



SUSTAINABILITY REPORT

FY 2024-25



VINATI ORGANICS LIMITED



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INTRODUCTION

About this Report

Vinati Organics Limited (VOL) is pleased to present its **inaugural Sustainability Report**, a significant milestone in our journey of responsible growth. This report reflects our commitment to **transparency, accountability, and stakeholder engagement**, while showcasing how **sustainability is deeply integrated** into the way we operate. Covering the period from **April 1, 2024, to March 31, 2025**, it captures our **Environmental, Social, and Governance (ESG) performance** across our operations and sets a foundation for **consistent, globally benchmarked disclosures** in the years to come.

Reporting Framework

Prepared in reference to the **Global Reporting Initiative (GRI) Standards 2021**, this report provides an **internationally recognized framework** through which we communicate our approach, performance, and aspirations. By aligning with these standards, VOL seeks to ensure **clarity, comparability, and credibility** for our stakeholders, while demonstrating how our **sustainability agenda is tied directly to long-term value creation**. This effort underlines our belief that **success in the specialty chemicals sector must go hand in hand with responsibility** towards society and the environment.

Scope of the Report

The scope of this report covers VOL's **specialty chemicals and organic intermediates businesses in India**, including our **three advanced manufacturing facilities in Maharashtra** and our **corporate headquarters in Mumbai**. Within this scope, the report highlights our performance on **environmental stewardship, social responsibility, and governance practices**, all of which remain central to our business model. From **resource efficiency and safe production practices to employee well-being and community initiatives**, it presents a **holistic view of how VOL integrates sustainability into daily operations**.

Stakeholder Engagement & Materiality

The content of the report is guided by **extensive stakeholder engagement** and the outcomes of a **materiality assessment**. This ensures that the issues highlighted here are the ones most critical to both VOL and its stakeholders, including **energy and water management, emissions reduction, product stewardship, employee safety, and community development**. Beyond presenting performance metrics, this report also includes **case studies and examples of best practices** that demonstrate our ability to **translate intent into action**.

Alignment with Global Goals

VOL's sustainability journey is closely aligned with the **United Nations Sustainable Development Goals (SDGs)**. By focusing on **responsible production, resource conservation, innovation, and inclusive growth**, we continue to contribute to **global priorities** while driving progress in our own operations. These alignments reinforce our commitment to operate as a **responsible global player** while remaining deeply connected to **local communities and ecosystems**.

Looking Ahead

We view this inaugural Sustainability Report as both a **reflection of our present and a roadmap for the future**. It captures the **progress we have made**, outlines the **systems and processes established for accountability**, and sets the direction for **continuous improvement** in the years ahead. **Sustainability at VOL is not a one-time achievement but an ongoing commitment**—one that requires **constant innovation, learning, and collaboration with stakeholders**.

Restatement of Past Information

Not applicable, as this is VOL's **first Sustainability Report**.

For any queries or feedback on this report, please contact:

Milind Musale,
General Manager- EHS & Sustainability
Email: milind.musale@vinatiorganics.com



Message from the Leadership

One of our most impactful initiatives is the significant investment we have made in renewable energy. Currently VOL has impressively increased its renewable energy share in the operations. This bold investment directly reduces our carbon emissions by replacing fossil fuels with renewable energy.



Dear Stakeholders,

At Vinati Organics Limited (VOL), sustainability has never been an afterthought—it has always been integral to how we grow and operate. Over the years, we have made bold choices that go beyond business profitability to embrace long-term responsibility toward society and the environment. One of the cornerstones of this approach is our investment in renewable energy. This achievement is not merely about capacity addition, but about reaffirming our belief that responsible energy choices can power both business resilience and climate action.

The shift to solar power marks a defining step in VOL's journey. By reducing our dependence on fossil fuels, we are addressing two urgent priorities simultaneously—mitigating climate change and ensuring energy security for our operations. The renewable energy transition also underscores our role as a corporate citizen contributing to the global push for decarbonization.

However, sustainability at VOL extends well beyond energy. We are actively rethinking the way we manufacture, seeking efficiency at every step. Whether it is minimizing waste,

improving water stewardship, or embedding circularity into product design and packaging, our teams work tirelessly to ensure that sustainability is woven into our business DNA.

This commitment also extends to innovation. Our research and development efforts are centred on creating eco-friendly, high-performance products that address market needs without compromising the well-being of future generations. Every sustainable step we take is guided by a long-term vision—to leave behind a legacy of responsibility, innovation, and care.



We believe that sustainability is not just a buzzword or an isolated goal it is a collective responsibility that extends beyond our organization and spans industries, borders, and cultures. 

At Vinati Organics Limited, our vision for sustainability is both deeply rooted in our legacy and firmly aligned with the needs of the future. For us, sustainability is not simply about compliance or reporting—it is about creating value across the entire ecosystem in which we operate.

We see sustainability as a bridge that connects business performance with broader societal progress. This means ensuring that our growth journey generates shared benefits for our employees, partners, customers, and the communities around us. To achieve this, we are committed to nurturing a culture where environmental and social responsibility are embraced by everyone at VOL. Through education, awareness, and transparent communication,

we empower our people to adopt practices that make a real difference.

Our focus today is on deep integration of sustainability into every aspect of decision-making—from investments in cleaner technologies and renewable energy, to product innovation that minimizes environmental impact, to governance systems that prioritize accountability and ethics. By embedding these values into our everyday choices, we are preparing VOL not just for today's challenges, but for the opportunities that lie ahead.

The road ahead demands agility and foresight. Climate change, resource scarcity, and shifting customer expectations require us to reimagine how businesses operate. At VOL, we see this not

as a constraint but as a call to innovate. By leveraging our strengths in research, global partnerships, and technology, we aim to contribute solutions that are cleaner, smarter, and more sustainable.

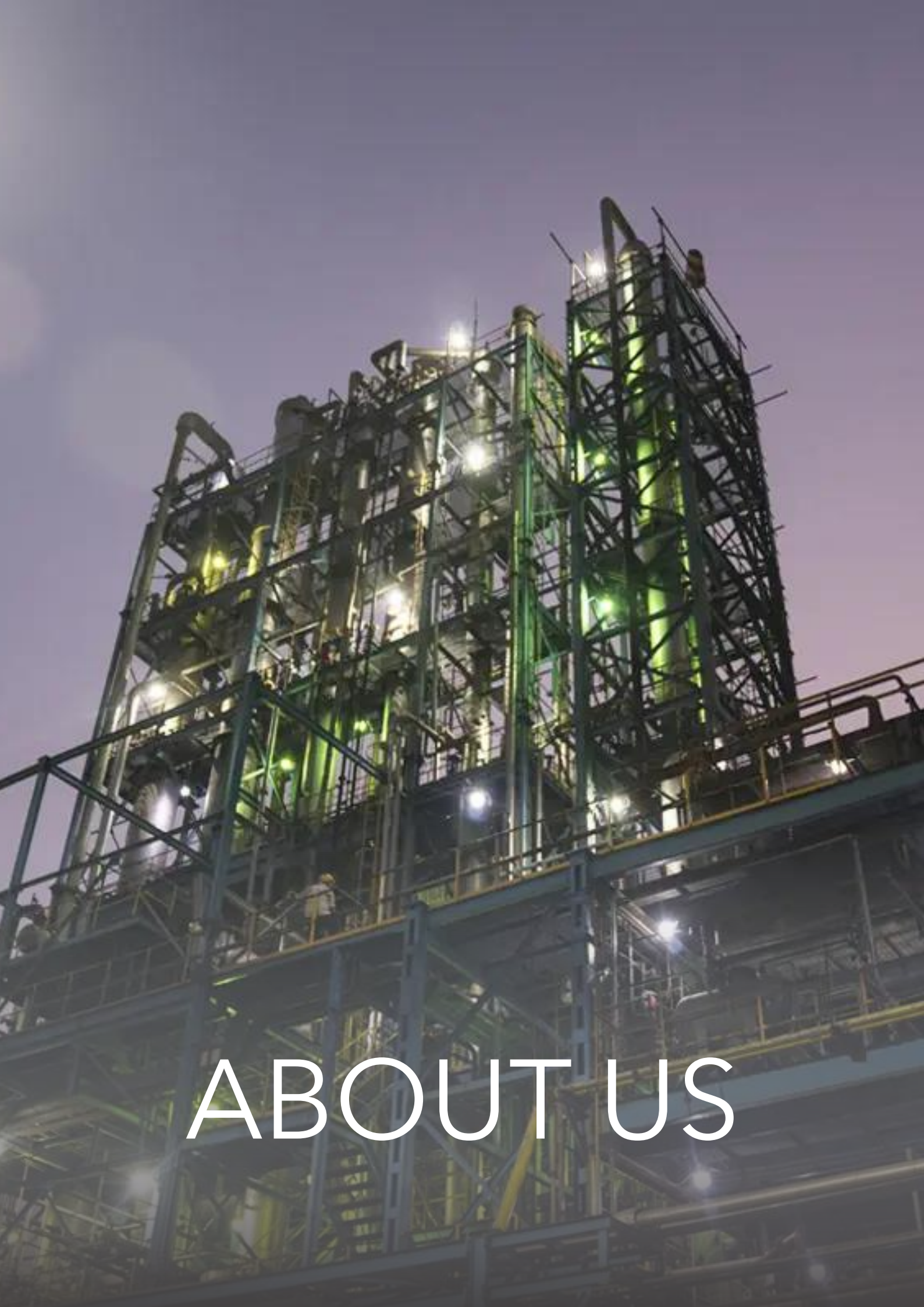
For us, sustainability is a promise—a promise to leave the world better than we found it, and a promise to ensure that the growth of VOL is synonymous with the progress of the planet and its people.

Vinod Saraf

Chairman

Vinati Saraf Mutreja

Managing Director & Chief Executive Officer



ABOUT US



ABOUT THE COMPANY

Vinati Organics Limited

At **Vinati Organics Limited (VOL)**, our journey has been defined by **innovation, resilience, and an unwavering commitment to excellence**. Over the years, we have evolved in the field of **specialty chemicals**, catering to diverse industries such as **pharmaceuticals, personal care, polymers, and agrochemicals**. Headquartered in Mumbai, India, VOL has built a reputation for delivering **high-quality, innovative chemical solutions** that enrich lives and power progress across the world.

What sets us apart is our **relentless focus on research and development**. This pursuit of knowledge and innovation has positioned us as a trusted partner to some of the world's most respected

Fortune 500 companies, including **BASF, NALCO, and Dow Chemicals**. These partnerships underscore our ability to combine **technical expertise, customer-centricity, and forward-looking innovation** to deliver solutions that matter.

With **three state-of-the-art manufacturing facilities** and a presence in **40+ countries**, VOL has established a robust global footprint. More than half of our revenues are derived from international markets, demonstrating our capability to **anticipate and meet evolving customer needs worldwide**, while consistently adhering to the highest standards of quality, safety, and sustainability.

Yet, our story is not only about business growth—it is equally about **responsibility and impact**.

We remain committed to uplifting the communities we serve. We are driving positive change through **education, healthcare, and community development initiatives**, while advancing environmental stewardship through **renewable energy adoption, pioneering waste management systems, Zero Liquid Discharge targets, and large-scale rainwater harvesting projects**.

At VOL, we believe that chemistry is not just about molecules—it is about **meaningful impact**. Every innovation we design, every partnership we forge, and every sustainability





initiative we undertake is guided by a vision to **create shared value for people, industries, and the planet.**

We are more than a specialty chemicals company. We are a **force for progress, a partner in transformation, and a catalyst for a sustainable future.** This is our story—**rooted in passion, guided by purpose, and driven by progress.**

Established in 1989, we began with a focused portfolio of two specialized products. Today, that portfolio has expanded **to over 30 high-performance specialty chemicals** that serve critical industries around the world. This journey of diversification reflects our philosophy that innovation is the only sustainable strategy in a rapidly changing global economy.

Our leadership in the specialty chemicals space is anchored in product excellence and technological edge. VOL is proud to be a **global**

giant in IBB (Isobutyl Benzene) and ATBS (Acrylamido Tertiary Butyl Sulfonic Acid) production, products that are integral to pharmaceuticals, coatings, and water treatment industries. We are also **India's largest manufacturer of antioxidants and the country's sole producer of several niche chemicals,** including TBA, TB Amine, Butyl Phenols, OSBP, and DSBP. This unique product positioning allows us to not only meet domestic demand but also strengthen India's role in the global chemical supply chain.

Our performance reflects this strong foundation. **Being listed on the BSE (524200) and NSE (VINATIORG), we have built a reputation for responsible financial growth,** transparent governance, and long-term shareholder value. More importantly, these achievements are not isolated milestones but outcomes of a deliberate strategy to balance innovation, cost

competitiveness, and environmental responsibility.

But even as we look outward to global markets, **VOL remains deeply rooted in values that emphasize responsibility** at every level of operation. We recognize that our growth is only meaningful if it is sustainable — if it protects the environment, uplifts communities, and creates opportunities for future generations.

At the same time, VOL views social responsibility as inseparable from business responsibility. Our **presence spans across India,** and wherever we operate, we commit ourselves to community development in **education, healthcare, skill training, and gender equality.** By working with public institutions, local organizations, and government bodies, we seek to create ecosystems of shared progress.





Our long-term aspiration is captured in our vision: **“To be the global leader in manufacturing niche specialty products adopting eco-friendly technologies.”** This vision is not just an ambition for scale — it is a promise that growth will not come at the cost of environmental balance.

Our mission, **“To emerge as a globally competitive organization for all our products in terms of cost and quality,”** reinforces this balance by combining competitiveness with accountability. For us, leadership is not about being the largest; it is about being the most responsible, the most innovative, and the most trusted.

At Vinati Organics, every strategy and every initiative is guided by our fundamental philosophy of Innovate. Expand. Thrive. Innovation gives us the ability to create world-class solutions. Expansion allows us to scale these solutions for global

VISION

“To be the global leader in manufacturing niche specialty products adopting eco-friendly technologies”

MISSION

“To emerge as a globally competitive organisation for all our products in terms of cost and quality”

impact. And thriving means doing so in a way that respects our people, planet, and our partnerships, ensuring progress and sustainability.

As we look to the future, we carry forward a legacy of resilience built over three decades. But we also carry forward an obligation — to ensure

that the chemistry we create today becomes the foundation for a greener, cleaner, and more sustainable tomorrow. This balance between progress and responsibility is the essence of who we are as an organization.



Vinati Organics Limited excels in IBB and ATBS production, India’s largest manufacturer of antioxidants, and the country’s sole producer of several niche chemicals such as TBA, TB Amine, Butyl Phenols, OSBP, and DSBP. With three state-of-the-art manufacturing facilities and a presence in over 40+ countries, we serve Fortune 500 companies like BASF, NALCO, and Dow Chemicals. More than half of our revenues come from international markets, underscoring our strength in combining innovation, cost competitiveness, and sustainability to cement India’s position in the global chemical supply chain.



65%

Global market share in ATBS and IBB

40+

Countries Served

30+

Products across multiple end-use industries



Message From the Chief Operating Officer



At Vinati Organics Limited (VOL), we recognize the profound responsibility that comes with being a chemical manufacturer. The operations we undertake have a direct impact on the environment, and therefore, sustainability is not an option but a necessity. This commitment is embedded in every aspect of our business, guiding us to adopt a proactive and comprehensive approach toward minimizing our environmental footprint.



At Vinati Organics Limited (VOL), operations form the backbone of our success and define our ability to deliver consistent value to customers across the globe. From our very first manufacturing unit to our current multi-plant presence, our operational journey has been marked by scale, precision, and relentless efficiency.

Our operating philosophy rests on one principle: **engineer efficiency into every process**. By integrating **cutting-edge automation, advanced process controls, and world-class manufacturing practices**, we ensure reliability and consistency in every batch we produce. Today, our facilities deliver large volumes of high-performance specialty chemicals that meet stringent global standards, reinforcing our reputation as a trusted supplier to some of the world's leading companies.

Scale is a key differentiator for VOL. With our **state-of-the-art facilities and strategically located plants**, we are able to manufacture at volumes that support both domestic requirements and international demand. This scale advantage is matched by our **robust supply chain management system**, which enables us to serve over 40 countries with agility and dependability. Despite global disruptions, our

operational systems have remained resilient, ensuring uninterrupted supply and reliable delivery for our customers.

Efficiency, however, is not limited to production throughput. We continuously optimize our processes to lower operating costs, minimize downtime, and maximize asset utilization. Our investments in **process integration, debottlenecking, and capacity enhancement projects** allow us to operate with greater flexibility while maintaining a sharp focus on quality and performance. This discipline in execution directly translates to strong financial performance, positioning VOL as one of the most competitive players in the specialty chemicals sector.

Operational excellence also extends to **research and development integration**. Our R&D teams work in close collaboration with operations to scale up innovative products from pilot stage to full-scale manufacturing. This synergy allows us to introduce new products efficiently, expand into adjacent chemical segments, and strengthen our market relevance. By leveraging existing raw materials for new applications, we not only improve cost structures but also accelerate

time-to-market for high-demand products.

Looking at the bigger picture, VOL is not just a manufacturing company—it is an **operations-driven enterprise**. Our ability to **manage complexity, maintain scale, and deliver consistently** is what sets us apart in a competitive and dynamic global marketplace. As demand for specialty chemicals continues to rise worldwide, our operational backbone ensures that we are well-positioned to capture opportunities, expand capacity, and sustain leadership in core product categories like IBB, ATBS, antioxidants, and butyl phenols.

The road ahead will see us strengthening this operational core even further. By focusing on **capacity expansion, process excellence, and global supply chain efficiency**, we aim to reinforce VOL's position as the partner of choice for specialty chemicals. Our goal is clear: to continue driving operational excellence that supports growth, competitiveness, and long-term value creation for all stakeholders.

Mr. Amit Thanawala
Chief Operating Officer



Our Journey

1989

VOL came into existence

1992

IBB at Mahad came on stream with 1,200 MT production capacity

1996

IBB production capacity expanded to 3,000 MT

1997

IBB production capacity expanded to 5,000 MT

2002

ATBS at Lote started operations with 1,000 MT production capacity

2006

IBB production capacity expanded to 10,000 MT. ATBS production capacity expanded to 3,000 MT

2007

Started Tertiary Butyl acrylamide (TBA) production

2008

IBB production capacity expanded to 14,000 MT

2009

ATBS production capacity expanded to 12,000 MT. TBA production capacity expanded to 500 MT

2010

Isobutylene plant came on stream with 12,000 MT production capacity

2011

HP MTBE plant commissioned with 7,000 MT

2013

ATBS production capacity expanded to 26,000 MT

2016

Tertiary Butylamine and customized products plant commissioned

2018

IBB production capacity expanded to 25,000 MT

2020

Butyl Phenols project commissioned

2021

ATBS production capacity expanded to 40,000 MT

2023

Acquisition of Veeral Additives Pvt Ltd

2025

Launched new products: MEHQ and Guaiacol

The company began with a vision to create a strong foundation in specialty chemicals. It started with its first plant, which marked the beginning of its manufacturing journey. Over time, the company steadily expanded its operations, adding new facilities and increasing production to meet the growing demand.

As its capabilities grew, the company diversified into new products, introducing advanced chemicals that strengthened its portfolio. It gradually moved from a single plant operation to a multi-location presence, each step broadening its expertise and reach. With every expansion, new technologies and innovative processes were introduced, paving the way for higher efficiency and better quality. Customized products and new chemical lines were launched, further establishing the company as a trusted partner across industries.

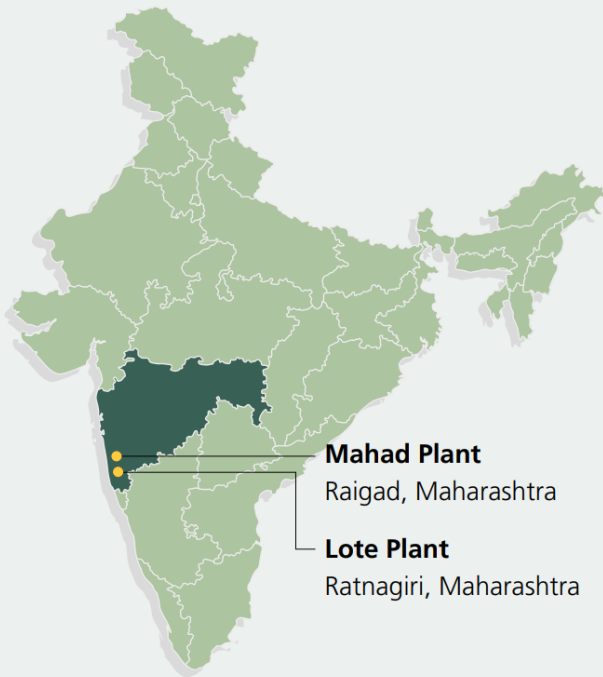
In recent years, the company has continued to strengthen its sustainability focus, adding renewable energy to its operations and expanding into value-added businesses. Along this journey, strategic acquisitions and continuous innovation have reinforced its position as a leader in the chemical sector, while staying committed to long-term growth and environmental responsibility.

Today, the company stands as a symbol of innovation, resilience, and sustainability. Guided by its core values, it remains dedicated to delivering solutions that not only meet the evolving needs of its customers but also contribute positively to society and the environment. With a forward-looking approach, the company is poised to embrace future opportunities while continuing to uphold its legacy of excellence.



Our Presence

India



From our roots in Maharashtra, Vinati Organics has emerged as a trusted leader in specialty chemicals, recognized for innovation, quality, and reliability. Our products power industries across continents, reinforcing India's capability to deliver world-class solutions. With a presence in key markets worldwide, we continue to expand our reach while staying true to our values of excellence and sustainability.

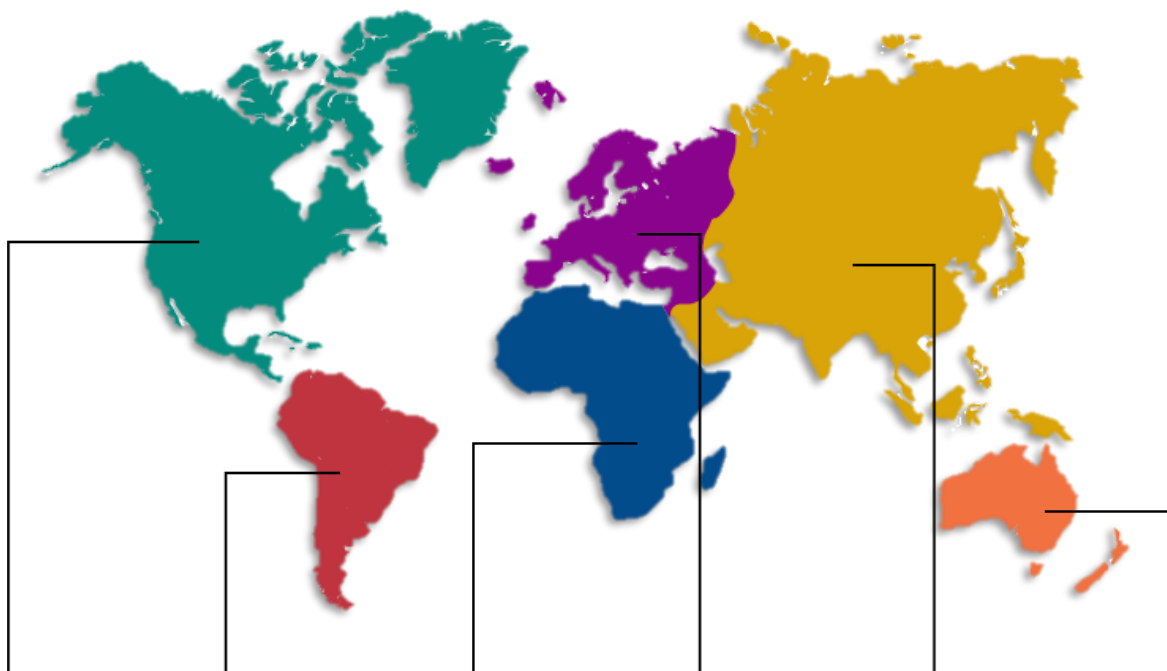
1,79,108

Metric Tons of
total production

3

State of the art
manufacturing sites

Global



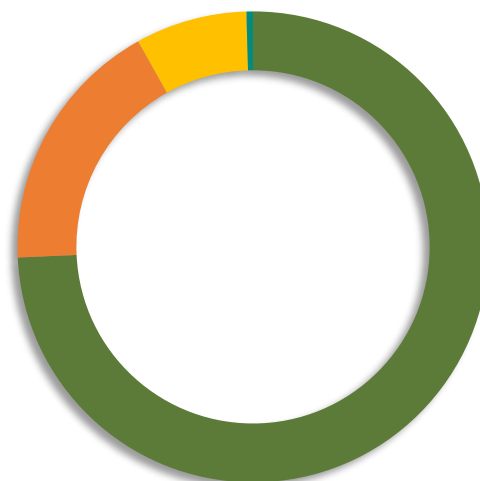
North America	South America	Africa	Europe	Asia	Australia & Oceania
Canada Mexico USA	Argentina Brazil Colombia	South Africa	Italy, Spain, Finland, Poland, Sweden, Austria, Belarus, France, Latvia, Belgium, Czechia, Germany, Netherlands, Switzerland, UK, Ireland	India, China, Japan, Turkey, Pakistan, Thailand, Vietnam, Malaysia, Indonesia, Singapore, Saudi Arabia, Taiwan, Republic of Korea, Russian Federation, UAE	Australia



Shareholding Patterns

Guided by our core philosophy "Innovate Expand Thrive" we operate with a clear strategic vision. These principles not only reflect our values but also drive our continuous efforts toward operational excellence, sustainable growth, and industry leadership.

With 41 global companies served, expansion remains a key pillar of our long-term growth strategy. We pursue it through market penetration, operational scaling, and strategic partnerships. A recent example is our merger with Veeral Additives Pvt. Ltd. (VAPL), which reflects our commitment to capturing synergistic value and entering new market segments. Our approach to growth is not solely quantitative it is deeply aligned with sustainable practices



- Promoters
- Public and others
- Mutual Funds & NBFC's
- Foreign Investors

and inclusive development within a rapidly evolving business landscape.

