



PPAP AUTOMOTIVE LIMITED



# Sustainability Report 2024

LET'S GROW TOGETHER



## SUSTAINABILITY POLICY

**Scope:** This policy applies to all PPAP Group companies and businesses (herein, collectively referred to as PPAP Group) including – PPAP (Plastic and Rubber Parts and tools business; Automotive and Industrial products; Meraki tool room), PTI (Rubber parts business), PTech (Li-Ion battery pack business) and ELPIS (Aftermarket business).

PPAP Group is committed to integrate SDG guidelines and ESG principles in all business operations to improve harmony with the environment and improve its triple bottom line. PPAP will strive to align all business operations with SDGs to embed a sustainability mindset into strategic and operational decision-making through effective communication, training, and engagement.

### OBJECTIVES and TARGETS:

- Committed to reduce 50% Scope 1+2 and 30% Scope 3 emissions by 2030 and achieve net zero emissions by 2045 by increasing the use of green energy.
- Reduce water consumption by 10% every year to optimize water resource consumption to achieve water neutrality by implementing 3R approach (Reduce, Reuse, Recycle).
- Prevention of air, noise, and soil pollution by ensuring compliance in letter and spirit with legal laws and standards.
- Elimination of impact and dependencies of the operations on the ecosystem (biodiversity, forests, land) by developing, implementing a strategy and action plans to prevent, reduce, and offset adverse impacts.
- Ensure responsible chemical management and adhere to all applicable laws regarding the restriction of specific substances (SOC, POP, RoHS, and REACH).
- Developing a sustainable supply chain through implementing sustainability focused projects with the stakeholders.
- Foster a creative, inclusive, fair, diverse, and socially equitable work environment.
- Provide safe, healthy, and fair working conditions in all the operations not limited to the factories only.
- Zero violation of proclaimed human rights in all the operations.
- Uplift the marginalized and vulnerable section of the community through our CSR initiatives.
- Uphold the highest standards of ethical, moral, and legal business conduct and implement good governance principles by adhering to legal and statutory compliance.

PPAP commits to engage with all its stakeholders (employees, suppliers, dealers, customers, and community, etc) to motivate and inspire them to achieve sustainability. We will enhance transparency by disclosing sustainability information to employees, customers, and other stakeholders.

\*\*This policy will be reviewed (once a year or whenever there are revisions) to ensure its continuous application and relevance to our operations and evolving stakeholder expectations.

Origin Date: 01.04.2024

Abhishek Jain  
CEO & Managing Director

*Let's Grow Together*



## CONTENTS

<b>About the Report</b>	<b>2</b>
<b>Message from the Chairman &amp; Managing Director</b>	<b>3</b>
<b>About PPAP</b>	<b>5</b>
Corporate Profile.....	6
Product Portfolio.....	9
Economic Performance.....	12
Awards and Accolades.....	13
<b>Stakeholder Engagement</b>	<b>14</b>
<b>Materiality Assessment</b>	<b>15</b>
<b>Sustainability Strategy and Aspirations</b>	<b>17</b>
<b>Environmental Stewardship</b>	<b>21</b>
Energy Management.....	22
Emission Management.....	24
Water Management.....	27
Waste Management.....	28
Resource Management.....	30
Strengthening Supply Chain.....	31
<b>Social Leadership</b>	<b>33</b>
Fostering an Inclusive Workplace.....	34
Safe Workplace.....	40
Empowering Our Communities (CSR).....	43
Product Stewardship.....	45
<b>Responsible Corporate Governance</b>	<b>46</b>
Governance Structure.....	47
Business Ethics & Compliance.....	49
Risk Management.....	50
Information Technology.....	51
Business Continuity.....	52
<b>Annexure</b>	
Assurance Statement.....	53
GRI Content Index.....	57



## About the Report



PPAP Automotive Limited publishes its sustainability report annually, disclosing its economic, environmental, and social performance and initiatives. This is the fourth Sustainability Report of PPAP Automotive Limited, and it highlights our approach toward sustainability, long-term strategy, objectives and performance. Our last Sustainability report FY 22-23 (*published on Oct 2023*) is available on the PPAP official website.

### Scope and Boundary

This Sustainability Report provides information for the financial year April 1, 2023 to March 31, 2024. The information presented in the report is material to our stakeholders and presents an overview of our businesses and associated activities that help in creating value in the short, medium and long term. The approach outlined in this report falls under the category of operational control. Apart from PPAP Automotive Limited, we have also presented information on our subsidiaries- PPAP Technology Limited (PTech) and ELPIS Automotives Private Limited (ELPIS), formerly known as ELPIS Components Distributors Private Limited. The Report also covers our Joint Venture, PPAP Tokai India Rubber Private Limited. In addition to the manufacturing facilities, the employee data also covers our corporate office.

### Reporting Framework

The report has been prepared in accordance with the latest Global Reporting Initiative (GRI) Standards and is compliant with the 'Business Responsibility and Sustainability Report'. In addition, the report is aligned to the 'Ten Principles of United Nations Global Compact' (UNGC), 'Sustainable Development Goals' (SDGs), and the National Voluntary Guidelines on Social, Environmental and Economic (NVG-SEE) Responsibilities of Businesses in India issued by the Ministry of Corporate Affairs, Government of India. Furthermore, the environmental performance reflected in the report has been calculated using the factors and guidance provided in the greenhouse gas (GHG) protocol, the Central Electricity Authority (CEA), UK Defra, and the Intergovernmental Panel on Climate Change (IPCC).

### External Assurance

As per the company policy and requirement from the Board of Directors and top management, the content and data disclosed in this report have been verified and externally assured by DQS India, an independent third-party assurance provider for the applied reporting period. Sustainability assurance engagement was conducted against the Global Reporting Initiative Standards and AA1000AS Standard (Type 2, Moderate Level). [Link of statement to be inserted]

### Feedback

Your feedback will help us further improve our report. For further information and feedback on this report, please get in touch with our Sustainable Business Development Division at [sustainability@ppapco.com](mailto:sustainability@ppapco.com).



## Message from the Chairman & Managing Director

PPAP group is committed to driving sustainability practices for a cleaner and greener future by focusing on net zero emissions, carbon neutrality, and aligning all our actions with the Sustainable Development Goals (SDGs).



### Dear Stakeholders,

With great pride and gratitude, I am pleased to present our fourth Sustainability Report, highlighting our commitment to fostering a more sustainable and responsible future. This report showcases our dedication to integrating sustainable practices, adapting to shifting market dynamics and meeting the evolving expectations of our stakeholders.

Climate change presents a significant challenge that requires increased focus on sustainability. At PPAP, we believe businesses can be a force for positive change, and we are dedicated to leading the charge toward a more sustainable future. We recognize that true growth is sustainable only when it is in harmony with the environment and all our stakeholders.

In the near future, our focus will be on enhancing our renewable energy footprint committing to RE100, achieving water neutrality, reducing waste and achieving carbon neutrality in our operations by 2040. We aim to reach Net Zero by 2045. These ambitious goals demand a recalibration of our trajectory, placing greater emphasis on Environmental, Social, and Governance (ESG) principles throughout our business operations.

We have established an ESG vision aligned with our mission and values. To operationalize this vision, we have developed an ESG roadmap with clearly defined targets. These ESG metrics and interim goals will be cascaded to functions and business units through a robust strategy outlined in this report.



**Environmental Initiatives:** We continue to make strides in our environmental stewardship by prioritizing energy efficiency and harnessing renewable energy sources. Our efforts include reducing Scope 1 and 2 greenhouse gas emissions, promoting water efficiency & conservation and waste reduction. We also work towards meaningful reductions in Scope 3 emissions by collaborating with our supply chain.

**Social Initiatives:** We aim to empower our greatest asset—our people. Creating an inclusive environment where every individual at PPAP can reach their full potential is crucial to our future success. As we evolve our corporate culture, we will foster a climate of innovation, enabling employees to play essential roles in advancing sustainability and driving positive change.

**Governance Initiatives:** We recognize that strong governance is foundational to sustainable business. Our governance framework is designed to support transparency, integrity, and accountability in all our operations. This includes maintaining clear policies on ethics, risk management, and compliance, and fostering a culture of honesty and responsibility. We prioritize regular, open engagement with our stakeholders and provide detailed disclosures on our governance practices and decisions. We believe that sound governance leads to better decision-making, improved performance, and enhanced stakeholder trust.

We believe that purpose drives profit and that we can only rise when we help others rise. Our motto **'Let's Grow Together'** reflects our commitment to positively impacting our stakeholders' lives and contributing to a more equitable world. As we move forward, our focus remains on driving sustainable growth and creating long-term value for our stakeholders.

I extend my sincere appreciation to the board and shareholders for their guidance, unwavering support, and continued trust as we work toward building a sustainable business. As we continue on this path, we remain resolute in our commitment to becoming a world-class leader in responsible business.

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**Ajay Kumar Jain,  
Chairman and Managing Director**



## VISION

To be our customer's No. 1 supplier.



## MISSION

To be a global-level excellence company, with an inspiring work culture for serving our customers and our society by exceeding the expectations of all our stakeholders.



## CORE VALUES

- Trustworthiness
- Mutual Respect
- Creativity
- Cooperation
- Excellence

## Management Principles

1

Take the initiative for continuous improvement through change and challenge.

2

Foster a corporate culture that enhances individual creativity and values cooperation and teamwork.

3

Passionately satisfy the customer through the attractive quality of products and services.

4

Dedicate yourself to achieve the highest standards in all activities.

5

Preserve the environment and maintain harmony with society.

6

Ideas, suggestions, and kaizens must always be an essential part of daily activity.



## Corporate Profile



PPAP Automotive Limited (PPAP), was established in 1978 to manufacture custom-made extrusion products. PPAP entered the automotive component business in 1985 with the start of operations of Maruti Suzuki in India. Since then, the company has expanded its customer base and added new products to its portfolio. Today, the company, along with its subsidiaries and joint venture companies, provides value-added products to various customers in the automotive and ancillary industries. The company's focus is to become a globally recognized excellence company that can inspire people to outperform their potential by exceeding the expectations set forth by customers, society, and stakeholders. With over four decades of responsible business practices, our businesses have grown into a wide range including automotive sealing systems, interior and exterior automotive parts, rubber automotive sealing systems, Meraki Precision Moulds, industrial product business, etc.

The company has a Joint Venture with Tokai Kogyo Co. Limited for the manufacturing of rubber automotive sealing systems. Additionally, the company has 2 subsidiaries, PPAP Technology Limited to shift towards less energy-intensive options via our Li-ion battery vertical, and an aftermarket business division, ELPIS Automotives Private Limited.





### Automotive Parts Business

- Core competence in developing Automotive Body Sealing systems and Interior and Exterior Injection moulded parts.
- Enhancing per car contribution by adding more products and customers in all segments (PV / 2 W/ CV/ Tier).
- All products are engine agnostic products.
- Global level development of value added products through in-house design and technology development capacities.
- Focusing on developing dedicated parts for Electric vehicles.

### Aftermarket Business

- Development and sales of spare parts and accessories for after market.
- 100% owned subsidiary of PPAP.
- PAN India distribution network for offline sales.
- E-commerce network for online sales through own website and e-commerce portals.
- Focus on domestic and international market.

### Commercial Tool Business

- Development of Plastic injection tools up to 1.5m\*1.0m.
- In 2020, this facility has been commercialized as a profit center.
- Focus on development of injection mould for Automotive, White Goods, Medical and Electrical and other related industrial applications.
- Global level facility with Excellence in Tool Design and Manufacturing capabilities.

### Li-ion Battery Business

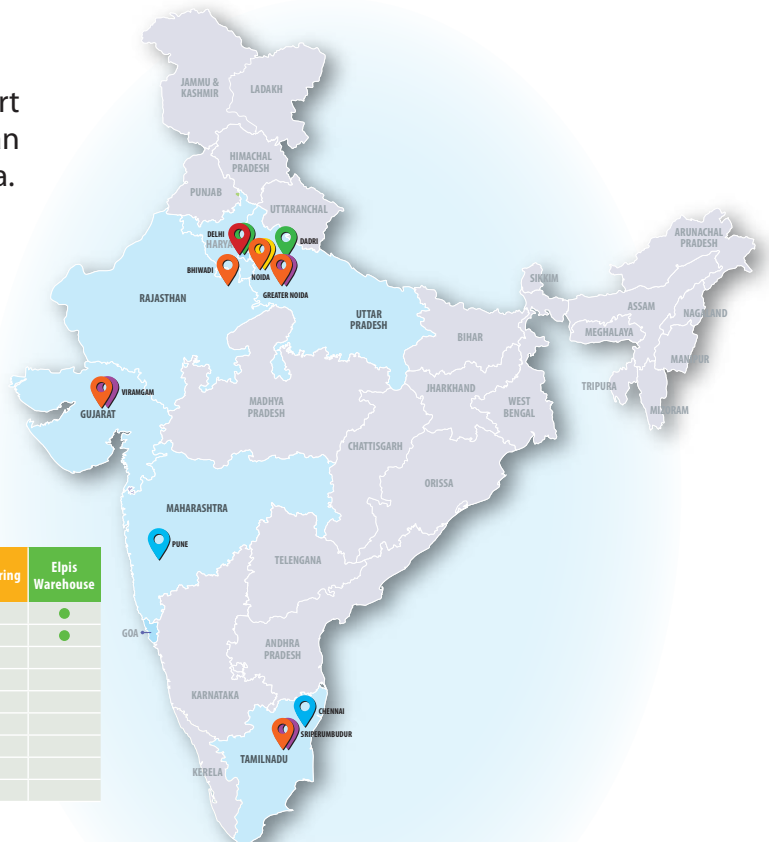
- Development of Li-ion Battery pack solutions.
- 100% owned subsidiary of PPAP.
- Focus on mobility (2-wheeler and 3-wheeler) and storage applications.
- In-house design and development capabilities and best in class manufacturing facility.

### Industrial Product Business

- Extension of core competence of Plastic and Rubber processing to neighboring industries other than Automotive.
- Development of Application Engineering products.
- Focus on domestic & international markets, targeting various industries—packaging, white goods, household, and construction.

## Geographical Base

PPAP Automotive Limited has state-of-the-art manufacturing facilities spanning across Pan India. Our corporate office is located in Noida.



	Registered Office	Corporate Office	Sales Office	PPAP Manufacturing Facility	PTI Manufacturing Facility	PTech Manufacturing Facility	Elpis Warehouse
Delhi	●						●
Dadri							●
Noida		●		●		●	
Greater Noida				●	●		
Bhiwadi				●	●		
Sriperumbudur				●	●		
Virangam				●	●		
Pune			●				
Chennai			●				

Not to scale - for illustration purpose only



## Clientele

PPAP has emerged as amongst the largest manufacturers of automotive sealing systems, interior and exterior injection moulded products in India. The Company is dedicated to conducting customer focused research and development to deliver safer, smarter, and high-quality products. PPAP has strengthened its relationship with original equipment manufacturer ('OEM') customers. The Company serves almost all major OEMs in the passenger vehicle segment in India and has also expanded in to commercial and two and three-wheeler segment.

