

SUSTAINABILITY REPORT

PCBL (TN) Limited



FY 2024-25

ABOUT OUR REPORT

The first Sustainability Report of PCBL (TN) Limited for FY 2024-25 aims to deliver transparent, cohesive, and meaningful communication to our stakeholders. The Report offers a strategic overview of our value creation across the six capitals, key material issues, risks, opportunities, operational highlights, and long-term outlook. It presents both quantitative and qualitative insights, underscoring our ongoing commitment to sustainability, circularity, and responsible business leadership. This report has been prepared in accordance with the GRI 2021 Standards and aligns with United Nations Sustainable Development Goals (SDGs).

REPORTING BOUNDARY

Our reporting boundary consists of our one manufacturing unit, and one branch office.

Manufacturing Facility: Plot No. - A7, SIPCOT Industrial Park, Thervoy Kandigai Village, Gummidipoondi Taluk, Thiruvallur District, Tamil Nadu, PIN - 601 202, India

Branch Office: The Executive Centre, Level 5, Prestige Palladium Bayan, No. 129 – 140 Greams Road, Chennai – 600 006, Tamil Nadu, India

REGISTERED OFFICE

PCBL (TN) Limited

Duncan House, 31 Netaji Subhas Road,

Kolkata – 700 001,

West Bengal, India

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REPORTING PERIOD

This report presents information on our sustainability performance aligned with the fiscal year from April 1, 2024, to March 31, 2025.

EXTERNAL ASSURANCE

Independent external assurance for the reporting period from 1 April, 2024, to 31 March, 2025, has been conducted by TUV India Private Limited, a third-party agency. The assurance aligns with the ISAE 3000, and GRI 2021 Standards.

Independent assurance for PCBL (TN) has been conducted by TUV India Private Limited on the following ESG topics:

Zero Waste to Landfill: Verification of 'Zero Waste to Landfill' as per TUV India's 'Zero Waste to Landfill'(ZWL) methodology and certification guidelines

Greenhouse Gas Emissions: A Limited Assurance Statement issued in accordance with ISO 14064-1:2018, with verification conducted as per ISO 14064-3:2019

Sustainability Report: Assurance on sustainability parameters included in this report, prepared in alignment with GRI disclosures

Restatement of Information: There is no restatement of the information published in this report.

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WHO WE ARE

ABOUT RPSG GROUP

The RP-Sanjiv Goenka (RPSG) Group is one of India's New-age and fastest growing conglomerates with a strong global footprint. With assets base amounting to ~₹ 67,700+ Crores and Group turnover of ~₹ 42,100+ Crores, the Group boasts a rich legacy of setting industry benchmarks across diverse sectors. Committed to innovation and operational excellence, RPSG continually refines its processes to drive progress. Supported by a workforce of 55,000+ dedicated professionals and backed by a shareholder base exceeding ~12,00,000, the Group stands as a leader in its field.

RPSG GROUP VISION

To be a dynamic conglomerate driven by sustainable growth, efficiency, and innovation.

The RPSG Group's Diverse Multi-Sector Presence



ABOUT PCBL (TN)

PCBL (TN) Limited, a performance materials and specialty chemicals manufacturing company that is a wholly owned subsidiary of PCBL Chemical Limited is a greenfield project commissioned in 2023, with a production capacity of 1,47,000 MTPA. The captive power plants at the manufacturing facility have a total co-generation power capacity of 24 MW.

The manufacturing unit is ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, IATF 16049:2016 and ISO 27001:2022 certified.

The plant has successfully received the "GOLD" level of certification after achieving the Green Building Standards under the IGBC Green Factory Buildings Rating System, issued by the Indian Green Building Council (IGBC).

Our trajectory is defined by a steadfast commitment to innovation, sustainability, and customer-centricity. As a specialist in the production of carbon black—a vital component in tyres, inks, batteries, coatings, and various other applications—we maintain industry leadership by integrating innovation, operational efficiency, and environmental responsibility throughout our organization.

As we broaden our scope and enhance our capabilities, our progress remains guided by an enduring dedication to quality and the creation of long-term value.

OUR VISION

A trusted **Global** player providing cutting-edge solutions to our **Partners** and an exciting workplace to our **People**.

OUR CORE VALUES

Customer First - Keep customer at the core of every action

Execution Excellence - Strive to be the best in everything we do

Credibility - Instill trust, confidence and accountability with our actions

Agility - Move ahead of time quickly

Risk Taking - Dare to go beyond

Humaneness - Be fair, respectful, transparent and sensitive

Sustainability - Be equally responsible for people, planet, profits



PRODUCT APPLICATION

At PCBL (TN), our carbon black portfolio is both diversified and comprehensive, adhering to the rigorous standards set by the American Society for Testing and Materials (ASTM) to ensure exceptional quality and reliability. We specialise in delivering customised, high-performance solutions tailored to meet the evolving demands of diverse industries. This broad product range contributes substantial value to a wide spectrum of tyres and high-performance rubber goods, serving as a key driver of volume growth within our business.

Our diverse portfolio includes tyres and performance chemicals, serving over 100 strategic partners worldwide.

MULTI-END USERS

Tyres

- Passenger Vehicle Tyres
- Truck and Bus Tyres
- Off-the-Road Tyres
- Racing Tyres
- Solid Tyres
- Agricultural Tyres
- Forestry Tyres
- Two-Wheeler Tyres
- Three-Wheeler Tyres
- Cycle Tyres
- Tyre Retreading Materials

Performance Chemicals

- Conveyor Belts
- Construction Materials
- Extruded Profiles
- Damping Elements
- Hoses and Ducting
- Power Transmission Belts
- rubber Mats and Shoe Soles
- Rubber Pads and Caps
- Anti-Vibration Products
- Moulded Rubber Goods
- Seals and Gaskets
- Roofing Elements
- Rubber-to-Metal Bonded Goods
- Rubber Sheets
- Bonded Gum
- Tubing



PCBL (TN): DELIVERING RESULTS

At PCBL (TN), our pursuit of excellence transcends commercial objectives, reflecting a profound commitment to our people and the environment. In response to the complexities of the global business landscape, we have embedded sustainability principles into the core of our organizational ethos. Supported by a nationwide presence, our team enables the efficient allocation of resources, cultivating a culture of sustainability that is deeply rooted across all levels of the organization.

Financial Milestones FY 2024-25

- **143.96%** YoY growth of EBITDA
- **123.66%** YoY growth of Revenue
- **155.82%** YoY growth of Profit after Tax
- **4.22%** Return on Capital Employed

ECONOMIC VALUE MILESTONES

	Unit	FY 2024-25	FY 2023-24
Direct economic value generated (a +b)	INR Crores	1133.54	506.82
Revenue from sales of goods (a)	INR Crores	1119.62	498.96
Other operating income (b)	INR Crores	13.92	7.86
Economic value distributed (c+d+e+f+g)	INR Crores	1138.75	528.68
Operating expenses (c)	INR Crores	1035.63	470.42
Wages and other payments to employees (d)	INR Crores	27.41	19.03
Payments to providers of capital (e+f)	INR Crores	75.22	38.76
Payments to shareholders (e)	INR Crores	0	0
Payments of Interest (f)	INR Crores	75.22	38.76
Payments to government (Including income tax) (g)	INR Crores	0.49	0.47
Economic value retained (h)	INR Crores	-5.21	-21.86

SUSTAINABILITY MILESTONES FY 2024-25

ENVIRONMENTAL

100 %

of PCBL(TN)'s
manufacturing plant
is ZLD (Zero Liquid
Discharge) compliant

24 MW

Total Co-generation
power capacity

4,94,200 MW

Total Co-generation
power produced

3,90,018 tCO₂e

Total GHG emissions
(scope 1,2,3)

58,876 tCO₂e

GHG offset during FY
2024-25

1.57 tCO₂e/MT

GHG Emissions Intensity
(Scope 1 and Scope 2)

89 KLD

Total Water recycled

20,800 +

Saplings planted

SOCIAL

100 %

of Total Employees
trained on human rights

0

Total Number of Fatalities

87 %

of Total Value Chain
Partners (by Value)
Assessed for Health and
Safety Practices

50

Total New Employees
Hired

0

Total Pending Customer
Complaints

4,258

Total Employee Training
(in Manhours)

GOVERNANCE

3 years

Average Experience of
Directors in the Company

50 %

Women Directors in the
Board

7

Total Number of
shareholders

0

Pending Shareholders'
complaints

MESSAGE FROM OUR WHOLE-TIME DIRECTOR

Dear Stakeholders,

It is with great pride and optimism that I present to you the first-ever Sustainability Report of PCBL(TN) Limited. Established in 2023, PCBL (TN) is the newest chapter in the legacy of PCBL Chemical Limited, envisioned and built with a clear purpose—to lead responsibly, act resiliently, and grow sustainably. Right from inception, sustainability has been ingrained into the fabric of our operations, not merely as a commitment but as a guiding philosophy.

