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Sustainability is central to WSSL's vision for the future. Across our operations, we are taking decisive steps to minimize environmental impact, empower our people, uplift communities, and embed responsible practices across our value chain.

Our efforts to reduce emissions and transition toward a low-carbon future are yielding results. In FY 2024–25, renewable electricity accounted for 31% of our Total Electricity consumption, helping us avoid 8,950 tonnes of $\rm CO_2$ emissions. We also improved emission intensity per tonne of Bloom production by 12%, reducing it from 1.20 to 1.06.

Circularity remains a key focus, particularly in waste management. During the year, we recycled 126 MT of non-slag waste, advancing toward our goal of 100% waste recycling by 2030. We also operate as a zero liquid discharge (ZLD) facility, with closed-loop water systems that enable treated water reuse. Through our combined STP and ETP facilities, we are on track to reduce freshwater consumption by 30% by 2030, with the longer-term ambition of achieving water neutrality by 2040.

Key Highlights

8,950

tCO₂e of emissions were avoided due to renewable energy 12,304

MWh Electricity from renewable sources

2,800

nos. of trees planted as part of biodiversity initiatives

Zero

Liquid discharge outside company

We continue to strengthen our commitment to biodiversity, planting 2,800 trees during the year with the support of our in-house horticulture team. Such initiatives reflect our responsibility to safeguard ecosystems while enhancing green infrastructure.

Our people remain the cornerstone of WSSL's success. We foster an inclusive, engaging, and safe workplace that prioritizes employee wellbeing and professional growth. Through continuous learning programs, employee engagement initiatives, and robust safety systems, we ensure our workforce is empowered and protected.

Sustainability also extends across our supply chain. By sourcing over 93% of our materials locally, we reduce logistics-related emissions while contributing to regional economic development. Alongside these achievements, we continue to drive resource efficiency and circular economy practices, aligned with the Government of India's Make in India vision for sustainable manufacturing.

Beyond compliance, we actively invest in community development — from upgrading village infrastructure to installing RO water treatment systems in schools — creating measurable positive impacts in the communities around us.

This report reflects both our progress and our aspirations. It is a platform to share our story, measure our journey, and invite meaningful engagement with our stakeholders. We remain deeply grateful for the trust and support of our employees, partners, investors, and communities. As we look ahead, WSSL is fully committed to accelerating its sustainability journey — creating long-term value for people, the planet, and our business.

Anuj Burakia,

CEO and Whole Time Director.





Welspun Specialty Solutions Limited (WSSL), a vital part of the Welspun World portfolio, stands at the forefront of alloy and stainless-steel manufacturing with a reputation for delivering globally competitive solutions. As a fully integrated stainless-steel pipe and tube manufacturer in the country, WSSL manages every stage of the production process from melting steel to delivering high precision finished products. With an annual steel production capability of approximately 150,000 metric tons and a seamless stainless-steel pipe and tube capacity of around 18,000 metric tons, WSSL continues to set benchmarks for quality, consistency, and innovation in the industry.

At WSSL, our strategic direction remains closely aligned with the overarching vision and mission of Welspun Corp Limited, holding company. Guided by a strong commitment to innovation and technological excellence, we aspire to be the partner of choice for our customers across markets and geographies. This ambition is deeply rooted in our shared 'One Welspun' culture an environment that fosters collaboration, inclusivity, and a unified drive towards a collective goal.



Vision

Our aim is to inspire customer satisfaction through continuous innovation and technological excellence, while advancing inclusive and sustainable growth to uphold our leadership across all business segments.



Mission

Our ambition is to consistently position ourselves among the top two value creators within each of our business verticals, be recognized as one of India's ten most respected brands, and rank among the country's fifty most valuable business groups by market capitalization.



Our organizational ethos is inspired by the philosophy of 'Har Ghar Se, Har Dil Tak Welspun,' which is brought to life through our L.I.T.E. behavioural framework Learning, Innovation, Trust & Transparency, and Endurance. These values shape the way we work, enabling every member of our team to contribute meaningfully toward long-term business success and customer satisfaction.

WSSL's strength lies in its fully integrated operations, cutting-edge infrastructure, and deep technical expertise in developing high-performance stainless steel and specialty alloys. From a world-class steel melting shop to advanced rolling and seamless pipe manufacturing facilities, our consolidated setup gives us a distinctive competitive edge ensuring agility, precision, and reliability in meeting client demands.

Our teams are agile, technology-driven, and quick to adapt to new advancements. This culture of continuous improvement is further strengthened by our in-house R&D function, which plays a pivotal role in innovating customized, forward-looking solutions tailored to evolving industry requirements.

In step with the Welspun Group's sustainability vision, WSSL formally embarked on its own sustainability journey in 2023. As part of this evolution, we are embedding sustainable practices across our operations, with a balanced focus on environmental preservation, social wellbeing, and strong governance. With strategic support from the Broader Group, we are committed to driving meaningful change and contributing to a more resilient and sustainable future.

2.1 Our Presence

Welspun Specialty Solutions Ltd. (WSSL) operates from its corporate base at Welspun World, Mumbai, with manufacturing anchored in our advanced facility located in Jhagadia, Bharuch district of Gujarat. Our solutions cater to a wide portfolio of industries ranging from pharmaceuticals and power to oil & gas, defence, nuclear, aerospace, automotive, and engineering. With a presence that spans both domestic and international markets, we continue to serve critical sectors with precision and reliability.



2.2 Our Products

We deliver a wide spectrum of cutting-edge solutions, thoughtfully developed to ensure exceptional quality, advanced functionality, and a customer experience that goes beyond expectations.



Cast Products



Cast Bloom/ Billets



Cast Ingots



Rolled Products



Round Bars Black and Bright



Round Corner Squares



Stainless and Nickel Alloy Pipes and Tubes



Hot Finished - Hollow Bars



Cold Finished
- Tube



Hot and Cold Finished Pipe

By repurposing steel scrap, we actively contribute to responsible waste management and support the transition to a circular economy. Our operations rely entirely on scrap steel, highlighting our commitment to sustainable manufacturing. This approach not only conserves valuable natural resources but also significantly reduces carbon emissions and energy consumption. Through this method, we help minimize our environmental footprint while advancing a cleaner, more sustainable future for generations to come.

2.3 Awards and Recognition

2.4 Our Certifications



| Certification Name and Details | | |
|--------------------------------|--|--|
| ISO 14001:2015 | Environmental Management System | |
| ISO 9001:2015 | Quality Management System | |
| ISO 45001:2018 | Occupational Health and Safety Management System | |
| ISO/IEC 17025:2017 | General Requirements for the Competence of Testing & Calibration Laboratories | |
| RINA | Certificate of Approval of Manufacturers of Materials | |
| TUV Nord | Conformity of Factory Production Controls | |
| NORSOK M-650 Ed.4 | Material Manufacturer Certificate | |
| Central Boilers Board | Certificate of Approval for well-known Steel, Tube and Pipe maker | |
| RoHS | Restriction of Hazardous Substances | |
| REACH'S SVHC | Substance of Very High Concern | |





In alignment with the Global Reporting Initiative (GRI) Standards, this report reflects our adherence to internationally recognized sustainability disclosure practices. The corresponding GRI content index can be found at the end of the document. With this ESG performance report, we progress towards strengthening transparency and reinforcing our accountability to a wide range of stakeholders including employees, investors, customers, suppliers, government bodies, and the communities we operate in. We are pleased to present this milestone as part of our long-term commitment to responsible and inclusive growth.

3.1 Scope and Reporting Boundary

This report presents the Environmental, Social, and Governance (ESG) performance of our manufacturing facility located in Jhagadia, Gujarat, for the reporting period of April 1, 2024, to March 31, 2025.

To ensure the reliability and consistency of the disclosed information, we have established a robust internal ESG data management framework, developed and maintained by our in-house team. The methodologies, assumptions and conversion factors applied align with internationally recognized frameworks, including the IPCC guidelines and the Greenhouse Gas (GHG) Protocol.





Exemplary corporate governance remains an indispensable pillar in today's rapidly evolving business landscape underpinning sustainable long-term value creation, elevating corporate reputation, and fostering deep stakeholder trust.