PASSENGER VEHICLE			
TWO WHEELER		COMMERCIAL VEHICLE	
BATTERY PACK: EV TWO WHEELER		BATTERY PACK: STORAGE SYSTEM	
PAIL CONTAINERS		TOOLING	

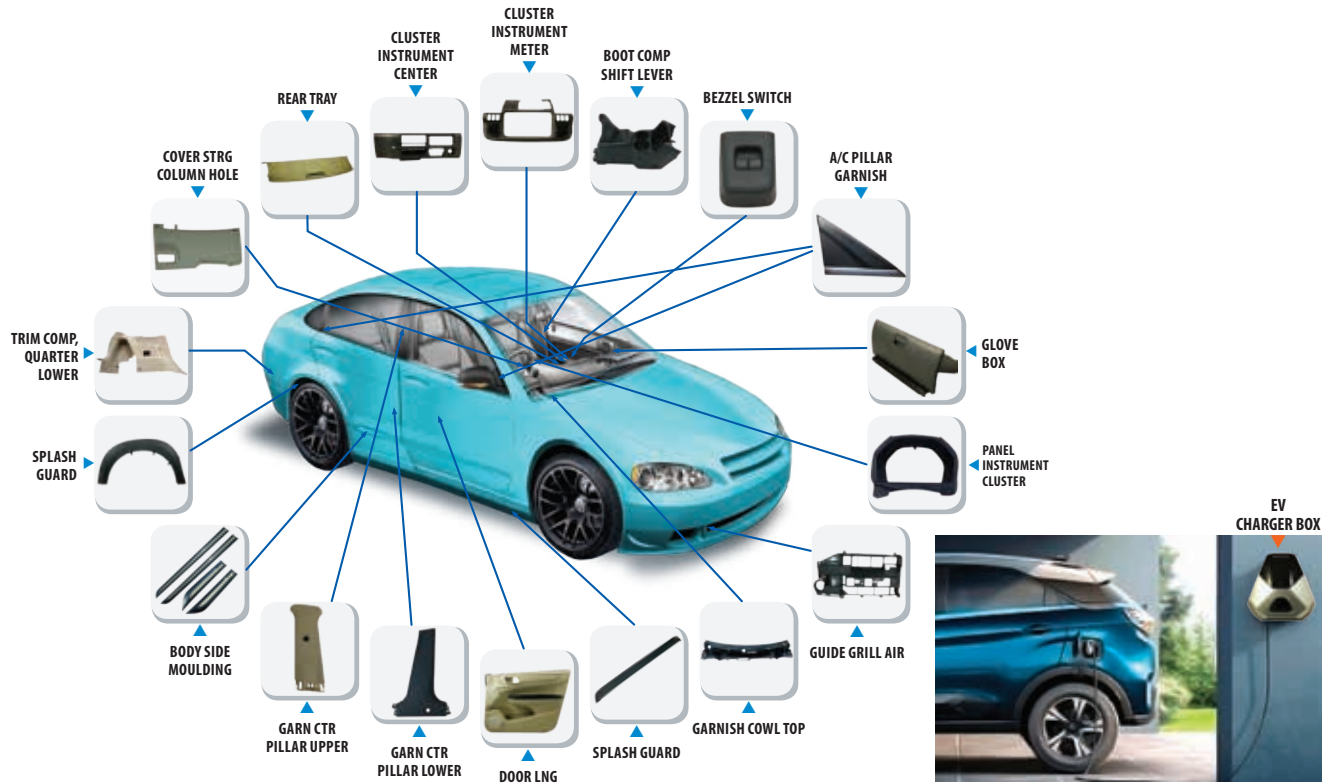
## Value Chain



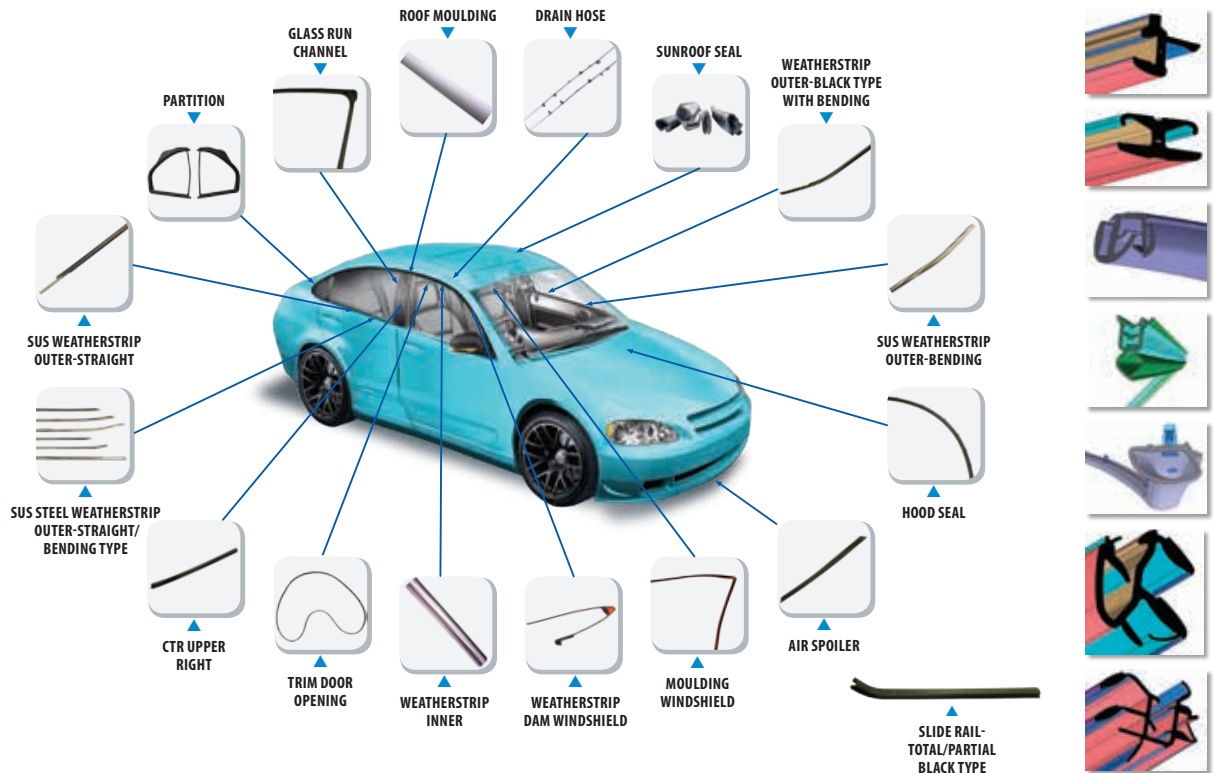


## Product Portfolio

### INJECTION MOULDING PRODUCTS-4 WHEELER/ PASSENGER VEHICLE



### EXTRUSION PRODUCTS

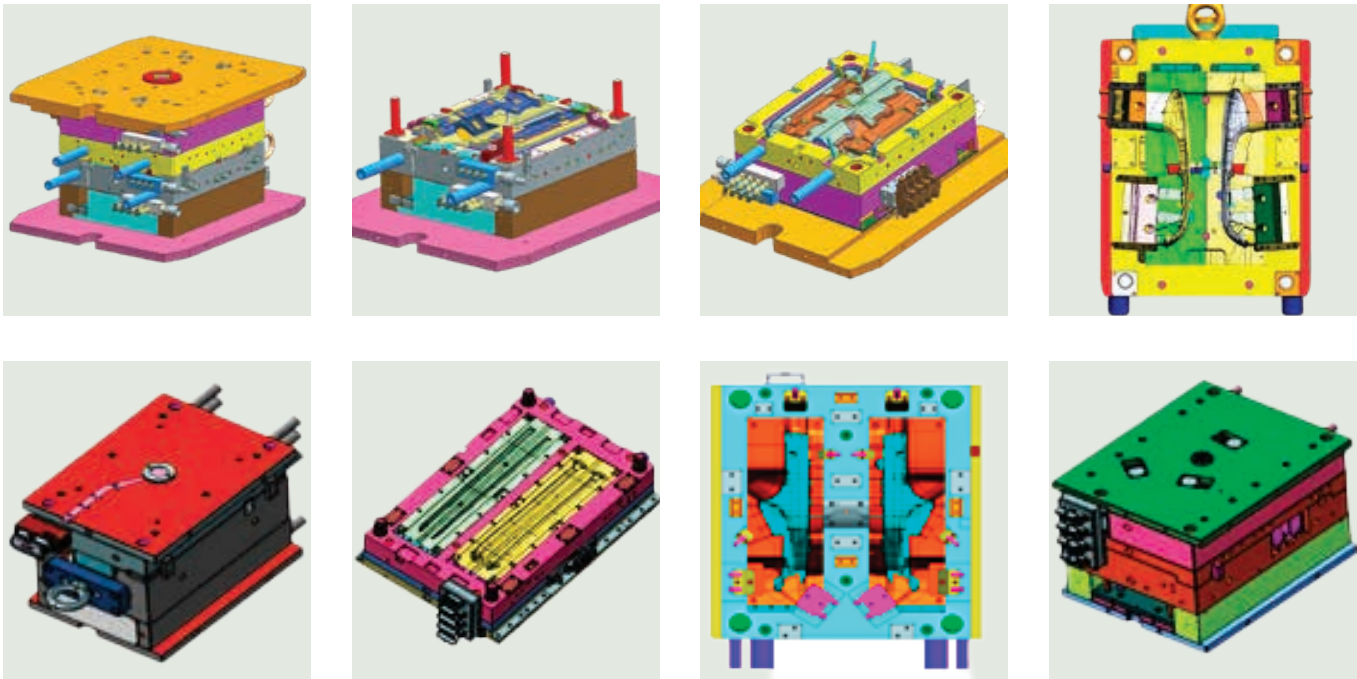




## INJECTION MOULDING PRODUCTS-2 WHEELER VEHICLE



## COMMERCIAL TOOLING





## LI-ION BATTERY



Energy Storage System (ESS)



E2W/E3W Battery Pack



Solar Battery Pack



E3W Battery Pack



Golf Cart Battery Pack



## AFTERMARKET

### Injection Moulding



Body Side Moulding



Bumper



Bumper Bracket



Drink Holder



Fender Linings



Engine Cover



Power Supply



Fog Lamp Cover



Battery Box



Grill



Mud Flap

### Car Accessories



Trash Box



Wiper



Smart Phone holder



Ash Bottle



Drink Holder

## INDUSTRIAL PRODUCTS



Cooler body



Tractor Hood



Hood Seal Rear



Damper Blade Gasket



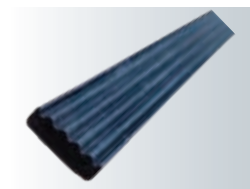
Fog Lamp



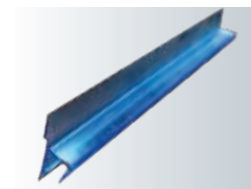
Washing M/C Tub



Wheel Cover



E-Type Gasket



Shower Seal



Trim Door Opening

## Economic Performance

Economic sustainability is an integral component of sustainability and implies that we must use, protect, and sustain resources (both human and material) to develop values that are long-lasting and sustainable. PPAP is committed to delivering long-term economic growth while also giving back to the stakeholders that are critical to our success. Furthermore, we believe that by the economy, distributing wealth, generating direct or indirect employment, investing in employees, and empowering the local community through our CSR initiatives, which are the foundational components of the sustainability framework, we can narrow the gap between social and economic development. The economic aspect of sustainability is concerned with our effects on the financial standing of our stakeholders and the local, national, and international economic systems. We ensure that all applicable laws and rules governing shareholder rights are followed. In addition, we keep accurate records of our activities and disclose them according to legal requirements and professional standards.

### GRI 201-1: Direct Economic Value Generated and Distributed (INR Crores):

S.No.	Economic Data	PPAP	PTI	PTech	Elpis
1	Economic Value generated	507.63	131.90	11.22	19.07
2	Economic Value distributed	469.33	124.95	20.38	5.03
3	Operating costs	366.72	109.84	13.88	2.06
4	Employee wages and benefits	90.72	14.97	2.53	2.97
5	Payment to providers of Capital	11.98	0.14	3.97	-
6	Payment to government by country	-0.23	-	-	-
7	Community Investment	0.14	-	-	-
8	Economic Value retained	38.30	6.95	9.16	14.04

### GRI 201-3 Defined benefit plan obligations and other retirement plans

	PPAP	PTI	PTech	Elpis
Gratuity and Leave Encashment (INR Crores)	10.8	0.8	0.1	0.04

### GRI 201-4 Financial assistance received from government (Subsidy) (INR Crores)

	PPAP	PTI	PTech	Elpis
	0.03	-	-	-

### CSR Expenditure (In Crores)

0.14





## Awards and Accolades



**Manufacturing Excellence Award – MSIL**



**Quality Sustainability Award 2023 - ISQ**



**State Safety Award – Govt. of Rajasthan**



**Best Spare Part Delivery Supplier – Suzuki Motorcycle India Pvt Ltd**



**Shopfloor Excellence Award- Machinist**



**2nd Runner-Up- Quality Circle Awards**



# Stakeholder Engagement



At PPAP, we believe that strong relationships are the foundation of successful business. This belief fosters an inclusive approach towards all our stakeholders. Our approach is centered on understanding our stakeholders' requirements, interests, and expectations, and it has enabled us to produce value for both our stakeholders and us.

We believe in open and transparent dialogue with our stakeholders, and this has been the most important source of input for our development efforts. We intend to go deeper in the future by incorporating sustainability into our frequent discussions with stakeholders at all levels, thereby enhancing our mechanism for identifying risks and opportunities.

## Engagement Approach

	Investors	Suppliers	Employees	Community	Customers
Key stakeholder Expectations	<ul style="list-style-type: none"> <li>■ Growth of the Company</li> <li>■ Reward to shareholders</li> <li>■ Return on capital employed (ROCE)</li> <li>■ Governance and risk management</li> </ul>	<ul style="list-style-type: none"> <li>■ Payment terms</li> <li>■ Growth of suppliers</li> <li>■ Fair and transparent dealing</li> <li>■ Logistics</li> </ul>	<ul style="list-style-type: none"> <li>■ Growth opportunities</li> <li>■ Safe working environment, Hygiene and sanitation</li> <li>■ Talent attraction and retention</li> <li>■ Training and development</li> </ul>	<ul style="list-style-type: none"> <li>■ Livelihood support &amp; Local employment</li> <li>■ Healthcare facilities</li> <li>■ Education</li> <li>■ Air and water pollution</li> </ul>	<ul style="list-style-type: none"> <li>■ Product quality and delivery</li> <li>■ Health and safety aspects</li> <li>■ Innovation</li> </ul>
Frequency and Engagement Platform	<ul style="list-style-type: none"> <li>■ Annual General Meeting</li> <li>■ Quarterly Presentation</li> <li>■ Investor conferences, Press releases, and newsletters.</li> <li>■ Updates on the website of the Company</li> </ul>	<ul style="list-style-type: none"> <li>■ Supplier/Vendors meet via Networking &amp; Exhibition</li> <li>■ Supplier's feedback and periodic site visits</li> </ul>	<ul style="list-style-type: none"> <li>■ Town hall/ Suggestions /DWM meetings</li> <li>■ Award and Annual functions</li> </ul>	<ul style="list-style-type: none"> <li>■ Community meetings and visits</li> <li>■ Interaction with local bodies</li> </ul>	<ul style="list-style-type: none"> <li>■ Customer satisfaction surveys</li> <li>■ Direct customer relationship satisfaction initiatives</li> </ul>
Functions	<ul style="list-style-type: none"> <li>■ Investor Relations</li> </ul>	<ul style="list-style-type: none"> <li>■ Procurement</li> </ul>	<ul style="list-style-type: none"> <li>■ Human Resources</li> </ul>	<ul style="list-style-type: none"> <li>■ CSR Team and Vinay and Ajay Jain Foundation</li> </ul>	<ul style="list-style-type: none"> <li>■ Business Development</li> </ul>





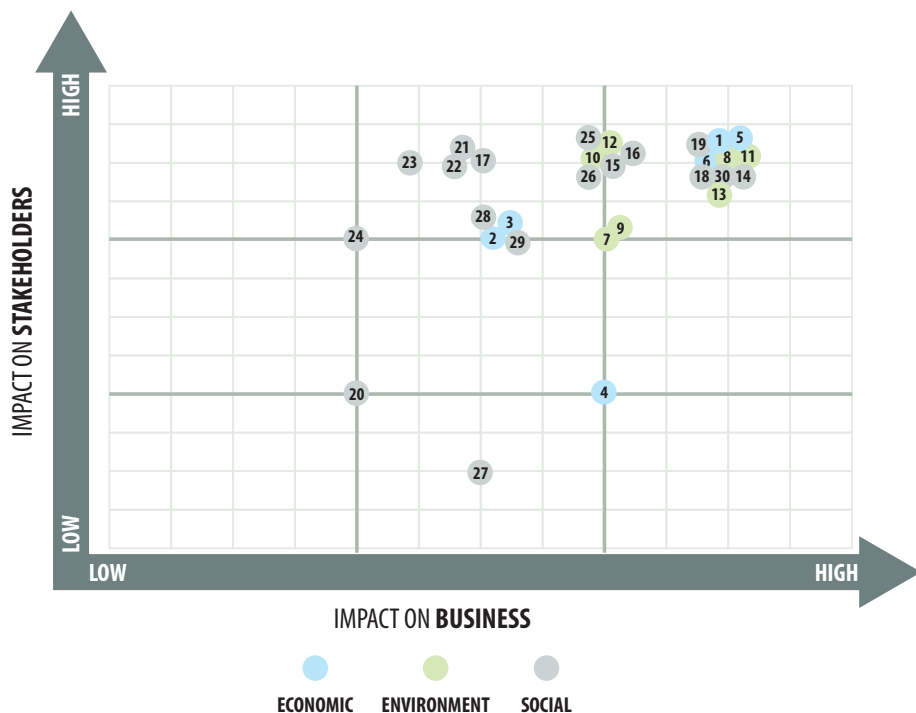
# Materiality Assessment



At PPAP, we believe that organizations operate in dynamic environments. The assessment of material topics is an ongoing process that helps the organizations determine the topics depending on criticality to the business to create value. We conducted our latest materiality in FY 2024. The assessment of material topics was based on the impact on business and substantive influence on the stakeholders.

