

2024

SUSTAINABILITY REPORT



TOGETHER FOR TOMORROW:
BUILDING SUSTAINABILITY



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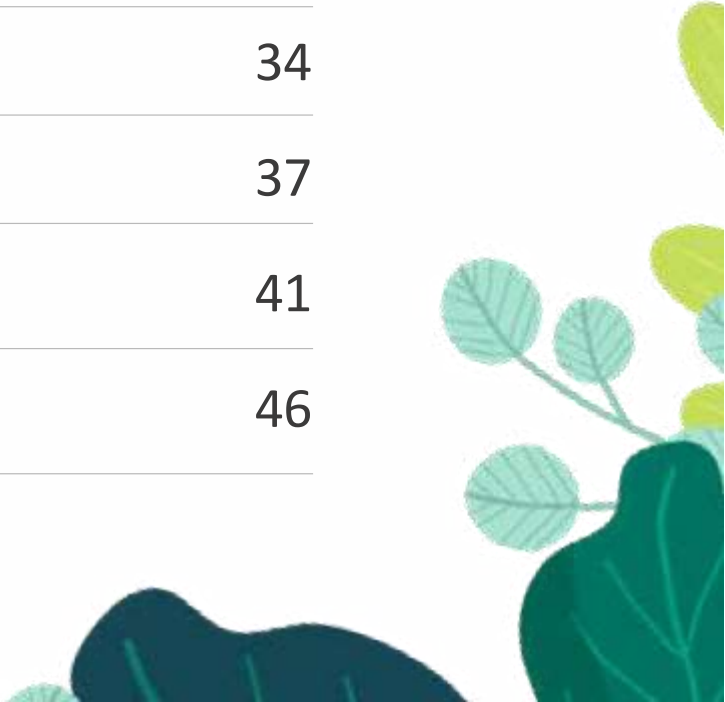
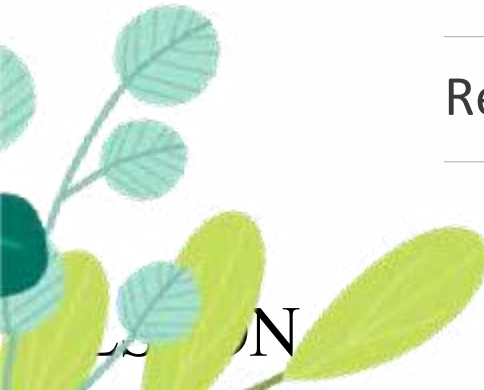
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MESSAGE FROM THE DIRECTOR

As we move forward in a rapidly evolving business landscape, INDO-MIM remains committed to its core values of innovation, quality, and customer satisfaction. Our journey over the past years has been marked by significant progress, driven by our belief in “Winnovation” – thriving through innovation. This philosophy continues to inspire us to push boundaries, improve processes, and deliver superior products to our customers globally.

We recognize that environmental sustainability is not just a responsibility but an opportunity to make a positive impact. At INDO-MIM, we are dedicated to integrating sustainable practices into every facet of our business. From reducing energy consumption and adopting renewable energy sources to minimizing waste and improving recycling efforts, we strive to operate in a way that preserves natural resources and reduces our carbon footprint. Our sustainable manufacturing processes are designed to ensure efficiency and reduce environmental impact, aligning with global standards for environmental stewardship.

Furthermore, we actively seek to implement innovative solutions that promote circularity in our operations. By focusing on the reuse and recycling of materials, we contribute to the circular economy, reducing reliance on virgin resources and promoting sustainability at every step of the production cycle. Our commitment to environmental sustainability extends beyond our operations, as we collaborate with our partners, customers, and stakeholders to drive shared responsibility for a more sustainable future.

In addition to sustainability, we place a strong emphasis on governance. Our robust governance framework ensures transparency, accountability, and ethical decision-making in all areas of our business. We adhere to the highest standards of corporate governance, promoting trust and integrity with our stakeholders, and ensuring that we operate with the highest ethical standards at every level of our organization.

With a diverse portfolio and a deep understanding of the markets we serve, we have been able to adapt to changing demands and provide solutions that not only meet but exceed expectations. Our focus on continuous improvement, both in our offerings and relationships, ensures that we remain a reliable and trusted partner for our stakeholders.

I am proud of the progress we have made, and as we look toward the future, we remain steadfast in our commitment to innovation, sustainability, and strong governance. Together, we are building a resilient future, where long-term value is created for our customers, employees, shareholders, and the communities we serve.



Krishna Chivukula Jr
CEO, INDO-MIM

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ABOUT THE COMPANY



INDO-MIM, short for INDO-MM Limited (Formerly known as INDO-MIM Private Limited), is a global leader in the field of metal injection moulding (MIM). Established in 1996, which falls under large sector category. INDO-MIM has consistently demonstrated its commitment to innovation, sustainability, and excellence in manufacturing. It has become a leading force in the field of Metal Injection Moulding (MIM), delivering precision-engineered products to customers across more than forty-five countries in the Americas, Europe, and Asia. With three units spanning over 1million square feet, INDO-MIM boasts the world’s largest installed capacity for metal injection moulding, situated in Bangalore, India.

The company’s facilities hold prestigious IATF 16949:2016, ISO 9001:2015, ISO 13485:2016, ISO 14001:2015, AS 9100:2016, ISO 45001:2018, ISO 27001:2022, The organization is authorized to bear the GC-Mark: Blue Planet- Energy Efficient Company NADCAP chemical processing, NADCAP -NDT, NADCAP non-conventional machining, NADCAP welding.

Over the years, we have expanded its facilities into what is likely the world’s largest installed MIM capacity. Over 0.80 million square feet of sophisticated Metal Injection moulding manufacturing and finishing capabilities are available to manage the entire MIM process from start to finish.

Not only does INDO-MIM has an in-house tool room capable of producing 70 to 75 tools per month and offering design assistance, but it also has an integrated Vertical integration of finishing technologies like Electroless Ni and Trivalent Cr plating, vacuum and sealed quench heat-treating as well as precision milling and CNC Machining to micron tolerances is within our capabilities.

INDO-MIM also provides plastic injection moulding and insert moulding, in addition to a comprehensive selection of product assembly and integration services.



GRI 2-1

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ABOUT THE COMPANY

At INDO-MIM, our fundamental principle revolves around creating, enduring value for both our customers and shareholders. To align with this principle, we are diversifying our core competencies beyond operations. These expansions encompass investment cast products, development of ceramic products through injection moulding advanced machining of medical and aerospace components, as well as comprehensive medical device integration, all aimed at strengthening our core capabilities.

Our fundamental belief is that we should provide customers and shareholders with lasting value.

As part of our expanding core competencies, we offer investment cast products, ceramic product development via injection Molding, advanced manufacturing of medical and aerospace products, Consumable industries and full integration of medical devices.



Experience

With a portfolio of more than 6,000+ MIM products spanning various markets and applications, we have gained extensive experience that has greatly strengthened our engineering and manufacturing capabilities. This broad expertise allows us to quickly and efficiently develop new products, providing tailored solutions to meet the unique requirements of different industries. Our in-depth knowledge of materials, design complexities, and production methods empowers us to tackle intricate challenges, reduce time-to-market, and consistently deliver high-quality, innovative products that surpass customer expectations. This wealth of experience establishes us as a trusted partner, capable of adapting to shifting industry demands with precision and agility.



Service

We provide a comprehensive range of services designed to address even the most complex manufacturing requirements of our customers. From initial concept to final delivery, every project is meticulously managed with a focus on precision and efficiency. Our dedicated project management team ensures seamless coordination throughout the entire process, overseeing each phase to guarantee that all specifications and timelines are met. Additionally, we provide thorough written documentation at each stage, offering complete transparency and clear communication to keep our clients informed and confident throughout the project's lifecycle. This approach ensures that we not only meet but exceed our customers' expectations, delivering high-quality, custom solutions tailored to their unique needs.

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Customization

At INDO-MIM, we provide flexible, customizable solutions, adjusting processes to meet each customer’s unique needs. We continually refine manufacturing methods, optimize design, and explore new technologies to achieve optimal results. Focused on innovation, we evolve to meet demanding specifications, diverse applications, and market trends, ensuring tailored solutions.



Values

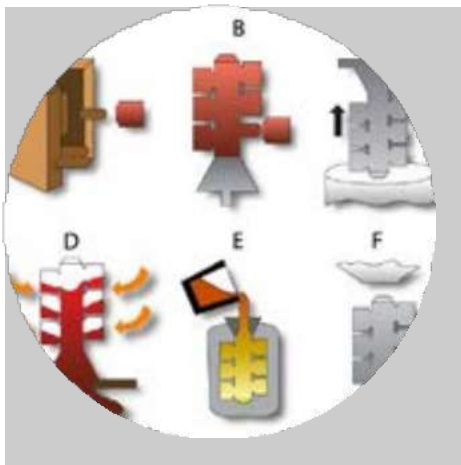
All our expertise and capabilities come together to deliver one crucial result: exceptional value. By leveraging our technical skills, innovative processes, and customer-focused approach, we ensure that every product and service we provide maximizes value for our clients.

“**ACT** WITH INTEGRITY, PURSUE
DEMONSTRATE RESPECT FOR OTHERs IN ALL THAT YOU DO”

WHAT WE DO



Metal Injection Molding



Investment Casting



Ceramic Injection Molding



Aerospace Solutions Group



Additive Manufacturing



3D Printing

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“IN FY23-24, WE STRENGTHENED OUR COMMITMENT TO ENHANCING SUPPLY CHAIN EFFICIENCY AND SUSTAINABILITY. WITH A VALUE CHAIN COMPRISING OVER SUPPLIERS, WE CONTINUE TO DRIVE RESPONSIBLE AND SUSTAINABLE PRACTICES ACROSS OUR ECOSYSTEM.”



3807
Total
Manpower



650+
Customers
Globally



170 million
Parts MIM
Production Annually



46
MPIF
Awards



5
Continents



8000+
MIM Parts
Variety



29
years of
Experience



85+
Material
Options



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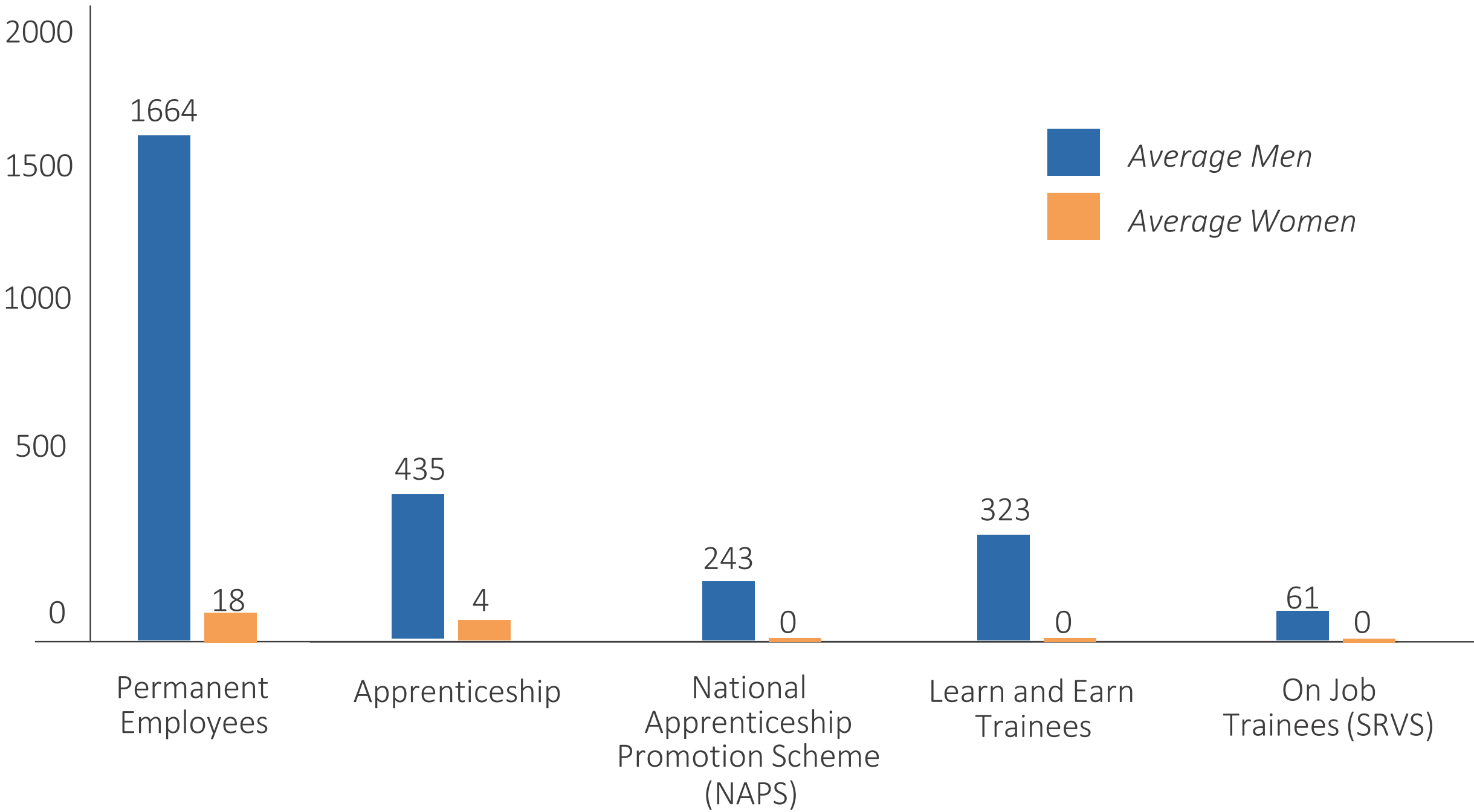
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Month	Permanent Employees	Contractor and Trainee’s workforce
April 2023	1,615	1,750
March 2024	1,786	2,021
Change	+10.59%	Gradual Increase

Program	Change (April 2023 to March 2024)
Apprenticeship Engagement	+74.21%
National Apprenticeship Scheme (NAPS)	+50.60%
Learn and Earn Trainees	-43.44%
On Job Trainee (SRVS)	+72.22%

Over the reporting period (April 2023 to March 2024), the average number of employees under various employment and engagement categories is presented below:



Note: These figures represent average monthly values calculated over a 12-month period. Detailed month-wise breakdown is available in internal records.

Reporting Method	Reporting Period	Gender Declaration
Headcount-based (not FTE)	Based on end-of-month actuals	Captured through self-declaration
	Averaged over Apr 2023 – Mar 2024	During employee onboarding process

The total workforce increased from **1,615 to 1,786 permanent employees (a 10.57% rise)** between April 2023 and March 2024, while Apprenticeship numbers peaked at 554 and NAPS at 250 in Q4, reflecting operational demand, whereas fluctuations in trainee counts were due to academic cycle completions.

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WINNOVATION FOR A SUSTAINABLE TOMORROW

*At INDO-MIM, we firmly embrace the concept of “Winnovation,”
a philosophy centered around thriving through
innovation.*

*This core principle fuels our dedication to providing superior
value, improved performance, faster turnarounds, and
consistently high-quality products to our customers. We
are committed to continuous improvement, not only in
our processes but also in our relationships with customers,
employees, shareholders, and the wider community. As a result,
numerous companies worldwide have chosen INDO-MIM as
their trusted partner in Metal Injection Molding (MIM). Our
reputation for excellence is built on a foundation of innovation,
rigorous quality standards, and an unwavering focus on
customer satisfaction. We are committed to evolving with
industry trends, ensuring that we consistently meet the growing
demands of the market while remaining devoted to delivering
products that provide unparalleled value.*

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BOARD OF DIRECTORS

The composition of the Board of Ind-MIM complies with Regulation 17 of companies act, 2013 of the Listing Regulations. The Chairman of the Company, while serving as a Professional whole time Managing Director in his individual capacity. The number of Non-Executive and Independent Directors exceeds one-half of the total number of Directors.

Mr. Krishna Chivukula
Managing Director

Mrs. Jagadamba Chandrasekhar
Non-executive Director

Mr. Raj Chivukula
Non-executive Director

Mr. Krishna Chivukula Jr.
CEO and Whole Time Director

Mrs. Meera Shankar
Independent Director

Mrs. Rajni Anil Mishra
Independent Director

Mrs. Sujitha Karnad
Independent Director

At INDO-MIM, the highest governance body, represented by the CEO, is responsible for reviewing and approving sustainability disclosures, including material topics, to ensure compliance and transparency. The board delegates impact management to senior executives through an authorized signatory system, with performance updates presented annually. This structured governance approach reflects INDO-MIM’s commitment to accountability, stakeholder engagement, and continuous improvement



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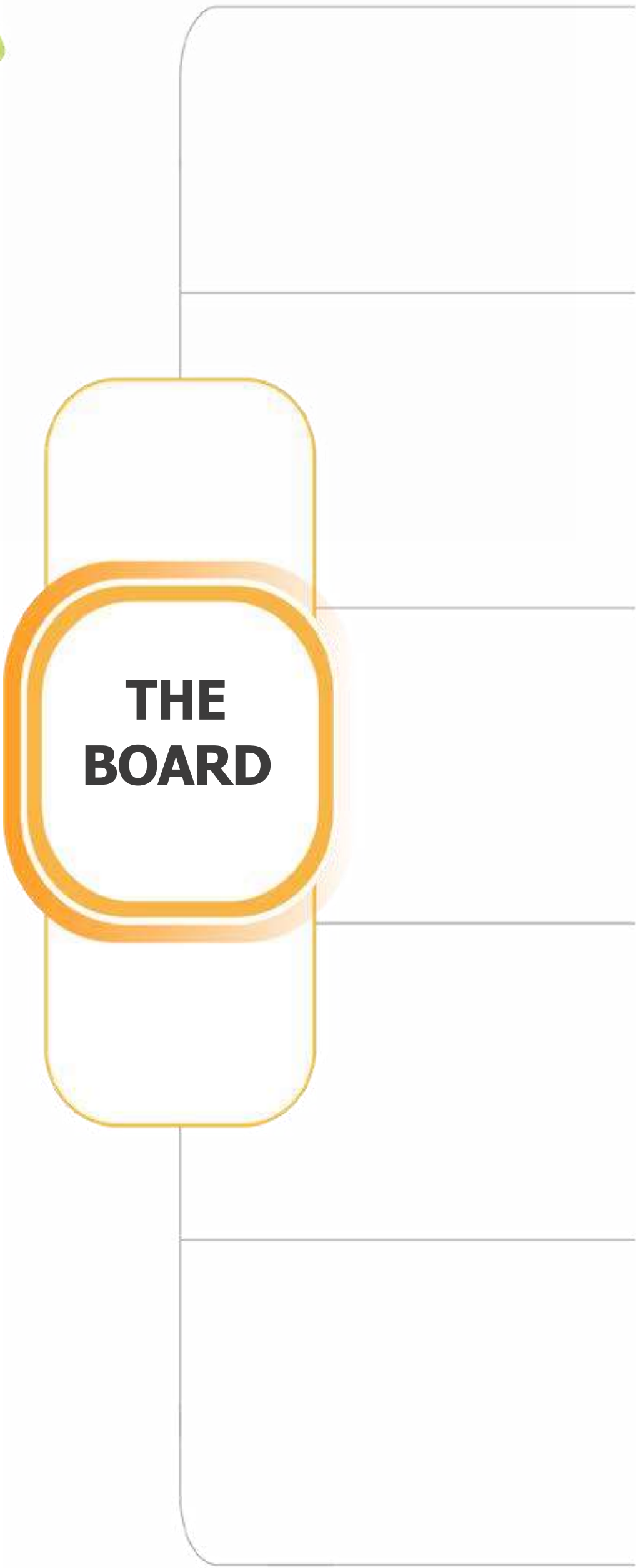
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BOARD COMMITTEE

Mrs. Sujitha Karnad
Mr. Krishna Chivukula
Mr. Krishna Chivukula
Jr. Mrs.Rajini Anil
Mishra

AUDIT
COMMITTEE

Mrs.Sujitha Karnad
Mrs.Rajini Anil Mishra
Mrs. Meera Shankar

COMPOSITION
NOMINATION AND
REMUNERATION
COMMITTEE

Mrs. Meera Shankar
Mr. Krishna Chivukula
Mr. Krishna Chivukula
Jr. Mrs.Rajini Anil
Mishra

STAKEHOLDERS
RELATIONSHIP
COMMITTEE

Mrs. Meera Shankar
Mr. Krishna Chivukula
Mr. Krishna Chivukula Jr.
Mrs.Rajini Anil Mishra
Mrs. Sujitha Karnad

CSR
COMMITTEE

Mr. Krishna Chivukula
Mr. Krishna Chivukula Jr
Mrs.Rajini Anil Mishra
Mrs. Sujitha Karnad

RISK
MANAGEMENT
COMMITTEE

Mr. Krishna Chivukula
Mr. Krishna Chivukula Jr
MR. P. Balasubramanian
MR. K R Shyam Ballal
MR. Santhosh Kumar
Dash

INITIAL PUBLIC
OFFER (IPO)
COMMITTEE

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DECISION MAKING

Our Board of Directors are all consulted and involved in key decisions relating to our sustainability program

INDO-MIM Leadership

Krishna Chivukula: Managing Director
16339 IVY Lake DR Odessa,
Florida 33556- 6008, USA

DIN: 02483835

Krishna Chivukula Jr. Whole-Time Director and CEO
No.12 Benson Town Cross, Road,
Bangalore- 560046

DIN: 01711450

Jagadamba Chandrasekhar: Non-Executive Director
16339 IVY Lake DR Odessa,
Florida 33556- 6008, USA

DIN: 07787485

Sujitha Karnad Independent Director
23E, Sobha Lotus, Kundanahali,
Bangalore 560037

DIN: 02484081

Raj Chivukula: Non-Executive Director
8201 Cattail Drive Niwot,
CO 80503 USA

DIN: 06374957

Meera Shankar Independent Director
202, Tower 34, Commonwealth Games Village,
Patparganj, Delhi 110092



Communication of Critical Concerns

All critical concerns are formally communicated via email or official letters to relevant stakeholders.



MOM Documentation

Critical issues raised during meetings are documented in the Minutes of Meeting (MoM). Number of concerns included in Mom’s is tracked and reviewed regularly.



Leadership Training on Sustainability

A dedicated training session for top management was conducted by the EHS consultant on sustainable development principles and responsibilities.



