing stakeholder feedback captured through formal and informal engagement channels

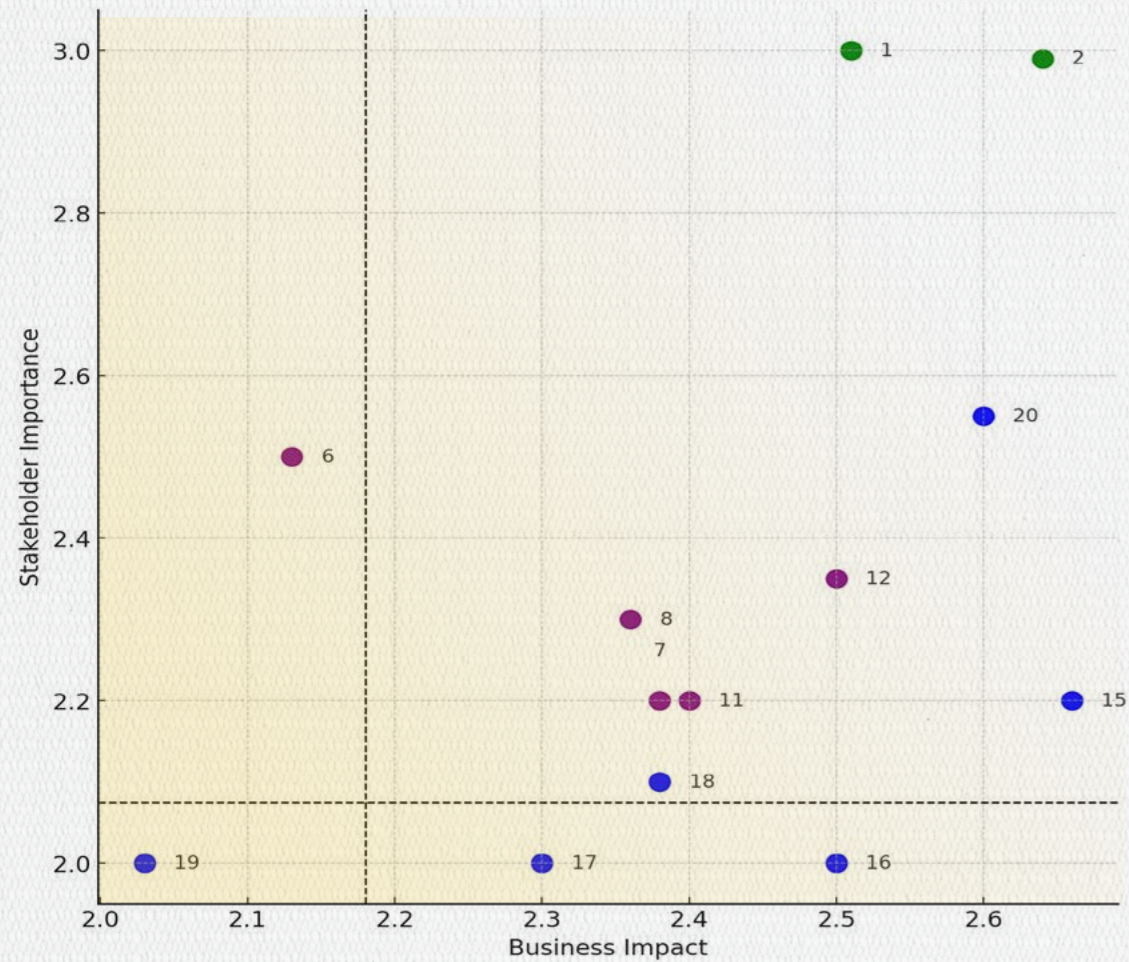
This exercise resulted in the identification of 13 material issues, each evaluated for its potential impact on our operations, compliance obligations and strategic priorities. These material issues form the foundation of our ESG strategy, guiding our disclosures, shaping our targets, and informing our risk management mechanisms.





## Materiality Matrix

To bring greater clarity to our assessment, we mapped the identified topics on a Materiality Matrix. This matrix visually represents the relative importance of each ESG issue based on its potential impact on Sigachi's business. While every issue identified is relevant to our stakeholders, those positioned in the top-right quadrant reflect the highest-priority focus areas. These are issues not only carry significant implications for operational continuity and compliance but also have the potential to influence long-term value creation.



**Graph Legends:**

- 1. Water Management & Waste Management
- 2. Energy & Emission Management
- 6. Human Capital Management
- 7. Employee Health & Safety & Wellbeing
- 8. Occupational Health and Safety
- 11. Promotion of Diversity, Equity & Inclusion
- 12. Corporate Social Responsibility & Community
- 15. Business Ethics
- 16. Information Security, Cybersecurity & Data Privacy
- 17. Business Continuity & Risk Management
- 18. Regulatory & Ethical Compliance
- 19. Innovation Management & Investment in R&D
- 20. Responsible Procurement & Supply Chain Management

### SUSTAINABILITY STRATEGY

Material issue identified	Risk/Opportunity (R/O)	Priority
Energy & Emissions management	Risk & Opportunity	High
Water management	Risk & Opportunity	High
Waste management	Risk & Opportunity	High
Responsible procurement & Supply chain management	Risk & Opportunity	High
Occupational health & Safety	Risk & Opportunity	High
Human capital & Management	Opportunity	Medium
Employee health, Safety & Well-being	Risk & Opportunity	Medium
CSR & Community engagement	Opportunity	Medium
Business ethics	Risk	Medium
Risk management & Business continuity	Risk & Opportunity	Medium
Regulatory & Ethical compliance	Risk & Opportunity	Medium
Diversity, Equity & Inclusion (DEI)	Opportunity	Medium
Innovation management & Investment in R&D	Opportunity	Medium
Information security, Cybersecurity & Data privacy	Risk	Medium

SUSTAINABILITY STRATEGY

# Sustainability for a resilient tomorrow

At Sigachi Industries Limited, our ESG strategy is designed to translate commitments into measurable outcomes. It focuses on strengthening governance, embedding sustainability across operations and driving accountability at every level.

## Strategic pillars



### Environment

**Reduce** resource intensity by improving energy efficiency, exploring renewable energy use and advancing water stewardship

**Implement** circular economy practices through waste minimisation, recycling and responsible end-of-life management of materials