## Assessment Process

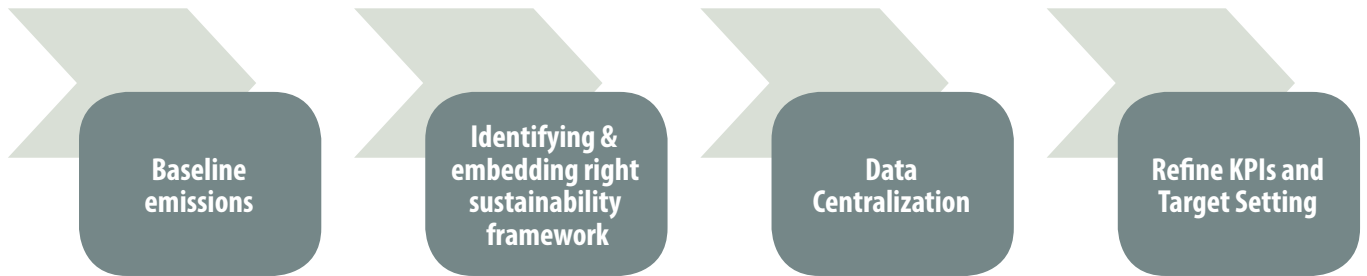
We follow a three-step process for materiality assessment in alignment with the GRI Standards







PPAP’s sustainable business strategy comprises three vital aspects: People, Planet, and Prosperity, centered on robust Corporate Governance. We are committed to making our vision of sustainability a reality. The commitment will be spiraled down through all levels of the company and across our supply chains as part of our sustainability strategy that will not only deliver on our objectives in the near term but will profoundly embed it in our long-term operations. At PPAP, a well-established sustainability framework is used across all group companies. This approach allows us to continuously ensure that the critical aspects of our strategy, as well as the significant sustainability concerns affecting our locations and organizations, are managed consistently and efficiently.



As part of PPAP’s sustainability strategy, we foresee achieving our goals through strategic activities that are implemented over time. Hence, we are constantly upgrading our methods to be economically, socially, and environmentally beneficial. We worked on the appropriate management systems for successful execution, management, and evaluation to create the required strategies for each business division in consonance with the sustainability goal.

## ESG Aspirations

ESG has become a pivotal focus for PPAP forming a core aspect of our strategic priorities. In alignment with our commitment to sustainability, we have revised our net zero target year from 2050 to 2045. We have visioned our ESG priorities & commitments and to achieve this ambitious goal, we have formulated a comprehensive year-on-year reduction plan across our focus areas. The roadmap and strategy have been developed collaboratively with various stakeholders including the Board of Directors and Senior Management.

**Net Zero**  
Achieve net zero by 2045.

**Carbon Neutrality**  
Achieve carbon-neutral operations by 2040.

**Energy Management**  
RE100 by 2040 across operations.

**Water Neutrality**  
Attain water neutrality by 2040.

**Resource Efficiency**  
Zero Waste to Landfill across business sites by 2040.

**Health and Safety**  
Instill a zero-harm work environment.

**Diversity**  
Improve gender diversity across business operations.

**Training & Development**  
Workforce for tomorrow by upskilling employees.

**Compliance**  
Uphold highest ethical and regulatory compliances.

**Positive Restatement\*:** We have revised our Net Zero target year to 2045 aligning ourselves with our customer's targets.

## Linkage with the UN SDGs

In accordance with the global agenda, we have adopted the UN Sustainable Development Goals (UN SDGs 2030) and aligned them with our milestones and targets.

Focus Area	PPAP Strategic Approach & Contribution		Linked to SDG
	Approach	Contribution	
Environment Stewardship	Carbon Neutral Plant	PPAP currently has 4.6% renewable energy in its total energy share and commits to RE100 by 2040.	
		PPAP is focusing on maximizing its energy efficiency through the implementation of energy-saving kaizens and the installation of low CO2 technologies in its business operations. With our continuous improvement strategy, we were able to achieve a significant emission reduction of 188.37 tCO <sub>2</sub> .	



Environment Stewardship	Carbon Neutral Plant	PPAP has aligned its Net Zero strategy with the nationally determined contribution of India.	
		PPAP has set a target to reduce its absolute GHG (Scope 1 + 2) emissions by up to 50% by 2030.	
	Water Stewardship	The domestic effluent is being treated at PPAP ETP and further utilized for gardening and horticulture purposes.	
		PPAP embarked on the goal to become 'water neutral' by 2040 by reusing water and implementing rainwater harvesting and greywater recycling systems.	
	Zero waste to landfill	PPAP intends to become a Zero Waste to Landfill (ZWL) certified company by 2040 and is focusing on reducing the material footprint by incorporating circular business activities.	
		Hazardous waste generated is disposed of through agencies authorized by a regulatory authority in India for recycling and reprocessing.	
The tons of material recycled for this reporting period: 235.70 tons.			
Afforestation Drives	We have planted approximately 57000 plants jointly with the Biodiversity Foundation Team at Tughlaqabad Biodiversity Park. We started this project in Sep 2019 and till date, we have covered approximately 60 – 70 acres of land and planted these native trees.		
Sustainable Supply Chain	92% procurement of raw materials is done via local suppliers and MSMEs.		
Social Leadership	Diverse workforce	PPAP has 8.4% women in its workforce and promotes equal treatment and opportunities between men and women in its working environment.	
		PPAP has 2% women in managerial position.	
Training & Development	Training & Development	PPAP conducts internal and external training programs such as ISO Standards training, SAP Modules, Quality Circle training, MUDA Elimination training, cost reduction, etc. PPAP's Not-for-profit trust 'Vinay and Ajay Jain Foundation' sponsors the education of 60 underprivileged students and provides support to the local schools by donation of books, uniforms and furniture etc.	
		PPAP spreads awareness among its employees and suppliers and encourages them to inculcate sustainable practices into their daily operations.	



Social Leadership	Safety & well-being	100% workforce covered under the health services.	<b>3 GOOD HEALTH AND WELL-BEING</b> 
		Various air pollution control measures are implemented and regular testing of air quality around our manufacturing units are conducted to reduce atmospheric emissions.	
		PPAP is committed towards Health and Safety of workforce with 'Safe Workplace' objective by bringing leadership commitment, uniform deployment of safety standards & procedures and capacity building. PPAP prioritizes the safety of its employees and has reported zero fatalities in the reporting period.	<b>8 DECENT WORK AND ECONOMIC GROWTH</b> 
Responsible Corporate Governance	Governance, Risk and Compliance	28.5% Women director on board	<b>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</b> 
		57% Independent directors on board	
		Zero Whistleblower complaints	
		Zero fines for regulatory non-compliance	
	Annual publication of sustainability report is being done	<b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> 	
Responsible business partnerships	Responsible business partnerships	61.11% ISO management system certified	<b>17 PARTNERSHIPS FOR THE GOALS</b> 
		Engagement with suppliers and customers to implement best industry practices	

## SUSTAINABLE DEVELOPMENT GOALS





## Environmental Stewardship



At PPAP, we prioritize environmental stewardship in all our business operations. We aim to reduce the impact of our operations on the environment. To achieve this, we closely monitor the parameters that influence the environment such as energy usage, emissions, water consumption, and waste generation. We have implemented ISO 14001:2015 (EMS) and ISO 50001: 2018 (EnMS) certification across all our facilities in India to ensure that we constantly monitor our environmental performance and take necessary actions to avoid any kind of shortfall. This certification aligns our practices with international standards and bolsters our Environmental Management System.

We understand the importance of addressing climate change concerns, and as a responsible business, we are committed to incorporating sustainable practices into our operations. Through ongoing initiatives and continuous improvement, we strive to minimize our environmental footprint, conserve natural resources, and contribute to a greener, more sustainable, and resilient future. We aim to be leaders in environmental stewardship within the automotive industry by seeking innovative solutions and incorporating environmental considerations into our business practices.

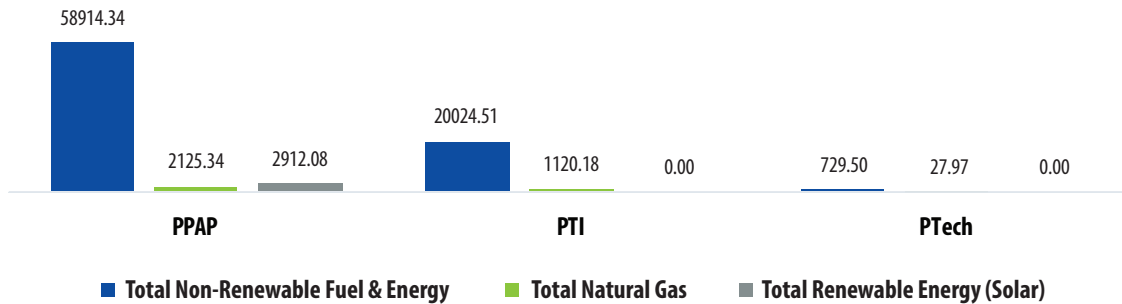
As part of our commitment towards ESG and environmental stewardship, we are targeting carbon-neutral operations by 2040 and preparing for our commitment towards RE100 by 2040.

## Energy Management

We are cognizant of the importance of energy management in our business operations. We recognize the need to conserve and improve our energy efficiency to reduce the direct impact that energy costs have on our overall operational costs. As a result, we continuously upgrade our energy management systems to ensure we are effectively managing our energy consumption.

The electricity (85.8%) from the grid is our primary source of energy. The remaining power is derived from conventional sources, i.e., non-renewable fuel and renewable energy (RE) obtained through third-party and in-house arrangements, respectively. We recognize that the consumption of indirect energy contributes to our carbon footprint, so our major goal is to reduce these indirect emissions. To that end, we are increasingly relying on renewable energy at our important locations. Solar energy provided about 4.6% (2912.08 GJ) of the electricity consumed on our three sites during the reporting period.

### Energy consumption within the organization (Giga Joules)



Disclosure 302-1 Energy consumption within the organization		UOM	PPAP			PTI		PTech	
			2022	2023	2024	2023	2024	2023	2024
<b>Total Non-Renewable Fuel &amp; Energy</b>		<b>GJ</b>	<b>47356.52</b>	<b>57662.03</b>	<b>58914.34</b>	<b>15919.54</b>	<b>20024.51</b>	<b>1376.26</b>	<b>729.50</b>
1	Diesel	GJ	4202.74	4496.22	4372.05	1135.05	1278.33	191.75	0.00
2	Petrol	GJ	172.44	225.08	337.36	12.71	15.32	0.00	0.00
3	Grid Electricity	GJ	42981.34	52940.73	54204.93	14771.77	18730.86	1184.51	729.50
<b>Total Natural Gas</b>		<b>GJ</b>	<b>2386.00</b>	<b>3003.66</b>	<b>2125.34</b>	<b>1276.44</b>	<b>1120.18</b>	<b>42.12</b>	<b>27.97</b>
1	CNG	GJ	0.00	117.29	129.43	0.00	0.00	0.00	0.00
2	PNG	GJ	1663.00	1967.63	1833.32	1123.46	957.59	36.88	27.97
3	LPG	GJ	723.00	918.73	162.59	152.98	162.59	5.24	0.00
<b>Total Renewable Energy (Solar)</b>		<b>GJ</b>	<b>2072.00</b>	<b>3268.00</b>	<b>2912.08</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>

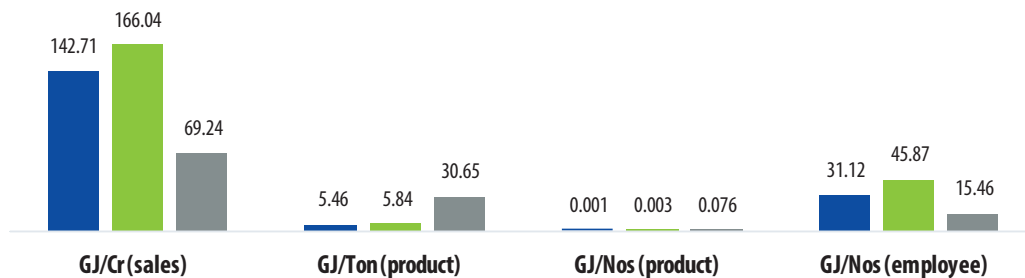


Disclosure 302-1 Energy consumption outside the organization		UOM	PPAP		PTI	
			2023	2024	2023	2024
<b>Total Non-Renewable Fuel &amp; Energy</b>		<b>GJ</b>	-	<b>22288.59</b>	-	<b>3303.04</b>
1	Diesel	GJ	-	629.39	-	1685.22
2	Petrol	GJ	-	6.57	-	5.41
3	Grid Electricity	GJ	-	21652.63	-	1612.41
<b>Total Natural Gas</b>		<b>GJ</b>	-	<b>327.08</b>	-	<b>561.78</b>
1	CNG	GJ	-	2.70	-	0.05
2	PNG	GJ	-	54.66	-	173.34
3	LPG	GJ	-	269.72	-	388.39
<b>Others</b>		<b>GJ</b>	-	<b>1868.71</b>	-	<b>0.00</b>
<b>Total Renewable Energy (Solar)</b>		<b>GJ</b>	-	<b>2838.23</b>	-	<b>39.54</b>

**Note:** PPAP & PTI has started monitoring its energy consumption outside the organization from FY 23-24. PPAP data consists of its 88 manufacturing suppliers and PTI data consists of 25 manufacturing suppliers. As of this FY, PTech Suppliers are not considered for this assessment.