External Governance Audits

Third-party audits are conducted to evaluate the performance of the highest governance body on sustainability governance. Audits are independent and conducted at different time intervals.



Corrective Actions

All findings from these audits are addressed with identified corrective actions and followed up to ensure effective implementation.

Our executive remuneration is governed by a policy (28th Annual Report, 2023–24), designed to balance fixed, short-term, and long-term rewards against performance and sustainability KPIs. For more details refer the [Annual Report FY 2024](#)

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OUR POLICIES

At INDO-MIM, the highest governance body is responsible for the development, approval, and periodic review of corporate policies to ensure alignment with ethical, legal, and sustainability standards. Our policies, such as the Business Ethics Policies (covering security, privacy, anti-bribery, anti-corruption, fraud, money laundering, anti-competitive behavior, monopoly practices, vigil mechanism, and ethical handling of conflicts of interest) and the Whistleblower Policy, serve as a framework to prevent, detect, and address unethical practices. These policies ensure transparent and ethical business conduct, reinforced by a strong grievance redressal body that helps maintain an uncompromising stand on value transgressions.

Additionally, our Supplier Code of Conduct requires business partners to acknowledge and comply with these policies, as stakeholders prioritize working with companies they can trust. Through strong governance and ethical leadership, INDO-MIM has built a solid reputation as a responsible and trustworthy organization.

For more information on our policies, click on the below links:

Business Ethics Policy

<https://www.indo-mim.com/wp-content/uploads/2023/10/Business-ethics-policy-and-Code-of-conduct.pdf>



Human Rights Policy

<https://www.indo-mim.com/wp-content/uploads/2023/10/Labour-Human-Rights-Policy.pdf>



Whistle blower policy

<https://www.indo-mim.com/wp-content/uploads/2023/10/Whistle-blower-policy.pdf>



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AWARDS AND RECOGNITION

STATE LEVEL SAFETY AWARD -
BEST WORKMEN AWARD -2024



On the Occasion of 53rd National safety day celebration 2024, Workmen – Shivraj (DBP Plant) Received 3rd Prize for Best Mega worker male (Mega Industry – category) from Department of Factories, boilers, Industrial safety and health, Government of Karnataka.

STATE LEVEL SAFETY AWARD -
FACTORY MEDICAL OFFICER-2024



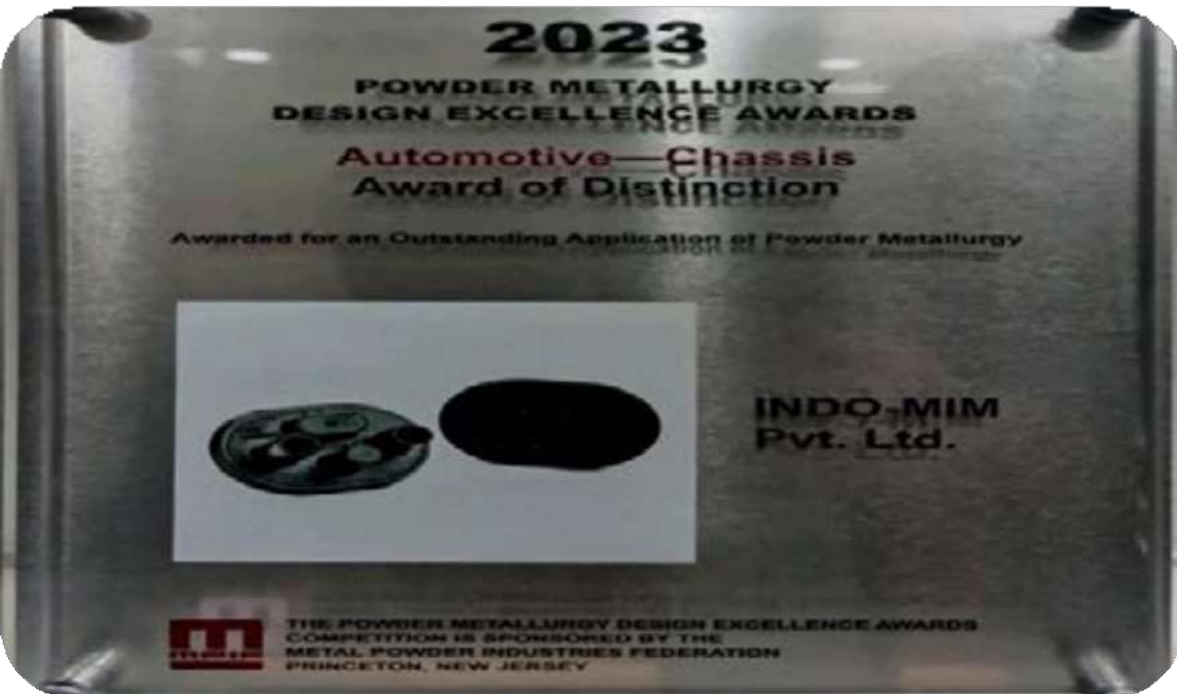
On the Occasion of 53rd National safety day celebration 2024, Dr. D. Lohith Rao, Factory Medical Officer (DBP Plant) Received 2nd Prize for Best Medical officer from Department of Factories, boilers, Industrial safety and health, Government of Karnataka.

53RD NATIONAL SAFETY DAY
CELEBRATION 2024



INDO-MIM received 3 Prizes (Best Industry, Best Medical officer, Best Workmen) from Government of Karnataka, on the occasion on National safety day celebrations-2024 held at IIIT Electronic city, Bangalore.

POWDER METALLURGY DESIGN EXCELLENCE
AWARDS- AUTOMOTIVE- CHASSIS- AWARD OF
DISTINCTION - 2023



Metal Powder Industries Federation (MPIF) Design Excellence Award is one of the most prestigious platforms in the Powder Metallurgy (PM) & Metal Injection Molding (MIM) for recognizing achievement in this industry. MPIF awards competition is sponsored by the Metal powder Industries Federation Princeton, New Jersey, USA. “INDO-MIM won 3 Distinction and 3 Grand Prize this year at MPIF Conference.

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POWDER METALLURGY DESIGN EXCELLENCE AWARDS HELD IN LAS VEGAS, NEVADA: USA IN THE YEAR 2023



Metal Powder Industries Federation (MPIF) Design Excellence Award is one of the most prestigious platforms in the Powder Metallurgy (PM) & Metal Injection Molding (MIM) for recognizing achievement in this industry. “INDO-MIM won 3 out of 17 MPIF awards” in the year 2023.

WINNER IN CRICKET TOURNAMENT ORGANISED BY DIA (DODDABALLAPUR INDUSTRIAL ASSOCIATION) IN 2023



INDO-MIM Ltd. emerged as the winner in the cricket tournament organized by the Doddaballapur Industrial Association (DIA) in 2023. The tournament, which brought together local industries and businesses, saw strong competition, but INDO-MIM’s team showcased excellent teamwork, skill, and determination to clinch the top spot. This victory not only highlights the company’s spirit of collaboration and camaraderie but also its active involvement in community-building activities. The win at the DIA-organized event further strengthens INDO-MIM’s reputation as a key player in the region, both in business and in fostering strong relationships with its peers.

POWDER METALLURGY DESIGN EXCELLENCE AWARD- HAND TOOLS ABD RECREATION - GRAND PRIZE- MPIF-2023



A Grand Prize has been awarded to INDO-MIM Ltd., in the Hand Tools/Recreation Category for MIM components for a quick-change core retaining anti-drill part used in a security door lock assembly. The complex part requires high strength and good wear resistance and is made from M2 tool steel. The cube-like structure has four, square through holes and across its center has three cylindrical projections—one at each edge and one in the center.

AWARD OF RECOGNITION FROM FANUC INDIA IN SEPTEMBER 2023



This award of recognition is presented to INDO-MIM Ltd by FANUC India in appreciation of our growing partnership and shared commitment to delivering successful FANUC robotics automation solutions. Together, we continue to drive innovation and excellence in automation technology.

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RECEIVED BEST PROCESS CONTROL AWARD
2023 FROM STANLEY BLACK AND DECKER



INDO-MIM Ltd. has been recognized for its excellence in manufacturing and design. Notably, the company received the “Best Process Control Award” in control over its manufacturing process.

MEMENTO OF APPRECIATION FROM MESSE
MUNCHEN IN SEPTEMBER 2023



This award is presented by MESSE MUNCHEN to INDO-MIM Limited, by recognizing our participation in LASER I PHOTONICS INDIA in September 2023.

AWARD FROM APPLIED MATERIALS INDIA
COLLABORATIVE ENGINEERING CENTRE IN
JULY-23



This award is presented by Applied materials to INDO-MIM Limited, by recognizing our exceptional contributions and commitment to advancing the semiconductor ecosystem in India.

RECEIVED AN AWARD FROM SPM OIL AND
GAS A CATERPILLAR COMPANY IN THE
YEAR 2023



INDO-MIM Ltd. recently received the prestigious Distinguished Supplier Award from SPM Oil & Gas, a division of Caterpillar. This recognition highlights INDO-MIM’s excellence in delivering high-quality products and services within the oil and gas industry. The award acknowledges the company’s consistent performance, commitment to innovation, and ability to meet and exceed the rigorous standards set by a global leader in industrial equipment and services.

SUSTAINABILITY FOR BUSINESS
DEVELOPMENT



INDO-MIM was recognized for “Sustainability for business development” by Endress+Hauser Flower (India) pvt Ltd in 2023

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Sustainability

This is INDO-MIM's Sustainability Report for FY 2023-24, providing relevant disclosures and insights to meet the needs of employees, customers, communities, and investors. The report covers the period from April 1, 2023, to March 31, 2024. Our sustainability reporting journey began in FY 2022-23, and ever since, we have consistently disclosed our triple bottom line performance on an annual basis. This ongoing commitment allows us to monitor our progress and spearhead best practices for sustainability

Reporting Framework, Reporting Principles and Approach

Reporting Framework, Reporting Principles & Approach. The report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards from the period 1st April 2023 to 31st March 2024. In line with the GRI Standards, it adheres to all content and quality reporting principles, ensuring accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability.

GRI 2-2, 2-3



The report reflects INDO-MIM's commitment to transparent and accountable sustainability practices, focusing on key environmental, social, and economic aspects. Stakeholder relationships and materiality serve as the foundation of the reporting process, ensuring the inclusion of relevant and meaningful disclosures that address stakeholders' concerns while aligning with the GRI's comprehensive reporting framework.

Scope and Boundary

The scope of this report includes the performance, initiatives, and key information related to the business activities of the INDO-MIM Doddaballapura plant. It addresses the plant's environmental, social, and economic impacts, including energy consumption, emissions, waste management, water conservation, employee welfare, community engagement, and governance practices, as well as supply chain sustainability. INDO-MIM is dedicated to sustainable development and will release its Sustainability Report annually, promoting transparency and accountability while showcasing its efforts to advance environmental, social, and economic progress across its operations.

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INDO-MIM has no plans for an External assurance but our highest governance body, such as the board director's assurance the process by approving its scope and our senior executives ensure alignment with organizational goals.

For your suggestions and feedback, kindly write us at:

Mr. Santosh Dash

Company Secretary, INDO-MIM Ltd.

**Email ID**

cs-team@indo-mim.com

**Organization**

INDO-MIM Ltd

**Website**

www.indo-mim.com

**Location**

No 45 (P) KIADB Industrial
area, Doddaballapura,
Bengaluru Rural,
Karnataka- 561203

REPORT OVERVIEW

Period

FY 2023-24

Companies

INDO-MIM Limited

Reporting Boundary

INDO-MIM Doddaballapura plant
No 45 (P) KIADB Industrial area, Dodda-
ballapura, Bengaluru Rural, Karnataka-
561203

Reporting Cycle

Financial year April to March (Every
year)

Publication Date

First week of June every year



CORPORATE GOVERNANCE



Business Ethics

We are dedicated to conducting our business with the highest standards of ethics and integrity. Upholding ethical principles and complying with applicable laws are fundamental to our operations and corporate culture. Our policies outline clear expectations for fair and ethical behavior for our management, employees, and vendors. To reinforce personal accountability, we require all employees to complete annual compliance training and have established an escalation process to ensure timely participation. Copies of our policies and documents are available at [Business-ethics-policy-and-Code-of-conduct](#)

INDO-MIM’s Code of Conduct and Ethics aligns with all applicable laws, covering anti-bribery, anti-corruption, anti-slavery, fraud, child labor, money laundering, and conflict of interest. Comprehensive training is provided to employees, senior management, and the Board on key policies, including regulatory changes and ethical conduct. All stakeholders receive role-specific training on recognizing and avoiding bribery, improper gifts, and ethical violations during induction and ongoing sessions. Anti-corruption policies have been formally communicated to 100% of the governance body, 3,807 employees, and 650 business partners, reinforcing our commitment to integrity and compliance.

GRI 205-1, 205-2, 418-1



Information Security

Technology and Innovation

INDO-MIM has implemented multiple initiatives for cost optimization, safety, operational efficiency, and technological upgradation. A dedicated system facilitates innovation across R&D, Quality, Finance, HR, Manufacturing, and Supply Chain, with IT & IS teams curating strategies for business growth.

Data Integrity and Security

Confidential and proprietary information is handled per client contracts and internal policies. A layered defence approach includes physical, technical, and administrative security measures, ensuring controlled access and secure storage practices.

Privacy Policy

INDO-MIM has a structured privacy policy defining protocols for collecting, using, securing, and disclosing personal information. Employees must comply with data security and confidentiality measures.

Information Security and Cybersecurity

INDO-MIM is an ISO27001:2022 certified organization that maintains stringent information security policies, establishing a structured defence in depth approach protecting information assets from threats, ensuring confidentiality, integrity, and availability. INDO-MIM’s Information Security Risk Management is strengthened by Extended Detection and Response (XDR) and Attack Surface Reduction Management (ASRM) solutions that continuously monitors threats and vulnerabilities of internal and external networks, systems, users and applications. All systems are regularly patched, monitored and scanned, to mitigate vulnerabilities and reduce potential exposure. And reduce potential exposure.

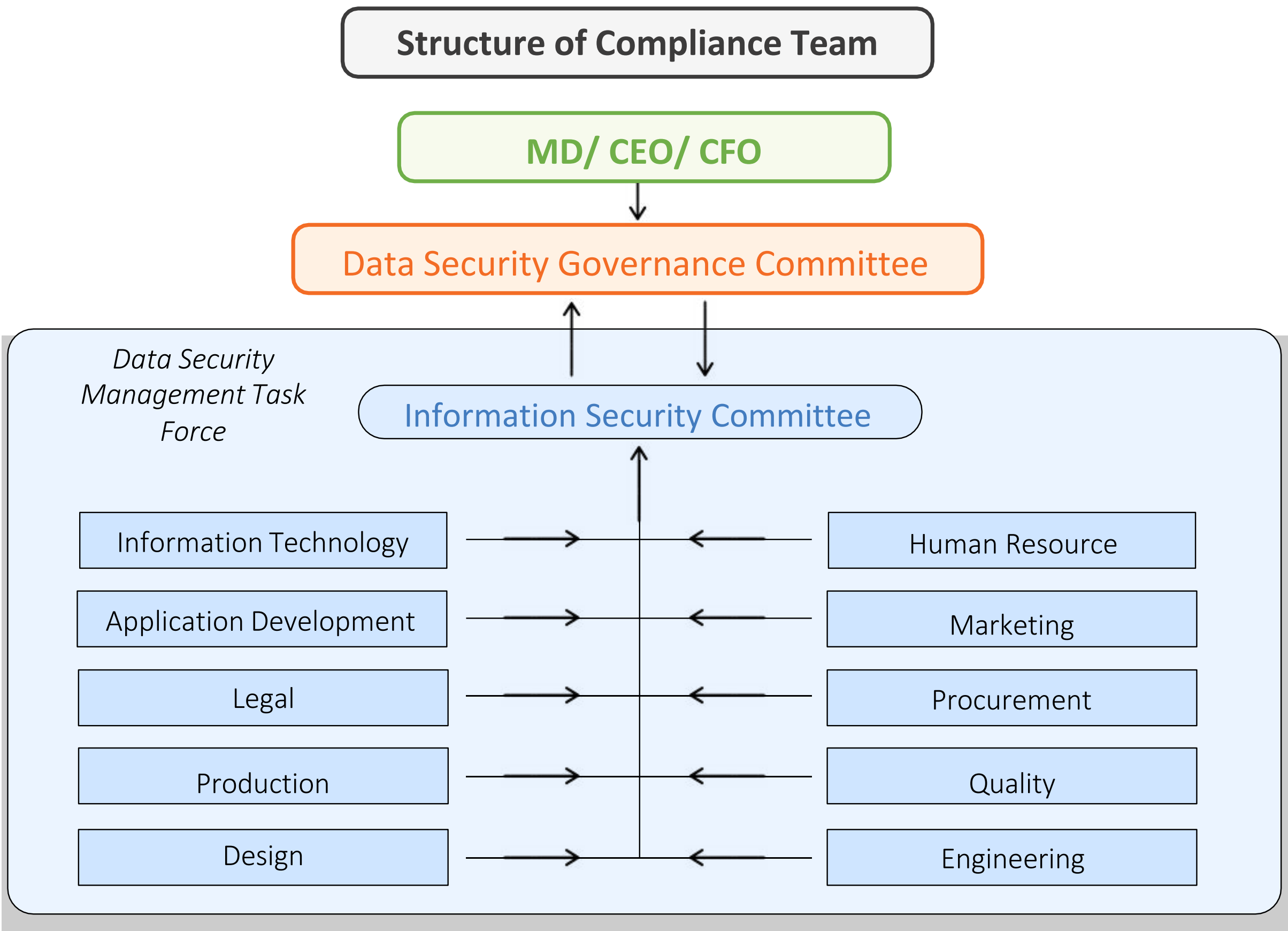


We didn’t have any cyber security breaches in the past three years.

Information Security practices at INDO-MIM conforms to ISO 27001:2022

Compliance and Risk Management

A dedicated Information Security Compliance Team ensures cybersecurity risk management across the organization, ensuring alignment with regulatory and industry best practices. In addition to ISMS Internal and External Certification Audits, Customer specific Independent third-party audits and ILDC Audit are also conducted to validate effectiveness of implemented security controls and to consistently maintain a cybersecurity rating above the manufacturing industry benchmark, reflecting INDO-MIM’s strong commitment to information security and risk governance.



Training and Awareness

All employees and contractors undergo security awareness training. New Hires receive mandatory information security training as part of their on-boarding process., additionally confidentiality and non-disclosure agreements are executed with employees, vendors and partners to ensure the protection of sensitive information.

ISO27001 Certification and Continuous Improvement

INDO-MIM is obtained ISO-27001:2022 certified, reinforcing its commitment to information security, cybersecurity, risk management, and operational excellence. Regular Audits and online Learning and assessment programs are conducted to ensure compliance with internal polices, regulatory requirements, and industry standards. This helps a culture of security awareness and accountability across the organization.



Cyber Security

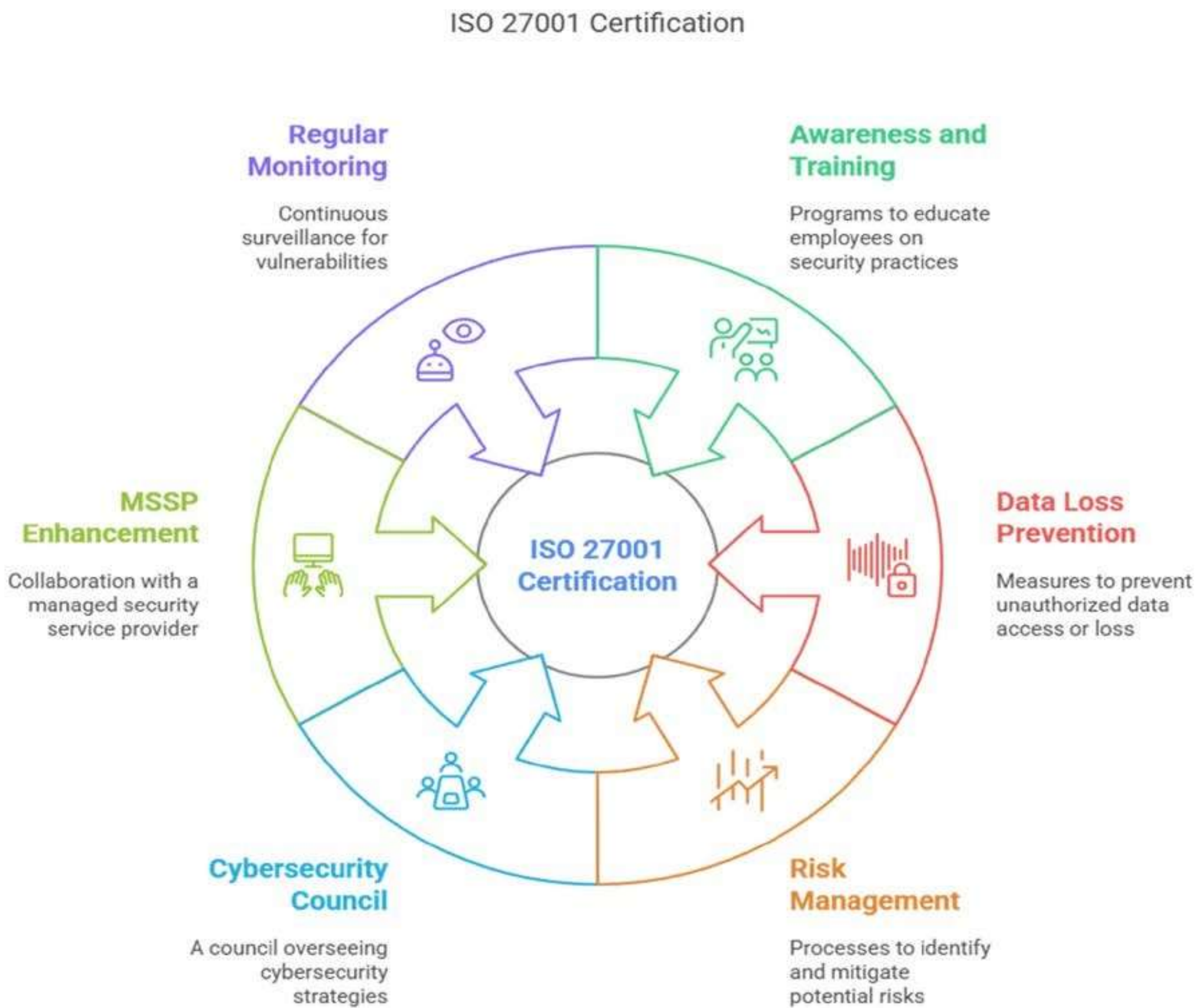
Cybersecurity is a strategic priority for INDO-MIM, especially as digital transformation expands the organization’s exposure to evolving cyber threats. INDO-MIM has implemented a layered security approach based on a defence-in-depth strategy. This approach delivers comprehensive protection across all levels of the organization’s IT infrastructure.

