

Test Company

Environmental • Social • Governance

ESG SUSTAINABILITY REPORT

GRI ALIGNED

Reporting Period: 2024

Published: December 2025

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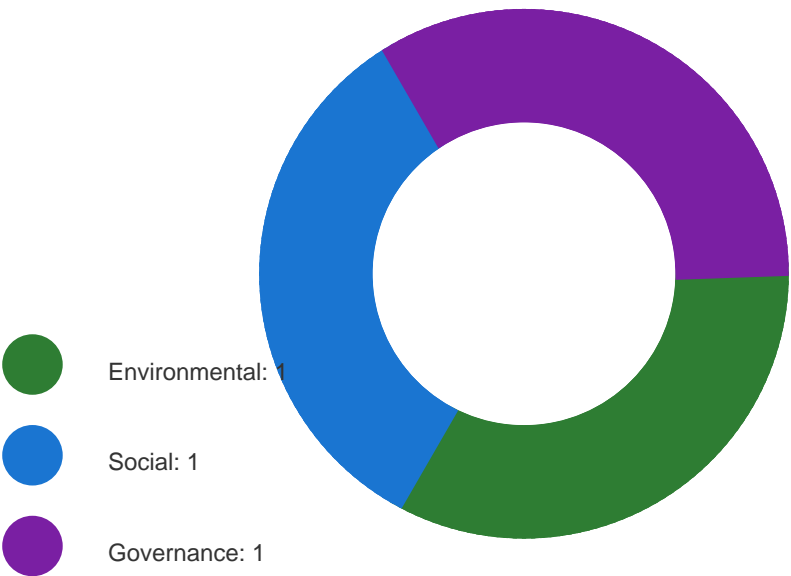
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EXECUTIVE SUMMARY

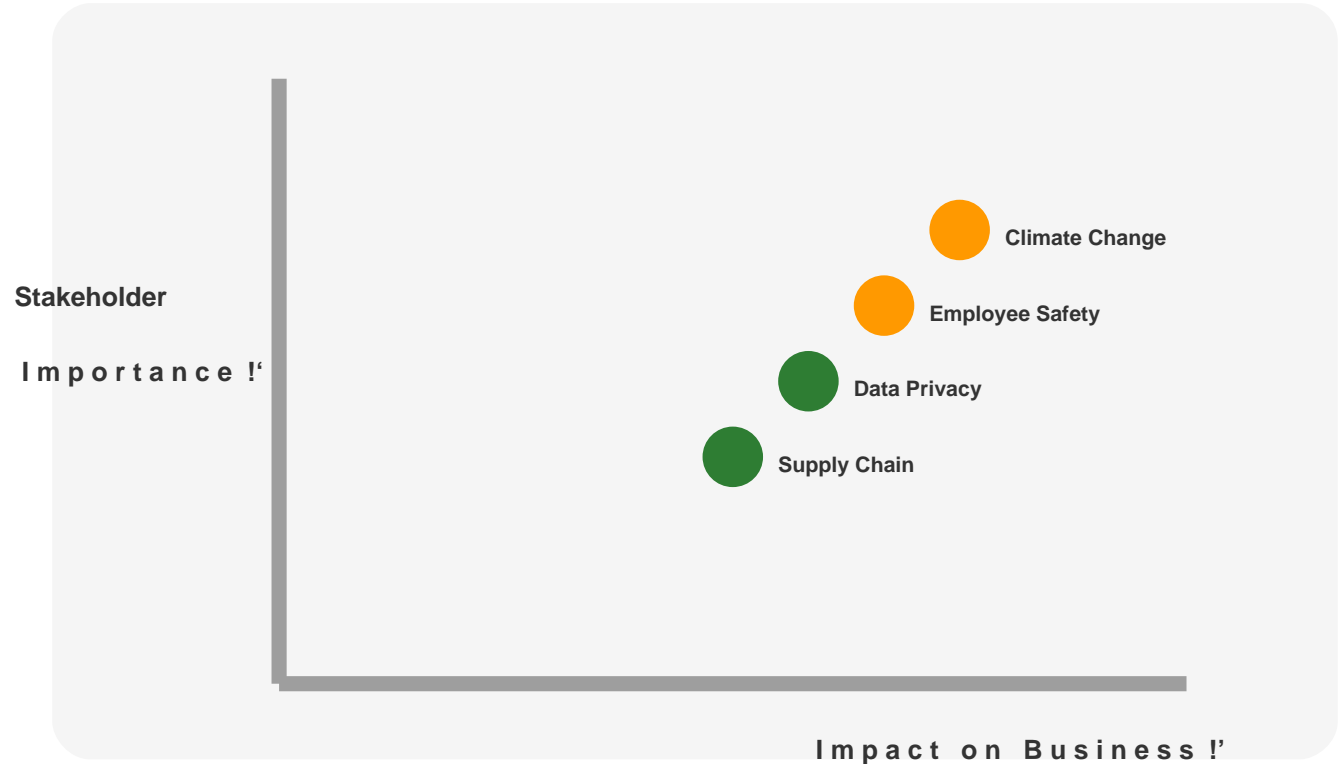
This report presents our comprehensive ESG performance aligned with global GRI standards. Our commitment to sustainability drives measurable impact across environmental stewardship, social responsibility, and governance excellence.