**Continuously** monitor established targets and progress through robust reporting systems



### Social

**Ensure** health, safety and well-being through stringent EHS standards and proactive training

**Foster** an inclusive workplace through diversity, equity and employee engagement initiatives

**Strengthen** community partnerships by investing in education, livelihoods, healthcare and social infrastructure



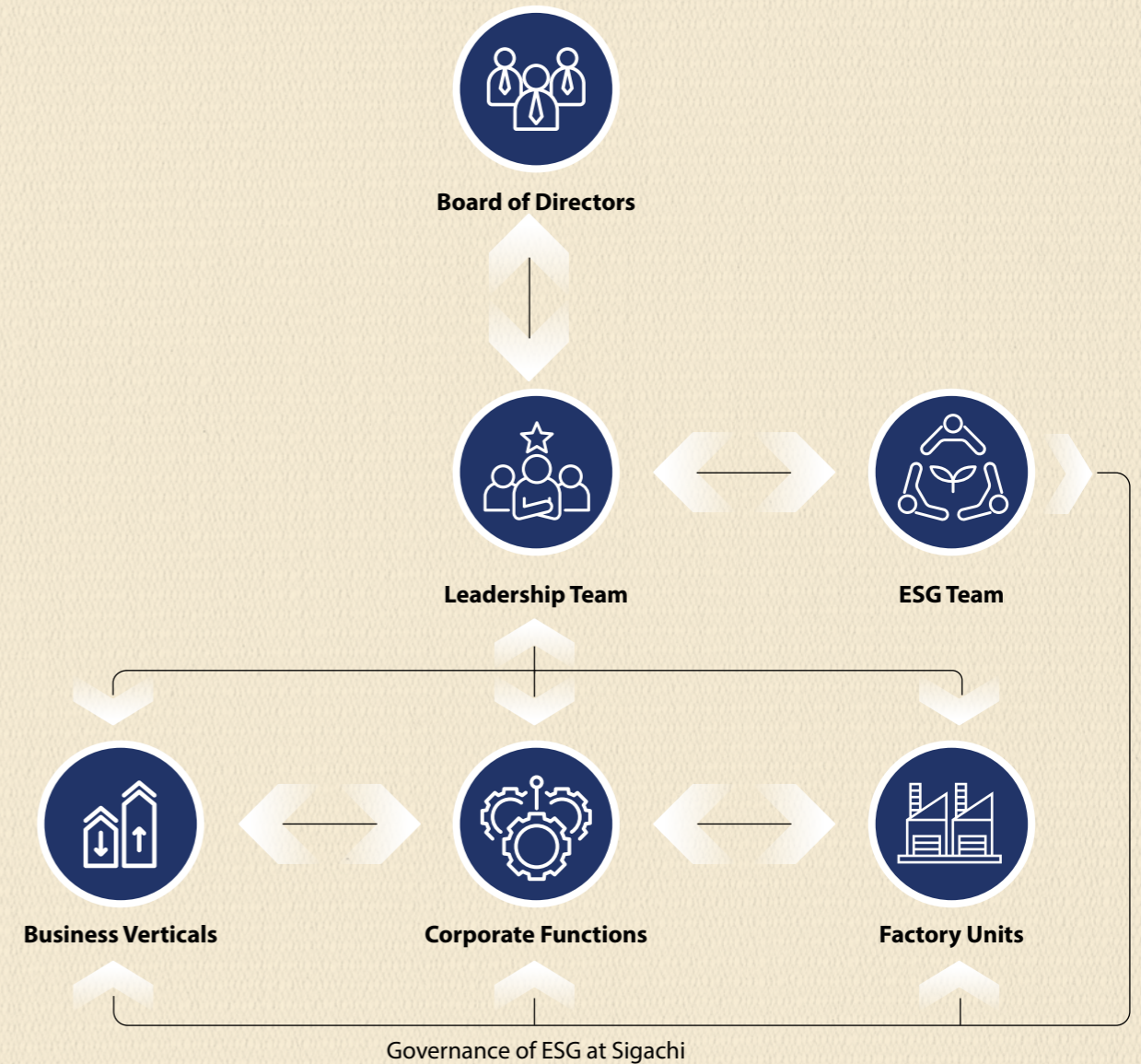
### Governance

**Maintain** strong Board oversight of ESG strategy and performance through regular reviews

**Embed** risk management, compliance and ethical business conduct into all operations and supply chains

**Explore** sustainable financing and ESG-linked instruments to align capital allocation with long-term sustainability priorities

## Execution model



## Path to ESG goals

**SHORT-TERM (1-2 years):**  
Strengthen reporting, embed ESG-linked KPIs and implement baseline efficiency projects

**MEDIUM-TERM (3-5 years):**  
Achieve measurable reductions in energy, water and emissions intensity; explore renewable energy integration; enhance community impact

**LONG-TERM (5+ years):**  
Achieve alignment with leading global sustainability standards, progress towards net-zero operations, and establish Sigachi as a global leader in sustainable and responsible growth.



# ENVIRONMENT



## Safeguarding the environment: Our commitment to sustainable operations

SIGACHI acknowledges that its long-term resilience and growth are strongly dependent on the health and sustainability of the planet. We view environmental stewardship as both a responsibility and an opportunity- to reduce our carbon footprint, conserve water and minimise waste while ensuring that every stage of growth contributes positively to human health and ecological wellbeing.

By integrating sustainability into our business model, we aim to create lasting value for all stakeholders, including communities and ecosystems. Our approach is guided by robust environmental management systems, reinforced by ISO 14001 certification across all manufacturing units. These systems provide a structured framework for continuous improvement and ensure that we remain aligned with both national regulations and international best practices.



ENVIRONMENT

## Material topics & Aligned SDGs

Our environmental agenda is anchored in two material focus areas, each closely aligned with the United Nations Sustainable Development Goals (SDGs):



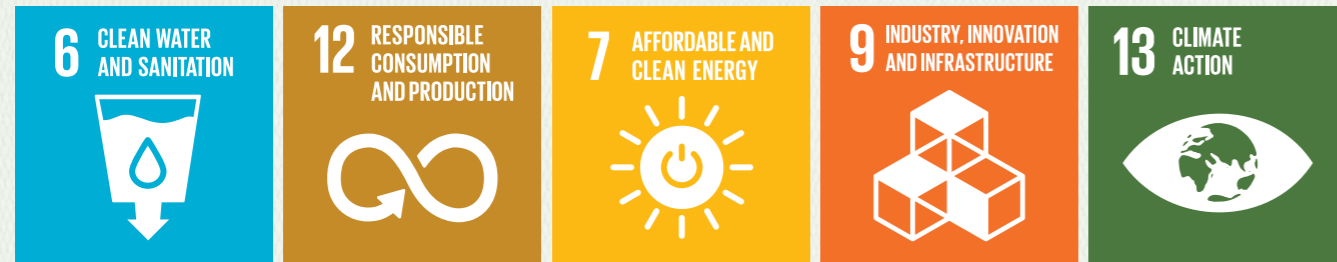
### Water & Waste Management

- **Linked SDGs:** SDG 6 (Clean Water & Sanitation), SDG 12 (Responsible Consumption & Production)
- **Water & Waste Management:** Focused on efficient water usage, recycling, and responsible waste management practices that protect natural resources and minimise environmental impact



### Energy & Emission Management

- **Linked SDGs:** SDG 7 (Affordable and Clean Energy), SDG 9 (Industry, Innovation & Infrastructure), SDG 13 (Climate Action)
- **Transitioning to a Low-Carbon Future:** Concentrated on energy efficiency, emission reduction and the adoption of cleaner technologies to accelerate the transition toward a low-carbon future



## Our commitment going forward

By embedding sustainability into core operations, we continue to advance environmental stewardship through resource efficiency, emission reduction and responsible waste management. Our integrated focus on energy, water and circularity positions Sigachi as a compliant manufacturer and a catalyst for greener industry practices and climate resilience. We are strengthening internal processes and actively exploring innovative options to drive emissions reduction in the years ahead.



## Energy management

At Sigachi, we recognise that responsible energy management is central to reducing our carbon footprint and enabling sustainable growth. We view climate action not only as an environmental responsibility but also as a strategic opportunity to create long-term value for stakeholders and society.

### Targets - Energy & Emissions



Achieve a 20% reduction in energy consumption intensity by 2032, with 2023 as the baseline year



Reduce coal consumption intensity by 20% by FY28 and 30% by FY32, with 2023 as the baseline year

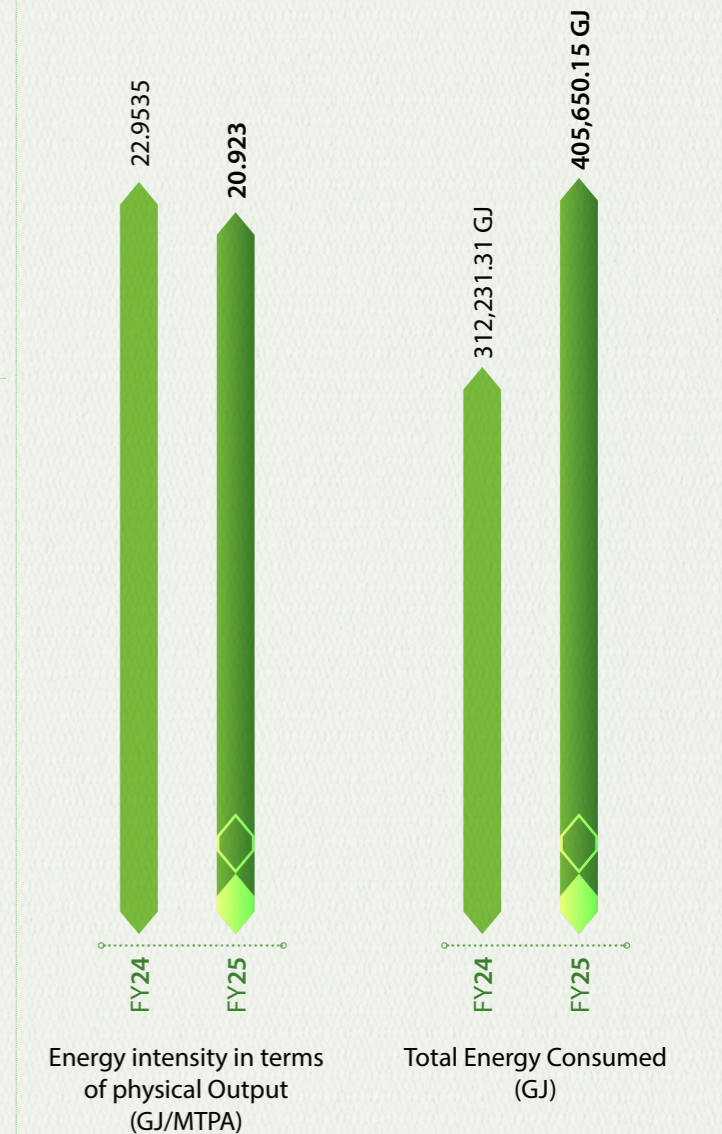
### Performance highlights (FY24-25)



