



**SUSTAINABILITY
REPORT
FY'24-25**

Chairman's Message

“As industries world wide accelerates toward a low-carbon future, our responsibility as a critical component supplier has never been more evident or more urgent. Sustainability for us is not a separate initiative it is a central driver of how we operate, innovate, and contribute to society.”

Dear Readers,

It gives me great pride to present the **first Sustainability Report of Roots Industries India Private Limited (RIL)**. This milestone represents our commitment to transparently share our progress and impact across environmental, social, and governance (ESG) dimensions, and to set the foundation for a more sustainable future.

The year in review

FY 2024–25 was a year of growth and transformation for RIL. We continued to strengthen our presence as a diversified manufacturer through our key divisions: **Automotive Division, Furniture & Appliance Division, High Precision Engineering Division, Electric Vehicle Division, Electronic Division, Auto Products Division, and Metrology Laboratory Division.**

Governance remains a cornerstone of our journey. Our Board, supported by long-standing **independent directors**, ensures objectivity, accountability, and resilience in decision-making. The Apex Committee, Ethics Committee, and CSR Committee provide further oversight, reinforcing sustainability at the highest levels of leadership.

On the path of ESG

On the environmental front, we adopted **electric vehicles for internal logistics**, rolled out **energy conservation measures**, installed **water-saving fixtures**, and expanded **waste segregation and recycling systems** across facilities.

Sustainability is equally about people. In FY 2024–25, **14% of our new hires were women**, an encouraging step as we continue to refine gender-neutral recruitment practices and promote inclusivity. Alongside diversity, we remain firmly committed to **safety, health, and well-being**, supported by our ISO 45001-certified systems.

We also advanced our extended impact through a **supplier engagement program**, aimed at building higher environmental and social standards across our value chain.

Way forward

While we take pride in the progress made, we recognize that this is only the beginning. Going forward, our focus will remain on advancing our three sustainability pillars **Climate Action, Responsible Operations, and People & Partnerships.**

I extend my sincere gratitude to our employees, whose commitment drives our progress, and to our stakeholders for their trust and support. Together, we are building a sustainable, resilient, and responsible supply chain.

Sincerely,

K Ramasamy
Executive Chairman & Managing Director
Roots Industries India Private Limited



Mr. K Ramasamy
Executive Chairman &
Managing Director

About the Report

At Roots Industries India Private Limited (RIL), sustainability is not an isolated function, it is embedded in the very fabric of our operations, shaping how we innovate, grow and contribute to the world around us. This document marks a significant step in our sustainability journey, as we present our first standalone Sustainability Report, offering a transparent, structured and forward looking account of our Environmental, Social and Governance (ESG) performance for the reporting period April 1, 2024 to March 31, 2025.

This report reflects the collective efforts of our teams to consolidate and communicate our progress, practices and priorities across the ESG spectrum. It captures key initiatives undertaken during the year, the outcomes delivered and the challenges encountered, serving both as a record of where we stand today and a roadmap for where we intend to go. More importantly, it sets the tone for our future commitments as we work toward building a responsible, resilient and regenerative enterprise, one that delivers lasting value to all stakeholders while minimizing its impact on the environment.

Reporting Scope and Framework

This Sustainability Report focuses on the operations of Roots Industries India Private Limited (RIL), located in Coimbatore, Tamil Nadu and engaged in the manufacture of parts and accessories for automotive, medical, aerospace & engineering applications. It includes group level policies and site level performance data relevant to the reporting period, which shape our overall sustainability direction.

We have based this report on the Global Reporting Initiative (GRI) Standards 2021, ensuring that it reflects our most significant impacts and the priorities of those we engage with. To maintain transparency and reliability, we have also applied essential quality related principles, accuracy, clarity, balance, comparability and timeliness, so that our performance is presented in a manner that is consistent and credible.

The material topics discussed in this report were identified based on their significance to our sustainability performance and long term objectives. These topics are structured under the three main pillars of Environmental, Social and Governance, providing a clear view of where we are making the most impact and where we aim to go next.

Forward looking Statements

Certain statements in this report reflect planned actions and expectations based on current assumptions and may be subject to change due to future developments.



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Company Overview

Engineering Sustainable Progress – Rooted in Responsibility, Driven by Innovation



At Roots Industries India Private Limited (RIL), we believe that true progress lies at the intersection of technological innovation, responsible manufacturing, and deep-rooted social commitment. Headquartered in Ganapathy, Coimbatore, Tamil Nadu, RIL is a diversified engineering and manufacturing company that has been a cornerstone of India's industrial evolution for over five decades.

With a legacy built on precision, integrity, and ingenuity, RIL has steadily expanded its capabilities across seven specialized divisions and five advanced manufacturing facilities, delivering solutions that span critical sectors such as automotive, electric mobility, electronics, medical devices, aerospace, and consumer products.

As a part of the Roots Group, RIL exemplifies a business ethos that goes beyond profit. Our operations are guided by a strong sense of ethical responsibility, a commitment to inclusive growth, and a vision of creating long-term value for our customers, employees, communities, and the environment.

Who We Are

Formally restructured as a private limited company in May 2023, RIL continues its journey as a trusted partner in India's industrial landscape, offering globally competitive, Made-in-India solutions to more than 15 international markets. Each of our seven divisions delivers niche capabilities backed by engineering excellence



Automotive Division

Horns, warning systems, vehicular components



Furniture & Appliance Division

Injection-moulded, foam-moulded, furniture and seating system



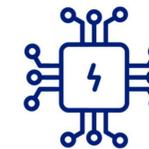
High Precision Engineering Division

CNC-machined components, high-level assemblies for aerospace and medical sectors



Electric Vehicle Division

Electric vehicles and components for clean mobility



Electronic Division

Embedded systems, controllers, and power electronics



Auto Products Division

OE and aftermarket automotive products



Metrology & Testing Laboratory

Advanced testing, calibration, and validation services

With a product portfolio spanning electromechanical systems, backup alarms, EV chargers, medical components, plastic and metal subassemblies, and digital controllers, RIL's diversified operations serve evolving needs across global supply chains.

A Global Business with Local Values

RIL's strategic presence across 15+ export destinations reflects its growing global footprint, while its deep community roots in Tamil Nadu speak to its commitment to inclusive local development. The company employs over 1,000 full-time personnel, investing not just in skills, but in livelihoods, dignity, and long-term well-being.

As part of our *Make in India for the World* philosophy, we aim to scale responsibly, embedding sustainability principles at the core of every product, process, and partnership.

RIL at a Glance



Governance Anchored in Integrity and Inclusion

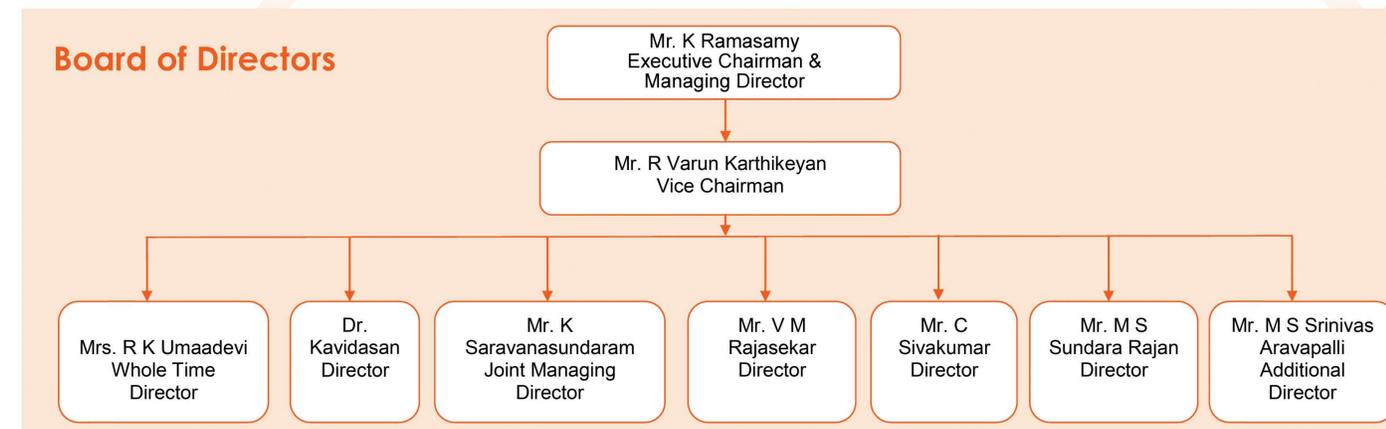
At Roots Industries India Private Limited (RIL), governance is not just a function, it's a foundational value that underpins every aspect of our operations and strategy. Our Board of Directors (BoD) serves as the apex decision-making body, guiding the organization with foresight, independence, and integrity.

The Board meets once every quarter, ensuring regular oversight of strategic, operational, and compliance matters. These quarterly meetings are structured to review business performance, assess risk and opportunity landscapes, and drive alignment with RIL's long-term sustainability and growth objectives.



The composition of our Board reflects a commitment to inclusive and balanced governance:

- ✓ A mix of **Executive and Independent Directors**, blending internal insight with external objectivity
- ✓ Presence of **two Independent Directors**, enhancing impartiality and strengthening accountability in decision-making
- ✓ **Diverse representation**, including a **woman director**, signalling our commitment to gender inclusivity and diverse leadership
- ✓ **Defined term limits**, which ensure continuity while welcoming fresh perspectives and innovative thinking



This governance structure enables RIL to uphold ethical stewardship, proactive compliance with evolving regulations, and alignment with the expectations of our stakeholders ranging from OEM customers and suppliers to employees and the wider community.

In an era where ESG performance is becoming central to enterprise value, our Board's role is instrumental in steering the company towards resilient, responsible, and forward-looking growth. By embedding integrity, transparency, and inclusivity at the highest level of governance, Roots Industries continues to strengthen its position as a trusted partner and responsible corporate citizen.

Sustainability - Our Operating Principle, Not an Afterthought

As we present this Sustainability Report, it reaffirms our core belief that profitability and purpose can and must coexist. Sustainability at RIL is not a standalone initiative; it is a foundational principle guiding our actions across the environmental, social, and governance domains

We are investing in:



Vision, Mission, and Core Values

At Roots Industries India Private Limited (RIL), we are driven by a purpose that transcends profitability we are committed to building a legacy of innovation, responsibility, and positive impact. Our journey as a diversified engineering and manufacturing enterprise is guided by the belief that true business excellence lies at the intersection of technology, sustainability, and ethical governance.

As we grow and diversify across geographies, sectors, and technologies, our Vision, Mission, and Core Values serve as the foundation of our identity and the compass for every strategic and operational decision. Together, they define who we are, what we stand for, and how we aspire to shape the future.

Our Vision

“Our Vision is to become India's leading supplier of Mechatronic Products with global standards in terms of Quality, Delivery & Cost using environment friendly technologies to all the niche segments.”

This aspirational vision reflects our unwavering commitment to shaping a better world through everything we do, from precision manufacturing and engineering innovation to community upliftment and environmental stewardship.

We realize this vision through a set of enduring principles:

- Sustaining a leadership position as a trusted, forward-thinking solutions provider to global OEMs and institutional clients
- Creating long-term stakeholder value through customer-centric innovation, enduring quality, and reliable partnerships
- Fostering a free-spirited, inclusive, and intellectually enriching workplace, where creativity, ownership, and diversity thrive
- Encouraging individual and collective social responsibility, where employees actively contribute to social development and purpose-led initiatives
- Embracing clean, efficient, and sustainable technologies, aligned with global standards for quality, energy efficiency, and environmental impact

Our vision is not a static goal, it is a living, evolving promise to act responsibly, grow sustainably, and contribute meaningfully to the ecosystems in which we operate.

Our Mission

Our mission embodies our approach to day-to-day business: to act with purpose, precision, and responsibility in every function and interaction. We believe that delivering excellence should not come at the expense of people or the planet.

“Our Mission is to exceed customer's expectations by offering best services & products of the best quality at the most competitive prices and to achieve significant continual improvement through reduction in all forms of waste and optimum use of all type of resources under a safe working environment at Roots Industries India Private Limited.”

- **Eliminating all forms of waste**, by optimizing design, manufacturing, packaging, and logistics across the product life cycle
- **Harnessing resources efficiently**, ensuring optimal utilization of materials, energy, water, and talent
- **Creating a safe, ethical, and inclusive work environment** that respects human rights, encourages growth, and ensures dignity for all
- **Integrating sustainability and quality into every process**, from R&D and procurement to customer service and product delivery



This mission fuels our agility, resilience, and ability to respond to the changing expectations of our customers, regulators, employees, and communities while staying rooted in our sustainability commitments.

Our Core Values

Our Core Values are not just organizational ideals, they are the living principles that shape RIL's culture, guide our decision-making, and ensure we stay aligned with our long-term vision. These values are instilled in every employee and reflected in how we build relationships, solve problems,



1. Integrity

We conduct all our activities with honesty, fairness, and the highest ethical standards. We take responsibility for our actions and honour our commitments to our clients, our people, our suppliers, and society.

2. Transparency

We believe in openness and accountability. Through clear communication and truthful disclosures, we build trust with our stakeholders and ensure that our decisions are informed, inclusive, and responsible.

3. Quality

Quality is at the core of our identity. We pursue excellence in every detail whether in product design, customer service, or sustainability outcomes backed by robust systems, skilled people, and a spirit of continuous improvement.

4. Commitment

We deliver on our promises with purpose and passion. Whether it is meeting a production deadline, upholding environmental regulations, or engaging in community development, our commitment defines our credibility.

These values inform our approach to sustainability, talent management, stakeholder engagement, and innovation. They are not static they evolve with us and are expressed every day in how we think, operate, and grow.

At RIL, our Vision, Mission, and Core Values form the backbone of our sustainability journey. They guide how we create products that serve real human needs, how we engage with communities, how we build trust with global clients, and how we prepare for a future where businesses must be responsible stewards of natural, human, and technological capital. As we advance, we remain committed to leading with conscience ensuring that our growth journey is not just profitable, but principled, inclusive, and sustainable.

Our Presence



Coimbatore

At Roots Industries India Private Limited (RIL), all our manufacturing and engineering divisions are located close to each other in Coimbatore, Tamil Nadu. This proximity enables close coordination between units, efficient production flow and quicker decision making across departments.

RIL's presence in Coimbatore includes the following divisions:

- Automotive Division
- Furnitures & Appliance Division
- High Precision Engineering Division
- Electric Vehicle Division
- Electronic Division
- Auto Products Division
- Metrology & Testing Laboratory

Together, these divisions create an integrated ecosystem that drives innovation, quality and sustainability, delivering high performing solutions to customers worldwide while remaining deeply connected to our community.

Growth Trajectory

The journey of Roots Industries India Private Limited (RIL) began in 1970 with a focus on manufacturing electric horns for the automotive sector. What started as a single product enterprise soon grew into a trusted name known for engineering excellence, product reliability and customer focus. As the flagship company of the Roots Group, RIL gradually expanded its scope across sectors and geographies, transforming into a diversified manufacturing powerhouse. Today, its solutions are embedded in the value chains of some of the world's leading automobile brands, reflecting a legacy built on innovation, quality and long term partnerships.

- 1970** **Roots Automotive Division**
 Established as RIL's first manufacturing division, producing world class electric horns and automotive components for both domestic and export markets. Expanded to become one of the world's largest horn manufacturers.
- 1995** **Roots Metrology & Testing Laboratory**
 Commissioned to provide advanced testing, calibration, and validation services meeting both national and international quality standards.
- 2005** **High Precision Engineering Division (HPED)**
 Launched to cater to precision CNC machining, turning, and component manufacturing for sectors such as automotive, aerospace, and engineering.
- 2013** **Syona Roots (Furniture Division)**
 Diversified into high quality, ergonomic modular furniture for offices, educational institutions, and commercial spaces, blending comfort, design, and sustainability.
- 2018** **Roots Naveo**
 Entered into the wide range of in-campus electric vehicle market, supporting the shift towards green mobility.
- 2021** **Roots EMS (Electronics Manufacturing Services)**
 Started to deliver high quality PCB assembly, sub-assemblies, and complete product solutions for automotive, electronics, and consumer applications.
- 2023** **Transformation to Roots Industries India Pvt. Ltd.**
 The organization transitioned into a Private Limited Company on May 15, 2023, marking a governance milestone.
- 2024** **Auto Products Division (APD)**
 Latest expansion, adding new facilities to produce a wider range of precision automotive products with a focus on technological upgrades and efficiency.

Global Growth

RIL has established full-fledged manufacturing capabilities and a business presence in multiple regions, exporting to 15+ countries and serving diverse mobility and engineering sectors.

From its early focus on sound signaling to precision components, metrology and furniture, RIL has continuously evolved by embracing technological advancements, indigenous talent and a forward looking mindset. Its transformation into a Private Limited Company in May 2023 signals a new chapter, marked by sharper focus on global standards, sustainable manufacturing and stakeholder value creation.



Product Line

Roots Industries India Private Limited (RIL) offers a diverse and evolving portfolio of products that reflect its journey from a single product manufacturer to a multi division engineering and manufacturing company. What began with acoustic signaling devices has expanded into a robust suite of offerings across automotive electronics, precision components, institutional furniture, metrology and R&D services. Each product line is developed with an emphasis on quality, safety and sustainability, serving the needs of OEMs, Tier-1 suppliers, public institutions and international markets. RIL's ability to integrate customer requirements with advanced engineering, supported by strong in house research and testing infrastructure, has enabled it to consistently deliver reliable, future ready solutions across sectors such as mobility, healthcare, aerospace and infrastructure.