Key Performance Highlights:

- 3 ESG metrics tracked and reported
- Comprehensive stakeholder engagement process
- Third-party verification and assurance
- Integration with business strategy and risk management



MATERIALITY ASSESSMENT



Priority ESG Topics

- Climate Change & GHG Emissions
- Employee Health & Safety
- Data Privacy & Cybersecurity
- Supply Chain Sustainability
- Business Ethics & Governance

ENVIRONMENTAL PERFORMANCE

Environmental Metric	Current Performance	2025 Target
GHG Emissions (Scope 1+2)	1200 tCO2e	15% reduction
Energy Consumption	2,500 MWh	10% efficiency gain
Water Usage	15,000 m³	5% reduction
Waste Diverted	85%	90% by 2025

Key Environmental Initiatives

- Renewable energy transition program
- Circular economy and waste reduction
- Water conservation and efficiency
- Biodiversity protection measures

SOCIAL PERFORMANCE

Employee Engagement

87%

Gender Diversity (Leadership)

42%

Training Hours per Employee

45 hours

Safety Incident Rate

0.8 per 100k

Social Impact Programs

- Diversity, Equity & Inclusion initiatives
- Employee wellbeing and mental health support
- Community investment and volunteering
- Skills development and career advancement

GOVERNANCE PERFORMANCE

Board Composition & Independence

Board Independence: 75%

Gender Diversity: 40%

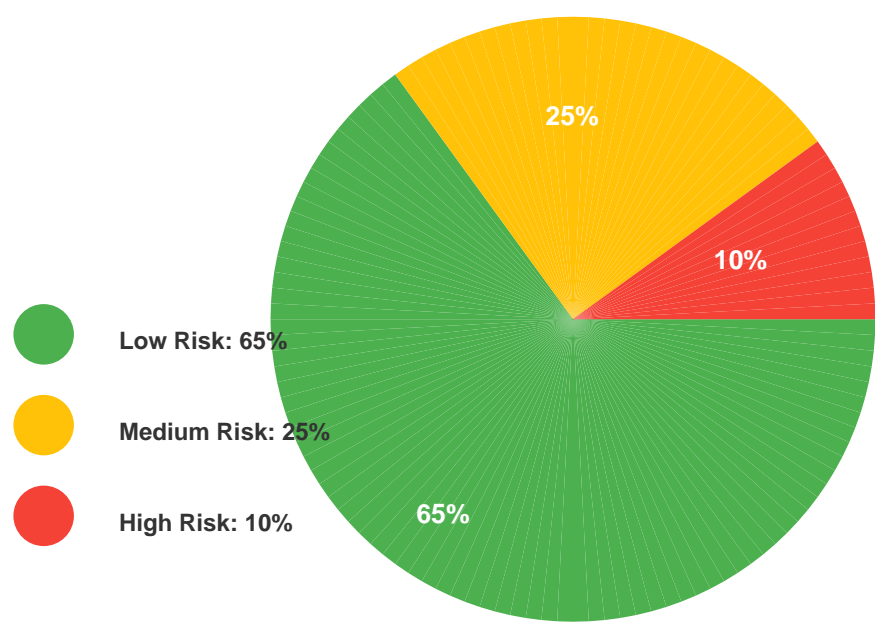
Average Tenure: 6.2 years

ESG Expertise: 60%

Ethics & Compliance Framework

- Code of Conduct training completion: 100%
- Anti-corruption policy implementation
- Whistleblower protection program
- Regular compliance audits and assessments

ESG RISK MANAGEMENT



Risk Mitigation Strategies

- Climate risk scenario analysis and planning
- Supply chain due diligence and monitoring
- Cybersecurity and data protection measures
- Regulatory compliance monitoring system

GRI FRAMEWORK COMPLIANCE

This report follows GRI Standards for comprehensive sustainability reporting.

GRI Standards Applied:

- GRI 2: General Disclosures
- GRI 3: Material Topics
- Topic-specific Standards

Compliance Summary

- 3 performance indicators reported
- Full alignment with GRI requirements

INDEPENDENT ASSURANCE STATEMENT

This ESG report has been subject to independent third-party assurance to enhance credibility and reliability of the reported information.

Assurance Scope:

- Selected quantitative performance data
- Management systems and processes
- Adherence to reporting frameworks

Assurance Opinion:

Based on our review, nothing has come to our attention that causes us to believe that the selected ESG data and information are not fairly stated in all material respects.

Independent Assurance Provider

ESGenius Assurance Services | contact@esgenius.in