Key cybersecurity measures include:

Vulnerability and Breach Assessments: Regular assessments and penetration tests are conducted to proactively identify, assess, and remediate potential threats before they can be exploited.

Industry Best Practices: Continuous updates and adherence to global cybersecurity standards (such as ISO27001, NIST, ITAR, ILDC) to strengthen resilience.

Dedicated Cybersecurity Leadership: A certified Information Security Officer leads cybersecurity efforts, supported by the Data Security Governance Committee, and Management Task Force.





MAJOR IDENTIFIED CYBERSECURITY RISKS

Theft of Corporate Information

Risk of unauthorized access or leakage of sensitive business data, including Intellectual property and internal strategies.

Theft of Financial Information

Exposure of financial results and banking details.

Ransomware & Cyber Extortion

Malware attacks demanding ransom, leading to data loss or service interruptions.

Business Disruptions

Operational Impacts on critical operations like ERP systems, communication platforms.

OUR APPROACH TO INFORMATION SECURITY

- Established policy and procedures aligned with ISO/IEC 27001:2022 to ensure consistent and compliant industry best practices across all locations
- Employed a proactive, risk-based approach to identify and mitigate threats across people, processes and technology.
- Built a resilient ISMS incorporating multi-layered defence mechanisms to protect critical data assets
- Implemented proactive monitoring systems along with structured incident management process to swiftly detect and manage security events
- Promoted a security-first culture through comprehensive awareness programs, enhancing vigilance and accountability.

RESPONSE STRATEGIES

- System vulnerabilities are proactively monitored and managed to prevent potential exploitation.
- Regular vulnerability assessments and penetration testing, along with continuous attack surface reduction management, are performed to identify and mitigate potential threats.
- Periodic Review of networks and systems (like Firewall, Proxy, Wi-Fi, Application Gateway configurations) are in place to address any security gaps.
- Security improvements are continuously implemented based on assessment findings and evolving threat intelligence.

MAJOR INFORMATION SECURITY/ CYBER SECURITY ACTIVITIES IN 2023-24

- Successfully achieved ISO27001:2022 (German Accreditation Body – DAKKS) certification, reaffirming INDO-MIM's adherence to international best practices in information security standards.
- Introduced Learning and Assessment Management System (LAMS) – an online video-based information security awareness training and assessment portal to enhance employee awareness and vigilance.
- Enhanced compliance to the defence sector's regulatory requirements and performed comprehensive audit by a CERT-In empaneled company.
- Deployed Data Loss Prevention (DLP) solution to safeguard critical data assets from unauthorized data leakage



Risk Management

Risk management at INDO-MIM is a systematic process of identifying, assessing, and mitigating threats that could impact business objectives, operations, and sustainability goals. INDO-MIM proactively addresses uncertainties to enhance resilience, safeguard assets, and protect its reputation, while also leveraging risks as opportunities for growth.

ENTERPRISE RISK MANAGEMENT (ERM) FRAMEWORK

INDO-MIM has a well-structured Enterprise Risk Management (ERM) system integrating risk assessment into functional, business, and operational teams. The framework employs qualitative and quantitative thresholds to evaluate risks, enabling INDO-MIM to:

- Identify emerging, increasing, and high-criticality risks requiring immediate action.
- Assess year-on-year industry dynamics and classify risks accordingly.
- Use risk trends as opportunities rather than just threats.
- Monitor risks at the senior management level to guide mitigation strategies.

ESG RISK MANAGEMENT

As a sustainability-driven organization, INDO-MIM integrates Environmental, Social, and Governance (ESG) risks into its risk management approach. Addressing ESG concerns ensures long-term growth, reputation protection, and stakeholder value creation.

CRISIS MANAGEMENT AND BUSINESS CONTINUITY

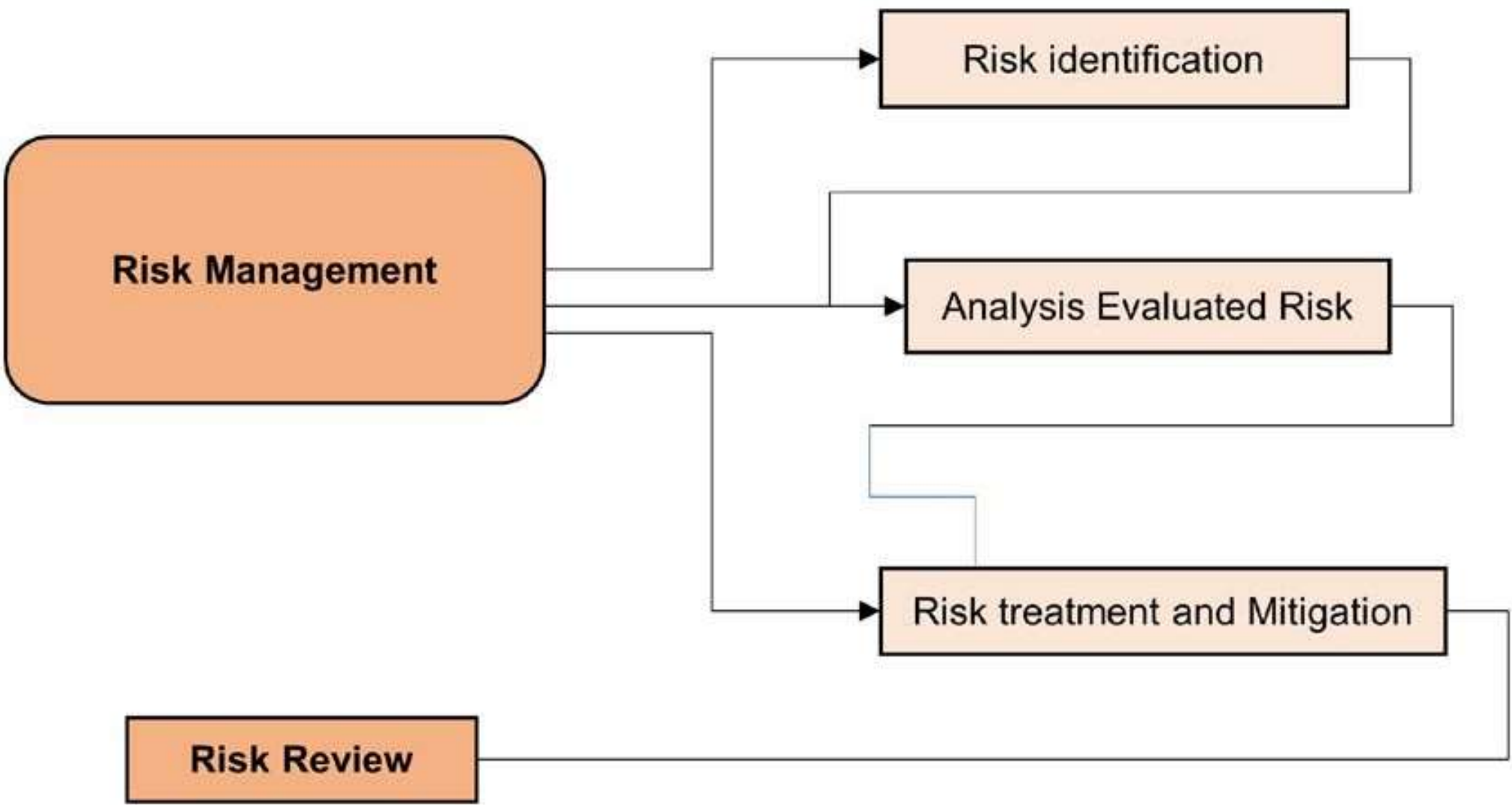
INDO-MIM has comprehensive crisis management and business continuity plans to respond to unforeseen ESG-related incidents. By embedding risk management into its strategic decision-making, INDO-MIM strengthens its ability to navigate uncertainties, ensuring business continuity and long-term sustainability the objectives include:

- Maintaining maximum service levels despite disruptions.
- Ensuring rapid recovery from operational interruptions.
- Minimizing impact and likelihood of business disruptions.





By embedding risk management into its strategic decision-making, INDO-MIM strengthens its ability to navigate uncertainties, ensuring business continuity and long-term sustainability.



CONTINGENCY PLAN

The contingency plan at INDO-MIM is designed to ensure seamless production despite uncertainties, minimizing disruptions to customer schedules. Recognizing that not all risks can be eliminated, the plan focuses on agility and adaptability to mitigate hazards effectively while maintaining sustainability commitments.



ADAPTIVE STRATEGY AND RESOURCE ALLOCATION

INDO-MIM has developed an adaptive strategy that allows the organization to respond swiftly to emerging risks through vigilant monitoring and timely decision-making. A structured approach to resource allocation ensures that core operations, supply chain integrity, and sustainability initiatives remain unaffected during disruptions.

RISK IDENTIFICATION AND PREPAREDNESS

A comprehensive risk assessment has been conducted, identifying key threats such as natural disasters, supply chain disruptions, regulatory changes, economic downturns, and public health crises. By proactively analyzing these risks, INDO-MIM enhances its resilience and response capability



CATEGORIES OF CONTINGENCY PLANS

INDO-MIM has detailed contingency measures for various operational risks

WORKFORCE CHALLENGES

- *Absenteeism*
- *Labor strikes*
- *Key employee resignation*

OPERATIONAL DISRUPTIONS

- *Machine/tool breakdowns*
- *Raw material shortages*
- *power failures*
- *Plant breakdowns*

QUALITY AND COMPLIANCE

- *Inspection facility failures*
- *Significant QMS changes*
- *Certification lapses.*

BUSINESS CONTINUITY RISKS

- *Ownership changes*
- *Disruptions affecting business operations.*



Economic Performance

At INDO-MIM, economic responsibility is a core pillar of our sustainability strategy, aligned with our commitment to ethical business practices and stakeholder value creation for more information, refer

[Annual-Report-FY 2023-2024.](#)

At INDO-MIM, our total operating costs for the reporting period were ₹93,094.28 lakhs, including ₹361.86 lakhs for property rentals and infrastructure investments to support operational efficiency. We also allocated ₹2,494.98 lakhs for casual labor and invested in worker safety and training, aligning with our ESG commitments.



SUSTAINABILITY RISK GOVERNANCE FOR MATERIAL TOPICS

MANAGEMENT APPROACH

At INDO-MIM, we have established a comprehensive set of policies and programs that guide our commitment to responsible and sustainable business practices. These include our Energy Policy, EOHS (Environment, Occupational Health & Safety) Policy, Biodiversity Policy, Sustainability Policy, Labor & Human Rights Policy, CSR (Corporate Social Responsibility) Policy, Grievance Handling Policy, Quality Policy, Business Ethics Policy, Whistleblower Policy, Anti-Corruption and Anti-Bribery Policy. Each of these frameworks plays a crucial role in shaping our strategic direction and ensuring alignment with our core values.

To drive success, we have implemented targeted programs that are actively monitored by our leadership team. This oversight ensures that we remain focused on our material objectives, fostering accountability and continuous improvement. Our strategy is deeply integrated into our ongoing initiatives, reinforcing our dedication to ethical, sustainable, and high-quality operations.

STAKEHOLDER ENGAGEMENT

Stakeholder	Engagement Channel	Expectation of Stakeholder	Issues	Frequency
Shareholders & Investors (External)	1. Investor & Analyst Meet, Annual General Meeting 2. Investor Conferences & meets, Group meetings. 3. Corporate website and press releases/press conference and external stakeholder meet	1. Business growth and stability 2. Better quarterly report 3. Corporate reputation 4. transparency in corporate governance	1. Financial performance 2. Risk management 3. Entry into new market 4. Optimizing operational cost 5. Corporate governance and anti-corruption	1. Annual 2. Quarterly 3. Need-based
Community	1. Awareness Programme 2. Meeting 3. Public Hearing 4. CSR Activity	1. Minimum environmental impact on the communities 2. Recruitment of the people from the community 3. Supporting the local economy	1. Corporate social Responsibility initiatives 2. Societal Priorities	Need assessment basis
Government / Regulatory Bodies	1. Meeting 2. Industry Forum Regular Updates	1. Legal Compliance 2. Timely fulfilment of compliance	1. Policy implementation Revie. 2. Apprising the Government on organization plans and progress 3. Communicating industry's challenges and issues, etc.	1. Annually 2. Quarterly Monthly
NGO's	1. Regular meeting 2. Project collaborations 3. CSR Activity	1. Good Reputation in society and support	1. CSR initiatives review/ Implementation	Need assessment basis



Media	1. Press Release 2. Media Event 3. Magazine 4. Meetings organized at regular intervals	1. Keeping our stakeholders updated about the developments in the company	1. Financial and operational 2. Performance 3. Risk management 4. Entry into new markets. 5. Corporate governance and corruption	Need assessment basis
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There were no significant instances of noncompliance with relevant laws or regulations, nor associated monetary fines, during the reporting period.

As part of its ongoing commitment to sustainable development, industrial innovation, and responsible business practices, INDO-MIM is an active member of several prominent industry associations and chambers. These memberships facilitate knowledge exchange, policy advocacy, and collaborative efforts to promote sustainability, environmental responsibility, and inclusive economic growth.

Confederation of Indian Industry (CII)



Bangalore Chamber of Industry and Commerce (BCIC)



Doddaballapura Industrial Association (DIA)



Karnataka Employers Association (KEA)



Karnataka Employers Association (KEA)





INTEGRATION OF RISK INTO THE MATERIALITY MATRIX

A materiality assessment helps INDO-MIM identify the sustainability issues that are most crucial to both the company’s performance and the concerns of its stakeholders. These “material topics” represent areas where the organization has significant economic, environmental, and social impacts, or significantly influence the evaluations and choices of stakeholders. In essence, these are the sustainability factors that matter most.

INDO-MIM’s approach to materiality assessment is comprehensive and aligned with established best practices. It adheres to the GRI Standards 2021, utilizes the SASB matrix for topic mapping, incorporates peer benchmarking to understand industry trends, and crucially, gathers direct input from stakeholders through engagement surveys. This multi-faceted approach ensures a comprehensive understanding of materiality. Management also plays a key role in assessing the relevance of identified topics to the business.

The goal is not only to address current sustainability challenges but also to proactively identify emerging environmental and social issues that could potentially impact INDO-MIM’s operations and reputation. By understanding these material topics and their associated sustainability factors, the company gains valuable insights into how its activities affect stakeholders and, conversely, how stakeholder actions can influence its performance.

This materiality assessment process is closely linked to INDO-MIM’s risk management framework. The identified material topics are considered in conjunction with the company’s risk map, which prioritizes risks based on their significance to both the organization and its internal stakeholders. This integration ensures that sustainability considerations are embedded within broader risk management strategies.

GRI 2-25,2-29,3-1,3-3, 3-2

During the current reporting cycle, **INDO-MIM** conducted a review of its material topics. This process involved



Following this assessment, **no changes were made to the list of material topics** compared to the previous reporting period (FY 2022-2023). The existing topics continue to reflect INDO-MIM’s most significant actual and potential sustainability impacts across its operations and value chain.

The outcome of this review reaffirms the relevance and importance of the previously identified

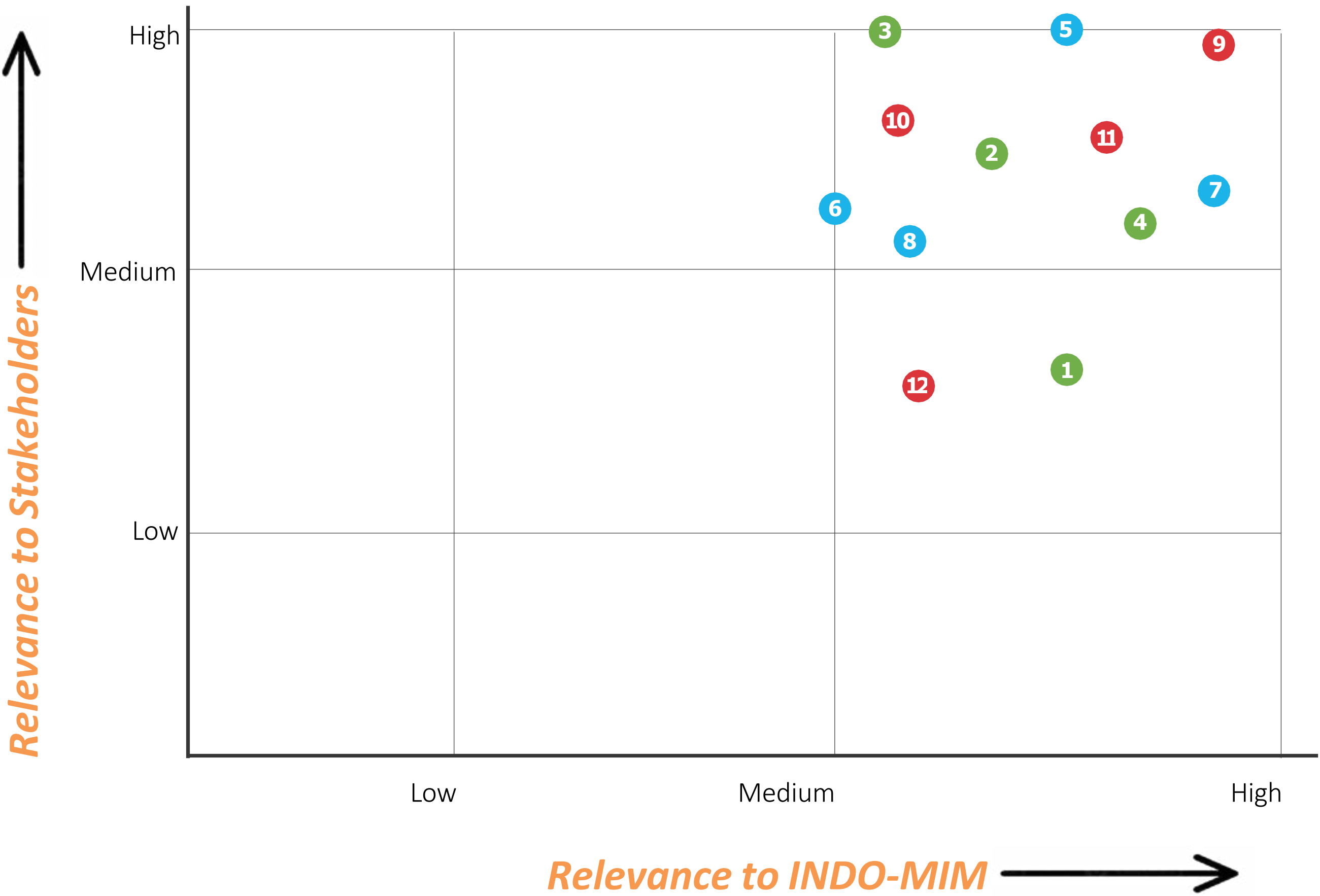
12 Material Topics

which are categorized into the following ESG themes:





Materiality Matrix



Material Topics - INDO-MIM



Environment



Social



Governance

1 Energy Management and Emissions	5 Occupational Health & safety, Employee well-being and advancement	9 Sustainable procurements
2 Water and Effluent Management	6 Training & skill development	10 Business Ethics
3 Waste and Hazardous Material Management	7 Human Rights	11 Information Security
4 Resource Optimization	8 Energizing local communities	12 Risk Management



OUR SUSTAINABLE DEVELOPMENT GOALS

ENVIRONMENT



ENERGY MANAGEMENT
AND EMISSIONS



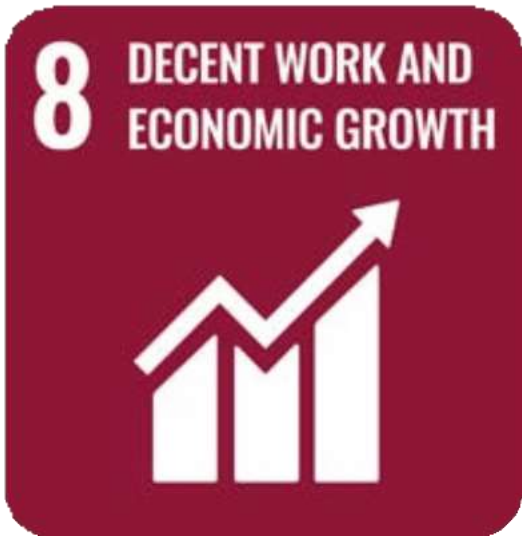
WASTE AND
HAZARADOUS MATERIAL
MANAGEMENT



WATER AND EFFUENT
MANAGEMENT



RESOURCE
OPTIMIZATION



Stakeholder Engagement

Integration of Risk
into the Materiality Matrix

Our Sustainable
development goals



SOCIAL



ENERGIZING LOCAL
COMMUNITIES



OCCUPATIONAL HEALTH,
SAFETY AND EMPLOYEE
WELLBEING



HUMAN
RIGHTS



DATA
SECURITY



TRAINING AND SKILL
DEVELOPMENT

3 GOOD HEALTH
AND WELL-BEING



3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



4 QUALITY
EDUCATION



4 QUALITY
EDUCATION



8 DECENT WORK AND
ECONOMIC GROWTH



8 DECENT WORK AND
ECONOMIC GROWTH



8 DECENT WORK AND
ECONOMIC GROWTH



6 CLEAN WATER
AND SANITATION



10 REDUCED
INEQUALITIES



17 PARTNERSHIPS
FOR THE GOALS



11 SUSTAINABLE CITIES
AND COMMUNITIES



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS





GOVERNANCE



CUSTOMER
SATISFACTION

8 DECENT WORK AND
ECONOMIC GROWTH



BUSINESS
ETHICS

10 REDUCED
INEQUALITIES



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



SUSTAINABLE
PROCUREMENT

8 DECENT WORK AND
ECONOMIC GROWTH



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



ENVIRONMENTAL MANAGEMENT



At INDO-MIM, our environmental management philosophy is grounded in the principle of sustainable development through responsible operations. We adopt a systematic approach to identify, evaluate, and mitigate environmental impacts across all stages of our activities and processes.