Sound Signaling Devices

RIL's legacy product line includes a wide range of electric and electronic horns designed for two wheelers, passenger cars, commercial vehicles and industrial equipment. Flagship models such as Windtone, Supertone, Viebrosonic, Roots 90 and Megasonic are widely recognized for their durability and sound performance. The company also supplies water tight, sealed horns for defense use, built to meet rigorous quality and reliability standards.

Automotive Electronic Products

To support modern vehicle safety and electrical efficiency, RIL manufactures reverse alarms, smart USB chargers, mechanical and electronic battery disconnect switches and DC-DC converters. These products help optimize power systems, user safety and overall vehicle performance.

Precision Engineering Components

Through its High Precision Engineering Division, RIL delivers high accuracy components and sub assemblies for medical, aerospace and flow control industries. These are produced under stringent quality conditions using advanced CNC and metrology tools.

Furniture for Offices and Educational Institutions

Under the Syona brand, RIL offers ergonomic seating solutions for offices, institutions and public spaces. The range includes executive chairs, auditorium seating and airport gang chairs, combining comfort, durability and modern design.

Metrology, Calibration Services & Testing Services

RIL's NABL accredited Metrology Division provides dimensional and electronic calibration, third party inspection and training. It serves both internal needs and external clients across automotive, aerospace and industrial sectors.

R&D and Product Development

RIL's innovation ecosystem includes advanced CAD/CAM platforms, electronics labs and testing facilities such as anechoic and environmental chambers. These support product development, validation and continuous improvement across all divisions.

Product Development Timeline

Over the decades, Roots Industries India Private Limited (RIL) has demonstrated a consistent ability to anticipate market trends and respond with timely innovation. Its growth has been shaped not just by scaling production, but by strategically entering new sectors, adopting advanced technologies and diversifying its capabilities to meet changing industry needs. From pioneering electric horns in the early years to building high precision components for medical and aerospace sectors, RIL's development journey reflects a deep commitment to quality, adaptability and customer centric engineering. Each milestone in this timeline

1970 - Roots Automotive Division

Founded to produce electric horns and automotive components, growing into a global market leader.

1982 - Automotive Horns Expansion

Increased manufacturing capacity to meet rising domestic and export demand.

1984 - Castings / Air Horns

Began producing cast components and heavy-duty air horns for commercial vehicles.

1986 - Tool Room

Set up in-house tooling capabilities to support precision

1988 - Injection Moulding

Added plastic component manufacturing for enhanced product diversity.

1990 - Cleaning Equipment Division

Launched sweepers and scrubbers for industrial, commercial, and municipal use.

1995 - Roots Metrology & Testing Laboratory

Established advanced facilities for testing, calibration, and quality validation.

2005 - High Precision Engineering Division (HPED)

Started CNC machining for automotive, aerospace, and industrial sectors.

2013 - Syona Roots (Furniture Division)

Introduced ergonomic modular furniture for offices and institutions.

2018 - Roots Naveo

Entered the electric vehicle market to support green mobility.

2021 - Roots EMS (Electronics Manufacturing Services)

Began PCB assembly and electronic product manufacturing.

2021 - Roots Advanced Cleaning Equipment

Rolled out advanced cleaning and environmental maintenance solutions.

2024 - Auto Products Division (APD)

Opened new facility for high-precision automotive product manufacturing.

Institutional Collaborations

The company collaborates with institutions such as IIT Chennai and PSG Tech and is an active member of CII, ACMA, SAE and other industry bodies, reinforcing its commitment to innovation, policy advocacy and shared progress.

Market Footprint

Over the years, Roots Industries India Private Limited (RIL) has transformed from a domestic manufacturer into a globally connected enterprise with a growing international footprint. This evolution has been driven by a commitment to quality, precision engineering and a deep understanding of customer needs across regions. RIL's ability to consistently meet the performance, safety and compliance expectations of both Indian and international markets has earned the trust of leading OEMs and Tier-1 suppliers. While its roots remain firmly embedded in India, the company's products now travel across continents, powering vehicles, equipment and systems in some of the world's most advanced economies. This blend of global outlook and local strength forms the foundation of RIL's long term growth strategy.

Global Reach

RIL exports to over 15 countries including the United States, Germany, Canada, France, Brazil, Japan and the UAE, serving automotive, mobility and industrial clients through direct supply and distribution networks.

Domestic Presence

With seven integrated manufacturing facilities in Coimbatore, Tamil Nadu, RIL ensures operational efficiency, rapid coordination and a strong connection to regional talent and infrastructure.

OEM and Aftermarket Leadership

RIL partners with major OEMs like Toyota, Volkswagen, BMW, Mahindra and Tata Motors. It also leads India's electric horn aftermarket with a dominant 65% market share, supported by a widespread service and dealer network.

Awards and Achievements

At Roots Industries India Private Limited (RIL), excellence is not a destination, it is a continuous journey shaped by innovation, responsibility and unwavering quality. The reporting year reaffirmed this ethos with a series of recognitions that celebrated our commitment to customers, communities and sustainability.

A significant highlight of the year was the 10 PPM Quality Award 2023 bestowed by PACCAR, a global leader in commercial vehicles. RIL's Horn Division achieved zero defects (0 PPM) in the supply of backup alarms to PACCAR's plants across North America, Mexico and Canada.



Adding to our proud legacy of customer trust, Caterpillar recognized RIL with the Supplier Excellence Recognition, Certified Level, 2024, marking the eighth consecutive year of this honor. The award acknowledged our consistent performance, zero defect deliveries and enduring partnership.



In the ESG domain, RIL's Automotive Division earned the Eco Edge Emerging Award 2023 from Škoda Volkswagen India through CII's sustainability platform, recognizing our proactive steps in environmental and social governance integration. Meanwhile, the High Precision Engineering Division (HPED) was awarded the GE Healthcare ESG Award 2023 and successfully completed GE's Supplier Responsibility Guidelines (SRG) Audit, testament to our strong alignment with global ESG expectations.

Eco Edge Emerging Certificate from Skoda Volkswagen thro CII



Winner of ESG Governance Award from GE Health Care



HPED also made significant strides in global ESG disclosure frameworks. Through Philips Healthcare India's CDP Assessment, RIL was rated C for Water Security and C - for Climate Change, reflecting compliance with international benchmarks. The division also completed Philips' Supplier Sustainability Programme (SSP) Audit with distinction. RIL was awarded the EcoVadis Bronze Medal for the year 2023.



Carbon Disclosure Project



Safety remains a core value and this was reaffirmed with the OHSE 2023, Star Award received by our Automotive and Furniture & Appliance Divisions from the National Safety Council, Tamil Nadu Chapter. This recognition celebrates our dedication to workplace safety, health and environment management systems.



These milestones are not just accolades, they are enduring symbols of our culture of continuous improvement, customer delight and responsible growth.

Sustainability Strategy

At Roots Industries India Private Limited (RIL), sustainability is not an ancillary function but a core driver of long-term business resilience, stakeholder value creation, and responsible growth. Our sustainability strategy is built on the foundational pillars of Environment, Social, and Governance (ESG) each embedded into our organizational culture, operational systems, and strategic decision-making processes.

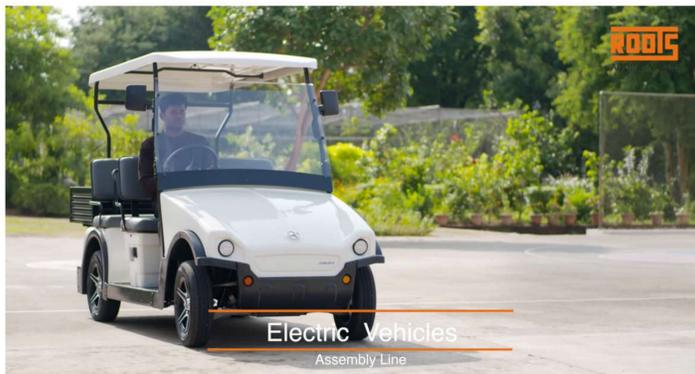
As a first-time reporter, this strategy reflects our intent to transition toward structured and measurable sustainability performance, aligned with national and global sustainability frameworks, stakeholder expectations, and sectoral trends.

Environmental Stewardship

RIL is committed to minimizing its environmental footprint across operations through a lifecycle approach to resource management and a focus on clean technology adoption. Our environmental strategy is guided by the principles of efficiency, circularity, compliance, and innovation, with key focus areas including:

- Energy efficiency and decarbonization: Continuous reduction of energy intensity through process innovations, fuel-switching initiatives, and increased adoption of electric mobility within operations.
- Climate action: Establishing a greenhouse gas (GHG) inventory under the operational control approach, enabling data-driven emissions management and preparation for future climate targets.
- Waste and water management: Optimizing water consumption through recycling and treatment, and strengthening waste segregation, reuse, and responsible disposal mechanisms.
- Sustainable product development: Investing in R&D to promote environmentally friendly product design and responsible sourcing practices.

Our environmental initiatives are aligned with our **ISO 14001-certified Environmental Management System** and are reviewed periodically to ensure effectiveness and continual improvement.



Social Responsibility

People are at the heart of our operations – whether employees, supply chain partners, customers, or local communities. Our social strategy is designed to create a safe, inclusive, and supportive environment, while contributing meaningfully to the well-being of society at large.

- Employee well-being: Providing safe and healthy workplaces underpinned by **ISO 45001 systems**, promoting work-life balance, and enabling professional growth through continuous training and engagement.
- Diversity, Equity & Inclusion (DEI): Fostering an inclusive culture that values gender diversity, equal opportunity, and freedom from discrimination across all levels of the organization.
- Labour and human rights: Upholding fair labour practices, ensuring compliance with national regulations, and promoting awareness and adherence to human rights principles throughout our operations and supply chain.
- Community engagement: Supporting local communities through need-based CSR programs focused on education, skill development, healthcare, and environment.

We aim to nurture a culture of individual social responsibility where every employee contributes to the collective impact of the organization.

Governance and Ethical Leadership

Robust governance is the foundation of responsible business conduct. At RIL, our governance strategy ensures that ethical leadership, risk management, and stakeholder accountability are embedded into the way we operate and make decisions.

- Board-level oversight: A well-structured Board of Directors composed of executive and independent directors, including one woman director, ensures transparent and balanced decision-making. The Board meets quarterly and plays a central role in shaping the company's strategic direction.
- Compliance and integrity: A strong emphasis on regulatory compliance, ethical behavior, and anti-corruption mechanisms across the organization.
- Transparency and accountability: Open communication with stakeholders through credible and timely disclosures, laying the foundation for trust and long-term partnerships.
- ESG integration into governance: As ESG considerations become more material to business, RIL is progressively working to embed ESG risk management, data tracking, and sustainability KPIs into its governance structure.

Through this sustainability strategy, RIL is laying the groundwork for long-term transformation, ensuring that business growth goes hand-in-hand with environmental responsibility, social equity, and governance excellence.

Stakeholder Engagement

At Roots Industries India Private. Limited. (RIL), we view stakeholder engagement as an ongoing, two-way process that shapes our sustainability journey. Our approach is designed to ensure inclusivity, responsiveness, and alignment with the diverse priorities of those who influence and are influenced by our operations.

Our Board of Directors, representing the highest level of governance, meets every quarter through formal Board Meetings to discuss financial performance, review ESG risks, assess updates from the CSR Committee, and evaluate long-term governance priorities. Senior management, operating one level below the Board, also convenes quarterly through Management Review Meetings (MRMs) to focus on legal compliance, environmental, health and safety (EHS) objectives, operational performance, and stakeholder feedback.

Employees form a vital internal stakeholder group and are engaged through a combination of quarterly meetings, daily workplace interactions, and targeted training programmes. Dialogue with employees covers topics such as job security, workplace safety, health and environmental concerns, skill development, and grievance redressal. Grievances are addressed as and when they arise, with open communication channels including notice boards, minutes of meetings, and direct engagement with supervisors.

Our local community interactions are facilitated through site managers, who act as a bridge between RIL and the surrounding neighborhoods. Feedback registers and regular face-to-face meetings allow for daily tracking of community needs and responses to environmental or operational concerns. Similarly, our relationships with suppliers are maintained through regular procurement reviews, audits, and development discussions to ensure ethical sourcing, compliance with quality and safety standards, and alignment with our environmental goals.

Key Stakeholders



Employee



Customer



Supplier



Investor



Local Community

Customers engage with RIL through regular visits, service interactions, and feedback mechanisms that address issues of product quality, delivery timelines, and innovation in sustainable offerings. Regulatory bodies remain an essential partner in our compliance landscape, with communication taking place through formal submissions, inspections, and scheduled consultations to meet all applicable environmental, labour, and safety requirements.

The frequency of engagement ranges from daily exchanges via email and notice boards to weekly circulars, monthly reviews, and quarterly governance meetings. This spectrum of interactions ensures that stakeholder concerns are not only heard but also integrated into our sustainability strategy. All inputs are documented and reviewed by the Sustainability Committee, which then recommends necessary actions to the CSR Committee, ultimately escalating material matters to the Board. This process ensures that our commitments remain anchored in the perspectives of our stakeholders, enabling RIL to build trust, maintain transparency, and deliver long-term value.

Stakeholder Engagement plan

SI No.	Stakeholder	ESG / Sustainability Topics	Communication		
			Frequency	Channel of Communication	Engagement Methods
1	Board of Directors	Financial Performance, ESG Risks, CSR Committee, POSH, Grievance Committee, Legal & Statutory Compliance	Every Qtr	Board Meeting	Virtual & Physical Meetings
	Apex Committee		Every Month	Apex Committee Meeting	
2	Senior Management (Department Heads)	Compliance to Legal Requirements EHS Objectives & Planning Action	Every Qtr	MOMs	MRM
3	Employee	Job Security, Safety, Health & Environment Compliance	Every Qtr	MOMs	Physical
		Grievance Redressal, Training	As and when required	MOMs	Physical
4	Site Manager (Proxy for Local Communities)	Feedback Register	Daily	Register	Physical
5	Customer	Product Quality, Cost & Recyclability Compliance to ESG Requirements	As per schedule	Report	Assessments / Audits
6	Supplier	Fair Pricing, Timely Payments Compliance to COC for Business Partners Requirements	As per schedule	Report	Assessments / Audits
7	Investor	CSR Committee, Legal & Statutory Compliance	Every Qtr	Board Meeting	Board Meeting
8	Industry Association	Industrial Development Proposals, Technology Trends & Grievance representation to Govt.	As per schedule	Report	Association Meetings
9	Service Providers	Safe & Environment Friendly Working Environment	As and when required	PO, Safe Work Permits	Acknowledgement
10	Contractors	Safe & Environment Friendly Working Environment	As and when required	PO, Safe Work Permits	Acknowledgement
11	NGOs / Civil Society	No Environment & Safety Issues, CSR Activities	As per schedule	Dialogues	Dialogue & Project Coloboration
12	Local Communities	No Environment & Safety Issues, CSR Activities	As per schedule	Board Meeting	CSR Meetings, Dialogues
13	Regulators / Government	Legal & Statutory Compliance, CSR Activities	As per schedule	Board Meeting	Board Meeting

Materiality Assessment

At Roots Industries India Private Limited (RIL), sustainability is not just an aspiration it is embedded in our decision-making, operations, and stakeholder relationships. In alignment with international sustainability standards and best practices, RIL has undertaken its first comprehensive Materiality Assessment to identify and prioritize the ESG issues that are most relevant to our business and to those impacted by it.

This assessment reflects our understanding that the success of a sustainability strategy depends on focusing on what truly matters. It ensures that our actions, disclosures, and future targets are rooted in the realities of our operational landscape and the evolving expectations of stakeholders. The process has guided us in determining which ESG topics pose the most significant risks and opportunities, and how these can be integrated into business planning and sustainability performance monitoring.

To begin, we developed a broad set of potential ESG topics based on industry benchmarking, review of global sustainability frameworks such as the **GRI Standards (2021) and Ecovadis assessment criteria**, and analysis of global and local sustainability trends. This initial topic pool captured environmental priorities (such as energy efficiency, waste management, and emissions reduction), social dimensions (including employee well-being, diversity, and health & safety), and governance aspects (such as business ethics, supply chain management, and regulatory compliance).

We then engaged a diverse group of stakeholders—both internal and external—to evaluate these topics through a dual-lens of business relevance and stakeholder impact. Our stakeholder mapping covered key groups including employees, senior management, Board members, suppliers, customers, service providers, investors, regulatory bodies, contractors, and local community representatives. These stakeholders were consulted through structured surveys and one-on-one interactions to gather insights into the perceived significance and potential impact of each ESG issue.