Recorded a significant improvement in operational efficiency, with energy intensity per unit of output reducing from 22.95 GJ/MTPA to 20.92 GJ/MTPA

### Energy consumption

Energy consumption increased by 23% in FY25, driven by higher production volumes that reflect strong market demand. Importantly, even as output expanded, we achieved notable efficiency gains, reducing energy intensity per unit of production. This demonstrates our ability to grow responsibly while steadily advancing toward long-term reduction targets. At the same time, we are actively implementing initiatives to further reduce overall energy consumption through various measures.





ENVIRONMENT

### Energy consumption in FY24-25 (in GJ)



Source	GJ
Total electricity consumption	41,143.34
Total fuel consumption	364,506.81
Energy through other sources	0
Total non-renewable energy	405,650.15
Total energy consumed	405,650.15

NOTE: ENERGY CONSUMPTION IS CALCULATED AS TOTAL GIGAJOULES (GJ) USED PER METRIC TON OF PRODUCT PRODUCED, WITH 2023 AS THE BASELINE FOR FUTURE TRACKING AND COMPARISON.

### Air quality & Pollution control

To complement our emissions reduction initiatives, Sigachi has invested in advanced air quality management systems across facilities. High-efficiency bag filters installed on boiler chimneys at a height of 30 meters ensure effective control of particulates. At the same time, DG set chimneys are continuously monitored and maintained to remain well within the prescribed 80 ppm limit.

These measures have delivered a significant reduction in air pollutants, ensuring full compliance with CPCB and SPCB standards. More importantly, they reinforce our broader climate strategy, demonstrating that as we scale production, we do so responsibly, with a clear commitment to minimising

environmental impact and protecting community health. We remain aligned with the GHG Protocol and Reporting Standards, systematically tracking Scope 1 and Scope 2 emissions.

In the coming years, Sigachi will expand its assessment framework to include Scope 3 emissions, working closely with suppliers, logistics partners, and customers to embed sustainability across the value chain.

### GHG emissions in FY24-25

#### Scope 1 emissions (tons CO<sub>2</sub>eq.)



#### Scope 2 emissions (tons CO<sub>2</sub>eq.)



#### Total Scope 1 and Scope 2 emission intensity in terms of physical output (tons CO<sub>2</sub>eq./MTPA)



Scope	Definition	Our Impact
Scope 1	Direct Emission	Sigachi calculates its Scope 1 & Scope 2 emissions across all operational sites. These cover direct emissions from fuel use and indirect emissions from purchased electricity. The Company continues to focus on improving energy efficiency, optimising resource consumption and setting emission reduction targets to align with its climate action commitments
Scope 2	Indirect Emission	

The increase in Scope 1 and Scope 2 Green House Gas (GHG) emissions in FY25 is directly attributable to Sigachi's significant capacity expansion and increased production output across our three manufacturing facilities, particularly at the Dahej & Jhagadia unit.

In Q4 FY24, Sigachi commissioned an additional 7,200 MTPA capacity, taking our total installed capacity across Dahej, Jhagadia and Hyderabad to 21,700 MTPA. This added capacity became fully operational in FY25 and has contributed substantially to increased

energy consumption- particularly for boilers, dryers, pulverizers and utility operations- increasing Scope 1 emissions from 24,776 tons CO<sub>2</sub>e in FY24 to 42,003 tons CO<sub>2</sub>e in FY25.

Simultaneously, Scope 2 emissions, which relate to grid electricity used in utilities, HVAC and equipment load, also increased from 7,421 tons CO<sub>2</sub>e in FY24 to 8,651 tons CO<sub>2</sub>e in FY25. This is in line with our 29.5% YoY increase in total MCC production, which rose from ~14,740 MTPA to ~19100 MTPA in FY25.

Notably, our Hyderabad plant alone operated at 98.93% utilization, while the expanded Dahej and Jhagadia units achieved 85%+ utilization, showcasing improved operational efficiencies.

Despite this increase in absolute emissions, Sigachi continues to maintain low emission intensity per unit of output, with total GHG emissions intensity at just 2.61 tons CO<sub>2</sub>e/MTPA.



### Water management

At Sigachi, water stewardship is both a business imperative and an environmental responsibility. We recognise water as a critical resource for operational efficiency, community wellbeing and ecosystem health. Our strategy is anchored in conservation, recycling and responsible discharge practices that reduce freshwater dependency while safeguarding natural resources.

### Targets



Achieve 30% reduction in freshwater consumption intensity by 2032, using 2023 as the baseline year



Increase water recycled by 10% by 2028, based on the 2023 baseline

### Performance highlights (FY24-25)



Achieved a 7.75% reduction in water consumption compared to the previous year, reflecting the impact of conservation and reuse initiatives



Advanced circular water management through increased recycling of treated wastewater across units



100% manufacturing sites are equipped with ETPs & STPs



ENVIRONMENT



### Water consumption



- Water intensity per rupee of turnover reduced from 0.00001746 KL/₹ in FY24 to 0.00001253 KL/₹ in FY25
- Water intensity in terms of physical output improved from 4.07 KL/MTPA in FY24 to 2.64 KL/MTPA in FY25

### Our approach

All Sigachi manufacturing facilities are equipped with Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) to ensure wastewater is treated before reuse in operations, in-house utilities, or responsible discharge through authorised third-party channels. These investments strengthen regulatory compliance while reinforcing circularity in resource management.

Effluent Treatment Plants (ETPs) enable us to treat industrial wastewater from production processes, ensuring that contaminants are removed before the water is recycled or safely discharged.

Similarly, Sewage Treatment Plants (STPs) handle domestic and sanitary wastewater, allowing treated water to be reused in utilities such as gardening, flushing and cooling systems. Together, these systems reduce freshwater dependency while safeguarding the environment.

Through these initiatives, we have delivered:

- **Reduced Water Usage:** Significant reduction in freshwater demand through reuse and recycling
- **Environmental Protection:** Lower pollutant levels in discharged water, contributing to healthier ecosystems

- **Regulatory Compliance:** Adherence to discharge norms mandated by CPCB/SPCB

- **Sustainability Commitment:** Ongoing improvements in recycling processes and conservation efforts

- **Resource Efficiency:** Enhanced operational resilience through optimised reuse of treated water

Our continuous investment in water infrastructure and circular practices demonstrates a long-term commitment to resource preservation, directly contributing to SDG 6: Clean Water and Sanitation and SDG 12: Responsible Consumption and Production.



### Waste management

Effective waste management is central to Sigachi's environmental strategy, ensuring that resource use is efficient, disposal practices are responsible and operations align with long-term sustainability goals. We view waste not as a by-product, but as a resource that can be minimised, reused, or recycled to advance circular economy principles.