The Board of Directors, elected by our shareholders, plays a critical role in shaping WSSL's long-term direction. They are entrusted with steering the company's strategic priorities, guiding

operational decisions, appointing leadership, and upholding a culture of transparency and accountability. In doing so, the Board ensures that business outcomes are aligned with stakeholder expectations and long-term value creation. In today's rapidly evolving business environment, effective corporate governance serves not only as a safeguard but as a strategic enabler reinforcing trust, strengthening reputation, and securing the company's sustained success.





| Board of Directors | | |
|-----------------------|---|--|
| Mr. Balkrishan Goenka | Chairman | |
| Mr. Anuj Burakia | CEO and Whole Time Director | |
| Mr. Vipul Mathur | Non-Executive, Non-Independent Director | |
| Mr. Prakashmal Tatia | Non-Executive, Non-Independent Director | |
| Mr. K.H. Viswanathan | Non-Executive, Independent Director | |
| Ms. Amita Misra | Non-Executive, Independent Director | |
| Mr. M. Narayana Rao | Non-Executive, Independent Director | |
| Mr. Ravindra Pandey | Non-Executive, Independent Director | |

| Key Managerial Personnel | | |
|---|-------------------|--|
| Mr. Navin Agarwal Chief Financial Officer | | |
| Mr. Suhas Pawar | Company Secretary | |

4.1 Board Committees

At Welspun Specialty Solutions Ltd (WSSL), boardlevel committees serve as strategic enablers of effective governance and organizational stewardship. These expert panels composed of members of the Board of Directors are tasked with providing focused oversight and guiding critical dimensions of corporate performance and resilience.

To institutionalize accountability and operationalize ESG principles across the organization, a threelayered ESG governance architecture has been implemented under the ESG Committee's guidance. This framework designates responsible champions at various organizational tiers to mobilize, monitor, and mainstream sustainability efforts.

The ESG Committee also fosters inclusive dialogue and co-creation by engaging key internal stakeholders ranging from Board members to senior executives and employees thereby ensuring diverse perspectives inform our ESG trajectory. For a deeper understanding of this structure and its impact, please refer to the ESG Governance section.

4.2 Our Policies

Welspun Specialty Solutions Ltd. (WSSL) is committed to cultivating a workplace rooted in ethical conduct, inclusive values, and long-term sustainability. Our internal policies serve as the foundation for these principles, guiding responsible decision-making and reinforcing a culture of transparency, respect, and accountability across all levels of the organization.

As part of our commitment to continuous improvement, we routinely reassess and refine our policy framework to remain responsive to the evolving demands of modern business and societal progress. This adaptive approach enables us to stay aligned with emerging global standards while advancing our goals in corporate governance and social impact.

Key Policies:

- CSR policy
- HSE policy
- Code of Conduct
- Familiarization policy
- Cyber security policy
- 6 Nomination and Remuneration policy
- Record and Archives Management policy
- Quality policy
- 9 Anti-bribery and Anti-corruption policy
- Board diversity policy
- 11 Dividend distribution policy
- Whistle Blower Policy and Vigil Mechanism
- 13 Policy on Related Party Transactions

Stakeholder Engagement and Materiality Assessment

At Welspun Specialty Solutions Ltd. (WSSL), stakeholder engagement and materiality analysis are integral to embedding Environmental, Social, and Governance (ESG) values into our strategic framework. We recognize that our ability to create enduring value is intrinsically linked to the expectations and interests of those we impact and serve ranging from employees and customers to investors, communities, and partners across our ecosystem.

To promote transparency and reinforce stakeholder trust, we issued regular newsletters detailing our ESG initiatives, progress, and performance milestones. These ongoing exchanges serve not only as a channel for information-sharing but also as a platform to deepen engagement, encourage mutual accountability, and drive collaborative progress toward shared sustainable objectives.



The table below shows the stakeholders who participated in these discussions:

| Stakeholder Group Ins | | Insights | |
|--|-----------------------------------|---|--|
| Senior Management | | Energy Efficiency & Optimization Product Excellence & Reliability Circular Resource & Waste Strategy Workplace Health, Safety & Wellbeing Talent Accessibility & Workforce Continuity | |
| Continuous Improvement through Kaizen & 5S F | | Green Cover Enhancement & Afforestation Employee Skill Development & Capacity Building Continuous Improvement through Kaizen & 5S Practices | |
| | Investors | Inclusive Workplace Culture Adherence Community Engagement Resource Efficiency | |
| | Suppliers | Rights & Fair Treatment Workplace Wellbeing ESG Oversight Green Energy Sustainable Materials & Packaging | |
| | Customers | Product IntegrityPublic DisclosuresEnergy & Carbon Management | |
| NGO | Local Communities and NGO's | Water Stewardship Energy & Emissions Control Green Cover Initiatives Health & Wellness Standards | |

Subsequently, we undertook a Materiality Assessment a structured and strategic exercise to identify and prioritize the most relevant ESG issues for our business and its stakeholders. This assessment allows us to align our sustainability efforts with areas of greatest impact, ensuring focused resource allocation and long-term value creation.



As part of our ESG materiality assessment undertook а multi-pronged we approach to identify, evaluate, and prioritize the sustainability issues most relevant to WSSL's long-term growth and stakeholder expectations. We began by conducting a comprehensive review of key external frameworks and standards including the National Guidelines for Responsible Business Conduct (NGRBC), Sustainability Accounting Standards Board (SASB), and Dow Jones Sustainability Index (DJSI). This helped ensure that our ESG priorities are aligned with evolving regulatory expectations and global best practices.

Peer Benchmarking and Industry Insights

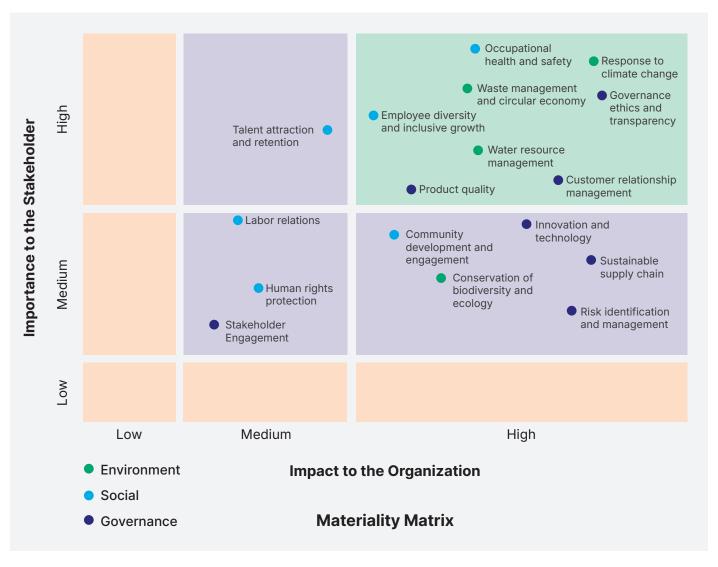
In parallel, we carried out a detailed peer benchmarking exercise to better understand emerging sustainability trends and industry-level ESG performance. This comparison enabled us to identify areas of differentiation and opportunities for continuous improvement.

Identification of Relevant ESG Issues

Building on the insights gained, we established a broad universe of ESG issues that are most pertinent to our operational context. These encompassed a full spectrum of environmental, social, and governance considerations.

Integration with Business Strategy and Stakeholder Priorities

To further refine our focus, we mapped these issues against WSSL's business strategy, enterpriserisks, and stakeholder concerns. Through targeted engagements with internal and external stakeholders, we captured a range of perspectives that informed our understanding of what truly matters. This exercise served as the foundation for prioritizing material issues that will guide our sustainability agenda, risk mitigation efforts, and value-creation strategies in the years ahead.



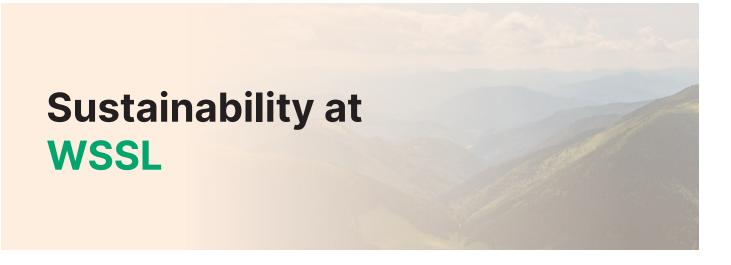
The high-impact material issues identified are:

| Environmental Issues | Why is it Material? |
|-------------------------------------|--|
| Climate Change Response | Managing climate-related risks is vital to reducing emissions from operations, enhancing resilience, and aligning with global climate goals. |
| Waste Management & Circular Economy | Embracing circularity and efficient waste practices reduces environmental impact, ensures compliance, and helps control operational costs. |
| Water Stewardship | Responsible water use supports operational continuity, mitigates water-related risks, and contributes to ecosystem preservation. |

| Social Issues | Why is it Material? |
|--------------------------------------|--|
| Occupational Health & Safety | Safeguarding employee health and safety fosters well-being, reduces workplace incidents, and supports a high-performance work environment. |
| Diversity, Equity & Inclusive Growth | A diverse and inclusive workforce drives innovation, enhances engagement, and enables more holistic decision-making. |

| Governance Issues | Why is it Material? |
|---|---|
| Governance, Ethics & Transparency | Strong governance practices foster trust, ensure ethical conduct, and reinforce accountability across the organization. |
| Product Quality | Consistent product excellence sustains customer satisfaction, brand credibility, and market competitiveness. |
| Customer Relationship Management (CRM) | Effective CRM enhances customer engagement, builds loyalty, and supports long-term revenue generation. |





At WSSL, sustainability shapes the way we do business and make decisions every day. Our values around environmental care, social responsibility, and ethical governance serve as a long-term guide, helping us stay future-focused while delivering on today's commitments, making it the backbone of our company.