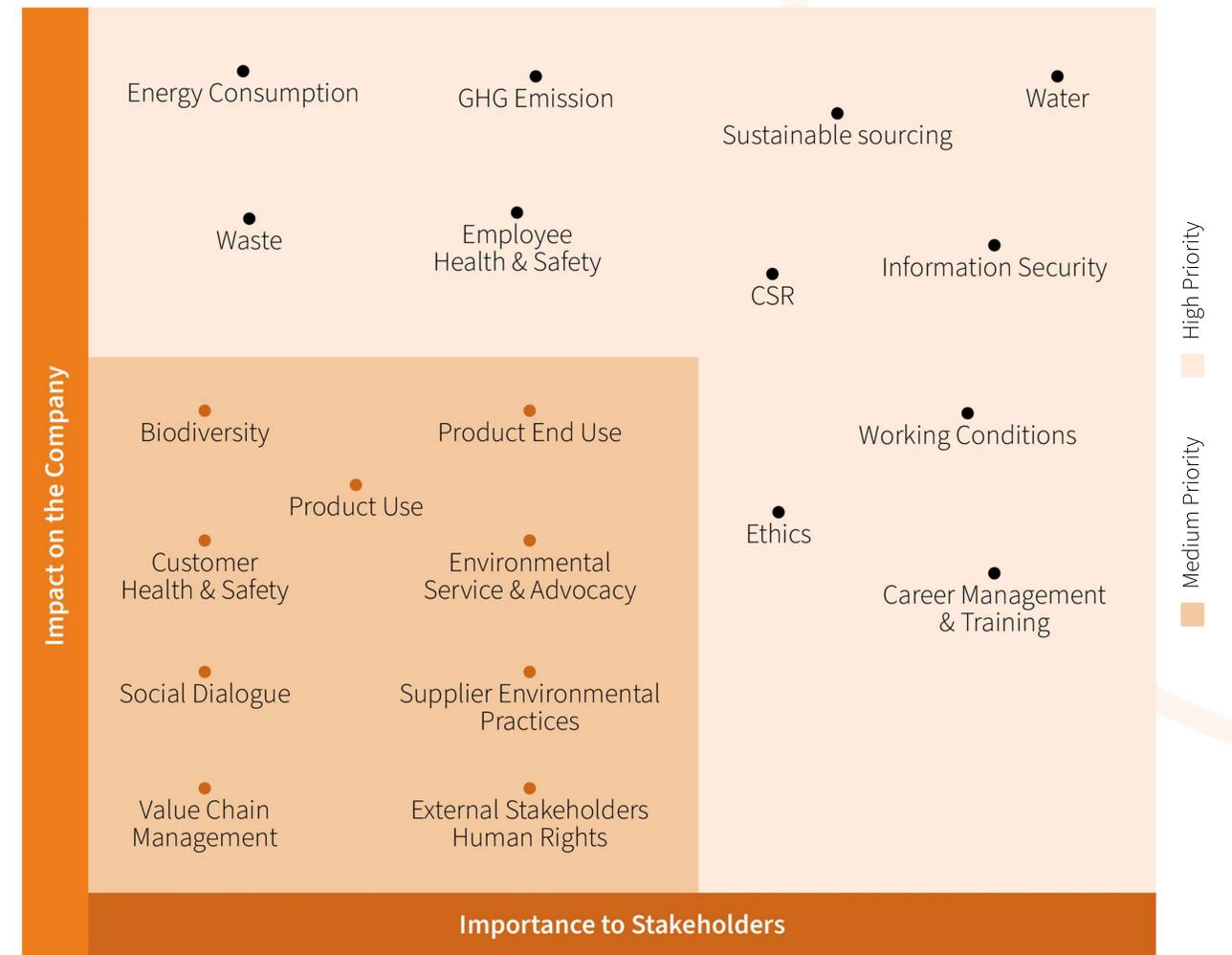
Each ESG topic was carefully reviewed through comprehensive stakeholder engagement and internal discussions to understand its relevance to RIL’s operations and broader sustainability goals. The input received was analysed to identify topics that align most strongly with both our business priorities and the expectations of our stakeholders. These material topics now serve as the foundation for our sustainability disclosures and strategic initiatives.

The results were plotted into a Materiality Matrix, visually mapping each topic based on two dimensions: its importance to RIL’s strategic and operational success and its significance to stakeholders and their concerns. Topics that scored highly on both axes were classified as “material” and now serve as the foundation for our sustainability disclosures and strategic actions.

The assessment was reviewed and validated by RIL’s senior leadership and cross-functional sustainability leads to ensure that the final set of topics reflects both our current operational realities and long-term strategic direction. This ensures that our ESG disclosures are not only relevant and reliable, but also support effective risk management, compliance readiness, and value creation.

As this is the inaugural Materiality Assessment for Roots Industries, there are no previous assessments for comparison. However, recognizing the evolving nature of stakeholder needs, regulatory landscapes, and sustainability risks, RIL is committed to revisiting this process periodically. Future assessments will build on this foundation and continue to reflect emerging priorities and developments in the sustainability landscape.

In addition to aligning with reporting standards, our materiality assessment reinforces RIL’s mission to act responsibly, create long-term stakeholder value, and support the global transition toward a more sustainable and inclusive economy. The materiality matrix that reflects this process and the final set of topics is presented on the following page.



Material Topics		
Environment	Social	Governance
Energy Consumption	Employee Health & Safety	Ethics
GHG Emissions	Working Conditions	Information Security
Water	Career Management & Training	Sustainable Sourcing
Waste	CSR	

Governance Structure

The Corporate Social Responsibility (CSR) Committee, chaired by an independent director, plays a pivotal role in aligning our ESG objectives with community impact. Reporting to this committee is the Sustainability Committee, headed by the Joint Managing Director, who in turn delegates execution responsibilities to the Head – ESG. This tiered structure allows for rigorous evaluation of sustainability initiatives, with the Sustainability Committee submitting recommendations to the CSR Committee, which are then escalated to the Board for final review and decision-making. This governance framework ensures that sustainability remains a Board-level priority, grounded in informed leadership and accountability.



At RIL, governance is grounded in fairness, ethics, and equitable treatment of all stakeholders. Our Code of Conduct outlines clear expectations around responsible behavior, non-discrimination, and inclusivity, applying to all employees, management, and business partners. We strive to ensure that employee compensation practices are performance-driven, transparent, and benchmarked to industry standards, with special focus on fair wages and equal pay for equal work. Beyond compliance, equity is actively promoted through training, feedback mechanisms, and inclusive workplace policies. Business ethics are embedded into our operations through continuous engagement and ethical decision-making frameworks that support a culture of integrity at every level. Independent Directors also provide feedback on senior executives, along with corrective action recommendations, which are subsequently addressed by the Board.

Our robust governance structure includes a well-defined audit and risk oversight framework to ensure compliance, integrity, and financial accountability. The Internal Audit function, operating independently, reports directly to the Audit Committee and conducts regular assessments of financial controls, operational risks, and compliance systems. Oversight of economic performance, capital allocation, and long-term value creation is managed by the Board and its sub-committees, ensuring alignment with strategic goals and stakeholder expectations. Roots Industries maintains a zero-tolerance approach to bribery and corruption. Our Anti-Corruption and Anti-Bribery Policy applies to all employees, contractors, suppliers, and partners, supported by mandatory training for relevant personnel and due diligence mechanisms for high-risk transactions and geographies. We are proud to report zero breaches of the Code of Conduct and zero violations of Anti-Bribery and Anti-Corruption policies in the reporting period. An anonymous Vigil Mechanism and Whistleblower Policy is in place to enable the safe reporting of ethical concerns, which is reviewed by the Ethics Committee for corrective action. These integrated governance and compliance systems uphold our commitment to ethical conduct and safeguard the integrity of our operations.

Flag Day contribution by employees to the benefit of Veteran Armed Forces Family is a demonstration of Individual social Responsibility.



Business Ethics

Governance Policy Framework

At Roots Industries India Private Limited, corporate governance is more than regulatory compliance—it is the cornerstone of responsible and ethical business conduct. The Group's governance framework is designed to uphold integrity, transparency, and accountability in every facet of operations. Through a comprehensive suite of policies, Roots ensures that its people, partners, and processes are aligned with stakeholder expectations and global sustainability standards.

At the heart of this framework lies the Code of Conduct and Business Ethics, which articulates clear standards of integrity for employees, business associates, and partners. This code acts as a moral compass for all personnel, from the shop floor to senior leadership, reinforcing a shared understanding of what responsible conduct entails. OEM clients and international partners view this commitment as a reflection of the company's professionalism and trustworthiness, which is critical in long-term collaborations.

The Conflict-of-Interest Policy empowers employees and decision-makers to identify and proactively disclose any personal or professional situations that could compromise impartiality. By enabling transparency in such matters, Roots builds a culture of openness that not only supports internal governance but also assures suppliers and OEMs of fairness in procurement, partnerships, and daily operations. This transparency is key in maintaining supplier confidence and ethical supply chain practices.

To safeguard the organization and its stakeholders from unethical influence, the Anti-Corruption, Anti-Bribery, and Anti-Money Laundering Policy outlines strict prohibitions against corrupt practices, both within the company and across its external engagements. Employees receive regular training on these policies, while suppliers and third-party intermediaries are subject to due diligence checks. OEM customers rely on such governance practices to ensure their own ESG commitments are met through partnerships with compliant and ethical vendors.

Roots Industries also enforces a Fraud Prevention and Detection Policy, which defines clear processes for identifying, reporting, and investigating suspected fraud. Internal controls are designed to protect both the company and its employees from reputational or financial harm. This policy also extends trust to our supplier ecosystem, ensuring that contractual engagements are executed fairly and transparently, thereby minimizing risks for all value chain participants.

In a digital-first business landscape, the Information Security Policy plays a crucial role in protecting proprietary and personal data. Employees are trained to handle information responsibly, and secure systems are in place to protect OEM data, customer specifications, and supplier records. Similarly, the Intellectual Property and Confidentiality Policy ensures that technical know-how and collaborative innovations with clients or vendors are shielded against unauthorized use or disclosure. This is especially significant in the automotive components sector, where safeguarding design IP and manufacturing processes is essential to competitive advantage.

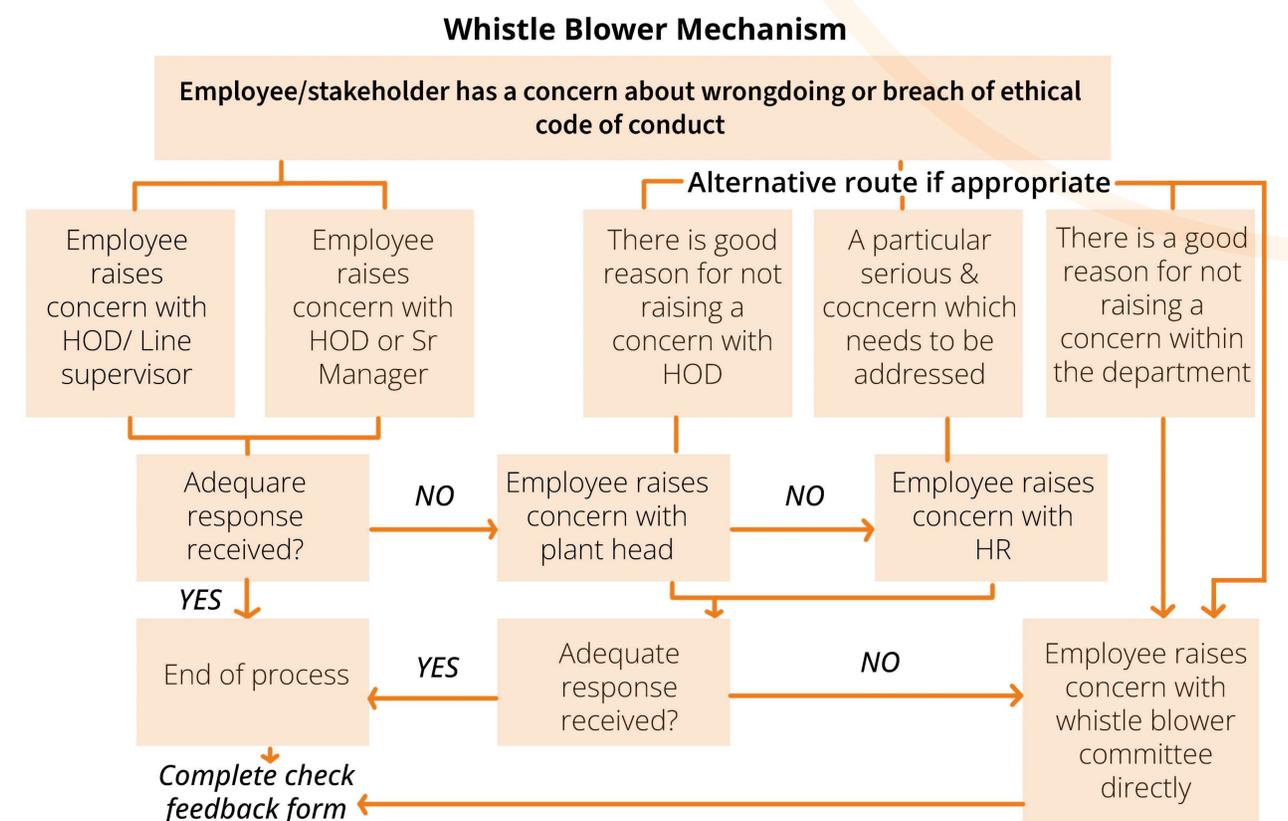
Our Responsible Sourcing and Conflict Minerals Policy strengthens the Group's procurement framework by promoting ethical, traceable, and sustainable sourcing practices. This approach reassures OEMs and global customers that their extended supply chains meet human rights and environmental standards. At the same time, it provides guidance to suppliers, encouraging them to align with internationally accepted norms, thereby elevating overall supply chain responsibility.

To navigate the complexities of cross-border business, Roots maintains an Export Controls and Economic Sanctions Policy that ensures full compliance with international trade regulations. This not only protects the company from legal risk but also offers assurance to OEMs and export-oriented partners that our business practices conform to globally accepted trade standards and geopolitical sensitivities.

The Whistleblower Policy underscores the company's belief in open dialogue and accountability. Employees, suppliers, and external stakeholders are encouraged to report ethical concerns through secure and confidential channels without fear of retaliation. This open-door approach reinforces a culture of trust, safety, and responsibility throughout the organization and among its extended network.

RIL also adopts a proactive and structured approach to Risk Management with a policy in place, integrating it into strategic and operational processes to safeguard business objectives and stakeholder interests. The company identifies, assesses, mitigates, and monitors risks—ranging from operational and financial to regulatory and reputational—through a robust internal control system, regularly tested for effectiveness via internal audits.

The implementation and effectiveness of these governance policies are overseen by a dedicated Ethics Committee, which includes representation from key functions and ensures alignment with company values and stakeholder expectations. The committee reviews policy adherence, investigates grievances, and ensures that governance mechanisms evolve in response to both internal insights and global developments.



Code of Conduct

Roots Industries India Private Limited fosters a governance culture rooted in ethical conduct, business integrity, and compliance. The Code of Conduct, applicable to employees and all business partners, sets clear expectations on responsible behavior, aligning with both legal obligations and international standards such as those from the ILO and the UN Global Compact. It mandates that every stakeholder whether internal or external adhere to principles that promote transparency, respect for human rights, and environmentally sound practices.

A key pillar of this Code is business ethics, which encompasses anti-bribery, anti-corruption, fair competition, and responsible sourcing. RIL explicitly prohibits all forms of bribery, fraud, and facilitation payments, holding its partners and suppliers to the same standard. Any act of unethical influence in procurement, contracts, or negotiations is subject to investigation and disciplinary action. Additionally, business partners are expected to avoid conflicts of interest and maintain professional boundaries that prevent undue influence or personal gain.

The Code also emphasizes confidentiality, data privacy, and intellectual property protection, especially relevant in high-precision industries like automotive components. Suppliers and partners are required to safeguard trade secrets, protect customer and company data, and avoid unauthorized use of proprietary information. Compliance with relevant data protection laws and intellectual property agreements is mandatory, ensuring that trust and security are preserved across the value chain.

Ethical governance at RIL extends to its stance on responsible sourcing and financial accountability. The company rejects the use of conflict minerals and counterfeit parts, and expects supply chain partners to ensure traceability and authenticity in material sourcing. Moreover, financial responsibility is embedded through disciplined budgeting, transparent disclosures, and adherence to legal and tax regulations fostering long-term economic resilience and stakeholder trust.

Oversight and enforcement are integral to the Code's effectiveness. An Ethics Committee is in place to investigate reported violations, supported by a formal Whistleblower Policy that ensures confidentiality and non-retaliation. Business partners are required to acknowledge the Code and commit to its implementation, with RIL reserving the right to audit, seek corrective action, or terminate partnerships in cases of non-compliance. This strong ethical framework reinforces RIL's commitment to integrity, governance, and sustainable business conduct.



Survey data or supplier onboarding compliance:

“100% of our Tier 1 suppliers have acknowledged and signed our Supplier Code of Conduct, which includes commitments to fair labor practices, environmental responsibility, and anti-corruption. Compliance is monitored through periodic risk assessments and audits.”

Grievance Redressal and Whistle Blower Mechanism

At Roots Industries India Private Limited, ethical responsibility, transparency, and a commitment to inclusive stakeholder engagement are embedded within our governance structure. We believe that creating safe avenues for raising concerns is foundational to an ethical and resilient organization. Our grievance redressal and whistle blower frameworks are structured to provide employees and stakeholders with the confidence to report workplace issues without fear of reprisal.

The Grievance Redressal Committee, chaired by the Director – HR and comprising the Plant Head and Plant HR Head, serves as the formal platform for resolving workplace concerns related to labour rights, harassment, compensation, and benefits. Employees are encouraged to submit grievances in writing via sealed drop boxes placed at key access points such as the factory main gate. These boxes are reviewed weekly, and complaints are forwarded confidentially to the Director – HR. The committee meets quarterly to evaluate grievances and initiate appropriate actions. For matters that require immediate attention, employees may directly contact the Director – HR, whose phone number and email are displayed prominently across premises.