### Energy Intensity

■ PPAP ■ PTI ■ PTech

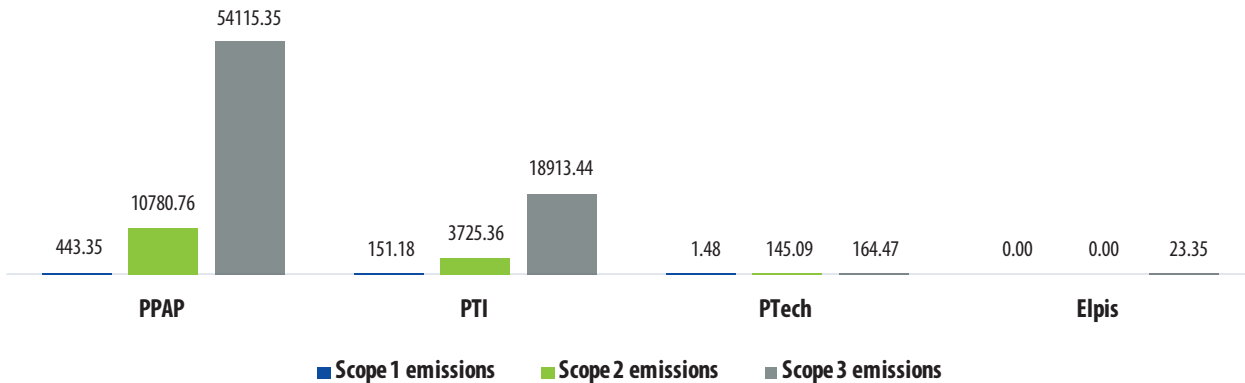


Disclosure 302-3 Energy intensity		UOM	PPAP			PTI		PTech	
			2022	2023	2024	2023	2024	2023	2024
1	Intensity (revenue: Crores)	GJ/Cr	128	145.03	142.71	193.83	166.04	101.85	69.24
2	Intensity (production: tonnes)	GJ/Ton	6	5.73	5.46	4.58	5.84	25.02	30.65
3	Intensity (production: Nos)	GJ/Nos	-	-	0.001	-	0.003	-	0.08
4	Intensity (no. of employees)	GJ/Nos	31	29.17	31.12	51.18	45.87	23.64	15.46

## Emission Management

As part of its commitment to carbon neutrality, one of PPAP’s top priorities is to reduce the total greenhouse gas (GHG) emissions of the organization. To achieve this, the company has implemented several initiatives to optimize energy consumption, improve overall efficiency, and reduce emissions. During the reporting period, the consumption of non-renewable fuel and electricity was identified as the major source of emissions, so the company has set internal targets, implemented initiatives to reduce emissions, and installed measures to monitor emissions periodically. The objective is to gradually minimize GHG emissions and increase the renewable energy mix in the total energy mix of operations. Through these efforts, PPAP aims to make significant strides in mitigating its environmental footprint.

GHG Emissions (tCO<sub>2</sub>e)

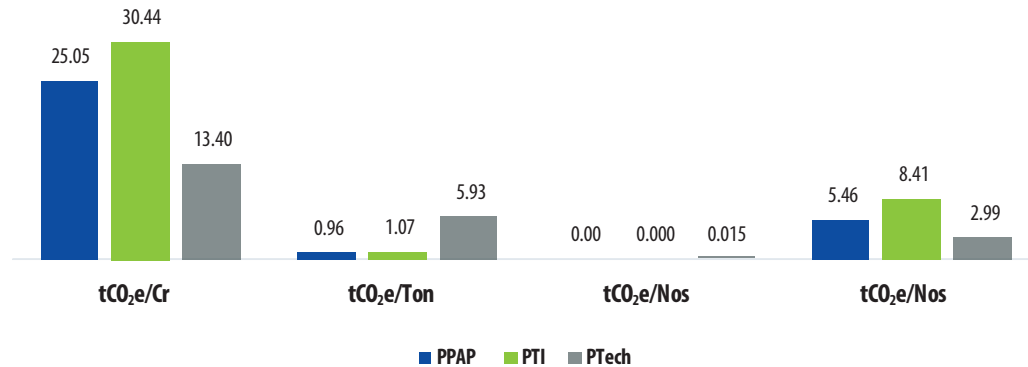


Disclosure 305-1 Direct (Scope 1), 305-2 Indirect (Scope 2) & 305-3 Other Indirect (Scope 3) GHG emissions	UOM	PPAP			PTI		PTech		Elpis
		2022	2023	2024	2023	2024	2023	2024	2024
<b>1 Scope 1 emissions</b>	tCO <sub>2</sub> e	423	492.43	443.35	145.35	151.18	15.59	1.48	0.00
<b>2 Scope 2 emissions</b>	tCO <sub>2</sub> e	9432	11911.66	10780.76	3323.64	3725.36	266.51	145.09	0.00
<b>3 Total Scope 3 emissions</b>	tCO <sub>2</sub> e	-	-	51119.14	-	17527.40	-	164.47	31.04
a Cat 1: Purchased goods & services	tCO <sub>2</sub> e	-	-	45509.08	-	14983.36	-	121.06	-
b Cat 3: Fuel and Energy related transportation	tCO <sub>2</sub> e	-	-	365.78	-	123.99	-	3.87	-
c Cat 4: Upstream Transportation and Distribution	tCO <sub>2</sub> e	-	-	1304.07	-	113.04	-	-	-
d Cat 5: Waste generated in operations	tCO <sub>2</sub> e	-	-	1541.75	-	808.11	-	3.00	-
e Cat 6: Business travel	tCO <sub>2</sub> e	-	-	103.45	-	20.29	-	1.80	0.79
f Cat 7: Employee commuting	tCO <sub>2</sub> e	-	-	395.06	-	53.24	-	34.74	22.56
g Cat 8: Upstream leased assets	tCO <sub>2</sub> e	-	-	-	-	-	-	-	7.69
h Cat 9: Downstream Transportation and Distribution	tCO <sub>2</sub> e	-	-	1899.94	-	1425.38	-	-	-

**Note:** The data for categories 2, 10, 11 & 12 will be reported in the coming year. Categories 13, 14 & 15 are not applicable.



### Emission Intensity

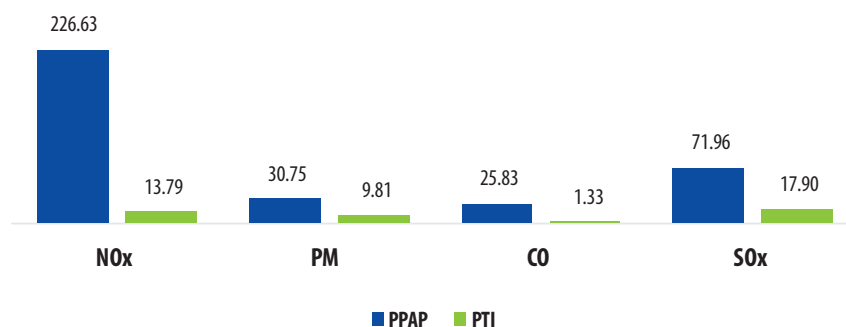


Disclosure 305-4 GHG emissions intensity		UOM	PPAP			PTI		PTech	
			2022	2023	2024	2023	2024	2023	2024
1	Intensity (revenue: Crores)	tCO <sub>2</sub> e/Cr	24	28.14	25.05	39.10	30.44	20	13.40
2	Intensity (production: tonnes)	tCO <sub>2</sub> e/Ton	1.1	1.11	0.96	0.92	1.07	5	5.93
3	Intensity (production: Nos)	tCO <sub>2</sub> e/Nos	0	0	0.0002	0	0.0005	0	0.014
4	Intensity (no. of employees)	tCO <sub>2</sub> e/Nos	5.87	5.66	5.46	10.32	8.41	5	2.99

During the reporting period, we considered our total consumption of ozone-depleting substances (ODS) equivalent to the refilling of the respective equipment by contractors. Our net ODS consumption was 431.17 kg which contributes to 759.32 tCO<sub>2</sub>e equivalent to CFC-11. These findings underline our commitment to monitoring and managing the use of ODS, aligning with international protocols and regulations for the protection of the ozone layer.

We regularly measure our stack emissions for SO<sub>x</sub>, NO<sub>x</sub>, and Particulate Matter (PM) at all our operational locations. As per the regulatory requirements, we track and monitor emissions from our stack and DG sets and submit them to the respective State Pollution Control Board quarterly. During the financial year, we did not incur any fines or penalties with regard to any environmental violations, and all inquiries related to environmental compliance were resolved promptly.

### Emissions from Air Pollutant (kg)

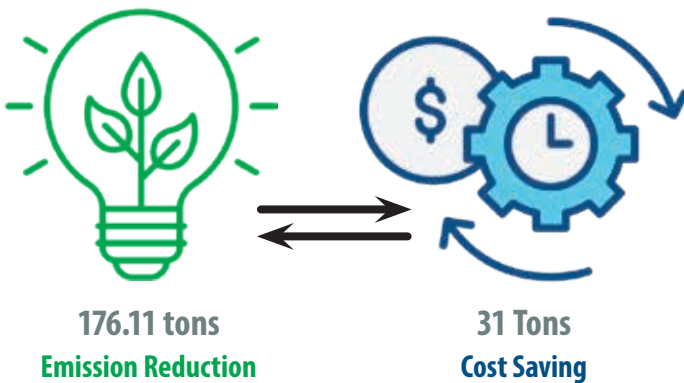




Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		UOM	PPAP			PTI		PTech	
			2022	2023	2024	2023	2024	2023	2024
1	NOx	kg	688.55	427.39	226.63	162.00	13.79	29.40	0.00
2	PM	kg	44.50	67.59	30.75	10.22	9.81	1.70	0.00
3	CO	kg	522.69	203.11	25.83	94.63	1.33	21.24	0.00
4	SOx	kg	0	0	71.96	0	17.90	0	0

## Emission reduction initiatives

Reducing energy consumption is key to achieving greater sustainability by lowering emissions and operational costs.

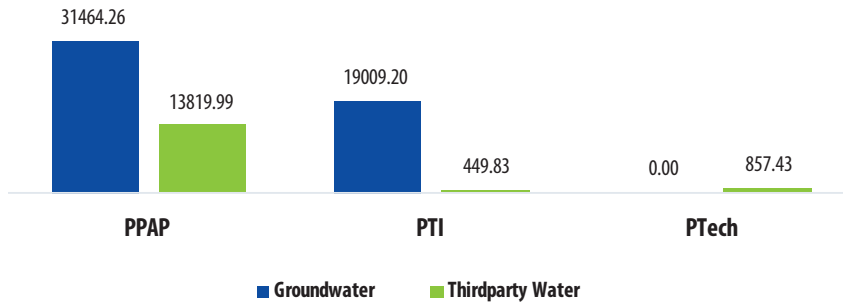


During the reporting period, our organization implemented a range of energy-saving initiatives aimed at reducing emissions and enhancing sustainability. One major effort involved upgrading our existing machinery, significantly lowering energy consumption. Additionally, we optimized our HVAC systems with smart thermostats to ensure efficient temperature control and energy use throughout our buildings. Several effective strategies were implemented to cut down on energy use:

- **Performing an Energy Audit:** Conducting a thorough audit of your facilities and operations to identify areas of excessive energy usage.
- **Upgrading to Energy-Efficient Equipment:** Replacing older, inefficient equipment with newer, energy-efficient models. This includes lighting, HVAC systems, appliances, and machinery.
- **Optimizing Heating and Cooling:** Ensuring HVAC systems are properly maintained and calibrated for efficiency. Utilizing programmable thermostats to adjust temperatures during off-peak hours automatically.
- **Implementation of Energy Management Systems:** Use of smart meters and energy management systems to monitor and control energy consumption in real-time. This allows for immediate adjustments and optimization.
- **Maximizing Natural Light:** Utilization of natural light as much as possible. This reduces the need for artificial lighting during daytime hours.
- **Retrofitted DG sets:** Installation of dual fuel kit (Diesel & PNG) in three of our facilities.
- **Promoting a Culture of Energy Conservation:** Educating employees about the importance of energy conservation and provide training on energy-saving practices.

## Water Management

### Water Withdrawal (KL)



In view of PPAP’s operations nature, the amount of freshwater consumed is minimal and the domestic operations account for a major share of the water used. Since all our businesses are situated in water-stressed regions, we continuously focus on using water efficiently.

We rely on groundwater and water from third party i.e., municipal supply depending on the location

of our manufacturing units. We emphasize reducing our usage of freshwater and groundwater through rainwater harvesting and water conservation measures. The water consumed at our units- PPAP (Plant II, V), PTI Chennai, and PTech is primarily sourced from Municipal Supply (Noida Authority & Tamil Nadu Authority), and for our units- PPAP (Plants III, IV & VI) & PTI (Kasna and Gujarat units) are sourced from groundwater. During FY 2023-24, our total water withdrawal was 65600.71 KL. We are not only exploring less water-intensive technologies and incorporating circularity into our water management, but we are also working to ensure water security in the places where we operate by replenishing water through rainwater harvesting.

PPAP has implemented a mechanism for Zero Liquid Discharge. The wastewater generated from cooling towers was previously drained out in municipal drains, it is currently being stored in underground storage tanks and then used for horticulture. The wastewater is recycled in-house and reused for various purposes.

Disclosure 303-3 Water withdrawal	UOM	PPAP			PTI		PTech	
		2022	2023	2024	2023	2024	2023	2024
<b>Water Withdrawal by source</b>	<b>KL</b>	<b>44182</b>	<b>49544.31</b>	<b>45284.26</b>	<b>4829</b>	<b>19459.02</b>	<b>898.65</b>	<b>857.43</b>
<b>Groundwater</b>	<b>KL</b>	<b>31896</b>	<b>35436.3</b>	<b>31464.26</b>	<b>4829</b>	<b>19009.20</b>	<b>0.00</b>	<b>0</b>
a   Freshwater ( $\leq 1,000$ mg/L TDS)	KL	17882	21722.6	17158.56	1309	13675.20	0.00	0
b   Other water ( $>1,000$ mg/L TDS)	KL	14014	13713.7	14305.70	3520	5334.00	0.00	0
<b>Third party Water</b>	<b>KL</b>	<b>12286</b>	<b>14108</b>	<b>13819.99</b>	<b>0</b>	<b>449.829</b>	<b>898.65</b>	<b>857.43</b>
a   Freshwater ( $\leq 1,000$ mg/L TDS)	KL	12286	5740	5823.17	0	449.829	0	0.00
b   Other water ( $>1,000$ mg/L TDS)	KL	0	8368	7996.82	0	0	898.65	857.43

### Water saving initiatives



7359 KL

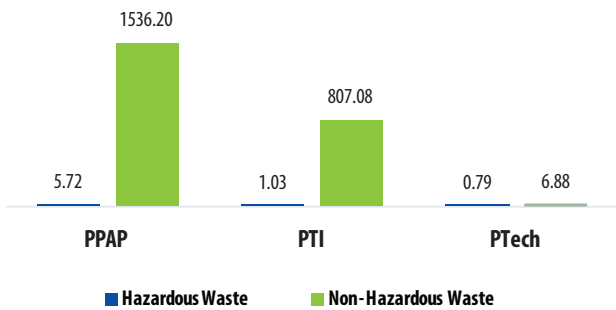
Annual water saving achieved  
vai water saving kaizens.

Our organization implemented a variety of water-saving initiatives to optimize usage and minimize waste. We upgraded plumbing fixtures to efficient models. Smart meters are installed to gather real-time data. We also promoted water conservation practices among employees through education and training, emphasizing efficient use and recycling opportunities.

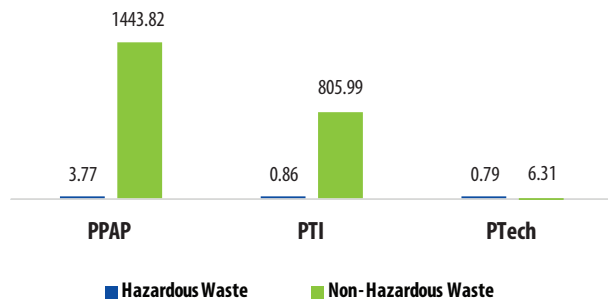
## Waste Management

PPAP has established an efficient waste management system for both hazardous and non-hazardous wastes. We have taken a hierarchical approach to waste management, aiming to reduce, reuse, recycle, and recover as much as possible using suitable technology. Our waste management system involves waste segregation at the source as well as waste disposal based on waste classification. We also use effective and environmentally friendly disposal solutions to reduce the environmental impact of waste generation. We also reduce the amount of waste that ends up in landfills. We have made conscious attempts to use resources as efficiently as possible while also working to reduce emissions and waste generated. Our company ensures that all waste is only transferred to government-approved disposal facilities.