In FY 2024-25, we strengthened this foundation by effective monitoring towards our targets. We also benchmarked industry leaders to identify effective ESG practices and selectively integrated them into our operations, aligning with evolving standards and expectations.

Crucially, we made stakeholder listening a priority, seeking insights from within our company and across our ecosystem to better understand what matters most. These conversations helped shape our SMART Sustainability Strategy, which now anchors our ESG journey with defined targets, clear timelines, and a commitment to continuous progress.

6.1 ESG Stratergy

At WSSL, our approach to sustainability is both strategic and purposeful, anchored in the belief that long-term success stems from building resilient systems that serve people, planet, and performance. As we navigate a dynamic regulatory and stakeholder landscape, we are taking deliberate steps to embed ESG considerations across the heart of our business.

This year marks an important milestone in our journey, as this is the second year of WSSL's Sustainability reporting. Developed through collaborative dialogue and insight-driven analysis, the current progress is in line with the established sustainability targets. The progress also showed significant innovations, thereby responding to the ever changing global scenario as well as improved industry benchmarks.

Rather than viewing ESG as a separate initiative, it's weaved into the fabric of our operations, aligning it with risk management, innovation, and growth planning. By setting clear direction and measurable ambitions, WSSL is moving forward with a deepened sense of accountability and a renewed commitment to building a sustainable, inclusive, and future-ready organization.





Inputs



Industry Catalysts



Global Benchmarks



Stakeholder Expectation



Regulatory Transitions



Driving Environmental Responsibility

- Energy and Emissions
- Waste Management and circular economy
- Water resource Management



Fostering Belonging and Safety

Occupational Health and Safety



Responsible Corporate Conduct

- Customer relationship Management
- Sustainable Supply Chain

Outputs

Enterprise Excellence



Empowering Communities



Transparent Governance



Consumer Loyalty





Energy and Emissions

| GOAL | KPI | Targets |
|--|------------------|--|
| We aim to combat climate change through innovation, responsible operations, and a shift toward cleaner energy. | Renewable energy | Increase the share of renewable energy to 20% by 2025 and 30% by 2030 |
| | Emissions | Reduce 7% of emissions by 2025 and 32% by 2030 compared to 2024 values |

Water Resource Management

| GOAL | KPI | Targets |
|--|-------------------------------|--|
| We are committed to managing water resources responsibly, ensuring their sustainable use to safeguard a better future. | Freshwater consumption (%) | Reduce the 10% of the freshwater consumption by 2025 and 30% by 2030 compared to 2024 values |
| Suregular a petter ruture. | Water recycled for operations | Achieve 10% water recycling by 2025 and 30% by 2030 |

Waste Management and Circular Economy

| GOAL | KPI | Targets |
|---|------------------------------------|---|
| We focus on innovative approaches to waste reduction, creating a sustainable legacy for future generations. | Waste Recycled (excluding Slag) | Achieve 80% waste recycling by 2025 and expand it to 100% waste recycling by 2030 |

Occupational Health and Safety

| GOAL | KPI | 2026 |
|--|------------------|---|
| Our approach centers on well- being, with proactive measures in place to guarantee safety, health, and security for every individual. | Safety incidents | Attain a zero-incident facility status by 2030 through a continuous reduction in safety incidents |

Customer Relationship Management

| GOAL | KPI | Targets |
|---|--------------------------------|---|
| We are dedicated to building genuine relationships, understanding evolving needs, and delivering value that extends well past the point of transaction. | Customer Satisfaction Score | Achieve 100% customer satisfaction score by 2030 for all the customers surveyed |

Sustainable Supply Chain

| GOAL | KPI | Targets |
|---|--|---|
| We apply innovative management approaches to optimize efficiency, uphold sustainability, and maintain reliability, fostering a resilient and value-driven supply chain. | Supplier Assessment on ESG | Evaluate 100% of critical suppliers by 2028 and expand to assess 100% of tier 1 suppliers on Environmental, Social, and Governance (ESG) criteria by 2030 |
| | Suppliers' workshops on ESG | Conduct supplier ESG workshops for 100% of critical suppliers by 2025 and expand to cover 100% of tier 1 suppliers by 2030 |
| | Alignment with Supplier Code of Conduct having ESG Expectations | Align 100% of Tier 1 suppliers with supplier code of conduct by 2030 |

6.2 ESG Governance

As part of our commitment to integrating sustainability across the organization, WSSL has established a cross-functional Sustainability Committee to lead our environmental, social, and governance (ESG) efforts. This committee plays a strategic role in formulating, executing, and regularly evaluating initiatives that promote environmental stewardship, social equity, and sound governance. By aligning ESG priorities with our long-term business objectives, the supports enterprise committee resilience, protects profitability, and fosters sustainable value creation.

ESG Governance Structure

Under the strategic supervision of the WSSL's ESG Committee, we has instituted a structured, three-tier governance framework to embed sustainability across the organization. This system designates responsible leaders at multiple levels to drive progress, promote integration of ESG priorities, and ensure consistent alignment with corporate objectives.



ESG Apex Committee – The ESG Apex Committee at Welspun Specialty Solutions Ltd. (WSSL) functions as a strategic advisory body to the Board, guiding the formulation and oversight of the company's sustainability policies, programs, and strategic direction. Its core mandate is to integrate ESG considerations into WSSL's long-term business planning.

The Committee plays a critical role in aligning ESG initiatives with corporate objectives, enhancing organizational resilience, reducing environmental impact, and supporting reputational capital.

Its key responsibilities include:

- Reviewing ESG programs and initiatives to ensure alignment with business priorities.
- Supporting the transition to sustainable operations that drive efficiency and reduce environmental footprint.
- Overseeing stakeholder engagement efforts to foster collaboration and transparency.
- Monitoring and reviewing the company's external ESG ratings on a periodic basis to support continuous improvement.

ESG Steering committee – The Committee serves as a central governance body to integrate sustainability across WSSL's operations, ensuring the consistent execution of ESG priorities. It is responsible for advancing accountability, reinforcing stakeholder trust, and embedding sustainability into the company's broader strategic direction.

Its key responsibilities include:

- Reviewing the company's ESG performance against defined targets and advising on the formulation of forward-looking sustainability policies.
- Monitoring and evaluating external ESG ratings to benchmark progress and identify areas for improvement.

- Recommending sustainability initiatives that are closely aligned with WSSL's long-term business objectives.
- Identifying material ESG risks and opportunities arising from operational and value chain activities.
- Reporting sectoral sustainability trends and developments to the Apex Committee to inform strategic decisions.
- Conducting structured quarterly assessments to track the company's sustainability journey and ensure alignment with corporate priorities.

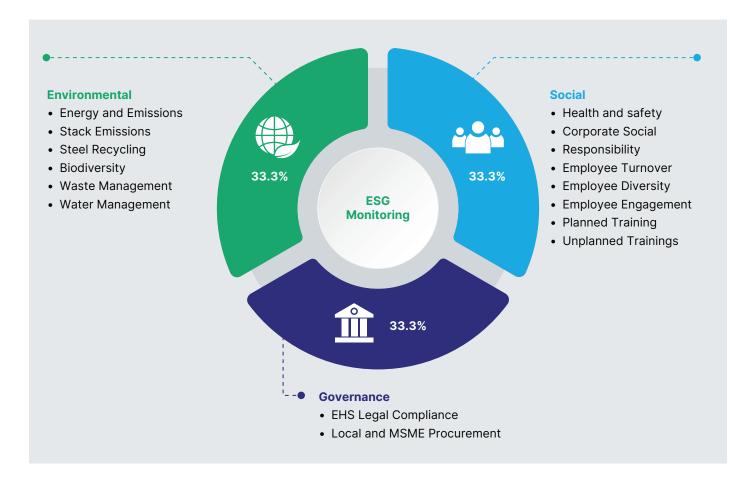
ESG Champions – At WSSL, ESG Champions play a crucial role in translating the company's sustainability vision into actionable outcomes. Representing various functions across the organization, these individuals act as key enablers in implementing sustainability initiatives, coordinating efforts at the operational level, and ensuring seamless data flow to support informed decision-making. Functioning as a bridge between strategy and execution, the ESG Champions work closely with departmental heads and cross-functional teams to track progress, resolve challenges, and ensure alignment with organizational ESG objectives.