In addition to internal systems, RIL actively collaborates with external stakeholders and regulatory authorities to resolve statutory concerns. Notably, we hosted the Suvridha Samagam and Nidhi Aapke Nikat 2.0 programme in partnership with the Employees State Insurance Corporation (ESIC) and Employees Provident Fund Organisation (EPFO) in February 2024. This ongoing outreach initiative brought senior officials, including the Regional PF Commissioner and ESIC Deputy Director, to our head office to directly address grievances of both current employees and retired members. More than 150 participants, including pensioners and ESI members, benefited from on-the-spot grievance resolution services, issuance of revised and regular pension orders, and access to help desks for online claim filing. Unresolved matters were formally logged in the EPFO grievance portal for prioritized resolution. This engagement underscores our commitment to extending grievance redressal beyond the factory floor and into the broader community of stakeholders.



Our Vice Chairman Mr. Varun Karthikeyan along with the our Directors Dr. Kavidasan and Mr. K. Ravi welcomed and had a brief discussion with Mr. Surender Kumar, Regional PF Commissioner, Coimbatore and Mr. M. Karthikeyan, Deputy Director, ESIC Coimbatore.

Complementing this is the organization's Whistle Blower Policy, which offers a confidential and secure process for reporting unethical behavior, misconduct, fraud, or violations of internal policies. The Whistle Blower Committee, comprising the Director – HR, COO, and nominated members, oversees the entire process—from intake to investigation and closure. The mechanism allows concerns to be raised through multiple channels, including line managers, alternate supervisors, or directly to the committee. Anonymous reporting is permitted, and all disclosures are treated with utmost confidentiality.

Concerns are acknowledged within three working days and are typically resolved or investigated within a 90-day window. Whistleblowers are updated periodically on the status and outcome of their reports, and all investigations are conducted fairly and without bias. Employees who act in good faith are protected from retaliation, and those engaging in victimization are held accountable under the disciplinary framework.

Our grievance and whistle blowing systems are designed not just as reactive mechanisms but as preventive governance tools that enhance ethical decision-making, protect human rights, and uphold the dignity of every individual across our value chain. Their integration into our sustainability strategy reflects our resolve to build a responsible and people-centric organization.

Cybersecurity and Information Security Management System (ISMS)

At RIL, safeguarding information and digital assets is a core element of our sustainable business operations. With growing reliance on technology in both manufacturing and enterprise functions, our approach to cybersecurity is rooted in a structured and proactive Information Security Management System (ISMS), which guides our governance of digital risks and compliance obligations.

We deploy advanced IT infrastructure, access controls, incident response protocols, and employee training to protect sensitive information ranging from proprietary engineering designs to employee data and supplier records. OEM clients are assured that their design specifications and intellectual property are safeguarded, while employees and partners benefit from a secure and compliant digital environment.

As a technology-driven manufacturer engaged in complex and confidential OEM projects, RIL places immense importance on data protection. Our Information Security Policy, backed by our ISO/IEC 27001:2022 certification, ensures secure data handling practices across all digital touchpoints. This policy endorsed by the Joint Managing Director, outlines our organizational commitment to safeguarding the confidentiality, integrity, and availability of all information assets. This includes compliance with applicable legal, regulatory, and contractual requirements and continual improvement of our information security practices. The policy is disseminated across all departments and extended to relevant external stakeholders, ensuring alignment throughout our value chain.

As part of our ISO 27001-based ISMS framework, we conduct periodic risk assessments using a formal methodology that evaluates threats based on impact, likelihood, and detectability. Each information asset is reviewed for its exposure to cyber threats, and risks are either mitigated, transferred, terminated, or accepted with executive oversight. Our Risk Priority Number (RPN) system ensures that resources are prioritized towards high-risk areas, especially those affecting core manufacturing data, intellectual property, and personal data of employees and vendors.

To ensure operational resilience, a robust incident management procedure is in place. All information security incidents—ranging from minor vulnerabilities to critical breaches—are classified and addressed within defined response and resolution timeframes. For example, critical incidents are addressed within 15 minutes and resolved within 90 minutes. A designated CISO oversees quarterly reviews of incident trends and ensures learning is applied through preventive measures and continuous improvement.

The Intellectual Property and Confidentiality Policy outlines responsibilities and safeguards for managing proprietary knowledge, collaborative innovations, and trade secrets. It ensures that sensitive technologies, engineering processes, and client-specific designs remain protected from unauthorized access, replication, or disclosure. This policy is especially vital in high-stakes sectors such as automotive electronics, aerospace, and EV components, where design precision and confidentiality are directly linked to market competitiveness.

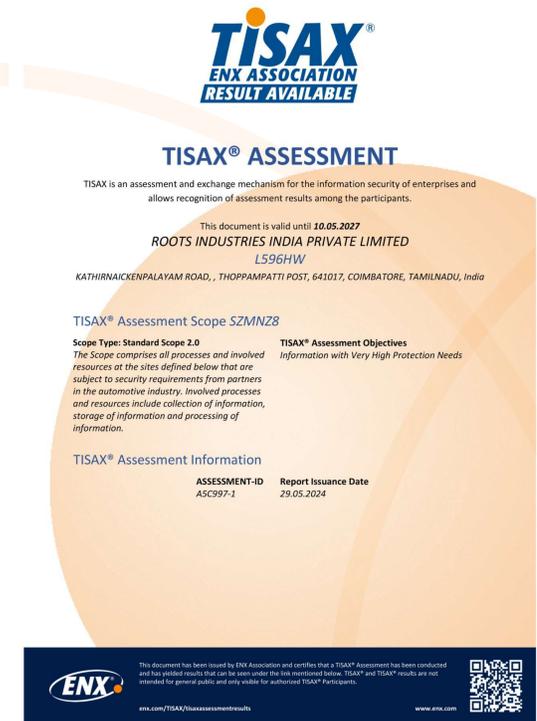
Cybersecurity incidents are managed through a formal Incident Management Procedure, ensuring timely identification, classification, and remediation. Depending on severity, incidents are responded to within 15 to 30 minutes, and resolved within set deadlines to minimize disruption. All incidents are recorded in a centralized digital register and reviewed quarterly by the Chief Information Security Officer (CISO), who leads our ISMS governance structure.

Data lifecycle management is enforced through our Data Retention and Disposal Policy, which defines retention periods and secure deletion protocols for various data categories. This ensures compliance with regulatory mandates and reduces unnecessary data exposure. Sensitive data is disposed of using approved methods such as shredding or digital wiping, and all actions are logged for auditability.

Recognizing the role of third parties in our digital ecosystem, our Supplier Relationship Procedure incorporates information security risk evaluations for vendors who handle or access data. Evaluation criteria include ISO certification, cybersecurity capabilities, legal compliance, and confidentiality protocols. Non-disclosure agreements (NDAs) are mandatory, and system access is revoked during vendor offboarding to ensure a secure exit process.

The team heads periodically review these procedures of internal audits, risk management, incident management, supplier relation, data retention, control of documents at least once in 12 months or on need basis. Also, CISO review the implementation status, once in six months and take actions as deemed necessary.

Training and awareness are central to our cyber-resilience strategy. All employees are sensitized on information security responsibilities and safe digital practices, including phishing awareness, secure password usage, and data handling protocols. Periodic audits, both internal and external, help validate compliance with ISMS and drive continuous improvement.



Sustainable Procurement

At Roots Industries India Private Limited, sustainable procurement is viewed as a strategic lever for advancing responsible business conduct, supply chain resilience, and long-term environmental and social impact. We are committed to integrating sustainability into our procurement lifecycle, ensuring that our suppliers reflect the same high standards we uphold internally for ethics, quality, and environmental stewardship.

Our approach is grounded in a formal Code of Conduct for Business Partners, which outlines clear expectations across labour rights, environmental responsibility, fair business practices, and anti-corruption. Suppliers are required to operate free from forced and child labour, ensure safe and non-discriminatory workplaces, comply with statutory regulations, and adopt environmentally conscious practices. These principles are reiterated and reinforced through legally binding agreements such as Non-Disclosure Agreements (NDAs), which safeguard against misuse of intellectual property, commercial data, and technology transfer risks.

Our Responsible Sourcing and Conflict Minerals Policy strengthens the Group's procurement framework by promoting ethical, traceable, and sustainable sourcing practices. This approach reassures OEMs and global customers that their extended supply chains meet human rights and environmental standards. At the same time, it provides guidance to suppliers, encouraging them to align with internationally accepted norms, thereby elevating overall supply chain responsibility.

We prioritize working with suppliers who demonstrate a commitment to responsible sourcing, transparency, and legal compliance. As part of this, we have actively prohibited the purchase and use of conflict minerals (including tin, tantalum, tungsten, or gold), as well as chemicals restricted under RoHS directives. To build supplier capacity, Roots Industries has initiated dedicated ESG orientation and training sessions that emphasize the importance of ethical procurement, labour compliance, and carbon-conscious operations. These programs often conducted in collaboration with internal cross-functional teams foster a shared commitment to responsible sourcing across all tiers of the supply chain.

Our internal procurement teams are also sensitized through induction programs and continuous learning modules on the significance of sustainable sourcing. The Induction Manual explicitly reflects company policies on ethical conduct, transparency, and integrity values which are expected to cascade through supplier interactions.

Incorporating ESG criteria into our procurement decisions not only mitigates risks but strengthens supplier relationships, ensuring mutual accountability and shared progress toward sustainability goals. Roots Industries remains committed to aligning procurement with its broader sustainability strategy, where cost-effectiveness, quality, and ethics go hand-in-hand.

60%

of suppliers and procurement team, trained

100%

of suppliers who have signed purchase order had environment & social clauses

45%

of suppliers covered under sustainability assessment

20%

of suppliers covered by on site audits

Inclusive Sourcing

RIL's inclusive sourcing strategy is built on the belief that a responsible supply chain can be both a driver of business excellence and a catalyst for positive change. By partnering with suppliers across local, regional, and global markets, the company fosters economic inclusion, diversifies risk, and enhances resilience. Every sourcing decision is guided by strict ESG criteria, ensuring suppliers uphold ethical business conduct, respect for human rights, environmental stewardship, and diversity, equity, and inclusion principles. Local and small-scale suppliers are actively supported through training, audits, and capability-building programs to help them meet international standards, while global partnerships bring innovation and best practices into the value chain. A structured feedback mechanism through supplier audits, performance reviews, and open dialogue that enables continuous improvement, encourages transparency, and strengthens mutual accountability.

This approach ensures that procurement not only meets operational needs but also advances community wellbeing, sustainable development, and long-term shared value.

306

Total Suppliers

43.1%

Within State

22.8%

Other State

17.3%

Local Suppliers

16.6%

Imports

% of Suppliers



ESG Supplier Training



ESG Training to Employees

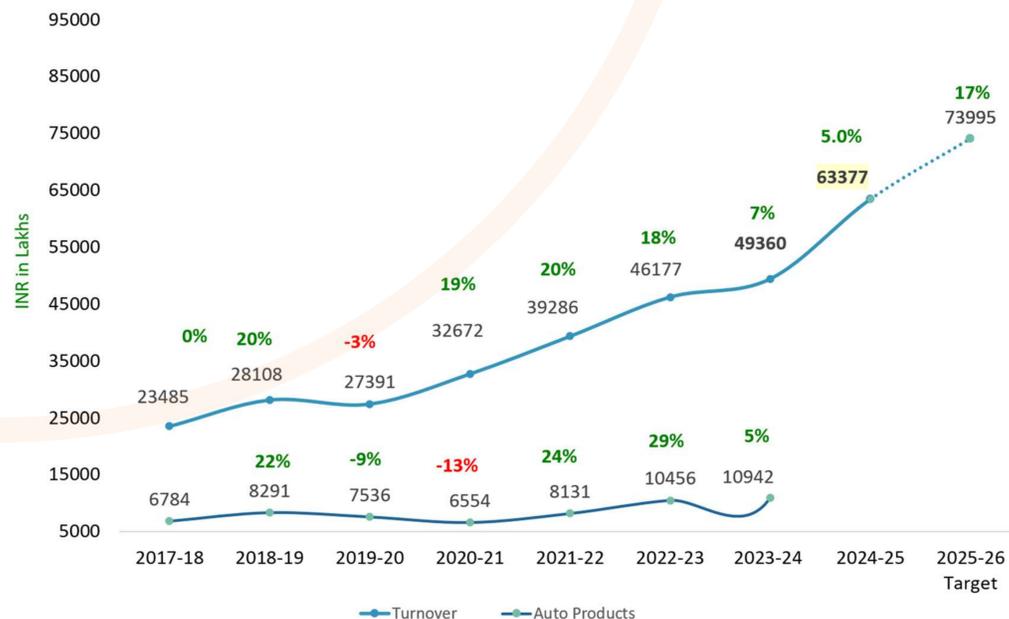


Economic Performance

Roots Industries India Private Limited remains steadfast in its commitment to responsible economic stewardship, generating sustained value for its stakeholders while supporting regional development. Our economic performance is underpinned by a combination of sound financial governance, ethical tax practices, and strategic reinvestment in our operations and communities.

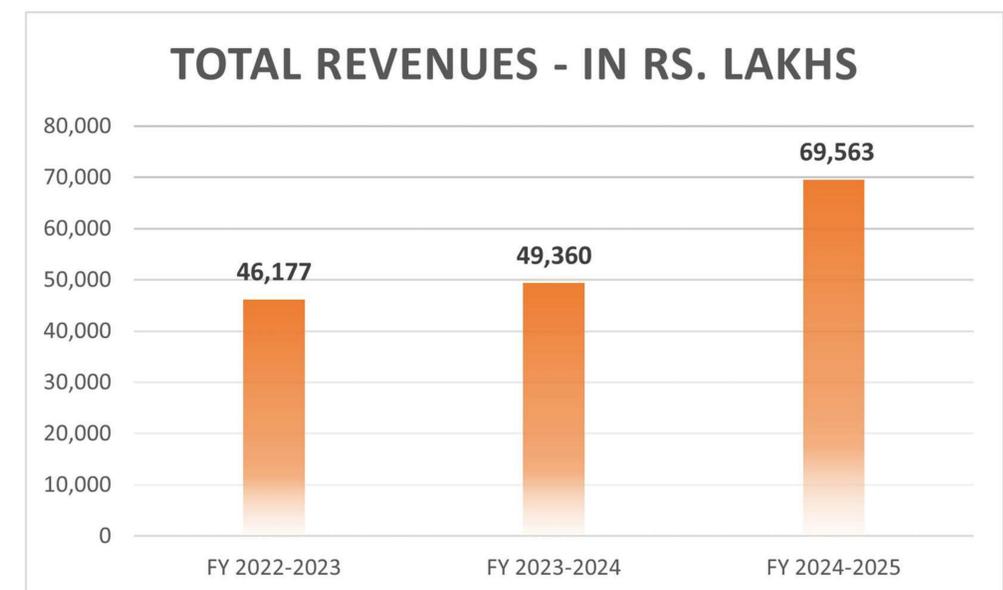
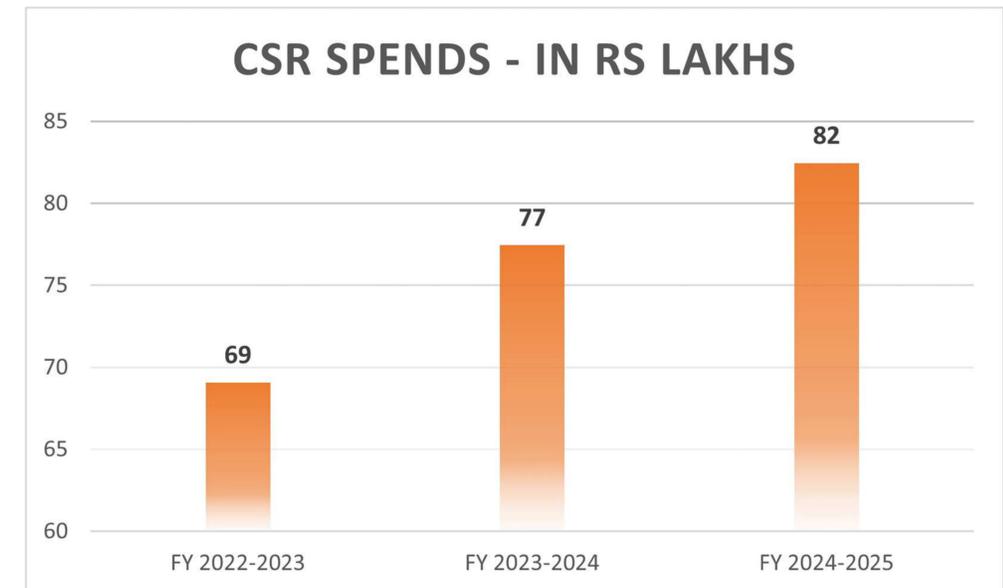
RIL continues to demonstrate robust economic stewardship, creating value through operational excellence, ethical governance, and sustained stakeholder engagement. In the financial year 2024–25, the company generated a total economic value of ₹69,563.07 lakhs, which includes revenue of ₹68,592.73 lakhs and other income of ₹970.34 lakhs, reflecting stable business performance across domestic and international markets. The company's turnover witnessed a notable spike in FY 2024–25, primarily attributable to the addition of the Auto Products Division in February 2025. RIL adheres to transparent and ethical tax practices, in alignment with international framework requirements for fair business conduct. For FY 2024–25, the company reported a Profit Before Tax (PBT) of ₹3,516.71 lakhs and a Profit After Tax (PAT) of ₹2,891.94 lakhs. The Corporate Income Tax paid amounted to ₹741.23 lakhs, with ₹624.76 lakhs reflected directly in the profit and loss account. Our tax jurisdiction remains Corp Circle 1, Coimbatore, and we maintain strict compliance with all fiscal regulations.