This year marks a landmark in our journey as we undertook Greenhouse Gas (GHG) accounting for the very first time. This exercise has helped us develop a deeper understanding of our environmental footprint and sharpened our focus on climate responsibility.

We are proud to share that our manufacturing plant is now 100% Zero Liquid Discharge (ZLD) compliant, reaffirming our strong commitment to water conservation and pollution control. In parallel, we have commissioned a Co-generation power plant with a capacity of 24 MW, which is helping us significantly reduce dependence on conventional energy sources. This strategic investment not only minimizes our carbon emissions but also enhances our operational efficiency, energy security, and long-term environmental resilience.

In our first year of operations, PCBL (TN) has also achieved important financial milestones, reflecting robust project execution, operational excellence, and strong stakeholder confidence. Our pursuit of quality and process excellence is further underscored by the attainment of ISO 9001 and IATF 16949 certifications, which validate our adherence to the highest international standards in quality and automotive sector performance.

Looking ahead, we remain focused on advancing our sustainability goals. We are working towards reducing specific power and water consumption, increasing the representation of women in our workforce, strengthening solid waste management, and enhancing product stewardship. We are also building strong collaborations with academic institutions to develop future leaders who can carry our sustainability vision forward.

At PCBL (TN), people remain at the heart of our journey. We continue to invest in creating a workplace where safety, capability-building, and well-being are prioritized. Our efforts to build a culture of belonging are anchored in the principles of Diversity, Equity, and Inclusion (DEI), which we recognize as fundamental strengths that enrich our organization.

Our transition from a traditional Customer Relationship Management (CRM) model to a more integrated Customer Experience Management (CEM) approach reflects our unwavering commitment to creating meaningful and lasting relationships with our customers. We also place great importance on stakeholder engagement as a means to identify and act on the issues that are material to our long-term value creation. With robust corporate governance practices at the core of our approach, we strive to uphold transparency, accountability, fairness, and integrity across all our interactions.

In closing, I extend my heartfelt appreciation to our employees, customers, partners, and stakeholders for your continued support and belief in our purpose. Together, let us carry forward our commitment to sustainability and work collectively towards building a better, more resilient, and inclusive future.

Warm Regards,

Rakesh Kumar Nayak

(Whole-Time Director)

PCBL (TN) Limited

VALUE CREATION MODEL

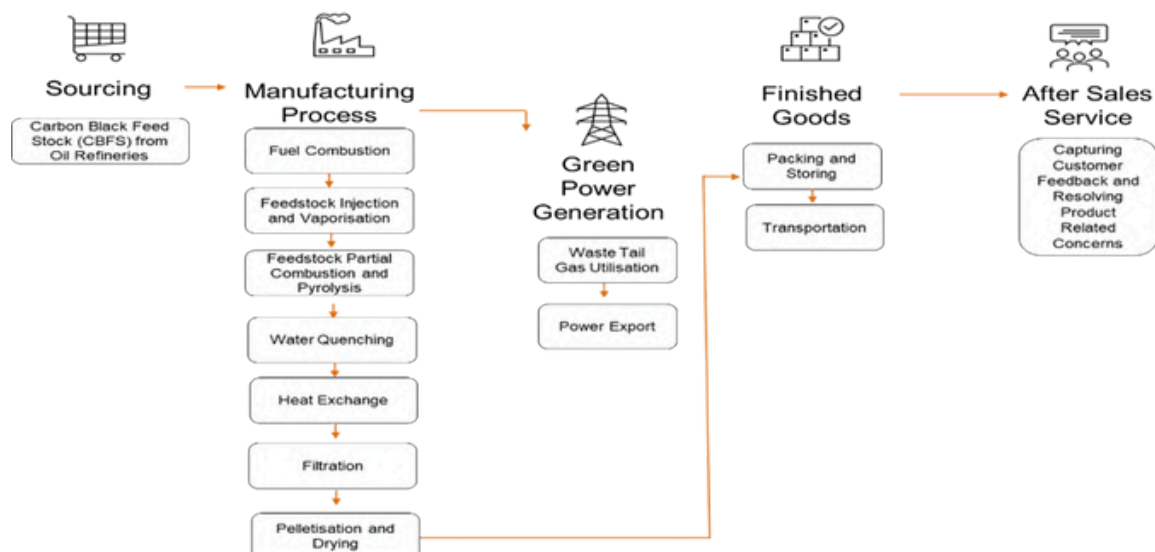
Creating value across the UN Sustainable Development Goals



OUR INPUTS

Capitals	Input
Financial Capital	INR 30 crores Equity INR 11.2 crores Reserves
Manufacturing Capital	INR 901.36 crores Property, Plant, and Equipment 1 Manufacturing facility INR 181.36 crores Assets under construction INR 131.66 crores Capital expenditure
Intellectual Capital	1 R&D Centre in Asia (under parent company PCBL Chemical Limited) 1 Innovation Centre in Europe (under parent company PCBL Chemical Limited)
Human Capital	216 total employees
Social and Relationship Capital	INR 3.96 crores CER (Corporate Environmental Responsibility) expenditure
Natural Capital	Efficient use of natural resources

ACTIVITIES ALONG THE VALUE CHAIN



OUR OUTPUTS

Capitals	Output
Financial Capital	<ul style="list-style-type: none"> · INR 1,133.54 crores Revenue from operations · INR 148.96 crores EBITDA (YoY growth of 143.96%) · INR 10.69 crores Profit after Tax (YoY growth of 155.82%) · INR 3.56 Earnings Per Share · 4.22% Return on Capital Employed
Manufacturing Capital	<ul style="list-style-type: none"> · 1,03,764 MT Carbon Black produced in FY 2024-25
Intellectual Capital	<ul style="list-style-type: none"> · 30+ New products launched (last 3 years) – includes 10 new grades launched in FY 2024-25 · 11 Cumulative patent applications filed · 5 Cumulative patents granted
Human Capital	<ul style="list-style-type: none"> · 4,258 Total hours of employee training · Zero Lost Time Injury Frequency Rate (LTIFR) · Zero Fatalities
Social and Relationship Capital	<ul style="list-style-type: none"> · Upliftment of nearby communities through CER activities in health, education and skill development, and infrastructure development
Natural Capital	<ul style="list-style-type: none"> · 89 KLD water recycled · 1.57 tCO₂-e/MT GHG emissions intensity (Scope 1 and Scope 2)

OUR CERTIFICATIONS AND AWARDS

Our plant operations are accredited with the following certifications, which reiterate our commitment to the same:



PCBL (TN) plant has successfully received the **"GOLD"** level of certification under the **IGBC Green Factory Buildings Rating System**



PCBL (TN) won **Gold Award** in the **17th CII National Poka Yoke Competition** (Control Category) held in January 2025.

THE EVOLUTION OF OUR MATERIALITY STRATEGY

We began formalising our materiality framework in FY 2021-22 through a structured stakeholder engagement process covering employees, customers, suppliers, communities, investors, and shareholders. Based on these consultations, we identified seven key material topics that reflected our most significant economic, environmental, and social impacts.

In FY 2022-23, we refined these topics further by updating "Human Rights and Community Engagement" to 'Human Rights, Employee Well-being, and Community Engagement', reflecting our deeper focus on people centricity. The refinement was supported by senior leadership and aligned with global sectoral benchmarks.