Key responsibilities of the ESG Champions include:

- Collecting and managing sustainability data in coordination with respective functional heads.
- Supporting the implementation of ESG initiatives by liaising with departmental teams.
- Coordinating with vendors at the plant level to facilitate on-ground project execution.
- Ensuring transparency and accuracy in ESG data management and reporting.
- Promoting collaboration across functions to achieve defined sustainability goals and targets efficiently.



6.3 ESG Monitoring



6.4 ESG Highlight

| Environmental Factsheet | | | |
|--|--------------------------|------------|------------|
| Category | Unit of Measurement | FY 2024-25 | FY 2023-24 |
| Energy | | | |
| Total Energy Consumption | Gigajoules | 3,10,406 | 3,08,326 |
| Direct Energy | Gigajoules | 1,67,518 | 1,62,537 |
| Indirect Energy | Gigajoules | 1,42,888 | 1,45,789 |
| Process Energy Intensity | GJ/ton of bloom produced | 10.31 | 10.78 |
| Energy Consumption from Renewable Sources | Percentage | 14.3 | 16.3 |
| Electricity Consumption from Renewable Sources | Percentage | 31 | 25.6 |

| Energy | | | |
|---|--------------------------------|----------|----------|
| Total Emissions | tCO₂e | 31,912 | 34,248 |
| Emissions from Scope 1 | tCO₂e | 12,467 | 12,870 |
| Emissions from Scope 2 | tCO₂e | 19,445 | 21,378 |
| Avoided emissions due to Renewable energy | tCO₂e | 8,950 | 8,694 |
| Process Emission Intensity | tCO₂e/ton of bloom produced | 1.06 | 1.20 |
| Stack Emissions | | | |
| Particulate Matter | Tons | 5.11 | 5.94 |
| Sulphur Dioxide | Tons | 3.43 | 3.70 |
| Nitrogen oxides | Tons | 10.43 | 13.82 |
| Hydrogen Fluoride | Tons | 0.64 | 0.70 |
| Biodiversity | | | |
| Tress planted | Number | 2,800 | 1,272 |
| Trees Survival Rate | percentage | >90% | >90% |
| Waste & Circularity | | | |
| Total waste generated | Tons | 6,625 | 5,329 |
| ETP sludge | Tons | 44 | 17.24 |
| Used waste oil | Tons | 14 | 0 |
| FES dust | Tons | 31 | 0 |
| E-waste | Tons | 0.2 | 0 |
| Empty containers | Tons | 5 | 11.78 |
| Wooden Scrap | Tons | 4 | 12.37 |
| Metal Scrap | Tons | 122 | 2.44 |
| Slag | Tons | 6,405 | 5,285 |
| Waste generation Intensity | Tons/ton of bloom produced | 0.22 | 0.18 |
| Water | | | |
| Total volume of freshwater withdrawal | KL | 2,29,429 | 2,60,447 |
| Water discharged outside company premises | KL | 0 | 0 |
| Water intensity | KL/ton of bloom produced | 7.64 | 9.15 |

| Social Factsheet | | | |
|--|---------------------|------------|------------|
| Category | Unit of Measurement | FY 2024-25 | FY 2023-24 |
| Turnover/Attrition rate of permanent staff [employees and workers] | Percentage | 34.4 | 26.23 |
| Percentage of women in permanent staff [employees and workers] | Percentage | 2.22 | 2.64 |
| Safety – LTIFR | - | 0.64 | 0 |
| Training man-hours | Man hours | 4,524 | 3,808 |
| CSR projects undertaken | Number | 2 | 3 |
| CSR amount spent | rupees | 5,50,000 | 5,00,000 |

| Governance | | | |
|--|---------------------|------------|------------|
| Category | Unit of Measurement | FY 2024-25 | FY 2023-24 |
| EHS legal compliance rate | Percentage | 100 | 100 |
| Sourcing done from MSME's/ Small producer | Percentage | 38 | 16.41 |
| Sourcing done from within India | Percentage | 93 | 94.33 |



6.5 UNSDG Mapping

Good Health and Well-Being

Good Health and wellbeing

- We have organized health checkup camps for our employees and workers
- We conduct safety trainings for employees and workers in order to ensure safe working
- We track our safety incident rates and aim to achieve zero incident facility by 2030



Clean Water and Sanitation

- We have an insitu sewage treatment plant of adequate capacity for treating of sewage
- ETP treated water is used for gardening purposes
- Zero Liquid discharged outside company premises





Decent Work and Economic growth

- We conduct several training sessions and courses for employees' continuous learning
- We support local and MSME companies by procuring goods from them
- Our Supplier Contracts supports labour rights and discourages forced and child labour



Industry, Innovation and Infrastructure

- We are in the process of automating our extrusion press which will reduce human involvement in the process
- We encourage local and MSME companies by procuring goods from them

12

Responsible Consumption and Production

- We utilize almost 100% scrap
- We recycle around 100% of recyclers and responsibly dispose hazardous waste as per applicable laws

13



Climate Action

- We have avoided 8,950 tCO₂e of emissions by using renewable energy
- Owing to the adoption of renewable energy, we have achieved a reduction in



Life on Land

We have planted 2,800 trees



Peace, Justice and Strong Institutions

Peace, Justice and Strong Institutions

- We have a separate policy on anti corruption and anti bribery
- Our Supplier contracts have clauses related to anti corruption and anti bribery

Fostering Environmental Sustainability

Recognizing the far-reaching implications of the global climate crisis on ecosystems, communities, and economies, WSSL has prioritized minimizing its environmental footprint. Our approach focuses on responsible resource management, with particular emphasis on optimizing energy use, conserving water, and advancing sustainable waste practices to mitigate environmental impact and support long-term resilience.

Energy consumption constitutes a significant share of WSSL's environmental impact. A comprehensive strategy has been implemented to reduce the company's carbon footprint, with key actions including the transition to renewable electricity, expansion of sustainable energy sources within the overall energy portfolio, and targeted reduction of greenhouse gas (GHG) emissions.

Global water stress, affecting nearly 10% of the population as per the United Nations Water Development Report, underscores the need for efficient water management. WSSL has committed to lowering freshwater dependency by increasing the use of recycled water in operations and reducing the company's water footprint on a year-on-year basis.

Waste management remains a critical component of the company's sustainability framework. Measures are in place to minimize waste generation across operational stages, supported by structured recycling programs to ensure effective repurposing of materials. Ongoing reviews of processes continue to identify and implement waste reduction opportunities.

These initiatives collectively contribute to mitigating environmental impact, aligning WSSL's operations with global sustainability benchmarks, and strengthening resilience across the value chain.



7.1 Energy and Emissions

Energy consumption and related emissions are being systematically monitored across WSSL's operations to enable effective management and support targeted reduction initiatives.

31%

of the total electricity consumption was from renewable sources.

14.3%

of the total energy consumption was from renewable sources.

8,950

tCO₂e of emissions were avoided due to renewable energy

7.1.1 Energy

WSSL has deployed an energy management system to monitor and analyse energy consumption across plant operations. The system enables real-time tracking of energy usage at the level of individual machines and sections, providing detailed data on consumption patterns and operational efficiency. Continuous monitoring facilitates the identification of high-consumption areas and potential inefficiencies, supporting targeted interventions to reduce energy intensity and optimize performance. This approach has contributed to a measurable reduction in process energy intensity over the reporting period.

3,10,406 GJ

Total Energy consumption

10.31 GJ/ton

of bloom produced

Process Energy Intensity for FY 2024-25

4.30%

Reduction in Energy Intensity compared to FY 2023-24

Energy intensity

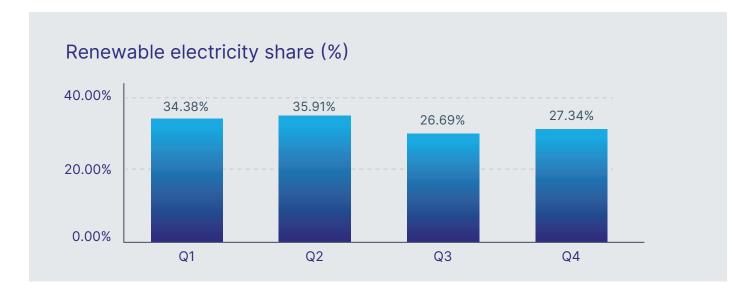
(GJ/ton of bloom)

| | FY 2024-25 | FY 2023-24 |
|----|------------|------------|
| Q1 | 9.63 | 11.5 |
| Q2 | 12 | 9.5 |
| Q3 | 10.38 | 10 |
| Q4 | 9.55 | 10.6 |

Share of energy (GJ)

| | FY 2024-25 | FY 2023-24 |
|----------|------------|------------|
| Direct | 54% | 53% |
| Indirect | 46% | 47% |

Renewable electricity percentage out of Total Electricity Consumed chart



Energy efficiency initiatives

With a clear focus on sustainability, our manufacturing site is advancing a comprehensive suite of energy-saving actions that boost efficiency and reduce consumption. These efforts, detailed below, exemplify our dedication to pioneering greener industrial practices.