Through transparent and compliant tax practices, the company made considerable contributions to public finances. According to our tax disclosures, total tax payments, including GST, customs duty, TDS, and advance tax, reflected our adherence to national regulations and responsible fiscal conduct. Our governance framework, led by an experienced Board comprising independent and woman directors, ensures that economic decisions are made with integrity and foresight. The Audit Committee, chaired by independent directors, oversees financial reporting and risk management, ensuring long-term economic sustainability. This structure facilitates the integration of ESG risks into our broader financial planning and drives accountability at all organizational levels.



Beyond direct financial contributions, RIL generates significant indirect economic value. We support employment across multiple functions, promote local procurement, and invest in infrastructure development initiatives that ripple into the communities where we operate. Moreover, our supplier relationships are managed with a commitment to fair terms, long-term engagement, and shared economic growth, resonating with company's Sustainable Procurement pillar and economic value chains. Operational savings from lean manufacturing and process optimizations continue to contribute positively to our bottom line, enhancing our resilience in a competitive industry. These initiatives also bolster our innovation capacity and environmental performance, demonstrating the strong interlink between financial sustainability and responsible business conduct.

Financial Performance



Social

Social Responsibility at Roots Industries India Private Limited



At Roots Industries India Private Limited (RIL), we believe that the success and sustainability of our business are deeply rooted in the strength, safety, and well-being of our people. Our workforce, suppliers, and the communities we serve are not just stakeholders they are partners in our journey toward responsible growth. We are proud to uphold a people first culture, one that prioritizes dignity, fairness, and opportunity for all.

Our social responsibility framework is built on the pillars of ethical governance, inclusive growth, and proactive engagement. It reflects our commitment to protect human rights, ensure equitable treatment, and foster a safe, diverse, and thriving workplace. These values are embedded in every aspect of our operations and guide our actions at every level of the organization.

To institutionalize this commitment, Roots Industries has developed a comprehensive set of policies dedicated to the betterment of its employees and broader stakeholder groups. These include:



Working Conditions Policy



Diversity, Equity, and Inclusion (DEI) Policy



Human Rights Policy



Occupational Health & Safety Policy



Code of Conduct and Ethics Policy

These policies are strictly enforced across all locations and are aligned with international standards, including conventions of the International Labour Organization (ILO) and the United Nations Global Compact principles. Each policy is accompanied by clearly defined targets and performance indicators that are regularly monitored, reviewed, and updated to ensure effectiveness and relevance.

To drive awareness and ownership, all employees undergo frequent training and capacity-building sessions. These programs ensure that every individual irrespective of their role or department is well-informed about their rights, responsibilities, and the company's social objectives. By embedding these values through structured learning, we cultivate a workforce that is not only skilled but also socially responsible and ethically grounded.

RIL is ISO 45001 certified, reflecting our robust occupational health and safety management systems. Our workplace is designed to be not just compliant but also compassionate prioritizing mental and physical well-being, fostering work-life balance, and enabling professional growth. Our systems support freedom of association and uphold collective bargaining rights.

Beyond our internal commitments, our social responsibility extends into the communities we operate in. Through targeted Corporate Social Responsibility (CSR) programs, we engage with local stakeholders to address social challenges, improve access to education, enhance healthcare, and support sustainable livelihoods.

Employee welfare and local community development are central to our social sustainability agenda. The following sections highlight our efforts and initiatives in these areas, reflecting our ongoing commitment to inclusive growth, shared value creation, and long-term social resilience.

At RIL, we don't just strive to be a better company we strive to be a better community partner, a better employer, and a better force for good.



Certificate

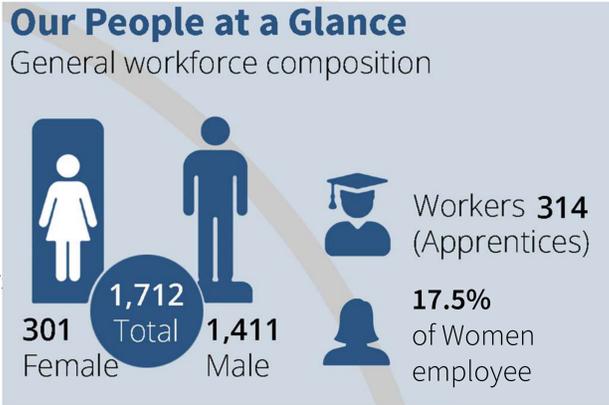
Standard	ISO 45001:2018
Certificate Registr. No.	01 213 1937095
Certificate Holder:	Roots Industries India Limited Kathirnaickenpalayam Road, Thoppampatty Post, Coimbatore – 641017, Tamilnadu, India.
Scope:	Automotive Division: Design and Manufacture of Horns & Related components, Back up Alarms, USB Chargers, DC to DC Converters, Battery disconnect switches, Customized vehicle sub systems for Automotive and Non -Automotive Applications. Manufacture of Motor Controllers for Automotive Electric vehicles. Design & Manufacture of PCB Assemblies for Automotive and Non - Automotive Applications. Furniture & Appliances Division :- Design and Manufacture of Plastic and Foam Molded Chairs, Tables for Office, Conference & Cafeteria, Public Seating Systems, Airport trolleys and Material Handling trolleys and Plastic Molded Components for Commercial and Industrial Applications. Design, Manufacture and Assembly of Fabricated Components for Commercial and Industrial Applications.
Validity:	Proof has been furnished by means of an audit that the requirements of ISO 45001:2018 are met. The certificate is valid from 2023-05-17 until 2026-04-26. First certification 2020
	2023-05-22



Employees

Roots Industries India Private Limited believes that employee well-being, growth, and engagement are key to creating long-term value. Our people drive innovation, quality, and represent the values, culture and sustainability vision of the company.

As of FY 2024–25, RIL employed 1712 full-time personnel across its seven operating divisions. The company does not engage part-time, temporary, or contract-based workers, reflecting its commitment to stable and secure employment practices. While apprentices are hired and classified as workers who are not employees, they are extended all employee benefits except gratuity, in alignment with applicable statutory provisions and company policies. In line with our philosophy of offering secure and stable employment, we do not engage part-time, temporary, or contract-based workers. All employees and workers have equal access to health and safety, skill development, career growth, and welfare programs, reinforcing our people first approach.



Our workforce comprises a diverse mix of generations and experiences, from early-career talent to seasoned professionals. Through inclusive hiring and targeted training, we continue to strengthen gender balance and generational diversity. By actively monitoring workforce needs, we aim to foster a fair, agile, and future ready organization. The following sections highlight our approach to labour rights, inclusion, family support, and employee well-being.

Upholding Labour and Human Rights

At RIL, we are committed to respecting internationally accepted human and labour rights, as guided by our Labour and Human Rights Policy. We maintain a strict zero-tolerance stance toward forced labour, child labour, human trafficking, and any form of exploitation. Our employment model is based on freely chosen work and mutual respect, with all practices subject to regular internal review and external audit.

0 Child labour, forced labour

We ensure fair and consistent employment terms through our Working Hours and Leave Policy, which regulates work hours, ensures rest periods, and guarantees paid leave in line with national laws. Our Wages, Benefits, and Compensation Policy ensures equitable pay aligned with industry benchmarks and legal requirements, including adherence to the minimum living wage prescribed under G.O. (2D) No. 67, Labour & Employment (J1), dated 13.11.2017 and published in the Tamil Nadu Government Gazette on 03.01.2018. RIL ensures Equal Pay for Equal Work and compensation for extra or atypical working hours irrespective of gender or job classification, reinforcing fairness and non-discrimination in compensation practices.

- **100%** of direct employees and workers are covered by living wage benchmarking analysis.
- All employees earn above statutory minimums. The wage ratio compared to national norms is 1.02:0.98.
- The ratio of the highest-paid individual’s annual compensation to the median compensation of all other employees is 29.6:1

RIL also respects the right to freedom of association and collective bargaining, encouraging structured dialogues via joint committees and internal forums to foster transparency, trust, and shared accountability. Collective bargaining between employee representatives and the employer extends to key areas such as employee health and safety, career management and training opportunities, and the integration of Diversity, Equity, and Inclusion (DEI) principles into workplace policies and practices.

Working Conditions

Recognizing the importance of work-life balance, RIL supports its employees through thoughtfully designed family care policies. Our Maternal Leave Policy enables employees to take time off during critical family milestones, particularly childbirth and early childcare, while ensuring job security and income protection. All female employees (301 in FY 2024–25) are entitled to maternity benefits in accordance with statutory provisions. Our maternal leave policy is designed to accommodate the diverse needs and circumstances of our employees. It grants them the opportunity to prioritise their family, while ensuring job security and maintaining a healthy worklife integration.

During the reporting period, five employees availed maternal leave. Of these, three employees returned to work post-leave, and all three remained employed 12 months later, resulting in a 100% return-to-work and retention rate. We continue to evolve these policies to meet the growing and diverse needs of our workforce, including considerations for expanded maternity leave and non-traditional family structures.



Advancing Diversity, Equity and Inclusion (DEI)

At RIL, we consider diversity, equity, and inclusion not just as social imperatives, but as strategic business drivers. Our DEI Policy guides our approach across all people practices—from recruitment and career development to leadership representation and workplace culture.

We promote equal opportunities irrespective of gender, caste, age, religion, ethnicity, or background. The Maternity and Women’s Rights Policy guarantees workplace protections for expectant mothers, including paid maternity leave and reintegration support. In fostering a culturally inclusive work environment, our Place of Worship Policy ensures that employees of all faiths feel acknowledged and respected. Our Non-Discrimination, Harassment and Abuse Policy sets out a strict zero-tolerance approach to misconduct, protecting dignity at every level of the organization. To strengthen these efforts, we conduct regular unconscious bias training, inclusive leadership workshops, and recruiter sensitization programs. These are led by senior leadership and cascaded through all functions to nurture a truly inclusive and empowering culture where everyone has the opportunity to succeed.

In FY 2024–25, 14% of new hires were women, a number we aim to improve through ongoing inclusive hiring initiatives. Our hiring distribution also reflects strong generational diversity: 72.0% of new hires were under the age of 30, 25.7% were between 30 and 50 years, and 2.3% were over 50—demonstrating our commitment to attracting both emerging talent and experienced professionals.

AGE GROUP	MALE	FEMALE	TOTAL
Under 30 years old	191	30	221
30–50 years old	60	19	79
Over 50 years old	5	2	7

86% of new hires were under age 30 – demonstrating commitment to youth inclusion.

14% of new hires were female – reflecting progress and opportunity for gender diversity.

97% of senior management hired from the local community

Employee Training, Education & Development

Continuous learning is integral to building a future-ready workforce and sustaining long-term organizational growth. Our approach to employee development is designed not just to enhance technical capabilities, but also to foster leadership, instil values, and support personal growth across all levels of the organization.

In FY 2024–25, we conducted over 1,700 training sessions encompassing a diverse range of learning domains, including life skills, technical proficiency, and system-specific competencies. These programs collectively represented 90% of our total training hours, highlighting the emphasis placed on holistic development and operational excellence.

We measure training delivery and effectiveness across employee categories to ensure inclusivity and relevance. During the reporting period:

- Staffs & Executives received an average of 13.7 hours of training
- Other staff received an average of 8.34 hours of training

The curriculum covered a broad spectrum of learning areas, such as:

- Continuous Improvement & Operational Excellence
- Occupational health and safety: including first aid, fire safety, chemical handling, and MSDS awareness
- Process optimization and quality control
- Digital tools and systems training
- Behavioural and soft skills development, such as teamwork, communication, and time management

Beyond skill enhancement, RIL maintains a structured and transparent system for performance and career development reviews. 100% of employees undergo annual performance appraisals, which serve as both a feedback mechanism and a tool to identify training needs, career aspirations, and upskilling pathways. These reviews are aligned with our organizational goals and support individual progression within and across functions.

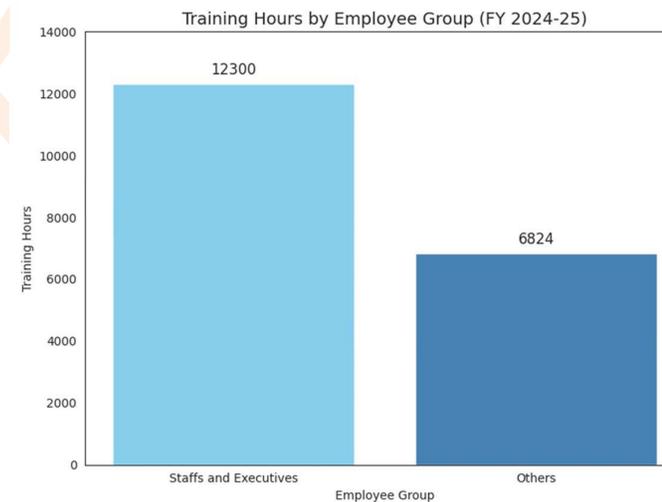


Key topics covered:

- Quality Management & Standards Compliance
- Environment, Health & Safety (EHS)
- Technical & Process Skills Development
- Employee Well-being & Soft Skills
- Legal, Compliance & Governance
- Continuous Improvement & Operational Excellence

In addition to on-the-job learning, RIL supports career transitions and retirement readiness through targeted programs that include internal coaching, mentoring, and reskilling initiatives. These efforts aim to foster agility, adaptability, and long-term employability, particularly in a rapidly evolving industrial landscape.

By investing consistently in training, education, and career development, RIL empowers its workforce to grow alongside the organization and contribute meaningfully to its sustainability and innovation journey.



Training Hours by Employee Group

Below is a bar chart visualizing the training hours for both managers and other employees during the financial year 24-25.

Employees received professional training



Percentage of Employees received professional training
100%



Total Training hours provided to all employees per year
19124 hrs



Average training hours per employee per year
11.17

Comprehensive Employee Benefits

We are committed to supporting the holistic well-being of our employees through a competitive and thoughtful suite of benefits, designed to support them across all life stages. These benefits are made available exclusively to full-time employees, underscoring our long-standing commitment to stable employment and long-term career development.

All RIL employees are covered under healthcare and personal accident insurance, ensuring physical and financial protection for themselves and their families. Maternal leave is provided in line with statutory entitlements, with additional support available for reintegration and extended caregiving responsibilities.

Employees are enrolled in retirement provisions such as Provident Fund (PF) and Employees' State Insurance (ESI), alongside gratuity benefits to secure their financial future. Our Bonus and Performance Reward Scheme (PRS) aligns individual efforts with organizational performance, reinforcing a culture of recognition and meritocracy.

In addition to these core benefits, RIL provides a range of supportive allowances and entitlements including uniform stitching allowances, tour holidays, earned and casual leave, and observance of national festival holidays. Safety remains a non-negotiable priority; all operational employees are provided with Personal Protective Equipment (PPEs) as standard protocol.

We continuously review and enhance our benefits framework to ensure alignment with best practices, regulatory expectations, and employee feedback ensuring that our people remain healthy, engaged, and supported throughout their career journey at RIL.

Occupational Health, Safety and Well-being

Occupational Health and Safety (OHS) is a foundational priority that extends beyond regulatory compliance to form a core pillar of how we operate. The approach is rooted in the belief that safety is a shared responsibility, and every employee has the right to a secure, healthy, and enabling work environment. Our overarching goal is simple yet powerful: every individual should return home safe and healthy at the end of each working day.

Our OHS management system, certified under ISO 45001:2018, is implemented across all six operating divisions and applies uniformly to the entire workforce. This system is guided by a comprehensive Occupational Health and Safety Policy, personally endorsed by the Chairman. The policy emphasizes proactive risk identification, hazard elimination, legal compliance, and continuous performance improvement. It reflects our leadership's commitment to fostering a safety-first culture and integrating well-being into every aspect of operations.

A structured and preventive approach underpins our safety management efforts. Hazards are identified through formal Hazard Identification and Risk Assessment (HIRA) studies, and risks are mitigated using a systematic hierarchy of controls, beginning with elimination and substitution, followed by engineering and administrative controls, and finally, the use of Personal Protective Equipment (PPEs). These assessments are dynamic and are revised regularly based on findings from safety audits, near-miss incident registers, and direct feedback from employees on the ground.

The Safety, Health and Environment (SHE) Steering Committee plays a central governance role. Chaired by the respective Plant Heads, this committee meets monthly to review safety performance, investigate incidents and near-misses, and evaluate both leading and lagging safety indicators. The outcomes of these reviews inform real-time improvements to standard operating procedures, training content, facility design, and emergency response protocols.

Training and engagement are central to ensuring that safety is understood and practiced at all levels of the organization. Employees receive customized training based on their specific roles and associated risks. During the reporting period, training topics included first aid, fire safety, PPE use, chemical handling, MSDS awareness, and machine operation safety. These sessions were reinforced through toolbox talks, refresher courses, mock drills, and live demonstrations. Emergency preparedness is further validated through routine fire audits, evacuation exercises, and comprehensive safety inspections.

Every employee is empowered to act. The 'Stop Work Authority' card, issued to all personnel, allows any individual to halt operations when unsafe conditions are observed, promoting a culture of shared vigilance and zero compromise. Employees are also encouraged to participate in safety awareness drives, open feedback forums, and peer-led safety discussions to foster continuous engagement.