To Thrive is to ensure long-term success not just for VOL, but for all our stakeholders. We are committed to **generating enduring value** for our customers, employees, shareholders, and the communities we serve. By nurturing a culture that embraces

both innovation and expansion, we lay the foundation for sustainable prosperity. With a visionary mindset, robust financials, and a dynamic product portfolio, VOL is well-positioned for a future defined by innovation, expansion, and responsible growth in perfect alignment with our core theme: **Innovate Expand Thrive**

Value Generated and Distributed

We have aligned our economic growth strategy to ensure that it not only drives financial performance but also strengthens our commitment to stakeholders and reinforces our responsibility toward environmental stewardship. Our focus remains on building a resilient and sustainable economic foundation, supported by scientific and systematic approaches to value creation. By integrating efficiency, innovation, and responsibility, we continue to generate long-term growth while maintaining credibility as a trusted partner.

During the reporting period, our revenue stood at **₹2,356.40 crores**, supported by robust demand for our products and efficient operational execution. **Profit After Tax (PAT)** amounted to **₹405.25 crores**, reflecting strong cost management and process optimization. **Profit Before Finance Cost, Depreciation, and Taxes** was **₹536.18 crores**, underscoring the efficiency of our core operations. These figures demonstrate our ability to deliver competitive performance while investing in sustainable business practices that support future growth.

As a responsible employer, **Vinati Organics Limited (VOL)** places strong emphasis on employee welfare and security. We offer a comprehensive benefits package including medical insurance, life insurance, personal accident insurance, maternity leave, and provident fund contributions. In **FY 2024-25**, VOL allocated **₹139.61 crores** toward defined

benefit plan obligations and other retirement benefits, marking a significant rise compared to the previous year, highlighting our continued commitment to employee well-being.

Economic Value Generated	FY 2024-25 (in ₹ Crores)
Gross Revenue from Operations	2356.40
Net Revenue from Operations (excluding GST)	2248.17
Economic Value Generated from Investment and Other Sources	44.31
Net Profit	405.25
Operating Cost (including cost of raw materials, depreciation, and other expenses)	1616.69
Employee Wages and Benefits	139.61
Interest Payments to Providers of Credit	0.52
Dividend/Payout to Shareholders	77.75
Payment to Government (taxes)	130.93
Community Investments	8.92
Retained Earnings	2675.54



Global Solutions – Local production

At Vinati Organics Limited (VOL), our vision has always been to create global solutions rooted in local production excellence. Our diverse portfolio of specialty aromatics, monomers, butyl phenols, polymers, antioxidants, and inorganic chemicals plays a vital role in industries that shape modern life—from healthcare and personal care to infrastructure, mobility, and agriculture.

As the world's largest manufacturer of IBB and ATBS, coupled with India's largest antioxidant facilities and the country's only producer of TBA, TBA Amine, Butyl Phenols, OSBP, and DSBP, we produced over 1,79,108 MT

of products during the reporting year. This leadership is not just a reflection of scale—it is a responsibility we shoulder with commitment to efficiency, safety, and environmental stewardship. Each product we deliver embodies precision engineering and sustainable practices that reduce ecological impact while enhancing performance.

Engineering Excellence, Built to Scale

At VOL, manufacturing is guided by a deep commitment to excellence. We integrate advanced technologies, robust process controls, and

continuous monitoring systems to ensure reliability and safety across every stage—from sourcing raw materials to the final delivery of high-performance products. This rigorous approach allows us to deliver globally competitive solutions while upholding our principles of environmental responsibility.

Our Intellectual Prowess

Beyond scale, our strength lies in intellectual capital. By combining deep scientific expertise with a strategically integrated approach to R&D and operations, we have built future-ready capabilities that ensure





resilience in an evolving global marketplace. Our in-house team of specialists, supported by collaborations with leading global research institutes, drives innovation across product development, process optimisation, and resource efficiency.

Strategic investments in adjacent product categories enable us to strengthen our value chain and broaden relevance across global industries. We also focus on developing new products from existing inputs, optimising cost structures, and simplifying processes to deliver competitive advantages. Furthermore, by-products from our operations are efficiently converted into high-value intermediaries,

supporting resource optimisation and aligning with circular economy principles.

Driving Innovation and Efficiency

Our emphasis on innovation is not limited to laboratory development. It extends to enhancing manufacturing efficiency, scaling operations responsibly, and ensuring that our products are future-proof. Every expansion in capacity is paired with upgrades in infrastructure, cleaner technologies, and a sustainability-first mindset. This balance ensures that as we grow, we reduce our carbon footprint while contributing to long-term competitiveness.

From Expertise to Solutions

This integrated approach—anchored in scale, intellectual capital, and innovation—has enabled us to deliver solutions that meet critical global needs while advancing sustainability.

Our specialty aromatics, monomers, butyl phenols, antioxidants, polymers, and inorganic chemicals are more than just products; they are enablers of progress across industries. From extending the durability of materials to enhancing water efficiency and supporting agriculture, each product line reflects VOL's ability to innovate responsibly while shaping a more sustainable future.

SPECIALTY AROMATICS

Chemical intermediates that help enhance performance and stability in pharmaceuticals, fragrances, and polymers.



Flavours



Food Additives



Fragrances



Cosmetic Additives



Construction Chemicals



Elastomers



Adhesives



Agrochemicals



Cleaning Materials



Colours



Industrial Gases



Lubricants



Paints



Polymers



Surfactants



Textile Auxiliaries

SPECIALTY MONOMERS

Basic chemical units that help build polymers with customised physical and chemical properties.



Water Treatment



Paper Processing



Mineral Sequestering



Textile Processing



Personal Care Products



Pharmaceuticals



Drug Delivery



Petroleum Production



Enhanced Oil Recovery



Coatings Additives



Additives



Sensors



BUTYL PHENOLS

Aromatic compounds that help improve the performance of resins, coatings, and stabilisers.



Agriculture



Automotive Care



Fuels



Fragrance



Producing Plasticisers



Resins



Polymerisation Inhibitors



Spices



Antioxidants



Molecular Weight Regulators



Lubricants

MISCELLANEOUS POLYMERS

Specialised polymers that help deliver high resistance, durability, or biodegradability in industrial applications.



Construction



Oil Drilling



Mining



Leather and Paper



Ceramics

ANTIOXIDANTS

Stabilising compounds that help prevent oxidation and extend the shelf life of materials.



Safeguarding Plastics



Leather



Textiles and Elastomers



Coatings and Adhesives

INHIBITORS

Compounds that prevent polymerisation of monomers.



Polymers



Pharmaceuticals



Personal Care



Adhesives



Coatings



Photography



Message From the Chief Sustainability Officer

At VOL, sustainability is not an afterthought but a guiding philosophy that shapes every choice we make. It is about asking difficult questions—how do we grow while consuming less, how do we innovate while reducing harm, how do we turn today's challenges into tomorrow's opportunities? Our work extends beyond compliance; it is a commitment to designing waste into resource, chemistry into solution, and growth into shared value. True progress, for us, is measured in healthier ecosystems, empowered communities, and future generations who inherit not our burdens but our resilience.



Our **sustainability-first approach** is fundamental to the global brand we've built in the specialty chemicals industry. Sustainability is not just a peripheral goal but a **core component woven deeply into the fabric of our company's values and operations**. Every strategic decision we make is informed by the desire to create **long-term value for all our stakeholders—environmental, social, and economic**.

This **multidimensional focus on sustainability** ensures that we continue to grow responsibly while minimizing our ecological footprint. **Innovation lies at the heart of our sustainable practices**, enabling us to reduce our environmental impact while also driving business value. One of our defining initiatives is the **conversion of solid waste from our manufacturing facilities into value-added products**. This breakthrough not only reduces the environmental burden of disposal

but also creates **new revenue streams and competitive advantages**. By **turning waste into a resource**, we embody the principles of the **circular economy** and set new benchmarks in resource efficiency.

At VOL, we also place strong emphasis on **sustainable chemistries and products** that align with the growing global demand for environmentally responsible solutions. From **designing low-footprint processes to expanding our portfolio of eco-friendly products**, we are continuously evolving to serve the needs of a **future-ready market**.

Our approach extends beyond products to include **water stewardship, energy efficiency, and responsible supply chain practices**, ensuring sustainability across the value chain.

Our progress would not be possible without the collective efforts of the entire **VOL family—our customers, suppliers, employees, investors, and the communities in which we operate**. Their trust and collaboration strengthen our ability to create meaningful impact.

Looking ahead, our vision is clear: **to build a sustainable and rewarding future for all**. We are committed to **balancing economic success with environmental stewardship and social responsibility**, ensuring that our growth contributes to a better world for future generations.

Mr. Milind Musale

General manager -EHS & Sustainability



Awards and Recognitions

Celebrating the milestones and accolades that reflect our commitment to excellence, innovation, and enduring impact across industries.



Rasayan Udyog Ratna Award

The Indian Chemical Society conferred the prestigious Rasayan Udyog Ratna Award to Mr. Vinod Saraf during the grand celebration of Century of Chemistry in India.



BITS Pilani Award

Chairman Mr. Vinod Saraf was conferred the BITS Pilani Distinguished Alumnus Award 2024, celebrating his pioneering contributions to the chemical industry and lasting impact as an alumnus.



Ms. Vinati Saraf Mutreja was named among **Fortune India's 100 Most Powerful Women in Business for 2025**, which highlights trailblazers from across sectors for breaking barriers and building legacies.



Ms. Vinati Saraf Mutreja was honored by Business Today in the **Most Powerful Women in Business 2024** list, recognising her leadership in the chemical industry.



EcoVadis Gold Award

Vinati Organics was honoured with the EcoVadis Gold Award, recognising our strong commitment to sustainability and responsible business practices.



MATERIALITY



What Matters to Us



Stakeholders are central to our vision of sustainable growth. We recognize that their influence extends beyond day-to-day interactions – shaping our strategy, defining our responsibilities, and guiding us toward long-term resilience. Customers inspire innovation and quality, regulators ensure ethical conduct, communities reflect the social and environmental footprint of our operations, employees drive our culture and productivity, suppliers safeguard value chain integrity, and shareholders hold us accountable for creating enduring value. By acknowledging this power and importance, and by engaging with openness and responsibility, we treat stakeholders not as external voices but as true partners in building a business that is ethical, resilient, and future-ready.



At Vinati Organics Limited (VOL), sustainability continues to guide the way we conduct our business. We recognize that creating long-term value for our stakeholders requires more than just financial performance — it calls for proactive engagement, transparent communication, and a sharp focus on the environmental, social, and governance (ESG) issues that matter most.

Our approach to stakeholder engagement and materiality assessment ensures that our strategy remains aligned with stakeholder expectations while reinforcing our ability to anticipate risks and seize opportunities. During FY 2023–24, we undertook a comprehensive materiality assessment to identify and prioritize key ESG topics of significance. The results of that exercise continue to shape our priorities in FY 2024–25, as the underlying dynamics of our business and stakeholder landscape have remained consistent.

This section outlines our stakeholder engagement framework, the process through which we identify and interact with key stakeholder groups, and the outcomes of our materiality assessment that continue to guide our sustainability strategy.

Stakeholder Engagement

For VOL, stakeholder engagement is not a one-time activity but a continuous dialogue that strengthens our social license to operate and builds long-term trust. Our stakeholders — whether they are customers, employees, regulators, communities, suppliers, or shareholders — are essential partners in our journey toward sustainable growth.

We recognize that each stakeholder group has distinct expectations and concerns, ranging from product quality and regulatory compliance to community welfare and employee well-being. By creating structured yet adaptable mechanisms of engagement, we ensure that their voices inform our business decisions and sustainability roadmap.

To ensure inclusivity and relevance, VOL has identified six stakeholder groups who either influence our business outcomes or are significantly impacted by our operations:

- **Customers** – whose trust depends on consistent product quality, safety, and value.
- **Suppliers** – critical partners in ensuring ethical sourcing, transparency, and supply chain resilience.
- **Local Communities** – who expect us to contribute positively to their welfare and minimize environmental and social impacts.
- **Regulators** – whose oversight ensures compliance with laws and alignment with national and international standards.
- **Employees** – the backbone of VOL, whose safety, growth, and well-being remain a top priority.
- **Shareholders** – who look to us for responsible governance, financial performance, and long-term value creation.

These stakeholder groups form the foundation of our engagement process, enabling VOL to focus on issues of greatest relevance while maintaining alignment with our sustainability objectives.



Our engagement process is designed to be structured, transparent, and responsive. We combine formal mechanisms such as surveys, audits, and regulatory filings with informal interactions, ensuring that feedback is both

continuous and actionable. The frequency and scope of engagement vary depending on the stakeholder group, but the objective remains the same — to capture perspectives, identify concerns, and build mutually beneficial relationships.

The table below summarizes our engagement framework with each stakeholder group:

Stakeholder Group	Channels of Communication	Frequency of Engagement	Purpose & Scope of Engagement	Vulnerable & Marginalized Group
Customers	Surveys, performance review meetings, customer audits	Continuous, periodic	Product quality & safety, data privacy & security, value-added services, customer satisfaction	No
Suppliers	Performance evaluation, supplier engagement forum, procurement meetings	Continuous, periodic	Supply chain management, ethical business conduct, risk & opportunity management, material sourcing, sustained business growth, supplier development	No
Local Communities	CSR projects, employee social impact initiatives, awareness programs	Continuous, annual	Contributions to community welfare, adherence to community expectations & needs, brand value management	Yes
Regulators	Surveys, review meetings, customer audits	Regular	Product quality & safety, data privacy & security, value-added services, customer satisfaction	No
Employees	Engagement surveys, project meetings, policies, training & development sessions	Continuous	EHS training & learning, career progression, growth opportunities, recognition, job security, fair remuneration, work-life balance, healthcare needs	No
Shareholders	Annual report, press releases, company website, regulatory filings	As required	Financial performance, responsible investment, ethical conduct, long-term growth, risk management, corporate governance	No

The framework ensures that all material aspects of engagement — from operational safety to community development and corporate governance — are systematically addressed, while vulnerable and marginalized groups are also considered within our stakeholder ecosystem.

Materiality

Understanding what matters most to stakeholders and to the business is the foundation of VOL's sustainability strategy. In FY 2023–24, we conducted a comprehensive materiality assessment to identify, evaluate, and prioritize the environmental, social, and governance (ESG) topics that hold the greatest significance. This exercise enabled us to align our sustainability efforts with stakeholder expectations while embedding resilience into our business model.

As we report for FY 2024–25, the outcomes of that materiality assessment continue to guide our priorities. The nature of our business, stakeholder dynamics, and operating environment have remained consistent, ensuring that the previously identified material topics remain relevant and robust. These topics serve as a strategic compass, helping VOL focus on

areas where our actions create the most meaningful impact for stakeholders and long-term value for the business.

The materiality assessment carried out in FY 2023–24 followed a structured and transparent methodology designed to capture both stakeholder expectations and business imperatives. The process began with the identification of a broad pool of potential ESG topics by referencing globally recognized frameworks such as GRI Standards, MSCI, SASB, and DJSI, while also benchmarking against peer companies in the specialty chemicals sector.

This initial list was then refined through extensive consultations with internal and external stakeholders, whose perspectives helped to evaluate the relative importance of each issue. Parallely, the potential impact of these issues on VOL's business performance, risk profile, and long-term growth was assessed. By applying this dual lens — **significance to stakeholders** and **impact on the business** — topics were prioritized and consolidated into a set of high-impact focus areas. The final set of material topics reflects the ESG dimensions most critical to VOL and its stakeholders. These topics have been embedded into our strategic planning,



operational priorities, and reporting approach. In FY 2024–25, they continue to remain the foundation of our sustainability

Material Topics

The materiality assessment process has enabled Vinati Organics Limited (VOL) to identify the sustainability issues most relevant to its long-term business strategy, stakeholder expectations, and industry context. The final set of material topics reflects the areas where VOL's operations create the greatest impact and where proactive management can drive value creation. These topics collectively embody our responsibility to safeguard the environment, protect our people, uphold ethical standards, and ensure the resilience of our business in a changing global landscape.

On the environmental front, the prominence of climate change, energy management, and waste and hazardous material management underscores VOL's commitment to decarbonization and responsible resource use. Water management, biodiversity preservation, and circularity are equally critical, given the resource-intensive nature of chemical manufacturing. By focusing on these topics, VOL is addressing both operational risks and long-term opportunities to transition toward cleaner, greener, and more resilient business practices.

The social dimension of our material topics emphasizes the centrality of people and communities in our sustainability journey. Occupational safety and health, process safety, and

emergency response remain at the core of ensuring the wellbeing of our workforce. Issues such as human rights, diversity and inclusion, labour standards, and employee development highlight our responsibility to foster an equitable and engaged workplace. Meanwhile, product safety, quality management, and societal engagement reflect our role in building trust with customers, communities, and broader stakeholder groups.

Under governance, material topics such as business ethics, compliance, and information management reflect the foundation of trust, transparency, and accountability upon which VOL operates. Research and innovation, a forward-looking governance priority, ensures that sustainability is embedded not only in compliance but also in our growth strategy—helping us remain agile and competitive in an evolving global market.

Together, these material topics articulate VOL's holistic approach to sustainability: one that integrates environmental stewardship, social responsibility, and governance excellence into the fabric of our business model. By aligning our priorities with stakeholder concerns and global sustainability frameworks, VOL continues to build resilience, reduce risks, and create enduring value for all.

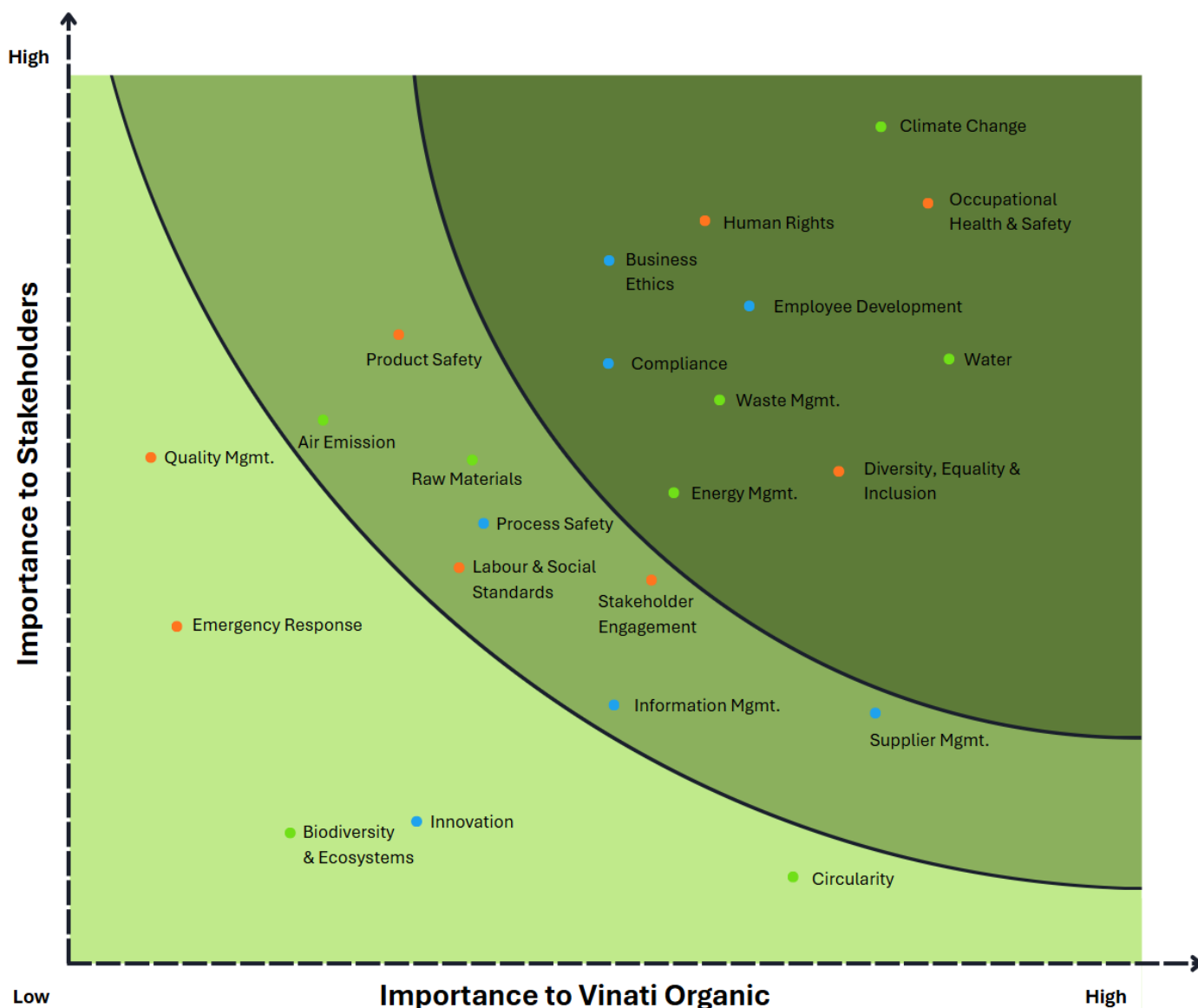
Environment	Social	Governance
Climate Change	Occupation Safety and Health Protection	Business Ethics
Energy management	Responsibility for Human Rights	Compliance
Waste and Hazardous material management	Diversity, Equality, and Inclusion	Information Management
Air emissions	Employee Development	Research & Innovation
Water management	Product Safety	
Biodiversity and Ecosystem	Labor and Social Standards	
Raw Materials	Process Safety	
Circularity	Quality Management	
	Stakeholder and Societal Engagement	
	Emergency Responses	

Vinati Organics' ESG Materiality Assessment resulted in a materiality matrix, prioritizing ESG issues based on organizational impact and stakeholder concern. This matrix, a two-dimensional grid, aligns sustainability efforts with internal and external expectations. We used defined impact criteria for prioritization:

- **High Impact:** Issues with substantial significance to both the organization and stakeholders, requiring rigorous management.

- **Medium Impact:** Issues with significant organizational impact, but potentially varying stakeholder concern, requiring risk mitigation.
- **Low Impact:** Issues with limited influence and low stakeholder concern, requiring monitoring, not immediate action.

These criteria enabled effective categorization and prioritization of ESG topics within the materiality matrix.



The results of the materiality assessment for FY 2023–24 highlight the themes that are most critical for Vinati Organics Limited (VOL) and its stakeholders. The upper right quadrant of the matrix reflects the convergence of strategic importance and stakeholder expectations. Here, topics such as **climate change, occupational health and safety, human rights, employee development, water management, waste management, and diversity & inclusion** dominate the landscape. Their positioning signals that sustainable growth for VOL depends on managing environmental impact, protecting people, and embedding inclusivity into business practices.

Governance topics, particularly **business ethics, compliance, and stakeholder engagement**, have also emerged as high-priority areas. This outcome demonstrates that stakeholders not only look to VOL for safe and responsible operations but also for ethical leadership,

transparency, and accountability. Upholding these principles is central to maintaining stakeholder trust and ensuring the company's continued license to operate.

The middle tier of the matrix reflects themes such as **process safety, product safety, supplier management, and energy efficiency**. These are operational enablers that, while not ranked at the very top, remain essential for delivering on VOL's promise of high-quality, safe, and responsibly manufactured products. They also play a critical role in maintaining resilient supply chains and efficient resource use, which directly support the company's environmental and social goals.

Topics such as **innovation, biodiversity, circularity, and emergency response** appear in the lower spectrum of stakeholder importance. While these may not be perceived as immediate business imperatives, they represent areas of long-term opportunity and preparedness.



Management of Material Topics

At Vinati Organics Limited (VOL), the identification of material topics is not an end in itself; it is a cornerstone for strategic action and sustainable value creation. Recognizing that the sustainability landscape is dynamic, VOL has established robust governance and operational mechanisms to manage material Environmental, Social, and Governance (ESG) topics systematically, ensuring that the issues most critical to stakeholders and the business are addressed effectively.

The management of material topics begins with embedding responsibility across the organization. Each material topic is aligned with a functional owner or a dedicated team accountable for planning, implementation, monitoring, and reporting. This alignment ensures that sustainability priorities are integrated into day-to-day business operations, strategic initiatives, and decision-making processes. For instance, climate change and energy management are overseen by teams responsible for operations, engineering, and environmental compliance, ensuring initiatives such as energy efficiency, renewable energy adoption, and greenhouse gas reduction targets are actively pursued. Similarly, occupational safety and health, employee development, and process safety are managed through cross-functional Human Resources, EHS, and operational teams who oversee training programs, safety audits, and incident management systems.

VOL's approach is anchored in clear policies, procedures, and performance indicators. For each material topic, the company defines objectives, targets, and Key Performance Indicators (KPIs) to track progress and identify areas for improvement. Environmental topics such as water management, waste handling, biodiversity conservation, and circularity are guided by established environmental management systems, ensuring compliance with regulatory requirements while promoting resource efficiency and

ecosystem protection. Social topics, including human rights, diversity and inclusion, labour standards, and community engagement, are managed through structured programs, capacity-building initiatives, and continuous dialogue with employees, communities, and other stakeholders. Governance-related topics, including business ethics, compliance, information management, and research and innovation, are reinforced through strong policies, audit mechanisms, and internal controls that maintain integrity, accountability, and transparency across the organization.

Monitoring and evaluation are integral to VOL's management process. Progress against material topics is reviewed periodically at multiple levels, from operational teams to senior leadership, ensuring that outcomes are measured, challenges are addressed promptly, and lessons learned are incorporated into future strategies. This iterative approach allows VOL to remain responsive to emerging risks, stakeholder expectations, and evolving regulatory and market requirements.

Stakeholder engagement plays a complementary role in the management of material topics. By maintaining open channels of communication with customers, employees, suppliers, regulators, shareholders, and communities, VOL continuously validates the relevance of its ESG priorities and refines actions to maximize positive impact. Feedback mechanisms, audits, surveys, and structured reviews are utilized to ensure that initiatives are effective, relevant, and aligned with broader sustainability objectives. This reflects company's commitment to responsible business practices and long-term value creation. By systematically embedding ESG priorities into governance, strategy, operations, and reporting, VOL ensures that its sustainability journey is proactive, measurable, and aligned with both stakeholder expectations and the overarching goal of building a resilient, ethical, and future-ready enterprise.



At Vinati Organics, stakeholders are not merely observers – they are partners in shaping our sustainable future. Every decision we take reflects a commitment to balance business growth with environmental stewardship, social responsibility, and ethical governance. By actively listening to our stakeholders, prioritizing the issues that matter most, and embedding accountability into our operations, we transform sustainability from a policy into a practice. This approach enables us to anticipate risks, seize opportunities, and create long-term value. For VOL, responsible business is not an obligation – it is the foundation of resilience, innovation, and enduring success.