Demand Controller

The melting shop, where scrap steel is processed, represents the most energy-intensive operation within our facility. Historically, power usage during the melting phase varied significantly, influenced by the condition of the molten metal, creating an irregular consumption pattern. Rapid shifts in furnace load from zero to peak capacity added complexity to balancing plant-wide energy requirements and threatened the efficiency of furnace operations. These fluctuations also carried the potential risk of penalties if power draw exceeded the contracted demand.

To address these challenges, we introduced an advanced Demand Controller with two primary aims: optimizing power utilization and improving melting shop performance. Since its implementation, furnace operations have stabilized, load management across the plant has become more effective, and energy demand is managed with greater precision.

Fume Extraction System Controlling

In our melting operations, the process unfolds in three distinct stages scrap charging, melting, and tapping each with varying emission levels. Process analysis indicated that particulate emissions peak during scrap charging and are lowest at tapping. We also identified that the Fume Extraction System (FES), vital for workplace safety and air quality management, was operating at full load even during inactive periods of the melting station, resulting in avoidable energy consumption.

To address this inefficiency, we integrated a Variable Frequency Drive (VFD) into the FES, enabling its operation to adjust in real time according to actual process requirements. This initiative has significantly reduced unnecessary run-time, improved energy efficiency, and optimized equipment life. Beyond lowering power consumption, the upgrade strengthens our operational sustainability by maintaining environmental compliance while supporting our broader commitment to resource efficiency and responsible manufacturing.

Initial power consumption was

5,500-6,000 units/day

After the initiative power consumption was

2,500 units/day

Operation time reduced by

10 hours

Billet Heater

The billet induction heater, a mission critical asset in stainless steel extrusion operations, is configured to heat billets to precise temperature ranges of 1000°C to 1200°C, adjusted according to steel grade requirements, prior to extrusion. The unit comprises seven sequential coils across preheating, heating, and soaking zones and accounts for approximately 40% of the extrusion press's total energy demand.

Operational analysis identified that the previous single reference control system for all coils resulted in thermal inconsistencies during production delays, causing billet overheating. This condition required the removal and cooling of 20 to 25 billets each day, leading to avoidable energy losses and reduced operational efficiency.

An upgraded PLC program with dwell time monitoring was implemented, enabling automatic reduction of coil output to a base load of 6-10% when billets exceed defined cycle times. The modification has reduced billet recirculation to 4-5 units per day, delivering a measurable decrease in power consumption, improved temperature stability, and extended equipment lifespan. The initiative reflects the application of intelligent process control to advance energy efficiency and operational reliability.

Hot Rolling of SS Billets

Hot charging in rolling operations entails the direct transfer of blooms from the casting unit to the hot rolling mill while retaining inherent process heat. This eliminates the need for reheating, delivering operational, environmental, and productivity benefits while maintaining metallurgical quality. The method is particularly significant in stainless steel production, where precision temperature control directly impacts product performance.

Key benefits include:

- Significant energy conservation by removing the reheating stage.
- Reduced billet storage requirements and associated handling needs.
- Shortened production cycle times for greater throughput.
- Enhanced furnace capacity utilisation through optimised scheduling and thermal efficiency.

Owing to its operational complexity and high coordination requirements, the process is rarely implemented in the stainless-steel sector. At the facility, it has been successfully executed for SS 304 and SS 316 grades, with trials in progress for additional grades. Planned initiatives for include installing energy-efficient infrastructure such as turbo ventilators, advanced lighting systems, upgraded pumps and motors, and deploying intelligent sensors and metering systems for real-time diagnostics. A comprehensive energy audit is also scheduled to identify further opportunities for conservation, cost optimisation, and sustainable productivity gains.







Approximate energy saving

31,000 kcal/ton of product

Natural gas saving: around

3-4.5 Nm3/ton of product

Cycle time reduction: around

2-3 hours

depending on grade of steel

7.1.2 Emissions

Systematic emissions monitoring is integral to managing the facility's environmental footprint. Six designated stacks are monitored for releases of particulate matter (PM), sulphur dioxide (SO_2),

nitrogen oxides (NO_x) , and hydrogen fluorides (HF). Third-party emission assessments are conducted monthly, with all measured values confirming full compliance with Gujarat Pollution Control Board (GPCB) standards.

| Category | Units | FY 2024-25 | FY 2023-24 |
|-----------------|-------|------------|------------|
| PM | Tons | 5.11 | 5.94 |
| SO ₂ | Tons | 3.43 | 3.70 |
| NO _x | Tons | 10.43 | 13.82 |
| HF | Tons | 0.64 | 0.70 |

Integration of renewable energy during the reporting period resulted in an avoidance of approximately 8,950 tonnes of carbon dioxide equivalent (tCO $_2$ e) emissions. The long-term target is a 32% reduction in total emissions by 2030 compared to baseline year 2024, to be realised through progressive substitution of high emission fuels with low emission alternatives

and a sustained increase in the proportion of renewable power in the energy mix.

8,950

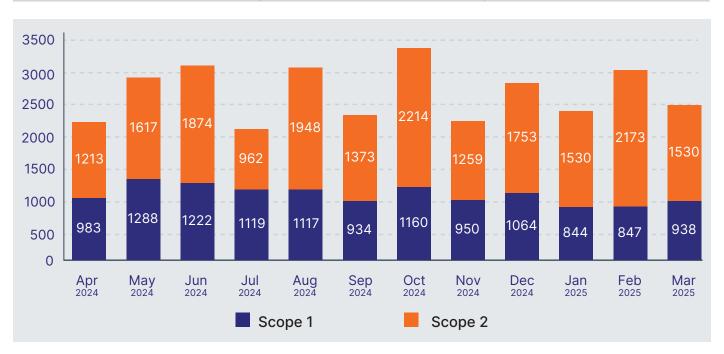
Total tCO2e emissions saved

GHG emission intensity

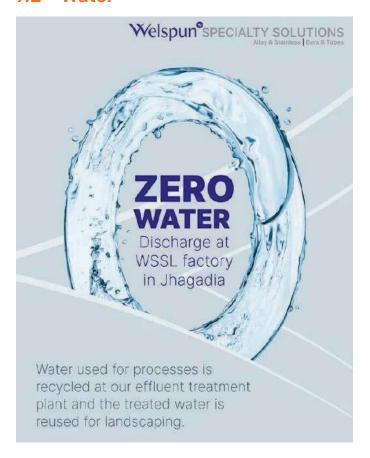
| | FY 2024-25 | FY 2023-24 |
|----|------------|------------|
| Q1 | 1.04 | 1.41 |
| Q2 | 1.16 | 1.07 |
| Q3 | 1.07 | 1.32 |
| Q4 | 1.00 | 1.11 |

Emissions (tCO₂e)

| | FY 2024-25 | FY 2023-24 |
|---------|------------|------------|
| Scope 1 | 39% | 38% |
| Scope 2 | 61% | 62% |



7.2 Water



Water consumption in steel manufacturing at the facility is primarily associated with cooling operations for steel and pipe production and pickling processes for pipes. Evaporative loss in cooling represents the major point of process water consumption. Metering systems have been deployed at strategic locations across the site to provide precise measurement and enable effective control over usage.

The facility has operational capacity of 2 nos. of 20 KLD Sewage Treatment Plant (STP) for domestic wastewater recycling. The treated water from the STPs is allocated for non-potable purposes to reduce reliance on freshwater. Industrial wastewater is processed through an onsite Effluent Treatment Plant (ETP) of 230 KLD capacity, with recovered water utilised for plant operations and landscaping.

An online monitoring system has been integrated into the ETP to enable real-time tracking of effluent quality and system performance. Leak detection and repair measures have been implemented across operations, contributing to measurable reductions in freshwater demand. These measures align with organisational objectives for water stewardship, resource efficiency, and compliance with environmental management standards.



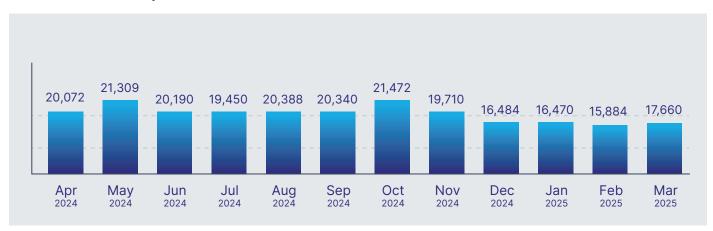


| Particulars | Unit | FY 2024-25 | FY 2023-24 |
|------------------------------|------|------------|------------|
| Total freshwater consumption | KL | 2,29,429 | 2,60,447 |
| Total water discharge | KL | 0 | 0 |

12%

Reduction of overall water consumption compared to FY 2023-24

Water withdrawal (KL) chart



Efficient water management is a core operational priority, supported by defined reduction targets and a structured implementation plan. The facility aims to decrease freshwater consumption by 20% by 2028 and by 30% by 2030, primarily through expanding the share of recycled water in production processes.