Engineering controls have been adopted to further reduce exposure to workplace hazards. Safety innovations such as acoustic enclosures, fume extractors, light curtains, and double-hand safety switches have been installed across divisions. These controls are designed to minimize risks associated with noise, airborne pollutants, machine operations, and manual interventions. The effectiveness of our safety efforts is continuously monitored using global benchmarks. Incident rates, PPE compliance, near-miss trends, and audit outcomes are tracked using standardized metrics based on 200,000 hours worked. We are proud to report that no high-consequence injuries occurred during the reporting period. A testament to our focused efforts in risk management and preventive action.

Occupational health is treated with equal priority. Under our 'Swadharma' wellness initiative, we conduct annual health check-ups and organize wellness camps focusing on both occupational and general health needs. These include eye and dental screenings, cancer check-ups, TB, diabetes, hypertension screenings, and mental wellness evaluations. On-site medical support and ergonomic assessments are provided to ensure ongoing care and early intervention.

Health, safety, and well-being are not treated as standalone functions, they are embedded into every operational and strategic decision. By continuously strengthening our systems, empowering our people, and upholding a culture of care and accountability, we are committed to building an organization where safety is not just a policy, but a way of life.

Injury and Fatality Metrics



Fatalities



High-consequence work related injuries

Community

Driving Inclusive Growth Beyond Business

At RIL, we believe that true business success is not measured solely by economic performance, but by the positive difference we make in the lives of people and the ecosystems around us. Our commitment to Corporate Social Responsibility (CSR) stems from our foundational belief that business must serve as a force for good, uplifting communities, empowering individuals, and fostering shared prosperity.

As a company deeply rooted in Indian culture and values, our CSR philosophy is not just regulatory compliance it is a moral responsibility and a core component of our organizational ethos. Guided by the principle of “Serving Society Through Enterprise,” we strive to create inclusive development pathways that strengthen the social fabric of the regions we operate in. Our CSR approach blends modern sustainability frameworks with a deep respect for ethics, tradition, and spirituality, ensuring that every initiative is both impactful and culturally resonant.



Our social impact efforts are aligned with the UN Sustainable Development Goals (SDGs) and India’s national development priorities, addressing critical issues such as quality education, healthcare access, environmental stewardship, and the empowerment of marginalized communities. These focus areas reflect our long-term vision to be a responsible corporate citizen and a trusted community partner.

Every initiative is guided by the values of transparency, compassion, and accountability, and is implemented through structured planning, stakeholder engagement, and impact evaluation mechanisms. We ensure full compliance with Section 135 of the Indian Companies Act, with oversight from our CSR Committee and alignment with our board-approved CSR Policy, which prioritizes local needs and long-term sustainability over short-term aid.

Our efforts are not limited to financial contributions. We actively encourage employee involvement, foster multi-stakeholder partnerships, and promote community-led solutions, believing that the most resilient and meaningful change comes from within the community itself. By working collaboratively with local governments, NGOs, schools, healthcare institutions, and environmental bodies, we amplify our reach and build lasting social capital.

As we reflect on our journey in FY 2024–25, we are proud to present a snapshot of our key CSR initiatives and the tangible impact they have created. These stories are more than just data points, they are testimonies of hope, collaboration, and transformation, and a reaffirmation of our belief that businesses thrive when communities thrive.

Key CSR Focus Areas and Highlights – FY 2024–25

Advancing Education through Infrastructure and Inclusion

We believe that quality education is the foundation for sustainable development and community empowerment. RIL’s education-focused CSR programs aim to enhance learning environments and access to schooling, especially for under-resourced communities.

- In FY 2024–25, we extended infrastructure support and financial aid to Educational, Medical and other Welfare Benefits in Tamil Nadu, benefiting people from economically disadvantaged backgrounds.
- Our efforts included classroom enhancements, sanitation facilities, learning materials, and student sponsorships, ensuring that children can pursue education in a safe, clean, and inclusive environment.

Case Study: Adoption of Government Higher Secondary School, Ganapathy

A flagship initiative under the “Namma School Namma Ooru Palli” scheme, RIL formally adopted the Government Higher Secondary School, Ganapathy, Coimbatore. The adoption ceremony, held on 29 January 2025, was graced by Chairman Shri. K. Ramasamy, District Collector Mr. Kranthi Kumar, IAS, and key education officials.

The initiative envisions transforming the school into a model institution through upgrades in infrastructure, hygiene, and co-curricular development, directly contributing to SDG 4 (Quality Education) and SDG 17 (Partnerships for the Goals). Holistic development – spanning physical, intellectual, emotional, and social well-being – lies at the heart of this program.



Community Health and Preventive Wellness

Access to quality healthcare is a basic right. RIL is committed to enhancing public health outcomes by delivering preventive, promotive, and curative services directly to underserved communities.

In collaboration with Sankara Eye Hospital, we organized Free Eye Camps at our LOTUS facility in Chettipalayam. Held in January and December 2024, these camps benefited 192 villagers, with 19 cataract cases referred for surgery.

On 9 May 2024, a Blood Donation Camp was organized in partnership with the Government Hospital, Coimbatore, witnessing active participation from 130 donors, including RIL employees.

In January 2025, we at RIL donated medical equipment worth ₹1,50,000, including 10 wheelchairs and 10 stretchers on trolleys, to the Government Hospital, Coimbatore, supporting enhanced patient mobility and care.

These initiatives promote early diagnosis, community health awareness, and access to lifesaving resources, particularly for rural populations with limited access to institutional healthcare.



Public Awareness Through Mass Engagement – Coimbatore Marathon 2024

In line with our focus on wellness and community mobilization, RIL proudly supported and participated in the 12th Coimbatore Marathon, organized to benefit the Coimbatore Cancer Foundation.

- Held on 15 December 2024, the event attracted over 21,500 participants, including 152 RIL employees who ran in the 21 km half marathon, 10 km, and 5 km run/walk categories.
- The marathon served as a platform to raise awareness on cancer care, promote physical fitness, and foster corporate-community collaboration.

Our participation not only raised awareness about preventive healthcare, but also reinforced employee engagement and team spirit. This initiative aligns with SDG 3 (Good Health and Well-being) and SDG 17.



Environmental Sustainability and Civic

Our CSR also extends to climate action and environmental education, aimed at fostering ecological consciousness and community-led stewardship of natural resources.

In 2024, we conducted environmental awareness drives themed “Land Restoration, Desertification and Drought Resilience”, involving employee participation in plantation activities, awareness sessions, and waste reduction campaigns.

Road Safety Education Initiative – As part of our ongoing collaboration with Toyota Kirloskar Motor, we have been jointly running the Safety Model School program in Coimbatore. This includes the Road Safety Park, a hands on learning facility where school children practice safe road usage in a simulated environment. Supported by Toyota’s Safety Education Program (TSEP), the initiative uses interactive activities such as skits, poster-making and Road Safety Clubs to instill road discipline, reduce accidents and promote civic responsibility.

These programs not only improve public safety but also contribute to environmental benefits by reducing traffic congestion and emissions through better road user behavior.



Empowering Marginalized and Tribal Communities

We recognize the importance of inclusive mobility and economic empowerment for marginalized populations. In FY 2024–25, RIL launched a 100-day Electric Vehicle (EV) pilot project to enhance transportation access for tribal communities in Anaikatti.

- The 5+1 seater EV, inaugurated on 14 November 2024 by Mrs. Sweta Suman, IAS, serves Panapalli, Kondanur, and Kondanur Pudur villages, benefiting over 500 families across 5 km of terrain.
- This initiative bridges the last-mile connectivity gap, offering eco-friendly access to schools, hospitals, and public transport points, thereby improving livelihoods and quality of life.

Post-trial, the outcomes and stakeholder feedback will guide future scaling and replication of this model in other underserved geographies.



Measuring Impact and Ensuring Accountability

RIL’s CSR implementation is closely monitored for reach, effectiveness, and long-term sustainability. Our CSR Committee, in collaboration with cross-functional teams, ensures alignment with national goals and corporate values, while striving for continuous improvement in program design and delivery.

Our CSR efforts stand as a testament to our belief that doing good is not a separate function, but an essential part of how we do business. We are proud to contribute to a future where communities thrive, opportunities are shared, and no one is left behind.

Environment

At Roots Industries India Private Limited, environmental responsibility is not just a regulatory requirement it's a guiding principle for how we operate and grow. As a manufacturing company with a national footprint, we are committed to integrating sustainability, resource efficiency, and climate resilience into all aspects of our business operations. Our efforts is focused on three key areas of environment impact – Energy & Emissions, Water and Waste.

Our environmental practices are aligned with globally recognized standards, including ISO 14001:2015, and are shaped by data-driven decision-making, continuous innovation, and active engagement with internal and external stakeholders. We take a comprehensive approach to sustainability, ensuring environmentally responsible strategies are implemented right from the design and construction stages through to ongoing daily operations.



The entire waste water produced by RIL under each manufacturing units is 100% treated via Sewage Treatment Plant (STP) & Effluent Treatment Plant (ETP) treatment up to tertiary levels for further reuse within the manufacturing plants. Our STPs and ETPs are designed to meet Tamil Nadu Pollution Control Board (TNPCB) discharge norms, maintaining treated water pH levels within 5.5–9.0 and Total Dissolved Solids (TDS) below 2,100 mg/L. Continuous aeration supported by 24x7 blowers sustains optimal bacterial growth, with Mixed Liquor Suspended Solids (MLSS) levels maintained between 350–450 mg/L for effective treatment. Daily monitoring of water quality, coupled with bi-monthly external audits, ensures strict compliance and operational efficiency. The treated water undergoes multiple filtration stages, ultraviolet disinfection, and pH checks before being discharged for irrigation or recycled back into processes. Sludge generated in the treatment process is dried in lined beds and disposed of safely in designated hazardous storage rooms, avoiding any risk of soil or groundwater contamination.

Total Water Withdrawals:
23.588 ML

Total Water Consumption:
26.275 ML

Water Usage Reduction:
Approximately **10.6%** in targeted areas

100% wastewater treatment and recycling across all facilities



RIL's closed loop water system is designed to minimize freshwater dependency through a robust combination of recycling and reuse. Daily backwashing and rinsing of filters, combined with chemical dosing using lime and alum based on inlet pH, guarantee consistent output quality. Sludge generated during the process is collected in drying beds, dried for two days, and disposed of safely in designated hazardous storage rooms to avoid land contamination. Every stage of treatment is logged meticulously, and performance audits are conducted both internally and through external agencies on a bi monthly basis.

In addition to technological measures, RIL has implemented targeted initiatives to further reduce water consumption. The introduction of Roots Scrub B4545 automatic floor scrubbers has cut water use in housekeeping by up to 60%, and the installation of motion-sensor taps has reduced consumption in wash areas by 10.6%, resulting in annual energy savings of 1,248 kWh and a CO₂ reduction of 0.98 tons linked to decreased water pumping and treatment. Rainwater harvesting structures across unit's supplement water availability, while calibrated flow meters and daily consumption tracking ensure accurate data for management review and disclosure.



Water Management

At RIL, water management is an integral part of our environmental strategy and is implemented through a structured framework. Our commitment to responsible water stewardship is anchored in a Zero Liquid Discharge (ZLD) approach, ensuring that every drop withdrawn is treated, reused, and recycled within the system to minimize reliance on external freshwater sources.

During FY 2024-25, RIL recorded a cumulative freshwater withdrawal of 23.59 million litres across seven divisions and five manufacturing units, while the total water consumed reached 26.28 million litres. The difference was met entirely through recycling and reuse of treated water from our STPs and ETPs.

Employee participation is a vital element of RIL's water stewardship culture. Awareness campaigns, visual reminders, and signboards at STP/ETP outlets reinforce responsible usage practices, while operational measures such as watering plants in early morning or evening hours help minimize evaporation losses. The effectiveness of these initiatives is measured through key performance indicators including decreasing water consumption trends, increasing sewage water recycling rates, controlled groundwater extraction, and improving rainwater harvesting efficiency.

Through this holistic approach, RIL ensures that water conservation is embedded across operations, technology, and people practices. By combining robust infrastructure with behavioral interventions, we have established a closed-loop water management system that safeguards resources, enhances operational resilience, and supports long-term ecological sustainability. This integrated model not only meets regulatory and reporting requirements but also reinforces our role as an environmentally responsible manufacturer dedicated to protecting vital natural resources for future generations.

Waste Management

Roots Industries India Private Limited (RIL) adopts a holistic and responsible approach to waste management, ensuring compliance with national regulations while aligning with the principles aligned with sustainability assessment. Waste is categorized into hazardous and non-hazardous streams, and managed through a structured framework that emphasizes prevention, minimization, and value recovery.

Our waste management practices are guided by the 5R principle — Refuse, Reduce, Reuse, Recycle, and Repurpose integrated into every stage of operations. This includes eliminating unnecessary plastic packaging, substituting biodegradable or fully combustible materials, optimising material dimensions to reduce wastage, ensuring safe reuse through proper segregation and storage, sending recyclable materials to authorised processors, and repurposing end-of-life materials via co-processing methods such as fuel use in cement kilns and road construction.

Hazardous Waste Management

RIL's manufacturing processes, including the production of electric horns and high-precision engineering components, generate certain hazardous wastes such as used or spent oil, oil-containing residues, paint and powder coating residues, and chemical sludge from wastewater treatment. In FY 2024–25, hazardous waste was generated across the Automotive and High Precision Engineering Divisions, with each type of waste managed in strict compliance with statutory guidelines and environmental best practices.

All hazardous waste is stored securely in designated, compliant storage facilities to prevent any risk of environmental contamination. Materials are disposed only to authorised recyclers, co-processors, or pre-processors for material recovery or energy generation, or sent for authorised treatment and disposal through licensed service providers. In cases where immediate disposal is not feasible, waste is maintained in secure storage under compliant conditions until it can be safely processed.

RIL ensures full traceability of hazardous waste from generation to final disposal, supported by robust internal tracking systems and regular compliance audits. No hazardous waste is disposed of through open dumping or uncontrolled methods, ensuring zero risk of contamination to soil, water, or air. This approach reflects RIL's commitment to safeguarding natural resources, protecting the health and safety of surrounding communities, and continually reducing its environmental footprint.

In FY 2024-25, hazardous waste generated was 11.018 MT including 10.21 MT from automotive divisions alone, out of which 10.21 MT has been sent out to recycler or coprocessors or preprocessor accounting to a total of 92% of hazardous waste recycled. However, the remaining 8% of hazardous waste is stored in house to be sent out for next recycling batch by end of year.

Non-Hazardous Waste Management

Non-process waste primarily arises from packaging materials and administrative activities. The major non-hazardous waste streams include metals, plastic, paper, corrugated boxes, and wood. RIL emphasises reduction at source, such as printing installation and safety instructions directly on packaging to eliminate separate manuals, and discontinuing the use of individual plastic covers for bolt and nut storage by switching to reusable wooden boxes.

In FY 2024-25, non-hazardous waste generated was 91.1 MT out of which 79.4 MT generated by automotive and furniture divisions comprising of paper, plastic, corrugated boxes, other waste like wood, 100% of recyclable materials are sent to authorized recyclers, while wood waste is repurposed for

Zero incidents of non-compliance related to waste disposal.

Over 95% of hazardous waste directed to authorized recyclers or co-processors.

Reduction in single-use plastic packaging through design and process changes.

Commitment to Circular Economy Principles

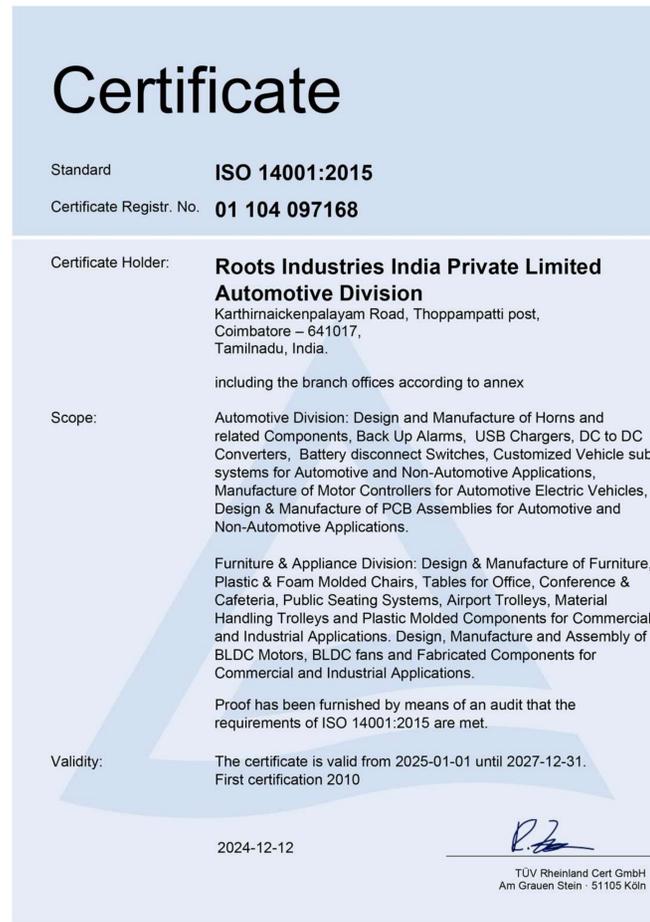
By embedding waste minimisation into operational culture and leveraging circular economy strategies, RIL not only reduces its environmental footprint but also optimises resource efficiency. Continuous monitoring, regular employee training, and supplier engagement are integral to sustaining this progress.