Risk Management

Our Reorganized Risk Management Framework combines industry best practices with international standards, including ISO 14001 (Environmental Management), ISO 45001 (Occupational Health & Safety), Responsible Care, and EcoVadis Gold. Oversight is provided at the Board level through dedicated Risk Management Committees (RMCs), while cross-functional teams implement mitigation strategies, monitor outcomes, and integrate lessons learned into operational and strategic planning.



At Vinati Organics Limited (VOL), risk management is central to building a resilient and sustainable business. We recognize that in a rapidly evolving global landscape, managing operational, financial, environmental, and social risks is critical to safeguarding stakeholder value and sustaining growth. Our approach integrates strategic foresight, robust governance, and proactive mitigation, ensuring that both traditional and emerging risks are addressed in a structured manner.

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Environmental and operational risks are managed through a combination of policy, infrastructure, and innovation. Climate change and energy challenges are addressed through renewable energy adoption, and initiatives for energy efficiency.

Water stewardship is strengthened via rainwater harvesting, Reverse Osmosis (RO) systems, and reduced water withdrawal, while hazardous waste is managed through Zero Liquid Discharge (ZLD), Effluent Treatment Plants (ETPs), and safe disposal practices. These measures mitigate environmental impact, enhance regulatory compliance, and improve operational efficiency.

Occupational health and safety (OHS) is a priority in our risk management approach. Guided by ISO 45001 and

rigorous hazard assessments such as HAZOP and HIRA, VOL implements comprehensive EHS training, protective measures, and monitoring programs to ensure workplace safety. Human resource risks—including employee well-being, skill development, and retention—are addressed through structured training programs, career progression initiatives, and robust grievance mechanisms, ensuring a motivated, capable, and safe workforce.

Supply chain and social risks are managed through strict supplier audits, enforcement of human rights policies, and zero-tolerance approaches to child labour and unfair wages. This ensures ethical practices across operations and strengthens stakeholder trust.



RISKS

Human Rights	Climate Change
Occupational Health and safety	Water Stewardship
Hazardous Waste Management	Data Privacy & Cyber Security

RISK/OPPORTUNITY

Material Issue

Energy Management

Product Stewardship

OPPORTUNITY

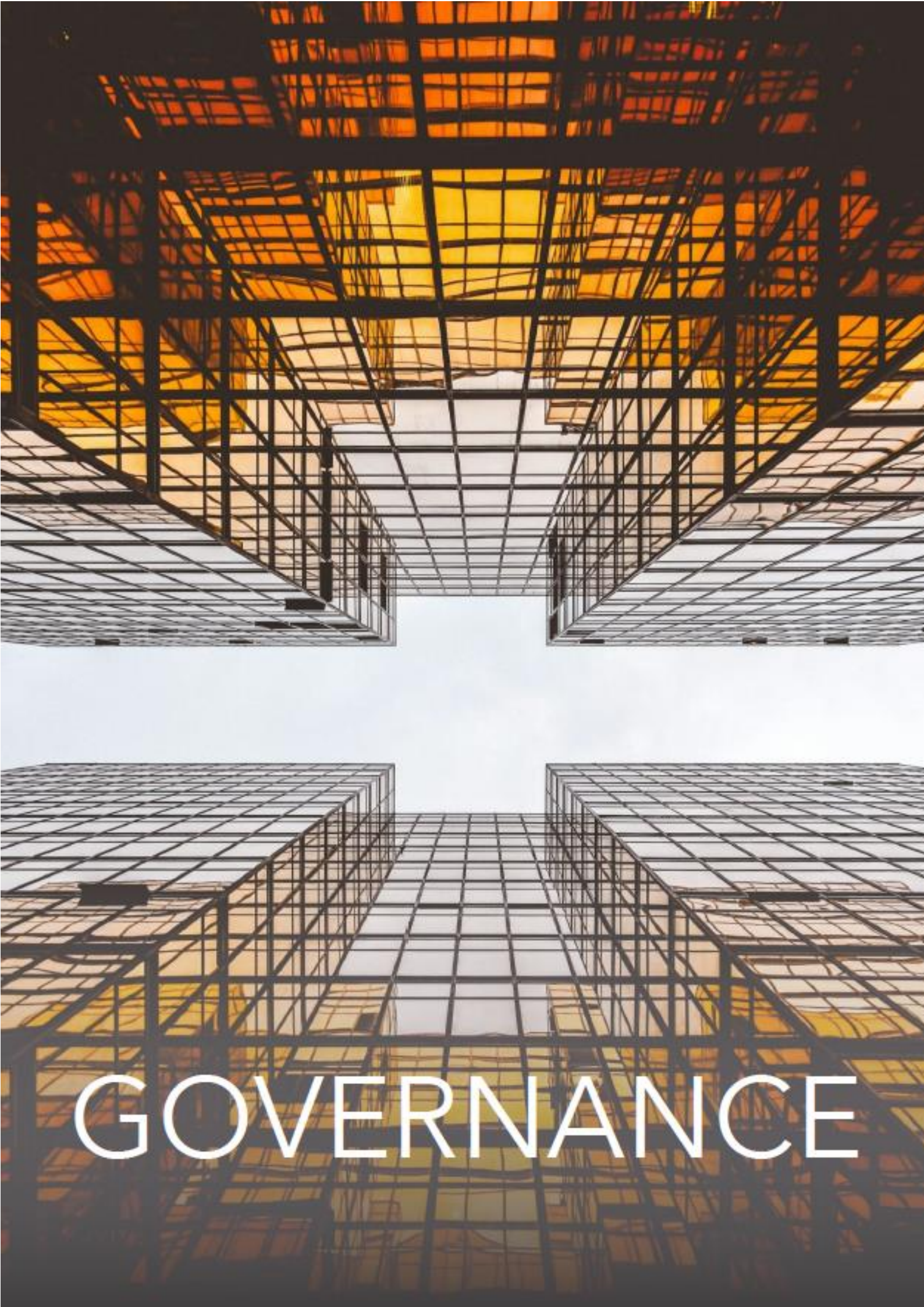
R & D Innovation

Economic Performance

In the commercial and financial domain, VOL continuously monitors market trends, operational efficiency, and global specialty chemicals growth opportunities. With over 58% of revenue derived from exports, risk management enables us to capitalize on market growth while safeguarding

brand reputation and financial resilience. Through a systematic risk assessment and mitigation process, VOL translates risks into actionable insights, balancing short-term operational imperatives with long-term strategic objectives. By integrating governance,

environmental stewardship, human capital management, and operational excellence, our risk management approach ensures that the company remains resilient, future-ready, and capable of delivering sustainable value to all stakeholders.



GOVERNANCE



Board Leadership and Governance

At Vinati Organics Limited (VOL), corporate governance is not an abstract concept but a practical framework that defines how we run our business. We see governance as the foundation of accountability — it ensures that decisions are taken responsibly, risks are managed, and performance is measured against clear expectations. Without strong governance, no company can build trust or deliver sustainable growth, and we have made this recognition a central part of how VOL operates.

Our Board of Directors provides direction and oversight with a focus on transparency, fairness, and long-term value creation. The structure of the Board reflects our belief that diverse thinking improves outcomes.

Out of eight members, four are women, all serving as Independent Directors. This balance is rare in Indian industry, and we consider it a strength. It ensures that decisions are debated thoroughly and that no single perspective dominates. Independence also matters — our governance structure is designed so that oversight is real, not symbolic.

Beyond the Board, VOL has adopted clear policies and governance mechanisms to guide operations. Committees oversee audit, risk management, compliance, and stakeholder relations. Policies on disclosures, related-party transactions, and conflict of interest are not just documents; they are enforced standards that shape how

our people work. We also recognize that governance is not static. Regulations change, risks evolve, and expectations from stakeholders keep rising. VOL reviews its governance framework regularly to ensure that it stays relevant and effective. Integrating sustainability into our governance processes is part of this effort, making sure that environmental and social considerations are not an afterthought but a part of core decision-making.

For us, governance is about discipline and responsibility. It is about running VOL in a way that stands up to scrutiny, earns trust, and creates long-term value for everyone connected to our business

Our Leadership

Mr. Vinod Saraf is the Founder of Vinati Organics, bringing with him over 50 years of experience in the Indian chemical industry. Before establishing VOL, he was associated with prominent entities such as Bhilwara Group, Modern Syntex (I) Limited, and Grasim Industries. Mr. Saraf was also the Managing Director of Mangalore Refinery & Petrochemicals Limited (MRPL). His notable contributions and achievements were recognised when he was awarded by Indian Chemical Council with 'Lifetime Contribution in Chemicals' in 2023.

"In business, as in life, strength does not come from scale alone but from the principles that hold it together. Governance, to me, is not a set of rules, but the quiet discipline that ensures every success is built to last."

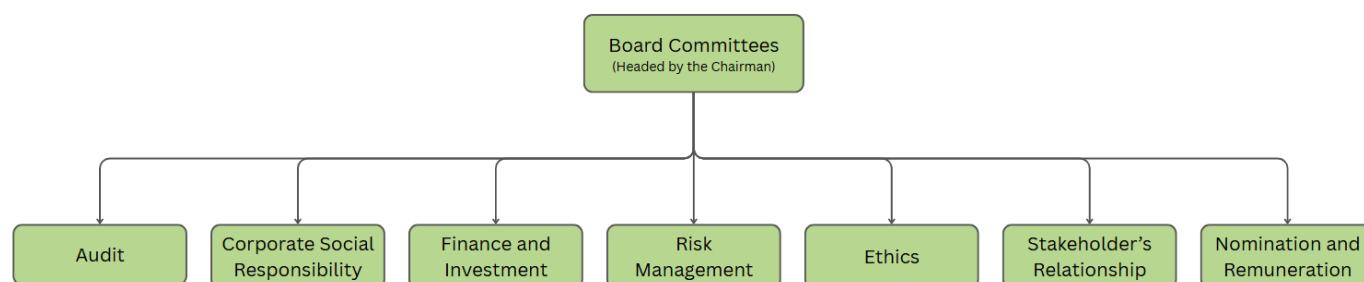
- **Mr. Vinod Saraf**
CHAIRMAN





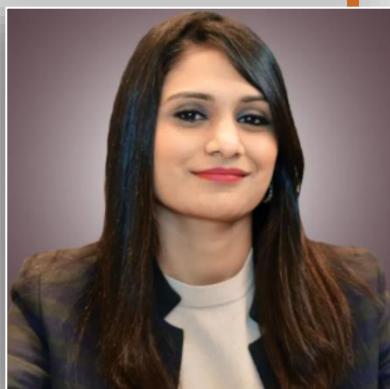
Board Committees

At Vinati Organics we have 7 board committees to overview and manage different aspect of the business. One of these is risk management committee that oversees, evaluates, and governs all sustainability and ESG related actions for the organization. This committee has gained importance over the years as not only compliance or regulations have seen growth but so has stakeholder expectation for us to be future ready.



VOL's is committed to robust governance, ethical leadership, and transparent reporting. Through a structured and inclusive governance model, active Board oversight, and stakeholder-centric decision-making, we continue to integrate sustainability into our core business strategy. This approach reinforces our long-term vision of value creation that benefits our people, our communities, and the environment.

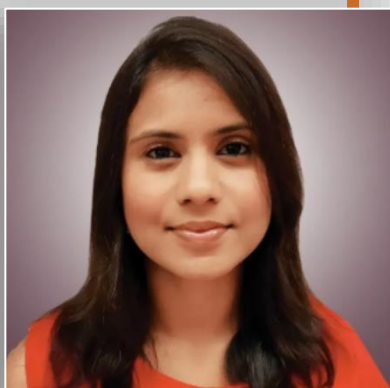
Board of Directors & Senior Leadership



Ms. Vinati Saraf Mutreja

Managing Director & Chief Executive Officer

Ms. Mutreja has been associated with VOL since 2006 and has been instrumental in shaping the company's growth trajectory for over 18 years. She holds a **Bachelor's Degree in Economics (Finance) from The Wharton School** and a **Bachelor's Degree in Applied Science from the School of Engineering, University of Pennsylvania**. At VOL, she has spearheaded the **Marketing, Finance, and Operations functions**, driving strategic expansion and global market leadership. Recognised internationally, she has been featured in the **World Economic Forum's Young Global Leaders List** and **Forbes Asia's Power Businesswomen List**.



Ms. Viral Saraf Mittal

Director – Corporate Social Responsibility (CSR)

Ms. Mittal joined VOL in 2009 and brings strong expertise in finance and social development. She holds a **Bachelor's Degree in Economics (Finance and Management) from The Wharton School, University of Pennsylvania**. Her leadership in VOL's CSR agenda is strengthened by her active involvement with non-profits such as **Pratham and Dasra**, as well as her role as **Partner and Volunteer at Social Venture Partners (SVP), Mumbai Chapter**. She integrates business insight with a deep commitment to inclusive and sustainable development.



Mr. J. C. Laddha
Independent Director

A **Chartered Accountant by profession**, Mr. Laddha brings **decades of leadership experience** in the **textile and allied industries**. He currently serves as **Director on the Boards of BSL Limited and Lagnam Spintex Limited**, and is also the **Deputy Chairman of the Rajasthan Textile Mills Association**. Widely recognised for his **governance expertise, business acumen, and leadership skills**, he has been **felicitated with numerous prestigious awards**, making him a **respected guiding force in the sector**.



Dr. Prashant Barve
Independent Director

Dr. Barve, a **distinguished graduate of the University Department of Chemical Technology, Mumbai University**, has extensive experience in the **pharmaceutical and chemical industries**. He has held **senior leadership roles in API manufacturing firms** and made significant contributions to **process development and engineering at the NCL**. With expertise in **APIs, fine and specialty chemicals, process innovation, and intellectual property**, he also serves as the **Founder and Director of an innovation centre**.



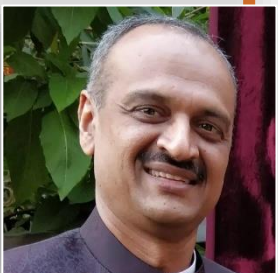
Prof. M. Lakshmi Kantam
Independent Director

Prof. Kantam brings nearly **four decades of expertise** in **catalyst research and sustainable chemical processes**. She earlier served as the **Director of CSIR-IICT, Hyderabad**, and currently holds the position of **Dr. B. P. Godrej Distinguished Professor of Green Chemistry and Sustainability Engineering at ICT, Mumbai**. A pioneer in her field, she continues to be an **influential voice in advancing green chemistry, eco-friendly industrial processes, and sustainability-focused innovations**, making contributions to the **chemical & allied sectors**.



Ms. Mona M. Bhide
Independent Director

A **seasoned legal practitioner since 1989**, Ms. Bhide serves as the **Managing Partner of Dave & Girish & Co. Advocates**. Her practice spans **corporate law, capital markets, securities and banking transactions, structured finance, securitisation, mergers & acquisitions, and restructuring**. She holds an **LLB from the University of Mumbai** and an **LLM from Northwestern University School of Law, Chicago**. She also serves as **Director on the Boards of many other organisations**, bringing **rich legal expertise**.



Mr. Amit Thanawala
Whole-Time Director & Chief Operating Officer

Mr. Thanawala has been associated with VOL for over **two decades**, holding diverse leadership roles across **marketing, operations, and strategy**. Prior to his appointment as **Whole-Time Director in December 2024**, he served as **Senior Vice President**, bringing deep market insight and operational expertise. His career at VOL, spanning **21 years**, has been marked by strategic execution, cross-functional leadership, and a strong understanding of global specialty chemicals markets.



Governance Structure and Oversight

At Vinati Organics Limited (VOL), the governance of our organization is structured in alignment with the regulatory framework defined by the Companies Act, 2013, which governs the constitution, composition, and functioning of Boards in India. This ensures that our governance practices meet the highest standards of integrity, transparency, and accountability.

Mr. Vinod Banwarilal Saraf, the Founder and Executive Chairman of Vinati Organics Limited, serves as the Chair of the highest governance body. Under his leadership, the Board of Directors bears the ultimate responsibility for overseeing the management of the company's economic, environmental, and social impacts. The Board plays a crucial role in integrating sustainability considerations into VOL's strategic objectives and operational plans, in line with our long-term commitment to sustainable development.

Board meetings are held regularly and include comprehensive reviews of our sustainability performance, enterprise risk assessments, and discussions on emerging environmental and social issues. These meetings enable proactive identification and management of potential sustainability impacts.

Board Diversity

To manage these impacts effectively, the Board delegates specific responsibilities to various committees and senior executives. Committees such as the Corporate Social Responsibility (CSR) Committee, the Risk Management Committee, and the Audit Committee are tasked with formulating, implementing, and monitoring policies and initiatives that address material sustainability issues.

Senior management is accountable for the execution of these initiatives and is responsible for reporting progress to the Board, ensuring integrated decision-making and oversight.

The Board also plays an instrumental role in sustainability reporting by reviewing and approving the company's Business Responsibility and Sustainability Report (BRSR) on an annual basis. This ensures that our disclosures are accurate, transparent, and reflective of our sustainability commitments and performance.

A critical element of our governance structure is the robust framework we have in place to identify and manage conflicts of interest. Board members are required to disclose any potential both at the time of appointment and on an ongoing basis. VOL has institutionalized policies and mechanisms to

address such scenarios to ensure impartiality and that all decisions are made in the best interest of the company and its stakeholders.

Communication of Critical Concerns

At VOL, we uphold a strong culture of transparency, ethical conduct, and accountability. The communication and escalation of critical concerns are integral to our risk management and stakeholder engagement strategies. Concerns arising from internal operations, stakeholder feedback, or external evaluations are addressed through a structured governance mechanism. Stakeholders, including employees, investors, and suppliers, can raise issues via formal channels such as direct communication with management, a Whistleblower Policy, and established grievance redressal systems.

The Whistleblower Policy enables individuals to report unethical behaviour, fraud, or violations of the Code of Conduct anonymously. All complaints are reviewed independently by the Audit Committee, which oversees the investigation process, ensuring confidentiality and protection against retaliation.

Material issues—including those related to Environmental, Social, and Governance (ESG) risks—are escalated to the Board and relevant committees. In FY2024-25, no incidents with material adverse impact were reported. Nevertheless, the responsiveness of our governance mechanisms reflects the company's preparedness to address critical issues effectively.

By ensuring open channels of communication and oversight at the highest level, VOL fosters long-term trust, resilience, and stakeholder confidence.

Board Composition and Expertise

The Board of Vinati Organics comprises a group of distinguished professionals with extensive expertise across the fields of chemicals, finance, operations, sustainability, and corporate governance.

Mr. Vinod Saraf, the Founder and Executive Chairman, brings over five decades of experience in the Indian chemical industry, with prior associations with industry leaders such as the Bhilwara Group, Modern Syntex (I) Ltd., and Grasim Industries. His contributions were recently recognized by FICCI, which awarded him the 'Lifetime Contribution in Chemicals' in 2023.

Ms. Vinati Saraf Mutreja, Managing Director & CEO, holds degrees in Economics and Applied Science from the University of Pennsylvania. She has played a vital role in scaling VOL's operations, marketing, and finance functions,



and has been acknowledged by global platforms such as the World Economic Forum's Young Global Leaders and Forbes Asia's Power Businesswomen.

This diverse and dynamic leadership enhances the Board's ability to effectively guide the company's sustainability strategy and broader business vision.

Board Evaluation and Remuneration Practices

To ensure accountability and continuous improvement, the performance of the Board and its committees is evaluated annually. This evaluation assesses aspects such as board composition, decision-making processes, strategic oversight, and the Board's contribution to sustainability governance. Feedback from these evaluations informs ongoing enhancement of the Board's effectiveness.

VOL has implemented remuneration policies that are competitive, fair, and aligned with long-term organizational goals. These policies consider industry benchmarks, individual and company performance, and stakeholder expectations. The remuneration structure includes fixed and variable components to incentivize performance while promoting equity and responsible leadership.

The Nomination and Remuneration Committee is responsible for reviewing and recommending compensation packages for Board members and senior executives. This process is designed to ensure transparency and is based on comprehensive performance metrics and industry comparisons. As part of our commitment to fairness and equity, VOL discloses the remuneration ratio of its highest-paid individual in comparison to the median total annual compensation of all employees.

Embedding Policy Commitments

Vinati Organics Ltd. (VOL) ensures that all policy commitments are deeply embedded across the organization. This is achieved through regular stakeholder training sessions, awareness campaigns, and workshops. Functional heads are responsible for integrating policy mandates into daily operations and ensuring alignment with business objectives. Policies are reviewed periodically to ensure relevance and compliance with evolving legal, environmental, and social standards. The commitment to ethical conduct, sustainability, and stakeholder engagement is cascaded across business units through leadership-led communication and internal audits.

Integrity, transparency, and ethical conduct form the bedrock of our corporate culture. Our Code of Conduct serves as an internal compass for all employees, directors, officers, and associated stakeholders—including suppliers, contractors,

consultants, and customers—outlining expectations around professional behaviour and ethical decision-making in every facet of our business operations.

The Code reflects our commitment to honesty, fairness, and full compliance with applicable laws and regulations, covering crucial aspects such as conflict of interest, confidentiality, insider trading, bribery, corruption, anti-money laundering, fraud prevention, anti-competitive practices, and the responsible exchange of gifts or hospitality. Designed to guide day-to-day conduct, the Code supports our long-standing values and builds stakeholder trust through clear standards of behaviour and accountability.

To strengthen governance around ethical matters, we have constituted an Ethics Committee comprising senior members of the management team, including the Executive Director, Chief Financial Officer, Chief Marketing Officer, Company Secretary, and the Chief Human Resources Officer (CHRO), who also acts as the Ethics Officer. This committee is responsible for evaluating reported concerns, conducting investigations, and recommending appropriate remedial or disciplinary actions, thereby ensuring prompt resolution, and fostering a workplace rooted in responsibility and respect.

Our Policies

We at Vinati Organics actively promote a culture of open communication, encouraging all employees, directors, and partners to report potential violations or ethical concerns without fear of retaliation. Our Whistleblower Mechanism provides a secure and confidential platform to voice concerns, helping us address issues proactively and strengthen institutional accountability. Each case is treated with diligence, ensuring that outcomes are communicated transparently and fairly, and corrective measures are taken wherever necessary.

Our unwavering stance against bribery and corruption is reinforced through a zero-tolerance policy. We have implemented strong internal controls and continuous monitoring systems to detect and deter any form of unethical conduct. Training sessions and awareness programs are regularly conducted to help employees and board members identify potential risks and act in accordance with the law and company policy. The annual declaration of Code compliance, signed by every employee and director, serves as both a reaffirmation of their commitment and a proactive measure to reinforce accountability.

VOL also ensures that any potential conflict of interest among board members is addressed with transparency. Through annual independence disclosures, members declare any conflicts, and in such cases, they are recused from discussions or decisions involving related party



transactions or other sensitive matters. This approach ensures objectivity and fairness in our corporate governance.

In FY 2024-25, we are proud to report that there were no disciplinary actions taken against any Director, Key Managerial Personnel, or employee in relation to corruption or conflicts of interest by any regulatory authority. All locations were also internally audited for adherence to business ethics protocols, reflecting our deep-rooted commitment to ethical operations and regulatory compliance.

At Vinati Organics, we believe that ethical leadership and responsible conduct are fundamental to sustainable growth. By embedding these values across all levels of the organization, we not only protect our reputation but also create a workplace where trust, transparency, and accountability drive long-term success.

Grievance Redressal & Remediation Mechanisms

VOL is committed to mitigating adverse impacts and fostering a culture of transparency and accountability. To support this, we have established a structured grievance redressal and whistleblower framework that allows employees and stakeholders to report potential violations, ethical concerns, or operational impacts. These concerns can be raised through formal and confidential channels, including direct access to the Ethics Officer or via the Whistleblower mechanism.

Anonymity and protection from retaliation are core tenets of this system, ensuring that individuals feel safe and empowered to voice concerns. Awareness of these channels is reinforced regularly through training and internal communication campaigns.



Our Ethics Committee comprising senior executives such as the MD & CEO, HR, and COO reviews all reported issues impartially. Where necessary, root cause analyses are conducted, and corrective or preventive actions are implemented to address the underlying issues. In cases involving impacted stakeholders, the company engages directly with them to ensure that remedial actions are meaningful, timely, and aligned with VOL's core values. This integrated approach helps maintain trust, ensures regulatory alignment, and supports our commitment to responsible corporate conduct.

Compliance with Laws & Regulations

Vinati Organics upholds a rigorous and transparent compliance framework to ensure full adherence to all applicable legal, environmental, and regulatory requirements across its operations. A comprehensive register of applicable laws is systematically maintained, reviewed monthly at the functional level, and evaluated quarterly at the board level to ensure timely updates and accountability. Regular internal audits, compliance training, and management reviews further strengthen oversight and risk mitigation. During FY 2024–25, the company did not incur any significant fines, penalties, or sanctions from regulatory authorities, underscoring its strong governance standards, ethical

business conduct, and commitment to maintaining the highest levels of statutory and environmental compliance.

Collective Bargaining Agreements

At Vinati Organics Ltd., we have a long-standing commitment to upholding human rights across our value chain. This commitment is embedded in our People Policy and HR Code and is reflected in our fair and respectful treatment of all individuals, without discrimination. We adhere to all applicable labour laws and uphold the spirit of international frameworks such as the Universal Declaration of Human Rights and the Fundamental Conventions of the International Labour Organization (ILO).

We extend the same principles of fairness, non-discrimination, and equitable treatment to all employees and workers, regardless of all representation. Our policies support freedom of association and the right to collective bargaining as fundamental human rights. We conduct annual mandatory training sessions on human rights and our Vigil Mechanism for all employees and workers. Our Human Resources Officer (HRO) at the corporate and plant level, who also serves as the Ethics Officer, is responsible for overseeing investigations and promptly addressing any concerns related to human rights or labour practices. These practices reflect our belief in maintaining an inclusive, safe, and dignified workplace for all.





PEOPLE



PEOPLE

People & Workforce

We believe that sustainable growth is only possible when employees are **empowered, engaged, and inspired** to bring their best selves to work. Our commitment extends beyond merely providing jobs; we aim to create an environment that fosters **personal and professional growth, holistic well-being, and a culture of mutual respect and collaboration**. By prioritizing safety, inclusion, learning, and ethical practices, we ensure that our workforce thrives in a dynamic and evolving global business environment, while remaining deeply connected to our purpose and societal responsibilities.

VOL's sustainability strategy is built upon a **strong foundation of material topics** that serve as the **guiding principles for our policies, programs, and initiatives**, ensuring that our approach is not only comprehensive but also measurable and aligned with long-term value creation. Focusing on these areas allows us to **identify risks and opportunities, implement targeted interventions, and monitor progress continuously**, thereby fostering a workforce that is safe, skilled, diverse, and respected.