### Targets



Achieve a 20% reduction in solid waste-to-landfill intensity by FY28, using 2023 as the baseline year



Achieve a 30% reduction in overall solid waste intensity by FY32, based on the 2023 baseline

### Performance highlights (FY24-25)



Waste recycled and reused increased significantly, from 66.39 MT in FY24 to 181.12 MT in FY25, demonstrating strong progress in sustainable resource management

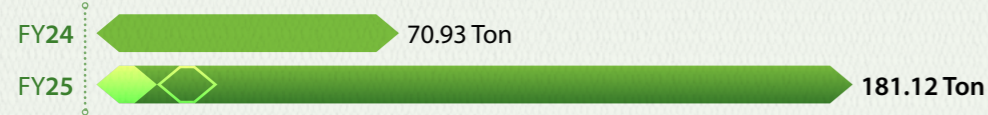


100% of raw input packaging material was disposed of sustainably through certified, authorised channels



ENVIRONMENT

## Waste Reused/Recycled



### Our approach

Sigachi adopts a comprehensive approach to waste management, built on reduction at source, safe handling and responsible disposal:

- **Vendor Partnerships:** All waste streams are managed through SPCB-authorized vendors, ensuring safety, compliance and accountability
- **Process Innovation:** We continue to explore advanced solutions for recovery and reuse, aiming to reduce waste intensity across operations. By prioritising reuse and recycling, we are steadily looking into avenues to divert larger portions of waste away from landfills

- **Compliance & Stewardship:** All waste practices adhere to state and national regulatory frameworks, reflecting our proactive stance towards environmental compliance
- **End-of-Life Management of Recycled Pallets:** We view packaging not as a one-time resource, but as part of a circular system. Our recycled pallet programme ensures that materials remain in active use for as long as possible, reducing both waste and environmental impact. Each pallet is tracked through its lifecycle from

production to delivery and beyond enabling us to measure usage patterns and extend its utility

Our commitment to sustainable waste management is more than a compliance requirement - it is a responsibility that drives our long-term vision of aligning operational efficiency with environmental stewardship. By embedding circular economy principles, Sigachi is actively contributing to SDG 12: Responsible Consumption and Production.





# SOCIAL



## Empowering people: Our commitment to inclusive & responsible growth

SIGACHI's people are at the heart of everything we do. Our employees are the pivotal pillars driving sustainability objectives, operational excellence, and industry leadership. Recognising their consistent efforts in achieving long-term profitability and efficiency, we are deeply committed to creating an inclusive, safe, and growth-oriented workplace. We invest in nurturing potential, fostering a culture of continuous learning, wellbeing, and belonging.

Our approach to social responsibility also extends outward, engaging with local communities to create meaningful impact in health, education and livelihood. By aligning employee wellbeing with community development, Sigachi strives to deliver inclusive and responsible growth that benefits all stakeholders.





SOCIAL

### Material Topics & Focused SDGs

- Human Capital Management
- Employee Health, Safety, and Wellbeing
- Occupational Health & Safety
- Promote Diversity, Equity, and Inclusion (DEI)
- CSR & Community Engagement



### Performance Highlights (FY24–25)



100% of employees trained on human rights issues and policies, reinforcing our culture of fairness and respect.



100% of employees and workers are covered by performance and career development reviews, ensuring professional growth and transparency.



Zero fatalities reported across all operations, underscoring the effectiveness of our safety-first culture.



Employees actively participated in 6 engagement events during the year, including Family Day, Foundation Day, Sports Day, Environment Day and others.

### Our Commitment Going Forward



### Our Targets

Achieve zero major and minor accidents across all production facilities through effective implementation and training on Standard Operating Procedures (SOPs).

Ensure all employees receive an average of 5 training man-days annually through skill-building and capability-enhancing programs.

Organise and enable participation in a minimum of 6 health, social, or sporting events annually to support holistic wellbeing.

Maintain employee engagement scores year over year through internal surveys and feedback mechanisms.

Ensure 30% of employees participate in up to 4 hours of community engagement annually.

Target 40% or more employees to engage in up to 8 hours of community service annually.



By integrating human capital development with occupational health, safety, and DEI, we continue to reinforce a resilient workforce capable of driving long-term value creation. Our dual focus on people within the organisation and the communities around us, positions Sigachi as not only a responsible employer, but also a trusted partner in inclusive progress.



SOCIAL

# Health, Safety, Wellbeing and Employee Wellness

At Sigachi, the strength of our organisation lies in our people. Safeguarding their health, safety, and well-being is not only a regulatory requirement but also a fundamental commitment to sustainable growth. Our Environment, Health, and Safety (EHS) policy applies across all business units, subsidiaries, joint ventures, and contractors, ensuring consistent workplace safety standards.

### We reinforce this commitment through:

- Regular EHS and safety training programmes
- Provision of Personal Protective Equipment (PPE) across all facilities
- Strict enforcement of Standard Operating Procedures (SOPs)
- Transparent hazard reporting mechanisms to strengthen accountability



## Safety Gallery – Building a Culture of Safety

We recognise that safety training is integral to compliance, awareness, and overall well-being.



Security personnel also receive specialised training and actively participate in Health & Safety Committee meetings. Training effectiveness is monitored through planned session sheets, feedback surveys, and post-training assessments to ensure continuous improvement.

## Occupational Health & Safety Services

At Sigachi, the health and well-being of our employees are a top priority. We have put in place structured systems and facilities across all locations to ensure a safe, supportive, and healthy work environment.

### Key Initiatives:

- Pre-employment checkups and annual master health checkups are conducted for workers and employees at all manufacturing sites.
- First aid boxes are strategically placed across all facilities, adequately stocked with essential supplies.
- Dedicated first aid medical assistance is established at each location to address immediate health concerns.
- All employees are covered under a comprehensive group Medclaim policy, across all levels and locations.
- The internal emergency response team works closely and coordinates with local medical services to ensure timely care.



Through these initiatives, Sigachi reaffirms its commitment to safeguarding employee health, enhancing workplace safety, and fostering a culture of care.

As part of our future planning, Sigachi is enhancing emergency preparedness by establishing formal tie-ups with nearby hospitals and setting clear referral protocols for critical cases. We plan to introduce regular doctor visits across facilities to provide medical consultations and treatment.



SOCIAL

## Employee Engagement and Value Proposition

Employee engagement remains central to how we operate, ensuring our people feel connected, motivated, and aligned with Sigachi's vision.

We capture the Voice of Employee (VoE) through structured channels, including:

- Focus Group Discussions (FGDs)
- Internal surveys and Great Place to Work assessments
- Employee Helpdesk integrated into HRMS
- Regular townhalls with leadership

At Sigachi, we believe that employee engagement and cultural initiatives are integral to building a healthy, collaborative, and motivated workforce. Throughout the year, we organise a range of activities that strengthen team spirit and foster a sense of belonging, including:

- Foundation Day
- Family Day
- Sports Day
- Environment Day
- Daan Utsav – Joy of Giving
- Participation in regional marathons
- Monthly Sangam employee meets

These initiatives not only enhance employee well-being but also contribute to a positive workplace culture that aligns with our broader sustainability values.



Our Employee Value Proposition (EVP) is designed to meet diverse employee needs and includes:

- Competitive compensation and structured career progression paths
- Comprehensive medical and life insurance for employees and dependents
- Ergonomically designed workspaces and flexible leave policies
- Subsidised meals and free transportation from key hubs

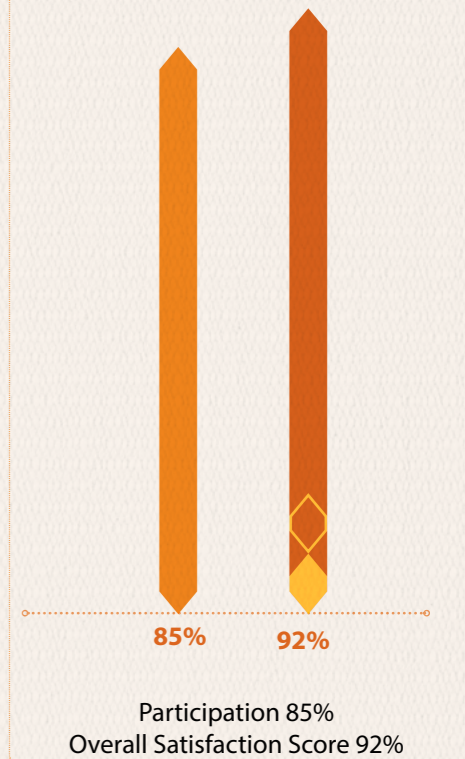
Listening to our people remains a priority. The Annual Employee Satisfaction (eSat) survey is central to understanding and improving employee experience. Conducted across our Head Office and manufacturing units in Dahej, Jhagadia, Sultanpur, and Hyderabad, the survey covers both employees and consultants. To ensure inclusivity, it was delivered electronically in English, Hindi, Telugu, and Gujarati.