Waste Generated (Ton)



Waste diverted from disposal (Ton)



Disclosure 306-3 Waste generated	UOM	PPAP			PTI		PTech	
		2022	2023	2024	2023	2024	2023	2024
<b>Hazardous Waste</b>	<b>ton</b>	<b>5.44</b>	<b>6.36</b>	<b>5.72</b>	<b>0.47</b>	<b>1.03</b>	<b>0.64</b>	<b>0.79</b>
a Used Oil/ Spent Oil	ton	3.37	4.02	2.75	0.43	0.84	0.00	0.00
b Waste or residue containing oil (Cotton rags/Used filters)	ton	0.38	0.20	1.12	0.02	0.16	0.00	0.00
c ETP/Paint/Chemical Sludge	ton	0.05	0.54	0.43	0.01	0.02	0.00	0.00
d Containers with hazardous waste	ton	0.63	0.77	0.73	0.01	0.02	0.00	0.00
e E-waste	ton	1.01	0.83	0.69	0.00	0.00	0.64	0.00
f Battery waste	ton	0.00	0.00	0.00	0.00	0.00	0.00	0.79
<b>Non-Hazardous Waste</b>	<b>ton</b>	<b>1119.42</b>	<b>1379.27</b>	<b>1536.20</b>	<b>658.27</b>	<b>807.08</b>	<b>14.46</b>	<b>6.88</b>
a Canteen Waste	ton	7.13	8.49	0.00	0.00	0.00	0.00	0.00
b MSW	ton	0.00	0.00	92.65	0.00	1.09	0.00	0.57
c Empty Tin	ton	14.86	2.83	10.39	0.00	2.11	0.00	0.00
e Paper including Gatta	ton	101.47	125.89	120.07	8.49	7.89	3.96	1.39
f Plastic	ton	815.37	1060.53	1136.46	4.01	135.90	0.52	0.69
g Rubber	ton	0.00	0.00	0.00	517.71	539.43	0.00	0.00
h Metal	ton	99.96	99.81	96.85	55.29	28.41	5.91	2.97
i Wood	ton	75.73	72.86	70.67	10.93	32.43	4.07	1.26
f Alloy	ton	4.90	8.87	9.12	61.84	59.82	0.00	0.00




Disclosure 306-4 Waste diverted from disposal	UOM	PPAP			PTI		PTech	
		2022	2023	2024	2023	2024	2023	2024
<b>Hazardous Waste</b>	<b>ton</b>	<b>4.38</b>	<b>4.85</b>	<b>3.77</b>	<b>0.43</b>	<b>0.86</b>	<b>0.64</b>	<b>0.79</b>
Recycle	ton	4.38	4.75	3.61	0.35	0.67	0.64	0.79
Storage	ton	0	0.10	0.16	0.08	0.19	0	0
<b>Non-Hazardous Waste</b>	<b>ton</b>	<b>1119.42</b>	<b>1379.29</b>	<b>1443.82</b>	<b>658.85</b>	<b>805.99</b>	<b>14.46</b>	<b>6.31</b>
Recycle	ton	1112.29	1370.8	1443.82	658.85	805.99	14.46	6.31
Bio compost (Other recovery options)	ton	7.13	8.49	0.00	0	0	0	0

Disclosure 306-5 Waste directed to disposal	UOM	PPAP			PTI		PTech	
		2022	2023	2024	2023	2024	2023	2024
1 Incineration (without energy recovery)	ton	1.06	1.511	1.56	0.04	0.16	0	0
2 Landfill	ton	0	0	92.71	0	1.1	0	0.57

### Waste saving initiative: Turning waste into a resource

Sanitary napkin waste typically finds its way into landfills and the ocean. As a means of converting this waste into a resource, PPAP collaborated with PadCare to divert the waste from landfills to a useful resource. The hazardous waste in sanitary napkins is recycled into cellulose for use in the packaging sector. Stationary products with 100% safe-to-use from the output extracted from the sanitary pads collected from our workplace.




**2404 Nos**  
**Pads collected**



**60.90 Kgs**  
**Material processed**



**1202 Liters**  
**Landfill space saved**



**0.128 Tons**  
**Emission reduction**

This effort not only aims to divert sanitary pad waste from landfills and reduce emissions but also to ensure safe menstrual hygiene for our female employees.

## Resource Management

We monitor material consumption, minimize waste, and use more recycled materials to optimize our resource management. With local sourcing and imports, we assure a consistent supply of vital raw materials. We identify major issues that influence the current market landscape as well as possible threats to our operations in the long term. Throughout our value chain, we have implemented numerous 3R efforts in manufacturing and packaging. Since we manufacture plastic-based extrusion and injection moulding products, our major consumption in the PPAP business consists of plastics (PP, PE, PVC, TPO, LLDPE and Engineering Plastic, etc.). In the Li-ion battery segment, metal is being used in considerable quantity during the assembling of parts (since it is an assembly unit). In PTI, our major consumption consists of Rubber (Master Batch, EPDM, etc.) followed by metal and plastic. We are continually working to procure raw materials sustainably and produce sustainable products to address the fundamental material challenges of sustainable raw materials, which have a direct impact on our environmental footprint. The packaging used in our manufacturing units are compliant with CPCB's PWM rules and are more than 120 microns in thickness. In ELPIS, the packaging material used is biodegradable.

Disclosure 301-1 Materials used by weight or volume		UOM	PPAP			PTI		PTech	
			2022	2023	2024	2023	2024	2023	2024
<b>1</b>	<b>Non-Renewable Material</b>	<b>ton</b>	<b>9749.34</b>	<b>13065.63</b>	<b>12814.80</b>	<b>4907.92</b>	<b>5242.32</b>	<b>243.80</b>	<b>30.91</b>
a	Plastic	ton	8362.85	11006.25	10623.83	965.47	1034.27	7.61	5.03
b	Metal	ton	662.91	1156.97	1338.02	1455.86	1560.70	236.19	25.87
c	Adhesive	ton	697.76	836.21	778.78	68.12	80.69	0.00	0.00
d	Chemicals	ton	16.65	52.85	51.21	102.95	94.41	0.00	0.00
e	Rubber	ton	0.00	0.00	0.00	2315.20	2471.81	0.00	0.01
f	Other Consumables	ton	9.17	13.35	22.96	0.00	0.00	0.00	0.00
g	Fibre Glass	ton	0.00	0.00	0.00	0.32	0.44	0.00	0.00
<b>2</b>	<b>Renewable Material</b>	<b>ton</b>	<b>352.82</b>	<b>720.56</b>	<b>628.08</b>	<b>78.74</b>	<b>79.22</b>	<b>2.62</b>	<b>2.12</b>
a	Corrugated Box	ton	293.97	668.24	587.34	77.74	77.74	1.78	0.00
b	Paper	ton	21.47	29.40	31.58	0.86	1.34	0.84	2.12
c	Non-Woolen Fabric	ton	35.20	19.00	6.12	0.14	0.13	0.00	0.00
d	Wood	ton	2.18	3.92	3.05	0.00	0.00	0.00	0.00

Disclosure 301-2 Recycled input materials used		UOM	PPAP			PTI		PTech	
			2022	2023	2024	2023	2024	2023	2024
Recycled input materials		ton	269.28	208.42	233.85	0	1.85	0	0



**REDUCE**



**REUSE**



**RECYCLE**



## Strengthening Supply Chain

At PPAP, we value our suppliers as partners in our growth and believe that their role is critical. We are committed to sustainability throughout our value chain and encourage all our suppliers to follow the PPAP’s Supplier Code of Conduct and Responsible Sourcing of Raw Material guidelines. Our primary focus is on establishing long-term, transparent, and dependable relationships with our suppliers through constant engagement to manage our value chain operations.

### Responsible Sourcing:

We encourage sustainable sourcing through a variety of activities aimed at social improvement, economic development, and environmental impact reduction. Our ‘Supplier Code of Conduct’ and ‘Responsible Sourcing of Raw Material’ guidelines set out our expectations to effectively oversee the manufacturing, distribution, and usage of chemicals in products. The Supplier Code of Conduct covers all essential components as per global standards such as protection of all aspects of human rights, environment, and occupational health and safety. Similarly, the code also lays down governance-related provisions such as compliance with all applicable regulations, anti-corruption and bribery, and business ethics.

Our Supplier Code of Conduct aids us in managing our relationships with suppliers and in evaluating them based on social and environmental factors. We ensure that applicable sustainable practices, such as the promotion of local suppliers, sustainable procurement, and human rights protection, are incorporated into our supply chain. The supplier code of conduct is applied to 100% of the existing suppliers and all potential suppliers are required to comply with its provisions.

### Screening of new suppliers:

New suppliers are screened for environmental and social criteria to identify and mitigate our supply chain’s actual and prospective negative environmental and social repercussions. The suppliers selected or contracted are engaged in due diligence processes to prevent, reduce, or remediate the risks identified. During the reporting period, 100% PPAP new suppliers & 50% PTI new suppliers were screened using our environmental and social criteria and none were identified as having significant actual or potential negative social impacts. We currently do not assess and screen PTech suppliers, however we are planning to take into account the suppliers of PTech.

### Sustainability initiative: Localization of raw material



We have shifted from several overseas suppliers to domestic suppliers for PPAP RM sourcing. Prior to this transition, our annual carbon emissions associated with these suppliers amounted to 12.35 tCO<sub>2</sub>e.



Following the switch to local suppliers, our annual emissions significantly decreased to 0.10 tCO<sub>2</sub>e. This shift in sourcing has allowed us to reduce our emissions by 12.25 tCO<sub>2</sub>e annually, which is comparable to the absorption capacity of 490072 trees needed to offset the same volume of emissions in the environment.

	PPAP	PTI
Training of suppliers on ESG & Sustainability (%)	57%	70%
Suppliers that signed Suppliers Code of Conduct (%)	67%	60%

**GLIMPSES OF ENVIRONMENTAL STEWARDSHIP**





## Social Leadership



At PPAP, we have always been people first and we believe that sustainability begins with people. We understand that fostering an inclusive workplace is essential for creating a harmonious and thriving environment where everyone feels valued, appreciated, and empowered. We celebrate and embrace our employees' diverse backgrounds, experiences, and perspectives and ensure equal access to opportunities for growth, development, and advancement. We have established policies to uphold internationally recognized human rights and address issues like discrimination, diversity, equal opportunities, etc. Our activities are aligned with the UNGC 10 human rights principle and OECD guidelines.





## Fostering an inclusive workplace

Our employees are our asset, and they contribute towards our long-term success and profitability. By prioritizing employee engagement and skill development, we try to retain top talent and foster innovation. Additionally, by investing in our employees' well-being we hope to build a positive culture and enhance performance. PPAP has a streamlined talent acquisition and performance management procedure. Our employment methods are focused on attracting and retaining the best employees based solely on performance and potential. We have increased our efforts to build an inclusive and diverse workplace culture. Employee retention is crucial in the long run for our success and productivity. To retain our talent, we invest in several engagement mechanisms and skill development programs. Our retention strategy involves offering competitive compensation packages, benefits, recognition and awards, transparent communication, and a positive work environment. There are no employee associations at PPAP. PPAP, however, acknowledges and respects the right to freedom of association and does not oppose collective bargaining and follows all local laws for representation of labor. We put forth all effort to attract, engage, develop, and retain talented employees who will become our most significant assets in the future.





## Hired and Turnover Data

Disclosure 401-1 New employee hire and turnover			UOM	PPAP	PTI	PTech	Elpis
Permanent Employees Hired	Gender Wise	Male	Nos	226	38	5	6
			%	96%	100%	71%	75%
	Gender Wise	Female	Nos	9	0	2	2
			%	4%	0%	29%	25%
	Age wise	Under 30 years	Nos	177	24	5	4
			%	75%	63%	71%	50%
		B/w 30-50 years	Nos	57	13	2	4
			%	24%	34%	29%	50%
		Over 50 years	Nos	1	1	0	0
			%	0%	3%	0%	0%
	Distance Wise	Under 100 kms	Nos	57	8	0	3
			%	24%	21%	0%	38%
Over 100 kms		Nos	178	30	7	5	
		%	76%	79%	100%	63%	
Permanent Employee Turnover	Gender Wise	Male	Nos	252	23	11	4
			%	96%	100%	100%	67%
	Gender Wise	Female	Nos	10	0	0	2
			%	4%	0%	0%	33%
	Age wise	Under 30 years	Nos	178	11	3	4
			%	68%	48%	27%	67%
		B/w 30-50 years	Nos	75	11	7	2
			%	29%	48%	64%	33%
		Over 50 years	Nos	9	1	1	0
			%	3%	4%	9%	0%
	Distance Wise	Under 100 kms	Nos	67	8	3	4
			%	26%	35%	27%	67%
Over 100 kms		Nos	195	15	8	2	
		%	74%	65%	73%	33%	
Contractual Employees Hired	Gender Wise	Male	Nos	917	424	19	3
			%	90%	87%	76%	100%
	Gender Wise	Female	Nos	100	66	6	0
			%	10%	13%	24%	0%
	Age wise	Under 30 years	Nos	922	426	25	1
			%	91%	87%	100%	33%
		B/w 30-50 years	Nos	91	64	0	2
			%	9%	13%	0%	67%
		Over 50 years	Nos	4	0	0	0
			%	0%	0%	0%	0%

Contractual Employees Hired	Distance Wise	Under 100 kms	Nos	210	104	9	1
			%	21%	0%	36%	33%
	Distance Wise	Over 100 kms	Nos	807	386	16	2
			%	79%	79%	64%	67%
Contractual Employees Turnover	Gender Wise	Male	Nos	884	335	25	4
			%	89%	90%	81%	100%
	Gender Wise	Female	Nos	111	38	6	0
			%	11%	10%	19%	0%
	Age wise	Under 30 years	Nos	907	319	29	4
			%	91%	86%	94%	100%
		B/w 30-50 years	Nos	86	54	1	0
			%	9%	14%	3%	0%
		Over 50 years	Nos	2	0	1	0
			%	0%	0%	3%	0%
	Distance Wise	Under 100 kms	Nos	190	71	6	2
			%	19%	19%	19%	50%
Over 100 kms		Nos	805	302	25	2	
		%	81%	81%	81%	50%	

## Diversity Data

Gender Diversity	UOM	PPAP		PTI		PTech		Elpis	
		Male	Female	Male	Female	Male	Female	Male	Female
Board of Directors	Nos	5	2	4	0	3	0	3	0
	%	71%	29%	100%	0%	100%	0%	100%	0%
Permanent Employees	Nos	1239	20	193	1	24	3	23	4
	%	98%	2%	99%	1%	89%	11%	85%	15%
Contractual Employees	Nos	783	140	211	56	17	5	7	0
	%	85%	15%	79%	21%	77%	23%	100%	0%

Age Wise Diversity	UOM	PPAP			PTI			PTech			Elpis		
		<30	30-50	>50	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Board of Directors	Nos	0	1	6	0	1	3	0	1	2	0	1	2
	%	0%	14%	86%	0%	25%	75%	0%	33%	67%	0%	33%	67%
Permanent Employees	Nos	313	845	101	52	124	18	7	17	3	10	16	1
	%	25%	67%	8%	27%	64%	9%	26%	63%	11%	37%	59%	4%
Contractual Employees	Nos	737	171	15	226	41	0	16	6	0	4	3	0
	%	80%	19%	2%	85%	15%	0%	73%	27%	0%	57%	43%	0%

\*Strength as on 31st March 2024.