Material Topics



Occupational Health & Safety



Diversity, Equity & Inclusion



Learning & Development



Human Rights

Alignment with SDG



1,200+

Permanent Employees

26%

Growth in Workforce

48,300

Lives touched through CSR

At Vinati Organics Limited (VOL), our workforce initiatives are closely aligned with the **United Nations Sustainable Development Goals (SDGs)**, ensuring that our people strategy contributes not only to organizational success but also to global priorities. Our actions directly support **SDG 3, SDG 4, SDG 5, and SDG 8** by generating meaningful employment opportunities, ensuring fair treatment, and providing clear pathways for career advancement.

The results of these efforts are evident in our performance. We achieved **zero safety incidents**, reflecting a culture of proactive risk management; ensured **100% training**

coverage, equipping employees with essential skills for excellence; recorded a **26% growth in manpower**, highlighting both business expansion and job creation; and touched **48,300 lives through CSR initiatives**, demonstrating our broader societal impact.

Looking forward, VOL remains committed to strengthening its people agenda by embedding health, safety, learning, equity, and human rights into every aspect of our operations. This approach ensures a **resilient, inclusive, and future-ready workforce** that continues to create shared value for employees, communities, and stakeholders alike.

Our People

Vinati Organics Limited (VOL) continues to demonstrate a strong commitment to fostering a diverse, inclusive, and equitable workplace. Over the past four financial years (FY 2021–22 to FY 2024–25), the company has made significant strides in workforce growth, gender diversity, and employee representation across all levels.

The total workforce at VOL has grown by **27.15%**, from 1,009 employees in FY 2022–23 to **1,283 employees in FY 2024–25**. Female representation has seen notable progress, increasing by **62%**, from 29 employees in FY 2022–23 to **47 employees in FY 2024–25**, while male employees have grown by **26.12%**, from 980 to 1,236 employees over the same period.

At the **senior management level (GM and above)**, male employees have increased by **20%**, from 30 in FY 2022–23 to 36 in FY 2024–25. Female representation has remained at **2 employees**, highlighting the need for targeted initiatives to promote women into leadership roles. In

middle management (Manager to DGM), male employees have grown significantly by **82.2%**, from 45 to 82, while female employees have increased by **200%**, from 1 to 3 employees, reflecting focused efforts on developing a more inclusive management pipeline.

At the **staff level (below Manager)**, male employees have increased by **23.8%**, from 905 to 1,120, while female employees have grown by **38.5%**, from 26 to 36, underscoring the company's commitment to supporting career growth and retention across all levels. Furthermore, VOL has maintained **50% female representation on the Board of Directors**, reinforcing gender inclusivity at the highest governance level.

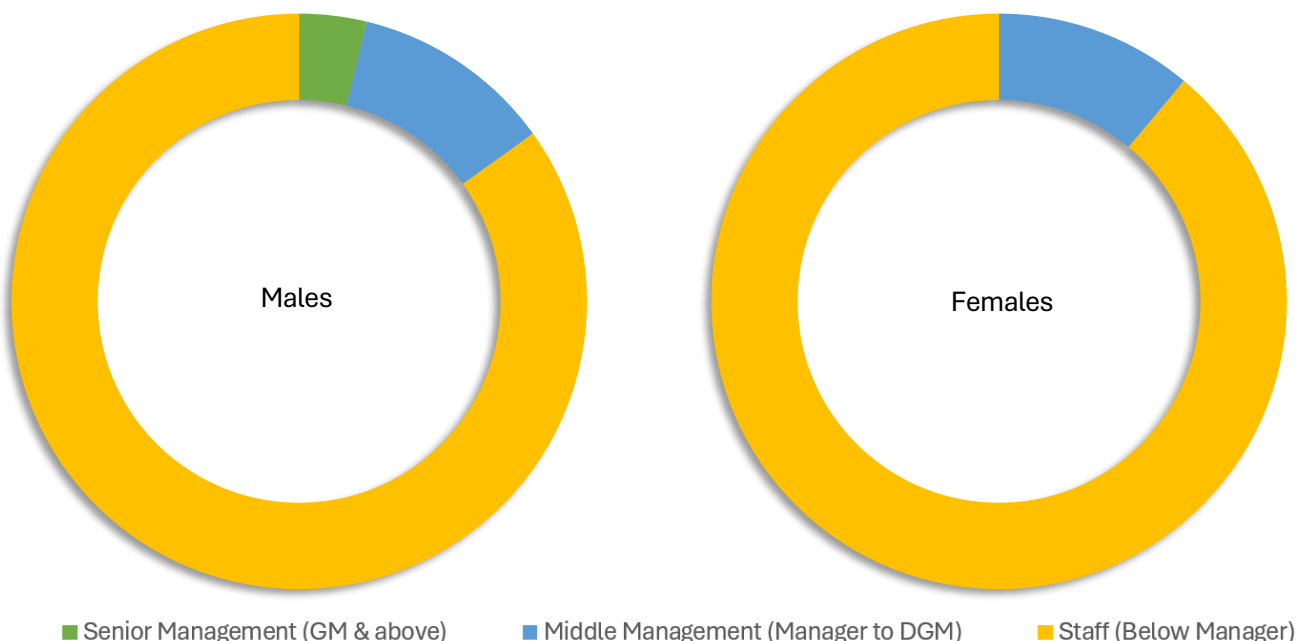
In terms of **age diversity**, the workforce is well-distributed across career stages. Employees aged **30–50 years** have grown from 479 to 631, reflecting efforts to retain and develop mid-career professionals. The **under-30 category** increased from 373 to 454, demonstrating VOL's ability to attract and nurture younger talent, while employees **over 50 years** rose from 157 to 194,

emphasizing the company's focus on retaining experienced professionals and leveraging their expertise through mentorship initiatives.

Beyond permanent staff, VOL has also strengthened its broader workforce, which includes contract and temporary employees. From FY 2022–23 to FY 2024–25, the extended workforce grew by **26%**, from 668 to 845 individuals, reflecting the company's scaling operations while maintaining fair and compliant employment practices.

At VOL, every member of the team is recognized for their contribution to the company's success. The organization ensures that all employees and contributors are remunerated **fairly and in compliance with national and state wage regulations**, including minimum wage requirements and statutory benefits. The company also continues to focus on **career development, upskilling, and mentorship**, ensuring that workforce growth is accompanied by opportunities for professional advancement and personal development.

Recruitment by Category and Gender





Talent Management Strategy

We firmly believe that our employees are the cornerstone of our success and the driving force behind our continued innovation and operational excellence. To ensure sustained growth and organizational agility, we have developed a comprehensive Talent Management Strategy that focuses on attracting, developing, and retaining high-performing individuals who align with VOL's values and long-term vision. Our strategy emphasizes hiring the right talent at the right time, supported by competitive salary structures, holistic employee

benefits, and a culture that nurtures continuous learning and career growth.

At VOL, a core philosophy is to identify, develop, and promote internal talent through a transparent framework centred on skill enhancement, capability building, and measurable performance outcomes. Regular leadership potential assessments, targeted learning and development programs, and structured career progression plans ensure that employees are empowered to reach their full

potential. By fostering an inclusive, performance-driven, and growth-oriented workplace, VOL not only enhances employee retention but also strengthens its leadership pipeline for the future.

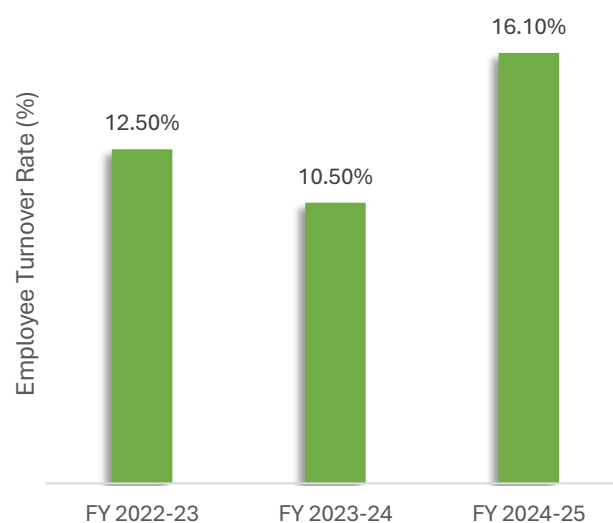
Further, we shall explore various facets of **employee engagement, learning and development, performance management, and workplace wellbeing** in the sections ahead of this chapter, outlining how VOL continues to invest in its people as a key enabler of sustainable business growth.

Employee Turnover

At Vinati Organics Limited (VOL), employee mobility is viewed as a natural aspect of workforce evolution within a competitive industrial region that offers multiple avenues for professional growth. The company recognizes that attrition, particularly among employees under 30 years of age, reflects the aspirations of a dynamic and ambitious workforce.

In **FY 2024–25**, the overall turnover rate for permanent employees stood at **16.1%**, compared to **10.5%** in **FY 2023–24** and **12.5%** in **FY 2022–23**. The marginal increase aligns with business expansion and greater opportunities within the local job market. Male employee turnover rose to **15.5%** in FY 2024–25, while female attrition remained low at **0.6%**, reflecting strong retention among women employees.

VOL's hiring process leverages diverse sourcing channels — including **online platforms**, employee referrals, and specialized recruitment agencies — to attract skilled professionals. The company emphasizes **internal career progression** through well-defined succession planning and competency-



based selection, ensuring that every hiring decision aligns with long-term organizational objectives.

Through structured onboarding, mentorship, and career development programs, VOL continues to strengthen retention and engagement across all levels, ensuring a stable and motivated workforce that supports its strategic growth ambitions.

FY 2024–25			FY 2023–24			FY 2022–23		
Male	Female	Total	Male	Female	Total	Male	Female	Total
15.5%	0.6%	16.1%	10.4%	0.1%	10.5%	12.5%	0.0%	12.5%



Employee Engagement and Retention

To foster a motivated and productive workforce, VOL has implemented a range of employee engagement initiatives in FY 2024-25. These initiatives were designed to reduce turnover, enhance productivity, and create a positive and inclusive work environment.

Key activities included cultural celebrations such as Holi and

Diwali, which promoted inclusivity and cultural awareness. We also organized social awareness programs to create a sense of community and collaboration among employees.

Additionally, interactive communication channels, both formal and informal, were established to allow employees to voice concerns, provide feedback,

and contribute to decision-making processes. This was further supported by the availability of our HR Helpdesk.

We are also proud to say that we have a 100% return rate from our Maternity leave for the year 2023-24 and 2024-25. We, at Vinati Organics, plan to continue this record by adding in areas that facilitate this return.



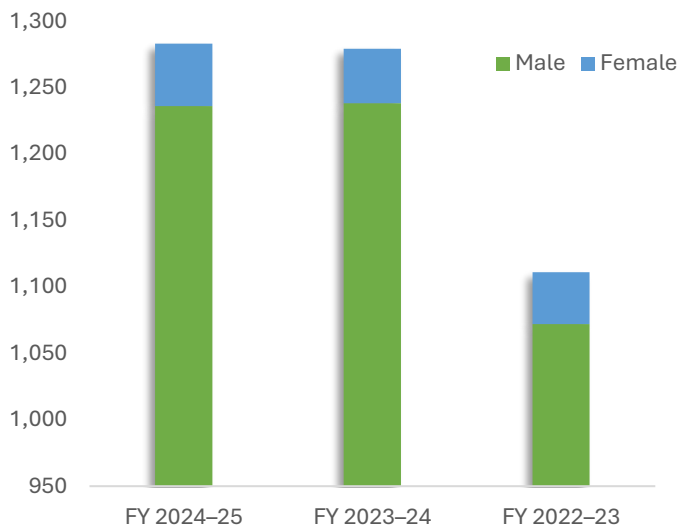


Competitive Compensation & Benefits

At Vinati Organics Limited (VOL), we believe that fair and competitive compensation is the foundation of a motivated, high-performing workforce. Our compensation strategy is designed to reward excellence, ensure internal equity, and uphold the principles of non-discrimination and inclusivity. Our remuneration system comprises four major components:

- **Regular Wage Compensation**, determined by role and skill classification—unskilled, semi-skilled, skilled, and highly skilled.
- **Overtime Wage Compensation**, paid at **double the standard hourly rate** as per statutory norms.
- **Additional Cash Benefits**, including annual performance-linked bonuses, attendance incentives.
- **Statutory and Welfare Benefits**, such as provident fund, gratuity, food and travel allowances, and medical reimbursements.

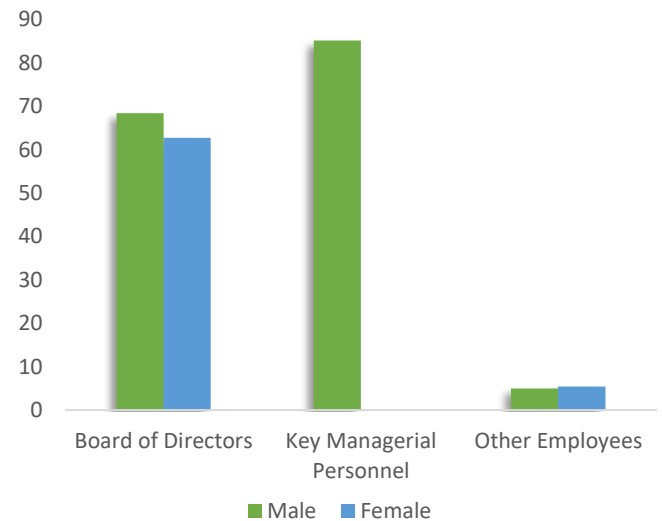
Beyond statutory coverage, VOL extends **non-monetary benefits** to enhance employee well-being—annual medical check-ups, subsidized canteen facilities, company transport, and recreational and fitness initiatives. Events like **International Yoga Day** and **Sports Day** reinforce our commitment to holistic health, teamwork, and a positive workplace culture.



We uphold **equal pay for equal work** without discrimination based on gender, age, or background. Our **median remuneration ratio of women to men stands at 1.96**, reflecting tangible progress toward pay parity and gender balance across levels.

Gender-wise Median Remuneration (FY 2024-25)

Category	Male	Female
Board of Directors	68.44	62.71
Key Managerial Personnel	85.14	—
Other Employees	4.91	5.03



Performance and Career Review

Every eligible employee undergoes an **annual performance and career review**. Our appraisal framework is structured to ensure transparency, two-way dialogue, and alignment with individual and organizational goals.

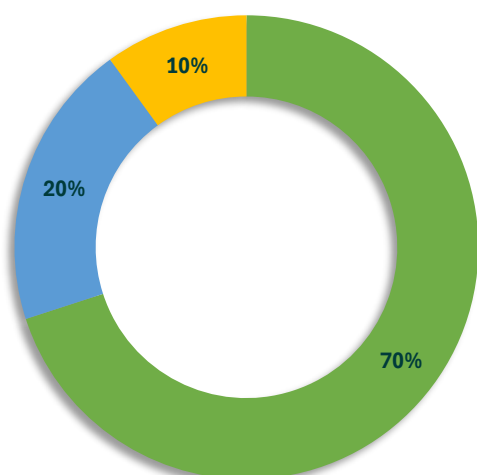
VOL offers comprehensive benefits such as parental leave (26 weeks for maternity and 3 days for paternity), with a 100% return-to-work and retention rate post-leave. All notice periods and wage practices fully comply with applicable labour laws and the Factories Act.

By sustaining transparent pay structures, equitable reviews, and progressive benefits, VOL ensures that every employee grows with the organization—financially, professionally, and personally.



Learning and Development

At Vinati Organics Limited (VOL), we recognize that continuous learning and development are vital pillars for employee growth, motivation, and long-term retention. Our structured Learning and Development (L&D) program is thoughtfully designed to equip our workforce with the right blend of knowledge, technical proficiency, and behavioural competencies required to thrive in a rapidly evolving industrial and technological environment. The program aims not only to enhance job-related capabilities but also to promote holistic personal and professional development.



■ On-the-Job Training ■ Coaching & Mentoring ■ Formal Training

Our L&D framework is anchored in the globally recognized 70:20:10 model, ensuring a balanced approach—70% experiential learning through on-the-job exposure, 20% through peer learning and mentorship, and 10% through formal classroom or virtual training sessions. This model allows employees to gain practical experience, collaborate effectively, and stay updated with the latest industry best practices. We classify our training initiatives into three core categories. **Functional Training, Behavioural Training and System Training.**

Behavioural Training Focus on soft skills development, including leadership, communication, and interpersonal skills. Designed to build a collaborative and productive work culture.

System Training Ensures operational efficiency and adherence to organizational policies. It encompasses training on internal processes, compliance procedures, documentation practices, and reporting tools.

Functional Training Enhancing technical knowledge and job-specific skills. Includes process optimization, industry best practices, and compliance training.

A structured Learning and Development Cycle guides our approach. It begins with **analysing training needs** through employee assessments and feedback, followed by **designing customized programs** to address identified skill gaps. Training sessions are then implemented using expert-led, experiential, and technology-driven methods. Post-training **evaluations and feedback** mechanisms help measure effectiveness, while follow-up and **refresher sessions reinforce knowledge** retention and continuous improvement.

The impact of this structured approach is evident in our performance metrics. Over the past three years, VOL has recorded a steady increase in average training hours per employee. This upward trend reflects our unwavering commitment to developing a future-ready workforce and underscores our belief that **investing in people is the most sustainable investment** a company can make. Through this holistic and inclusive L&D ecosystem, VOL continues to cultivate a culture of learning, adaptability, and excellence across all organizational levels.

Vinati's 5 Step L&D Cycle





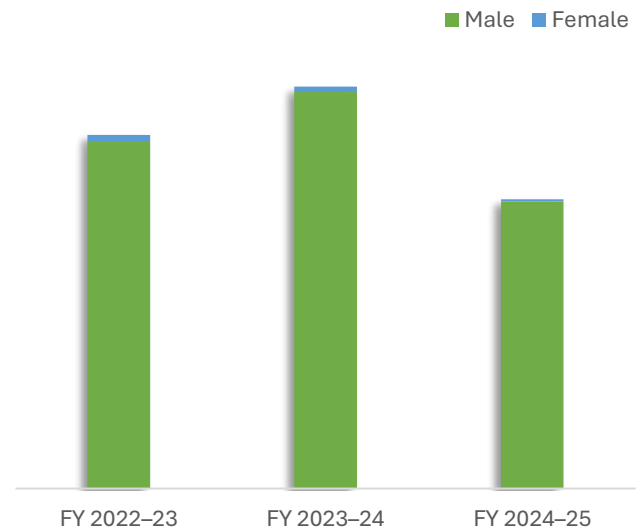
At Vinati Organics Limited (VOL), learning is a continuous and transformative process that strengthens both people and performance. The Company provides a wide range of training programmes for employees and workers, covering areas such as **occupational safety, environmental management, energy conservation, waste reduction, process optimization, quality control, and behavioural skills**. Each training initiative is aligned with VOL's broader sustainability goals — fostering a workforce that is not only technically capable but also environmentally and socially responsible.

These programmes help employees and workers understand the connection between their daily activities and VOL's sustainability objectives, creating awareness about resource efficiency, safety culture, and responsible operations. As the Company advances its sustainability roadmap, training interventions have become more focused on **enhancing competency, promoting safe work practices, and strengthening environmental stewardship**.

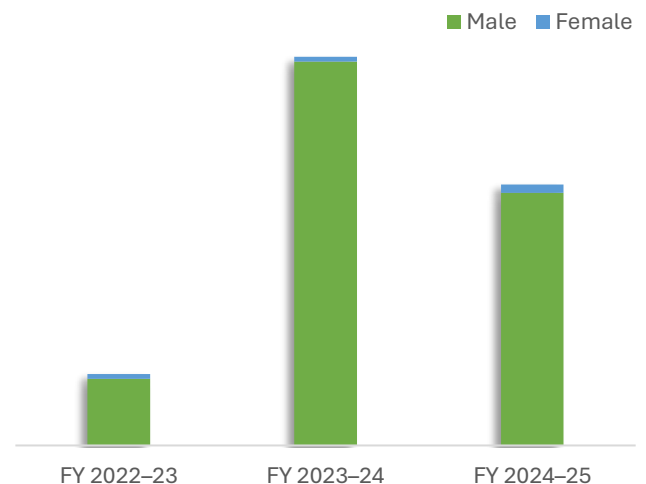
Health and Safety (H&S) training continues to be a cornerstone of VOL's people development strategy. Regular sessions are held on **safe chemical handling, emergency response, incident management, PPE compliance, and workplace hygiene**. These trainings build operational discipline and reinforce the Company's commitment to ensuring a safe and accident-free work environment for all.

Skill Upgradation programmes at VOL are designed to improve technical proficiency, leadership capability, and process efficiency. The training topics range from **process automation, quality systems, digital literacy, and energy management to team communication, supervisory effectiveness, and leadership readiness**. These sessions equip employees to handle emerging technologies, adapt to operational transitions, and contribute effectively to the Company's sustainability-driven growth. VOL's training philosophy goes beyond compliance—it fosters a culture of **continuous improvement and lifelong learning**. Employees are encouraged to take part in refresher modules, internal workshops, and external certification courses that broaden their knowledge base. The combination of classroom instruction, on-the-job learning, and digital platforms ensures that every employee remains engaged, informed, and aligned with the Company's sustainability mission.

Through consistent investment in training and skill development, VOL continues to nurture a workforce that is **skilled, safety-conscious, and sustainability-oriented**, driving operational excellence while contributing positively to society and the environment.



In FY 2024-25, a total of **1,401 individuals** received Health & Safety training across units. While participation numbers declined slightly due to rationalized group sessions, the overall depth and relevance of the training improved. All contract workers continued to undergo mandatory safety induction, ensuring full compliance and risk preparedness.



During FY 2024-25, **537 employees** participated in Skill Upgradation training, consolidating the Company's efforts to build a competent and future-ready workforce. Notably, **female participation nearly doubled**, underscoring VOL's inclusive approach to professional development.



Comprehensive Sustainability-focused Trainings

Throughout the year, a multitude of topics are covered, spanning environmental stewardship, labour and human rights, ethics, and sustainable procurement. These trainings address core areas such as climate change awareness, workplace safety, DEI, anti-corruption, and ethical sourcing, among others. Vinati engages external experts and industry specialists, providing employees with insights into best practices, regulatory compliance, and emerging trends.

Anti-Bribery Practices
Conflict of Interest Management
Whistleblower Policies
Responsible Decision-Making
Compliance Awareness
Code of Conduct Awareness
Ethics

Labor & Human Rights

Workplace Safety Protocols
Hazard Identification & Risk Mitigation
Diversity, Equity & Inclusion (DEI)
Employee Rights & Grievance Handling

Climate Change Awareness
Energy Efficiency & Conservation
Resource Management & Waste Reduction
Carbon Footprint & GHG Accounting

Environment

Sustainable Procurement

Supplier Code of Conduct
Ethical Sourcing Standards
Supplier Monitoring & Audits
Sustainable Materials Selection
Contract & Vendor Management
Transparency in Supply Chain

Building a Culture of Respect and Responsibility

At **Vinati Organics Limited (VOL)**, learning and development extend beyond technical excellence — they serve as a foundation for shaping a responsible, respectful, and inclusive workplace. Central to this philosophy is our commitment to **Human Rights Training**, which forms an integral part of our broader people development strategy. Human rights awareness at VOL encompasses a wide range of subjects, including **non-discrimination, equal opportunity, prevention of harassment (including POSH), ethical conduct, fair labour practices, freedom of association, and respect for diversity**. These programs reinforce the belief that every individual deserves dignity and fair treatment — both within and outside the workplace.

All employees and workers — from **senior management and technical**

experts to contract workers and security guards — are trained on human rights principles through structured modules and periodic refresher sessions. The training methodology combines **classroom sessions, digital learning, workshops, and practical demonstrations**, ensuring that everyone, regardless of their role or background, understands and embodies the Company's values of respect, fairness, and accountability. This comprehensive coverage helps embed ethical awareness across all levels, promoting a workplace that is equitable, safe, and aligned with VOL's sustainability vision.

Beyond the workplace, VOL's commitment to responsibility extends deeply into the community. We continue to invest in **social welfare and empowerment programs** that drive long-term

positive change. Through initiatives such as the **HERS Program (Health, Education, REVIVE, and Skilling)**, VOL supports education, skill development, healthcare access, and economic independence for **women and marginalized communities**. These initiatives reflect the same human rights principles that guide our internal practices — equality, empowerment, and opportunity for all.

By integrating human rights education with community-driven action, VOL ensures that its values of respect, integrity, and social justice resonate far beyond its operations. Together, our learning initiatives and social programs shape a workforce and a society that are both **empowered and compassionate**, reinforcing VOL's vision of sustainable growth grounded in human dignity and collective progress.



Training Implementation & Tracking

To ensure structured training implementation, we maintain Employee Training History Cards - For tracking individual progress. Our organization is committed to continuous learning and employee development. We implement structured training programs covering technical skills, compliance, and safety. Training participation and effectiveness are tracked through an annually prepared training calendar, supported by feedback mechanisms. Key metrics include total training hours, average training hours per employee and participation rates. Our goal is to enhance workforce skills and align training initiatives with business and sustainability objectives.

RACI (Responsible, Accountable, Consulted, Informed) Matrix to define clear roles in training execution. We adhere to an internal SOP for Learning & Development (L&D), which outlines clear guidelines, responsibilities, and processes to ensure effective training and skill enhancement.

We have conducted 1 class room training for all employees and 1 expert-based training for our Board of Directors and Key Managerial team. This frequency is likely to increase over the years. We have developed and implemented tailored training, awareness, and familiarization programs for our Board of Directors, addressing individual requirements and adapting to evolving global dynamics. During FY 2024-25,

Our Board Members received training covering key industry insights such as business landscape and emerging trends, sustainability practices, and our strategic business model, including the roadmap and risk management framework. In addition, our Key Managerial Personnel (KMPs) were trained on various critical areas including foreign exchange management, corporate social responsibility, project execution, capital raising strategies, takeover regulations, insider trading norms, risk mitigation, sustainability, and leadership development. All Board members and employees underwent dedicated training on anti-corruption practices and measures to prevent anti-competitive behaviour during the same financial year.