### Key Highlights of FY25:

- 85% participation in the eSat survey
- 92% overall favourable satisfaction score
- Implementation of the FY25 Annual Business Plan – “Heads Up & Road Ahead”
- Comprehensive FGDs conducted for deeper workforce insights
- Alignment of individual goals with organisational priorities, strengthening collaboration

This integrated approach to engagement and EVP ensures employee feedback translates into tangible workplace improvements, helping us sustain a motivated, future-ready workforce.

### E-Sat 2024



## Training and Development

We are committed to building a culture of continuous learning and growth. Training programmes are designed to enhance functional skills, strengthen safety practices, and prepare employees for future responsibilities.

Key learning initiatives include:

- Technical & Safety Training: GMP & cGMP, ISO, Fire & First Aid, Equipment Handling, Chemical Safety, EHS Orientation
- Functional Training: Pharma Excipients, In-process Quality Control, Raw Material Handling, Induction Training
- Professional Development: Goal Setting, Teamwork, Upskilling, Decision-Making, Business Training & Road Ahead
- On-the-Job Training: Handling laboratory samples, hosepipe identification, receipt & control of raw materials
- ESG Orientation: Exclusive external masterclass for all women employees on – Working Together as a Strong Team, Setting and Reaching Big Goals and Winning in a competitive world.

This blend of safety, technical, and professional capability-building ensures that employees are equipped to perform effectively while continuously evolving in their careers.

SOCIAL

## Diversity, Equity & Inclusion (DEI)

**Targets:**

- Achieve 12–15% representation of women in managerial and senior leadership roles.
- Increase overall women’s representation in the workforce by 10%.
- Promote the inclusion of differently abled individuals in our workforce.

**Gender distribution of permanent employees:**

Permanent Employee Category	Male	Female	Total
Board of Directors (BoD)	4	2	6
Key Managerial Personnel	2	0	2
Employees other than BoD& KMP	1058	45	1,103
Workers	640	59	699



In FY25, Sigachi strengthened its DE&I framework, building on the foundation laid in prior years. We remain committed to creating a workplace where every individual feels respected, valued, and empowered to succeed.

This year, we expanded unconscious bias training, widened our recruitment channels to attract diverse candidates, and bolstered Employee Resource Groups (ERGs) to foster inclusion and belonging. Accountability metrics were refined to track outcomes more effectively. Looking ahead, we are advancing supply chain diversity, addressing emerging inclusion challenges globally, and embedding stronger community engagement practices to drive positive impact.

We continue to embed Diversity, Equity, and Inclusion (DE&I) into its hiring and talent management practices. Our recruitment process combines multiple HR screenings, functional interviews, and cultural fit assessments to attract diverse, high-performing talent.

We design training around Adult Learning Principles, helping employees strengthen technical, functional, and behavioural competencies.

**Key initiatives include:**

- Mandatory compliance training for all employees
- Role-specific and skill-building modules
- Leadership Development Programs for middle and senior managers
- We conducted over five dedicated trainings on Diversity, Equity, Inclusion, and Belonging (DEIB) during the year, reinforcing our commitment to building an inclusive workplace culture.

These initiatives foster a culture of continuous learning aligned with Sigachi’s long-term strategic goals.



## Our Commitment to Social Impact

At Sigachi, our social responsibility initiatives aim to create sustainable impact in the lives of underserved communities through partnerships and focused programmes. Our work spans agriculture, education, women empowerment, renewable energy, health, hygiene, and governance — ensuring inclusive growth across geographies.

### Aga Khan Rural Support Programme (India)

Through our association with the Aga Khan Rural Support Programme, we reached over 5,000 tribal households in Gujarat, driving holistic rural development:

- **Agriculture:** Promoted sustainable farming practices by developing progressive farmers, advancing Non-Pesticide Management (NPM), and supporting drip irrigation. Kitchen gardens were introduced for nutrition among landless and anaemic households, while farm border plantations enhanced biodiversity and carbon sequestration.
- **Drinking Water & Sanitation:** Improved access to clean water with mini-testing kits, borewells, and pipeline networks. Expanded irrigation coverage improved cropping intensity and boosted farmer incomes.
- **Renewable Energy:** Installed solar systems, lowering emissions and reducing fossil-fuel dependence.
- **Governance:** Built grassroots capacities by training Panchayat members, Community-Based Organisations (CBOs), and Self-Help Groups (SHGs). Enhanced awareness and access to schemes through NagrikSuchnaKendras.
- **Hygiene:** Organised awareness campaigns, clean village and school competitions, handwashing drives, and Menstrual Health Management (MHM) sessions. “Arogy Sakhis” played a critical role in sustaining grassroots outreach.

### Empowering Women – Mauna Dhvani Foundation

Together with the Mauna Dhvani Foundation, we focused on women’s empowerment in Mayurbhanj, Odisha, through skill development and livelihood creation:

- Empowered 800+ tribal women artisans in weaving, dyeing, and stitching programmes.
- Established a world-class stitching unit, training 54 women from 30+ villages.
- Facilitated market linkages, connecting women to national and international platforms for handcrafted products.
- Introduced digital literacy programmes and workshops to enhance artisan skills and exposure.
- Supported economic empowerment, ensuring financial independence, confidence, and steady income streams.

### Clear Vision Nation – VisionSpring Foundation

Sigachi partnered with VisionSpring Foundation to support the “Clear Vision Nation” initiative, improving access to eye care for schoolchildren:

- Conducted eye screenings across 17 schools in FY25, benefitting over 7,000 students.
- Helped address avoidable vision challenges, contributing to improved education outcomes, lifelong learning, safety, and enhanced income potential.
- Reinforced our belief that no child should be left behind due to poor eyesight.





# GOVERNANCE



## Responsible leadership: Governance for a sustainable future

SIGACHI's commitment goes beyond compliance—it is about embedding integrity, responsibility and accountability into every decision we make. Governance for us is not a checklist; it is a guiding philosophy that ensures our actions align with ethical standards, stakeholder expectations and long-term sustainability goals. By fostering transparency, respecting human rights and embracing innovation, we continue to evolve not just to grow as a business, but to grow responsibly with our people, partners and communities at the core.





GOVERNANCE

### Material Topics & focused SDGs

- Business Ethics
- Information Security, Cybersecurity & Data Privacy
- Business Continuity & Risk Management
- Regulatory & Ethical Compliance
- Innovation Management & R&D
- Responsible Procurement and Supply Chain Management



### Our Targets

- Establish a Risk Management Committee at the organisational level and publicly report its meeting minutes.
- Implement a robust data privacy and cybersecurity framework to safeguard sensitive information and ensure compliance with applicable laws and regulations.
- Establish a process to ensure supplier compliance with the Supplier Code of Conduct.
- Publish a standalone sustainability report with enhanced environmental data transparency.
- Promote a culture of integrity, ethics, and accountability organisation-wide through training, awareness programmes, and signed commitments at all levels.

### Business Ethics

Integrity, fairness, and transparency define the way we do business. Our ethical foundation is built on a well-defined Code of Conduct, introduced to every employee during onboarding and upheld throughout their careers.

To reinforce these values, annual training programmes cover:



These sessions often built on real-life case scenarios strengthen awareness, accountability, and ethical decision-making across all levels of the organisation.



### Information Security, Cybersecurity & Data Privacy

Protecting sensitive data and digital assets is fundamental to our operations. Sigachi has established a multi-layered cybersecurity framework that safeguards networks, systems, and communications.

Key measures include:

- Network Security: Centralised firewalls with 24/7 monitoring to prevent unauthorised access and cyber threats
- Endpoint Protection: Sophos Centralised Protection across all devices, offering real-time threat detection, malware defence, and controlled access
- Email Security: Barracuda Email Protection to block phishing, impersonation, and spam while enabling encryption and secure archiving

In addition, regular IT upgrades, employee training, and compliance with data protection laws ensure business continuity while reinforcing stakeholder trust.