In FY 2023-24, we reassessed the material topics against our current operating landscape and strategic priorities. The findings confirmed that the previously identified material issues remained highly relevant to our business and stakeholder expectations.

DOUBLE MATERIALITY IN FY 2024-25

During FY 2024-25, in the context of brownfield expansion at Mundra (under PCBL Chemical Limited), we undertook a double materiality assessment to more holistically capture both:

Impact materiality (inside-out): How our operations affect the environment, economy, and society

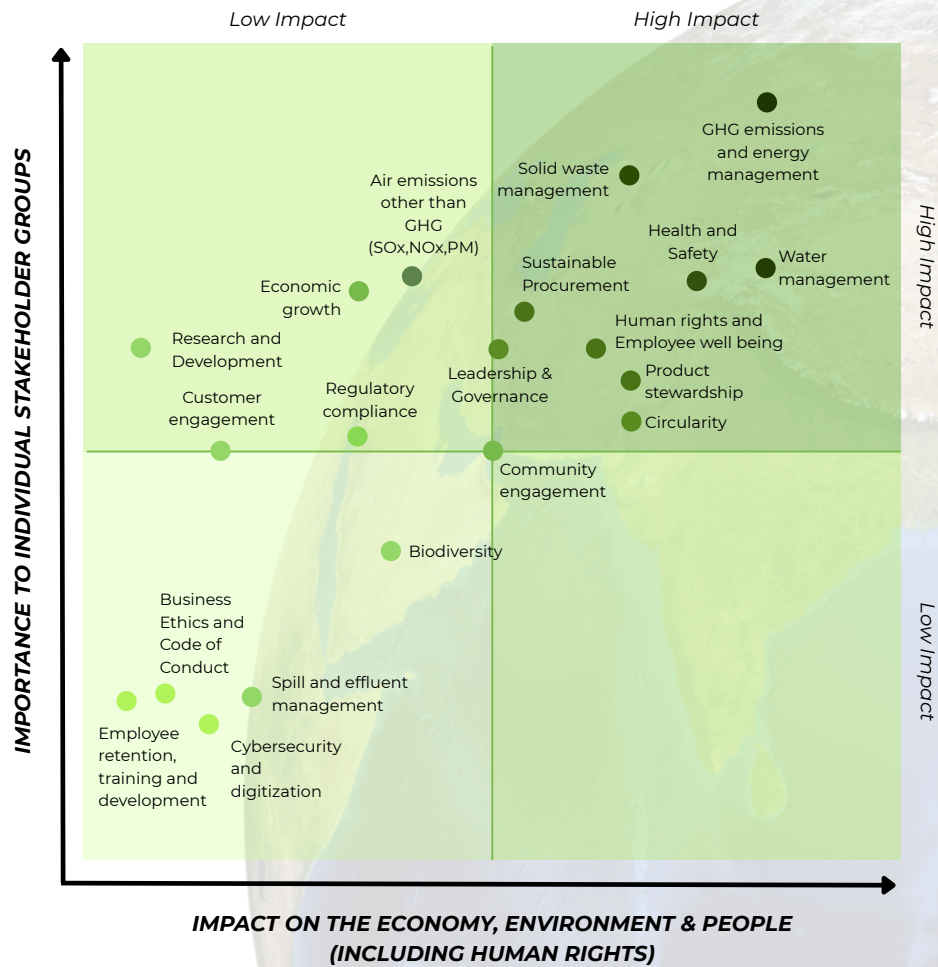
Financial materiality (outside-in): How external risks and trends affect PCBL's ability to create long-term value

This assessment involved multi-tiered stakeholder engagement, supported by structured interviews, internal workshops, and sectoral benchmarking. It was designed to refine and reprioritise key material issues as our business model evolves into a multi-chemistry, innovation-led platform.

The key steps in our FY 2024-25 double materiality process included the following:

- Defining objectives and scope
- Conducting literature review and internal brainstorming to identify potential material issues
- Engaging stakeholders through structured interviews and discussions
- Prioritising issues using a materiality matrix to map relevance and impact
- Validating and approving the final set of topics through senior management review

DOUBLE MATERIALITY MATRIX



OUR MATERIAL TOPICS

1	GHG emissions and energy management
2	Water management
3	Solid waste management
4	Health and safety
5	Product stewardship
6	Human rights and employee well being
7	Sustainable procurement
8	Circularity
9	Leadership and governance
10	Community engagement

KEY OUTCOMES

- Two new material topics, Circularity, and Sustainable Procurement have been introduced, both of which reflect our strategic shift towards resource efficiency and responsible value chains.
- Community engagement has been recognised as an independent material topic, underscoring our continued commitment to inclusive and targeted social impact initiatives.

GHG EMISSIONS AND ENERGY MANAGEMENT

Reduction of absolute GHG emission

- Reduce 54.6% under scope-1 and scope-2 consolidated GHG emissions
- Reduce 32.5% under scope-3 GHG emissions
- Reduce 41.8% under scope-1, scope-2 and scope-3 consolidated GHG emissions

Base Year: FY 2024-25

Target Year: FY 2032-33

Net Zero by FY 2049-50

Key Initiatives:

- Adopted SBTi-aligned emission reduction targets in FY 2024-25
- Launched focused improvement project for reducing GHG emissions
- Implemented initiatives such as enhancing conversion ratios to reduce carbon containing waste gases, minimising fossil fuel use, and reducing off-spec product generation
- Reduced indirect emissions through use of sustainable and locally sourced raw materials
- Optimised downstream delivery routes, and promotion of virtual meetings
- Deployed employee training for GHG awareness
- Continued use of waste gases to generate electricity, with surplus power exported to the grid leading to significant GHG offset
- Focused on carbon sequestration by plantation

Reduction of GHG emission intensity

- Reduce 54.6% under scope-1 and scope-2 consolidated GHG emissions
- Reduce 32.5% under scope-3 GHG emissions
- Reduce 41.8% under scope-1, scope-2 and scope-3 consolidated GHG emissions

Base Year: FY 2024-25

Target Year: FY 2032-33

Net Zero by FY 2049-50

Action steps remain consistent with those listed under absolute GHG emission reduction

Reduction in specific power consumption

·Reduce specific power Consumption by 10%

Base Year: FY 2024-25

Target Year: FY 2029-30

Key Initiatives:

- Installed energy-efficient equipment (air compressors, pumps, blowers, heat exchangers) and phased out outdated systems
- Optimised equipment usage to eliminate idle running
- Installed variable frequency drives (VFDs) where applicable
- Switched to LED lighting across facilities
- Created common headers for pumps and compressors, reducing equipment usage
- Launched energy conservation campaigns to address leakages and inefficiencies (e.g., steam, compressed air, heat)

Increase in Renewable energy uses (off-battery limits)

·10% increase in renewables in off-battery limits energy consumption

Base Year: FY 2024-25

Target Year: FY 2029-30

Key Initiatives:

- Renewable energy increase is not a current priority due to in-house electricity generation from carbon black process waste gases
- Surplus electricity is exported to the grid after meeting operational needs
- Solar panel installation is under evaluation, and further renewable expansion is being explored

Tree Plantation

·Plant at least 5,000 saplings every year

Target Year: Ongoing

Over 20,800 saplings planted during FY 2024-25

WATER MANAGEMENT

Reduction in specific water consumption

·20% reduction in specific water consumption

Base year: FY 2024-25

Target Year: FY 2029-30

Key Initiatives:

- Enhanced rainwater harvesting capacity across the site
- Expanded steam condensate recovery systems to minimise freshwater intake
- Optimised ETP and STP utilisation with recycled water repurposed for horticulture, floor washing, and other non-process activities
- Continued focused drive to detect and rectify water and steam leakages
- Maintained full Zero Liquid Discharge (ZLD) compliance across all manufacturing locations

SOLID WASTE MANAGEMENT

Reduction in Waste to Landfill

·30% reduction in percentage of waste to landfill

Base Year: FY 2024-25

Target Year: FY 2029-30

Key Initiatives:

- Identified waste handlers capable of recycling materials currently sent to landfill
- Actively explored new methods to minimise waste generation, and promote internal recycling and reuse at manufacturing facilities

CIRCULARITY

Achieve Zero Liquid Discharge (ZLD) Compliance

·Ensure 100% recycling of wastewater to maintain Zero Liquid Discharge (ZLD) status

Target Year: Ongoing

Key Initiatives:

- Wastewater is systematically treated and recycled within plant operations to eliminate discharge and reduce freshwater dependency

Increase in Use of Recycled Plastics in Packaging

·Increase usage of recycled plastics in packaging (by weight) by 20%

Base Year: FY 2024-25

Target Year: FY 2029-30

Key Initiatives:

- Planning to increase in percentage of recycled plastic in packaging items e.g. black plastic pallet, bulk bags etc.