Segment	Programs Held	Topics Covered	% Covered
Board of Directors	1	Industry overview, business operations, regulatory framework, Code of Conduct	100%
Key Management Personnel	2	Whistleblower policy, Code of Conduct, anti-bribery, ESG, diversity & inclusion, POSH	100%
Employees and Workers	102	Health & safety, firefighting, environment, Code of Conduct, team-building, Responsible Care	90%



Occupational Health and Safety

At VOL, as we continue to adopt robust policies and implement advanced processes and technologies to enhance our Health, Safety, Environment (HSE), and security performance across operations. We align our practices with the guidelines set forth by the International Labour Organization (ILO) for identifying and monitoring work-related hazards. Consistent with our commitment to fostering a safe and healthy workplace culture, we





remain focused on the proactive prevention of incidents and strive to maintain an injury-free work environment through continuous improvement and rigorous compliance.

We have implemented a structured Occupational Health and Safety Management System (OHSMS) that supports the well-being of all individuals working within or on behalf of the organization. The system has

been established in accordance with applicable national regulations, including the Factories Act, 1948, relevant state rules, and other statutory provisions.

In addition, our approach is aligned with globally recognized standards, particularly ISO 45001, and is guided by the International Labour Organization (ILO) framework for managing workplace hazards and risks.

Our Pledge

Positive Impact	Inclusivity	Zero Tolerance	Adherence to Safety
			
We create a positive impact on families and communities through responsible, inclusive, & ethical actions.	We ensure the safety and well-being of every employee, vendor, and visitor through care and vigilance.	We maintain zero tolerance toward unsafe behaviour, negligence, or unsafe operational practices.	We uphold the highest safety standards through strict compliance, monitoring, and continuous improvement.

At Vinati Organics Limited (VOL), we believe that ensuring the health and safety of our workforce is not just a compliance requirement, but a core value embedded in our operations. We uphold the philosophy that safety is not an achievement but a continuous journey, one that evolves with changing technologies, industry expectations, and employee needs.

Our leadership remains deeply committed to safeguarding the well-being of our people, plant, and processes. Guided by global best practices and aligned with ISO 45001 standards, we are continually enhancing our safety protocols with the aspiration to set new benchmarks in occupational health and safety.

The OHSMS covers 100% of our workforce, including both permanent

employees and contractual workers, across all operational locations such as manufacturing sites, laboratories, warehouses, and corporate offices.

The system is administered by a team of trained in-house Environment, Health and Safety (EHS) professionals, supported by external consultants when specialized expertise is required. These professionals are responsible for implementation, monitoring, training, and performance evaluation related to health and safety. To ensure continual improvement, we have embedded an iterative process of enhancement within the system.

This includes regular internal audits, incident reporting and investigation, periodic risk assessments, employee feedback mechanisms, and formal

management reviews. These practices enable us to respond to evolving operational challenges, emerging risks, and changes in regulatory landscapes. Recognizing our responsibility to maintain a healthy workforce, we have established round-the-clock access to occupational health services through a 24x7 Factory Medical Office equipped with essential medical infrastructure and trained personnel. These services play a vital role in the identification and elimination of occupational hazards, minimization of health-related risks, and management of medical emergencies.

Our on-site health infrastructure includes basic diagnostic and emergency response capabilities. We



maintain partnerships with local and specialist hospitals to ensure swift response during critical medical situations. The Factory Medical Officer (FMO) and nursing staff conduct regular rounds of the plant, proactively identifying potential health risks and offering immediate care. Pre-employment health screening is mandatory all employees and contract workers, for and records are maintained to support long-term health tracking.

To bolster workplace preparedness, we have trained first-aiders available on every shift, equipped first-aid boxes for every 150 employees, and conduct industrial hygiene audits to identify both qualitative and quantitative risks. We are also in the process of preparing and displaying a PPE matrix across workstations to ensure compliance with required protective equipment usage for specific activities.

Emergency Preparedness & Response Strategy

In line with our safety-first approach, Vinati Organics has implemented robust On-Site and Off-Site Emergency Plans (OSEP) at all manufacturing locations. These plans define response protocols for potential emergency scenarios, supported by escalation hierarchies and containment strategies.

Each site is equipped with a trained emergency response team and necessary infrastructure to manage any unforeseen incidents. We regularly conduct mock drills to test preparedness, train employees, and assess the effectiveness of our emergency response systems.

Additionally, we have mutual aid agreements with neighbouring industries, ensuring community-level collaboration and support during emergencies.

Chemical Handling & Transport Safety

As a responsible chemical manufacturer, we prioritize the safe handling, storage, and transport of chemicals. Within our facilities, chemical safety is ensured through standardized procedures, MSDS, and dedicated containment for hazardous materials. Employees receive regular training on safe handling, spill response, and PPE use. Chemicals are stored in ventilated, segregated areas according to hazard classification, with routine inspections and audits.

For transportation, VOL's safety framework focuses on driver behaviour, real-time vehicle tracking, and emergency preparedness. As part of the ICC Nicer Globe initiative, all vehicles carrying hazardous materials are geo-tracked, allowing immediate alerts for deviations or emergencies. Safety and logistics teams coordinate promptly with transporters and local responders to mitigate risks. Key components of VOL's Chemical Handling and Transport Safety Program include:

- Strict adherence to standard operating procedures
- Segregated chemical storage and labelling
- Real-time GPS tracking of tankers and trucks
- Proactive alerts for route deviations, vehicle inactivity, or emergencies
- Comprehensive driver training focusing on safety
- Periodic mock drills and safety audits

Our approach combines strict operational controls, robust training, and real-time monitoring to prevent incidents, protect people, and safeguard the environment.





Non-Occupational Health and Well-being

At Vinati Organics, we recognize that health and well-being extend beyond workplace safety. Supporting employees' physical and mental wellness is central to our organizational culture, and we have established initiatives that promote holistic well-being across all levels of the company.

Employees have access to regular health awareness sessions led by qualified medical professionals, covering topics such as cardiovascular health, respiratory well-being, stress management, nutrition, and lifestyle choices. These sessions provide practical guidance and encourage preventive health practices. Complementing these efforts, we organize health camps in partnership with reputed hospitals, offering check-ups, consultations, and screenings for common health concerns. To reinforce awareness and promote healthy habits, we circulate newsletters, bulletins, and digital communications focused on personal well-being.

Medical support for employees is structured and proactive. Employees undergo regular health assessments to monitor overall wellness. Those requiring additional attention or identified with specific health concerns are provided with structured follow-up programs to ensure timely care.

All assessments are conducted by qualified medical professionals, and health records are securely maintained by the Human Resources team. Confidentiality is strictly upheld, and information collected during medical check-ups is never used for employment-related decisions, ensuring trust and voluntary participation.

Mental health is a critical component of our wellness framework. Vinati Organics offers confidential psychological counselling services and wellness support programs for employees seeking guidance on stress, anxiety, or other personal challenges. Employees with identified non-occupational health

concerns are provided structured follow-ups, ensuring they receive ongoing support.

In addition to structured programs, we encourage employees to actively participate in their personal health journeys. Awareness campaigns, workshops, and interactive sessions help employees make informed decisions about lifestyle choices, preventive care, and stress management. Our approach integrates both physical and mental well-being, recognizing that overall wellness is key to resilience, engagement, and sustained performance.

Vinati Organics also provides comprehensive health insurance and employee assistance programs that cover medical emergencies, treatment costs, and wellness support. These resources complement our preventive health initiatives, ensuring employees have access to timely care and guidance whenever required.





Sports Day



The annual **Sports Day** at Vinati Organics brings together employees in a series of recreational and competitive sporting activities designed to promote physical fitness, teamwork, and camaraderie. From individual events to team-based competitions, the day encourages employees to engage actively in physical exercise while building interpersonal connections across departments. Sports Day serves as both a fun break from daily routines and an opportunity to reinforce healthy lifestyles, strengthen social bonds, and cultivate a sense of community.

Yoga Day

On **International Yoga Day**, Vinati Organics organizes comprehensive yoga sessions for employees, emphasizing both physical and mental well-being. Led by certified instructors, these sessions include exercises that enhance flexibility, improve posture, and promote overall physical health, while also incorporating techniques for relaxation, mindfulness, and stress management. The initiative encourages employees to integrate healthy routines into their daily lives, fostering long-term wellness and supporting a balanced lifestyle.



Medical Check-ups



At **Vinati Organics Limited (VOL)**, employee well-being is ensured through a holistic approach that integrates both **physical and mental health care**. The Company conducts **biannual medical check-ups** for all employees, covering vital health parameters and occupational exposure to enable early detection and prevention of health issues. Alongside this, VOL promotes **mental wellness** through awareness sessions, counselling support, and mindfulness workshops led by trained professionals. These initiatives encourage open dialogue on emotional well-being, stress management, and work-life balance. Together, they foster a culture of health, resilience, and care.



Worker Participation and Consultation

At Vinati Organics, we uphold a culture of collaboration and open dialogue to ensure the safety and well-being of our workforce. We actively engage employees and workers in our occupational health and safety (OHS) programs through structured participation, consultation, and continuous communication.

We conduct monthly gate meetings where workers are encouraged to share feedback and suggestions on safety practices and workplace improvements. Workers also contribute to incident investigations, process safety studies, and safety behaviour observations, promoting a sense of ownership in safety outcomes. Daily toolbox talks and shift huddles ensure regular updates and alignment across teams.

We have 0 cases raised related of hazardous working conditions and health and safety raised by the employees as we have been proactively taking Health and Safety serious at all corners from policy, implementation, review,

enhancement, and prevention. To enhance accessibility, OHS guidelines and emergency alerts are prominently displayed across the plant, including in regional languages. Training sessions are conducted regularly to build safety awareness and strengthen workers' preparedness for routine and emergency scenarios.

VOL has established Joint Labour-Management Health and Safety Committees at each manufacturing site. These committees, made up of equal representation from management and elected workers, meet monthly to discuss workplace safety, health concerns, and well-being. Meeting outcomes are documented in Minutes of Meeting (MoM), and action items are tracked with defined timelines for closure, all notices of change are discussed in the MoM and team is given appropriate time before implementation of change happens. We also operate a Canteen Committee to promptly address worker welfare concerns.

Commitment to Human Rights

Vinati Organics Limited firmly upholds human rights across all its operations, guided by the Universal Declaration of Human Rights and the International Labour Organization (ILO) conventions. The Company recognizes that respecting human rights is integral to sustainable growth, ethical operations, and the well-being of all stakeholders—employees, workers, suppliers, and communities alike.

Across its value chain, Vinati Organics ensures that no form of forced, compulsory, or child labour exists. Policies and operational procedures are designed to prevent exploitation, uphold dignity, and promote fairness. From recruitment and onboarding to vendor engagement and grievance mechanisms, human rights considerations are embedded at every stage. Periodic audits, internal assessments, and compliance checks are conducted to verify adherence to statutory labour laws and global human rights frameworks.

Employees and workers are provided safe, respectful, and inclusive workplaces, where they can voice concerns or grievances confidentially and without fear of retaliation. Open communication channels, clear reporting protocols, and well-defined escalation mechanisms reinforce accountability and trust. The Company emphasizes equitable treatment for all individuals, irrespective of gender, age, caste, religion, or socioeconomic background, ensuring equality of opportunity and access to career development, training, and advancement.

Beyond the workplace, Vinati Organics extends human rights principles throughout its supply chain. Suppliers and

Fair and Equitable Remuneration

Vinati Organics acknowledges the importance of fair remuneration as a cornerstone of human dignity and economic empowerment. The Company is committed to ensuring that all employees and workers receive at least the statutory minimum wage and continues to evaluate opportunities to implement **living wages** wherever feasible.

By aligning pay structures with industry best practices and regional standards, Vinati Organics aims to bridge wage gaps and provide a sustainable livelihood for its workforce.

Regular monitoring, stakeholder engagement, and transparent reporting strengthen accountability, ensuring that commitments translate into tangible outcomes for employees and workers.



contractors are encouraged—and in many cases required—to adopt ethical practices, maintain safe working conditions, comply with labour laws, and avoid exploitative practices. Regular engagement, training, and monitoring sessions ensure that partners share the Company's commitment to human rights and fair treatment.

By integrating human rights into its governance, culture, and operational practices, Vinati Organics fosters a responsible, transparent, and ethical business environment. These efforts not only protect the rights of individuals but also build long-term trust with employees, communities, and stakeholders, reinforcing the Company's vision of sustainable and inclusive growth.

Embedding Human Rights in Business Practices



Vinati Organics embeds human rights principles into all aspects of business operations—from recruitment and onboarding to supplier engagement and grievance redressal. Periodic internal audits ensure compliance with statutory labour laws and global human rights frameworks. Open communication channels and grievance mechanisms empower employees and workers to voice concerns confidently and without fear of retaliation.

Empowering Women in the Workforce



Acknowledging the gender gap in manufacturing, Vinati Organics actively promotes greater inclusion of women across operational, technical, and managerial roles. Structured mentorship, safety training, and skill enhancement programs support women's growth and leadership. Policies on maternity benefits, workplace safety, and POSH exceed compliance requirements and reinforce a culture of inclusion.

Diversity, Equity & Inclusion (DEI)



Vinati Organics fosters a diverse and equitable workplace that values differences as sources of innovation and collaboration. DEI efforts go beyond gender to include age, experience, and regional diversity. Inclusive hiring, leadership mentoring, and transparent remuneration practices ensure fair opportunities for all. The Company's focus on balance and representation strengthens its inclusive culture.

Human Rights Beyond the Workplace



The Company extends its human rights commitment across its value chain, encouraging suppliers and contractors to uphold ethical standards. This includes fair wages, safe working conditions, and the prohibition of child or forced labour. Regular partner engagement and monitoring reinforce accountability, ensuring respect for human rights in every aspect.



COMMUNITY



CSR and Community Engagement



At Vinati Organics, we believe that true progress goes beyond business growth and innovation—it is measured by the positive impact we create for people and the planet. Guided by our commitment to sustainability and aligned with the United Nations Sustainable Development Goals (UN SDGs), our CSR initiatives encompass education, healthcare, sanitation, clean water, and environmental conservation across Maharashtra, Rajasthan, and other regions. By partnering with local organisations and communities, we transform these commitments into tangible change, strengthening schools, uplifting families, empowering individuals, and protecting ecosystems. Our dedicated team and stakeholders drive this journey with passion and purpose, enabling us to create enduring social and environmental value. As we look to the future, Vinati Organics remains committed to building a more inclusive, resilient, and sustainable world for all.

- **Ms. Viral Saraf Mittal**
Director - CSR

At Vinati Organics Limited (VOL), we continue to redefine progress by integrating social equity and environmental stewardship into the heart of our business. As a leader in specialty chemicals, we recognize that our growth is inseparable from the wellbeing of the communities we serve and the ecosystems we rely on. Our CSR efforts are not peripheral—they are embedded in our identity and reflect our commitment to building a sustainable, inclusive future.

In FY 2024–25, VOL allocated ₹9.47 crore towards CSR initiatives, marking a significant step forward in our mission to create clean, green, and equitable development. Guided by the United Nations Sustainable Development Goals (SDGs), our programs spanned education, healthcare, sanitation, water conservation, livelihood enhancement, environmental sustainability, and disaster relief. These efforts directly contributed to 14 of the 17 SDGs, demonstrating

both the breadth and depth of our impact.

Our CSR approach is anchored in collaboration, working with partners such as **Samhita-CGF, Swades Foundation, ISKCON Bhiwandi, FMCH India, WINGS Foundation**, and others to design locally relevant, scalable, and outcome-driven programs. During the year, we focused on strengthening **Healthcare & Nutrition** through training health workers, distributing diagnostic kits, and maternal nutrition programs in Ambarnath; advancing **Education & Skill Development** via STEM, vocational, and Braille literacy initiatives along with infrastructure upgrades; and promoting **Clean Energy & Water Access** through solar-powered irrigation systems, Anganwadi electrification, and farm pond construction. Our efforts also fostered **Gender Equality & Women's Empowerment** by distributing improved cookstoves and promoting women's economic independence, while **Environmental**

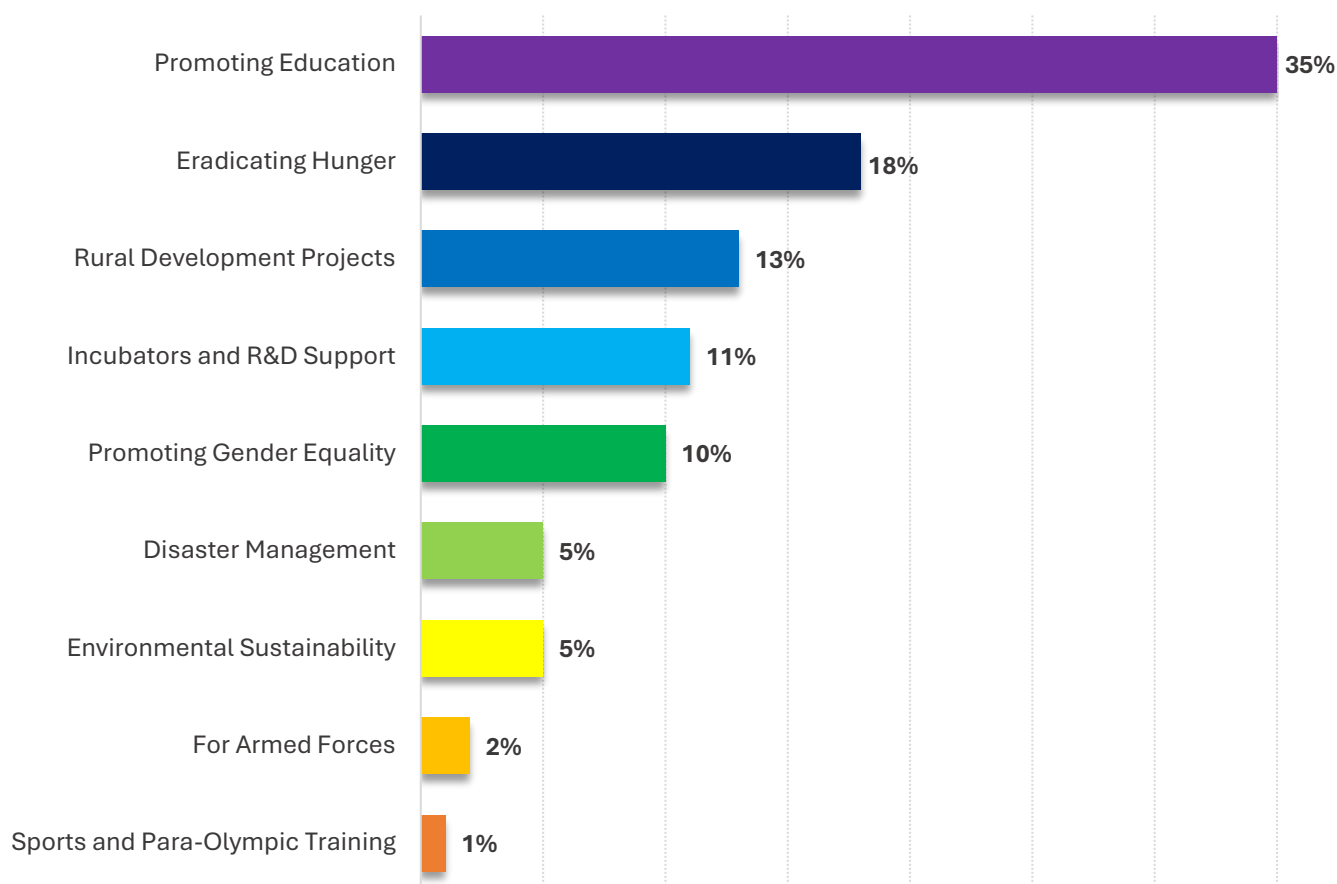
Conservation initiatives included tree plantation drives in Ahilya Nagar, biodiversity education with BNHS, and wildlife conservation across the Sahyadri Tiger Landscape.

These initiatives impacted over 100,000 lives across Maharashtra and Rajasthan, reinforcing our role as a catalyst for inclusive growth. From supporting grassroots NGOs through capacity-building programs to enabling digital innovation in education, VOL's CSR journey in 2024–25 reflects a strategic blend of compassion, innovation, and accountability.

As we look ahead, we remain committed to expanding our outreach, deepening our partnerships, and driving measurable change. With the dedication of our employees, the support of our stakeholders, and the guidance of our leadership, VOL continues to pursue a vision where industrial excellence coexists with social and environmental responsibility.



CSR Focus Area



Vinati Organics Limited's CSR approach continues to evolve with greater clarity and purpose. Comparing FY 2023–24 and FY 2024–25 highlights a thoughtful alignment of initiatives with key focus areas and Sustainable Development Goals (SDGs), reflecting both continuity and strategic growth.

Education remains a central priority, further strengthening its role in the CSR portfolio. This year, investments have deepened in **digital learning, infrastructure enhancement, and educator capacity-building** through programs like Circle India and RS Academy, ensuring long-term benefits for students and communities alike. Healthcare and nutrition have also been approached

more holistically, combining **maternal health, menstrual hygiene, and sustainable cook stove distribution to enhance overall wellbeing.**

Environmental sustainability has gained renewed emphasis, with projects such as tree plantations and biodiversity habitat development showcasing VOL's growing commitment to ecological resilience and climate action. Gender equality continues to be a key focus, now complemented by women-led livelihood programs and targeted health interventions.













Meanwhile, **infrastructure initiatives—from solar street lighting to clean water and**

sanitation—highlight a more balanced impact across urban and rural areas. A notable development is the focus on institutional capacity, with initiatives in conservation law enforcement and forest staff training reflecting VOL's broader engagement with governance and biodiversity stewardship.

Overall, FY 2024–25 demonstrates a more diversified and impact-driven CSR strategy, **with stronger SDG alignment, deeper partnerships, and wider community reach.** The evolution of VOL's portfolio underscores a shift from traditional spend to strategic investment, supporting sustainable and transformative change across multiple dimensions.



Cumulative Impacts of projects by SDG's

SDG No.	SDG Title	Impact Distribution	Initiatives
	Quality Education	23%	Braille literacy, Circle India, RS Academy, school infrastructure, scholarships, teacher training
	Good Health and Well-being	17%	Health worker training, diagnostic kits, menstrual hygiene, nutrition programs, cook stoves
	Clean Water and Sanitation	12%	Farm ponds, biodigesters, sanitation facilities, WASH programs
	Decent Work and Economic Growth	11%	Vocational training, livelihood enhancement, NGO capacity building
	Gender Equality	7%	Menstrual hygiene, cook stoves, women's empowerment programs
	Climate Action	6%	Tree plantation, solar irrigation, clean energy systems
	Sustainable Cities and Communities	6%	Community halls, roads, solar street lighting, urban biodiversity habitat
	Reduced Inequalities	5%	Inclusive education, school buses, NGO support
	Affordable and Clean Energy	4%	Solar panels in schools and Anganwadis, solar-powered irrigation
	Zero Hunger	4%	Free meal distribution (ISKCON), Programme Poshan nutrition campaigns
	Life on Land	2%	Tree plantation, biodiversity habitat, wildlife conservation
	Peace, Justice, and Strong Institutions	1%	Wildlife law enforcement training, conservation planning, community engagement
	Partnerships for the Goals	2%	Collaborations with Samhita-CGF, Swades, FMCH, BNHS, WCT, SVP India



CSR Projects Overview

Advancing Healthcare, Education, and Skill Development

Partner: Samhita-CGF



Over the past year, Vinati Organics deepened its partnership with Samhita-CGF to deliver integrated community development in Mahad and Lote. The initiative focused on three pillars: healthcare, education, and skill development. Health workers, especially ASHAs, received specialized training and diagnostic kits to improve early detection and community health outcomes. Menstrual hygiene awareness campaigns targeted adolescent girls, promoting dignity and preventive care. In education, two schools were equipped with solar panels and biodigesters—enhancing energy access and sanitation while reducing operational costs. Vocational training in chemical plant operations was provided to local youth, directly improving employability and aligning with industry needs. This multi-pronged approach not only addressed immediate gaps but also built long-term resilience by empowering individuals with knowledge, tools, and infrastructure. The initiative impacted 3,500 lives, demonstrating how targeted interventions—when backed by strong implementation partners—can create sustainable change across sectors.



3500

Lives Impacted

Leveraging Clean Energy for Water and Electricity

Partner: Swades Foundation



In partnership with the Swades Foundation, Vinati Organics launched a clean energy initiative aimed at transforming rural agricultural and educational infrastructure in Maharashtra. The project upgraded traditional drip irrigation systems with solar-powered pumps, enabling farmers to cultivate second and third crops using harvested rainwater. This intervention not only improved water efficiency but also expanded cropping cycles, enhancing food security and income stability. Each participating household received 30 fruit-bearing saplings—mango, coconut, chikoo, and cashew—expected to generate ₹18,000–₹29,000 annually within 3–4 years. On the education front, solar energy systems were installed in two Anganwadis and three schools across Raigad district, ensuring uninterrupted electricity and creating conducive environments for learning and child development. The initiative impacted 300 lives directly, but its ripple effects extend to improved climate resilience, reduced carbon footprints, and enhanced community well-being. By integrating clean energy with livelihood and education, Vinati Organics demonstrated how CSR can be both climate-smart and deeply human-centric.



300

Lives Impacted



Achieving Food Security and Improving Nutrition

Partner: ISKCON Bhiwandi



Vinati Organics partnered with ISKCON Bhiwandi to address food insecurity among vulnerable populations in the region. Through daily meal distribution, the initiative ensured that economically disadvantaged individuals—especially daily wage earners—had access to nutritious food. This not only improved their immediate health outcomes but also allowed families to redirect up to 10% of their income toward other essential needs such as education, healthcare, or savings. The intervention was designed with dignity and sustainability in mind, offering consistent support without creating dependency. By reducing the financial burden of food, the programme contributed to a more stable standard of living and helped mitigate the cyclical nature of poverty. With 1,000 lives impacted, the initiative exemplifies how targeted nutrition support can ripple outward—enhancing well-being, economic resilience, and social equity. It also aligns with Vinati's broader CSR vision of creating inclusive growth and supporting the UN SDGs through practical, community-rooted action.