Workers who are not employees	UOM	PPAP	PTI	PTech	Elpis
	Nos	140	48	12	4



## Parental Leave

Disclosure 401-3 Parental leave		UOM	PPAP	PTI	PTech	Elpis
1	Female Employees entitled	Nos	160	57	8	4
2	Female Employees that actually took leave	Nos	1	-	-	-
3	Female Employees that returned to work in the same year	Nos	1	-	-	-
4	Female Employees that returned to work after parental leave (still employed 12 months after their return to work)	Nos	1	-	-	-
5	Return to work rates of employees that took parental leave	Nos	1	-	-	-
6	Retention rates of employees that took parental leave	Nos	1	-	-	-

## Employee Benefits

Our consistent emphasis on encouraging innovation and entrepreneurship has resulted in a work environment that delivers business value while keeping the team cohesive, engaged, and committed. For employee benefits and engagement, we regularly gather feedback from our 1000+ employees to establish robust procedures, policies, and projects. The emphasis on employee involvement at PPAP begins on day one, with induction training as the first step. From there, we employ a variety of engagement strategies, such as town hall meetings and events. All our workplaces are ergonomically constructed with the workforce's comfort, safety, and security in mind. In addition to the pantry and break-out areas, most of our facilities feature resting areas, medical rooms, and visiting doctor services.

### TOWNHALL MEETINGS



## Remuneration

At our company, remuneration practices are guided by principles of fairness, transparency, and alignment with company objectives and stakeholder interests. Executive compensation is determined based on performance, with a focus on achieving strategic objectives and creating sustainable value. We are committed to pay equity and ensuring fairness in compensation across all demographics, and governance structures are in place to oversee remuneration practices and ensure compliance with regulatory requirements. There is no difference in entry-level remuneration between men and women recruited for the same work profile. We pay 100% of our permanent employees and workers more than the minimum wage based on the recommendations of the National Commission on Labor.



## Performance Evaluation

Our evaluation mechanism is mainly governed by the terms of long-term settlement which entails the Self Discipline, Self-Development, Developing Others, accountability, engagement time, productivity, quality, and safety parameters. These practices foster a healthy work-life balance and well-being of our employees. Regular performance and career development reviews were conducted for 100% of our employees during the reporting period. To address the challenge of rising skill gaps and the need for reskilling and upskilling, we are focusing on internal mobility (horizontal and vertical) that will offer growth opportunities to current employees while uplifting their motivation to work more efficiently with us.

## Training & Development

The core principle of PPAP's training and development program is to foster a culture of "Teach and be Taught" by passing on information and skills to the succeeding generation. The immediate senior has a key role in shaping this culture. We have created a vibrant work culture by thinking in terms of "learn, perform, and drive". Employees can benefit from training and development by expanding their knowledge, learning new skills, honing current ones, performing better, increasing productivity, and becoming better leaders.

Our training culture comprises continual, purposeful learning that helps employees reach their full potential through excellent learning programs and growth opportunities. 10% of the time of trainee goes in the classroom, 20% of learning is supported by the coach, and 70% action on projects which enable an employee to complete the learning cycle and understand the processes, in-depth.

Disclosure 404-1 Average hours of training per year per employee	UOM	PPAP	PTI	PTech	Elpis
<b>Permanent Employees</b>	<b>Hours</b>	<b>18.22</b>	<b>13.47</b>	<b>58.26</b>	<b>0.52</b>
Male	Hours	17.97	13.27	55.45	0.61
Female	Hours	34.07	53.00	80.75	0.00
<b>Non-Permanent/Contractual Employees</b>	<b>Hours</b>	<b>38.92</b>	<b>66.78</b>	<b>107.34</b>	<b>20.36</b>
Male	Hours	39.79	69.01	100.29	20.36
Female	Hours	34.06	58.37	131.30	0.00







### TRAINING CULTURE GLIMPSES





## Safe Workplace

At PPAP, we are committed to prioritizing the health, safety, and overall well-being of our employees. We aim to create a very safe and healthy work environment by implementing EHS policy, objectives, standards, and working practices. We are also dedicated to fostering a safe and ethical workplace environment across all our manufacturing plants. Our goal is to achieve zero reportable incidents across all our operations and work towards a "safe workplace." This means that we strive towards "Zero Accidents and Zero Incidents" for all PPAP premises. In the reporting period, there were 21 first aid cases 7 minor injuries, and 2 major injuries.

At PPAP, safety is the primary step in all actions. We have a well-defined safety organization that oversees safety, electrical, and fire audits, risk assessments, safety meetings, and the implementation of appropriate safety measures to identify unsafe conditions and acts (Hiyari Hatto Points). The hierarchy of control is used to eliminate any harmful conduct or condition, which includes hazard removal through substitution, engineering control, administrative control, and the provision of personal protective equipment. The safety team conducts simulated drills and provides training to personnel. We ensure that all safety regulations and norms are met and follow international safety standards to enhance our systems proactively. As a responsible organization, we regard health and safety standards as key components of our development. We have also built a rigorous approach to addressing safety risks to eliminate occupational hazards and workplace injuries for our permanent and other employees who work on our premises. We define job responsibilities and conduct regular management reviews to monitor safety. All PPAP plants are certified with the globally recognized OHSMS 45001:2018 standard.

### GLIMPSES OF SAFETY CULTURE AT PPAP





## Hazard Identification & Risk Assessment (HIRA)

For all operations, we identify and assess occupational health & safety risks and hazards and establish control measures in accordance with guidelines. No work is undertaken without a risk assessment, and any non-routine or risky activity is started only when a Permit to Work (PTW) is issued. The plant has a well-defined Emergency Preparedness Plan. Employees are trained during the induction period on occupational health and safety issues, and refresher training for all personnel is scheduled regularly. Hazard Identification and Risk Assessment procedures are implemented regularly for all routine and non-routine activities. The plant's certified internal auditors organize internal audits and management reviews to ensure the quality of these processes. These processes are controlled in HIRA according to the CPN of activity to define control, corrective, and preventative action.

Employees are safeguarded from risks by activities such as Training & Awareness, Provision of PPEs, Engineering control, Kaizen, and Poka-Yoke. Employees have access to policies like the QEHS policy, HIRA, and SOPs to become aware of the risks of injury or illness at work. Accident and investigation procedures are used to investigate work-related events. Risk management addresses all occupational health and safety implications on the company, and associated risks are addressed by the hierarchy of control.

## Occupational Health Services

The doctor's visits are conducted twice a week in the plant. The first aid room is also available, equipped with all first aid facilities and trained first aiders. The first aid box is also available in various places on the shop floor. Also, an annual health check-up is conducted for all the employees. No work-related health issues were reported during the reporting period.

Disclosure 403-8 Employees covered by an occupational health and safety management system		UOM	PPAP	PTI	PTech	Elpis
1	Permanent Employees	Nos	1259	194	27	27
2	Non-Permanent/Contractual Employees	Nos	923	267	22	7
3	Workers who are not employees	Nos	140	48	12	4
4	Workers who are not employees, but are covered & internally audited	Nos	140	48	12	4

## Monitoring, Evaluation, and Leadership Accountability

PPAP has consistently monitored and strived to enhance safety performance over the years. The monitoring framework at PPAP is well-established, and it includes checks at all levels of the organizational hierarchy, from the shop floor to the business head. To ensure that safe work practices and training are being used consistently, the unit conducts job risk assessments, permit-to-work inspections, toolbox talks, and weekly status checks. The Audit Committee meeting also recognized EHS as a critical risk area for the firm, and the Committee is evaluating mitigation strategies. Permanent and Other than Permanent employees are covered under the PPAP Occupational Health and Safety Management system.



## Work-related Injuries

Disclosure 403-9 Work-related injuries		PPAP		PTI		PTech		Elpis	
		Nos	%	Nos	%	Nos	%	Nos	%
1	Fatalities as a result of work-related injury	0	0	0	0	0	0	0	0
2	High-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	0	0	0
3	Recordable work-related injury	1	1.30%	1	1.50%	0	0	0	0
4	Types of work-related injury (First-aid, Minor Injury)	23	0	4	0	1	0	0	0

Note: There are zero cases of work-related injuries for ‘workers who are not employees’ and zero cases for work related ill-health for ‘employees’ and ‘workers who are not employees’.

## Safe Man Hours

Safe work hours		UOM	PPAP	PTI	PTech	Elpis
1	Employees	Hours	5063376	1068448	141096	83776
2	Workers who are not employees	Hours	319128	109328	29088	9696





## Empowering our communities (CSR)

PPAP aims to develop society through a range of social and environmental interventions, enhancing skills and building social infrastructure to improve their livelihood. Our Company is devoted to developing communities around the vicinity of the plants by improving education, health, hygiene, and the environment. Our focus is on the upliftment of the economically weaker sections of society.

During the year, we have made efforts to constantly contribute towards the betterment of the local community in which we operate and the upliftment of the marginalized section of our society through "Vinay and Ajay Jain Foundation" (VAJF). VAJF is a registered trust for focused implementation of CSR activities of the Company, majorly in the fields of Environment, Education and Healthcare.

One of our primary objectives is to promote environmental stewardship and education among the younger generation. Through our plantation activities at local schools, we aim to instill a sense of responsibility towards nature while enhancing the green cover in our communities. Over the past year, we have partnered with numerous schools near our plants to facilitate tree planting sessions and educational workshops on environmental conservation. Through hands-on learning experiences, students have not only gained knowledge about the importance of trees but have also actively contributed to enhancing their school environment. Some glimpses of our initiatives are as follows:

### GREEN DIWALI



PPAP undertook an initiative of #GreenDiwali drive for a pollution-free Diwali. As a part of this initiative, we conducted a plantation drive with Noida Kanya Inter College to spread awareness about the significance of a #GreenDiwali, and it was a delight to see the enthusiasm of the school kids who participated in our plantation drive. By engaging with young minds, we conveyed the message that small efforts can drive monumental change.



### PLANTATION ACTIVITIES



As part of our CSR initiatives, we have organized gift distributions at schools to provide students with essential educational supplies and resources. Recognizing the financial challenges faced by students and their families, particularly in underserved communities, we have curated a selection of essential educational supplies and resources to assist them in their academic pursuits. These distributions include not only notebooks and stationery but also crucial educational tools such as textbooks, calcula-

### GIFT DISTRIBUTION AT ALWAR SCHOOL

### RATION DISTRIBUTION



We have also initiated ration distribution programs to provide essential food supplies to families facing economic hardship in nearby slum areas. Through these efforts, we aim to ensure that every individual has access to nutritious food, regardless of their socioeconomic status. By supporting vulnerable communities, we are working towards building a more equitable and inclusive society.



## Product Stewardship

Across all our operations, we provide our customers with a diverse selection of options, an exceptional value proposition, high quality, and an unrivaled experience. We establish consistently high standards for product stewardship while adhering to all health and safety regulatory demands and going above and beyond regulatory legal obligations. We identify and assess potential environmental concerns for prospective projects using thorough risk analyses. PPAP displays product label on part by laser printing as per customer requirements. The label displays information related to part manufacturing date, time and material used. We also provide details about the material used like SOC (Substances of Concern) free, Conflict Mineral free, POP (Persistent Organic Pollutants) free and compliance with RoHS (Restriction of Hazardous Substances) to our customers. We continuously monitor market trends, consumer preferences, and competitor strategies to differentiate ourselves through product innovation, quality, and customer experience.

### Seeking customer feedback

We conduct customer satisfaction surveys periodically and have a grievance redressal method to ensure the timely resolution of customer complaints. We place high emphasis on our customer's feedback and incorporate the same to make our products and services better.

### GLIMPSES OF EXHIBITIONS AND CUSTOMER





# Responsible Corporate Governance



PPAP has always considered that sound governance practices are crucial for its smooth and efficient operations as well as balancing the interests of the shareholders and ensuring a positive impact on the community and stakeholders. Corporate governance holds paramount importance as we adhere unwaveringly to the highest standards. Our robust governance framework ensures transparency, accountability, and ethical practices across all operations. With a strong board constitution, we prioritize sound governance practices that align with industry best practices. Our commitment to corporate governance surpasses regulatory compliance.





## Governance Structure

PPAP is led by an effective and entrepreneurial Board. The Company is guided by the policies established by its Board of Directors, aligning the Company's mission with the expectations of its shareholders and stakeholders. The Board Leadership articulates the business model, strategies, risk management, and future viability of the business based on technological changes, geopolitical threats, environmental impacts, etc. The Board, along with its subcommittees, examines the company's performance regularly on specific activities that concern the company and need a closer and systematic review. The Board has established a framework of prudent and effective controls that allow risks to be assessed and managed timely and responsibly.

### Board of Directors at PPAP

The composition of the Board of PPAP conforms with Regulation 17 of the SEBI Listing Regulations and Section 149 of the Companies Act, 2013 ('Act'). The Board is comprised of Executive, Non-Executive, and Independent Directors with rich professional backgrounds.

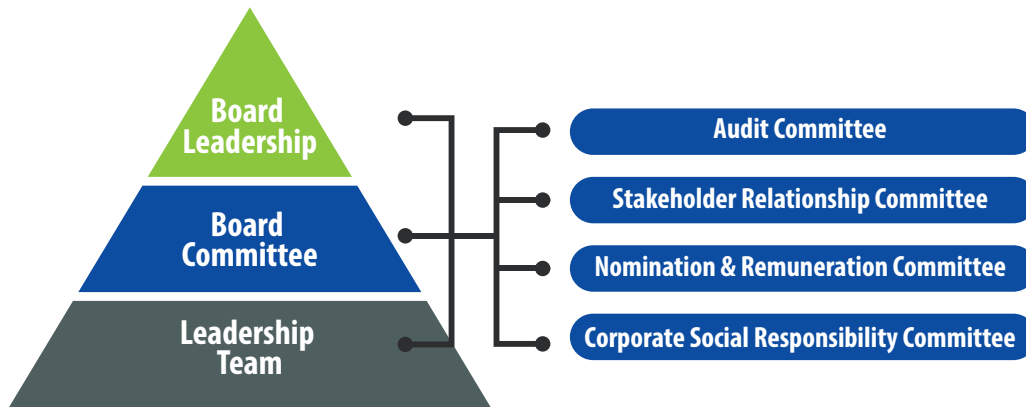
Unit	S.No.	Name	Designation	Tenure
PPAP	1	Mr. Ajay Kumar Jain	Chairman & Managing Director	5
	2	Mr. Abhishek Jain	CEO & Managing Director	5
	3	Mrs. Vinay Kumari Jain	Non-Executive Director	Not specified
	4	Mrs. Celine George	Independent Director	5
	5	Mr. Rohit Rajput	Independent Director	5
	6	Mr. Pravin Kumar Gupta	Independent Director	5
	7	Mr. Deepak Kumar Sethi	Independent Director	5
PTI	1	Mr. Abhishek Jain	Director	5
	2	Mr. Ramesh Chander Khanna	Director	Not specified
	3	Mr. Aritaka Nakamura	Director	Not specified
	4	Mr. Yoshiaki Tsuzuki	Director	5
PTECH	1	Mr. Ajay Kumar Jain	Director	Not specified
	2	Mr. Abhishek Jain	CEO & Director	Not specified
	3	Mr. Ramesh Chander Khanna	Director	Not specified
ELPIS	1	Mr. Ajay Kumar Jain	Director	Not specified
	2	Mr. Abhishek Jain	Director	Not specified
	3	Mr. Ramesh Chander Khanna	Director	Not specified

The chair of the highest governance body is Mr. Ajay Kumar Jain (Chairman & Managing Director). PPAP Board has a gender diversity of 29% with 1 Independent and 1 Non-Executive woman Director. Our board currently does not include members from under-represented or minority groups. However, we are actively seeking to enhance diversity and inclusivity within our leadership team.