We recognize that true sustainability begins with a deep understanding of how our operations interact with the natural environment. This insight allows us to make informed, data-driven decisions that aim to **minimize ecological harm and promote environmental equilibrium**. Key highlights of our approach include:

Preservation and sustainable use of natural resources ensuring availability for future generations.

Promotion of environmental responsibility among employees, supply chain partners, and stakeholders through continuous awareness and engagement.

Implementation of an ISO 14001:2015-certified Environmental Management System at our Doddaballapura site, reflecting our commitment to internationally recognized environmental governance standards.

Proactive environmental risk identification and deployment of effective control measures to uphold accountability and transparency.

Focus Area



We, at INDO-MIM, always strive to protect the environment which includes emission reduction and pollution prevention. Our objectives are focused on conservation of LPG to reduce HSD usage the conservation of natural resources and creating awareness among all employees towards environmental protection. Through rigorous efforts and innovative solutions, we are committed to contributing positively to the environment while ensuring the long-term success of our business.





Target



Our commitment to sustainability extends to a source to renewable energy in our processing operations. Our endeavors center around the judicious harnessing of sustainable energy resources, with a steadfast goal of achieving the adoption of 100% renewable energy sources.

We aim to be carbon neutral by 2030 and absolute net zero by 2050.

Through these efforts, INDO-MIM fosters a culture of environmental stewardship, where every action contributes toward our broader goal of creating a resilient, low-impact, and sustainable industrial future.



Units	Renewable Material	Non-renewable Material
Kilo Gram- Kg	Nil	3520386
Liters- Lts	Nil	9384961.5
Cubic meters- (Gases)	Nil	3406506
Numbers- Nos	1059	2437647
Rolls	Nil	700602

Energy Management and Emissions

Within our processing facilities, we are making a resolute transition from non-renewable energy sources to renewable alternatives, reinforcing our unwavering commitment to sustainability. As part of this effort, we have set ambitious goals to achieve carbon neutrality by 2030 and attain complete net-zero emissions by 2050.

At INDO-MIM, we prioritize reducing air pollution through proactive and condition-based monitoring, as well as timely maintenance and repair of our machinery. We have already established robust practices for monitoring greenhouse gas (GHG) emissions across Scope 1, 2, and 3. This comprehensive approach enables us to identify actionable strategies to mitigate the impacts of global temperature rise and address the challenges of climate change effectively. We have begun monitoring the GHG emission (Scope 1,2, 3) in order to identify methods for mitigating the effects of the global increase in temperature and the climate problem.

“We are actively reducing GHG emissions across Scope 1, 2, and 3 by adopting sustainable practices and aligning with the recent Paris Agreement standards, which aim to limit global warming to 1.5°C. This ongoing reduction reflects our commitment to continuous improvement and sustainability.”



Energy	FY24
Indicator: Total energy consumption (KWh) – included (wind+solar)	56,988,500
Total Energy Saving per Year (KWh)	63720
Energy Intensity (MWh/MT Produced)	7.495

We invest in energy-efficient equipment across our operations includes implementing heat recovery system, interlinking the limit switch with the exhaust blower with the process and technologies to reduce our energy consumption, which in turn reduces the carbon footprint and associated environmental impact.



Before



After

Now interlink with limit switch in the door in auto cut off Blower motor



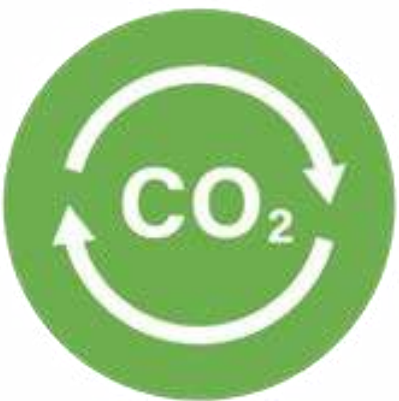
63720 KWh

Total Energy Saving
per Year



Rs.4.3L

Total Cost Saving
per Year



From
55845 Kg
To
7135 Kg

Total Co2 Emission reduced
per Year

Energy-Efficient Technologies:
Implementing [heat recovery systems](#),
[interlinking limit switches with exhaust blowers](#),
and investing in [energy-efficient equipment](#) to cut
energy consumption and lower carbon footprint





Water and Effluent Management

At INDO-MIM, we adopt a structured approach to assess water-related environmental impacts, focusing on water consumption and wastewater generation across all sites. Recognizing water as a vital and finite resource, we have implemented advanced water-saving technologies to reduce freshwater use and enhance recycling. Despite a slight increase in water usage compared to previous years, our continued investments in efficient systems reflect our commitment to sustainable water management and environmental stewardship.

- **Effluent Treatment Plant (ETP):**

100 KL capacity

- **Zero Liquid Discharge Plant (ZLD):**

20 KL capacity

- **Sewage Treatment Plant (STP):**

200 KL capacity

- **Rainwater Harvesting Systems**

Our water management initiatives are both organization-wide and tailored to the specific needs of individual departments within INDO-MIM. we address the expectations of diverse stakeholders, employees, local communities, regulatory bodies, and industry partners.

These strategies directly support the United Nations Sustainable Development Goals (UN-SDGs), particularly Goal 6: “Ensure availability and sustainable management of water and sanitation for all.” By aligning with the 2030 Agenda for Sustainable Development, we aim to contribute meaningfully to global efforts in achieving water security and resilience.

WATER RECYCLING STRATEGIES

Zero Liquid Discharge Plant-20KLD

- Maximizing water recovery and eliminating numerous environmental problems
- ZLD System uses cutting-edge vacuum distillation processes
- The water is being purified and returned for processing





WATER MANAGEMENT INITIATIVES

At INDO-MIM, we are dedicated to sustainable water management through notable initiatives like

Recognizing and Reducing Our Water Footprint

of all projects and operations, employing advanced and effective technologies to achieve meaningful reductions. This ensures resource efficiency while aligning with environmental sustainability goals.

Ensuring Water Quality Compliance

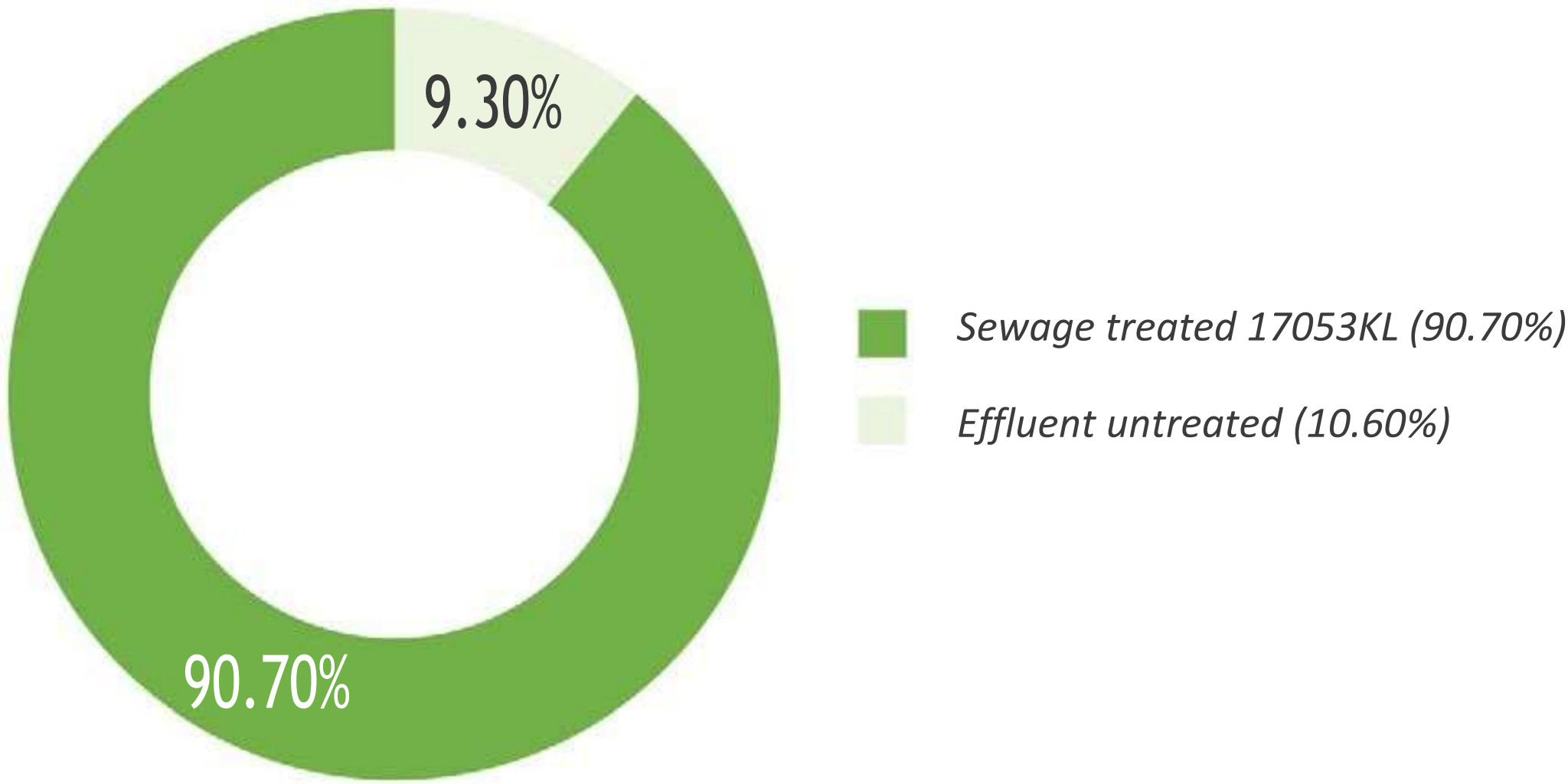
by conducting inspections at every point of use to prevent any adverse impacts, maintaining consistency with health and environmental standards.

Adopting the 5R Principle, the principles of Refuse, Reduce, Reuse, Repurpose, and Recycle, integrating these into our practices to conserve water resources while complying with national, regional, and local regulations.

Raising Awareness Programs on water conservation and training sessions are conducted for employees to insist a culture of responsibility and adherence to water management policies and Ensuring Compliance.

Monitoring and Strategizing Water Use by tracking Monthly and annual water consumption is meticulously and strategies are developed to Recover, Reduce, Recycle, and Reuse wastewater. These efforts aim to significantly reduce the dependency on potable water and minimize environmental impact.

Total sewage generated 18793 KL



17053 KL

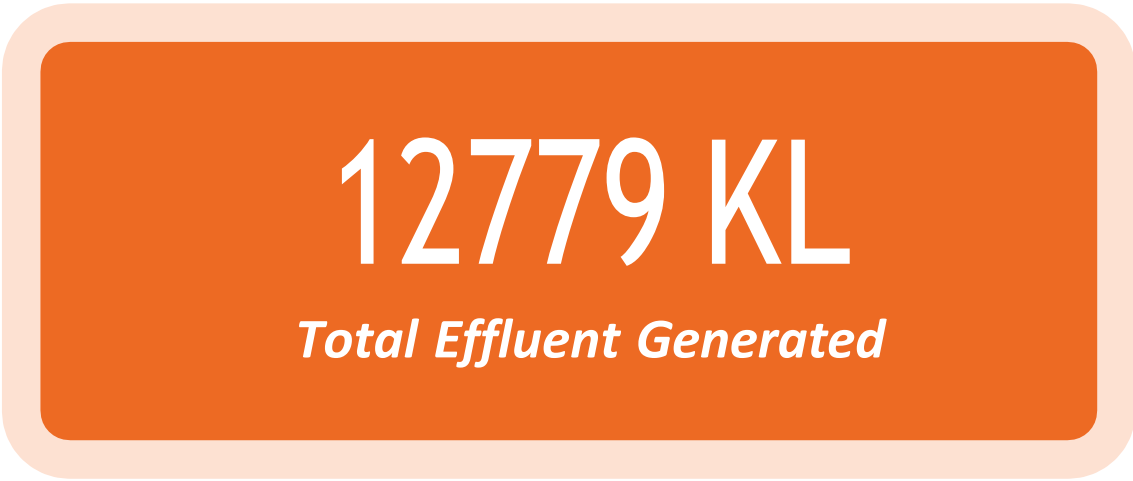
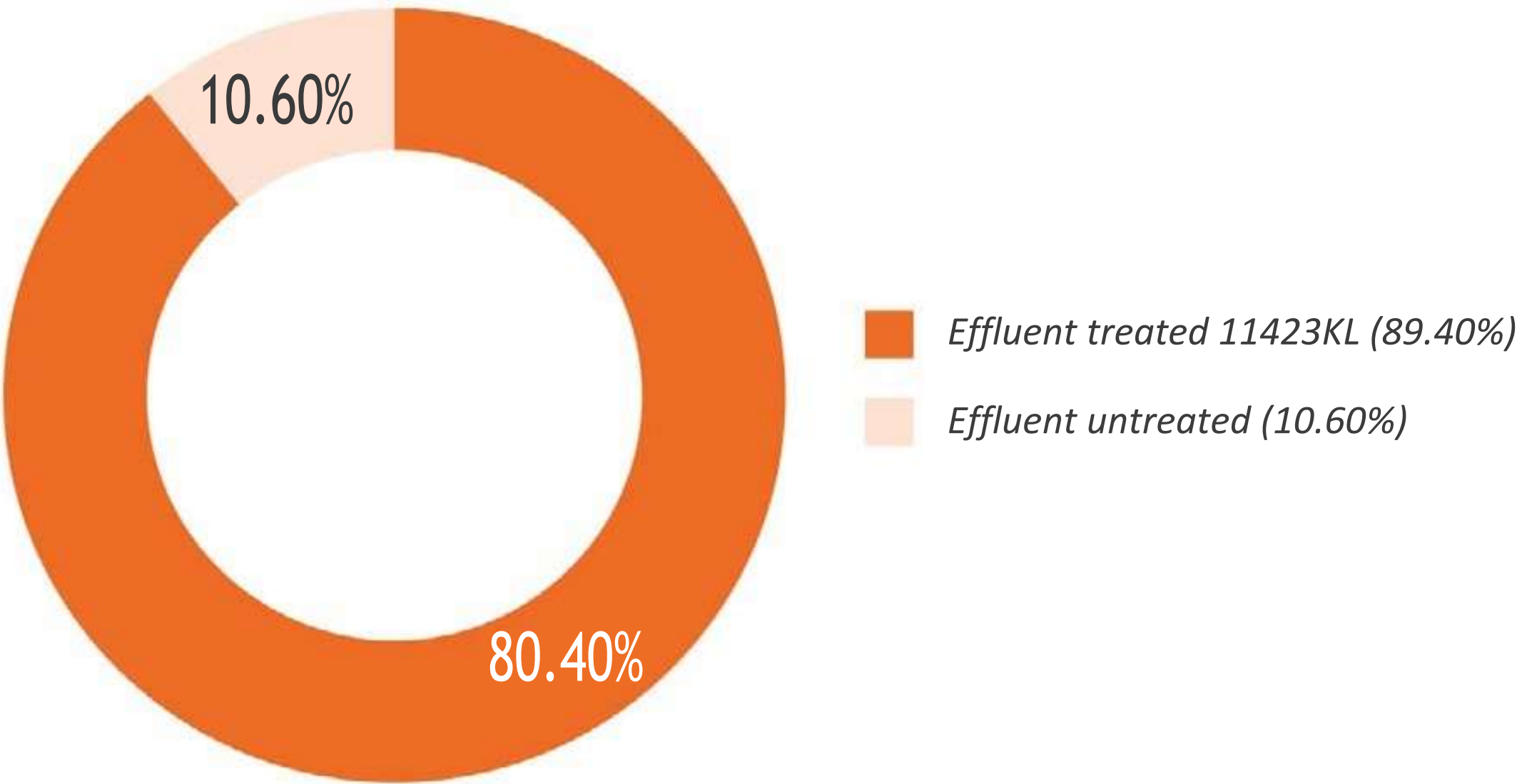
STP treated water used

18793 KL

Total Sewage Generated



Total Effluent Generated: 12779KL



WATER WITHDRAWAL, CONSUMPTION, AND DISCHARGE

Category	Source / Treatment	Quantity (m³/year)
Water Withdrawal	Ground Water	44.199
	Surface Water	1.356
Effluent Discharge	ETP (Effluent Treatment Plant – 100 KLD)	12.779
	STP (Sewage Treatment Plant – 200 KLD)	18.793
Total Treated Water Reused	ETP + STP	28.476
Actual Water Discharge (if any)	External Discharge (Untreated or Surplus Treated)	1.356

GRI 303-2, 303-3, 303-4, 303-5, 302-1, 302-2, 302-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

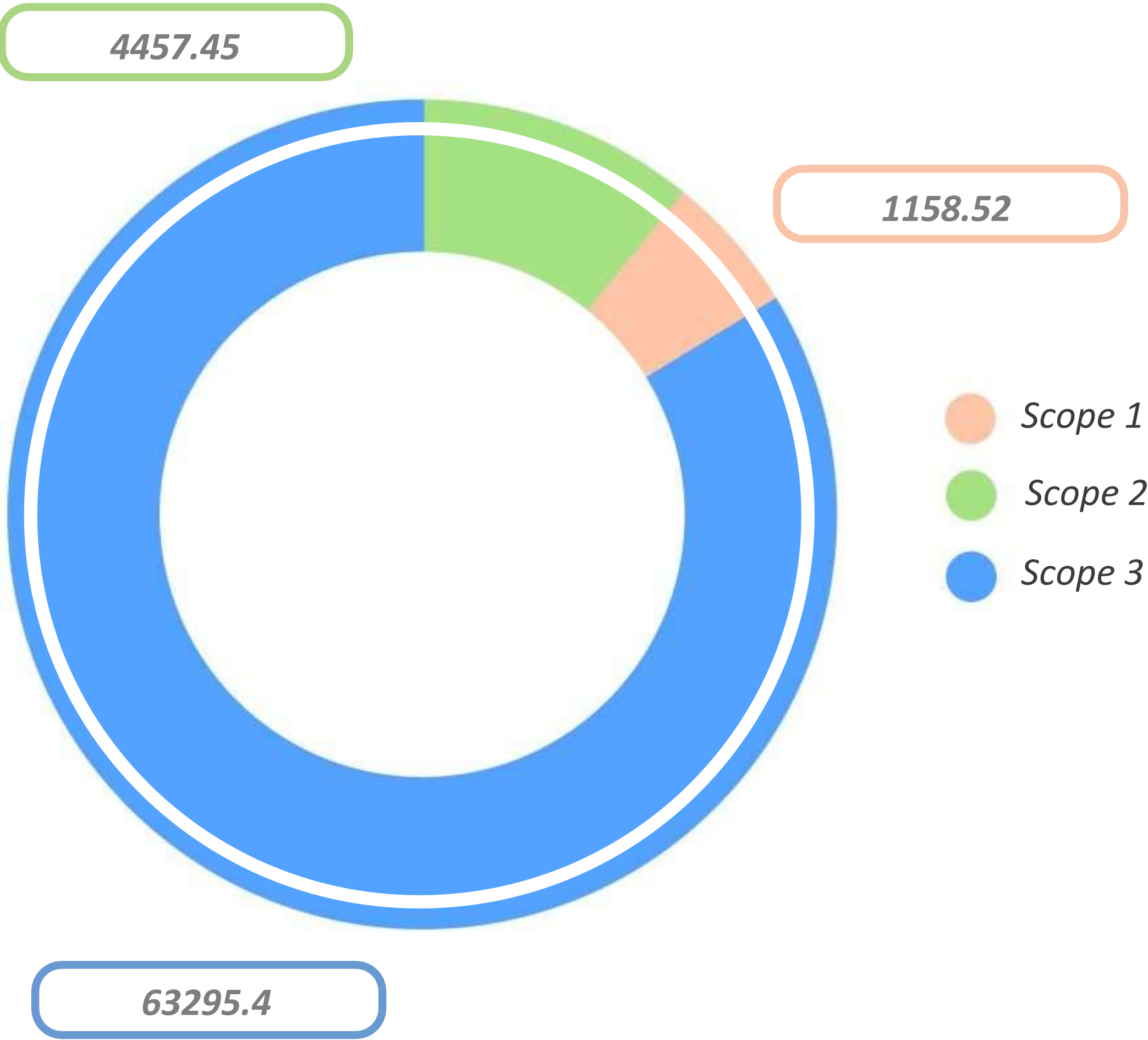


GHG EMISSIONS AND ENERGY CONSUMPTION

Last year information Consumption

Scopes	CO2 e tones	Per Production in Tones
Scope 1	1158.52	1.64
Scope 2	4457.45	7.81
Scope 3 Total emission excluding up & Downstream	9655.70	53653.41
Scope 3 up & Downstream per ton material movement	53639.70	
Total Emissions-Per tons of Material	56661.38	

Total GHG Emissions TCO2 e





SCOPE 1,2, 3 EMISSIONS

Scope 1: Emissions

In fiscal year 2023-24, our Scope 1 emissions (direct emissions from owned or controlled sources) totaled 1236.3729 CO2 tons, representing an increase compared to the previous year. This rise is primarily attributed to infrastructure development projects and increased production output.

To mitigate these direct emissions, we have implemented key strategies focused on transitioning to cleaner energy sources:

- **Fuel Switching:** A core element of our strategy involves substituting carbon-intensive energy sources, such as fossil fuels used in on-site boilers, generators, and company vehicles, with lower-carbon alternatives. we are exploring transitioning from diesel-powered generators to those fueled by natural gas or LPG or biodiesel, by setting the target of reducing 5%-10% of HSD.
- **Reducing HSD usage by converting to LPG**
- **Renewable Energy Integration:** Recognizing the significant potential of renewable energy in reducing our carbon footprint, we are actively pursuing opportunities to integrate renewable energy sources into our operations. including on-site installations of solar photovoltaic (PV) systems to generate electricity, or procuring renewable energy certificates (RECs) to offset electricity consumption from the grid.