Export of Co-generated Power to the Grid

Export at least 49% of electricity generated using the heat value of tail gas (a by-product of carbon black manufacturing) to the grid

Progress will be monitored and action will be taken in case there is any gap

Recycling of Off-Spec Carbon Black Production

·Recycle a minimum of 90% of defects (off-spec material) generated during carbon black production

Progress will be monitored and action will be taken in case there is any gap

SUSTAINABLE PROCUREMENT

Increase in Use of Recycled Input Materials

·Achieve a 15% increase in the use of recycled input

Base Year: FY 2024-25

Target Year: FY 2029-30

Key Initiatives:

Action plan initiated to use TPO and rCB in production and expand usage at manufacturing plant

Increase in Sourcing from Neighbouring Districts

·Achieve a 5% year-on-year increase in the percentage of input material (by value) sourced from neighbouring districts

Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

Increase in Sourcing from MSMEs and Small Producers

·Achieve a 5% year-on-year increase in sourcing (by value) from MSMEs and small producers

Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

Training of Critical Suppliers on Sustainable Procurement

Ensure that at least 90% of critical suppliers are trained on sustainable procurement practices

Effective From: FY 2024-25

Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

Screening of Critical Suppliers on Sustainability Parameters

•Screen a minimum of 75% of critical suppliers on sustainability related (ESG) parameters

Effective From: FY 2024-25
Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

Supplier's Adherence to the Code of Conduct

•Ensure that 90% of suppliers (by value) adhere to the 'PCBL Suppliers Code of Conduct'

Effective From: FY 2024-25
Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

Inclusion of Social and Environmental Clauses in Contracts

•Ensure that 90% of critical suppliers' contracts (by value) include social and environmental clauses

Effective From: FY 2024-25
Target Year: Ongoing

Work in progress to integrate social and environmental clauses during contract renewals with other suppliers

HEALTH AND SAFETY

Safety Training for 100% of Employees

Deliver safety training to 100% of the workforce, including permanent, contract, and casual employees

Target Year: Ongoing

Key Initiatives:

- Conducted structured training on key safety protocols such as Hazard Identification and Risk Assessment (HIRA), –
- Hazard and Operability Study (HAZOP), and Job Safety Analysis (JSA)
- Rolled out occupational health and safety management programmes across all sites, including training, audits, and mechanisms for capturing and addressing near-misses, unsafe acts, unsafe conditions, and poor decision-making
- Continued adherence to ISO 45001:2018 certification standards across plant

Achieve Zero Lost Time Injury Frequency Rate (LTIFR)

Achieve Zero LTIFR

Target Year: Ongoing

Key Initiatives:

- Enforced strict compliance with Standard Operating Procedures (SOPs) to maintain high health and hygiene standards
- Continued capture and resolution of Learning Events (LEs) such as unsafe acts, near misses, and hazardous conditions within defined timelines
- Ongoing engagement with employees to understand ground-level safety concerns and improve working conditions
- Regular safety audits conducted to ensure alignment with companywide safety standards

HUMAN RIGHTS AND EMPLOYEE WELL-BEING

Human Rights Training Coverage

Train 100% of employees and workers on human rights issues and relevant policies

Target Year: Ongoing

Key Initiatives:

- Training is delivered through PCBL (TN)'s dedicated e-learning portal, with records maintained digitally for audit and verification
- Refresher training and awareness sessions are being conducted periodically to sustain organisational sensitivity to human rights issues

Timely Resolution of Human Rights-Related Grievances

·Ensure 100% of grievances related to human rights are resolved within 30 days

Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

Human Rights Assessment Across All Locations

·Conduct internal assessments on human rights for 100% of PCBL's manufacturing plants and offices

Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

Coverage Under Employee Well-Being Benefits

·Ensure that 100% of employees are covered under PCBL's employee wellbeing initiatives

Target Year: Ongoing

Key Initiatives:

- 100% coverage provided under:
 - Group Term Life Insurance
 - Medical Insurance
 - Parental Leave
 - Study Leave
 - Retirement Provisions
 - Flexible Work Hours (as per operational and individual requirements)

Increase Permanent Women Employee Representation

Percentage increase in permanent women employees by 20%

Base Year: FY 2024-25

Target Year: FY 2029-30

Key Initiatives:

Continued efforts are in place to strengthen gender diversity through targeted hiring, inclusive workplace policies, and career advancement opportunities for women

LEADERSHIP AND GOVERNANCE

ISO 27001 Certification at Operational Site

Ensure the operational site is certified with an Information Security Management System (ISMS) standards (ISO 27001 or equivalent)

Target Year: Ongoing

Key Initiatives:

Our operational site has implemented an Information Security Management System (ISMS) certified with ISO/IEC 27001: 2022

Implementation of Vigil Mechanism Under Whistle-Blower Policy

·Establish a structured vigil mechanism and redressal system under the Company's Whistle-Blower Policy at all operational sites

Effective From: FY 2024-25

Target Year: Ongoing

Key Initiatives:

- A comprehensive Whistle-Blower Policy with detailed vigil mechanism and grievance redressal framework is in place at all operational sites
- Policy safeguards the rights of senior management, employees, and stakeholders who report ethical concerns

Continuation of Digital Learning Ecosystem

·Sustain a digital learning ecosystem at all operational sites for ongoing employee development

Target Year: Ongoing

Key Initiatives:

- Digital learning infrastructure is fully operational
- All training records are digitally tracked and maintained

Leadership Development through Academic Collaboration

·Partner with premier academic institutions for leadership development programmes aligned with global standards

Target Year: Ongoing

Key Initiatives:

- PCBL designed and launched an advanced operations programme in collaboration with IIT Roorkee for technical skill development of future leaders

Code of Ethics

·100% of employees to receive Code of Ethics training

Anti-Corruption and Anti Bribery

·100% of employees to be regularly trained on anti-corruption and anti-bribery policy

POSH Training

·100% of employees to receive POSH awareness training

Insider Trading Regulation

·100% of employees to receive training on Insider Trading Regulations

Target Year: Ongoing

Key Initiatives:

At the beginning of every financial year, all employees are assigned with the e-learning module on 'PCBL's Code of Ethics and Compliance Standards' which they need to complete by the end of the year as per the Company policy. A monthly internal dashboard captures training record from the portal and our 'Learning and Development Team' ensures that 100% employees complete the assigned course through constant monitoring and follow ups.

Awareness on Cyber and Information Security

·Ensure 100% of employees receive awareness on security breaches, e-mails and other information security related issues and the best practices followed globally

Target Year: Ongoing

Key Initiatives:

As per the Company policy, all employees are assigned with the e-learning module on 'Cyber and Information Security-Basic Information Security Measures' which they need to complete. A monthly internal dashboard captures training record from the portal and our 'Learning and Development Team' ensures that 100% employees complete the assigned course through constant monitoring and follow ups.