1000

Lives Impacted

Programme Poshan (Community Nutrition) in Ambernath

Partner: Foundation for Mother and Child Health (FMCH)



In Ambernath, Vinati Organics supported FMCH India's Programme Poshan, a targeted initiative addressing chronic malnutrition during the critical first 1,000 days of a child's life. The programme focused on empowering mothers with knowledge, choice, and support to improve maternal and child health outcomes. Working closely with Anganwadi workers, FMCH identified and registered at-risk mothers and children, followed by systematic assessments to personalize care pathways. Nutrition education was delivered through both individual counselling and group sessions, ensuring cultural relevance and accessibility. Continuous monitoring allowed for adaptive strategies, making the intervention responsive to evolving community needs. Beyond nutrition, the programme fostered behavioural change, strengthened local health systems, and promoted gender equity by centring women as agents of change. With 2,000 lives impacted, Programme Poshan stands out as a data-driven, human-centric model for improving public health in underserved areas. It reflects Vinati's commitment to long-term, measurable impact and its alignment with SDGs focused on hunger, health, and gender empowerment.



2000

Lives Impacted

Empowering Braille Literacy for Students with Visual Impairment

Partner: S.P.A.R.K and Thinkerbell Labs

Vinati Organics collaborated with S.P.A.R.K and Thinkerbell Labs to enhance educational access for visually impaired students in Ratnagiri. Faced with infrastructural challenges, staff shortages, and limited connectivity, the school benefitted from the installation of Annie Smart Classes—a tech-enabled solution that allows students to independently learn Braille. This intervention reduced reliance on one-on-one instruction, easing the burden on special educators while empowering students to read, write, and type in Braille. The structured curriculum and interactive modules fostered self-reliance, improved literacy, and built confidence among learners. Though the initiative directly impacted 15 students, its significance lies in its replicability and potential to transform special education across rural India. By integrating technology with inclusive pedagogy, Vinati Organics demonstrated how CSR can bridge systemic gaps and promote equity in education. The project aligns with SDGs focused on quality education and reduced inequalities, and reflects a deep commitment to leaving no child behind.



15

Lives Impacted



Empower Better Lives in Lote

Partner: Multiple Partners

Vinati Organics undertook a comprehensive community development programme in the Lote region, addressing critical infrastructure gaps and enhancing quality of life across multiple dimensions. The initiative included the construction of classrooms, hostels, and playgrounds to support educational access and child development. Solar street lighting and improved toilet facilities were installed to enhance safety and sanitation, especially for women and children. Flood-protection walls were built to safeguard homes and public spaces from seasonal damage, while community halls were developed for students and ex-servicemen, fostering social cohesion and multipurpose use. The programme also supported education through lab and computer installations and promoted health via sports sponsorships. These interventions were designed to be inclusive, resilient, and locally relevant—responding to the unique needs of the Lote community. With over 10,000 lives impacted, the initiative exemplifies how CSR can go beyond isolated projects to deliver integrated, place-based transformation



10000

Lives Impacted





Reimagining and Reinventing Educational System

Partner: The Circle India (Opportunity Circle Foundation)



Vinati Organics has partnered with The Circle India to drive systemic education reform for underserved communities across India. The initiative builds a network of schools, educators, and after-school programmes centred on innovation and inclusivity. Through its flagship programmes—Circle Incubation, Circle Labs, and the upcoming Circle U teacher certification—the project empowers education entrepreneurs, enhances teacher capacity, and develops scalable learning models. With 31 centres launched and 8,000 lives already impacted, the five-year vision aims to establish 50 institutions, train 20,000 educators, and reach 30,000 students.



Provision of School Buses for Low-Income School Students

Partner: WE Club of Chembur



Vinati Organics supported the provision of school buses for SEC Day Schools—municipal-run institutions serving children with special needs from economically disadvantaged backgrounds. While government funding covers basic infrastructure and teacher salaries, transportation remains a critical gap. Many students, due to physical disabilities or mobility challenges, are unable to walk or use public transport, making school buses essential for access to education. However, the cost of transportation is often unaffordable for families already struggling with daily expenses. Through this initiative, Vinati helped bridge that gap, ensuring that children could attend school regularly, safely, and with dignity.



Continuation of Education

Partner: RS Academy



To support the continued education of underprivileged children, Vinati Organics extended financial assistance to RS Academy, enabling a comprehensive package of support services. This included hostel fees, books, stationery, uniforms, mid-day meals, health and fitness activities, sports engagement, and scholarships. The initiative was designed to address both academic and non-academic barriers to education, recognizing that learning is shaped by nutrition, safety, and emotional well-being. By covering essential costs, the programme allowed students to focus on their studies without the financial insecurity—encouraging participation in sports, fostering peer interaction, and building confidence.



Rainwater Harvesting through Farm Ponds

Partner: Raintree Foundation



To address chronic water scarcity in Velhe village, Maharashtra, Vinati Organics supported the construction of 50 farm ponds through its partnership with Raintree Foundation. Despite receiving high annual rainfall (2,500–3,000 mm), the region suffers from acute water shortages post-January, with only 3.8% of households having dependable irrigation. The intervention aimed to harness rainwater effectively, ensuring year-round irrigation and boosting agricultural productivity. Each pond was designed to optimize water storage and distribution, with a total added capacity of over 2.14 crore litres. The initiative also included farmer training on sustainable water use and crop diversification, enabling communities to shift from subsistence farming to more resilient, income-generating models. By improving water access and agricultural outcomes, the project directly strengthens rural livelihoods while contributing to climate adaptation and ecological restoration. It aligns with SDGs focused on water, climate, and land use, and showcases how CSR can be both environmentally strategic and deeply human-centric.



2.14 Cr

Litres of increased
water storage capacity

Building a Butterfly and Pollinator-Friendly Habitat

Partner: Bombay Natural History Society (BNHS)



Vinati Organics partnered with the WINGS Foundation to distribute Improved Cook Stoves (ICS) to women in underserved communities. Traditional cooking methods often involve open fires and biomass fuels, leading to indoor air pollution and respiratory illnesses. The ICS units are portable, user-friendly, and designed to reduce smoke emissions significantly, thereby improving kitchen air quality and lowering health risks. Additionally, they cut firewood usage by up to 50%, easing the burden on women who typically spend hours collecting fuel and contributing to deforestation. The initiative promotes sustainable cooking practices, enhances household health, and empowers women with safer, more efficient tools. With 3,200 lives impacted, the project demonstrates how small technological interventions can yield outsized benefits in health, gender equity, and environmental sustainability. It also reflects Vinati's commitment to inclusive development and its alignment with SDGs that prioritize clean energy, climate resilience, and women's empowerment.



3K+

Visits from students



Plantation of Tree Saplings under Project Freedom

Partner: VOICE NGO



Vinati Organics launched Project Freedom with VOICE NGO to combat climate change and land degradation in Ahilya Nagar, a drought-prone area in the Western Ghats' rain shadow. The project planted 21,300 native tree saplings to create carbon sinks, improve soil health, curb desertification, and enhance the local water cycle. Over the next decade, these trees are expected to produce 1.91 crore kg of oxygen and absorb around 42.6 lakh kg of CO₂. By involving local communities in planting and maintenance, the initiative promotes environmental stewardship and supports green livelihoods.



Conservation in Shared Spaces

Partner: Wildlife Conservation Trust (WCT)



Between 2019 and 2024, Vinati Organics partnered with the Wildlife Conservation Trust (WCT) to conserve 4,500 sq. km of the Sahyadri Tiger Landscape. The initiative included wildlife monitoring—documenting over 10 tigers and 46 leopards—forest staff training in law enforcement, first aid, and forensics, and community engagement through eco-tourism and education programs. Fuel-efficient water heaters were distributed in 40 villages, with energy-use surveys conducted in 160 households. WCT also supported Protected Area Management Plans and prey population studies to strengthen ecological health and local stewardship.



Improved Cook Stoves for Women

Partner: WINGS Foundation



Vinati Organics partnered with the WINGS Foundation to distribute Improved Cook Stoves (ICS) to women in underserved communities. Traditional cooking with open fires and biomass fuels causes indoor air pollution and health risks. The portable, user-friendly ICS units reduce smoke emissions and cut firewood use by up to 50%, improving air quality, easing the burden of fuel collection, and curbing deforestation. By promoting cleaner cooking, better health, and women's empowerment, the initiative has positively impacted over 3,200+ lives. It exemplifies how small innovations can drive meaningful progress in clean energy, climate resilience, and inclusive development.



Supporting Make-A-Wish Foundation

Partner: Make-A-Wish Foundation



Vinati Organics supported the Make-A-Wish Foundation through employee-led fundraising at the Tata Mumbai Marathon. Thirty employees participated, raising funds to fulfil life-changing wishes for children with critical illnesses. These wishes—ranging from meeting a hero to receiving a cherished gift—offer emotional healing, hope, and joy during difficult medical journeys. The initiative fostered team spirit within the company while contributing meaningfully to the broader community. Though the number of children impacted is not specified, the qualitative impact is profound—enhancing mental well-being, family morale, and resilience.



Supporting the Centre for Modelling and Simulation

Partner: Institute of Chemical Technology (ICT)



Vinati Organics supported the establishment of the Centre for Modelling and Simulation at ICT, inaugurated by Chairman Shri Vinod Saraf. The Centre focuses on developing digital twins, process optimization tools, and advanced simulation techniques—especially in computational fluid dynamics and molecular modelling. These innovations aim to enhance sustainable, automated operations in the chemical industry, reducing waste, energy use, and environmental impact. The Centre also serves as a training hub, with 50 students benefitting daily from lab access and mentorship.



Capacity Building for NGOs

Partner: Social Ventures Partners (SVP) India



Vinati Organics supported SVP India to strengthen venture philanthropy and NGO capacity across the country. Through general donations and coverage of incidental expenses, the company enabled philanthropists to engage meaningfully with grassroots initiatives. SVP's platform connects donors with high-impact NGOs, offering strategic guidance, mentorship, and funding to scale community-driven solutions. This support helps NGOs move from survival mode to sustainability—improving governance, programme delivery, and impact measurement.





Capacity Building for NGOs

Partner: Atma



Vinati Organics collaborated with Atma to enhance the institutional strength of two grassroots NGOs—Neevjivan Foundation and Veruschka Foundation—through a structured, multi-phase capacity-building programme. Each organization underwent a tailored diagnostic and strategic planning process designed to scale their operational impact by 2x to 5x. The initiative focused on strengthening core areas such as governance, fundraising, programme execution, and monitoring frameworks, ensuring that both NGOs could deliver more effective, accountable, and scalable services to their communities. Progress was rigorously tracked using Atma's Life Stage rubric, with both partners achieving top-tier consultant ratings of 5 and project ratings nearing perfection (4.98+). Across the engagement, a total of 21 development projects were completed—9 with Neevjivan and 12 with Veruschka—each contributing to measurable improvements in organizational maturity and service delivery. This initiative reflects Vinati's strategic CSR approach: investing not just in direct interventions, but in the ecosystem of changemakers who drive sustainable development on the ground.



20

Projects Completed

5 ☆

Consultant Rating

As we look back on the year's community engagement efforts, what emerges is a story of shared purpose and enduring collaboration. Across diverse landscapes—from rural hamlets to urban learning spaces—Vinati Organics has walked alongside changemakers, educators, health workers, and local leaders to co-create solutions that matter. These efforts were never about ticking boxes—they were about listening, responding, and building trust.

Each initiative this year was shaped by the belief that development must be inclusive, respectful, and rooted in local realities. Whether it meant enabling access to education, improving health outcomes, or restoring ecological balance, our

approach remained grounded in dignity and sustainability. We did not just support programmes—we nurtured ecosystems. We did not just fund ideas—we helped them flourish.

Our commitment to global development goals continues to guide our path, but it is the human stories behind each intervention that truly define our impact. Stories of children learning in safer classrooms, women cooking in smoke-free kitchens, farmers cultivating with renewed confidence, and communities coming together to reclaim their futures. These are the moments that remind us why we do what we do.

CSR at Vinati Organics is not a department—it is a mindset. It is

woven into how we think, how we act, and how we grow. It reflects our belief that business must serve society, and that progress is most powerful when it is shared. We see our role not just as contributors, but as co-creators of change—facilitators of resilience, equity, and opportunity.

As we move forward, we remain committed to listening deeply, acting boldly, and adapting thoughtfully. The needs of communities evolve, and so must our responses. We will continue to invest in ideas that uplift, partnerships that endure, and models that scale with integrity. Because for us, growth is not just about what we build—it is about who we build it with, and the lives we help transform along the way.



SUPPLY CHAIN



Responsible Sourcing



At Vinati Organics Limited (VOL), we recognize that a resilient, ethical, and environmentally responsible supply chain is integral to our long-term business continuity and sustainable growth. Our procurement practices go beyond transactions, we view our suppliers, contractors, and service providers as essential partners in our shared commitment to responsible sourcing, health and safety, social equity, and environmental stewardship.



We are guided by our **Sustainable Procurement Policy**, which mandates transparency, ethical conduct, and alignment with VOL's core values. All our procurement decisions are rooted in **open, fair, and impartial communications**, with top management actively involved to **eliminate undue influence or bias**. Our focus remains on sourcing goods and services with full consideration of their impact

on health, safety, the environment, and the conservation of natural resources.

VOL actively discourages high-risk procurement practices and does not engage in sourcing from conflict zones or regions with known human rights violations. Our policy strictly **prohibits** any procurement from **suppliers associated with war-torn areas**

or politically unstable, resource-rich regions where civil society institutions are under duress.

We **actively encourage suppliers to adopt clean technologies** and reduce hazardous inputs wherever possible. Where the use of such materials is unavoidable, we employ process improvements to minimize their impact on health, safety, and the environment.

100%

Vendors assessed

40+

Partners audited

80%

Vendors completed ESG engagement and training










Environmental Sustainability across the Value Chain

VOL believes that environmental considerations must be embedded into every stage of the procurement cycle. From raw materials and utilities to logistics and packaging, suppliers are expected to demonstrate measurable action toward reducing emissions, conserving water, and improving energy efficiency.

We work with partners who share our commitment to sustainability, ensuring that our supply chain advances climate goals, promotes resource circularity, and leverages technology for transparency and accountability.



ENVIRONMENTAL PRINCIPLES

 Water Stewardship	 Energy & Renewables	 Sustainable Mobility	 Circular Packaging	 Technology Integration
<ul style="list-style-type: none"> ✓ Suppliers adopt water-efficient technologies ✓ Recycling and reuse of process water encouraged ✓ Reduced freshwater dependency in operations 	<ul style="list-style-type: none"> ✓ Vendors evaluated on energy efficiency ✓ Preference to low-carbon and renewable operations ✓ Contribution to VOL's renewable targets 	<ul style="list-style-type: none"> ✓ Preference to low-emission logistics partners ✓ Public transport usage promoted ✓ Digital systems replace paper-based workflows 	<ul style="list-style-type: none"> ✓ Reusable/recyclable packaging encouraged ✓ Strict reduction or avoidance of single-use plastics ✓ Innovation in sustainable materials supported 	<ul style="list-style-type: none"> ✓ Automation in processes to reduce errors & waste ✓ Digital procurement systems for transparency ✓ Data-driven monitoring of supplier sustainability

At Vinati Organics Limited (VOL), our sourcing decisions are guided by strong environmental principles that ensure every partnership contributes to a greener and more resilient value chain. We evaluate suppliers not only on their ability to deliver goods and services but also on how responsibly they manage resources, reduce impacts, and embrace innovation.

Our criteria span five key areas: Water Stewardship, where suppliers are encouraged to adopt water-efficient

technologies and recycling practices; Energy & Renewables, which prioritizes vendors with **low-carbon operations and renewable energy integration**; Sustainable Mobility, where we favour logistics partners with lower emissions and promote digital workflows over paper-based ones; Circular Packaging, encouraging the use of reusable, recyclable, and innovative sustainable materials; and Technology Integration, emphasizing automation, data-driven insights, and

digital procurement systems for efficiency and transparency.

Importantly, these criteria are not static. Before onboarding, **every vendor is assessed** on these environmental parameters, and existing partners are regularly engaged through awareness, performance reviews, and capacity-building initiatives. This ensures continuous improvement in environmental responsibility across our supply chain.

Social Practices in our Value Chain

VOL integrates social considerations into every stage of its procurement process. From sourcing raw materials and utilities to managing logistics and packaging, we expect all partners — irrespective of their scale or economic standing — to adhere to the highest standards of labour practices. In addition, VOL collaborates with local vendors, service providers, and labour contractors to create shared value through community development and social upliftment around our manufacturing sites. We actively support capacity building by encouraging our partners to pursue training and certifications in health, safety, and environmental best practices.



SOCIAL PRINCIPLES

 Labour Practices	 Human Rights	 Community	 Capacity Building	 Diversity & Inclusion
<ul style="list-style-type: none">✓ No child labour or forced/bonded labour tolerated✓ Humane working conditions & zero harassment✓ Legal wages, statutory benefits, and safe workplaces guaranteed	<ul style="list-style-type: none">✓ Equal opportunity offered without any discrimination✓ Freedom of association and collective bargaining respected✓ Ethical practices, anti-bribery, anti-corruption, and fair competition	<ul style="list-style-type: none">✓ Local employment promoted wherever feasible✓ Community development initiatives (health, education etc.)✓ Vendors encouraged to contribute to social welfare programs	<ul style="list-style-type: none">✓ Training ESG, sustainability and best practices✓ Certification programs are encouraged across all levels of employees✓ Capacity building to strengthen social responsibility	<ul style="list-style-type: none">✓ Engagement with MSMEs, minority-owned, businesses✓ Equitable opportunities for underrepresented groups✓ Inclusive procurement practices

At VOL, inclusivity and diversity are central to our procurement strategy. Inspired by leading global practices, we are taking deliberate steps to increase engagement with underrepresented supplier groups, including **Micro, Small, and Medium Enterprises (MSMEs)** to support grassroots economic growth, **Women-owned and minority-owned businesses** to foster equitable opportunities and **Veteran-led and differently-abled supplier**

groups to integrate unique perspectives and capabilities.

This approach is part of our broader ambition to create an equitable, resilient supply chain that empowers local communities, drives innovation at the grassroots, and ensures that social responsibility is consistently upheld across all levels of our procurement operations.

By embedding social principles into our supply chain, VOL not only

safeguards human rights and promotes ethical labour practices but also contributes to sustainable community development. Our commitment ensures that every partner, from local vendors to global suppliers, aligns with VOL's mission to create a socially responsible, inclusive, and equitable supply chain that supports long-term value creation for people, communities, and business alike.

At Vinati Organics, ethical sourcing is more than a compliance mechanism — it is a core philosophy that defines how we engage with our supply chain partners and create long-term value. As our procurement operations span diverse sectors and geographies, we recognize the need to ensure that every decision, every relationship, and every contract is anchored in the principles of fairness, accountability, and transparency.

By embedding ethics into procurement, we not only safeguard VOL's reputation but also contribute to a business ecosystem that prioritizes integrity over short-term gains. Ethical sourcing ensures that the products, services, and raw materials we procure are obtained responsibly, without compromising on human rights, environmental standards, or business integrity. In today's interconnected economy,

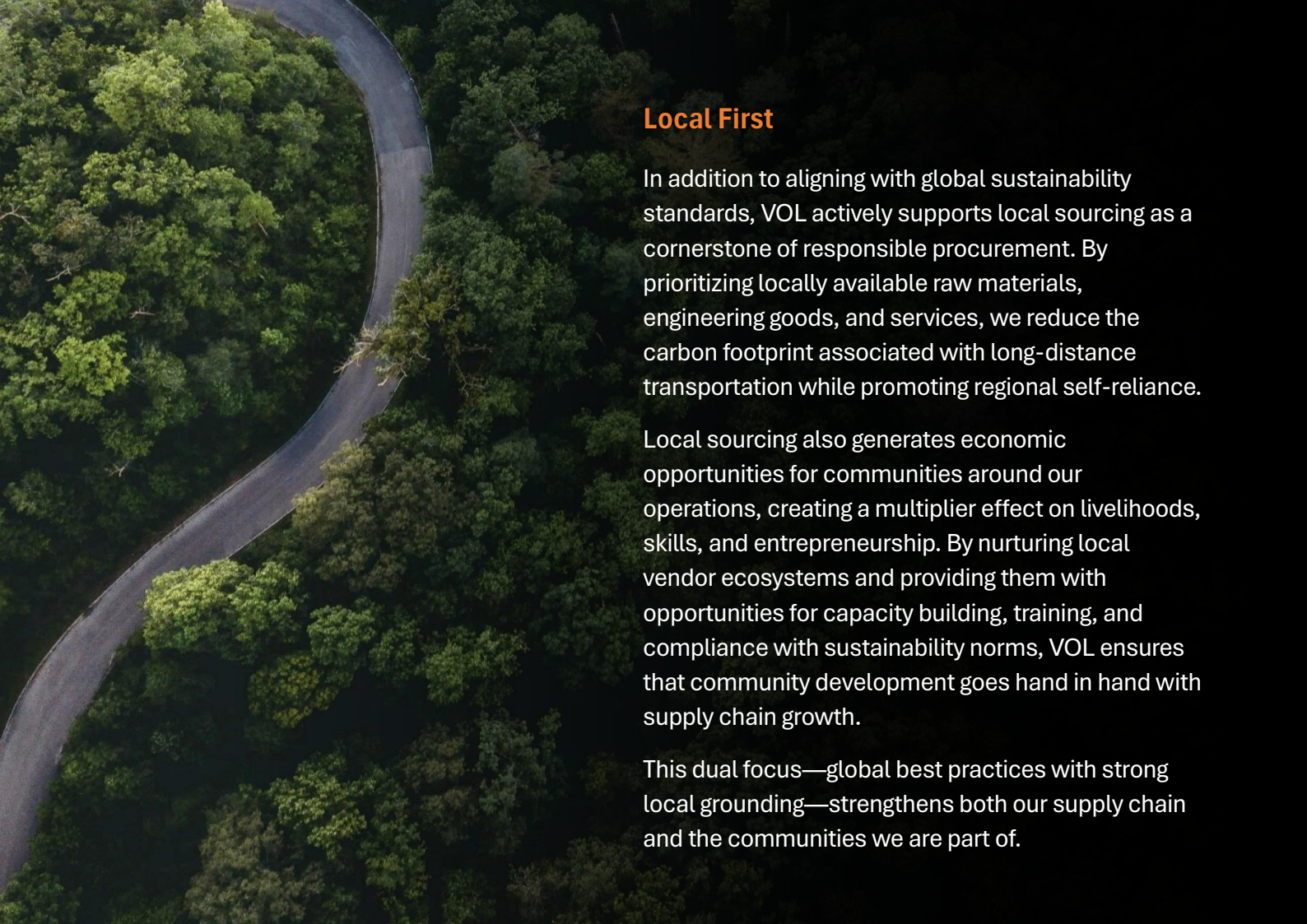
corruption, unfair competition, exploitative labour practices, and conflicts of interest can weaken trust and expose businesses to legal as well as reputational risks. At VOL, we view ethical sourcing as a proactive response to these risks. By strengthening due diligence and supplier accountability, we create a resilient procurement system that benefits not only our organization but also our suppliers, communities, and customers.



Digital procurement platforms further reduce bias, enhance traceability, and ensure every transaction is carried out with fairness and integrity. Our grievance redressal systems allow stakeholders to report unethical behaviour confidentially, ensuring swift resolution. We recognize **that ethical sourcing is a shared responsibility**. Suppliers are encouraged not only to comply with VOL's standards but to strengthen integrity within their own operations.

fostering collaboration rather than control, we build partnerships based on trust, responsibility, and respect. Our approach goes **beyond risk mitigation—it aims to deliver lasting impact**. A supply chain founded on integrity enhances resilience, attracts responsible investors, and builds enduring customer trust. It also opens doors for smaller businesses, including local vendors, MSMEs, and women-owned enterprises, **ensuring a fair and level playing field**. In doing so, we create a procurement ecosystem that delivers value for business and society alike.

This philosophy **aligns with our “Local First” approach**, where preference is given to sourcing materials, services, and resources from local communities to drive equitable growth and sustainable progress.



Local First

In addition to aligning with global sustainability standards, VOL actively supports local sourcing as a cornerstone of responsible procurement. By prioritizing locally available raw materials, engineering goods, and services, we reduce the carbon footprint associated with long-distance transportation while promoting regional self-reliance.

Local sourcing also generates economic opportunities for communities around our operations, creating a multiplier effect on livelihoods, skills, and entrepreneurship. By nurturing local vendor ecosystems and providing them with opportunities for capacity building, training, and compliance with sustainability norms, VOL ensures that community development goes hand in hand with supply chain growth.

This dual focus—global best practices with strong local grounding—strengthens both our supply chain and the communities we are part of.

Driving change together is at the heart of our procurement and supply chain strategy. We pledge to lead by example, setting high standards for ourselves while encouraging our partners to rise with us. By integrating **ethical governance, inclusive practices, and environmentally conscious sourcing**, we work toward building an ecosystem that is not only resilient but also equitable and future-ready.

We believe that true transformation cannot be achieved in isolation.

Global supply chain trends increasingly emphasize collaboration, transparency, and accountability. Across industries, businesses are recognizing that sustainability challenges—from climate risks to human rights concerns—require joint solutions. At VOL, this belief translates into action through partnerships where mutual growth is prioritized. As our suppliers evolve toward sustainable practices,

we build a stronger, more dependable value chain that benefits all stakeholders. This aligns VOL with international best practices and frameworks, such as the United Nations Global Compact principles and the Sustainable Development Goals, which emphasize shared accountability in supply chains.

Continuous improvement is a guiding principle of our engagement.

We maintain an open two-way dialogue with our business partners, actively listening to their challenges and co-developing solutions. To make this process systematic, we are rolling out structured mechanisms such as **feedback surveys, supplier engagement forums, and sustainability awareness drives.**

These platforms ensure that suppliers feel heard, supported, and empowered to grow alongside VOL.

Accountability is equally important. We conduct **onsite audits and performance reviews** to validate

sustainability claims and ensure compliance with VOL's expectations. Beyond compliance, these reviews become opportunities to jointly explore innovations that reduce environmental impact or improve working conditions. By moving from a monitoring mindset to a **partnership mindset**, we create space for continuous learning and advancement.

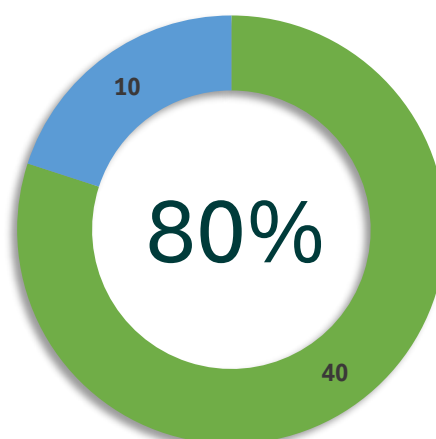
Recognizing that change must begin internally, we invest in our own teams. VOL is developing **Sustainable Procurement Ambassadors**—professionals trained to engage meaningfully with suppliers and integrate sustainability at every touchpoint of the procurement journey. Through regular training, these ambassadors are equipped with the knowledge, tools, and empathy required to turn sustainability from an aspiration into a lived reality.