## Board Committee

Our Company's leadership team instills the Board's direction throughout the business through policy deployment, a responsibility and accountability matrix, daily work management, PDCA, etc. This structure ensures that the entire organization is working toward the same aim of challenging the status quo to produce breakthrough results. In line with the above, the Company has three tiers of corporate governance structure:



## Sustainability Governance Structure

At PPAP, we believe that sustainability is an essential component of strategic management and business planning, so we consider environmental and social aspects while identifying material subjects and prioritizing KPIs.

With our sustainability performance, our leadership is committed to making PPAP an industry benchmark. Our top management has formed a set of committees (Steering and Working) to particularly work to integrate and strategically align sustainability into our core business. Role of top management includes but not limited to setting direction for promoting sustainability agenda across the organization, communicating and addressing critical concerns (zero critical concerns reported during the reporting period), promoting resources and designs incentives for employee and periodic review of progress and annual review of sustainability report submitted by steering committee.

The Steering Committee implements guidelines issued by top management and ensures the integration of social, economic, and environmental parameters into business and operations. The Working Committee ensures data capturing as per GRI Standard, identifies new initiatives/projects, and takes approval from the steering committee for execution.





# Business Ethics & Compliance

PPAP believes that strong ethical practice fosters long-term corporate goals and enhances stakeholder values. The Company's actions are a reflection of how deeply our values are imbibed into our entire company structure and culture. We ensure that we adhere to the highest standards of corporate governance across all levels of the Company. The management at PPAP is fully committed to ensuring transparency, accountability, and integrity. All the policies are reviewed and approved by the Board of Directors.

Ethics and integrity are material issues for both our stakeholders and the management. PPAP has a zero-tolerance approach towards fraud, bribery, corruption and violation of human rights. The code of conduct & ethics applies to all employees, including the Board and senior management personnel. All members of the Board and Senior Management personnel have affirmed compliance with the said code of conduct & ethics. The Code guides and accounts for all the stakeholders, including but not limited to employees, customers, value chain partners, joint venture partners, financial stakeholders, and guides towards the highest moral and ethical standards.

**Codes and Policies**

- Codes of Conduct & Ethics Policy
- Code of Fair Disclosure Policy
- Corporate Social Responsibility Policy
- Whistle Blower Policy
- Website Content Archival Policy
- Nomination & Remuneration Policy
- Determining Material Subsidise Policy
- Determining Materiality of Events/ Information Policy
- Related Party Transaction Policy
- Familiarization Programme Policy

We demonstrate transparency through comprehensive sustainability reporting and disclosure practices. The company actively engages with stakeholders and communicates sustainability efforts with clear transparency and accountability. In the reporting period, there were zero incidents in which PPAP was penalized by authorities for bribery, corrupt practices, competition law, or export control. Regarding tax compliance, PPAP acts in accordance with all applicable laws and regulations and did not receive any significant fines or non-monetary sanctions for non-compliance with tax laws and regulations.

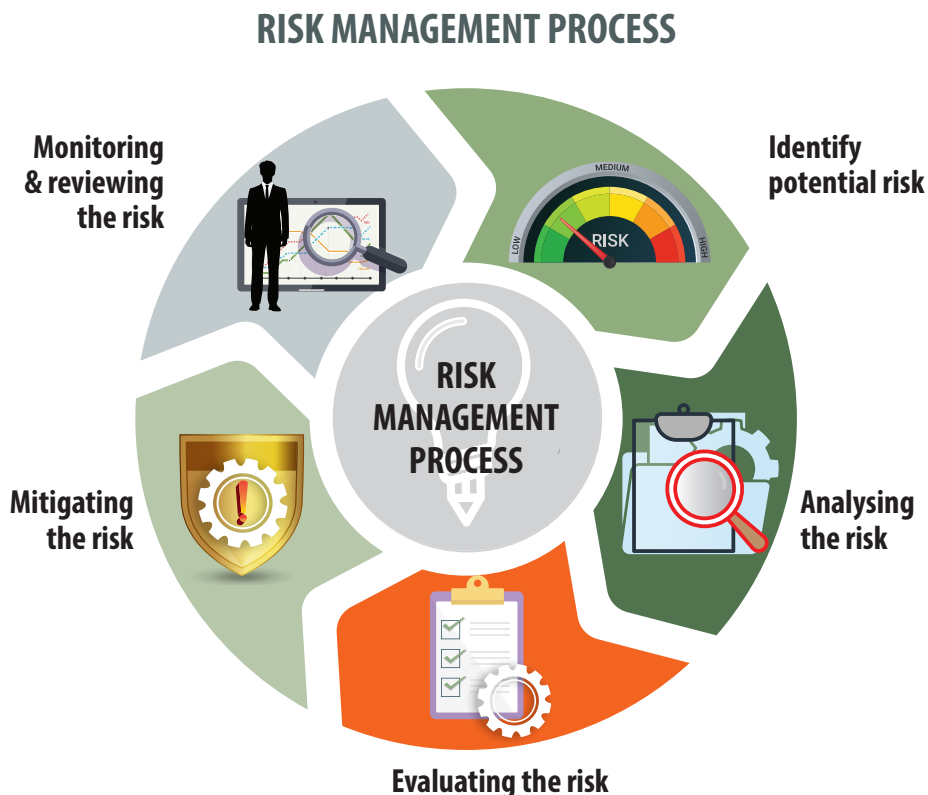


## Risk Management

Risk management is critical to the Company's strategy and operations. Our risk management system has been created in such a way that it ensures awareness of the risks that threaten the attainment of objectives. PPAP has been proactive in identifying various risks associated with its business, both internal as well as external, and has created a risk management system that allows for the regular and active monitoring of business activities to identify, assess, and reduce potential internal or external risks.

The Board of Directors has defined the roles and responsibilities along with the delegation to monitor and review the risk management plan with the Committee. As a precautionary measure, a risk management system has been put in place to minimize risks. Every proposal of a significant nature is screened and evaluated for the risks involved in it and then approved at various levels in the organization before implementation. The respective functional/business head(s) are entrusted with identifying, mitigating, and monitoring risk in their respective areas. The approach to managing and identifying risk is through interaction and involvement across the businesses, which helps our Company explore new opportunities and ideas.

We regularly engage with our strategic stakeholders and domain experts to identify and understand global risk trends and their impacts. Consequently, we also update our business models, execution strategies, and risk profiles occasionally. The respective functional/business head(s) are entrusted with the responsibility of identifying, mitigating, and monitoring risk in their respective areas. Risk management forms an integral part of the management and is an ongoing process integrated with the operations. The Company's risk management processes focus on ensuring that risks are identified promptly, and mitigation action plan is formulated and executed timely.



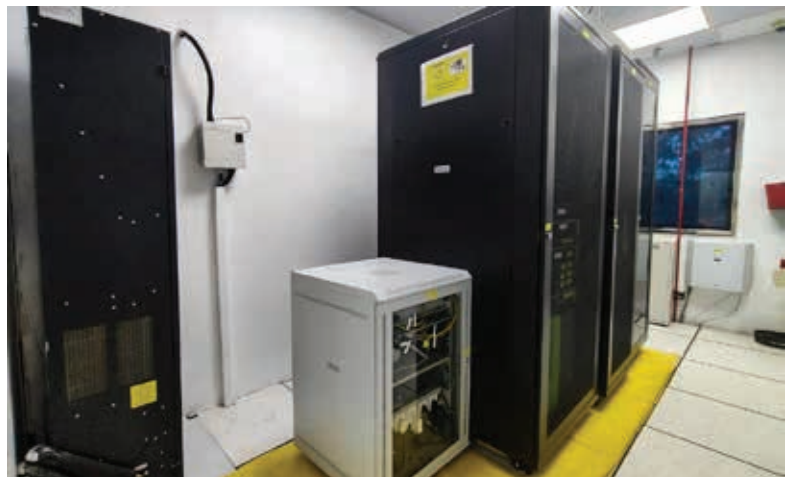


## Information Technology

At PPAP, we recognize the transformative power of information technology in driving progress and enhancing efficiency across all sectors. With a steadfast commitment to innovation, we are continuously leveraging the latest advancements in technology to streamline our operations, deliver exceptional products and services, and create a positive impact in the communities we serve. Investing in robust IT infrastructure is fundamental to our operations. We have made substantial investments in state-of-the-art hardware, software, and networking systems to ensure seamless connectivity and reliability. By maintaining a cutting-edge infrastructure, we empower our teams to collaborate effectively, optimize workflows, and deliver superior outcomes for our customers.

One of the PPAP's priority areas is data privacy and information security, we safeguard vital information from threats, both internal and external, through the adoption of best practices in Information Security. The company adheres to data privacy policies and regulatory requirements, implementing robust information security controls., we prioritize safeguarding our information assets, ensuring privacy, and reducing human risk through active technological transformations. We are aware of the constant threat of cyber-crimes in the perilous cyber environment we operate in, and we strive to reduce the security risks which adds great value to our customers and shareholders.

Being an ISO 27001-certified company, we have implemented Information Security Management System (ISMS) policies that undergo annual review and audit. In the reporting period, there were zero cases of privacy breaches and cybersecurity incidents. Additionally, we conduct awareness sessions to ensure that all employees are aware of the policies and procedures around information security.





## Business Continuity

PPAP's strategy for continuing business in the event of a potential threat or disruption is to ensure the safety and security of all its employees and to continue critical business functions and delivery of services, thereby protecting shareholders' value, improving the governance process, achieving the strategic goal, and being well equipped for adverse situations.

PPAP has a well-defined risk, business continuity, and disaster management plan. The plan outlines all the contingencies along with the overall governance and monitoring of the business continuity function. Business continuity spans resources, people, processes, and technology. Requisite training programs have been conducted for the teams to be prepared to respond to a crisis. Availability of emergency supplies ensured by respective entity in a planned way and exercised from time to time to check their preparedness. Most of the business functions are supported through automation with the help of technology.



## Assurance Statement

BR. No. 50253605



### Independent Assurance Statement

#### To the Management and Stakeholders of PPAP Automotive Limited

DQS has been engaged by PPAP Automotive Limited (PPAP) to provide independent assurance over PPAP's 'Sustainability Report 2023-2024'. The engagement took place on May 09, 2024, and was concluded on June 24, 2024.

#### Objectives

The objective of this assurance engagement was to independently express conclusions on underlying reporting processes and validate qualitative and quantitative claims, to limit misinterpretation by stakeholders and increase the overall credibility of the reported information and data.

#### Scope of assurance

The assurance encompassed the entire PPAP Sustainability Report 2023-2024 and focused on all figures, statements and claims related to sustainability during the reporting period 1, April 2023 to 31, March 2024. More specifically, this included:

- Non-financial statements, information and performance data contained within the Sustainability Report;
- PPAP Automotive Limited Group management approach of material issues; and
- PPAP Automotive Limited reported data and information as per the requirements of the Global Reporting Initiative Standards.

The assurance engagement was performed in accordance with a Type 2 assurance of the AA1000 Assurance Standard (AA1000AS v3), which consists of:

- Evaluating the company's sustainability framework and processes using the inclusivity, materiality, responsiveness, impact, criteria of the AA1000 AccountAbility Principles (AA1000APS 2018), and
- Evaluating the reliability and quality of specified sustainability performance and disclosed information, providing relevant findings and conclusions. The report has been self-declared to be 'in accordance with' the requirements of the GRI Standards.

#### Level of assurance and limitations

A moderate level of assurance under AA1000AS was provided for this engagement. Information and performance data subject to assurance is limited to the content of the sustainability report only.

The assurance did not cover financial data, technical descriptions of buildings, equipment and production processes, non-material topics or other information not related to sustainability.

The assurance engagement is not a compliance audit and does not assess or evaluate compliance with applicable laws and regulations.

#### Independence and Competences of the Assurance Provider

The DQS Group is an independent professional services firm that provides assurance on sustainability disclosures under the Global Reporting Initiative (GRI), CDP and other specialized management and

**Deutsch Quality Systems (India) Private Limited**  
Vaishnavi Tech Park, Sy.No.16/1 and 17/2,  
Bellandur Gate, Sarjapur Main Road, Ambalipura,  
Bengaluru - 560102 Karnataka, India



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## Assurance Statement

BR. No. 50253605



reporting mechanisms. Independent verifiers of DQS have not been involved in the development of the report nor have they been associated with PPAP's sustainability program, data collection or strategic processes.

DQS Group ensures that the assurance team possesses the required competencies, maintained neutrality and performed ethically throughout the engagement. Further information, including a statement of impartiality, can be found at: [www.dqsglobal.com](http://www.dqsglobal.com).

The management of PPAP was responsible for the preparation of the sustainability Report and all statements and figures contained within it.

### Assurance Methodology

The assurance procedures and principles used for this engagement were drawn from the International Standard AA1000 and methodology developed by DQS, which consists of the following steps:

1. Identifying statements and data sets, which are classified according to the relevant data owners and the type of evidence required for the verification process.
2. Reviewing the Sustainability Report includes verifying if the material topics identified by the organisation have been adequately disclosed.
3. Carrying out interviews with key functional managers and data owners at PPAP office in Noida, Gujarat and at the sampled locations to check the qualitative claims and processes mentioned in the Sustainability Report.
4. Verifying the relevant data and documents supporting the General disclosures of GRI framework and following disclosures of the material topics:
  - Environmental disclosures: Material (301-1, 301-2, 301-3), Energy (302-1, 302-2, 302-3, 302-4), Water (303-1, 303-2, 303-3, 303-4, 303-5), Emissions (305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7), Waste (306-1, 306-2, 306-3, 306-4, 306-5), Supplier Environmental Assessment (308-1)
  - Social disclosures Indicators: Employment (401-1, 401-2, 401-3), Occupational Health and Safety (403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10), Training & Education (404-1, 404-2, 404-3) Diversity & Equal Opportunity (405-1, 405-2), Local Community (413-1, 413-2), Supplier Social Assessment (414-1, 414-2), Customer Health & Safety (416-1, 416-2)
5. The sampling approach covered all indicators within the scope, for the following sites:
  - PPAP Automotive Limited - Corporate Office - B-206 A, Sector-81, Phase-2 Noida, District- Gautam Buddha Nagar, 201 305 (U.P), INDIA.
  - PPAP Automotive Limited - Plant II - B-206 A, Sector-81, Phase-2 Noida, District- Gautam Buddha Nagar, 201 305 (U.P), INDIA.
  - PPAP Automotive Limited - Plant III-B-4, Site-V, UPSIDC, Kasna, Surajpur site V, Greater Noida, District-Gautam Buddha Nagar 203 202 (U.P),INDIA.
  - PPAP Automotive Limited - Plant IV - SP-3-802 Pathredi, RIICO Industrial Area, Bhiwadi, District-Alwar, 301 019 (Rajasthan), INDIA.
  - PPAP Automotive Limited - Plant V - Plot No.: G-24, 2nd Main Road, 8th Cross Street, Vallam Vadagal Sipcot Indl.Park,Vadagal 'A' Village,Sriperumbudur Taluk, District-Kancheepuram, 602 105 (Tamil Nadu), INDIA.
  - PPAP Automotive Limited - Plant VI - Survey No. 866, Village Ukhlod, Post- Ukhlod, Taluka-Viramgam, District Ahmedabad, 382 150 (Gujarat), INDIA.