COMMUNITY ENGAGEMENT

Supporting Vulnerable Communities as a Part of CSR Projects

·Invest in initiatives supporting vulnerable communities in compliance with the CSR regulations

Effective From: FY 2024-25

Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

Improving Education, Hygiene, and Infrastructure as Part of CSR Projects

·Implement at least two CSR projects annually focused on improving education, hygiene, and infrastructure

Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

Perform Social Impact Assessments

Perform Social Impact Assessments for all CSR projects

Effective From: FY 2024-25

Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

PRODUCT STEWARDSHIP

Development of green/ sustainable products

·20% increase in R&D spend
across green/ sustainable
products

Base Year: FY 2024-25
Target Year: FY 2029-30

Key Initiatives:

- R&D is working in two directions to develop sustainable carbon black grades/circular economy.
 - Use of 'Renewable/Sustainable CBFS' - Primarily 'Tyre Pyrolysis Oil (TPO)'
 - Use of 'Recovered Black'
- Exploring the opportunity of using renewable CBFS for manufacturing of carbon black.
- Patents granted in India for process of oxidation of specialty carbon black and surface modified carbon black grades that will improve fuel efficiency and tyre life.

Life Cycle Assessments of Our Product

·Initiate life cycle assessments
of our product and cover 25%
of product portfolio

Effective From: FY 2024-25
Target Year: FY 2026-27

Key Initiatives:

Development of LCA calculator is under progress to cover other grades in FY 2025-26 and onwards.

Adherence to Statutory Requirements

·Adhere to the statutory
requirements of developed
countries on banned products

Effective From: FY 2024-25
Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

No Complaint Against Health Concerns

·Achieve zero percent of
product revenues that are
subject to lawsuits due to
health concerns

Effective From: FY 2024-25
Target Year: Ongoing

Progress will be monitored and action will be taken in case there is any gap

STRENGTHENING STAKEHOLDER TRUST THROUGH TRANSPARENCY

Our people are central to our operations, and we maintain active engagement with key stakeholders to address their critical concerns and strategic priorities. By fostering open dialogue, we are able to understand the direct and indirect impacts of our business on various stakeholder groups. In identifying and formulating material topics, we place a strong emphasis on stakeholder interaction to gain insight into their expectations, enabling us to take informed and targeted action.

This collaborative approach underpins the development of our sustainability roadmap and commitments. Guided by the principle of creating shared societal value, we strive to build long-term relationships grounded in transparency and accountability. Through structured and meaningful dialogue, we identify priority issues, define engagement objectives, and implement tailored solutions. This continuous process allows us to validate business performance, explore emerging opportunities, and make a positive contribution to society.

OUR STAKEHOLDER ENGAGEMENT PROCESS

- Identify and access stakeholders
- Set engagement objectives
- Develop engagement plans and techniques
- Implement engagement plans
- Access the engagement process
- Respond to engagement results
- Measure and report process

To address the needs of our six key stakeholder groups, we have created customized multi-disciplinary engagement channels to ensure a deeper understanding of challenges and create mutual benefits.

Stakeholders	Why they are Important?	Key Concerns and Expectations	Approach to Engagement	How We Respond
PEOPLE	Our people are the cornerstone of our success. We foster a culture of openness, trust, and collaboration that empowers employees to raise challenges, co-create solutions, and thrive in a dynamic environment	<ul style="list-style-type: none"> • Employee welfare and workplace safety • Transparent communication and strategic clarity • Diversity, inclusion, and psychological well-being • Leadership accessibility and mentorship 	SAMPARK Townhalls Quarterly forums for employees to interact directly with the leadership team, share feedback, and align recognitions Advance Engineering Programme In collaboration with IIT Roorkee, focussed on upskilling engineers with technological advancements	<ul style="list-style-type: none"> • Smart hiring tools and processes • Strengthened retention and succession planning frameworks • Timely and transparent internal communication • Knowledge-sharing platforms and domain focussed training

Stakeholders	Why they are Important?	Key Concerns and Expectations	Approach to Engagement	How We Respond
PEOPLE		<ul style="list-style-type: none"> • Career progression and learning opportunities • Continuous engagement and effective grievance redressal 	<p>EMBARK PCBLite A curated induction module for new joiners to familiarise them with the organisation's culture and strategy</p> <p>AI Chatbot 'Leena' Facilitates ongoing feedback and sentiment analysis tool, enhancing employee satisfaction</p> <p>Graduate & Management Trainee Academy Structured L&D interventions for GET & MTs</p> <p>Fun-at-Work Initiatives Designed to foster creativity, teamwork, and mental well-being</p> <p>Focussed Group Discussions Conducted to surface ground-level insights and improve workplace experiences</p>	<ul style="list-style-type: none"> • Performance linked rewards and recognition systems
	Our global network of supply chain partners plays a vital role in ensuring seamless operations, consistent quality, and sustainable growth.	<ul style="list-style-type: none"> • Local procurement support and reliable sourcing • Adherence to statutory and regulatory frameworks 	Collaborative workshops and review meetings with global raw material suppliers and logistics partners to align on quality, sustainability, and risk standards	

Stakeholders	Why they are Important?	Key concerns and expectations	Approach to Engagement	How We Respond
SUPPLY CHAIN PARTNERS	We prioritise building long-term partnerships based on trust, compliance, shared responsibility, and mutual value creation	<ul style="list-style-type: none"> • Timely payments and cost rationalisation • Sustainability practices and ESG compliance • Health, safety, and working conditions • Social impact and environmental responsibility • Business continuity and risk mitigation 	<ul style="list-style-type: none"> • Pre-engagement discussions with potential suppliers and business partners • Ongoing compliance audits and risk assessments of critical suppliers to uphold ethical standards • Transparent procurement communication on policies, expectations, and tendering procedures • Engagement with responsible suppliers who publicly disclose their sustainability performance and targets 	<ul style="list-style-type: none"> • Strengthening integrated business planning across sourcing, production, and logistics • Conducting targeted supplier capability training to align with PCBL's quality and ESG goals • Streamlining and consolidating the supplier base to prioritise high-quality, reliable, and compliant partners
CUSTOMERS	Our customers are long-standing partners in our growth journey. From global tyre manufacturers to leading players in specialty chemicals, water treatment, cleaning solutions, oil & gas, and energy storage, we serve a diverse customer base through high-performance and sustainable	<ul style="list-style-type: none"> • Customised carbon black and specialty chemical grades tailored to specific end-use needs • Innovation-led solutions across applications, from tyres and coatings to detergents, oilfield fluids, and battery materials 	<ul style="list-style-type: none"> • Dedicated account managers and application engineers for each business segment • Digital customer portals to ensure transparency and ease of interaction • Joint development projects in carbon black, phosphonates, and nano-silicon aligned with evolving performance needs 	<ul style="list-style-type: none"> • Co-developing tailored product solutions, from low PAH carbon blacks to bio-based green chelates and high-conductivity nano-silicon • Investing in application labs and testing platforms for customer-centric innovation

Stakeholders	Why they are Important?	Key concerns and expectations	Approach to Engagement	How We Respond
CUSTOMERS	offerings. Strategic engagement helps us deliver differentiated solutions, strengthen trust, and drive repeat business across industries and geographies	<ul style="list-style-type: none"> • Sustainable packaging and responsible sourcing • Reliable service and supply continuity • Transparent communication on ESG standards and compliance 	<ul style="list-style-type: none"> • Participation in industry forums, expos, and innovation summits across mobility, specialty chemicals, and clean energy domains • Customer satisfaction surveys and structured feedback loops to inform product development • Review of customer sustainability goals and disclosures to ensure alignment across value chains 	<ul style="list-style-type: none"> • Ensuring high manufacturing reliability and global logistics support to meet supply expectations • Building forward-looking technology roadmaps to anticipate trends in decarbonisation, electrification, and green chemistry
COMMUNITIES	We are deeply committed to uplifting the communities around our operations. By investing in inclusive development spanning education, healthcare, sanitation, livelihood, and environmental sustainability. We seek to create lasting socioeconomic value and build trust through local partnerships.	<ul style="list-style-type: none"> • Access to livelihood opportunities and enterprise support • Improved community health and hygiene • Environmental protection and responsible industrial operations • Investment in local infrastructure and social services 	<ul style="list-style-type: none"> • Periodic need assessments to identify location-specific community priorities • Targeted interventions across key focus areas including education, health, water, sanitation, skill-building, and environmental awareness • On-ground collaboration with local partners, implementation agencies, and NGOs to maximise impact 	<ul style="list-style-type: none"> • Regular impact reviews and programme audits to ensure alignment and effectiveness • Long-term empowerment initiatives for marginalised groups, including women, youth, and differently-abled individuals • Infrastructure and capacity-building projects to improve access to essential services