GOVERNANCE

## Business Continuity & Risk Management

The Company has initiated the process of strengthening its Business Continuity plan. In line with ongoing expansions, evolving risk scenarios, and changes in the organizational structure, an updated and comprehensive Business Continuity Plan is being finalized and will be in place by Q2 of FY 2025–26.



Sigachi has adopted a company-wide resilience strategy for Disaster Management, that emphasizes “anti-fragility” - the ability to not only withstand disruptions but also to emerge stronger from them. Recognizing that unexpected, high-impact events are inevitable, the Company is embedding systems to respond and adapt effectively. Continuous learning, post-incident reviews, strong change management, and resilient data systems will help safeguard operations, ensure service continuity during crises, and protect long-term value creation.

## Human Rights

Sigachi is committed to protecting and upholding human rights across all operations and the supply chain. Our approach emphasises:

- Strict non-discrimination policies covering caste, religion, gender, age, disability, social origin, marital status, pregnancy, sexual orientation, political affiliation, trade union membership, HIV/AIDS status, and contract worker status
- Fairness and equity in recruitment, compensation, training, promotion, and workforce separation
- Robust grievance redressal mechanism to uphold the principle of natural justice.
- Embedding dignity, equality, and respect as guiding principles across workplace practices



## Regulatory & Ethical Compliance

Operating in a highly regulated industry, Sigachi ensures strict adherence to all statutory, safety, and environmental requirements. Compliance is not just a legal necessity—it is a reflection of our responsibility to society.

We ensure this through:

- Regular internal audits and monitoring of evolving regulatory landscapes
- Training and awareness programmes for employees
- Continuous alignment with industry standards and global best practices

This structured approach reduces operational risks while reinforcing trust with regulators, stakeholders, and communities.



## Innovation Management & R&D

Innovation at Sigachi is both a growth driver and a responsibility. Our R&D strategy focuses on delivering solutions that generate business value while addressing global challenges such as climate resilience, public health, and sustainable development.

We foster a culture of:

- Continuous improvement and creativity
- Cross-functional collaboration
- Development of forward-looking products and processes aligned with sustainability imperatives

Through this commitment, Sigachi remains competitive, agile, and future-ready, contributing meaningfully to long-term business growth and environmental stewardship.





GOVERNANCE

## Supply Chain Management

Recognising that suppliers are critical partners in delivering value, Sigachi adopts a structured and responsible approach to supply chain management, emphasising transparency, ethics, and sustainability. For instance, we source our key raw material wood pulp for MCC production exclusively from FSC-certified suppliers, ensuring it comes from responsibly managed forests. This reflects our commitment to sustainable forestry, environmental responsibility, and ethical sourcing, while also supporting local communities and preventing deforestation.



## Supplier Engagement and Evaluation

- A comprehensive evaluation process is undertaken for all suppliers, covering company details, ethical practices, and sustainability commitments.
- Initial discussions explore collaboration opportunities, followed by on-site audits where required. For established or distant suppliers, evaluations are conducted through alternative processes.
- Regular monitoring strengthens accountability, with special emphasis on human rights due diligence at supplier workplaces.
- Supplier assessments are jointly supported by Quality Assurance and Procurement teams.
- Customer-referred suppliers undergo compliance audits to meet specific client requirements.

Through this structured approach, Sigachi nurtures ethical, transparent, and long-term partnerships across its supply chain, reinforcing our commitment to sustainable growth.

## Supplier Onboarding and Code of Conduct



- Suppliers provide essential raw materials and service support, making them integral to our value chain.
- A structured onboarding process is in place to ensure compliance with sustainability standards and ethical practices, including an ESG questionnaire, supplier assessment, and adherence to the Supplier Code of Conduct (CoC).
- All suppliers are encouraged to adopt the CoC, thereby aligning their practices with Sigachi's ESG commitments and responsible business principles.



# APPENDIX

ESG PERFORMANCE DATA

GRI INDEX

GLOSSARY



## ESG Performance Indicators

This Sustainability Report presents our core environmental indicators for production processes, based on data collected from all our manufacturing facilities, covering 100% of production volume. The dataset spans 2023 to 2025 and has been centrally validated and site-verified.

ENVIRONMENT	UNIT	2023	2024	2025
<b>Energy Consumption</b>				
Direct Source of Energy Consumption	GJ	3,52,197	3,12,214.01	4,05,650.15
Coal	Tons	15,192.19	14,096.66	19252.27
Diesel	Tons	8.95	13.61	10375 Ltrs
Furnanace Oil	Tons	529.24	512.32	Not used this year
Indirect Source of Energy Consumption Electricity	GJ	24,639	29,039.39	41,143.34
Renewable Electricity	-	0	0	0
<b>Scope 1&amp;2</b>				
Direct Emission (Scope 1)	tons CO2eq.	28,635	24,776.82	42,003.84
Indirect Emission (Scope 2)	tons CO2eq.	6,228	7,421.17	8,651.52
Total Scope 1+2	tons CO2eq.	34,863	32,197.99	50,655.36
Total GHG Intensity	tons CO2eq./MTPA	2.64	2.37	2.61
<b>Water</b>				
Total water consumption	KL	93,651	55,426	51,130
Total water intensity	KL/MTPA	7.09	4.07	2.637
Discharge to 3rd party with treatment	KL	480	4,541	6,032
Total volume of wastewater	KL	19,846.65	20,160.60	7567
Total waste water intensity	KL/ton	1.50	1.48	0.151
Total volume of water resued	KL	5,933	3,739	8757.46
Total volume of water recycled(excluding the water sent to 3rd party for discharge post treatment)	KL	Not Calculated	15,619.60	8757.46
<b>Waste</b>				
Non Hazardous Waste	MT	28.47	70.93	175.81
Hazardous Waste	MT	Not Calculated	16.37	5.34
Total Waste	MT	28.47	87.3	181.15
Total waste in Landfill	MT	28.47	13.49	11.7
Total waste reused or recycled	MT	Not Calculated	66.39	181.12
<b>Air Emission</b>				
SOx		422.08 PPM	113.86 PPM	9.46 Tons
NOx		185.77 PPM	94.413 PPM	8.61 Tons
PM 2.5		"315.35* *Combined PM 2.5 and PM 10 for FY 23"	161.83 PPM	111.26 µg/m3
PM 10		Not Calculated	330.23 PPM	223.04 µg/m3



GLOBAL REPORTING INITIATIVE

# Global Reporting initiative

SOCIAL	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Parmanent Employees	782	41	823	947	44	991	1,050	45	1,095
Employees other than permanent	5	0	5	8	0	8	13	0	13
Total Employee	787	41	828	1,058	44	1,102	1,063	45	1,108
Workers - Permanent	250	16	266	0	0	0	388	0	388
workers other than permanent	254	0	254	414	15	429	252	35	287
PwD	NIL			NIL			NIL		
	2023			2024			2025		
Employee Engagement Events Per Annum	44			56			65		
Internal Employee Satisfaction Survey Participation	94%			96%			85%		
Internal Employee Satisfaction Survey Score	94%			92%			92%		
	2023			2024			2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
BOD	4	2	6	4	2	6	4	2	6
Key Managerial Personnel	1	1	2	1	1	2	2	0	2
Employees other than Board of Directors and KMPs	787			1,061	61	1,122	1,058	45	1,103
Workers	504			413	16	429	640	59	699