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- PPAP Tokai India Rubber Private Limited - PTI Kasna (Greater Noida) - B-5, Site-V, UPSIDC, Kasna, Surajpur Industrial Area, Surajpur Site V, Greater Noida, District- Gautam Buddha Nagar 203 202 (U.P), INDIA.
  - PPAP Tokai India Rubber Private Limited - PTI Gujarat - Survey No. 866, Village Ukhlod, Post- Ukhlod, Taluka-Viramgam, District Ahmedabad, 382 150 (Gujarat), INDIA.
  - PPAP Tokai India Rubber Private Limited - PTI Chennai - Plot No.: G-24, 2nd Main Road, 8th Cross Street, Vallam Vadagal Sipcot Indl.Park, Vadagal 'A'. Village, Sriperumbudur Taluk, District Kancheepuram, 602 105 (Tamil Nadu), INDIA.
  - PPAP Technology Limited - P-Tech - B-45, Sector-81, Phase-2 Noida, District- Gautam Buddha Nagar, 201 305 (U.P), INDIA.
  - ELPIS Components Distributors Private Limited – ELPIS - 56, Okhla Industrial Estate Phase 3 Rd, Okhla Phase III, Okhla Industrial Estate, New Delhi, Delhi 110020.
6. Assessing the collected information and provide recommendations for immediate correction where required or for future improvement of the report content.
  7. Concluding after checking the revised report on its reliability and quality after implementation of the immediate corrections to meet requirements of the GRI standard.

### Evaluation of the adherence to AA1000 AccountAbility Principles

**Inclusivity** - How the organization engages with stakeholders and enables their participation in identifying issues and finding solutions.

The stakeholder identification and engagement process are well documented and implemented using the internal and external expertise of PPAP. The report emphasizes key stakeholder concerns as material aspects important to significant stakeholders. The report also includes the relevant processes of all the relevant locations covered in the boundary. Therefore, it is recommended that PPAP should continue with the planned process of direct dialogue with the stakeholders at the determined.

**Materiality** - How the organization recognizes issues that are relevant and significant to itself and its stakeholders.

The report addresses the range of environmental, social, and economic issues that PPAP and its stakeholders have identified as being of material importance. The identification of material issues has considered both, impacts on the sustainability pillars of the business, as well as the stakeholders. A documented process of stakeholder engagement identified the material issues. The Report fairly brings out aspects and topics and its respective boundaries for the diverse operations of PPAP. It is recommended that PPAP continues with this process at the determined.

**Responsiveness** - How the organization responds to stakeholder issues and feedback through decisions, actions, performance, and communication.

PPAP is responding to those issues that it has identified as material and demonstrates this in its policies, objectives, indicators, and performance targets. The organization and its stakeholders can use the reported information as a reasonable basis for their opinions and decision-making. The responses to material aspects are fairly articulated in the report, i.e. disclosures on PPAP's policies and management systems including governance.

**Impact** - How the organization monitors, measures, and ensures accountability for how its actions affect their broader ecosystems.



## Assurance Statement

BR. No. 50253605



PPAP has implemented systems to monitor and measure its economic, environmental, and social impacts. Identified impacts are incorporated into both stakeholder engagement as well as the periodic materiality assessment process. The annual report discloses impacts in a balanced and effective way.

### Reliability and Quality of the performance information

#### Reliability

The sustainability parameter's performance was evaluated based on the evidence collected from ground level provided by the employees of the organisation. The sample selection was on random basis and selection is done by DQS auditor. PPAP was found to be adhering to high levels of standards of data capturing and monitoring and claims made in the report were found to be reliable.

#### Quality

The quality of information was checked through cross verification of data. Field level measurement and records were verified with the procurement and supply chain invoices/bills. Interview with the responsible persons detailed the activities, maintenance, and process performance. The fitness of the measuring devices, frequency of measurement and recording, competency of the person concerned, and review & approval of information were checked and found in conformance.

### Conclusion

On the basis of a moderate assurance engagement according to the above-listed criteria, nothing has come to our attention that causes us to believe that the sustainability-related strategies of PPAP and its sustainability-related key performance indicators defined in the Sustainability Report 2023-2024 are materially misstated.

The PPAP Sustainability Report 2023-2024 is in line with the GRI Standards. The material aspects and their boundaries within and outside of the organization are properly defined in accordance with GRI's reporting principles.

PPAP has made significant strides to introduce innovative solutions toward mitigating negative impacts and fostering positive impacts. The implementation of the sustainability measures planned for the next reporting cycle will further strengthen the global sustainability practice of PPAP.

On behalf of the

DQS India

July 08, 2024

Bengaluru, India

### Dr. Murugan Kandasamy

CEO & Managing Director

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## GRI Content Index

<b>Statement of use</b>	PPAP Automotive Limited has reported in accordance with the GRI Standards for the period 1st April 2023 to 31st March 2024.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI Sector Standard(s)</b>	-

GRI Standard / Other Source	Disclosure	Location	Omission
<b>General Disclosures</b>			
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	Page No. 2, 5-7	
	2-2 Entities included in the organization's sustainability reporting	Page No. 2	
	2-3 Reporting period, frequency, and contact point	Page No. 2	
	2-4 Restatements of information	Page No. 17-18 (Net Zero target year)	
	2-5 External assurance	Page No. 53	
	2-6 Activities, value chain and other business relationships	Page No. 6-11, 27, 28	Suppliers and customers are our major business relations
	2-7 Employees	Page No. 36	
	2-8 Workers who are not employees	Page No. 36	
	2-9 Governance structure and composition	Page No. 47-48, Annual Report Page No. 54-55	
	2-10 Nomination and selection of the highest governance body	Annual Report Page No. 42	
	2-11 Chair of the highest governance body	Page No. 46-47	
	2-12 Role of the highest governance body in overseeing the management of impacts	Page No. 46-47	
	2-13 Delegation of responsibility for managing impacts	Page No. 46-47	
	2-14 Role of the highest governance body in sustainability reporting	Page No. 46-47	
	2-15 Conflicts of interest	Annual Report (BRSR) Page No. 42-45	
	2-16 Communication of critical concerns	Page No. 47	
	2-17 Collective knowledge of the highest governance body	Annual Report Page No. 56	
	2-18 Evaluation of the performance of the highest governance body	Annual Report Page No. 57	
	2-19 Remuneration policies	Annual Report Page No. 42	
	2-20 Process to determine remuneration	Annual Report Page No. 42	
	2-21 Annual total compensation ratio	Annual Report Page No. 46	
	2-22 Statement on sustainable development strategy	Page No. 3-4	
	2-23 Policy commitments	Page 47-49	
	2-24 Embedding policy commitments	Annual Report (BRSR) Page No. 82-83	



## GRI Content Index

GRI Standard / Other Source	Disclosure	Location	Omission
<b>GRI 2: General Disclosures 2021</b>	2-25 Processes to remediate negative impacts	Annual Report (BRSR) Page No. 79, 103	
	2-26 Mechanisms for seeking advice and raising concerns	Annual Report (BRSR) Page No. 79, 103	
	2-27 Compliance with laws and regulations	Page No. 46-47	
	2-28 Membership associations	Annual Report (BRSR) Page No. 103	
	2-29 Approach to stakeholder engagement	Page No. 14	
	2-30 Collective bargaining agreements	-	We do not have any union at our facility. However, we support the formation of labor union as per the legal regulations
<b>Material topics</b>			
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Page No. 15-16 (No change in material topics from last year)	
	3-2 List of material topics	Page No. 15-16	
<b>Economic performance</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 12	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Page No. 12	
	201-2 Financial implications and other risks and opportunities due to climate change	Page No. 12	
	201-3 Defined benefit plan obligations and other retirement plans	Page No. 12	
	201-4 Financial assistance received from the government	Page No. 12	
<b>Market presence</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 37-38, 46-47	
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry-level wage by gender compared to local minimum wage	Page No. 37	
	202-2 Proportion of senior management hired from the local community	Page No. 46-47	
<b>Indirect economic impacts</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	-	The company has not undertaken any infrastructure investment or services impacting the local community.
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	-	
	203-2 Significant indirect economic impacts	-	
<b>Procurement practices</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 31-32	

## GRI Content Index

GRI Standard / Other Source	Disclosure	Location	Omission
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Annual Report (BRSR) Page No. 103-104	
<b>Anti-corruption</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Annual Report Page No. 85	
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Annual Report Page No. 85	
	205-2 Communication and training about anti-corruption policies and procedures	Annual Report Page No. 85	
	205-3 Confirmed incidents of corruption and actions taken	Annual Report Page No. 85	
<b>Anti-competitive behavior</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Annual Report Page No. 103	
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Annual Report Page No. 103	
<b>Tax</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Annual Report Page No. 128	
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Annual Report Page No. 128	
	207-2 Tax governance, control, and risk management	Annual Report Page No. 128	
	207-3 Stakeholder engagement and management of concerns related to tax	Annual Report Page No. 128	
	207-4 Country-by-country reporting	Annual Report Page No. 143-150	
<b>Materials</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 30	PPAP supplies to Original Equipment MSanufacturers (OEMs) and there is no direct visibility of the end user, hence reclamation of product is not possible.
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	Page No. 30	
	301-2 Recycled input materials used	Page No. 30	
	301-3 Reclaimed products and their packaging materials	-	
<b>Energy</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 22-23	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Page No. 22-23	
	302-2 Energy consumption outside of the organization	Page No. 23	
	302-3 Energy intensity	Page No. 23	



## GRI Content Index

GRI Standard / Other Source	Disclosure	Location	Omission
<b>GRI 302: Energy 2016</b>	302-4 Reduction of energy consumption	Page No. 26	
	302-5 Reductions in energy requirements of products and services	-	Product specifications are controlled by customers
<b>Water and effluents</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 27	
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Page No. 27	
	303-2 Management of water discharge-related impacts	Page No. 27	
	303-3 Water withdrawal	Page No. 27	
	303-4 Water discharge	Page No. 27	
	303-5 Water consumption	Page No. 27	
<b>Biodiversity</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 43	
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not Applicable	
	304-2 Significant impacts of activities, products and services on biodiversity	Not Applicable	
	304-3 Habitats protected or restored	Not Applicable	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not Applicable	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not Applicable	
<b>Emissions</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 24	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Page No. 24	305-1 c; Not applicable as no combustion or biodegradation of biomass at our units.
	305-2 Energy indirect (Scope 2) GHG emissions	Page No. 24	
	305-3 Other indirect (Scope 3) GHG emissions	Page No. 24	
	305-4 GHG emissions intensity	Page No. 25	
	305-5 Reduction of GHG emissions	Page No. 26	
	305-6 Emissions of ozone-depleting substances (ODS)	Page No. 25	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page No. 25	

## GRI Content Index

GRI Standard / Other Source	Disclosure	Location	Omission
<b>Waste</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 28	
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Page No. 28	
	306-2 Management of significant waste-related impacts	Page No. 28	
	306-3 Waste generated	Page No. 28	
	306-4 Waste diverted from disposal	Page No. 29	
	306-5 Waste directed to disposal	Page No. 29	
<b>Supplier environmental assessment</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 31	
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Page No. 31-32	PTech suppliers exempted
	414-2 Negative social impacts in the supply chain and actions taken	Page No. 31-32	
<b>Employment</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 33-34	
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Page No. 35-37	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page No. 37	
	401-3 Parental leave	Page No. 37	
<b>Labor/management relations</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 34, 37-38	
<b>GRI 402: Labor / Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	-	
<b>Occupational health and safety</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 40	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Page No. 40-42	
	403-2 Hazard identification, risk assessment, and incident investigation	Page No. 41	
	403-3 Occupational health services	Page No. 41	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page No. 41	

## GRI Content Index

GRI Standard / Other Source	Disclosure	Location	Omission
<b>GRI 403: Occupational Health and Safety 2018</b>	403-5 Worker training on occupational health and safety	Page No. 40-41, Annual Report (BRSR) Page No. 89	
	403-6 Promotion of worker health	Page No. 40-41	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page No. 40-42	
	403-8 Workers covered by an occupational health and safety management system	Page No. 41-42	
	403-9 Work-related injuries	Page No. 41-42	
	403-10 Work-related ill health	Page No. 41-42	
<b>Training and Education</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 38	
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Page No. 38	
	404-2 Programs for upgrading employee skills and transition assistance programs	Page No. 38	
	404-3 Percentage of employees receiving regular performance and career development reviews	Page No. 38	
<b>Diversity and equal opportunity</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 33-34	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Page No. 36	
	405-2 Ratio of basic salary and remuneration of women to men	Page No. 37-38	
<b>Non-discrimination</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Annual Report (BRSR) Page No. 95	
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Annual Report (BRSR) Page No. 96	
<b>Freedom of association and collective bargaining</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	-	We do not have any union at our facility. However, we support the formation of labor unions as per the legal regulations.
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	
<b>Child labor</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Annual Report (BRSR) Page No. 95-96	



## GRI Content Index

GRI Standard / Other Source	Disclosure	Location	Omission
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Annual Report (BRSR) Page No. 95-96	
<b>Forced or compulsory labor</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Annual Report (BRSR) Page No. 94-96	
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual Report (BRSR) Page No. 94-96	
<b>Security practices</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Annual Report (BRSR) Page No. 94	
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Annual Report (BRSR) Page No. 94	
<b>Rights of Indigenous people</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	-	
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	-	
<b>Local communities</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 43-44	
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Page No. 43-44	
	413-2 Operations with significant actual and potential negative impacts on local communities	-	
<b>Supplier social assessment</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 31-32	
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Page No. 31-32	PTech suppliers exempted
	414-2 Negative social impacts in the supply chain and actions taken	Page No. 31-32	
<b>Public policy</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Annual Report (BRSR) Page No.103-104	PPAP is currently not engaged in public advocacy.
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	Annual Report (BRSR) Page No.103	



## GRI Content Index

GRI Standard / Other Source	Disclosure	Location	Omission
<b>Customer health and safety</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	-	Our product does not pertain to any health and safety concerns on product. No incidents of non-compliance concerning the health and safety impacts of products and services has been reported during the reporting period.
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	-	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	
<b>Marketing and labeling</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Annual Report (BRSR) Page No. 106	
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	Annual Report (BRSR) Page No. 106	
	417-2 Incidents of non-compliance concerning product and service information and labeling	Annual Report (BRSR) Page No. 105-106	
	417-3 Incidents of non-compliance concerning marketing communications	Annual Report (BRSR) Page No. 105-106	
<b>Customer privacy</b>			
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	Page No. 49	
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page No. 49	



# 30 Days Sustainability Challenge

"one step today for a sustainable future tomorrow!"

DAY 1	DAY 2	DAY 3	DAY 4	DAY 5
I will not run the tap while brushing my teeth	I will not waste food on my plate	I will use both sides of paper while taking print out	I will not litter anywhere at any time	I will always carry a handkerchief and not use tissue papers
DAY 6	DAY 7	DAY 8	DAY 9	DAY 10
I will shift to ink-pen	I will not honk unnecessarily	I will reduce my shower time by 50%	I will not charge my phone overnight	I will grow microgreen plants at home and office
DAY 11	DAY 12	DAY 13	DAY 14	DAY 15
I will reuse waste water	I will switch off electric devices, chargers while not in use	I will always carry a cloth bag while out for shopping	I will reduce my internet usage by one hour today	I will have one millet based meal
DAY 16	DAY 17	DAY 18	DAY 19	DAY 20
I will avoid plastic packaged snacks	I will open windows to minimise electric fan, light use	I will buy grocery from small scale/local vendors	I will learn and practice basics of waste segregation	I will keep water bowl outside my house for birds
DAY 21	DAY 22	DAY 23	DAY 24	DAY 25
I will eat seasonal & local fruits, grains & vegetables	I will choose paperless option for bills	I will walk for 1 km of the total travel planned today	I will turn off unnecessary electric lights/fans	I will keep my mobile data and Wi-Fi off at night
DAY 26	DAY 27	DAY 28	DAY 29	DAY 30
I will be mindful of waste segregation	I will finish long leftovers in fridge & waste no food	I will reduce use of AC & keep the temp. 24 to 27 C	I will always use a reusable water bottle	I will hang dry my cloths in sunlight



For further information and feedback  
on this Report please contact:  
**Business Sustainability Department**



**PPAP Automotive Limited**

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