Stakeholders	Why they are Important?	Key concerns and expectations	Approach to Engagement	How We Respond
SHAREHOLDERS, INVESTORS & LENDERS	Our financial stakeholders play a pivotal role in enabling long-term growth. We are committed to proactive, transparent communication that provides clarity on our strategic priorities, operational performance, and ESG commitments, helping them make informed, confident decisions.	<ul style="list-style-type: none"> • Clarity on long-term strategy, growth roadmap, and execution • Consistent financial performance and return on investment • Robust corporate governance and ESG transparency • Risk mitigation and capital allocation discipline 	<ul style="list-style-type: none"> • Annual General Meeting (AGM) and quarterly investor calls and result presentations • One-on-one investor and analyst interactions to address specific queries • Sustainability and Annual Reports, along with detailed regulatory disclosures • Disclose plans to achieve carbon neutrality and our efforts to reduce carbon emissions by responding to the CDP questionnaire. Also, provide crucial data and insights to global investors, helping them make informed decisions • Lenders' meetings and negotiations for financing facilities and credit evaluations • Grievance redressal mechanisms to ensure responsive, ethical conduct 	<ul style="list-style-type: none"> • Strategic capital allocation and sustained delivery on financial commitments • Consistent performance across key value drivers: growth, profitability, and governance • Transparent ESG disclosures and target-linked climate strategies • Constituting an independent, experienced Board with strong oversight • Upholding the highest standards of integrity and accountability

Stakeholders	Why they are Important?	Key concerns and expectations	Approach to Engagement	How We Respond
GOVERNMENT AND REGULATORY AUTHORITIES	We engage with local, national, and global regulatory bodies to ensure alignment with evolving policy frameworks and to build trust through transparent, ethical, and compliant business conduct. Our proactive engagement enables us to contribute meaningfully to policy dialogue while ensuring full compliance with all applicable laws.	<ul style="list-style-type: none"> • Adherence to national and international regulations • Environmental stewardship and safety standards • Transparent governance and ethical business practices • Effective community engagement • Timely project approvals and statutory compliance 	<ul style="list-style-type: none"> • Submission of Integrated Annual Report and regulatory filings as per timelines • Participating in meetings related to government directives and policy development • Periodic facility inspections and compliance assessments • Ongoing dialogue with authorities through formal meetings and forums • Internal review and benchmarking of ESG practices to meet or exceed regulatory expectations • Strict implementation of the Whistleblower Policy to ensure confidentiality and safeguard employee interests 	<ul style="list-style-type: none"> • Actively collaborating with authorities to align with policy goals • Facilitating access to relevant government schemes and incentives to amplify impact • Continuously improving compliance processes and disclosures to reflect best-in-class governance

REACH OUT TO US

Feedback from our stakeholders helps us improve our performance. Please email or call us for any issues regarding PCBL's sustainability aspects and reports.

Dr. Kinsuk Mukherjee

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BUILDING RESILIENCE FOR A SUSTAINABLE FUTURE

At PCBL (TN), we adopt a collaborative and integrated approach to effectively and efficiently manage both internal and external risks. Our objective is to strike a balance between immediate business imperatives and long-term strategic goals. With manufacturing facilities and offices located across the globe, we are inherently exposed to climate-related risks. Consequently, it is imperative to identify sustainability-related risks and implement robust mitigation strategies that generate sustained and shared value for all stakeholders we serve.

OUR RISK MANAGEMENT SYSTEM

- Identification and Assessment: Anticipating potential risks by evaluating their likelihood, impact, and classification. This includes assigning risk ratings to prioritise response efforts
- Prevention & Control: Implementing structured measures to eliminate, mitigate or contain risks, thereby reducing operational and strategic exposure
- Monitoring: Continuously tracking risk indicators and evaluating the effectiveness of existing controls, with timely corrective action where necessary
- Reviewing and Reporting: Conducting formal reviews (twice in a year) to assess risk relevance and control efficacy, ensuring accountability and ongoing improvement

For detailed information on PCBL (TN)'s risk management system which covers Economic Risk, Environmental Risk, Social Risk, Governance Risk, and PCBL's Climate Scenario Risk and Opportunity Matrix Aligned with TCFD Guidelines, kindly refer to page 173-189 of PCBL Chemical Limited's Integrated Report 2024-25 available on its official website (<https://www.pcblltd.com/responsibility>).



ENVIRONMENTAL PERFORMANCE



MANAGEMENT APPROACH

At PCBL(TN), climate change considerations play a critical role in defining our strategy to serve our customers worldwide. Our approach to reducing environmental impact centers on process optimization, efficient resource utilization, and greening our operations.

To achieve our environmental sustainability targets, we actively monitor and reduce our footprint. Our ongoing efforts focus on optimizing operations and resources to decrease GHG emissions. Committed to these goals, we've initiated strategies such as increasing renewable energy mix, rigorous water conservation, and responsible waste management. Our processes include checks, balances, and mitigation plans as needed.

We strive to serve our customers responsibly by working with our value chain partners to improve raw material sourcing practices that will rationalize material consumption and minimize environmental impact.

GHG EMISSIONS

We recognize and acknowledge the impact of our emissions on climate change and air quality. To foster a responsible and enduring environmental impact, we have implemented a range of emission reduction initiatives and actively support carbon offset programs.

1.43 tCO₂e/INR lakhs GHG Emissions Intensity (Scope 1 & 2)

1.57 tCO₂e/MT GHG Emissions Intensity (Scope 1 and Scope 2)

58,876 (tCO₂e) Carbon Offset

24 MW Co-generation power Capacity

The carbon black manufacturing process is inherently carbon-intensive, involving the combustion of hydrocarbons to produce carbon black particles while releasing CO₂ into the atmosphere. We are committed to continuously exploring alternative feedstocks and optimizing our production processes to enhance output efficiency while minimizing emissions.

Aligned with our sustainability mission, we have developed a comprehensive strategy and implemented critical measures to reduce our reliance on fossil fuels. Our decarbonization efforts commenced with a thorough calculation of our emissions in accordance with the Greenhouse Gas (GHG) Protocol. This assessment has enabled us to identify carbon hotspots within our operations and pinpoint key areas for improvement.

GHG INVENTORY FY 2024-25

GHG emissions	Unit	Quantity
Scope 1	tCO2e	162,356
Scope 2	tCO2e	145
Scope 3	tCO2e	227,517

Note: All above figures are rounded off to nearest value

KEY INITIATIVES UNDERTAKEN FOR EMISSION REDUCTION

- Continuous Emission Monitoring System (CEMS) is installed at the manufacturing plant
- Third-party agencies monitor SO_x, NO_x and PM, as per the State Pollution Control Board regulations
- Continued procurement of raw materials with minimal sulphur content
- Installed highly efficient membrane-coated filter bags with Polytetrafluoroethylene (PTFE) to capture fine dust particles

We source our raw materials from renewable and non-renewable sources, the details of the same are given below:

Materials from Non-Renewable Sources, FY 2024-25

Particulars	Unit	Quantity
Potassium carbonate	MT	32
Potassium nitrate	MT	18.9
Sodium lignosulfonate	MT	2.6
Oil (PFS + SFS)	MT	183,013
Packaging materials (bulk bags, polystyrene, plastic pallets)	MT	557
Lubricants	MT	799
Total	MT	184422.5

Note: All above figures are rounded off to nearest value

Materials from Renewable Sources, FY 2024-25

Particulars	Unit	Quantity
Molasses	MT	612.6
Sugar	MT	22
Packaging materials (wooden pallets, paper bags, corrugated sheets)	MT	1,428
Total	MT	2062.6

Note: All above figures are rounded off to nearest value

Other Emissions, FY 2024-25

Other Significant Air Emissions	Unit	Quantity
NOx	mg/Nm ³	48
SOx	mg/Nm ³	24
Particulate Matter	mg/Nm ³	43
Other Significant Air Emissions	Unit	Quantity
NOx	MT	45
SOx	MT	23
Particulate Matter	MT	40

Notes 1: Our emissions are well within the permissible limits set by our regulatory bodies.