STATEMENT OF USE		Sigachi Industries Limited has reported in accordance with the GRI Standards for the period 01 April 2023 to 31 March 2024 with reference to GRI Standards			
GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED"	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-1 Organizational details	a. Sigachi Industries Limited b. Public Listed, SR 25: About The Company:Page 6 c. SR25: Corporate Highlights Page 8 d. SR25: Corporate Highlights Page 8, Refer Website: <a href="https://sigachi.com/about-us/global-presence/">https://sigachi.com/about-us/global-presence/</a> "			
	2-2 Entities included in the organization's sustainability reporting	a. The reporting boundary is Standalone and the data provided in this report consists of the Company's manufacturing sites in India. No subsidiary, joint ventures, affiliates or minority interest are included in this report. Please refer SR 25: About the report Page 1 b. The SR 25 includes the Company's manufacturing sites in India while the consolidated financial statements published in AR 25 includes the Company's all subsidiaries & joint ventures. Please refer to AR 25: Page 238 & SR 25: About the report Page 1. c. The reporting boundary is Stand-alone. c-i, ii, iii : Not Applicable			
	2-3 Reporting period, frequency and contact point	a. The reporting period: April 1, 2024 to March 31, 2025; Frequency : Anually. SR 25: About the report Page 1. b. The financial year is same as the reporting year (see point a.) c. The publishing date is 23 September, 2025. d. The contact point for questions about the report or reported information : <a href="mailto:cs@sigachi.com">cs@sigachi.com</a> "			
	2-4 Restatements of information	a. No restatements of information were made from the previous reporting period a- I,ii : Not Applicable."			
	2-5 External assurance	The Company has not undertaken assessment or assurance of the BRSR Core for the financial year. However, Sigachi Industries is committed to BRSR Core alignment and plans to implement assessment soon, ensuring sustainable growth. a,b - I,ii,iii : Not Applicable"			

A gray cell indicates something that does not apply. This only relates to the 'Omission' and 'GRI Sector Standard ref. no.' columns.



GLOBAL REPORTING INITIATIVE

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED"	REASON	EXPLANATION
	2-6 Activities, value chain and other business relationships	a. Please refer Corporate Highlights SR 25 : Page 8 b-i. Please refer Corporate Highlights SR 25 : Page 8 b-ii,iii, c : Please refer to website: About Us: <a href="https://sigachi.com/about-us/the-company/">https://sigachi.com/about-us/the-company/</a> "	d.	Not Applicable	No significant changes in 2-6-a, 2-6-b and 2-6-c compared to the previous reporting period.
	2-7 Employees	The reporting boundary is Standalone a,b - i,ii,iii,iv,v: Please refer AR 25: BRSR Page 84,85 e. Please refer AR 25: BRSR Page 85"	c-l,ii, d.	Information Unavailable"	No such information was recorded for the reporting year.
	2-8 Workers who are not employees	a: Please refer AR 25: BRSR Page 84 c: Please refer AR 25: BRSR Page 85"	b.	Information Unavailable"	No such information was recorded for the reporting year.
	2-9 Governance structure and composition	a. Please refer SR25: Page 14 & 15 b,c. Please refer AR 25: CGR Page 131-139			
	2-10 Nomination and selection of the highest governance body	Please refer AR 25: DR Page 50			
	2-11 Chair of the highest governance body	Please refer AR 25: CGR Page 131-139			
	2-12 Role of the highest governance body in overseeing the management of impacts	Please refer AR 25: BRSR Page 96 and SR 25: Page 23			
	2-13 Delegation of responsibility for managing impacts	Please refer AR 25: CGR Page 131-139			
	2-14 Role of the highest governance body in sustainability reporting	Please refer AR 25: BRSR Page 96 and SR 25: Page 23			
	2-15 Conflicts of interest	Please refer AR 25: BRSR Page 99			
	2-16 Communication of critical concerns	a. Please refer website: <a href="https://sigachi.com/investors/investor-information/">https://sigachi.com/investors/investor-information/</a> b. Please refer AR 25: BRSR page 86"			
	2-17 Collective knowledge of the highest governance body	Please refer AR 25: BRSR page 98			
	2-18 Evaluation of the performance of the highest governance body	Please refer AR 25: DR page 50			
	2-19 Remuneration policies	Please refer website: <a href="https://sigachi.com/Policies/6.pdf">https://sigachi.com/Policies/6.pdf</a>			
	2-20 Process to determine remuneration	Please refer AR 25: CGR Page 133			
	2-21 Annual total compensation ratio	Please refer AR 25: CGR Page 139			
	2-22 Statement on sustainable development strategy	Please refer SR25: Page 22 & 23			
	2-23 Policy commitments	Please refer website: <a href="https://sigachi.com/investors/corporate-governance/#1619014285391-efc2c212-9022">https://sigachi.com/investors/corporate-governance/#1619014285391-efc2c212-9022</a>			
	2-24 Embedding policy commitments	Please refer website: <a href="https://sigachi.com/investors/corporate-governance/#1619014285391-efc2c212-9022">https://sigachi.com/investors/corporate-governance/#1619014285391-efc2c212-9022</a>			
	2-25 Processes to remediate negative impacts	Please refer AR 25: BRSR Page 86			
	2-26 Mechanisms for seeking advice and raising concerns	Please refer AR 25: BRSR Page 86			

GLOBAL REPORTING INITIATIVE

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED"	REASON	EXPLANATION
	2-27 Compliance with laws and regulations	Please refer AR 25: BRSR Page 99, 113, 124			
	2-28 Membership associations	Please refer AR 25: BRSR Page 124			
	2-29 Approach to stakeholder engagement	Please refer AR 25: BRSR Page 109			
	2-30 Collective bargaining agreements	Please refer AR 25: BRSR Page 105			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Please refer SR25: Page 19-21			
	3-2 List of material topics	Please refer SR25: Page 20			
	3-3 Management of material topics	Please refer AR 25: BRSR Page 87			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Please refer AR 25: BRSR Page 99			
	205-2 Communication and training about anti-corruption policies and procedures	Please refer AR 25: BRSR Page 98			
	205-3 Confirmed incidents of corruption and actions taken	Please refer AR 25: BRSR Page 99			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Please refer AR 25: BRSR Page 124			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	a, b, c, d, e- Please refer AR 25: BRSR Page 115	f. & g.	Information Unavailable"	No such information was recorded for the reporting year.
	302-2 Energy consumption outside of the organization	N/A	All	Information Unavailable"	No such information was recorded for the reporting year.
	302-3 Energy intensity	Please refer AR 25: BRSR Page 115			
	302-4 Reduction of energy consumption	Please refer AR 25: BRSR Page 115			
	302-5 Reductions in energy requirements of products and services	N/A	All	Information Unavailable"	No such information was recorded for the reporting year.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	N/A	All	Information Unavailable"	No such information was recorded for the reporting year.
	303-2 Management of water discharge-related impacts	N/A	All	Information Unavailable"	No such information was recorded for the reporting year.
	303-3 Water withdrawal	Please refer AR 25: BRSR Page 116			
	303-4 Water discharge	Please refer AR 25: BRSR Page 117			
	303-5 Water consumption	Please refer AR 25: BRSR Page 116			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Please refer AR 25: BRSR Page 118			
	305-2 Energy indirect (Scope 2) GHG emissions	Please refer AR 25: BRSR Page 118			
	305-3 Other indirect (Scope 3) GHG emissions	Please refer AR 25: BRSR Page 121	All	Information Unavailable"	No such information was recorded for the reporting year.
	305-4 GHG emissions intensity	Please refer AR 25: BRSR Page 118			
	305-5 Reduction of GHG emissions	N/A	All	Information Unavailable"	No such information was recorded for the reporting year.