These initiatives demonstrate our commitment to minimizing our direct environmental impact and pursuing a more sustainable operational model. We are continually evaluating and implementing further measures to reduce our Scope 1 emissions in line with our overall sustainability goals.

Scope 2: Emissions

Our commitment to sustainability is evident in our impressive 96-97% renewable energy consumption rate achieved in fiscal year 2023-24. This significantly reduced our Scope 2 emissions, showcasing our dedication to minimizing our environmental impact. Beyond relying on renewable energy sources, we’ve adopted a multi-faceted approach to reduce emissions like Optimizing Energy Consumption by Implementing, strategies like LED lighting, Eco-Drain system, Solar energy system.

- **Exploring On-Site Generation:** Actively investigating the feasibility of installing in-house renewable energy generation to further diminish our reliance on external sources.

This holistic strategy reflects our ongoing pursuit of sustainable practices and a greener future.

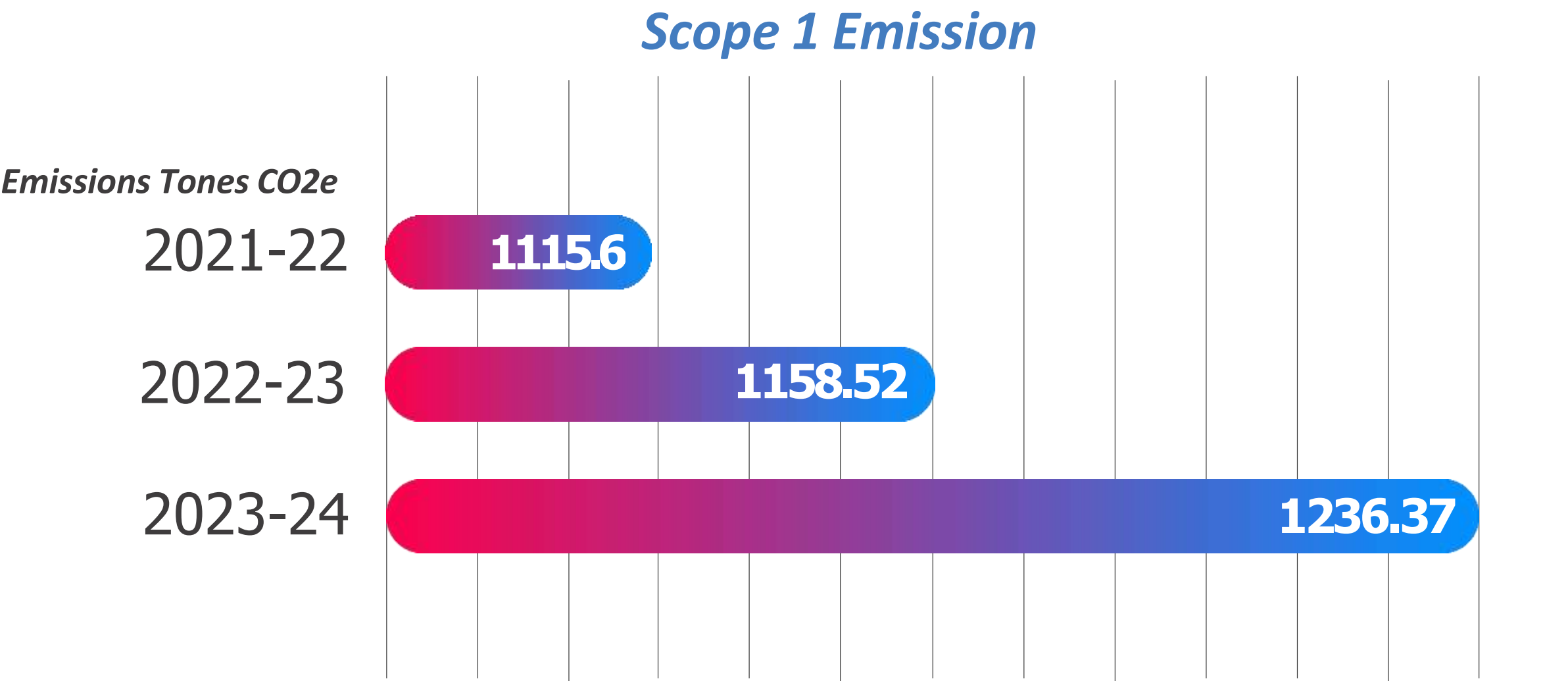


Scope 3: Emissions

Scope 3 emissions account for the largest share of our carbon footprint, primarily driven by **downstream transportation** and **purchased goods and services**. These categories contribute **100%** and **99.99987%** of the total Scope 3 emissions, respectively

Our Scope 3 emissions are primarily driven by downstream transportation, highlighting the carbon-intensive nature of logistics in our supply chain. We are actively exploring **low-carbon logistics solutions**, such as optimized routing and sustainable third-party freight services. Minimal emissions from upstream transport, waste, and fuel-related activities are being addressed through enhanced waste management and cleaner energy sourcing. We engage suppliers, customers, and contractors to collaboratively reduce emissions and promote a low-carbon value chain. Additionally, we mitigate emissions from business travel via technology-enabled communication and offset unavoidable emissions through verified carbon credits, with a long-term goal to adopt science-based targets.

Total Scope 1 Emission CO2 e

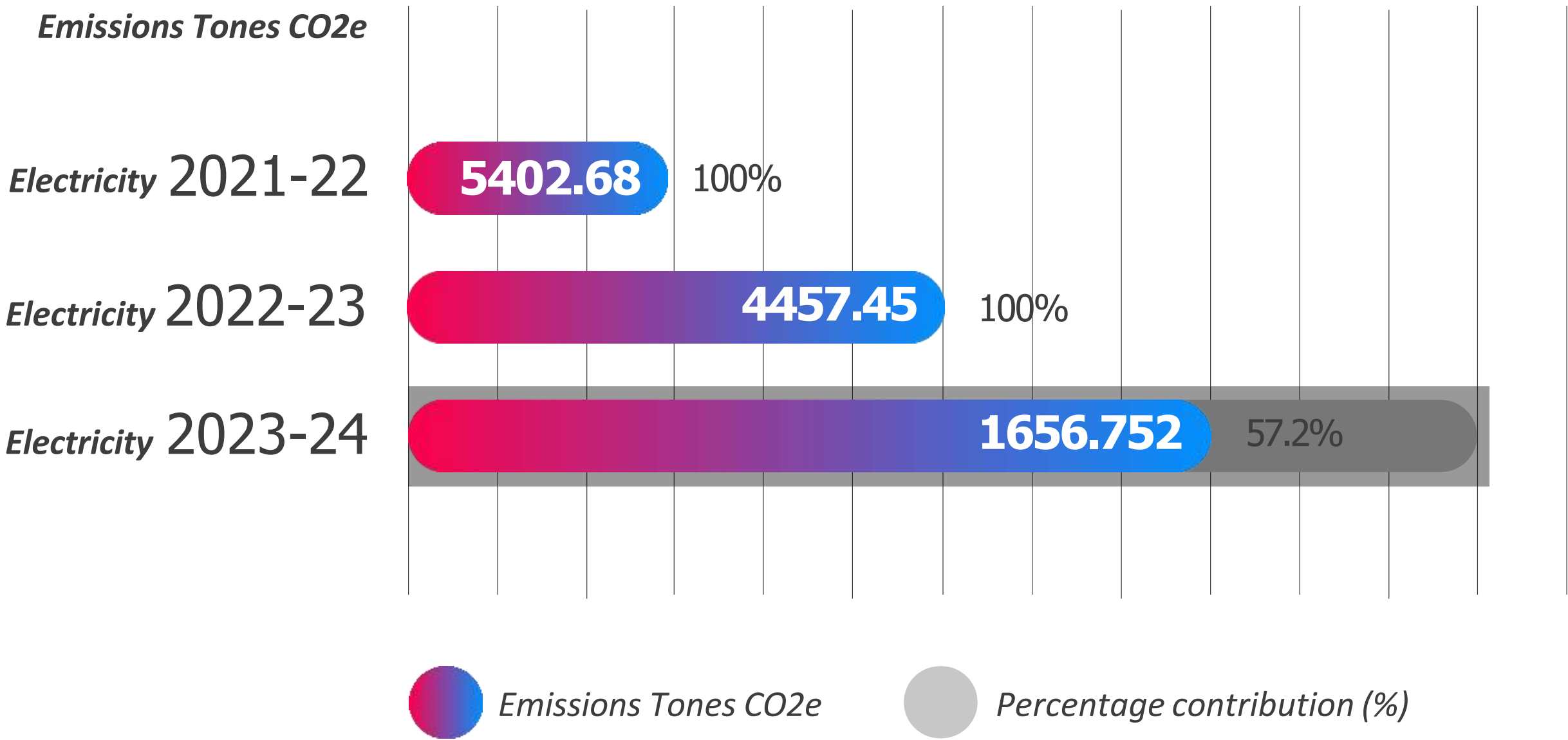


Scope 1 Emissions			
	2021-22	2022-23	2023-24
	Emissions Tones CO2e	Emissions Tones CO2e	Emissions Tones CO2e
Total Emissions	1115.6	1158.52	1236.37



Total Scope 2 Emission CO2 e

Scope 2 Emission



Scope 2 Emissions			
	Electricity 2021-22	Electricity 2022-23	Electricity 2023-24
Emissions Tones CO2e	5402.68	4457.45	1656.752
Percentage contribution (%)	100%	100%	57.2%

Total Scope 3 Emission CO2 e

Scope 3 Emissions			
	Total Emissions M TCO2e 2021-22	Total Emissions M TCO2e 2022-23	Total Emissions M TCO2e 2023-24
Total Emissions	51510.84	63295.35	2184108805



The organization tracks significant air emissions (NO_x, SO_x, VOCs, PM) from fuel combustion and operations using CPCB emission factors and site-specific data.

INDO-MIM plans to conduct an energy audit to identify and implement energy efficiency measures aimed at reducing Scope 1 and 2 emissions. We also intend to increase the share of non-fossil fuel electricity through open-access renewable energy or by establishing dedicated solar or wind power plants, supporting national renewable energy goals.

At our Doddaballapura site, INDO-MIM has developed a mini forest with 1,000 plantations absorbing approximately 1,440 tCO₂e, and we plan to plant an additional 500 trees this year. To minimize Scope 3 emissions, we are implementing supply chain emission monitoring and adopting eco-friendly practices to drive sustainable operations.



Waste and Hazardous Material Management

At INDO-MIM, we follow a structured and compliant waste management strategy integrated into our Environmental Management System (EMS). We focus on minimizing waste generation, maximizing reuse and recycling, and ensuring safe disposal through authorized vendors. Our processes cover the entire lifecycle—from segregation and storage to treatment and disposal—aligned with legal and environmental standards. We also monitor waste data regularly and collaborate with third parties to verify compliance. These efforts support our circularity goals and contribute to a cleaner, more sustainable future. sustainable water management and environmental stewardship.



RECYCLING AND WASTE REDUCTION

Metal Scrap Recycling

Partnering with certified recyclers to recover and reuse valuable metal powders and scraps from the injection moulding process. Metal scrap recycled in inhouse powder plant as well.

Powder Reuse Initiative

120 reused bins per month supplied to the powder plant, preventing pollution and minimizing waste.

On-Site Oil Filter Recycling

35 filters provided to all furnaces, extending oil lifespan, reducing hazardous waste, and cutting transportation emissions.

Municipal Solid Waste (MSW) Segregation and Disposal:

Ensuring proper recycling and responsible disposal in compliance with regulations.

HAZARDOUS WASTE MANAGEMENT

- Dedicated Enclosed Storage for Hazardous Waste, meeting KSPCB guidelines to prevent leaks and spills.
- Used Oil & Sludge Recycling via partnerships with KSPCB-authorized recyclers for responsible disposal and resource recovery.
- Secure Disposal of Chemical Sludge & Spray Booth Filters at TSDF-certified facilities.

We have been provided compounding new bins to the powder plant which are reused with the objective of providing 120 bins per month, by utilizing these new reused bins, we are contributing towards pollution prevention



INDO-MIM’s **sustainable waste management practices** reflect a **comprehensive and responsible approach** to minimizing environmental impact while maximizing resource efficiency. By **ensuring that hazardous and non-hazardous waste is properly recycled, repurposed, or safely disposed of**, the company demonstrates a strong commitment to circular economy principles.



KEY SUSTAINABLE PRACTICES

Waste generated and their end-of-life methods

Recycling and Reprocessing	Repurposing and Reuse	Safe and Authorized Disposal	Waste Segregation and Treatment
Brass, copper, aluminium, and stainless-steel scraps are sent for material recovery, ensuring valuable metals are reused instead of wasted. Paper waste and cardboard are also sent for recycling and reuse.	Wooden waste is repurposed into racks for shop floors, Empty barrels and plastic drums are reused for storage, reducing the need for new materials. Wax waste is even used for candle making, showcasing an innovative circular approach.	Hazardous waste such as used oil, coolants, filters, chemical sludge, and oil-soaked cotton waste is sent to KSPCB-authorized refineries, incinerators, and landfills, ensuring scientific and environmentally responsible disposal.	Materials such as compounding powder and canteen oil tins are disposed of through TSDF (Treatment, Storage, and Disposal Facilities), reinforcing compliance with strict environmental standards.

WASTE TO WEALTH

Planet’s resources are limited; therefore, minimizing consumption and transforming waste into valuable materials is vital.

At INDO-MIM, we believe in using less and then utilize the waste generated as a raw material to produce valuable products. This waste-to-resource approach serves two purposes: it reduces the need for virgin raw materials and creates new business opportunities while minimizing environmental impact. At INDO-MIM, we repurpose hazardous waste to create products. Most of our plants follow the Zero Waste to Landfill (ZWL) process, whereby hazardous waste is directed to cement industries and authorized recyclers for co-processing.

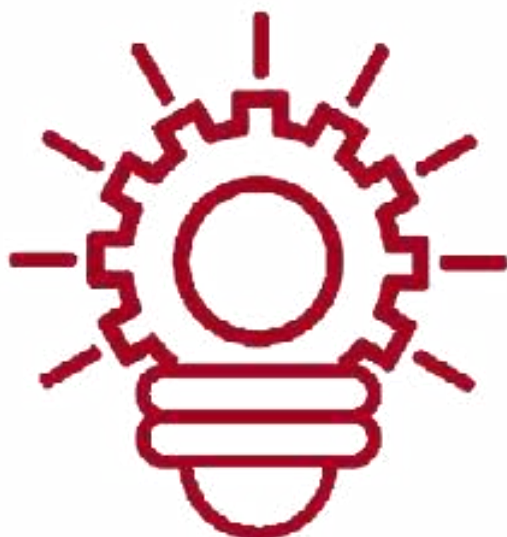
By diverting hazardous waste from landfills, we reduce our environmental footprint and promote sustainability. In F24, we generated 97.2 tons of hazardous waste, of which 71.05 tons were successfully diverted away from landfills.

INDO-MIM’S APPROACH TO SUSTAINABLE WASTE AND MATERIAL MANAGEMENT

INDO-MIM prioritizes sustainability through lean manufacturing, optimized designs, and integrated waste management.

The company ensures that waste reduction is a core operational principle rather than an afterthought.





KEY STEPS AND INITIATIVES



Repurposing and Recycling: Waste wood, scrap metal, and packaging materials are repurposed into tool stands, notice boards, and railings, reducing the need for new materials. At least 25% of waste is reused for these purposes.



Circular Economy Approach: INDO-MIM follows the 5R framework—Refuse, Reduce, Reuse, Repurpose, and Recycle—to minimize waste and maximize efficiency.



Advanced Technologies and Monitoring: Investments in energy-efficient equipment and material separation technology enhance recycling capabilities and resource optimization.



Employee Engagement and Policy Improvements: A 5% waste reduction goal is set for the year, supported by training programs, awareness campaigns, and employee feedback initiatives.



Strategic Supplier Collaboration: Partnering with responsible suppliers ensures adherence to sustainable practices and industry best standards.



Monitoring systems: We have established rigorous monitoring systems to track waste generation, disposal methods, and recycling rates. This data-driven approach allows us to identify areas for improvement, measure the effectiveness of our waste management strategies, and ensure compliance with all relevant regulations.

By integrating sustainability into every aspect of its operations, INDO-MIM demonstrates a strong commitment to environmental responsibility and resource efficiency.

Total Emissions	Unit	FY-2021-22	FY-2022-23	FY-2023-24
Hazardous Waste				
Used or Spent oil	KL	1.5	4.03	4.26
Waste Residue containing oil	MT	2.15	9.58	9.03
Spent solvent	KL	1.57	7.53	8.68
Process Waste, Residue and sludge	MT	0.1	0	0.18
Empty Barrels/Container/ Liners contaminated with Hazardous Chemical/ Wasters	MT	0	20	27
Chemical Sludge from Wastewater treatment	MT	14.5	29.64	26.15
Distillation Residues	MT	-	18.19	21.9
Non-Hazardous Waste				
MS Scrap	Ton	142.413	159.529	139.68
Stainless steel Boring Scrap	Ton	12.78	55.529	42.499
MS Boring Scrap	Ton	5.65267	4.569	19.799
MS Drums	Kg/no.	91.36	74.36	16.214
Aluminum Boring	Ton	0.577	0.846	-
Brass Boring	Ton	6.3055	7.277	6.097
Copper Chips	Ton	5.14824	8.52	6.517
Waste Packing wood	Ton	63.5	113.96	86.87
Cartoon Boxes	Ton	2.65	21.351	29.796





Total Emissions	Unit	FY-2021-22	FY-2021-22	FY-2021-22
Rubbish	Ton	44.461	56.43	-
Plastic Waste	Ton	8.25	6.078	7.930
E-Waste	Ton	0.835	1.17	680
Paper and paper board and paper product wastes	MT	-	23.38	7.930
Copper Dross	MT	-	8.52	-
Brass Dross	MT	-	7.27	-
Other Waste				
Paraffin wax	Ton	16.843	18.19	-



Resource Optimization

At INDO-MIM, resource optimization is a key pillar of our sustainability journey. We are committed to minimizing resource consumption, reducing waste, and maximizing efficiency through circular economy principles.

We focus on material recovery, recycling, and reuse across operations. In FY2023, 2.01 tons of material were recycled, reflecting our efforts to close the loop on waste. Initiatives such as in-house metal scrap recycling, reuse of 120+ powder bins monthly, and on-site oil filter recycling reduce hazardous waste and emissions while enhancing process efficiency.

Energy optimization is achieved through efficient furnaces, automation, and real-time monitoring, supported by lean practices and quality controls that minimize rework and scrap. Water conservation measures—including rainwater harvesting, greywater reuse, and groundwater recharge—ensure responsible water stewardship. We also engage local suppliers to strengthen our sustainable supply chain, reduce Scope 3 emissions, and support regional economies. Continuous employee training embeds sustainability into our culture, driving innovation and improvement at all levels.

Through these initiatives, INDO-MIM advances operational excellence while contributing to a low-impact, circular, and sustainable future.



OUR PEOPLE

At INDO-MIM, we design our HR policies and engagement initiatives to foster a people-centric and sustainable future. These policies exceed statutory requirements and are crafted to nurture, inspire, reward, and retain top talent. This approach is essential in shifting from traditional thinking to innovative mindsets that drive meaningful progress.

Our HR management strategy operates at two levels—group and business—ensuring the effective implementation of these policies across the organization.



Health and safety at INDO-MIM

Occupational Health Services and Well-being Programs

At INDO-MIM, our commitment to sustainability goes beyond environmental responsibility—it is deeply rooted in our dedication to people. While we actively implement sustainable practices to conserve resources, optimize waste management, and minimize our ecological footprint, we equally prioritize the health, safety, and well-being of our employees. This holistic approach fosters a culture of care, accountability, and innovation, ensuring that our sustainability efforts create lasting benefits for both our people and the planet.

[EoHS-Policy](#)

Management Approach – Empowering People, Driving Excellence

At INDO-MIM, our people are at the heart of our sustainability journey. Our Employee Value Proposition, “Empowered Talent, Enduring Impact,” embodies our commitment to fostering a workplace where individuals thrive. We cultivate a culture that values continuous learning, innovation, and well-being, ensuring employees have access to the right resources, a safe and inclusive environment, and ample opportunities for growth. By empowering our workforce, we drive excellence, sustainability, and long-term success for both our people and the organization.

At INDO-MIM, we prioritize the health and well-being of our employees through comprehensive **Occupational Health Services and Wellness Programs**. Our facilities adhere to the highest safety and health standards, holding **ISO 45001:2018 certification** to reinforce our commitment to a safe workplace. We ensure that 100% all employees have access to essential healthcare resources, preventive measures, and support systems that promote a healthy work environment.



Health Check-ups and Wellness Programs

Regular medical check-ups and health screenings are conducted to monitor employees' well-being and detect potential health risks early. Our wellness initiatives include fitness programs, nutrition awareness sessions, and stress management workshops.



GRI 403-3, 403-6

Mental Health Support and Ergonomic Initiatives

Recognizing the importance of mental well-being, we provide counselling services, employee assistance programs (EAPs), and awareness sessions on stress management. Additionally, our ergonomic interventions help prevent workplace-related musculoskeletal disorders through proper workstation design and posture training.

Medical Benefits and Insurance Coverage

We provide comprehensive medical insurance coverage, including hospitalization benefits and accident insurance, ensuring employees and their families receive adequate healthcare support. INDO-MIM is committed to the holistic well-being of its workforce by facilitating access to non-occupational medical and healthcare services, aligning with GRI standards. The company provides Outpatient (OPD) consultations through an in-house medical facility, ensuring immediate support for common health concerns. For advanced care, referral systems are in place with reputed partner hospitals, enabling employees to receive specialized treatment when required. Additionally, INDO-MIM offers health insurance coverage for employees and their dependents, ensuring financial protection against unforeseen medical expenses. The organization also extends financial contributions to support workers in case of critical illnesses or medical emergencies, reinforcing its commitment to employee welfare beyond occupational health. These initiatives demonstrate INDO-MIM's proactive approach to supporting the health and resilience of



BUILDING A ROBUST HEALTH AND SAFETY MANAGEMENT SYSTEM AT INDO-MIM

At INDO-MIM, ensuring a safe and healthy work environment is a top priority. Our comprehensive Health & Safety Management System is designed not only to meet legal compliance but also to foster a proactive safety culture that prioritizes employee well-being. By integrating industry best practices and global safety standards, including ISO 45001:2018 certification, we stay ahead of potential risks and continuously enhance workplace safety.