2: All above figures are rounded-off to nearest value

ENERGY MANAGEMENT

Optimizing energy consumption and transitioning to cleaner energy sources are integral to fulfilling our sustainability commitments. We prioritize the integration of alternative energy solutions and operational excellence within our energy-intensive business activities.

In this regard, we utilize waste gas generated during the carbon black manufacturing process to fuel our co-generation power plants for electricity production. After meeting our internal power demands, the surplus electricity is supplied to the local grid. This practice effectively offsets greenhouse gas emissions that would otherwise result from generating an equivalent amount of electricity using fossil fuels.

Breakdown of Energy Management for FY 2024-25

Description	Unit	Quantity
Electricity generated	GJ	494,200
Co-generated electricity utilisation	GJ	202,653
Imported electricity consumption	GJ	594.5
Electricity exported	GJ	291,547

Note: All above figures are rounded off to nearest value

Energy Consumption within the organization, FY 2024-25

Fuel type	Units	Quantity
High-speed diesel	GJ	77.56
Electricity (including import)	GJ	203,248

Note: All above figures are rounded off to nearest value

Energy Intensity

Year	Unit	Value
FY 2024-25	GJ/MT	1.96

ENERGY CONSERVATION INITIATIVES

Below are the key energy conservation or energy efficiency initiatives adopted in FY 2024-25

- Continued co-generation of power from tail gas at all our plants
- Installation of VFDs in equipment where opportunity is available to reduce the RPM of its motor without compromising on the process requirements and product quality
- Optimization of running hours of equipment by analysing process requirement and eliminating idle running hours
- Replacement of existing inefficient equipment with more efficient equipment
- Providing common headers for water pumps and air compressors pipelines, based on feasibility, to cater process requirements by running fewer equipment



WASTE MANAGEMENT

Through the adoption of a circularity approach, we are committed to implementing sustainable and environmentally responsible practices in waste segregation, storage, and disposal. Aligned with our operational philosophy on waste management, we adhere to the 3R principles: Reduce, Reuse, and Recycle.

The activities that lead to waste generation at our Company are as follows:

- Raw Material Processing
- Manufacturing Process
- Equipment Maintenance
- Water Treatment
- Product Packing
- Administration Activities
- Canteen Operations

INITIATIVES UNDERTAKEN FOR EFFECTIVE WASTE MANAGEMENT

- Effective categorisation of our generated waste into hazardous and non-hazardous categories, which also optimises the process of waste handling, storage and disposal
- Additional sorting according to waste type to ensure accurate mapping and accounting of waste produced
- Working with authorised third-party vendors to ensure effective recycling, reuse and disposal of our waste

Waste Generation Data, FY 2024-25

Waste Description	Unit	Quantity
Plastic waste (A)	MT	94.7
E-waste (B)	MT	0
Bio-medical waste (C)	MT	0.0007
Construction and demolition waste (D)	MT	0
Battery waste (E)	MT	0
Radioactive waste (F)	MT	0
Other Hazardous waste. (G)	MT	76.96
Other Non-hazardous waste generated (H)	MT	295.8
Total (A+B + C + D + E + F + G + H)	MT	467.44

Total hazardous waste generated (including bio-medical waste): **76.96 MT**

Total non-hazardous waste generated (including **94.7 MT** of non-hazardous plastic waste):
390.48 MT

Hazardous Waste Diverted from Disposal for FY 2024-25

Process	Unit	Quantity
Preparation for reuse	MT	0
Recycling (Through third parties)- Offsite	MT	76.19
Other recovery operations	MT	0
Total weight of hazardous waste diverted from disposal	MT	76.19

Non - Hazardous Waste Diverted from Disposal for FY 2024-25

Process	Unit	Quantity
Preparation for reuse	MT	0
Recycling (Through third parties)- Offsite	MT	382.67
Other recovery operations	MT	0
Total weight of hazardous waste diverted from disposal	MT	382.67

Hazardous Waste Directed to Disposal for FY 2024-25

Process	Unit	Quantity
Incineration	MT	0
Landfill (Offsite)	MT	0.77
Other disposal method	MT	0
Total weight of hazardous waste directed to disposal	MT	0.77

Non-Hazardous Waste Directed to Disposal for FY 2024-25

Process	Unit	Quantity
Incineration	MT	0
Landfill (Offsite)	MT	7.81
Other disposal method	MT	0
Total weight of non-hazardous waste directed to disposal	MT	7.81

Note: Although all hazardous and non-hazardous waste was recycled through third-party recyclers, a residual waste quantity equal to 1% of recycled hazardous waste, and 2% of recycled non-hazardous waste material, is assumed to remain after the recycling process and is designated for landfilling. The same has been mentioned in the table given above.

PCBL (TN) has received **Zero Waste to Landfill certification (Platinum Diversion Rate)** for diverting more than 95% of its hazardous and non-hazardous waste from landfill during FY 2024-25. It was assured by independent third-party, TUV India Private Limited.



WATER MANAGEMENT

Efficient water management and mitigation of water-related risks are integral to our operations, achieved through the implementation of sustainable practices and advanced technologies. We have instituted a range of water conservation initiatives to strengthen our commitment to responsible and prudent water use.

4,90,556 KL Total Water Consumed (withdrawn from third-party)

89 KLD Water Recycled

1,719 KL Rainwater Harvested

Wastewater generated from our operations is treated in strict accordance with applicable laws and regulations. We have established Effluent Treatment Plants (ETP) and Sewage Treatment Plants (STP) on-site to process used water, enabling its recycling within our operations or reuse for horticultural purposes.

PCBL (TN) adheres rigorously to water usage and discharge regulations to prevent penalties and safeguard its reputation. The discharge of untreated wastewater poses significant environmental risks and regulatory non-compliance. Our facility is Zero Liquid Discharge (ZLD) compliant, which ensures that no wastewater is released into the environment.

INITIATIVES TOWARDS WATER MANAGEMENT

Formed a Focused Improvement Project (FIP) team to analyse the water consumption, identify the opportunities for improvement, and implement the action points to minimize our water consumption. Some key action points include:

- Maximising capacity utilization of ETP/STP and using recycled water in horticulture activities, floor washing, road washing etc. and thereby reducing raw water consumption
- Expansion of steam condensate recovery system
- Development of rainwater harvesting pond
- Identification and rectification of water and steam leakages



SOCIAL PERFORMANCE



MANAGEMENT APPROACH

Central to our ESG commitment is an unwavering dedication to social responsibility. Our approach to social impact spans multiple dimensions, including health and safety, workforce well-being, customer focus, resilient supply chain management, and active support for community development initiatives.

Our commitment to workforce health and safety is reflected in the prioritization of a safe and supportive work environment. By fostering a culture of continuous learning and development, we cultivate a skilled and motivated workforce that drives organizational success.

Our active participation in community initiatives exemplifies our commitment to social responsibility. We are dedicated to building a resilient supply chain that ensures operational stability and continuity. Our human rights policies reinforce our pledge to uphold the rights and dignity of all employees and stakeholders. Furthermore, our customer-centric approach guides our decision-making, underscoring our commitment to delivering exceptional value and experiences.

Through these integrated efforts, we are committed to fostering a socially responsible and sustainable business ecosystem.

HEALTH AND SAFETY

Our steadfast commitment is to create a safe and secure working environment for our valued employees and workers, bringing our vision to life by fostering a workplace that is both protective and supportive of their overall well-being.

Our occupational health and safety management system is certified on ISO 45001:2018 which covers all the employees and workers.

APPROACH TO HEALTH & SAFETY

Health and safety remain a top priority within our business operations. We actively encourage initiatives that promote healthy lifestyles among our employees. Strict adherence to Standard Operating Procedures (SOPs) is rigorously enforced, with employees empowered to report any conditions that may pose a risk of injury or illness.

The Safety Committee, chaired by the Unit Head and comprising representatives from both management and the workforce, establishes Key Performance Indicators (KPIs) to monitor and evaluate safety performance. Prior to commencing any task, workers receive safety briefings through Toolbox Talks to ensure awareness of relevant precautions.