Energy Management and Climate Commitment

At RIL, energy efficiency is a fundamental aspect of our environmental responsibility and a key enabler of sustainable manufacturing. With operations across five manufacturing units, RIL is committed to minimizing its energy footprint through a strategic combination of process optimization, technology upgrades, employee awareness, and strong governance frameworks. Our efforts are guided by our commitment to international best practices, including our ISO 14001:2015 Environmental Management System (EMS) certification, which provides a structured and systematic approach to identifying, monitoring, and improving energy-related environmental impacts.

Energy management at RIL is underpinned by a companywide Energy Policy that is supported by measurable targets and reinforced through standard operating procedures, preventive maintenance, and continual improvement mechanisms. Within the plant premises, energy-saving practices have been deeply embedded into day-to-day operations. All equipment and electrical systems are maintained for optimal efficiency, and energy-intensive machinery is operated with strict controls to avoid idle or excessive usage. Employees are trained to turn off lights, machines, and devices when not in use, and to maximize natural daylight wherever possible. Air conditioning systems are routed through stabilizers to minimize voltage fluctuations and energy losses. Equipment and electrical infrastructure are maintained to high safety standards, with proper casing, insulation, and regular inspections ensuring both efficiency and workplace safety. Through the ISO 14001 framework, these procedures are not only documented but also audited regularly to ensure compliance, improvement, and accountability at all levels.



Our energy strategy also emphasizes behavioural change and awareness among employees. Safety instructions, signage, and energy-saving reminders are displayed prominently across our units, promoting conscious energy use. Our workforce is trained in electrical safety and energy conservation, including emergency protocols and equipment handling. Routine inspections, performance monitoring, and corrective actions are implemented through our EMS, helping us stay agile and responsive in managing our energy performance. Importantly, we monitor our energy consumption on a monthly basis and conduct internal reviews to identify trends, inefficiencies, and opportunities for improvement.

Pathway to Net Zero by 2040.

In alignment with India's climate commitments and global climate science, RIL has pledged to achieve Net Zero carbon emissions by the year 2040. This long-term goal is embedded into our corporate strategy and is being operationalized through a series of initiatives focused on reducing both energy intensity and carbon emissions across our value chain.

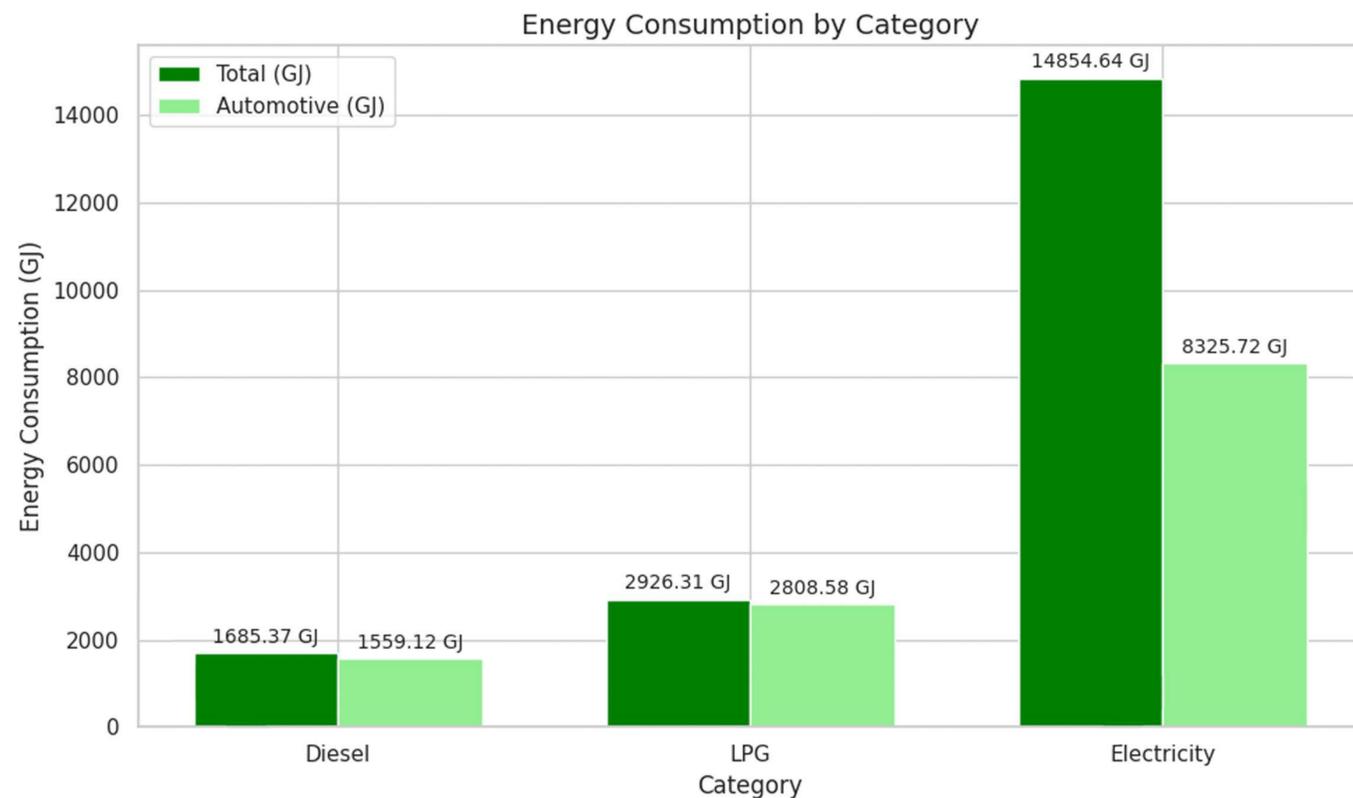
A key component of our decarbonization journey is employee capacity building. As of this reporting year, 100% of our employees have been trained on energy conservation practices, including awareness on efficient use of equipment, energy loss prevention, and reporting inefficiencies.



To enable accurate tracking and management, smart energy meters have been deployed at various energy-intensive nodes. These devices provide real-time data, allowing for proactive identification of consumption spikes, leakages, or system inefficiencies. The data collected informs our decision-making and guides targeted interventions to reduce overall energy use.

Energy Profile and Renewable Integration

Currently, RIL's primary sources of energy include diesel (for operations and mobile combustion) and electricity procured from the regional power grid. While these remain necessary to sustain operations, RIL has taken proactive steps to optimize energy use and reduce dependence on fossil fuels. Our ISO 14001-certified Environmental Management System ensures that these sources are used judiciously, monitored closely, and periodically reviewed for efficiency improvements.



In addition to energy efficiency measures, RIL also contributes to the generation of renewable energy. The company owns and operates two wind mills, and the electricity generated from these renewable assets is adjusted against our total grid consumption. This renewable integration helps us offset a portion of our indirect (Scope 2) emissions and brings us closer to our long-term decarbonization targets.

The Road Ahead

RIL is committed to evolving into a low-carbon and energy-responsible enterprise, and our ISO 14001 framework will continue to guide us in this transformation. In the years to come, we aim to:



Expand the use of renewable and low-carbon energy sources



Improve supply chain engagement for energy aware procurement and



Continuously update and realign our energy performance goals in line with global best practices

As we advance on our path to Net Zero by 2040, energy efficiency will remain central to our sustainability strategy enabling us to reduce costs, enhance resilience, and contribute meaningfully to climate action.



Wind Electricity (Adjusted to Grid)
755 MWh

Efficiency Through Technology and Process Innovation

At Roots Industries India Private Limited (RIL), energy efficiency is a strategic priority embedded within our operational and environmental philosophy. Going beyond routine conservation, we continuously innovate, reengineer processes, and invest in cleaner technologies to reduce our energy footprint and improve operational sustainability. These initiatives are implemented under the guidance of our ISO 14001-certified Environmental Management System and are regularly monitored for effectiveness.

Across our manufacturing units, a series of targeted interventions have delivered measurable energy savings.



Press Shop Optimization



In the Press Shop, we streamlined multiple stamping operations into consolidated workflows reducing idle machine time and power consumption while enhancing productivity.



Coating Plant Dryer Upgrade



In the Powder Coating Plant, we replaced an energy-intensive electric dryer with an in-line air filter system, resulting in annual savings of 2,400 kWh and an estimated reduction of 2,000 kg of CO₂ emissions.



Fuel Switch to LPG



To support our clean fuel transition, we have converted diesel-fired burners to LPG-fired systems, which offer cleaner combustion and improved efficiency. This move has significantly contributed to reducing direct emissions and enhancing workplace air quality.



Motion Sensors



In the area of lighting efficiency, we completed a facility-wide replacement of sodium vapor and fluorescent lighting with energy-efficient LED fixtures. Additionally, motion-sensor lighting was introduced in low-occupancy areas like corridors and storage zones. These smart systems operate at just 7.15 kWh/month, delivering major energy savings without compromising safety or visibility.



Gravity-fed flow



We have also embraced passive energy-saving solutions. In select production lines, power-driven material conveyors have been replaced with gravity-fed flow chutes, reducing electricity use and simplifying maintenance aligned with our lean and green manufacturing philosophy.



Electric Mobility for Internal Logistics



RIL has introduced Electric Buggies for intra-facility movement of materials and personnel, replacing conventional fuel-based vehicles. These electric vehicles operate without tailpipe emissions, reduce diesel consumption, lower noise levels, and support our broader decarbonization goals. Their implementation has positively impacted Scope 1 emissions and indoor air quality.

These cumulative efforts in process redesign, clean energy integration, electrification, and smart technology adoption reflect our commitment to transforming Roots Industries into a more energy resilient and climate-responsible enterprise. They serve as key levers in our journey toward Net Zero emissions by 2040, while also enhancing our operational efficiency, cost competitiveness, and environmental compliance.

Emission

Greenhouse Gas Emissions and Climate Action

In FY 2024–25, RIL prepared its **first Greenhouse Gas (GHG) Emissions Report**, covering **two reporting years FY 2023–24 and FY 2024–25** to establish a robust emissions baseline.

For **FY 2023–24**, the inventory includes emissions from **four operational divisions**: Automotive, Furniture & Appliance, High Precision Engineering, and Electric Vehicle, all located in Coimbatore, Tamil Nadu. Only **Scope 1 and Scope 2 emissions** are reported for this year, and these figures have been independently assured by a third party.

In **FY 2024–25**, the scope expanded to include the newly operational **Electronics Division** (April 2024). The **Auto Parts Division**, merged into RIL in January 2025, and the **Metrology Laboratory** remain excluded from this year’s inventory due to minimal activity and incomplete or unreliable data. These will be incorporated into the next reporting cycle, making FY 2024–25 the **base year for complete organizational coverage**.



Emissions are categorized in line with the **GHG Protocol Corporate Accounting and Reporting Standard**:

Scope 1 – Direct emissions from owned or controlled sources.

Scope 2 – Indirect emissions from purchased electricity.

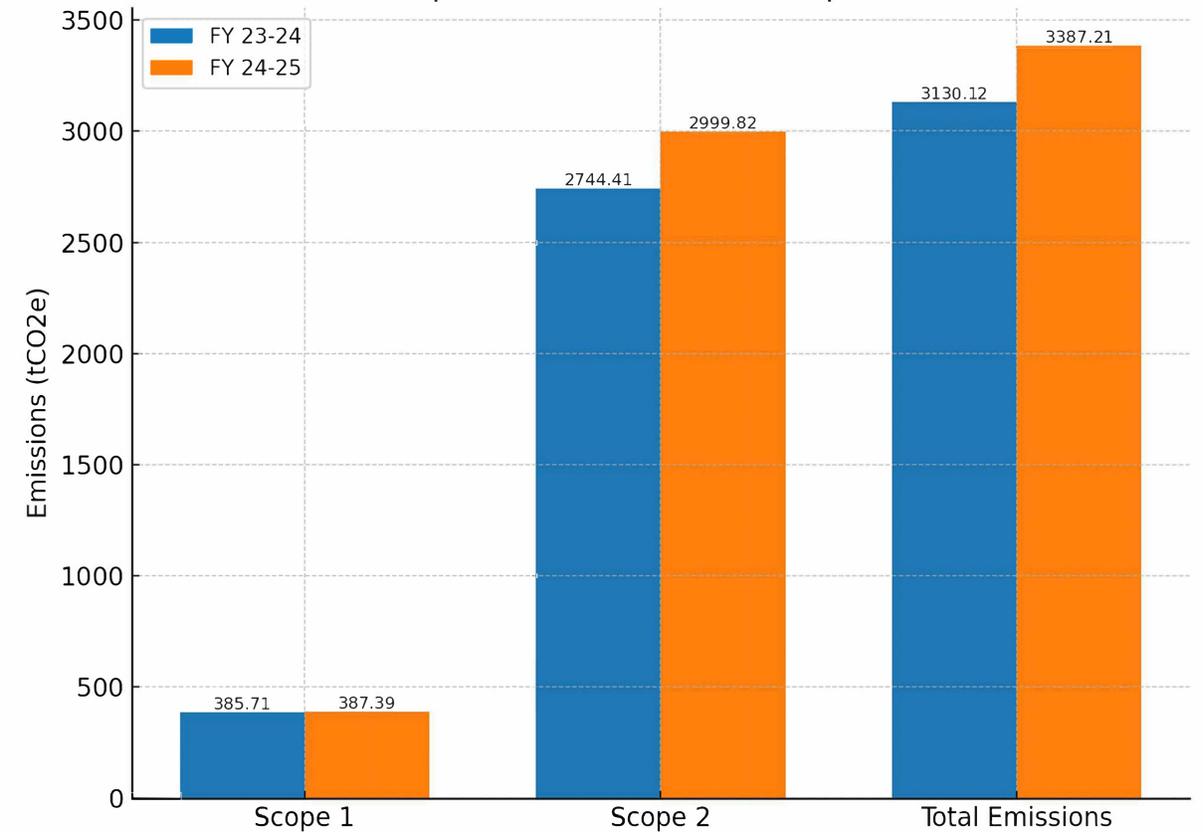
Scope 2 emissions are calculated using:

Location-based method – Emissions from grid electricity using regional grid emission factors.

Market-based method – Avoided emissions through renewable electricity generated from RIL-owned windmills. While these renewable offsets are not netted from Scope 2 totals as per GHG Protocol, they are presented separately to reflect RIL’s renewable energy contribution.

The following graphs and pie charts provide a visual representation of RIL’s Scope 1 and Scope 2 emissions for both reporting years, including breakdowns by scope and division.