We have implemented structured risk assessment processes that help us identify hazards and mitigate risks effectively. Our well-defined policies and procedures serve as a, outlining clear responsibilities for employees at all levels from management to frontline roadmap workers. These protocols cover hazard identification, incident reporting, and emergency response, ensuring that safety measures are both accessible and actionable.

To maintain an evolving and effective system, INDO-MIM conducts regular internal audits, safety inspections, and employee engagement programs that encourage a culture of shared responsibility. We leverage advanced monitoring tools and data analytics to assess workplace safety trends and implement targeted improvements. Additionally, we foster awareness through safety training sessions, workshops, and real-time safety drills, empowering employees with the knowledge to uphold best safety practices.

By continuously monitoring and refining our health and safety initiatives, we reinforce a zero-harm workplace philosophy, ensuring that every INDO-MIM facility remains a safe, secure, and thriving environment for our employees.

GRI 403-7



WORKPLACE SAFETY

ENHANCING WORKPLACE SAFETY THROUGH STRUCTURED RISK ASSESSMENTS

At INDO-MIM, we have established structured risk assessment processes that serve as a comprehensive framework to systematically identify potential safety risks and implement corresponding preventive measures. This detailed risk assessment is shared across all operational units, ensuring a proactive approach to workplace safety.

As part of our Hazard Identification and Risk Assessment (HIRA) initiatives, we have made significant strides in automating task-risk analysis for work permits, particularly for third-party entities such as contractors. This automation has effectively reduced administrative burdens, allowing more time for meaningful safety discussions and proactive risk mitigation.

To further strengthen our safety culture, we prioritize the prevention and mitigation of occupational health and safety risks arising from business relationships. We actively engage with contractors, suppliers, and stakeholders to ensure that safety standards are upheld across all levels of operations.



Additionally, we conduct comprehensive HIRA training programs for our Operations team, Plant Engineers, and EHS personnel, equipping them with the necessary knowledge to identify hazards, assess risks, and implement preventive measures effectively. These initiatives reinforce our unwavering commitment to enhancing safety protocols, minimizing risks, and fostering a workplace where employee well-being remains a top priority.



PROACTIVE RISK MANAGEMENT FOR SAFER WORKPLACES AND SEAMLESS OPERATIONS

At INDO-MIM, the procedure for managing uncertainties and risks in production is a proactive approach to prevent and mitigate occupational health and safety (OHS) impacts, including those arising through business relationships such as contractors and suppliers. By ensuring streamlined operations and minimizing disruptions, the plant reduces the likelihood of unsafe working conditions. This practice applies to all production activities and is closely monitored by the manufacturing and Molding in-charges. Preventive measures and risk mitigation strategies are embedded into daily operations, ensuring the safety of all personnel involved, directly or indirectly. Any updates to the procedure are reviewed and approved by the Management Representative to maintain compliance and continuous improvement in OHS performance.



CONTINGENCY PLAN

RESILIENT WORKFORCE HEALTH AND SAFETY STRATEGY AND CONTINGENCY PLANNING

INDO-MIM ensures employee well-being through PPE, health checks, medical facilities, safety audits, training, and hygienic food, effectively minimizing accident risks and promoting a safe, healthy work environment.

- Providing RO-purified drinking water, certified by NABL labs for quality assurance.
- In-house food service managed directly under company supervision to ensure quality and hygiene.
- Masks and first aid readily available, complemented by routine health checks for high-risk workers to ensure their well-being.
- Monthly air quality monitoring conducted to ensure regulatory compliance and maintain workplace standards.
- PPE usage, alongside preventive maintenance and regular safety audits, to ensure optimal workplace safety standards.
- Workplace safety is ensured through the presence of dedicated safety officers, robust emergency systems, and the implementation of ISO 14001 standards.
- Safety manuals and detailed work instructions serve as essential tools to enhance employee awareness and promote safe practices.



TRAINING AND AWARENESS PROGRAMS

At INDO-MIM, employee engagement and collaboration in Occupational Health and Safety (OHS) are pivotal to creating a safe and inclusive workplace. Multiple platforms and initiatives foster open communication and active involvement of employees in safety practices. Key forums include the Safety Committee, which regularly evaluates safety measures and incorporates worker feedback; Weekly Safety Talks, that enhance awareness and address workplace hazards through interactive discussions; and the Safety Month Celebration, featuring events, training sessions, and awareness programs aimed at cultivating a strong safety culture. These initiatives empower employees to raise concerns, share innovative ideas, and actively contribute to the ongoing enhancement of workplace health and safety standards.

To maintain a safe working environment, we conduct regular training sessions for employees, contractors, and suppliers. These programs ensure everyone is well-equipped to handle workplace hazards effectively.

Safety Training: Employees receive training on workplace safety protocols, hazard identification, and safe operating procedures. Contractors and suppliers are also required to adhere to our safety standards.

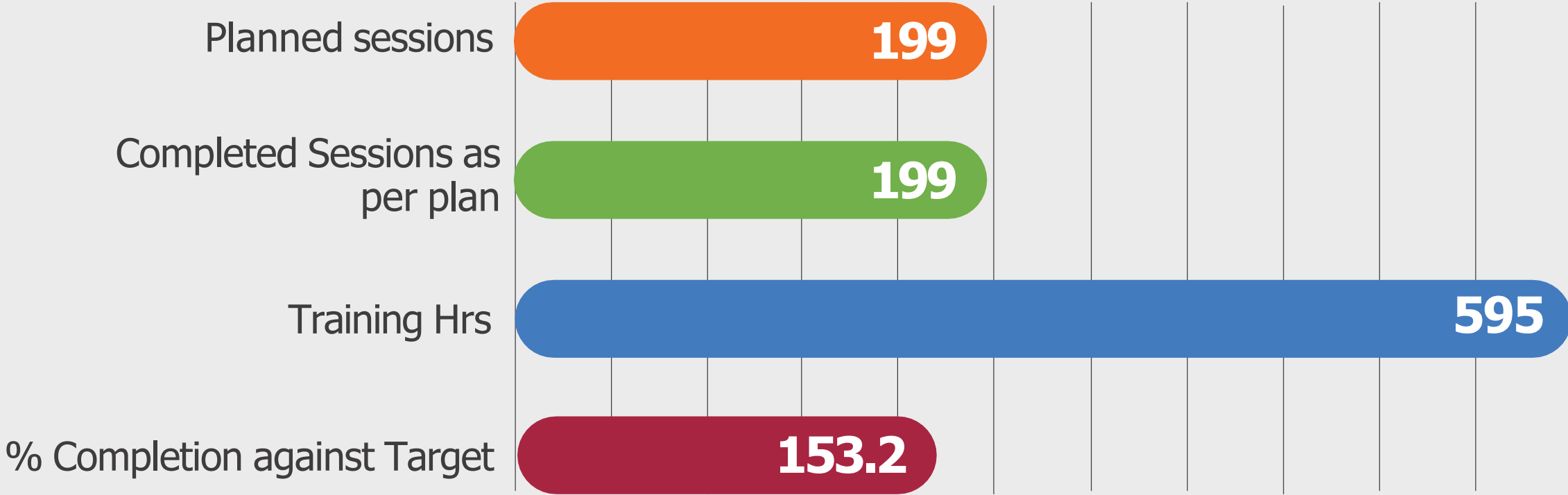
Emergency Preparedness Drills: We conduct regular firefighting, fire drills, chemical spill response training, and evacuation exercises to ensure employees are prepared for emergencies.

First Aid & Life-saving Training: Employees undergo first aid and CPR training, enabling them to respond effectively to medical emergencies within the workplace.

Chemical management and chemical safety training: Training ensures safe handling, storage, and disposal of chemicals. It educates employees on hazard identification, emergency response, and proper PPE use, promoting a safe work environment and regulatory compliance.



QUATERLY TRAININGS - (2023-2024)



YEARLY TRAININGS - (2023-2024)



Road Safety pamphlet with Road safety instructions, Do's and Don'ts, Road Safety signages issued to drivers. Pledge for Road safety taken by drivers



PERFORMANCE METRICS AND INCIDENT REPORTING

We actively track and report key safety performance metrics to evaluate our progress and implement corrective actions where necessary.

- **Workplace Injury, Illness, and Fatality Rates:** We monitor and report incidents related to workplace injuries, illnesses, and any unfortunate fatalities. Our goal is to continuously reduce these numbers through proactive measures.
- **Lost-Time Injury Frequency Rate (LTIFR) & Total Recordable Incident Rate (TRIR):** These metrics help us assess the effectiveness of our safety programs and drive continuous improvement.
- **Root Cause Analysis & Corrective Measures:** For every reported incident, we conduct a thorough root cause analysis to identify gaps and implement corrective and preventive actions to eliminate similar risks in the future.

COMPLIANCE AND CERTIFICATIONS

We strictly adhere to all relevant national and international health and safety regulations to ensure a compliant and safe work environment.

Regulatory Compliance: Employees receive training on workplace safety protocols, hazard identification, and safe operating procedures. Contractors and suppliers are also required to adhere to our safety standards.

Certifications: INDO-MIM is ISO 45001 certified, reflecting our commitment to occupational health and safety. We undergo regular external audits to maintain compliance with industry best practices.

Audits, Inspections and Continuous Improvement: Periodic internal and external safety audits help us identify improvement areas, ensuring a proactive approach to workplace safety.

EMPLOYEE ENGAGEMENT AND SAFETY CULTURE

At INDO-MIM, we foster a strong safety culture by involving employees in safety decision-making and recognizing proactive safety practices.

Worker Participation in Safety Committees: Employees actively participate in safety committees, contributing valuable insights and feedback to enhance workplace safety.

Reporting Mechanisms for Unsafe Conditions: We have a structured reporting system that allows employees to report unsafe conditions anonymously, ensuring prompt action is taken to mitigate risks.

Recognition Programs for Safe Work Practices: To encourage a safety-first mindset, we recognize and reward employees who demonstrate exemplary safety practices and contribute to maintaining a secure work environment.



Mock Drills



FOOD POISONING MOCK DRILL



TRAINING PROGRAMME ON CHEMICAL MOCK DRILL AT SPECIAL PROCESS



FIRST AID TRAINING PROGRAMME



EHS AWARENESS TO VENDORS/CONTRACTORS





Fire Safety

Our focus is on cultivating a highly skilled workforce through essential proficiency evaluations and in-depth learning programs. By providing our team with the expertise and insights they need, we enable them to make well-informed choices and play a vital role in maintaining a secure workplace.

INDO-MIM has established a key objective of strengthening fire protection systems in critical areas by reinforcing fire safety programs. This initiative focuses on implementing advanced fire prevention measures, upgrading emergency response protocols, and ensuring that all necessary safety equipment is in place. The goal is to facilitate a well-coordinated and efficient evacuation process in the event of an emergency, minimizing risks to personnel and safeguarding the assets. By enhancing fire safety preparedness, INDO-MIM aims to create a safer work environment and improve overall emergency resilience.



Electrical safety

At INDO-MIM, electrical safety is a top priority to prevent hazards like shocks, short circuits, and fires. The company follows strict safety protocols, including regular inspections, proper grounding, and insulation to minimize risks.

Employees undergo comprehensive training on safe equipment handling and emergency response. Certified electrical components are used to meet industry standards, while emergency preparedness measures, such as circuit breakers and fire suppression systems, enhance safety. Additionally, Lockout/Tagout (LOTO) procedures are strictly enforced to prevent accidental energy discharge during maintenance, ensuring a secure work environment for all.

INDO-MIM aims to enhance electrical safety by ensuring the safe operation of all electrical equipment and striving for zero incidents. This includes strict adherence to safety protocols, regular equipment inspections, providing comprehensive employee training, and the utilizing of high-quality components, by fostering a risk-free workplace and preventing electrical hazards. INDO-MIM continues to uphold its dedication to workplace safety and excellence.



Our Safety Trainings

Access to company premises is granted upon successful completion of mandatory Basic Safety Training for employees and contractors. At our Doddaballapura site, fire safety is reinforced by a dedicated team comprising employees and volunteers, ensuring continuous vigilance. Skilled professionals remain on standby across all shifts, prepared to respond swiftly to emergencies. Our structured firefighting training equips personnel with essential skills for effective incident management. Committed to innovation, we integrate advanced techniques, research insights, and regulatory requirements into our fire safety policies, ensuring our approach evolves with the latest industry standards.



HEALTH AND SAFETY FIGURES



Number of fatalities



Sickness
Absence



Number of recordable incidents



Number of last time accident

EOHS ORGANIZATION LEVEL OBJECTIVES AND TARGETS IMPLEMENTED

In the past year, INDO MIM successfully implemented various EOHS organization-level objectives and targets, achieving notable improvements in safety and environmental performance. Building on this progress, new and enhanced targets have been set for continued advancement in the current year.



Zero near miss, incident and accidents - all departments



Enhancing fire protection system in electrical Panel



Reduction of Noise in Molding



PPE upgradation in the critical work areas



Providing air cooling system in Ceramic Department



KIOSK - Digital Visitor and Vendor safety briefing



Enhancing electrical safety across the company



Digitalization of EHS Management system mechanism





INCIDENT AND ACCIDENT INVESTIGATION PROCEDURE AT INDO-MIM

At INDO-MIM, the incident investigation and accident reporting procedure are a structured process aimed at ensuring workplace safety and compliance with statutory norms. All accidents must be reported immediately to the supervisor or functional head. Injured employees receive prompt medical attention, with minor injuries managed internally and serious cases referred to tie-up hospitals. Preliminary investigations are conducted by the concerned supervisor and functional head, followed by a detailed inquiry by a cross-functional team. The accident site remains undisturbed until investigation is complete. A comprehensive accident report, including root cause analysis and corrective actions, is prepared by the Safety Officer and shared with relevant authorities. In case of serious injuries or fatalities, statutory bodies like the Inspector of Factories are informed immediately. HR tracks the injured employee’s resumption of work, and if absence exceeds 48 hours, the incident is reportable. Corrective and preventive actions are monitored for effectiveness, with periodic reviews and cross-departmental learning.



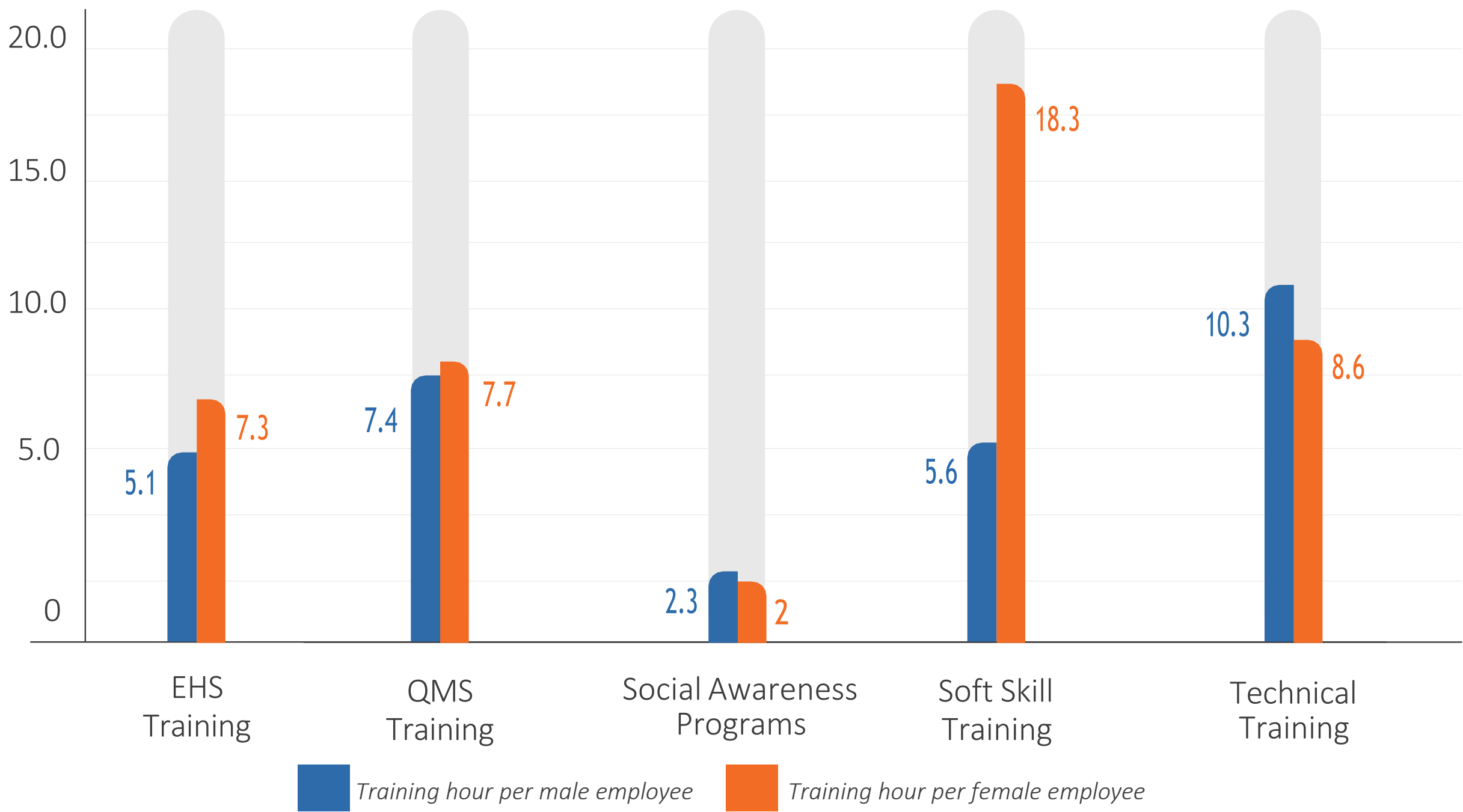
TRAINING AND SKILL DEVELOPMENT

Our training statistics in 2023-24

In the fiscal year 2023-24, Our entire workforce across all locations has received training on the mentioned topics in the graph, dedicating a total of 11,272 hours to training initiatives. Within this timeframe, the total training hours for female employees amounted to 422 hours. These statistics underscore our commitment to fostering skill development and inclusivity across our workforce.



Prominent Training





COMPREHENSIVE TRAINING AND SKILL DEVELOPMENT

At INDO-MIM, we are committed to fostering a skilled and knowledgeable workforce through a diverse range of training initiatives. Our programs encompass technical and soft skills, occupational competencies, health and safety protocols, environmental awareness, social responsibility, and employee engagement.

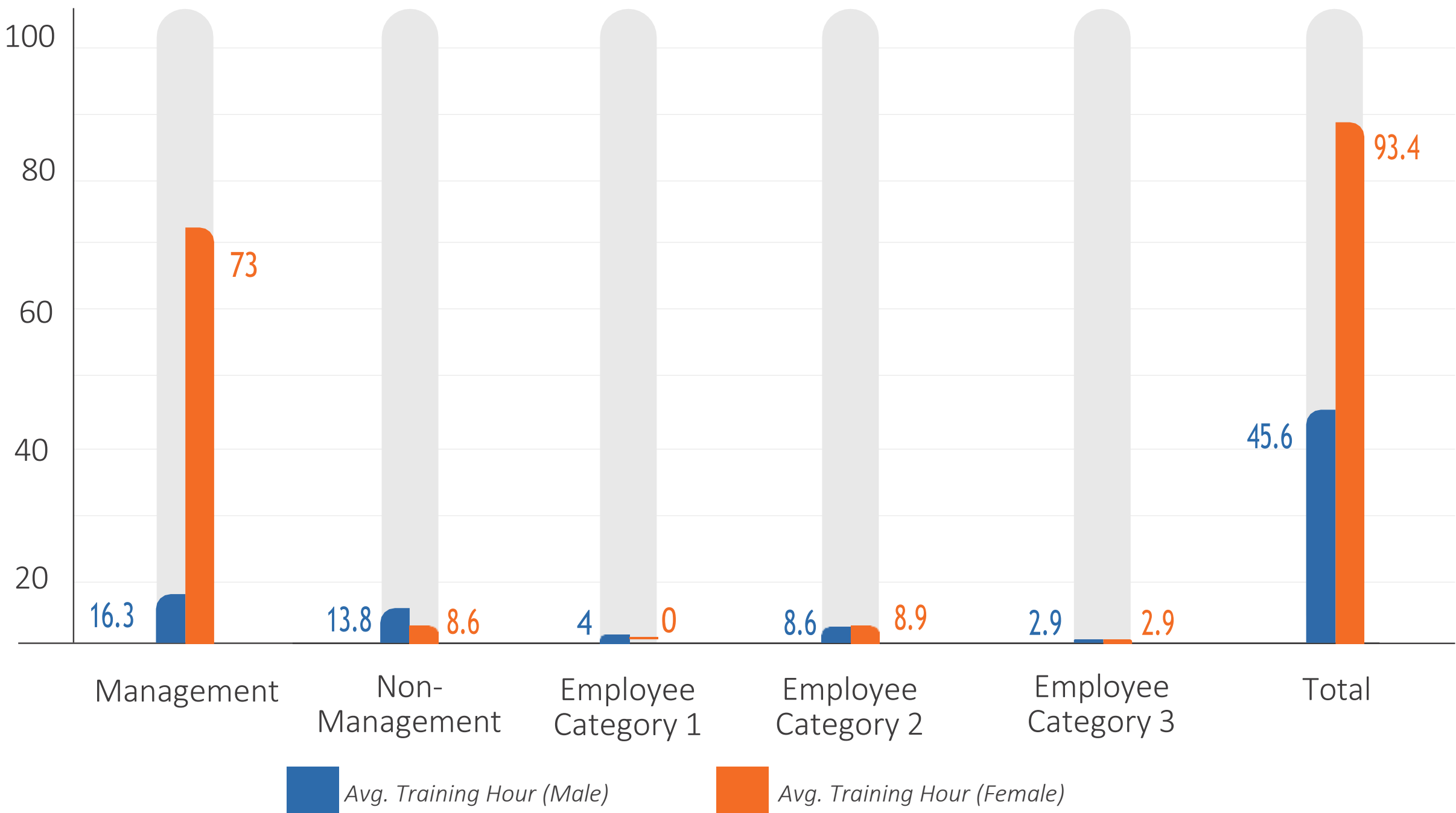
To drive efficiency and continuous improvement, we integrate globally recognized methodologies such as Lean Six Sigma, Kanban, 6S, Kaizen, and Total Productive Maintenance (TPM) into our training framework. This ensures that employees are equipped with the tools necessary for operational excellence and innovation.