Supplier Monitoring & Evaluation

At Vinati Organics Limited (VOL), we believe that the strength of a sustainable business lies in the resilience and integrity of its supply chain. Every supplier is more than just a business partner; they are co-creators in our journey toward ethical, inclusive, and environmentally responsible growth. To ensure that our value chain reflects these commitments, VOL has developed a **robust supplier screening and monitoring framework** that integrates financial, environmental, social, and governance (ESG) considerations at every stage of procurement.

All new suppliers are onboarded only after passing a rigorous **pre-qualification process**. This includes financial due diligence, evaluation of environmental and safety performance, adherence to labour and human rights standards, ethical business conduct, and assessment of their approach to climate action and carbon footprint reduction. Suppliers who do not meet these minimum requirements are either rejected or asked to undertake corrective actions before being reconsidered. In FY 2024-25, for example, **50 business partners were screened** through our ESG framework. Of these, **40 suppliers (80%) were successfully onboarded**, while **10 suppliers**



■ Suppliers Onboarded

■ Suppliers Rejected

(20%) were rejected for not meeting the climate action and carbon performance criteria. This demonstrates VOL's commitment to ensuring sustainability is not compromised at any link of the supply chain.

However, screening is only the first step. VOL conducts **periodic assessments and audits** to evaluate supplier compliance, identify risks, and track improvements. Suppliers are classified as high, medium, or low risk based on spend volume, material sensitivity, country of origin, and ESG exposure. High-risk suppliers are prioritized for **detailed assessments and Corrective and Preventive Action Plans (CAPA)**, while medium- and low-risk suppliers are engaged through awareness programs and regular feedback. Importantly, this is a **collaborative process rather than a punitive one**. Through training,

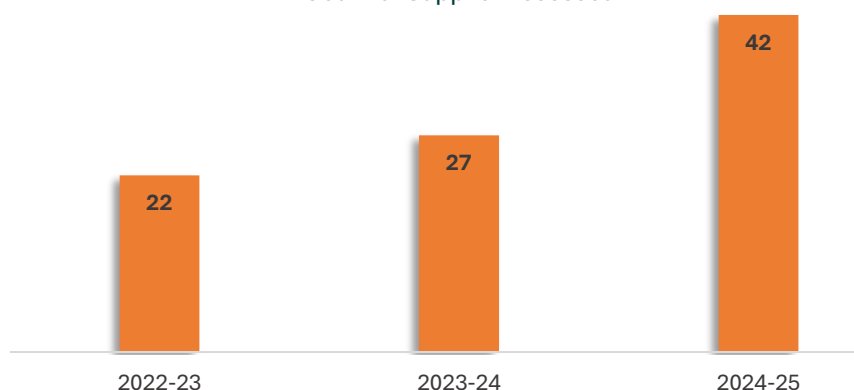
capacity building, and knowledge sharing, we enable our partners to strengthen their governance, safety, and environmental practices.

Our monitoring also extends to the **CSR practices of suppliers**, ensuring positive social impact is embedded across the supply chain. This includes local community development, labour welfare, equitable opportunities for women and marginalized groups, and strict prohibitions against child labour and forced labour.

To strengthen accountability, VOL is leveraging **digital procurement platforms** that bring transparency, traceability, and data-driven insights into supplier evaluations. These tools minimize human bias and enhance the reliability of our decisions. Our long-term goal is to ensure **100% of high-spend suppliers are assessed against ESG risks** and continuously supported for improvement.

Looking ahead, VOL remains steadfast in its belief that the strength of our supply chain reflects the strength of our values. By combining responsible procurement, ESG accountability, and collaborative engagement, we are not only monitoring suppliers — we are co-creating a **sustainable ecosystem that delivers collective impact for a better tomorrow**.

Count of Supplier Assessed





Supplier Trainings and Capacity Building

A sustainable value chain requires not only responsible sourcing but also a shared understanding of ethical, environmental, and safety standards among all partners. At Vinati Organics Limited (VOL), suppliers are considered strategic collaborators in advancing our sustainability agenda. Through structured **supplier training and engagement programmes**, we aim to enhance awareness, build capability, and align our extended network with VOL's environmental, social, and governance (ESG) expectations.

Building Awareness and Accountability

Supplier trainings are conducted periodically to familiarize vendors and contractors with VOL's **Code of Conduct, Safety Management System, and Sustainability Requirements**. These sessions cover a broad spectrum of topics, including:

- **Occupational Health & Safety:** Safe handling of materials, chemical safety, and adherence to site-specific HSE norms.
- **Environmental Compliance:** Waste segregation, effluent management, and emission control practices to ensure regulatory adherence and minimize impact.
- **Human Rights and Ethical Practices:** Prohibition of child and forced labour, fair wages, and grievance redressal mechanisms.
- **Sustainability and Climate Action:** Energy-efficient logistics, resource optimization, and adoption of circular economy principles.

- **Emergency Preparedness and Risk Response:** Awareness on spill control, fire prevention, and incident reporting.

These capacity-building sessions enable suppliers to meet VOL's standards for quality, safety, and sustainability, while helping them improve their own performance metrics.

Training Coverage and Participation

Supplier training sessions are organized both **onsite and virtually**, ensuring accessibility and consistency across geographies. Sessions are led by VOL's EHS and Procurement teams, often in collaboration with external experts.

In FY 2024–25, a total of **29 suppliers and contractors** participated in various training programmes, reflecting VOL's ongoing commitment to an informed and responsible supply chain. Participation levels remained robust, with a particular focus on **chemical handling safety and sustainable resource use** in line with VOL's decarbonization roadmap.

VOL's engagement with suppliers extends beyond one-time sessions. Regular follow-up assessments, audits, and feedback mechanisms are built into the training process to track progress and identify new areas for support. Vendors demonstrating strong adherence to VOL's sustainability principles are encouraged to **cascade these practices within their own operations and networks**, amplifying impact across the value chain.





ENVIRONMENT



Environmental Stewardship at VOL

At Vinati Organics Limited (VOL), we recognize that environmental stewardship is central to our journey of sustainable growth. We understand that the challenges of climate change, water scarcity, energy efficiency, and responsible waste management require more than compliance—they demand proactive action and innovation. By embedding these concerns into our everyday operations, we are not only protecting the environment but also ensuring the long-term resilience of our business and the well-being of the communities around us.

Our sustainability framework is built on four key material topics: climate change, water and efficient management, energy management, and waste and hazard management. These focus areas guide our strategic programs and provide a clear direction for measurable and meaningful impact. By consistently monitoring progress and adopting best practices, we strengthen our ability to manage risks and identify new opportunities for improvement.

Material Topics



Climate Change



Water & Effluent Management



Energy Management



Waste and Hazard Management

Alignment with SDG



33 MW

Solar Energy Generated

77,341 KL

Water saved annually

32,198 MT

CO₂e Reduction

Our efforts are closely aligned with the United Nations Sustainable Development Goals (SDGs). At VOL, we contribute to **SDG 6** by actively promoting water conservation through efficiency programs and responsible usage, **SDG 7** by investing consistently in clean and renewable energy sources, **SDG 12** by embedding principles of responsible consumption and production across our operations, and **SDG 13** by pursuing emission reduction strategies that advance climate action. These alignments ensure that our environmental initiatives not only strengthen business resilience but also generate value for society at large.

The results of our efforts speak for themselves. In the reporting year, VOL generated of solar energy, contributing significantly to our renewable energy portfolio. Our water efficiency initiatives resulted in savings of substantial amount of water annually, while our climate-focused programs enabled us to reduce 32,198 MT of CO₂ emissions.

Looking ahead, we remain steadfast in expanding the scale and depth of these programs. By investing in renewable energy, enhancing water stewardship, reducing waste, and working towards net-zero ambitions, VOL is building a future-ready organization that balances growth with environmental responsibility.



Our Environmental Ethos

At Vinati Organics, sustainability is **not an add-on or a compliance exercise**—it is a lens through which we make every strategic decision. Our philosophy rests on the belief that long-term business success and environmental stewardship are inseparable. By integrating ecological, social, and governance considerations into core operations, we **transform responsibility into resilience, efficiency, and innovation**.

We see sustainability as a **strategic enabler** rather than a

cost centre. Resource optimization, renewable energy adoption, and circular practices are pursued not just for environmental impact but because they **drive operational efficiency, reduce risk, and uncover new growth opportunities**. Protecting ecosystems and engaging with communities strengthens our social license to operate, ensures continuity, and builds trust with stakeholders—key ingredients for long-term competitive advantage.

In essence, Vinati's philosophy views sustainability as a **value creation engine**: it aligns purpose with performance, proving that doing good for the planet and society is fundamentally good for business.

It is this mindset that guides our climate strategy, resource stewardship, circularity, biodiversity initiatives, and community engagement—ensuring that every step forward is **both responsible and strategically sound**.

Climate Leadership

Vinati Organics has made significant strides in renewable energy adoption. As of 2024, we operate a solar power plant, meeting 58% of our electricity needs through renewable sources. This initiative aligns with our goal to reduce greenhouse gas emissions and transition towards cleaner energy solutions. Our commitment to climate leadership is further demonstrated by our continuous efforts to enhance energy.

Circular Economy

Vinati Organics embraces circular economy principles by focusing on reducing waste, reusing materials, and recycling resources. Our initiatives include the recovery of by-products and co-products from manufacturing processes, contributing to the reduction of waste and the efficient use of resources. These efforts support our commitment to sustainable development and environmental responsibility.

Resource Stewardship

Water conservation is a critical focus area for Vinati Organics. We have implemented rainwater harvesting systems and optimized water usage across our facilities to ensure sustainable water management. Additionally, we have adopted waste minimization strategies, including the recycling of residual streams and organic wastes, to reduce environmental impact and promote resource efficiency.

Biodiversity and Ecosystem Preservation

We actively implement measures to preserve local biodiversity, including habitat restoration, tree planting, and conservation of native flora and fauna near our manufacturing sites. Our operations are designed to minimize land disturbance and protect surrounding ecosystems. We also collaborate with local authorities and environmental experts to monitor ecological impact, support wetland and waterbody rejuvenation projects, and maintain green belts around industrial facilities.

Community Engagement

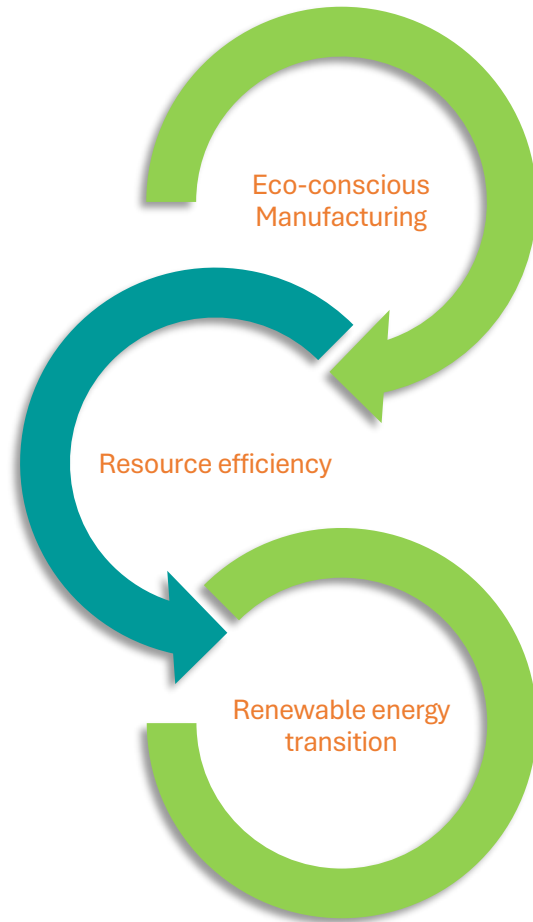
Environmental sustainability extends beyond our operations to the communities we serve. Vinati Organics actively engages in projects that uplift communities, including education, rural development, employment generation, healthcare, and access to clean drinking water. We ensure that our Corporate Social Responsibility (CSR) initiatives align with sustainable development goals, fostering a culture of sustainability and shared responsibility.



Climate Change

At **Vinati Organics Limited (VOL)**, climate change is recognized not merely as an environmental concern but as a strategic priority that influences our operations, innovation, and long-term value creation. As a producer of specialty chemicals and green intermediates, we are committed to embedding sustainability across every dimension of our business. Our approach focuses on enhancing energy efficiency, optimizing resources, adopting cleaner manufacturing practices, and integrating renewable energy into our operations. This ensures that our growth is closely aligned with environmental stewardship. Over the years, VOL has intensified efforts to reduce greenhouse gas emissions, improve operational efficiency, and strengthen resilience to climate-related risks throughout our supply chain.

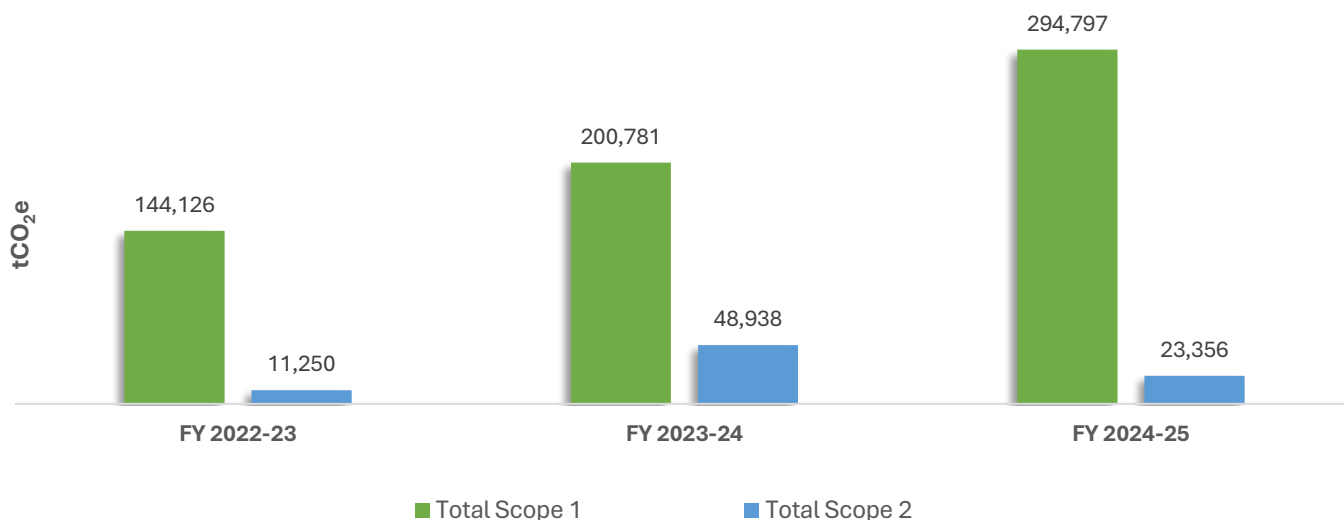
Our climate strategy is built on three interlinked pillars. First, **eco-conscious manufacturing**, where we embrace cleaner production methods, incorporate green chemistry principles, and actively minimize waste generation. Second, **resource efficiency**, which emphasizes the careful management of energy, water, and raw materials to reduce environmental impact while enhancing productivity. Third, **renewable energy transition**, through which we steadily increase our use of renewable energy sources, enabling growth that is decoupled from carbon emissions. Collectively, these pillars guide VOL's journey toward low-carbon, sustainable operations, while ensuring compliance with evolving global standards and the expectations of our stakeholders.



Climate Risk and Opportunity

Recognizing the complex and multi-dimensional nature of climate risks, VOL conducted a comprehensive assessment in FY 2021-22 **to identify potential impacts across short-, medium-, and long-term horizons**. The assessment evaluated operational risks from extreme weather events, energy supply constraints, and evolving regulatory and market demands, especially in stringent export markets like Europe and North America.

In response, VOL developed a **climate resilience roadmap** starting in **FY 2022-23**, which has guided strategic actions across manufacturing, procurement, and R&D. The roadmap emphasizes **energy efficiency improvements in production processes, diversification of energy sources toward solar and embedding climate considerations into capital investment decisions**. Supplier engagement and sustainable sourcing have also been prioritized to mitigate upstream risks. By proactively addressing these challenges, VOL ensures operational continuity while capitalizing on emerging opportunities for innovation and sustainable growth.



Carbon Footprint and Emission Trends

The primary sources of our **Scope 1 emissions** include stationary combustion (process boilers and captive utilities), mobile combustion, process-related chemical reactions, and fugitive emissions. **Scope 2 emissions** primarily result from grid electricity consumption across manufacturing facilities and offices. In FY 2024–25, VOL's total **Scope 1 emissions** stood at **294,797 tCO₂e**, compared to **200,781 tCO₂e** in FY 2023–24, reflecting increased production capacity and process throughput. **Scope 2 emissions** were **23,356 tCO₂e**, marking a significant reduction from **48,938 tCO₂e** in the previous year due to enhanced renewable electricity usage and process efficiency initiatives.

Over the three-year period from **FY 2022–23 to FY 2024–25**, Scope 1 emissions grew from **144,126 tCO₂e to 294,797 tCO₂e**, in line with scaling of manufacturing operations. Meanwhile, Scope 2 emissions, associated with electricity consumption, rose from **11,250 tCO₂e in FY 2022–23 to 48,938 tCO₂e in FY 2023–24**, and subsequently declined to **23,356 tCO₂e in FY 2024–25** following targeted energy efficiency projects and a partial transition to cleaner energy sources.

While absolute emissions increased in tandem with production expansion, **emission intensity per unit of turnover** reflects VOL's continued emphasis on operational efficiency and decoupling growth from carbon impact. The overall emission intensity rose from **0.0000075 tCO₂e per million rupees of turnover in FY 2022–23 to 0.0000140 tCO₂e in FY 2024–25**, indicating disciplined management of emissions amid a rapidly scaling business. The **GHG intensity** for FY 2024–25 stood at **1.78 tCO₂e per metric ton of production**, compared to **1.50 tCO₂e per metric ton** in FY 2023–24. The marginal rise was attributed to commissioning of new energy-intensive production lines and

expansion into higher-volume intermediates, yet the overall trajectory aligns with our long-term decarbonization vision.

Driving a Low-Carbon Future

VOL's climate strategy is built on innovation, accountability, and science-based ambition. Our decarbonization roadmap emphasizes:

- Transition to renewable energy through **direct generation** and **Power Purchase Agreements (PPAs)**
- Gradual **phase-out of coal-based inputs** and adoption of **low-carbon alternatives**
- Implementation of **Science-Based Targets (SBTi)** for verified emission reduction pathways
- Integration of **carbon accounting** and performance metrics into enterprise decision-making
- **Continuous participation in CDP** for transparent disclosure and benchmarking of our climate performance

FY 2024–25 marked VOL's **second consecutive year of CDP reporting**, underlining our strengthened data governance and accountability systems. Insights from CDP disclosures have guided our understanding of emission hotspots, enabling targeted action to mitigate climate impacts.

Our path forward includes further electrification of processes, deployment of waste heat recovery systems, exploration of green chemistry solutions, and ongoing investment in renewable capacity. These actions ensure that climate considerations are embedded into strategic planning and daily operations alike.



Renewables at Vinati

Vinati Organics' renewable energy strategy has evolved from an offset mechanism to a central pillar of operational resilience and climate leadership. Rather than viewing renewables solely as an emissions-reduction tool, VOL now integrates them as a foundation for long-term energy security, cost stability, and value-chain decarbonization.

Vinati Organics' renewable energy strategy has evolved from a carbon offset mechanism into a cornerstone of operational resilience and climate leadership. Over the last three years, VOL has steadily expanded its renewable portfolio — commissioning **15 MW of solar capacity in FY 2022–23**, **adding 11.5 MW in FY 2023–24**, and **a further 6.5 MW in FY 2024–25**, bringing the total to **33 MW**. Renewables have now become a mainstream contributor to production energy needs, directly replacing grid electricity and shielding operations from market volatility.

The year also marked the optimization phase of VOL's solar portfolio, where advanced energy management systems and smart inverter synchronization allowed dynamic balancing between renewable generation and process demand, improving overall plant efficiency and reinforcing compliance with ISO 14001 and Responsible Care standards.

VOL's renewable program is no longer limited to photovoltaic assets. Feasibility assessments have been initiated for **hybrid energy configurations**, including the use of **battery storage**, **solar thermal preheating**, and **biogenic fuel integration** within process boilers. This multi-pronged

approach supports decarbonization of both electricity and heat — the two largest contributors to Scope 1 and 2 emissions. To complement its physical installations, VOL has also begun exploring **market-based renewable access** through **green power procurement and Renewable Energy Certificates (RECs)**. Such mechanisms will be instrumental in achieving higher renewable penetration without site constraints, particularly as production volumes rise in coming years.

Beyond technology adoption, the renewable strategy is tightly linked with VOL's **sustainability governance and risk management frameworks**. Energy performance indicators are now embedded in capital expenditure appraisals, ensuring that every new investment is evaluated for its carbon and energy footprint. Additionally, supplier engagement programs are being expanded to include renewable sourcing within the broader supply chain, helping reduce upstream emissions and align with future Scope 3 disclosures.

The renewable energy roadmap supports VOL's broader **Net Zero ambition**, reinforcing its alignment with the **Science-Based Targets initiative (SBTi)** and **CDP frameworks** already integrated into the Company's climate governance. As VOL advances toward greater electrification of operations and lower dependence on fossil fuels, its renewable investments are expected to deliver not only environmental benefits but also **operational autonomy and resilience**.



Power Progress (Energy)

Energy is a critical enabler of industrial growth and innovation. At **Vinati Organics Limited (VOL)**, effective energy management is not just an operational priority but a strategic driver of sustainability. With energy use closely linked to production expansion, VOL continues to strengthen its efficiency framework to balance growth with environmental responsibility. Our approach is guided by three key objectives — **conserving natural resources, reducing emissions, and improving cost competitiveness** — ensuring that energy efficiency supports both ecological and economic performance.

As production volumes increased across facilities in **FY 2024–25**, total energy consumption rose to **24,08,090 GJ**, up from **19,81,076 GJ** in FY 2023–24 and **16,26,659 GJ** in FY 2022–23. Despite higher absolute energy use, **energy intensity per metric ton of production** remained stable at **13.4 GJ/MT**, demonstrating continued operational efficiency even amid scaling of output. This improvement was achieved through process optimization, advanced automation, and enhanced heat recovery systems that minimize wastage across energy-intensive units.

Energy Mix and Efficiency Performance

Over the past three years, VOL has strategically diversified its energy portfolio to integrate cleaner and renewable sources while optimizing conventional fuel consumption. Renewable energy use increased sharply from **69,838 GJ in FY 2022–23**

to **97,288 GJ in FY 2023–24**, and further to **1,43,101 GJ in FY 2024–25**, representing a **more than twofold increase** since FY 2022–23. The Company now meets **over half of its total electricity requirement** from renewables, driven by steady capacity additions and improved utilization efficiency.

Strategic Energy Initiatives

In FY 2024–25, Vinati Organics Limited (VOL) made significant progress in enhancing energy efficiency through a blend of technological innovation and systemic improvements. The company integrated real-time energy monitoring systems to enable performance tracking and predictive maintenance, allowing for timely interventions and optimized operations.

Key process-level upgrades included the expansion of heat recovery and steam optimization systems, which effectively reduced thermal energy losses, and the installation of variable frequency drives (VFDs) and high-efficiency motors across critical operations. Additionally, the deployment of smart inverter synchronization across renewable installations improved load balancing and power stability, further supporting energy reliability and efficiency.

Energy performance is now a central criterion in VOL's project feasibility and capital planning processes, ensuring that every new investment contributes to decarbonization and long-term operational efficiency. By embedding energy productivity metrics into both internal decision-making and supply chain engagement, VOL ensures that efficiency gains extend beyond its own operations.

Financial Year	Total energy Consumption (GJ)	Renewable Energy (GJ)	Production (In metric tons)	Energy Intensity (GJ/MT of production)
2022-23	16,26,695	69,838	1,26,887	12.82
2023-24	19,81,076	97,288	1,66,332	11.90
2024-25	24,08,090	1,43,101	1,79,108	13.4





Water Stewardship and Conservation

At **Vinati Organics Limited (VOL)**, water is not just a resource—it is a shared responsibility. As a company operating in the chemical manufacturing sector, VOL relies on water as a critical input for reaction media, distillation, solvent preparation, heating, cooling, and cleaning processes. Recognizing its importance to both operations and

communities, VOL has made water stewardship a central element of its sustainability vision. Our approach aims to ensure responsible use, circularity, and equitable access to water resources across our value chain.

VOL's **Water Policy** reflects our broader sustainability philosophy of *"Growth with Sustainability for*

Sustainable Growth." This policy guides our efforts to reduce freshwater dependency, optimize internal consumption, and safeguard water availability for future generations. By combining technological innovation with community-focused initiatives, we actively strive to create measurable environmental and social value.

Parameter / Metric	FY 2022-23	FY 2023-24	FY 2024-25
Total Water Withdrawal (KL)	3,07,178	3,62,699	8,89,668
Total Water Consumption (KL)	3,07,178	3,58,255	9,67,384
Water Intensity per Million ₹ Turnover	0.000015	0.000019	0.000043
Water Intensity per Unit Output (KL/ton)	2.421	2.200	5.400

Water Intensity & Usage Performance

The Company's total **water withdrawal** in **FY 2024-25** was **8,89,668 KL**, up from **3,58,255 KL** in **FY 2023-24**, reflecting higher production. Of this, **8,89,668 KL** came from **third-party suppliers** and **12,645 KL** from **rainwater harvesting**, with **no reliance on surface or groundwater**, underscoring VOL's responsible sourcing approach.

Total **water consumption** stood at **9,67,384 KL**, supported by efficient recycling systems. Despite operational growth, **water intensity per turnover** remained well-controlled at **0.000043 KL per ₹ million**, and **PPP-adjusted intensity** at **0.0000889**, highlighting steady efficiency gains.

On a **physical output basis**, **water intensity** was **5.4 KL per metric ton** versus **2.2 KL** last year, reflecting product mix and capacity utilization. Continuous measures such as **recirculation**, **condensate recovery**, and **advanced treatment** are further strengthening VOL's water efficiency and sustainability performance.