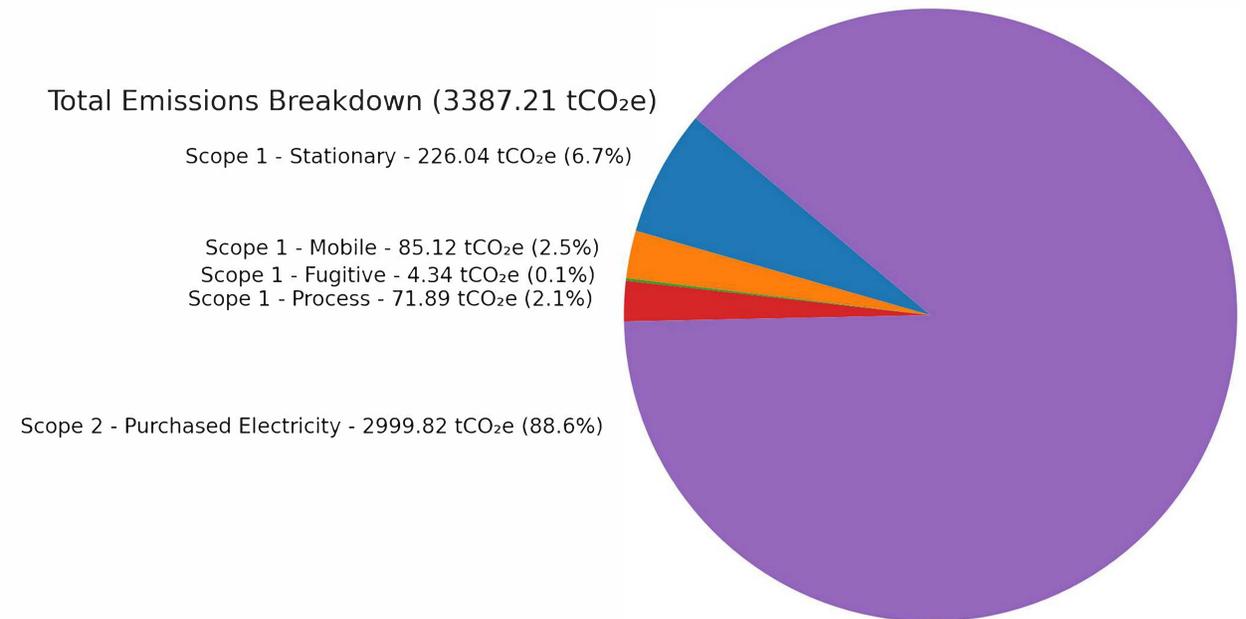
Scope-wise Emissions Comparison



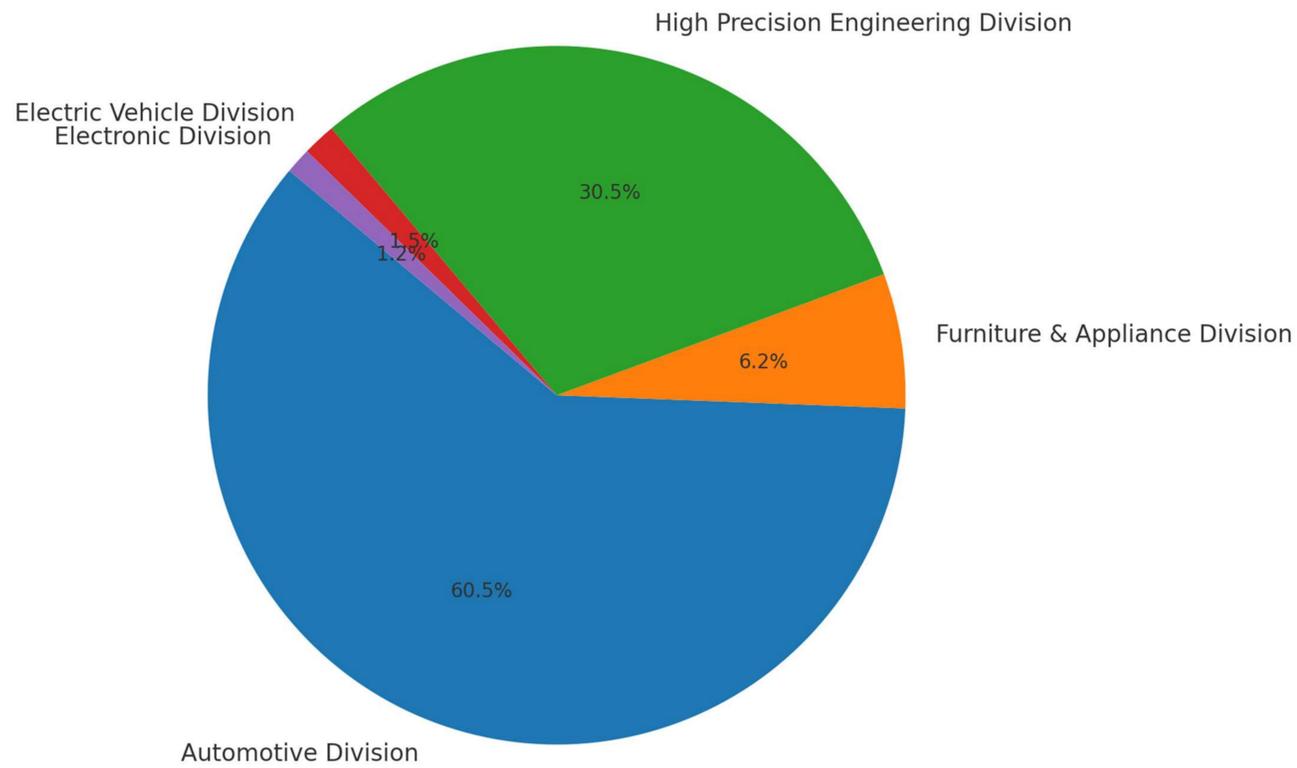
Emission Intensity (TCO₂e/ ₹ lakhs)

FY 2023-24	FY 2024-25
0.064	0.069

Total Emissions Breakdown (3387.21 tCO₂e)



Emissions by Department (tCO2e)



Non-GHG Emissions

While GHG emissions remain a key focus of our climate strategy, RIL also recognizes the importance of managing non-greenhouse gas emissions, which can have significant local environmental and health impacts. These include emissions such as particulate matter (PM), nitrogen oxides (NOx), sulphur oxides (SOx), and volatile organic compounds (VOCs), primarily generated from combustion processes, painting, and powder coating operations.

Pollutant	FY 2023-24	FY 2024-25	% Reduction
SOX	1.96	1.8	8.20%
NOX	65.27	56.11	14.00%



Monitoring and Mitigation Measures

RIL is committed to minimizing these emissions through a combination of engineering controls, process improvements, and regulatory compliance, including:

Use of Low-Emission Fuels: The transition from diesel-fired to LPG-fired burners in the powder coating plant has significantly reduced SOx and particulate emissions.

Process Optimization: Continuous improvements in painting and coating operations, such as jig modifications and energy-efficient curing methods, have helped minimize VOC emissions.

Air Filtration Systems: Installation of in-line air filters and dust collectors ensures capture of fine particles and reduces fugitive emissions during production activities.

Regular Stack and Ambient Air Quality Monitoring: Emission levels are routinely monitored to ensure compliance with applicable TNPCB regulations, and data is reviewed for corrective action where necessary.

Preventive Maintenance Programs: Equipment such as burners, compressors, and air handling units are subject to periodic inspection and maintenance to avoid leaks and optimize combustion efficiency.

Compliance and Certification

As an ISO 14001:2015 certified organization, RIL operates within a structured Environmental Management System (EMS) that mandates regular evaluation and control of air emissions. All units are in compliance with local and national air quality norms, and environmental clearances are obtained and renewed as per regulatory timelines.

Alignment with the UN Sustainable Development Goals (SDGs)

At Roots Industries India Private Limited, our sustainability efforts are aligned with the United Nations Sustainable Development Goals (SDGs). These goals provide a global framework to address critical environmental, social and governance challenges. Through our operations, workforce practices, community initiatives and environmental responsibility, we contribute meaningfully to a wide range of SDGs.

SUSTAINABLE DEVELOPMENT GOALS



Our initiatives align with individual SDGs as outlined below:

SDG	RIL's Contribution
SDG 1: No Poverty	Employment generation across all divisions, commitment to long-term, stable jobs and welfare driven community engagement
SDG 3: Good Health and Well-being	ISO 45001:2018-certified occupational health and safety system, health camps, blood donation drives and support to public hospitals
SDG 4: Quality Education	Continuous training on EHS, quality, soft skills and compliance, school-based road safety education in partnership with Toyota Kirloskar Motor Private limited
SDG 5: Gender Equality	17.5% women workforce participation, 11.1% women in top management, DEI focused hiring and training practices
SDG 6: Clean Water and Sanitation	Rainwater harvesting, water reuse systems and responsible wastewater management across operational sites
SDG 7: Affordable and Clean Energy	Renewable energy generation from in-house windmills
SDG 8: Decent Work and Economic Growth	100% of employees covered under living wage analysis, fair wages, no contract or temporary labour and structured collective bargaining.
SDG 9: Industry, Innovation, and Infrastructure	In-house R&D, automation and digitalization across divisions, NABL-accredited Metrology & Testing Lab supporting precision manufacturing
SDG 10: Reduced Inequalities	Fair compensation ratios, inclusive workforce policies and empowerment of employees from diverse backgrounds
SDG 11: Sustainable Cities and Communities	Urban cleaning solutions through Roots Naveo, civic education through school road safety parks and awareness campaigns
SDG 12: Responsible Consumption and Production	Zero landfill disposal target by FY 2025–26, safe chemical handling, responsible sourcing policy with supplier engagement
SDG 13: Climate Action	GHG inventory and assurance aligned with GHG Protocol, renewable energy offsets and climate conscious operations
SDG 15: Life on Land	Tree plantation drives and land restoration efforts as part of CSR environmental campaigns
SDG 16: Peace, Justice and Strong Institutions	Apex, Ethics and CSR Committees, zero corruption and ISMS incidents in FY 2024–25, robust grievance and compliance systems
SDG 17: Partnerships for the Goals	Strategic partnerships with NGOs, hospitals, government agencies and industry platforms to amplify sustainability impact

Glossary

Abbreviation	Full Form	Abbreviation	Full Form
RIL	Roots Industries India Private Limited	CISO	Chief Information Security Officer
SR	Sustainability Report	ISMS	Information Security Management System
ESG	Environmental, Social and Governance	COO	Chief Operating Officer
GRI	Global Reporting Initiative	NGOs	Non-Governmental Organization
SDGs	Sustainable Development Goals	HRD	Human Resource Development
OEM	Original Equipment Manufacturer	PLE	Product Line Engineering
CSR	Corporate Social Responsibility	ESIC	Employees State Insurance Corporation
UNGC	United Nations Global Compact	EPFO	Employees Provident Fund Organisation
GHG	Greenhouse Gas	PF	Provident Fund
CDP	Carbon Disclosure Project	ESI	Employees State Insurance
ISO	International Organization for Standardization	PRS	Performance Reward Scheme
IEC	International Electrotechnical Commission	PPEs	Personal Protective Equipment
CII	Confederation of Indian Industry	NDA	Non-disclosure agreements
COC	Code of Conduct	EV	Electric Vehicle
EVG	Economic Value Generated	TNPCB	Tamil Nadu Pollution Control Board
DEI	Diversity, Equity and Inclusion	STP	Sewage Treatment Plant
OHS	Occupational Health and Safety	ETP	Effluent Treatment Plant
OHSE	Occupational Health, Safety and Environment	HIRA	Hazard Identification and Risk Assessment
RPN	Risk Priority Number	SHE	Safety, Health and Environment
HR	Human Resources	TDS	Total Dissolved Solids
KPI	Key Performance Indicator	ZLD	Zero Liquid Discharge
MRMs	Management Review Meetings	MLSS	Mixed Liquor Suspended Solids
EMS	Environmental Management System	5R	Refuse, Reduce, Reuse, Recycle and Repurpose
EHS	Environment, Health and Safety	MT	Metric Ton
R&D	Research and Development	GJ	Gigajoule
ILO	International Labour Organization	PPM	Parts Per Million
BOD	Board of Directors	CO2	Carbon Dioxide
PO	Purchase Order	TCO2e	Tonnes of Carbon Dioxide Equivalent
PM	Particulate Matter	SOx	Sulfur Oxides
NOx	Nitrogen oxides	VOC	Volatile Organic Compounds

GRI Content Index

GRI Standard & Disclosure	Description	Page Numbers
GRI 101: Foundation 2016 (GRI 101 does not include any disclosures)		
GRI 2: General Disclosures 2021		
The organisation and its reporting practices		
2-1 Organizational details	Refer Company Overview	1
2-2 Entities included in the organization's sustainability reporting	Refer Who We Are	2
2-3 Reporting period, frequency and contact point	Refer About The Report – Introduction	
2-4 Restatements of information	No restatements applicable	
2-5 External assurance	Will be considered for next reporting cycle	
Activities and workers		
2-6 Activities, value chain and other business relationships	Refer Product Line – Paragraph 1	11
2-7 Employees	Refer Employees – Paragraph 2, Our people at Glance	35
2-8 Workers who are not employees	Refer Employees – Paragraph 2	35
Governance		
2-9 Governance structure and composition	Refer Governance Structure	21
2-10 Nomination and selection of the highest governance body	Refer Governance Narrative – Paragraph 1	22
2-11 Chair of the highest governance body	Refer Board of Directors	4
2-12 Role of the highest governance body in overseeing the management of impacts	Refer Governance Narrative – Paragraph 2	22
2-13 Delegation of responsibility for managing impacts	Refer Governance Structure Chart	21
2-14 Role of the highest governance body in sustainability reporting	Refer Governance Structure – Last Line – First Paragraph	21
2-15 Conflicts of interest	Refer Business Ethics – Paragraph 3	23

GRI Standard & Disclosure	Description	Page Numbers
2-16 Communication of critical concerns	Refer Grievance Redressal and Whistle Blower Mechanism – Paragraph 2	26
2-17 Collective knowledge of the highest governance body	Refer Sustainable Procurement – Paragraph 4	29
2-18 Evaluation of the performance of the highest governance body	Refer Governance Narrative – Paragraph 1	22
2-19 Remuneration policies	Refer Governance Narrative – Paragraph 1	22
2-20 Process to determine remuneration	Refer Governance Narrative – Paragraph 1	22
2-21 Annual total compensation ratio	Upholding labour and Human Rights – Paragraph 5	35
Strategy, policies and practices		
2-22 Statement on sustainable development strategy	Refer Sustainability Strategy – Paragraph 1	15
2-23 Policy commitments	Refer Business Ethics – Paragraph 2, Code of Conduct - Paragraph 2	23, 25
2-24 Embedding policy commitments	Refer Governance Narrative – Paragraph 1, Refer Sustainable Procurement – Paragraph 4	22, 29
2-25 Processes to remediate negative impacts	Refer Grievance Redressal and Whistle Blower Mechanism – Paragraph 1	26
2-26 Mechanisms for seeking advice and raising concerns	Refer Grievance Redressal and Whistle Blower Mechanism – Paragraph 1	26
2-27 Compliance with laws and regulations	Refer Governance Narrative – Paragraph 2	22
2-28 Membership associations	Refer Awards and Achievements – Paragraph 1	14
Stakeholder engagement		
2-29 Approach to stakeholder engagement	Refer Stakeholder Engagement – Paragraph 1, Stakeholder Engagement Plan	17, 18
2-30 Collective bargaining agreements	Upholding labour and Human Rights – Paragraph 6	35

GRI 3: Material Topics 2021		
3-1 Process to determine material topics	Refer Materiality Assessment – Paragraph 3 & 4	19
3-2 List of material topics	Refer Materiality Assessment – Paragraph 3	19
3-3 Management of material topics	Refer Materiality Assessment – Paragraph 5	19

GRI 201: Economic Performance 2016		
201-1 Direct economic value generated and distributed	Refer Economic Performance – Paragraph 2	31

GRI 202: Market Presence 2016		
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Upholding labour and Human Rights – Paragraph 4	35
202-2 Proportion of senior management hired from the local community	Refer Advancing Diversity, Equity and Inclusion	36

GRI 203: Indirect Economic Impacts 2016		
203-1 Infrastructure investments and services supported	Refer Financial Performance	32
203-2 Significant indirect economic impacts	Refer Economic Performance Narrative – Paragraph 1	32

GRI 205: Anti-corruption 2016		
205-1 Operations assessed for risks related to corruption	Not applicable	
205-2 Communication and training about anti-corruption policies and procedures	Refer Governance Narrative – Paragraph 2	22
205-3 Confirmed incidents of corruption and actions taken	Refer Code of Conduct	25

GRI 302: Energy 2016		
302-1 Energy consumption within the organization	Refer Energy Profile and Renewable Integration	53
302-2 Energy consumption outside of the organization	Refer Energy Profile and Renewable Integration	53
302-4 Reduction of energy consumption	Refer Efficiency Through Technology and Process Innovation	55-56

GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	Refer Water Management Narrative – paragraph 2	49
303-2 Management of water discharge-related impact	Refer Water Management Narrative – paragraph 1	48
303-3 Water withdrawal	Refer Water Management Narrative	48
303-4 Water discharge	Refer Water Management Narrative – paragraph 1	48
303-5 Water consumption	Refer Water Management Narrative	48

GRI 305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	Refer Scope-Wise Emissions Comparison	58
305-2 Energy indirect (Scope 2) GHG emissions	Refer Scope-Wise Emissions Comparison	58
305-4 GHG emissions intensity	Refer Scope-Wise Emissions Comparison	58
305-6 Emissions of ozone-depleting substances (ODS)	Not applicable – No ODS usage in operations	
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Refer Non-GHG Emissions	59

GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	Refer Hazardous Waste Management Narrative - Paragraph 1, Hazardous Waste Management - Paragraph 2	50
306-2 Management of significant waste-related impacts	Refer Waste Management – Paragraph 2	49
306-3 Waste generated	Refer Hazardous Waste Management Narrative - Paragraph 1, Hazardous Waste Management - Paragraph 2	50
306-4 Waste diverted from disposal	Refer Hazardous Waste Management – Paragraph 2	49
306-5 Waste directed to disposal	Refer Hazardous Waste Management – Paragraph 3	49

GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	Refer Diversity, Equity and Inclusion – Paragraph 3	36
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Refer Comprehensive Employee Benefits Section	39
401-3 Parental leave	Refer Working Conditions Section	36

GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	Refer Social Narrative – Paragraph 3	34
403-2 Hazard identification, risk assessment, and incident investigation	Refer Occupational Health, Safety and Well-being – Paragraph 3	39
403-3 Occupational health services	Refer Occupational Health, Safety and Well-being Narrative	40
403-4 Worker participation, consultation, and communication on occupational health and safety	Refer Occupational Health, Safety and Well-being Narrative – Paragraph 3	40
403-5 Worker training on occupational health and safety	Refer Occupational Health, Safety and Well-being Narrative– Paragraph 2	40
403-6 Promotion of worker health	Refer Occupational Health, Safety and Well-being	39
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Refer Occupational Health, Safety and Well-being Narrative– Paragraph 1	40
403-8 Workers covered by an occupational health and safety management system	Refer Occupational Health, Safety and Well-being	39
403-9 Work-related injuries	Refer Injury and Fatality Metrics	40

GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	Refer Training Hours by Employee Group	38
404-2 Programs for upgrading employee skills and transition assistance programs	Refer Employee Training, Education and Development – Refer Paragraph 2	37
404-3 Percentage of employees receiving regular performance and career development reviews	Refer Employee Training, Education and Development – Refer Paragraph 5	37

GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	Refer Advancing Diversity, Equity and Inclusion – Paragraph 2	36
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Refer Social Narrative – Paragraph 3	34
GRI 408: Child Labor 2016		
408-1 Operations and suppliers at significant risk for incidents of child labor	Refer Upholding labour and Human Rights	35
GRI 409: Forced or Compulsory Labor 2016		
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Refer Upholding labour and Human Rights	35
GRI 413: Local Communities 2016		
413-1 Operations with local community engagement, impact assessments, and development programs	Refer Key CSR Focus Areas and Highlights – FY 2024- 25	42
413-2 Operations with significant actual and potential negative impacts on local communities	Refer Key CSR Focus Areas and Highlights – FY 2024- 25	42



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