Our commitment extends beyond the number of training hours—we focus on accessibility and effectiveness, delivering learning through interactive classroom sessions, practical demonstrations, multimedia content, and recorded modules. By embracing a holistic approach to training, INDO-MIM empowers its workforce to excel in a dynamic and evolving industry.

Also, our commitment to employee development improves job satisfaction and retention and positively impacts customer satisfaction, as skilled and self-aware employees are better positioned to meet and exceed customer expectations. In essence, skill-enhancing training is a strategic imperative for organizations aiming to thrive in an ever-changing business landscape, also sustainable future and success of our organization.

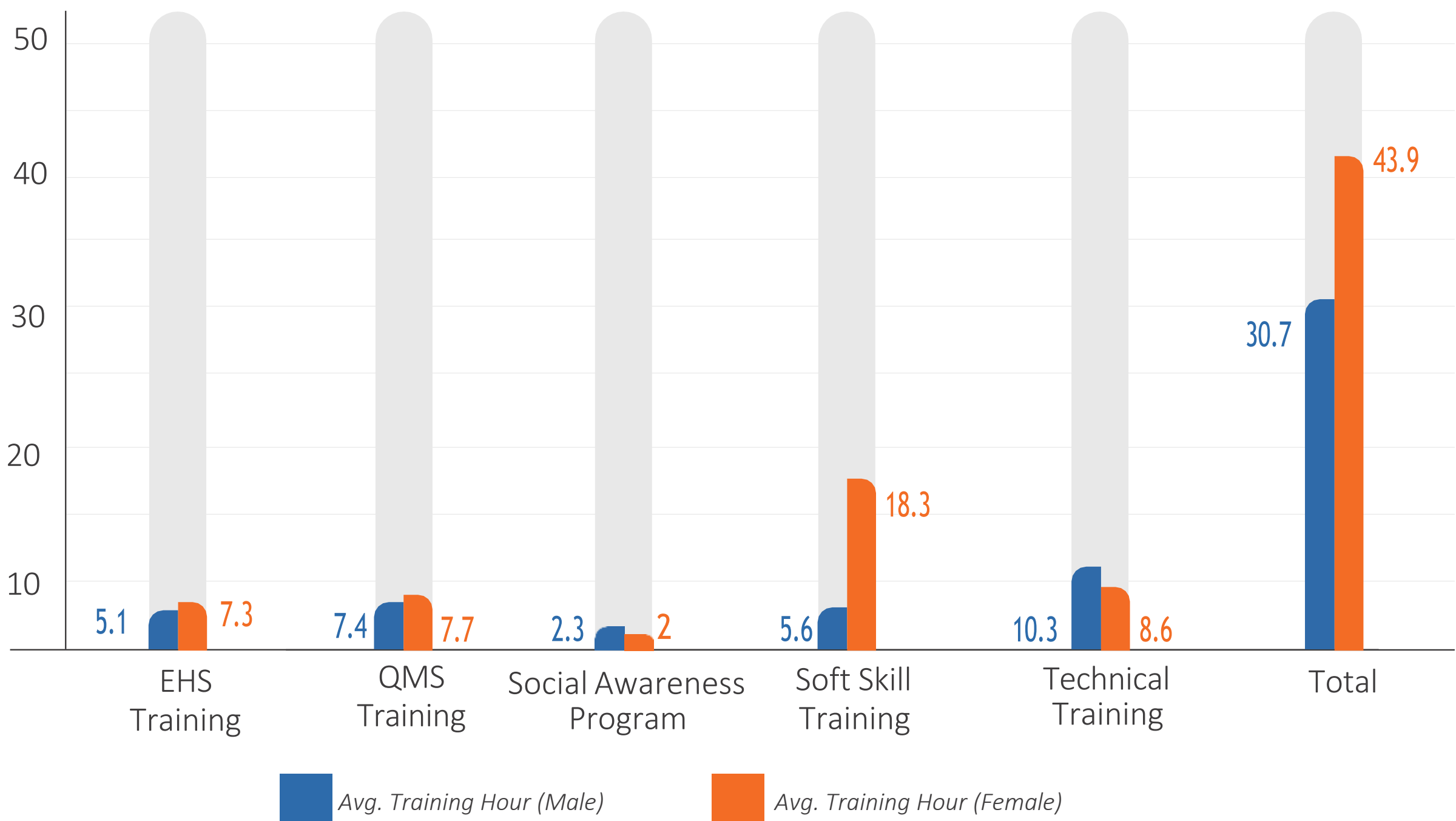
Average Training Hours



GRI 404-1



Training Topic Break-Up



Labor Practices

At INDO-MIM, we fully comply with all labor regulations, upholding and supporting the freedom of association and right to collective bargaining. Additionally, we are committed to maintaining a safe and healthy work environment, with our facilities adhering to stringent occupational health and safety standards.

35.6%

employees are covered under collective bargaining agreement.

GRI 407-1, 2-30



Equal Opportunity Policy

We are committed to fostering an inclusive and equitable workplace for all employees, regardless of gender or disability, as outlined in our Equal Opportunity Policy. Every new hire receives essential training to help them succeed in their roles.

Employment decisions are based solely on merit, free from bias related to gender, race, color, nationality, physical or mental disability, sexual orientation, or marital status. We uphold pay equity for equal work and implement measures to ensure fair opportunities at every level, including for workmen. Additionally, we strictly adhere to all relevant labor laws regarding working hours, breaks, and rest periods.



To attract, retain, and develop diverse talent, we actively promote inclusive hiring initiatives. Through specialized recruitment programs, we focus on hiring and supporting women and individuals with disabilities.

Our Corporate HR team establishes and monitors policies, standards, and best practices across all business segments to ensure a supportive and empowering work environment. Employees also receive ongoing training to stay updated with the latest skills and knowledge required for professional growth and success.

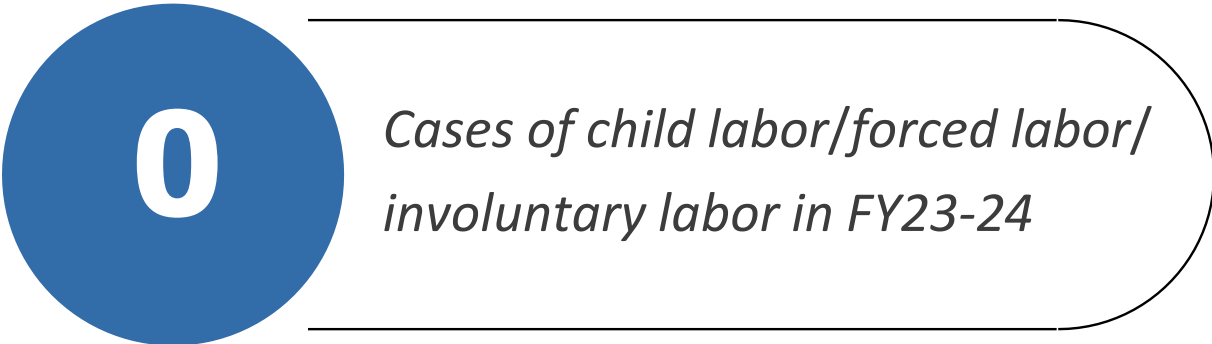


Human Rights

we are dedicated to upholding the highest standards of ethical conduct and respecting the dignity of everyone associated with us. Our Human Rights Policy ensures that all business units assess human rights implications across investments, including new projects, joint ventures, acquisitions, and business partnerships such as vendors, dealers, and suppliers.

We maintain a zero-tolerance approach toward human rights violations. Any form of discrimination, forced or compulsory labor, and child labor is strictly condemned, both within and beyond our operations. This responsibility extends to all our partners, ensuring that human rights considerations are embedded in the selection process and contractual agreements. We also conduct stakeholder consultations with relevant groups and NGOs to address concerns related to child labor, forced labor, and human trafficking.

Additionally, we firmly oppose all forms of corruption, including bribery and other unethical practices.



To ensure awareness of human rights issues among all employees, we have developed a comprehensive training module covering diverse operating environments. Human rights assessments are an integral part of our annual sustainability evaluation, reinforcing our commitment to ethical business practices.

A robust risk management system is in place to identify potential human rights risks and implement measures to mitigate them effectively. Our stance on human rights is clearly outlined in our Code of Conduct, which serves as a guiding framework for our operations.



HUMAN RIGHTS IMPROVEMENT MEASURES AND COMMITMENT

We are dedicated to continuously enhancing our risk management processes to identify and mitigate potential human rights risks. Moving forward, we will expand human rights risk assessment coverage, refine diagnostic procedures, and strengthen due diligence measures. These efforts aim to prevent adverse human rights impacts across our workforce and supply chains.

Our commitment extends to fostering a workplace free from discrimination and harassment. We uphold equal treatment for all individuals, regardless of race, color, religion, disability, gender, national origin, sexual orientation, gender identity, marital status, gender expression, age, genetic information, military status, or any other legally protected characteristic.

We are steadfast in respecting and protecting the human rights of our employees, including their right to freedom of association and engagement in management-recognized collective bargaining agreements.

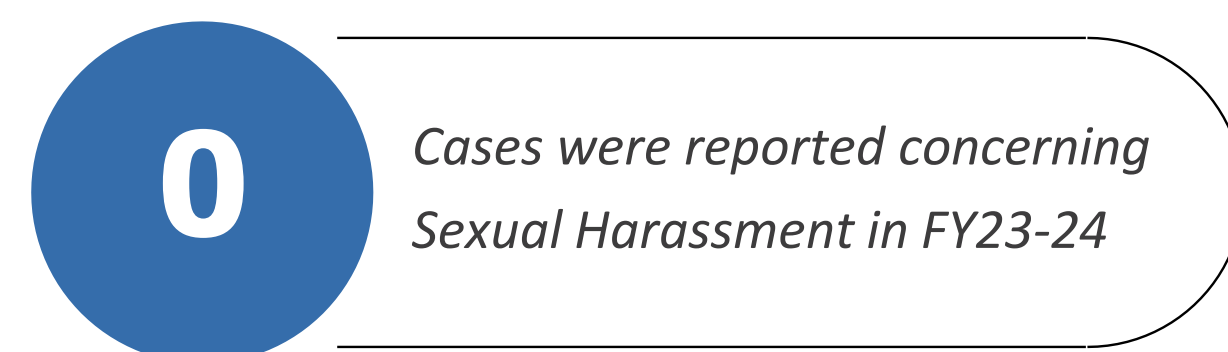
To further safeguard fundamental human rights, we have established robust mechanisms to prevent and address violations. Additionally, we conduct independent audits to ensure compliance and uphold our commitment to human rights protection.



POSH Policy

We are committed to maintaining a safe, inclusive, and harassment-free workplace. Our zero-tolerance policy for sexual harassment is enforced through a clear, gender-neutral Prevention of Sexual Harassment (POSH) Policy, applicable to all employees.

Any individual experiencing harassment in the workplace is encouraged to reach out to a member of the POSH Committee or our Internal Complaints Committee (ICC). We ensure complete confidentiality and protection for the complainant, fostering a secure and supportive environment for all.





Whistle-Blower Policy

Whistle-Blower Policy ([Whistle-blower-policy](#)) enables employees to report concerns about potential violations of our Code of Conduct, including human rights violations.



To ensure transparency and accountability, we provide a confidential Whistle-Blower Helpline, managed by an independent external agency, offering a secure platform for reporting and addressing issues. The policy is easily accessible on our website: <https://www.indo-mim.com>.

Counsellor

Mr. P. Balasubramanian (CFO) is designated as the Counsellor for this policy.

Audit Committee Role

The CFO acts as the Audit Committee for the Vigil Mechanism.

Escalation Process

If the complaint is against the CFO
→ Report to the CEO.

If the complaint is against the CEO
→ Report to the Chairman.

Contact Details

Mr. P. Balasubramanian, CFO

INDO-MIM Ltd., 45(P), KIADB Industrial Area,
Hoskote, Bangalore 562114.

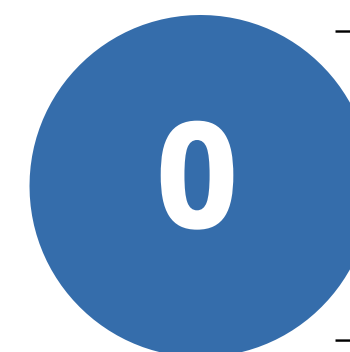
Phone: +918022048842

Mobile: +919880185355

Email: CFOWB@indo-mim.com

CEOWB@indo-mim.com

CMWB@indo-mim.com



There have been zero recorded cases of whistleblowers in the recent financial year.

In addition, we regularly conduct Union meetings and employee job satisfaction surveys, ensuring open two-way communication and fostering a transparent and collaborative work environment.





Diversity and Inclusion

D and I Vision

We are committed to building a more inclusive and equitable world. Our Diversity and Inclusion (D&I) culture ensures that every individual feel valued, respected, and empowered to contribute their unique perspectives and talents, regardless of race, ethnicity, gender identity, sexual orientation, religion, age, or ability.

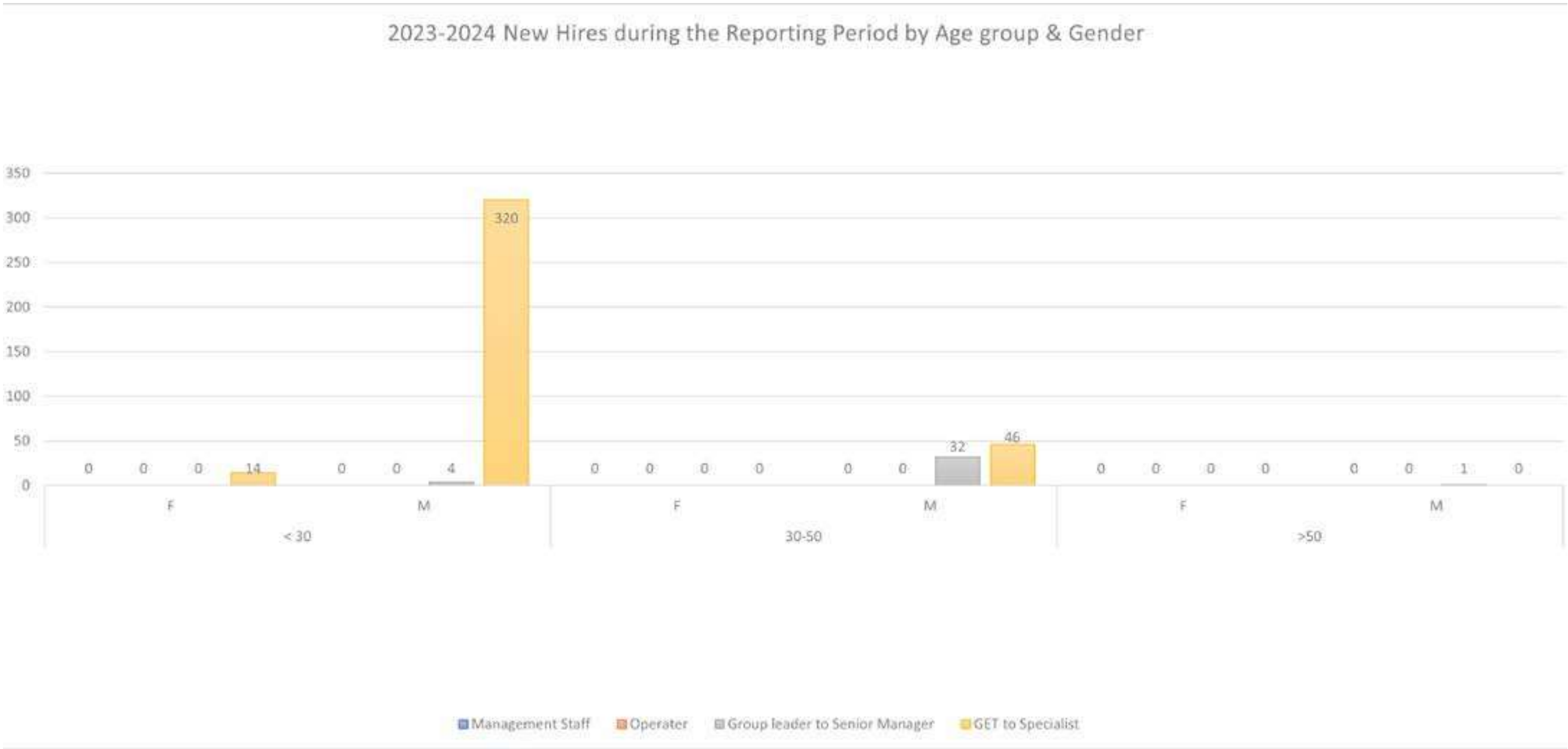
The dedicated councils and our team focus on developing policies, processes, and strategies that celebrate diversity, break down barriers, and create an environment where equal opportunities are available to all.

We regularly audit recruitment practices to uphold fairness and compliance. Additionally, we offer support networks for underrepresented and vulnerable groups. Our initiatives include leadership development to foster women’s empowerment, programs to promote the inclusion of employees with disabilities, inclusivity, and equal career opportunities.

Through these efforts, we aim to foster a workplace where inclusion is not just encouraged but actively practiced, allowing every individual to thrive and contribute to our shared success.

0

There have been zero recorded cases of discrimination in the recent financial year.





Equal Remuneration

We are committed to a fair and equitable compensation system that empowers every employee. Our remuneration policy is merit-based, ensuring that pay is determined by experience, skills, and performance rather than gender or any other non-relevant factor.

We uphold the principle of timely and full payment, ensuring that all employees receive their wages regularly along with detailed pay slips for complete transparency.

This approach not only fosters fairness but also drives high performance. Our compensation structure is designed to motivate employees, with a strong focus on results. For senior positions, a larger portion of pay is variable and linked to individual and business achievements, reinforcing a performance-driven culture.

Employee Category	Average basic pay/ remuneration		
	Male	Female	Ratio of basic salary of women to men
Management Staff	1,900,563	4457.45	-
Operator	191,582	100%	-
Group leader to Senior Manager	229,853	195,371	0.85
GET to Specialist	443,888	496,830	1.12
Total	2,765,886	692,201	





Talent Management

We are committed to attracting, developing, and retaining high-performing employees by fostering a culture of continuous growth and leadership.

Our talent management process identifies and empowers individuals with potential, transforming current successes and emerging talent into future leaders.

Key initiatives include:

- Expanding the talent pipeline at junior and middle management levels for focused career development.
- Offering tailored development programs for mid-senior management in specialized functional areas.
- Implementing targeted programs to enhance expertise in various aspects of product development.
- We have a skills development program tailored to employee needs, with regular assessments to identify and bridge skill gaps.

Through these initiatives, we create an environment where employees can thrive, innovate, and contribute meaningfully to the organization's success.

GRI 404-3, 2-20



Performance Appraisal System

In a rapidly evolving world, continuous learning and development are essential. We provide employees with opportunities to enhance their skills, reinforce learning, spark creativity, and fuel their passion. Our integrated growth strategies and diverse engagement tools empower employees to excel.

Our **Performance Management System (PMS)** fosters a culture of ongoing development and growth. Instead of forced rankings, we emphasize open, constructive discussions between managers and employees. This process begins with setting clear and aligned goals at the start of the year, followed by regular check-ins to track progress and provide feedback. Mid-year and year-end reviews focus on personalized development plans, ensuring that each employee reaches their full potential.

100%

All employees across the company receive regular performance evaluations and career development



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SUSTAINABLE SUPPLY CHAIN



CREATING WIN-WIN PARTNERSHIPS

INDO-MIM ensures sustainable supply chain management through ESG evaluations, risk mitigation, and a robust Supplier Code of Conduct, addressing ethics, labor, safety, and environmental standards. High-risk vendors undergo corrective actions, with performance integrated into executive KPIs and reviewed by senior leadership.

In FY23–24, INDO-MIM reinforced its commitment to enhancing supply chain efficiency and sustainability, engaging with over 55 suppliers and a wide dealer network to promote responsible practices. During the reporting period, 20 new suppliers were assessed, with approximately 25% screened using defined environmental and social criteria. These assessments identified five suppliers with significant actual or potential negative impacts on society or the environment, though no confirmed adverse impacts were recorded. Improvement measures were agreed upon with 25% of these suppliers, and no supplier relationships were terminated. This reflects our collaborative approach to risk mitigation and our dedication to building a resilient, ethical, and sustainable supply chain.

Our Supplier Code of Conduct reflects INDO-MIM’s commitment to ethical practices, environmental responsibility, human rights, and labor standards, ensuring a transparent and sustainable supply chain. Through a comprehensive ESG program—spanning policy development, risk assessment, audits, and supplier support—we foster resilience and long-term value across our global supply network.

*We have around 55 suppliers. Suppliers being assessed on sustainability parameters.
This includes raw material suppliers and Class-A suppliers.
Class-A suppliers refers to the top suppliers*

DEVELOPING POLICY AND CODE OF CONDUCT

Supplier Code of Conduct
INDO-MIM’s Supplier Code of Conduct promotes ethical, sustainable, and legal practices; acknowledged and accepted by over 90% suppliers.

Sustainable Procurement Policy
INDO-MIM promotes sustainability through responsible procurement, ethical practices, environmental protection, and social responsibility across its global supply chain.

Conflict Minerals Policy
INDO-MIM promotes ethical sourcing by avoiding conflict minerals, ensuring transparency, engaging suppliers, and targeting 100% due diligence by 2025.

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NAVIGATING THROUGH NEW HORIZONS

Enhancing Supply Chain Responsibility Through
Comprehensive Assessments/ Supplier Risk
Management and Mitigation

We have implemented a structured supply chain assessment program for critical suppliers, ensuring adherence to sustainability and ethical standards. Conducted in phases, this initiative facilitates transparency, identifies areas for enhancement, and strengthens supplier accountability. Through ongoing evaluations, we are committed to fostering a resilient, responsible, and sustainable supply chain that aligns with our core values and long-term objectives.