Efficient Wastewater Management and Recycling

Water conservation at VOL extends beyond consumption to encompass comprehensive wastewater treatment and reuse. Both the **Mahad and Lote manufacturing units** are equipped with advanced **Effluent Treatment Plants (ETPs)**, **Reverse Osmosis (RO)**, and **Multi-Effect Evaporator (MEE)** systems. These facilities enable the treatment, recovery, and reuse of process water, significantly reducing freshwater withdrawal.

In **FY 2024-25**, VOL discharged only **12,270 KL** of treated effluent—down from **14,286 KL** in **FY 2023-24** and **7,300 KL** in **FY 2022-23**—entirely through authorized third-party channels. This reduction reflects the success of our closed-loop water systems and improved internal recycling rates, ensuring minimal environmental discharge and compliance with statutory norms.

Rainwater Harvesting through Farm Ponds

To extend our water stewardship beyond factory gates, VOL has partnered with the **Raintree Foundation** to implement a **rainwater harvesting and water security program** in **Velhe village, Maharashtra**. Despite receiving **2,500–3,000 mm of rainfall annually**, Velhe faces severe water scarcity after January, with only **3.8% of households** having access to dependable irrigation. To address this, VOL supported the **construction of 50 farm ponds**, collectively creating **over 2.14 crore litres** of additional water storage capacity.



Each pond was scientifically designed to optimize rainwater capture, storage, and distribution, ensuring **year-round irrigation** and enhanced agricultural productivity. Beyond infrastructure, the initiative included **farmer training programs** on efficient irrigation, sustainable water use, and **crop diversification**, enabling communities to transition from subsistence to **climate-resilient and income-generating agricultural models**.

This initiative directly contributes to the **United Nations Sustainable Development Goals (SDGs)** on **Clean Water and Sanitation (SDG 6)**, **Climate Action (SDG 13)**, and **Life on Land (SDG 15)**. It exemplifies VOL's belief that corporate responsibility must combine **environmental impact with social transformation**, reinforcing our commitment to climate adaptation and ecosystem restoration.

Building a Water-Resilient Future

To sustain these achievements, VOL conducts regular and comprehensive training for employees and contractors on efficient water usage, effluent handling, and pollution prevention. A robust daily monitoring system continuously

tracks water withdrawal, consumption, and discharge across all facilities, ensuring data accuracy, regulatory compliance, timely corrective actions, and continual performance improvement.

In FY 2024–25, VOL achieved **significant water savings through process optimization, recycling, and rainwater harvesting initiatives**, reducing water intensity per unit output to **5.40 KL per metric ton**, reflecting measurable efficiency gains. The company has pledged to reduce specific water consumption by 50% by FY 2030, using FY 2022–23 as the baseline. These concerted efforts—supported by advanced technology, corporate policy, process optimization, and proactive community engagement—underscore VOL's vision of achieving water-positive growth in the long term.

Through its integrated approach combining operational efficiency, technological innovation, rural water security, and active stakeholder collaboration, Vinati Organics continues to set new benchmarks for water stewardship in the Indian specialty chemicals sector.





Waste Management and Circular Economy

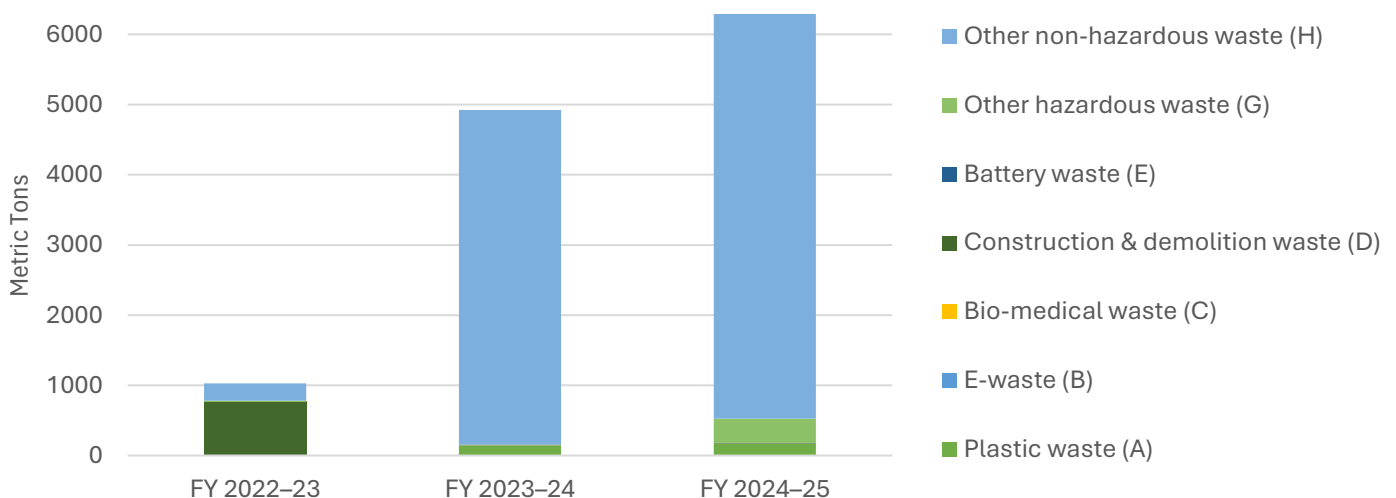
At Vinati Organics Limited (VOL), waste management is viewed as a critical part of responsible manufacturing and operational efficiency. As a company deeply rooted in process innovation and sustainability, we aim to minimize waste generation at every stage of production while **maximizing recovery and reuse** wherever possible. Our goal is simple—reduce what we produce, recover what we can, and dispose of the rest safely and responsibly.

VOL's waste strategy focuses on three key directions: **prevention, recovery, and responsible disposal**. Through continuous

process optimization, raw material efficiency, and improved yield ratios, we reduce the amount of waste generated at source. Wherever reuse or recycling is viable, materials are redirected into productive use—**supporting our broader transition toward a circular economy**. Residual waste that cannot be recovered is treated and disposed of strictly in line with environmental norms and industry best practices. **Continuous monitoring and data-driven controls** ensure that every discharge meets regulatory standards and aligns with our zero-non-compliance objective. We also emphasize awareness

and accountability. **Employees, engineers, and contractors are regularly trained** on segregation, storage, and handling of hazardous and non-hazardous waste.

In FY 2024–25, our waste management program continued to evolve through **better process design, cleaner technologies, and stronger partnerships** with authorized recyclers and waste operators. These initiatives reflect VOL's broader sustainability vision—where efficient resource use, operational discipline, and environmental integrity go hand in hand.



Waste Generation and Composition

In **FY 2024–25**, VOL generated a total of **6,290 metric tonnes (MT)** of waste, compared to **5,120 MT** in **FY 2023–24** and **1,029 MT** in **FY 2022–23**, consistent with operational growth and higher production volumes. Of this, **5,766 MT** was non-hazardous and **524 MT** was hazardous waste, managed in full compliance with regulatory norms.

The waste profile included **plastic waste (174.5 MT)**, **e-waste (0.25 MT)**, **bio-medical waste (0.01 MT)**, **battery waste (6.43 MT)**, and **other hazardous waste (343 MT)**. No construction, demolition, or radioactive waste was generated

during the year. Much of the hazardous waste comprised **ETP sludge and process residues**, which were treated through authorized **Treatment, Storage, and Disposal Facilities (TSDFs)**.

VOL's **waste intensity** for FY 2024–25 stood at **0.035 MT per metric ton of production**, compared to **0.031** in FY 2023–24. Waste intensity per rupee of turnover remained stable at **0.000001 GJ/₹ million**, and when adjusted for **Purchasing Power Parity (PPP)**, it stood at **0.000006**, reflecting consistent efficiency despite capacity expansion.



Waste Disposal and Recovery

Vinati Organics Limited (VOL) continues to advance its circular economy efforts, achieving **5,828 MT of recycled waste in FY 2024-25**, representing over 92% of total waste, up from 4,770 MT in FY 2023-24.

While most waste is now recycled, **some residual waste—primarily process residue still requires incineration (275 MT) or landfilling (25 MT)** due to current regulatory, safety, and technological constraints.

No waste was sent for reuse or other recovery operations this year, indicating opportunities to further **diversify recovery methods and reduce residual disposal**. All waste streams are managed through **authorized treatment and disposal facilities**, ensuring traceability, compliance, and environmental safety, with **no incidents reported**.

re-think

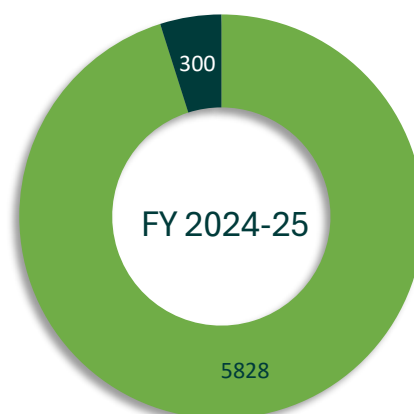
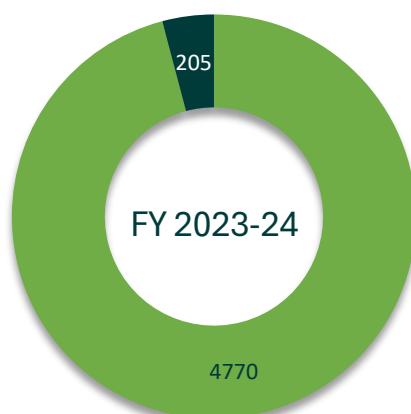
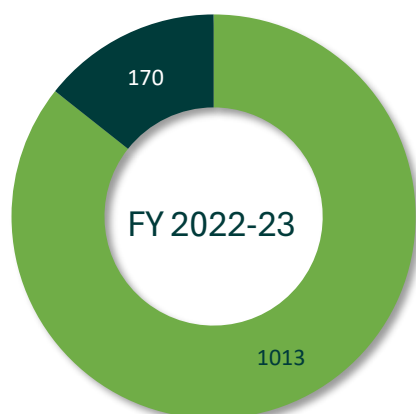
refuse

reduce

re-use

recycle or
compost

responsible
disposal



Recycle/Reuse Disposed

Vinati Organics Limited (VOL) has made significant strides in waste management, reflecting its strong commitment to **circular economy principles and sustainable operations**. In FY 2024-25, over 92% of total waste was recycled, marking a notable increase from previous years and underscoring improvements in **waste segregation, process optimization, and collaboration with authorized recyclers**. Most waste streams—including plastic, e-waste, and bio-medical waste—are now effectively recovered, while residual waste that cannot currently be recycled, such as certain mixed plastics, e-waste components, and bio-medical residues, is

safely treated through **incineration and landfilling in authorized facilities**, ensuring **environmental safety, regulatory compliance, and full traceability**.

Despite these achievements, challenges remain in **further minimizing residual disposal** and exploring additional recovery pathways. VOL recognizes the need to **diversify recovery options, invest in innovative waste processing technologies, and continuously strengthen its supply chain partnerships** to move closer to a fully circular waste management system.



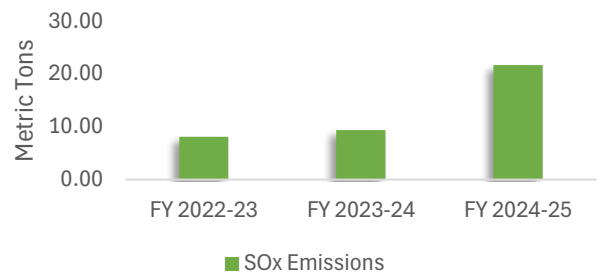
Ambient Emissions and Control

Vinati Organics Limited (VOL) is committed to controlling and minimizing air emissions across all manufacturing operations. Key pollutants, including **Nitrogen Oxides (NOx)**, **Sulphur Oxides (SOx)**, **Particulate Matter (PM)**, and **Volatile Organic Compounds (VOCs)**, are continuously monitored, with real-time data shared with regulatory authorities such as the **CPCB** and **MPCB** to ensure full compliance.

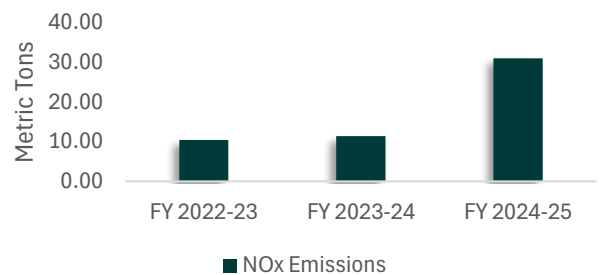
Over the last three years, NOx emissions increased from 10.48 tons in FY 2022–23 to 11.41 tons in FY 2023–24 and 31.04 tons in FY 2024–25, while SOx emissions rose from 8.11 tons to 9.37 tons, reaching 21.70 tons in FY 2024–25. The increase is primarily due to higher production volumes and capacity expansion. Particulate matter emissions, however, decreased from 55.63 tons in FY 2022–23 to 43.05 tons in FY 2024–25, reflecting the effectiveness of upgraded dust collection and filtration systems. VOC emissions remain negligible across all facilities.

VOL strictly adheres to the **Air (Prevention and Control of Pollution) Act, 1981** and the **Environment Protection Act, 1986**, ensuring emissions remain well within regulatory limits. Beyond compliance, the company invests in cleaner technologies, process optimizations, and preventive maintenance to reduce emissions at the source. These efforts demonstrate VOL's commitment to balancing operational growth with environmental responsibility, protecting air quality for both employees and surrounding communities while supporting sustainable manufacturing.

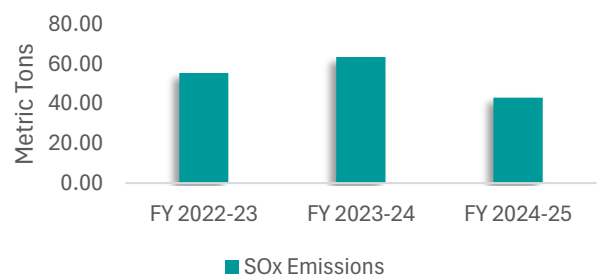
SOx Emissions



NOx Emissions











PM Emissions





TARGETS

Looking Ahead

Category	2026	2028	2030
	Improve CDP and EcoVadis ratings	Maintain or improve ratings through verified disclosures	Achieve leadership band in CDP and EcoVadis
	Installed RE capacity – 33 MW	60% operations powered by renewable energy	70% operations powered by renewable energy
	Begin water footprint mapping across key operations	Implement water recycling systems in high-consumption units	20% reduction in water intake vs. 2022–23 baseline
	Convert 10% of waste to energy by 2026	Convert 20% of waste to energy by 2028	Convert 40% of total waste to energy
	Screen Tier 1 suppliers for ESG risks; Supplier Risk Mapping	Complete Tier 1 supplier sustainability assessment & training	ESG screening to Tier 2 suppliers; 100% CAPA closure
	4% female representation across workforce	6% female representation across workforce	8% female representation across workforce
	Achieve 6 hours of training per employee on ESG fundamentals and principles	Introduce specialized sustainability modules in training curriculum	100% workforce trained in ESG fundamentals and principles
	Promote digital payments and public transport adoption	Onboard 100% MSMEs to digital procurement systems	Inclusive procurement from women & minority-led businesses



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Assurance Statement



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INDEPENDENT ASSURANCE STATEMENT

Independent Assurance Statement to Vinati Organics Limited on its Sustainability Report for the period FY 2024-25

To,
The Board of Directors and Management
Vinati Organics Limited
B-12 & B-13/14, MIDC Industrial Area
Mahad, District Raigad – 402309
Maharashtra, India.

Introduction and Objective of Engagement

VKU Certification Private Limited (hereinafter referred to as "the Assurance Provider") has been engaged by ENEN Green Services Pvt. Ltd. to provide a limited level of assurance on Sustainability Report of Vinati Organics Limited (hereinafter referred to Responsible Party) for the financial year 2024-25, covering the period from 1st April 2024 to 31st March 2025.

The objective of this engagement is to verify on a limited assurance basis, the accuracy, completeness, and reliability of the information disclosed in the Sustainability Report, with Specifically focusing on the following key sustainability pillars: Energy and GHG Emission, Water management, Occupational Health & Safety, Social Practices, and Governance. The Sustainability Report has been prepared with reference to the GRI Standards 2021, as stated by Management.

Responsibilities of the Management and Assurance Provider

The information in the Sustainability Report and its presentation is as per GRI Standards (2021) and it is responsibility of the board of Director of Vinati Organics Limited. The Assurance Provider was not involved in the preparation of any information included in the Sustainability Report. Our responsibility is to express an independent assurance conclusion on the selected information within the defined scope of assurance, in accordance with the agreed terms of reference. This assurance statement is intended solely to inform the Management and stakeholders of Vinati Organics Limited and should not be used for any other purposes.

Assurance Standard

This engagement was performed in accordance with the **International Standard on Assurance Engagements (ISAE) 3000** (*Assurance Engagements other than Audits or Reviews of Historical Financial Information*). Our evidence-gathering procedures were designed to obtain a '**Limited**' level of assurance. This involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the Sustainability Report is fairly stated and free from material misstatements within the defined scope of indicators.

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Scope of Assurance


The scope of our assurance engagement included an evaluation of the processes, systems, and data pertaining to the following key sustainability indicators as presented in the Vinati Organics Limited Sustainability Report for FY 2024-25:
Sustainability Performance Indicators

Pillar	KPI Name	Description (As Reported by VOL)
Environmental Performance	GHG Emissions • Scope 1 • Scope 2	<ul style="list-style-type: none"> • Scope 1 include stationary combustion (process boilers and captive utilities), mobile combustion, process-related chemical reactions, and fugitive emissions • Scope 2 result from grid electricity consumption across manufacturing facilities and offices. • Emissions monitored annually using internally defined methodologies.
	Energy Consumption	<ul style="list-style-type: none"> • Energy consumption tracked across manufacturing units and offices. • Mix includes grid electricity, renewable sources, and fossil fuels.
	Renewable Energy	<ul style="list-style-type: none"> • Increased adoption of renewable electricity through purchased green power (Our own plant) and in-house initiatives. • Renewable energy contributes to overall energy mix to reduce carbon intensity.
	Energy Transition	<ul style="list-style-type: none"> • Gradual shift toward renewable energy sources. • Focus on improving energy efficiency and reducing dependence on non-renewable energy.
	Water Stewardship • Withdrawal • Consumption • Discharge	<ul style="list-style-type: none"> • Water sourced from surface and groundwater sources. • Continuous monitoring of freshwater withdrawal and consumption. • Wastewater treated through STPs and ETPs are reused where feasible. • Focus on water efficiency and responsible discharge
	Waste Management	<ul style="list-style-type: none"> • Waste categorized into hazardous and non-hazardous waste. • Emphasis on segregation, recycling, and

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Social Performance	Environmental Compliance	authorized disposal. • Waste quantities tracked and reported annually. • Waste segregation, effluent management, and emission control practices to ensure regulatory adherence and minimize impact. • No significant environmental fines or penalties reported during the reporting period. • Compliance with applicable environmental laws and regulations.
	Employee Training & Development	• Regular training programs conducted for employees. • Focus on safety, skill development, ethics, and compliance. • Training hours tracked and reported
	Occupational Health & Safety	• Occupational health and safety management systems in place. • Monitoring of work-related injuries and incidents. • No fatalities reported during the reporting period.
	Employee Well-being	Policies on health & safety, equal opportunity, POSH, and employee welfare implemented. • Focus on creating a safe and inclusive workplace.
	Human Rights	• Commitment to respecting human rights across operations. • Policies prohibit child labor, forced labor, and discrimination.
	Corporate Social Responsibility	• CSR initiatives focused on education, healthcare, and community welfare. • Projects implemented in line with statutory CSR requirements.
	Stakeholder Engagement	• Structured engagement with employees, customers, suppliers, investors, and local communities. • Stakeholder feedback considered in materiality assessment.
	Governance	• Defined Board structure with independent directors.

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Governance Performance		<ul style="list-style-type: none"> • Regular Board and committee meetings conducted. • Oversight on sustainability and risk-related matters.
	Ethics & Integrity	<ul style="list-style-type: none"> • Code of Conduct and ethics policies in place. • Whistleblower mechanism available for reporting unethical practices. • No reported cases of corruption or bribery.
	Risk Management	<ul style="list-style-type: none"> • Enterprise Risk Management framework implemented. • Material ESG risks identified and monitored through management oversight
	Policies & Compliance	Policies covering ethics, risk management, sustainability, and governance implemented. <ul style="list-style-type: none"> • Compliance with applicable statutory and regulatory requirements.
	Transparency & Disclosure	<ul style="list-style-type: none"> • Sustainability disclosures prepared with reference to GRI Standards 2021. • Clear reporting boundaries and methodologies defined.

Our assurance procedures were designed to evaluate the accuracy and completeness of the reported data and ensure that the information presented in the Sustainability Report is fairly stated within the defined scope of indicators. We assessed the data and processes. The reporting boundary includes the company's manufacturing facilities at Mahad and Lote, Maharashtra, along with its corporate and regional offices.

Assurance Methodology

The Assurance Provider performed assurance work using a risk-based approach to obtain the information, explanations, and evidence necessary to provide a limited level of assurance. The assurance was conducted through a desk review and stakeholder interviews regarding the reporting and supporting records for FY 2024-25. Our assurance activity was planned and carried out in January 2026. The assessment included the following:

- Review of processes and systems used to gather and consolidate data across the company's manufacturing facilities at Mahad and Lote, Maharashtra, along with its corporate and regional offices.
- Examination and review of documents, data, and other information made available digitally.
- Conducting virtual interviews with managers responsible for data management.

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- Assessment of the appropriateness of various assumptions, estimations, emission factors, and thresholds used by Vinati Organics Limited for data analysis.
- Review of quantitative data related to Energy, Waste & Pollutants, Water, GHG Emissions, and Occupational Health & Safety on a sample basis for the duration from 1st April 2024 to 31st March 2025, carried out remotely through virtual interactions.
- Recalculation of quantitative data based on the data provided.
- Obtaining appropriate documentary evidence to support our conclusions on the information and data reviewed.

This methodology ensured a comprehensive and accurate evaluation of Vinati Organics Limited sustainability performance and reporting.

Limitations

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Validation of any data and information other than those presented in "Conclusion"
- Verification of data and information outside the defined reporting period (April 1, 2024 to March 31, 2025)
- Positional statements such as opinions or future intentions
- Financial disclosures

Conclusions

Based on the methodology described and the verification work performed, we are satisfied that the information presented by Vinati Organics Limited in its Sustainability Report, on the specified KPIs is accurate, reliable, and has been fairly stated and prepared, in all material respects, in line with the Principles for Defining Report Content.

Vinati Organics Limited has established appropriate governance structures, sustainability management systems, and internal controls for identifying material ESG topics, collecting sustainability data, and monitoring performance across its operations. The processes and systems reviewed appear to be adequate for sustainability reporting.

Based on the limited assurance procedures performed, we reviewed the greenhouse gas emissions data reported by Vinati Organics Limited for the financial year 2024-25, within the defined assurance scope. The analysis to ensure compliance with GHG Protocol. This review adhered to the verification guidelines outlined in ISO 14064-3:2019.

As reported by the Management, the Company's **Scope 1 (direct greenhouse gas emissions)**, arising from fuel combustion and operational processes, amounted to **294,797 tCO₂e**, while **Scope 2 (indirect greenhouse gas emissions)** associated with the consumption of purchased electricity amounted to **23,356 tCO₂e** for the reporting period, covering all operational units within the reporting boundary.

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Driven by Quality

Vinati Organics Limited has an established, customized sustainability management system and an internal audit mechanism for recording and reviewing its ESG performance across its operational sites. This system includes processes for the collection and consolidation of ESG-related performance indicators, as well as operating procedures that define calculations, methodologies, and assumptions. The company utilizes data management tools, such as Excel, enabling them to track data on a real-time basis and review their performance across manufacturing locations.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Sustainability Report for the financial year 2024-25 does not present fairly, in all material respects, the sustainability performance and impacts of Vinati Organics Limited. The reported data is accurate and reliable, and the processes and systems in place for data collection and reporting are effective. Our limited level of assurance provides confidence in the information disclosed in the Sustainability Report.

Statement of Independence and Competence

Assurance Provider is an independent professional services firm that specializes in sustainability assurance, environmental auditing, and certification services. We have conducted this assurance engagement with Vinati Organics Limited in accordance with our established independence and ethical standards, ensuring that we maintain objectivity and impartiality throughout the process.

Our team of experts involved in this assurance engagement possess the requisite competence and experience in sustainability reporting, environmental management, and data verification. The team is composed of professionals with extensive knowledge and qualifications in areas such as environmental science, engineering, and sustainability management, which enable us to conduct the assurance process effectively and efficiently.

We confirm that, during the assurance engagement, we adhered to the following principles:

1. **Independence:** We have maintained complete independence from Vinati Organics Limited and have not been involved in the preparation of any part of the Sustainability Report. Our work has been conducted with the highest level of integrity and objectivity.
2. **Competence:** Our team members are highly skilled and have significant experience in providing assurance services for sustainability reports. They have undergone rigorous training and hold relevant certifications in sustainability and environmental auditing.
3. **Confidentiality:** We have ensured the confidentiality of all information obtained during the assurance process. Any sensitive information provided by Vinati Organics Limited has been handled with the utmost care and used solely for the purpose of this assurance engagement.

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4. **Transparency:** We have communicated openly with Vinati Organics Limited throughout the assurance process, providing clear and honest feedback on our findings and conclusions.

VKU Certification takes pride in its ability to deliver high-quality assurance services, and we are committed to upholding the standards of independence, competence, and integrity in all our engagements.

Assessment Team:	
Assessment Done by:	Technical Reviewer:
Komal Kumari (Validator/Verifier)	Barun Kumar (Director Operations)
For and on behalf of VKU Certification Private Limited: Approval: Approved by- Vikas Kumar Aharwal Designation- Director Signature-   Location- Indore, M.P, India. Date- 14/01/2026	

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Vinati Organics Limited

Sustainability Report | FY 2024–25

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Maharashtra, India

CIN: L24116MH1989PLC052224

Website: www.vinatiorganics.com

Email: milind.musale@vinatiorganics.com | **Tel:** +91-2145-232 010

This Sustainability Report presents the environmental, social, and governance (ESG) performance of Vinati Organics Limited for the financial year **April 1, 2024 to March 31, 2025**. The reporting boundary includes the company's manufacturing facilities at **Mahad and Lote, Maharashtra**, along with its corporate and regional offices.

For further information, contact:

Sustainability & ESG Cell

Vinati Organics Limited

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