In line with the organisation's Zero Liquid Discharge (ZLD) commitment, no water was released beyond site boundaries during the reporting period. These actions advance responsible resource management and reinforce long-term environmental performance objectives.

7.3 Waste Management and Circularity

Steel scrap constitutes a primary input at the facility, where it is fully reclaimed and remelted as manufacturing feedstock. On-site generated steel waste is systematically collected, processed,

and reintroduced, reinforcing a closed material loop and advancing resource efficiency across operations keeping circular economy primary.

Hazardous waste streams, such as effluent treatment plant (ETP) sludge and chemical-contaminated barrels, are handled strictly through certified agencies in accordance with regulatory protocols, ensuring compliant recycling or disposal. Non-hazardous waste including wood and mild steel scrap is directed to authorised vendors for material recovery.

Slag, representing the largest by-product, is repurposed for civil applications where feasible, including road construction in neighbouring villages and backfilling on-site, thereby reducing reliance on natural resources. During the reporting period, the facility achieved a recycling rate of 57% of total waste generated excluding slag, emphasising ongoing improvement in material utilisation and a sustained reduction in environmental footprint.



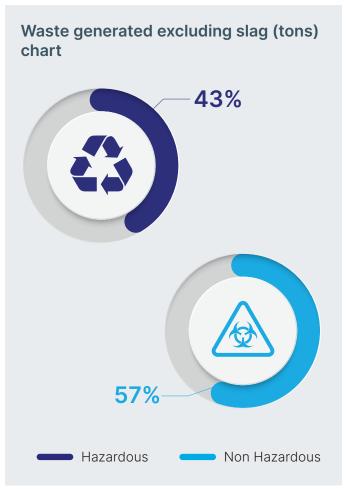


Table showing waste generated by type of waste

| Type of waste | Classification | FY 2024-25 (MT) | FY 2023-24 (MT) | Recovery Options |
|------------------|----------------|--------------------|--------------------|--|
| ETP sludge | Hazardous | 44 | 17.24 | Sent GPCB for recycling/disposal |
| Used waste oil | Hazardous | 14 | 0 | |
| FES dust | Hazardous | 31 | 0 | |
| Empty containers | Hazardous | 5 | 11.78 | |
| E-waste | E-waste | 0.2 | 0 | Sent to authorised vendor for recycling |
| Wooden Scrap | Non-Hazardous | 4 | 12.37 | Recycled/ Sent to authorised vendor for recycling |
| Metal Scrap | Non-Hazardous | 122 | 2.44 | |
| Slag | Non-Hazardous | 6,405 | 5,285 | Reused up to extent possible on nearby projects like backfilling, road construction etc. |

5

We have replaced of oil quenching with a polymer-based alternative effectively eliminating a major source of oil waste from heat treating operations at the facility. This technological shift reduced hazardous waste generation, enhanced operational safety, and aligned manufacturing processes with cleaner production standards. Waste management strategies are defined across short-, medium-, and long-term horizons, with targeted milestones of achieving an 80% recycling rate of total waste generated (excluding slag) by 2026 and advancing to 100% recycling by 2030.

Waste monitoring has been expanded to include additional categories such as plastics, paper, and food waste, providing a more comprehensive view of waste composition and enabling targeted reduction initiatives. Parallel projects are evaluating opportunities for increased beneficial reuse of slag and sludge, aiming to further reduce landfill dependency.

Organisation wide awareness programmes on waste management are scheduled to engage employees in best practice handling and to embed responsible material use into daily operational culture. These measures collectively contribute to higher material efficiency, reduced environmental impact, and progress toward a circular production model.

7.4 Biodiversity

Biodiversity enhancement initiatives at the facility included the plantation of **2,800** trees covering species such as Plumeria alba, Ficus infectoria, Mangifera indica, Clerodendrum inerme etc. The programme achieved survival rate greater than 90%.

Protecting biodiversity in and around operational areas helps maintain ecological balance, minimise soil degradation, strengthen climate resilience, and conserve resources vital for sustained business performance. Actions are designed to blend operational efficiency with environmental responsibility, ensuring land and resource use remains sustainable over time.

A dedicated horticulture team manages plantation health and growth, while the green cover also supports local habitat enrichment and air quality improvement. These outcomes reflect a commitment to aligning industrial activity with ecological wellbeing and long-term environmental value creation.





Nurturing Society and Communities

Human capital is central to WSSL's enduring performance, with employee wellbeing, professional development, and workplace safety positioned as core organisational priorities. The company is focused on cultivating a high calibre talent base aligned with its strategic goals and equipped to contribute to future expansion. Continuous enhancements in occupational health and safety standards are being implemented to strengthen protection for all personnel, ensuring a secure and supportive work environment across operations.

WSSL's community engagement agenda is focused on generating lasting socio-economic value in the regions where we operate. Efforts are directed toward initiatives that strengthen infrastructure, improve quality of life, and create opportunities for sustainable progress.

This commitment is rooted in the company's culture, which prioritises social responsibility as an integral part of business conduct, even in the absence of a statutory Corporate Social Responsibility (CSR) mandate. By embedding these values into our operational ethos, we ensure that our growth journey remains inclusive and aligned with community advancement.

Building on our initiatives from the previous year, we extended our efforts to the nearby villages of Shelod and Motipura by undertaking road construction and repair projects to improve connectivity. Additionally, we installed RO plants to provide clean drinking water—five units in local village schools and one in an Anganwadi center. These collective interventions not only promote economic activity and enhance living standards but also strengthen the long-term resilience of the communities we serve.



8.1 Employee Engagement

At WSSL, a deeply engaged workforce is seen as a competitive edge, driving innovation, ensuring operational agility, and nurturing a unified culture of purpose. This commitment is brought to life through an environment that encourages dialogue, inclusivity, and recognition, enabling people to grow while deepening workplace cohesion. Building on this foundation, a thoughtfully curated mix of initiatives blends safety and skills building programmes with cultural celebrations and community activities, ensuring that personal growth and collaboration go hand in hand. From awareness drives and capability enhancement workshops to festivities that honour diverse traditions, each engagement reinforces shared values, uplifts morale, and inspires our people to deliver their best in advancing WSSL's long-term vision.









Employee birthday celebration/Plantation [every month]



Off-site employee get-together



Blood donation camp, women's day celebration, Holi celebration, annual sports among others

Medical health checkup camp



8.2 Talent Attraction and Retention

Cultivating talent is recognised as a strategic priority that underpins innovation, operational excellence, and long-term business success. By fostering an environment where people are empowered to realise their full potential, we build a workforce that is both skilled and resilient. This strength is reinforced by our commitment to diversity, ensuring that individuals from varied

backgrounds bring a wealth of perspectives and capabilities to the organisation. Integrated with robust recruitment and retention practices, this approach enables us to attract, develop, and retain high calibre professionals. As of fiscal year 2025, this commitment is reflected in employees, comprising both permanent and temporary staff, who collectively drive WSSL's vision forward.

Workforce distribution

| Category | Total Age group (no.) | | | | Gender (no.) | |
|--------------------------------|-----------------------|-----------|-------------|-----------|--------------|--------|
| | numbers | <30 years | 30-50 years | >50 years | Male | Female |
| Permanent employees | 268 | 80 | 128 | 60 | 250 | 18 |
| Other than permanent employees | 0 | 0 | 0 | 0 | 0 | 0 |
| Permanent workers | 423 | 110 | 263 | 50 | 419 | 4 |
| Other than permanent workers | 347 | 73 | 211 | 63 | 346 | 1 |
| Total | 1,038 | 263 | 602 | 173 | 1,015 | 23 |

New employee and worker hires: Age

| Sr no | Age category | Permanent employee | Permanent workers |
|-------|--------------|--------------------|-------------------|
| 1 | <30 | 58 | 77 |
| 2 | 30-50 | 36 | 58 |
| 3 | >50 | 8 | 4 |

New employees and workers hire: Gender

| Sr. no | Gender | Permanent employees | Permanent workers |
|--------|--------|---------------------|-------------------|
| 1 | Male | 97 | 135 |
| 2 | Female | 5 | 4 |

Employee and workers turnover: Age

| Sr. no | Employee turnover-age category | Permanent employee | Permanent workers |
|--------|--------------------------------|--------------------|-------------------|
| 1 | <30 | 39 | 41 |
| 2 | 30-50 | 38 | 48 |
| 3 | >50 | 11 | 12 |

Employee and worker's turnover gender

| Sr no | Employee turnover gender | Permanent employees | Permanent workers |
|-------|--------------------------|---------------------|-------------------|
| 1 | Male | 84 | 101 |
| 2 | Female | 4 | 0 |



We regard employee wellbeing as the engine of our progress believing that when our people feel truly valued, their performance and loyalty naturally follow. Our investment in competitive pay and thoughtfully designed benefits goes beyond meeting legal or industry expectations, aiming instead to genuinely support the ambitions and evolving needs of our workforce. This commitment is reflected in a holistic approach where financial security, workplace amenities, and personal support converge to empower individuals at every stage of their careers which include:

Types of benefits



8.2.2 Training and Development

At the core of our talent philosophy lies a strong belief in continuous learning as a driver of both individual and organizational growth. We recognize that sustained advancement depends not only on the skills we develop today but also on our ability to adapt and evolve in an ever-changing business environment.