RESPONSIBLE MINERAL MANAGEMENT

INDO-MIM has implemented a conflict minerals management system aligned with the OECD Due Diligence Guidance, U.S. Dodd-Frank Act, and EU Conflict Minerals Regulations to ensure ethical sourcing of tin, tungsten, tantalum, and gold. By assessing socio-environmental risks and engaging suppliers, we promote responsible sourcing practices and support a sustainable, conflict-free supply chain.

Enhancing Supplier Awareness



INDO-MIM actively promotes responsible minerals management by encouraging supplier compliance with established policies. To support this, we conduct briefings and training sessions on ethical mineral sourcing practices. Through the Global Win-Win Cooperation Center, we offer regular courses aligned with our annual conflict minerals management plan.

Assessing Supplier Compliance and Risks



INDO-MIM continuously monitors supplier adherence to responsible sourcing by requesting CMRT/CRT data. This assessment ensures that tin, tantalum, tungsten, gold, and cobalt are not illegally or unethically mined or distributed from conflict regions, including the USA and ROW. Additionally, we review RMAP transaction status based on submitted data, reinforcing transparency and ethical mineral procurement across our supply chain.

Implementing Risk Mitigation Initiatives



INDO-MIM conducts training to reduce conflict mineral risks and enhance supplier awareness. Our Conflict Minerals Report and Supplier Code of Conduct guide responsible sourcing, minimizing social and environmental harm linked to mineral extraction. An annual management plan monitors mineral usage and smelters, encouraging ethical trade. Additionally, we collaborate with suppliers to extend responsible sourcing practices throughout their supply chains, reinforcing sustainable procurement efforts.

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Supply Chain Evaluation System

Assessment and Audits

INDO-MIM applies a robust 5-star supplier evaluation and ESG risk assessment framework covering quality, technology, delivery, and collaboration to ensure ethical and sustainable practices across all tiers. ESG indicators are aligned with global standards like OECD Due Diligence Guidance and the Responsible Business Alliance to diagnose and mitigate supply chain risks. Tier-1 and Tier-2 suppliers receive targeted training in leadership, technical skills, and industry best practices to enhance global competitiveness. We also support suppliers in achieving ISO 45001 and ISO 14001 certifications and provide detailed safety and environmental compliance guidelines. Regular audits are conducted, and suppliers with major violations face penalties or suspension until corrective certifications are obtained, reinforcing supply chain accountability.

SUPPLY CHAIN SUSTAINABILITY INITIATIVES

Local Sourcing and Emission Reduction

INDO-MIM prioritizes local supplier selection and scheduled purchase orders to minimize inventory load and reduce carbon emissions from transportation.

ESG-Based Supplier Evaluation

Suppliers are selected based on stringent ESG criteria and are subject to regular audits to ensure compliance with environmental, labor, ethical, and governance standards.

Inclusive Supply Chain Development

We promote gender diversity by onboarding women-led enterprises, support organizations led by differently-abled individuals, and ease onboarding for small-scale suppliers and startups through relaxed credibility norms.

Training and Awareness

Suppliers receive regular training on child labor prohibition, prevention of sexual harassment, occupational health and safety, and fire-fighting preparedness to ensure safe and ethical practices.

Environmental Responsibility

Suppliers are encouraged to use eco-friendly materials, maintain vehicles with valid emission certificates, and meet ISO environmental standards to align with INDO-MIM's sustainability objectives.

SUPPLY CHAIN SUSTAINABILITY GOALS

Localization and Emission Reduction

INDO-MIM aims to localize at least five high-volume suppliers in FY 2024–25 to reduce transportation distances and associated carbon emissions, contributing to environmental sustainability.

ESG Integration and Supplier Evaluation

Enhanced supplier evaluation processes now include ESG criteria, with a goal to implement this system across all Class A, B, and C suppliers by FY 2025–26 to promote responsible sourcing.

Training and Awareness Expansion

By the end of FY 2024–25, INDO-MIM will expand awareness programs on child labor prohibition, prevention of sexual harassment, and health and safety to all Class B and C suppliers, along with training at least 20 Class B suppliers in environmental and safety practices.



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Diversity and Inclusion Goals

The company plans to onboard four women-led enterprises and at least one differently-abled-led supplier during FY 2024–25, while also supporting small-scale and startup suppliers through relaxed credibility requirements to foster inclusive supply chain development.

Sustainability and Safety Compliance

INDO-MIM has replaced ~8 tons of plastic with compostable packaging, mandates emission-certified vehicles for site entry, and ensures regular firefighting and emergency preparedness training for suppliers to maintain high environmental and safety standards.

PROCUREMENT BUDGET UTILIZATION FOR SUSTAINABLE SOURCING

In FY 2024, INDO-MIM demonstrated its commitment to sustainable growth through strategic investments and resource-efficient operation for more information, refer [Annual-Report FY 2023-2024](#)

HIRING RATE AND TURNOVER RATE- PERMANENT EMPLOYEES

Employee Category	2023-2024 New Hires during the Reporting Period by Age group and Gender					
	< 30		30-50		>50	
	F	M	F	M	F	M
Management Staff	0	0	0	0	0	0
Operator	0	0	0	0	0	0
Group leader to Senior Manager	0	4	0	32	0	1
GET to Specialist	14	320	0	46	0	0
Total	14	324	0	78	0	1

Employee Category	2023-2024 Employees Leaving During the Reporting Period by Age Group and Gender					
	< 30		30-50		>50	
	F	M	F	M	F	M
Management Staff	0	0	0	0	0	1
Operator	0	0	0	12	0	0
Group leader to Senior Manager	0	1	0	13	0	0
GET to Specialist	5	74	0	46	0	0
Total	5	175	0	71	0	1

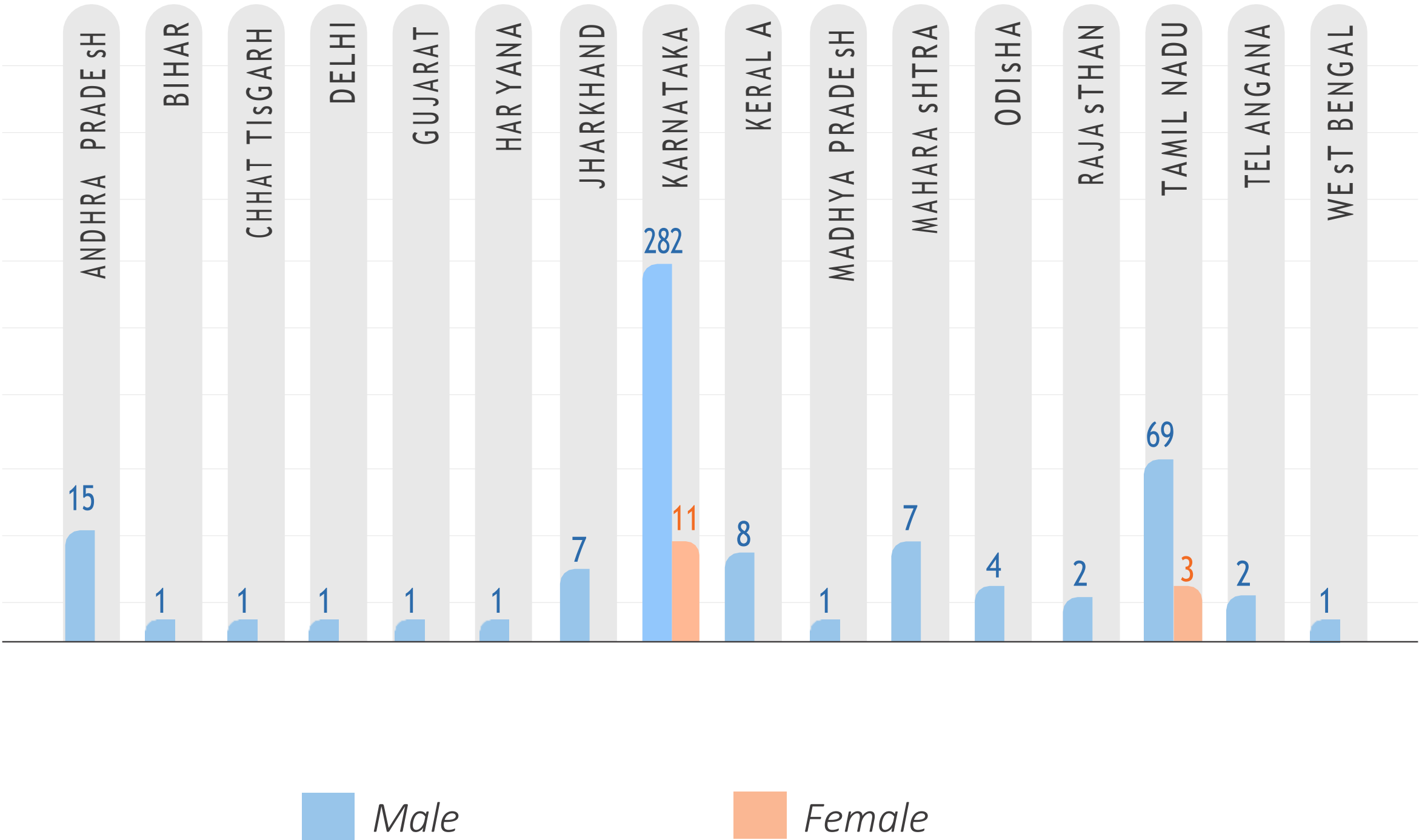
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[Procurement Budget utilization
for sustainable sourcing](#)



WORKERS WHO ARE NOT EMPLOYEES

Material	Male	Female	Total
Apprenticeship	5030	45	5075
National Apprenticeship Promotion Scheme	2910	3	2913
Learn & Earn Trainees	3990	3	3993
On Job Trainees (SRVS)	750	3	753

2023-24 New Employee Hires by Region



Benefits provided to full-time employees that are not provided to temporary or part-time employees refer [Annual-Report FY 2023-2024](#), Parental leaves for both male and female for the FY 2023-2024 are not availed.

A minimum of 21 days’ notice is provided to employees and their elected representatives prior to implementing significant operational changes. All 1,077 employees (100%) are covered under collective bargaining agreements, which include provisions for consultation and negotiation.

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Human Rights

At INDO-MIM, we acknowledge our fundamental responsibility to uphold and promote human rights across our entire organization and supply chain. We understand that respecting human rights is not only a moral imperative but also a critical and material concern for our operations. Our commitment extends to fostering policies and practices that ensure dignity, fairness, and equality for all individuals associated with our business. By embedding these principles into our culture, we aim to create a positive impact while meeting our ethical and social responsibilities.



GRI 413 -1, 413-2



Social Energizing local Community

At INDO-MIM, we believe the well-being of local communities is vital to our sustainability journey. We are committed to empowering the regions where we operate through impactful initiatives. Our focus is on improving quality of life by investing in education and skill development programs, creating job opportunities, and fostering local talent and entrepreneurship. We also prioritize environmental conservation by promoting sustainable practices and raising awareness on resource preservation.



By actively listening to the needs of local residents, we aim to build strong, lasting partnerships based on mutual respect and shared goals. This approach reinforces our dedication to social, economic, and environmental sustainability, demonstrating that sustainability is a core principle in all we do.



OUR CSR ACCOMPLISHMENTS



Community & Social Vivacity

At INDO-MIM, we strive to create lasting social value, reflecting our commitment to a sustainable future and reinforcing the strong, symbiotic relationship we share with local communities.

As a responsible corporate citizen, we actively contribute to social and environmental causes, addressing critical societal challenges and supporting those in need of life-saving and well-being-focused assistance. Our initiatives range from rapid response interventions for individual and family safety to long-term projects focused on education, nutrition, hunger alleviation, healthcare, employment, and empowerment.

Our Corporate Social Responsibility (CSR) efforts aim to enhance community livelihoods by minimizing negative environmental and social impacts, implementing positive changes, and fostering a culture of volunteering and philanthropy. Additionally, we are dedicated to uplifting minority and vulnerable groups, ensuring equitable opportunities and support for their growth and well-being.



CSR Policy

INDO-MIM's corporate responsibility commitment is governed by the CSR policy which ensures sustainable development by implementing Sustainable Development Goals (SDG's) in all its business operations and stakeholders at large.

GRI 413-1, 413-2

The world's leading producer of highly engineered products but also minimizes its impact on the environment and helps in protecting the planet while leading a helping hand to the community. In order to achieve this, INDO-MIM firmly believes in **"Winnovation"** which means winning with innovation. As a result of this, we aim to provide our community with higher value, better performance, faster turn-around and stay consistent with high-quality sustainable products.

CSR VISION & MISSION UNDERTAKING

Our CSR vision is to actively contribute to the Social, Economic, and Environmental Development of the community in which we operate ensuring participation from the community and thereby creating value for them.

*INDO-MIM firmly believes in
"Winnovation"
which means
winning with innovation*

We undertake CSR activities as per our CSR Policy and have a CSR Committee, which is duly constituted under the provisions of the Companies Act, concerning its composition and terms of reference. The CSR Committee articulates and recommends to the Board of Directors, the CSR policy and scope of CSR activities for the company and also ensures some essential key points while spending or authorizing to spend on CSR activities/programs.



CSR committee assures that the CSR activities shall be carried out in India, Fund ear marked for CSR shall not be given to any political party or for any political purpose. Our foundation mainly works in four thematic areas:

CSR COMMITTEE

Name of Director	Designation/ Nature of Directorship
Mr. Krishna Chivukula	Member/Chairman
Mr. Krishna Chivukula Jr	Member
Mrs. Meera Shankar	Member
Mrs. Rajini Anil Mishra	Member
Mrs. Sujitha Karnad	Member



Our CSR Accomplishments

ASHA FOUNDATION (1998)

Established in 1998 by Dr. Glory Alexander and like-minded individuals, ASHA Foundation—standing for Action, Service, and Hope for AIDS—is dedicated to supporting and guiding individuals affected by HIV/AIDS. Recognizing the importance of this cause, INDO-MIM partnered with ASHA Foundation on February 15, 1998, to contribute to their mission.

ASHA Foundation is a compassionate, voluntary trust committed to improving the lives of those impacted by HIV/AIDS, including their families and communities. Its comprehensive services encompass advocacy, capacity building, research, preventive initiatives, awareness programs, and holistic care—ranging from treatment and support to rehabilitation, with a special emphasis on women and children.



MID-DAY MEALS (FOUNDED IN 2004)

With a commitment to providing nutritious meals to school children, INDO-MIM launched the Mid-Day Meal initiative in 2004. This program aims to support students’ physical and mental well-being, empowering them to thrive in an increasingly competitive global landscape.

Under the Sri Sathya Sai Subbarama Shastry Memorial Trust (SSSSS Trust), INDO-MIM has proudly completed over a decade of dedicated service to underprivileged communities through this initiative. Currently, the program supports eight community schools, providing wholesome meals to more than 1,600 children daily.

Through this initiative, INDO-MIM strives to nurture young minds with care and compassion, fostering a brighter and more promising future for the next generation.



As part of its commitment to supporting underprivileged communities, INDO-MIM has fully funded the establishment of “The Chivukula Wing” at Bangalore Baptist Hospital. This new block includes a state-of-the-art laboratory (excluding the collection area), a Blood Bank, a Cardiac Catheterization Lab, a Cardiac Care Unit, and 20 private rooms.

With the generous contribution of \$1 million from Dr. Chivukula, the planning and construction of the wing were completed in 18 months. Spanning 21,438.5 sq. ft., the facility features an advanced laboratory with a dedicated virology unit. It has introduced new diagnostic tests in Immunology, Serology, and Infectious Diseases, along with automated systems in Histopathology and Hematology.

Since 2011, a segment of the Reproductive Medicine Unit has also been integrated into this facility. Additionally, the hospital now offers specialized cardiology services alongside an Orthopedic and Ophthalmic Theatre Complex, ensuring high-quality surgical procedures in a sterile environment.

Through this initiative, INDO-MIM continues to contribute to accessible and advanced healthcare for those in need.





DEENABANDHU PRIMARY SCHOOL (FOUNDED IN 2008)

Recognizing education as a fundamental pillar of a prosperous future, INDO-MIM has made it a top priority. With this vision, the company took the initiative to fully support Deenabandhu Primary School in Chamarajanagar district, Karnataka, India, ensuring that young children have access to quality education. INDO-MIM covers the entire operational expenses of the school, including mid-day meals, teachers’ salaries, and the provision of computer and science lab education. By offering a 100% grant for the school’s functioning, INDO-MIM is committed to nurturing young minds and paving the way for a brighter and more promising future.



SHISHU MANDIR (FOUNDED IN 2014)

Shishu Mandir is dedicated to empowering children by breaking the barriers of their circumstances and guiding them toward self-sufficiency and independence. The institution provides education, care, career guidance, and vocational training, ensuring a strong foundation for their future. Additionally, it supports higher education and implements various welfare initiatives to uplift the communities these children come from, fostering hope and growth.

INDO-MIM is proud to contribute to this noble cause by providing donations for the mid-day meal program, ensuring that children receive proper nutrition as they pursue their education and personal development.

GROW TREES (2015)

Recognizing the importance of environmental sustainability, INDO-MIM has taken a proactive approach to ecological conservation. Beyond planting just a few saplings, the company has committed to an extensive tree-planting initiative each year to raise awareness among local communities.

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As part of this effort, INDO-MIM partnered with www.grow-trees.com, providing a simple yet impactful way for organizations to contribute to a greener planet. Demonstrating its commitment to environmental protection, the company pledged to plant **12,000 trees during the Financial Year 2014-2015** and continues to uphold this initiative annually. By fostering environmental consciousness among younger generations, INDO-MIM aims to build a sustainable and greener future.



This is how INDO-MIM has focused on enhancing social and environmental impact by strengthening our relationship with communities and stakeholders through CSR initiatives. We have implemented a range of strategies that integrate ethical, social, and environmental values into our operations and decision-making.

In addition to our ongoing CSR efforts, we:

Promote sustainable practices within our operations to minimize our environmental footprint.

Support skill development and vocational training to empower individuals with better employment opportunities.

Encourage employee participation in community welfare activities, fostering a culture of giving back.

Collaborate with NGOs and governmental organizations to maximize the impact of our initiatives.

Continuously assess and refine our CSR programs to align with evolving social and environmental needs.

Through these concerted efforts, INDO-MIM remains dedicated to creating a positive, lasting impact on society and the environment.



Our Commitment to Employee-Centric Policies

At INDO-MIM, we believe that a strong foundation is the key to a successful organization, and that foundation is built on empowered and engaged employees. To foster a healthy, supportive, and growth-oriented work environment, we regularly review and refine our policies, ensuring they align with employee well-being and professional development.

Our policies provide a structured framework for career progression, workplace standards, and operational procedures. To ensure fairness and consistency, a central HR Council, comprising representatives from each business sector, oversees the implementation of all labor practices. This includes employee benefits, working conditions, and family support programs, reinforcing our commitment to a thriving and inclusive workplace.

As a part of INDO-MIM group, we ensure the effective implementation of the following policies:

Policies for employees		Benefits
	<i>Flexible working hours</i>	We offer flexible shift options to accommodate employee convenience while ensuring that working hours do not exceed 8 hours per day, in strict compliance with the Factories Act.
	<i>Recruitment policy</i>	Our recruitment policy ensures a fair and transparent hiring process, providing equal opportunities to all candidates. We prioritize skill, merit, and diversity while adhering to labor regulations and industry best practices.
	<i>Internal Job Posting</i>	Our Internal Job Posting (IJP) policy encourages career growth by providing employees with opportunities to apply for open positions within the organization. This ensures transparency, merit-based selection, and career advancement



Policies for employees	Benefits
 Trainees’ policy	Our Trainees Policy focuses on providing structured learning opportunities, hands-on experience, and mentorship to equip trainees with essential skills for professional growth and career development.
 Grievance handling policy	Our Grievance Handling Policy ensures a transparent, fair, and responsive mechanism for addressing employee concerns, fostering a positive work environment through timely resolution and open communication.
 Performance management policy	Our Performance Management System (PMS) Policy is designed to foster continuous growth, accountability, and excellence by setting clear goals, providing regular feedback, and ensuring fair performance evaluations for employee development and organizational success.
 Equality and Diversity Policy	At INDO-MIM, we are committed to fostering a diverse, inclusive, and equitable workplace, ensuring equal opportunities and a fair work environment for all employees.
 Transfer Policy	Our Transfer Policy ensures a fair and transparent process for employee relocation, considering business needs, skill alignment, and employee preferences, while ensuring minimal disruption and smooth transitions.
 Maternity policy	Our Maternity Policy, in compliance with the Maternity Benefit Act, 1961, provides 26 weeks of paid leave for eligible female employees. Additionally, we support new mothers with provisions such as flexible work arrangements, nursing breaks, and job protection, ensuring their well-being and a smooth transition back to work.
 Work Hours, Wages, and Benefits	We compensate employees competitively relative to the industry and the local labor market. We follow applicable wage, work hours, overtime and benefits laws in the countries where we operate. In addition, we provide living wages to our employees and are committed to have 100% coverage of all employees paid a living wage by 2030. We conduct regular assessments and reviews to address and close the living wage gap.



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Forward Looking Statement

This report reflects information and perspectives accurate as of its publication date and is subject to change without notice. INDO-MIM does not commit to updating or revising its contents. The report outlines current policies and intentions and is not intended to create legal rights or obligations.

Some information may be sourced from public domains and has not been independently verified. We make no warranties regarding the accuracy, completeness, or relevance of the information presented. Inclusion does not imply material significance to our business or financial results. The report was originally drafted in English.

It may contain forward-looking statements (as defined under the Private Securities Litigation Reform Act of 1995) that involve inherent risks and uncertainties. Actual outcomes may differ due to various factors, including evolving regulations, technologies, and business strategies.

Performance metrics are based on current assumptions and evolving standards; there is no assurance that stated goals or commitments will be achieved.



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	2-10 Nomination and selection of the highest governance body	Page- 09
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	2-17 Collective knowledge of the highest governance body	Page- 23 (Refer Annual Report,
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	2-27 Compliance with laws and regulations	Page- 25
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GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page- 24, 26
	3-2 List of material topics	Page- 26
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GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page- 23 (Refer Annual Report
	201-2 Financial implications and other risks and opportunities due to climate change	Page- 23 (Refer Annual Report
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	201-4 Financial assistance received from government	Page- 23 (Refer Annual Report
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Page- 64
	202-2 Proportion of senior management hired from the local community	Page- 64
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page- 23 (Refer Annual Report
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