GLOBAL REPORTING INITIATIVE

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED"	REASON	EXPLANATION
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	All	Information Unavailable"	No such information was recorded for the reporting year.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Please refer AR 25: BRSR Page 117			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Please refer SR25: Page 31 & 32			
	306-2 Management of significant waste-related impacts	Please refer SR25: Page 31 & 32			
	306-3 Waste generated	Please refer AR 25: BRSR Page 119	b.	Information Unavailable"	No such information was recorded for the reporting year.
	306-4 Waste diverted from disposal	Please refer AR 25: BRSR Page 119	d., e.	Information Unavailable"	No such information was recorded for the reporting year.
	306-5 Waste directed to disposal	Please refer AR 25: BRSR Page 119	d., e.	Information Unavailable"	No such information was recorded for the reporting year.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Please refer AR 25: BRSR Page 101			
	308-2 Negative environmental impacts in the supply chain and actions taken	a.- Please refer AR 25: BRSR Page 101	b. to e.	Information Unavailable"	No such information was recorded for the reporting year.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	a.- Please refer AR 25: BRSR Page 85			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	a.- Please refer AR 25: BRSR Page 103	b.	Information Unavailable"	No such information was recorded for the reporting year.
	401-3 Parental leave	a.- Please refer AR 25: BRSR Page 107			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	a., b.- Please refer AR 25: BRSR Page 89 & 93			
	403-2 Hazard identification, risk assessment, and incident investigation	a. Please refer SR25: Page 38 & 39	b. to d.	Information Unavailable"	No such information was recorded for the reporting year.
	403-3 Occupational health services	Please refer SR25: Page 38 & 39			
	403-4 Worker participation, consultation, and communication on occupational health and safety	N/A	All	Information Unavailable"	No such information was recorded for the reporting year.
	403-5 Worker training on occupational health and safety	Please refer SR25: Page 38 & 39			
	403-6 Promotion of worker health	a.- Please refer AR 25: BRSR Page 104	b.	Information Unavailable"	No such information was recorded for the reporting year.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a., b.- Please refer AR 25: BRSR Page 89 & 93 and Please refer SR25: Page 38 & 39			

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GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED"	REASON	EXPLANATION
	403-8 Workers covered by an occupational health and safety management system	N/A	All	Information Unavailable"	No such information was recorded for the reporting year.
	403-9 Work-related injuries	Please refer AR 25: BRSR Page 107			
	403-10 Work-related ill health	Please refer AR 25: BRSR Page 107			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Please refer SR25: Page 41			
	404-2 Programs for upgrading employee skills and transition assistance programs	N/A	All	Information Unavailable"	No such information was recorded for the reporting year.
	404-3 Percentage of employees receiving regular performance and career development reviews	N/A	All	Information Unavailable"	No such information was recorded for the reporting year.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Please refer SR25: Page 42			
	405-2 Ratio of basic salary and remuneration of women to men	a.- Please refer AR 25: BRSR Page 112	b.	Information Unavailable"	No such information was recorded for the reporting year.



# Glossary

Abbreviation	Full form + short description
API / APIs	Active Pharmaceutical Ingredient(s) - biologically active substance(s) used in finished pharmaceutical products.
BoD	Board of Directors - the company's governing board responsible for oversight and strategic direction.
BRSR	Business Responsibility and Sustainability Report - India's regulatory framework / disclosure format for sustainability reporting.
CEP (EDQM CEP)	Certificate of Suitability (European Directorate for the Quality of Medicines) - certification confirming a substance meets the European Pharmacopoeia standards.
CFO	Chief Financial Officer - senior executive responsible for financial management.
CEO	Chief Executive Officer - senior executive responsible for overall management.
CoC	Code of Conduct - formal policy setting expected ethical and behavioural standards for employees and suppliers.
CSR	Corporate Social Responsibility - company initiatives and investments to support social and community objectives.
cGMP / GMP	(current) Good Manufacturing Practice - standards and guidelines ensuring manufacturing quality and safety.
DMF	Drug Master File - regulatory submission containing detailed information about an API or manufacturing process.
DSIR	Department of Scientific & Industrial Research - Indian government department that accredits R&D labs.
EHS / EH&S	Environment, Health & Safety - systems and policies to manage environmental, health and safety risks.
eSat	Employee Satisfaction (eSat) survey - internal survey to measure employee satisfaction and engagement.
EDQM	European Directorate for the Quality of Medicines - European body responsible for pharmacopeial standards and CEP issuance.
ETP	Effluent Treatment Plant - industrial wastewater treatment facility for treating process effluents.
ESG	Environmental, Social & Governance - the three pillars of sustainable business practice.
ESI	Employee State Insurance - Indian statutory social security scheme for employees.
EVP	Employee Value Proposition - the set of benefits and value offered to attract and retain employees.
EXCiPACT	EXCiPACT® GMP - international certification standard for excipient manufacturers/suppliers.
FY / Financial Year	Financial Year - reporting year (e.g., FY25 = April 2024–March 2025).
FSSAI	Food Safety and Standards Authority of India - Indian regulator for food safety standards.
FSSC	Food Safety System Certification - international standard for food safety management (e.g., FSSC 22000).
GJ	Gigajoule - unit of energy.
GJ/MTPA	Gigajoules per Metric Tonne per Annum - energy intensity metric.
GAIN	Global Alliance for Improved Nutrition - international organisation focused on improving nutrition.
GRI	Global Reporting Initiative - global sustainability reporting standards.
GHG	Greenhouse Gas - gases (e.g., CO <sub>2</sub> , CH <sub>4</sub> ) that trap heat in the atmosphere.
GPTW	Great Place to Work - workplace culture certification and benchmark.
tCO <sub>2</sub> e	tonnes of CO <sub>2</sub> equivalent - standard unit to report greenhouse gas emissions.

Abbreviation	Full form + short description
HRMS	Human Resource Management System - HR software platform (includes helpdesk, records, surveys).
HVAC	Heating, Ventilation & Air Conditioning - building climate control systems.
ISO	International Organization for Standardization - issues international standards (e.g., ISO 9001, ISO 14001, ISO 45001).
KMP	Key Managerial Personnel - senior management positions defined under company law.
KL	Kilolitre - unit of water volume (1 KL = 1,000 litres).
KPI(s)	Key Performance Indicator(s) - measurable metrics used to track performance.
LOTO	Lock Out Tag Out - safety procedure to ensure machinery remains isolated during maintenance.
MCC	Microcrystalline Cellulose - pharmaceutical excipient used widely in tablet formulation.
MDO	Managing Director's Office - executive office of the Managing Director (internal reference).
MENA	Middle East & North Africa - geographic region (used in subsidiary naming, e.g., Sigachi MENA FZCO).
MTPA	Metric Tonnes Per Annum - production capacity / throughput metric.
MSDS	Material Safety Data Sheet - document providing hazard and handling information for chemicals.
MVR / MVRE	Mechanical Vapour Recompression - energy-efficient vapor recompression technology used in evaporation systems.
NPM	Non-Pesticide Management - sustainable agricultural practice (CSR context).
NPS	Net Promoter Score - customer/employee loyalty metric inspiring survey design.
NGO	Non-Governmental Organisation - third-party non-profit partner (e.g., VisionSpring, Aga Khan RSP).
O&M	Operations & Maintenance (Operations & Management) - services managing plant operations for clients.
OPEX	Operating Expenditure - recurring operational costs.
PPE	Personal Protective Equipment - protective gear for employee safety.
PWD	Persons With Disabilities - inclusion target group.
QA / QC	Quality Assurance / Quality Control - systems and activities ensuring product quality.
Q4	Quarter 4 - fourth fiscal quarter of the reporting year.
R&D	Research & Development - in-house scientific and product innovation functions.
RO	Reverse Osmosis - water purification/recovery technology.
SBTi	Science Based Targets initiative - framework for setting emissions reduction targets aligned to climate science.
SDG(s)	Sustainable Development Goal(s) - United Nations global goals for sustainable development.
SEZ	Special Economic Zone - area with special economic and customs rules for exports/manufacturing.
STP	Sewage Treatment Plant - facility for treating domestic and sanitary wastewater.
SOP	Standard Operating Procedure - documented instructions for performing tasks safely and consistently.
SPCB	State Pollution Control Board - state-level pollution regulatory authority in India.
VoE	Voice of Employee - structured employee feedback mechanisms (surveys, FGDs, helpdesk).
YoY	Year-on-Year - comparative change across equivalent periods in consecutive years.



**We aspire to be the leading provider of customised solutions, with the goal of creating a Healthier, Happier, and more Joyful world.**

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This Sustainability Report by Sigachi Industries Limited ("Sigachi") presents an overview of our ESG performance and initiatives. While every effort has been made to ensure accuracy and reliability, the information herein is intended for general reference purposes only. Certain sections may include forward-looking statements, which reflect current expectations and projections. These are subject to risks and uncertainties, and outcomes may differ as circumstances evolve.

Sigachi remains committed to transparency and continuous improvement, and we will keep our stakeholders updated on progress. Please note, this report does not constitute legal, financial, or investment advice, and readers are encouraged to seek independent guidance where appropriate.

**We thank you for your interest in Sigachi's sustainability journey and look forward to building a responsible, resilient future together.**



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