To empower our workforce, we provide access to diverse opportunities and resources that support professional development and encourage a culture of lifelong learning. By fostering this mindset, we equip our employees to sharpen their capabilities and embrace emerging opportunities with confidence.

Central to this vision is **We-Learn**, our personalized, future-focused learning platform designed to create self-directed learners. With its emphasis on skill-building for the digital age, We-Learn enables our employees to stay ahead of industry shifts while driving excellence in every aspect of their roles.

| Hours of training by employee category | Unit | FY 2024-25 |
|--|-------|------------|
| Senior Management (General Manager & Above) | Hours | 195 |
| Middle Management (Senior Manager to Deputy General Manager) | Hours | 439 |
| Junior Management (Assistant Manager, Deputy Manager & Manager) | Hours | 1,416 |
| Staff & Permanent Workers (All Executives, Assistants & Trainees) | Hours | 8,922 |
| Temporary Workers | Hours | 1,274 |



Our training framework is designed to build well-rounded professionals by addressing a broad spectrum of development needs ranging from safety and technical expertise to behavioural and soft skills. While technical learning sharpens role-specific capabilities, behavioural programs emphasize collaboration, communication, and leadership qualities that are essential in today's workplace.

To ensure structured development, we roll out a yearly training calendar that reflects the priorities identified through performance reviews, feedback

channels, and skills assessments. This plan provides employees with guided opportunities to strengthen core competencies and build future-ready skills.

At the same time, we recognize that business priorities and workplace needs can shift rapidly. To address this, we supplement our annual plan with ad hoc trainings that respond to emerging requirements, enabling our teams to stay adaptable, resilient, and aligned with organizational goals.

| Type of training | FY 2024-25 |
|----------------------|------------|
| | Hours |
| Behavioural | 684 |
| IT | 864 |
| Safety | 1,883 |
| Technical/functional | 3,985 |

8.2.3 Employee performance and career development reviews

To monitor progress and pinpoint opportunities for growth, we conduct an annual performance appraisal for all eligible employees. We are committed to ensuring full participation, with 100% of those eligible completing the evaluation process each year.

| Sr no | Category | Unit | Employees |
|-------|---|------------|-----------|
| 1 | Senior Management | Nos | 9 |
| | (General Manager & Above) | Percentage | 100% |
| 2 | Middle Management | Nos | 7 |
| | (Senior Manager to Deputy General Manager) | Percentage | 100% |
| 3 | Junior Management | Nos | 53 |
| | (Assistant Manager, Deputy Manager & Manager) | Percentage | 100% |
| 4 | Staff & Workers | Nos | 440 |
| | (All Executives, Assistants & Trainees) | Percentage | 100% |
| | Total | | 509 |

8.3 Health and Safety

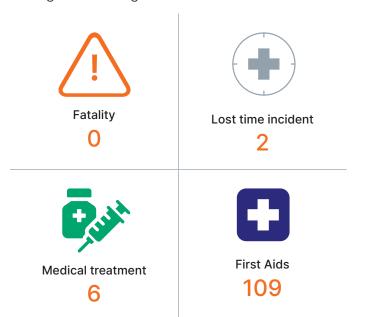
Creating a secure and transparent work environment where employees feel confident reporting safety concerns is fundamental to our approach. We place strong emphasis on capturing near-miss incidents as early indicators of potential risks, allowing us to address hazards before they lead to serious accidents.

This proactive culture is supported by rigorous tracking of safety incidents and thorough root cause investigations. These insights enable us to implement targeted corrective actions that prevent recurrence and continuously enhance workplace safety.

Our Safety Committee, comprised of representatives from various departments, plays an essential role in this process. They lead critical initiatives such as Hazard Identification and Risk Assessment (HIRA) and Environmental Aspect Impact (EAI) evaluations, providing a strategic framework for managing workplace and environmental risks.

Beyond oversight, the committee is responsible for delivering tailored training programs that equip employees with the knowledge and skills necessary to identify and safely navigate potential hazards. Their comprehensive efforts ensure ongoing improvements to safety protocols and reinforce our unwavering commitment to employee well-being.

Complementing these initiatives are stringent safety standards, regular training, and thorough risk assessments, all aligned to reduce workplace incidents and foster a sustainable culture of safety throughout the organization.



The organization is advancing its operational safety framework by leveraging innovative digital solutions, prominently through the deployment of the comprehensive WELSAFE platform. This enterprise-wide system incorporates 13 purpose-built modules that enhance the management and oversight of critical safety functions ranging from real-time safety monitoring and incident documentation to the governance of work permits. By facilitating the structured reporting of unsafe practices and conditions, WELSAFE cultivates a vigilant and prevention-oriented safety culture across all organizational tiers.

A major safety improvement has been achieved through the modernization of the quenching process, replacing traditional oil with a polymer-based medium. This change significantly lowers exposure to fire risks, as polymers offer enhanced resistance to ignition, thereby strengthening workplace safety and reducing hazard potential.

Automation continues to play a pivotal role in risk reduction with the introduction of robotic systems in the press area, tasked with the precise application of glass powder. This technological upgrade minimizes human involvement in highrisk tasks, mitigates injury possibilities, and contributes to streamlined production cycles, elevating both safety standards and operational throughput.

Complementing these technological innovations is a sustained commitment to workforce safety competence and awareness. Regular monthly training sessions engage both employees and workers, reinforcing a culture of health and safety vigilance. Although the organization suspended the traditional March Safety Week this fiscal year, it compensated by delivering a breadth of targeted awareness initiatives and training programs, collectively totalling 589 hours, ensuring continuous knowledge enhancement and proactive risk management.

4,524

Total annual safety training man-hours for employees and workers

0.64

LTIFR

Training man-hours chart



List of safety trainings we conducted this year

| Training Topics | |
|---|------------------------------------|
| Accident Investigation | Hot work safety |
| Accident prevention | Implementation of 5S |
| Awareness on ESG | Importance of aspect impact |
| Behaviour based safety | ISO 14000 |
| Chemical handling | ISO Training |
| Compressed gas handling | Kaizen |
| Emergency preparedness | LOTO Permit |
| Fire demonstration | Material Handling |
| Fire extinguisher demonstration | Near miss reporting |
| First aid | PPE Awareness |
| General safety awareness | Risk assessment |
| Grinding Safety | Safety Induction (For New Joiners) |
| Handling of compressed gas cylinders | Safety Management |
| Hazard Identification and Risk assessment | Work at height |
| Health Awareness | Work permit |

The organization actively cultivates a safety-first mindset by initiating a collective safety pledge every Monday, engaging all employees in a unified commitment to prioritize and uphold rigorous safety standards. This recurring practice reinforces the fundamental belief that safeguarding colleagues is not just a policy but a core value demanding continuous attention and conscientious effort.

In support of this vision, the company annually hosts a Safety Poster Challenge, inviting employees to channel their creativity into articulating impactful safety messages. This initiative serves as both a platform for innovative expression and a strategic tool to embed critical safety awareness throughout the organization. The visually compelling posters, showcased prominently across facilities, act as enduring reminders of the collective responsibility to embed safety at the heart of every operational activity.

8.4 Corporate Social Responsibility

As the organization pursues its business growth ambitions, it concurrently prioritizes driving inclusive and sustainable development across our community ecosystems. Surpassing regulatory CSR requirements, the company proactively channels investments into strategic initiatives that enable enduring social impact, embodying a visionary approach to fostering shared value and transformative community advancement.

Our CSR endeavours are executed through the Welspun Foundation, which spearheads programs across multiple domains including educational empowerment, livelihood enhancement, sustainable agriculture, healthcare and safety, environmental stewardship, resilient infrastructure development, and safety awareness campaigns. Central to the Foundation's mission is a deeprooted commitment to community engagement, underscored by active employee participation through volunteering, which amplifies the impact and fosters a culture of shared responsibility.

RO system installation in nearby schools



Road repairs in villages



In Selod village, the organization executed a road rehabilitation initiative aimed at enhancing local infrastructure while promoting sustainable resource utilization. This project innovatively integrated slag waste from our operations into the construction process, delivering a resilient transportation solution that simultaneously advances waste reduction and supports the circular economy within the community.





Incorporating Responsible Practices

WSSL embeds sustainability into every aspect of its operations, viewing responsible practices as essential drivers of long-term competitiveness and stakeholder value. By uniting environmental stewardship, social responsibility, and governance integrity with operational excellence, the company ensures resilient growth and meaningful societal impact.

WSSL's approach to responsible growth is anchored in operational excellence, regulatory compliance, and stakeholder value creation. The company maintains unwavering commitment to Environmental, Health, and Safety (EHS) regulations, tracking compliance metrics to ensure 100% adherence across all operations. This foundation of regulatory integrity enables confident pursuit of broader sustainability objectives while safeguarding operational continuity.

Customer satisfaction remains central to business strategy, with advanced Customer Relationship Management (CRM) systems deployed to enhance service delivery, strengthen relationships, and consistently exceed client expectations. By prioritising customer-centricity alongside regulatory excellence, WSSL creates a platform for sustained market leadership and trust-based partnerships.

Building on this foundation, the organisation has implemented comprehensive continuous improvement programmes, including Kaizen and 5S methodologies at manufacturing facilities. Progress is systematically monitored through structured assessment protocols and quantified via a Kaizen Health Score (KHS), enabling data-driven identification of enhancement opportunities and sustained operational advancement.



Supply chain sustainability represents a critical pillar of this integrated approach. WSSL recognises that responsible sourcing is essential for operational resilience, market responsiveness, and long-term value creation. The company is committed to engaging and assessing all Tier 1 suppliers against ESG criteria, ensuring that ethical standards and sustainability principles extend throughout the value chain while mitigating inherent social, environmental, and governance risk.

9.1 Sustainable supply chain

To drive long-term sustainability and operational excellence, we actively cultivate local partnerships and invest in enhancing the capabilities of our supplier network. By supporting micro, small, and medium enterprises, particularly within Gujarat, we foster shared value that benefits both our business and the surrounding communities.

Overall, 93% of the raw materials we procure originate from within India. Sourcing from MSME's/small producer account for 38% of our total sourcing operations. This strategic focus on local procurement bolsters the regional economy, reduces transportation costs and associated carbon emissions, and enables a more agile and responsive supply chain.

Central to our sustainable supply chain philosophy is a rigorous quality management supported by а comprehensive procurement strategy and stringent material standards. We maintain clear supplier terms and conditions that compel adherence to labor rights, ethical practices, regulatory compliance, and environmental responsibilities, ensuring that responsible sourcing is embedded throughout the supply chain.

Our overarching commitment to sustainability also encompasses enhancing supply chain efficiency, promoting transparency, and championing principles such as human rights, fair labor standards, environmental stewardship, and anti-corruption measures. This multi-faceted approach solidifies the foundation for ethical and sustainable procurement practices aligned with our organizational values and stakeholder expectations.

As part of our commitment to sustainability, accountability, and ethical business practices, we have established clear targets for Environmental,

Procurement from within India

93%

Procurement from MSME/small producer

38%

Social, and Governance (ESG) integration within our supply chain. By 2028, we aim to conduct ESG assessments for 100% of our critical suppliers, extending this evaluation to include all tier 1 suppliers. Additionally, ESG-focused workshops will be delivered to all critical suppliers with plans to broaden these programs to encompass all tier 1 suppliers by 2030, reinforcing our dedication to responsible supplier engagement.

In parallel, technology serves as a critical enabler in strengthening our customer-centric approach as we expand into dynamic global and domestic markets. We have deployed advanced technologies that optimize supply chain and warehouse management and enhance transparency and oversight throughout these operations. This technological backbone efforts to maintain supports our ongoing open and transparent vendor relationships while consistently meeting stringent quality and compliance standards to fulfil customer requirements.

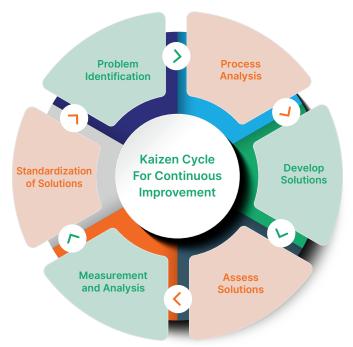
Together, these initiatives form an integrated strategy that advances not only operational excellence but also the sustainable and ethical evolution of our supply chain ecosystem.

9.2 Enhanced efficiency through Kaizen and 5S

At WSSL, continuous improvement is embedded as a defining organisational discipline a perpetual catalyst for agility, precision, and customer confidence. Guided by the Kaizen philosophy, the company fosters an ecosystem in which every employee is empowered to identify nuanced opportunities for advancement, recognising that even incremental refinements can cumulatively yield transformative gains in performance, quality, and stakeholder value.

dedicated Kaizen Steering Committee orchestrates this framework, ensuring enterprisefocus. Performance wide alignment and trajectories are monitored through an analytically driven Kaizen Health Score, informed by structured progress audits and real-time metrics. Insights from this process fuel high impact, cross functional strategy sessions in the Obeya room; a collaborative command centre where data is interrogated, process bottlenecks are challenged, and innovation roadmaps are refined to advance key performance benchmarks.

Complementing this governance architecture, the phased deployment of the 5S methodology embeds operational discipline, optimised spatial efficiency, and safety excellence across work environments. Together, these interlinked mechanisms convert continuous improvement from a management concept into a strategic advantage fortifying WSSL's operational backbone and positioning the organisation to sustain peak performance in an increasingly competitive industrial landscape.



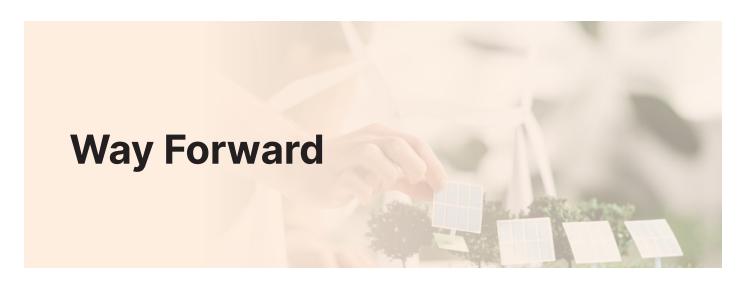
9.3 Customer Relationship Management

At WSSL, customer trust and satisfaction are positioned as strategic imperatives, guiding how relationships are built, managed, and strengthened over time. An integrated Customer Relationship Management (CRM) framework enables the company to stay closely connected with clients, streamline service processes, enhance product quality, and improve operational efficiency. Feedback channels are structured so that all queries, complaints, or concerns are first addressed by the marketing team and then routed to the quality function for resolution and systemic improvement.

Customer insights are captured through regular satisfaction surveys, with a goal of achieving a 100% satisfaction score from each surveyed client by 2030. These surveys provide actionable intelligence to refine offerings, meet evolving requirements promptly, and reinforce loyalty. By combining proactive engagement with consistent delivery of superior quality products and services, WSSL sustains its competitive edge while fostering long-term, trust based partnerships.







WSSL embeds Environmental, Social, and Governance (ESG) priorities into every aspect of its operations, driving responsible growth through clear targets and measurable outcomes in sustainability, workforce wellbeing, and governance excellence. Transparent reporting and active stakeholder engagement ensure accountability, build lasting trust, and generate enduring value for all stakeholders.

Transparency and accountability remain central to WSSL's ESG agenda, shaping how progress is measured, managed, and communicated. By openly reporting both achievements and areas needing improvement, the organisation strengthens stakeholder trust and builds a foundation for continuous advancement. This approach extends beyond governance into customer engagement, where a focus on product quality, open dialogue, and responsiveness to feedback ensures solutions consistently meet or exceed expectations, reinforcing long-term partnerships built on trust and mutual value.

Safeguarding people is an equally critical priority. Rigorous safety protocols, targeted training programmes, and systematic risk monitoring are embedded across all sites to protect employees, contractors, and visitors. This prevention driven safety culture minimises incidents while empowering the workforce to take accountability for wellbeing at work. Complementing these measures, strategic investment in human capital through tailored learning, upskilling, and capability building initiatives enhances technical expertise, stimulates innovation, and equips teams for evolving industry demands, strengthening organisational resilience.

These governance, people, and customer centric initiatives align seamlessly with WSSL's environmental commitments. The company continues to expand the share of renewable energy in its operations and deploy advanced energy efficiency technologies to reduce carbon intensity. By linking operational excellence with environmental and social priorities, WSSL advances its contribution to global climate objectives while creating enduring value for stakeholders and the communities in which it operates.



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