At our manufacturing sites, safety information and hazard warnings are prominently displayed via caution boards to communicate potential risks and safety protocols. Furthermore, all visitors, customers, and regulatory authorities undergo a safety induction before entering the plant premises.

PROMOTING WORKER'S WELLBEING

At PCBL (TN), all workers undergo comprehensive training on plant and equipment safety as part of our contractor safety management program. Our contracts and legal agreements explicitly prioritize the health and safety of both contractual workers and employees through dedicated provisions.

We offer a range of medical and healthcare services to our workforce, including access to an on-site Occupational Health Centre (OHC), first-aid facilities, and medical insurance coverage. We have established a robust Safety, Health, and Environment (SHE) policy that aligns with our company values and underscores our ongoing commitment to achieving health and safety objectives. This policy articulates several critical goals that reflect our unwavering dedication to maintaining a workplace free from harm.

The goals highlighted by the policy are:

- Protecting the safety and occupational health of all our stakeholders
- Protecting the environment
- Ensuring the security of our people, communities and assets

Here is the link to our Policy: <https://www.pcbltld.com/responsibility/policies>



FOCUSING ON CRITICAL HAZARDS AND RISKS

Ensuring the resilience of our business against adverse scenarios remains a top priority, particularly in addressing safety-related risks that may affect our operations, performance, and reputation.

To systematically identify and evaluate potential hazards, we employ a range of methodologies, including Hazard Identification and Risk Assessment (HIRA), Hazard and Operability Study (HAZOP), and Job Safety Analysis (JSA). These tools enable us to comprehensively assess risks and implement effective mitigation measures.

Our Learning Event (LE) reporting system empowers employees to report work-related hazards and incidents, promoting timely evaluation and the development of preventive actions.

Recognizing that safety training is fundamental to workplace security, we ensure that all personnel are equipped with the knowledge and skills required to prevent accidents and safeguard lives. Regular training sessions, also delivered in local languages, cover critical topics such as confined space entry, working at heights, Lock Out Tag Out (LOTO) procedures, forklift operation, material handling, and Behavior-Based Safety (BBS), among others. Periodic safety audits are also conducted to assess ourselves on safety related key performance indicators, identify any deviations and opportunities for improvement to continually improve our health and safety management system.

OUR SAFETY PERFORMANCE, FY 2024-25

Health and Safety Data for Employees

Description	Values
The number of fatalities as a result of work-related injury	0
The rate of fatalities as a result of work-related injury	0
The number of high-consequence work-related injuries (excluding fatalities) LTI: Lost Time Injuries	0
The rate of high-consequence work-related injuries (excluding fatalities) LTIFR: Lost Time Injury Frequency Rate	0
The number of recordable work-related injuries	2
The rate of recordable work-related injuries TRIR: Total Recordable Incident Rate	0.6
The number of cases of work-related illness	0
The number of hours worked	630,720
Man-days lost due to work-related injuries	0

Health and Safety Data for Workers

Description	Values
The number of fatalities as a result of work-related injury	0
The rate of fatalities as a result of work-related injury	0
The number of high-consequence work-related injuries (excluding fatalities) LTI: Lost Time Injuries	0
The rate of high-consequence work-related injuries (excluding fatalities) LTIFR: Lost Time Injury Frequency Rate (Number per 10,00,000 working hours)	0
The number of recordable work-related injuries	9
The rate of recordable work-related injuries TRIR: Total Recordable Incident Rate (Number per 2,00,000 working hours)	3.7
The number of cases of work-related illness	0
The number of hours worked	484,720
Man-days lost due to work-related injuries	0



FOSTERING EMPLOYEE GROWTH

Our business is driven by the active engagement of our employees, who have been instrumental in our longstanding commitment to delivering shared value. We place strong emphasis on cultivating fresh perspectives and strengthening capabilities through ongoing self-reflection and continuous skill development.

OUR APPROACH

In today's dynamic business environment, we recognize our employees as our most valuable asset and the driving force behind innovation and progress. Our commitment to fostering a diverse, inclusive, and empowered workforce is fundamental to achieving sustained success. To attract, develop, and retain a strong and diverse talent pool, we have implemented comprehensive policies that promote inclusivity, personal growth, and professional development. These initiatives foster an environment in which individuals are encouraged to contribute their unique perspectives and capabilities.

Our policies are designed to support continuous capacity building and enhance productivity, aligning with both the evolving aspirations of our employees and the shifting demands of the business landscape. This proactive approach reflects our unwavering dedication to nurturing a resilient, engaged, and future-ready workforce.

Our key focus areas for employee growth are:

- Capability Building
- Digitalisation
- Human Rights
- Talent Development and Succession Planning
- Diversity and Inclusion

OUR PEOPLE

Fostering an environment that supports employee growth is fundamental to building a resilient organization. At every stage, we place our employees at the heart of our operations, recognizing them as central to our success. Our continuous efforts are directed toward developing a diverse and dynamic workforce, thereby reinforcing the strength, agility, and long-term sustainability of the Company.

382 Total Workforce as of 31st March 2025

Our workforce consists of both permanent and contractual employees and workers.

Employee Number in all categories, FY 2024-25

Employee details	Numbers
Total workforce	382
Male	379
Female	3
Total permanent employees	216
Male	213
Female	3
Total permanent workers	0
Male	0
Female	0
Total contractual employees	0
Male	0
Female	0
Total contractual workers	166
Male	166
Female	0

1.4% total women in management staff

Workforce by Age for FY 2024-25

Total employees	<30 years	30-50 years	>50 years
216	100	113	3

Details of new joiners age-wise

Total	FY 2024-25		
	<30 years	30-50 years	>50 years
50	26	22	2

Details of new joiners gender-wise

Total	FY 2024-25	
	Male	Female
50	48	2

Details of new joiners leaving the organization in the reporting period (gender wise)

Total	FY 2024-25	
	Male	Female
5	4	1

Workforce turnover age-wise

Total	FY 2024-25		
	<30 years	30-50 years	>50 years
31	19	12	0

Workforce turnover gender-wise

Total	FY 2024-25	
	Male	Female
31	31	0

Our employee-centric policies are designed to foster an inclusive and empowering workplace environment, instilling a strong sense of belonging and security among our workforce. These policies reflect our commitment to upholding respect, dignity, and the overall welfare and well-being of our employees.

CODE OF ETHICS AND COMPLIANCE STANDARDS

PCBL requires everyone connected to the company, including employees, customers, and suppliers, to meet the same rigorous standards defined in its Code of Ethics and Compliance Standards, regardless of their specific role or relationship. Rooted in the Company's vision, mission, values, and guiding philosophies, the Code provides essential direction for ethical decision-making.

Link to Code of Ethics and Compliance Standards:

<https://www.pcblttd.com/responsibility/policies>

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Our 'Equal Employment Opportunity Policy' showcases our commitment to equal opportunity. Our unwavering commitment to delivering value while nurturing and promoting diversity across our operation aids in promoting an environment of trust, empathy and mutual respect.

Policy link: <https://www.pcblttd.com/responsibility/policies>

EMPLOYEE BENEFITS

Providing a safe and secure working environment is a fundamental driver of employee happiness, competence, and overall satisfaction. We are committed to taking all reasonable measures to support and promote the health and well-being of our employees.

- Medical Insurance
- Group Term Life Insurance
- Parental Leave
- Study Leave
- Retirement Provisions
- Flexible Work Hours (as per operational and individual requirements)

Parental leave details for FY 2024-25

Number of employees entitled to parental leave		Number of employees that took parental leave in		Number of employees who returned to work after parental leave ended		Number of employees who returned to work after parental leave ended who were still employed 12 months after their return	
Male	Female	Male	Female	Male	Female	Male	Female
213	3	17	0	100%	NA	100%	NA

PCBL provides employees with a minimum of three weeks' advance notice before making any big operational changes that may directly or indirectly impact them.

EMPLOYEE COMPENSATION

The Company is committed to ensuring that employee compensation remains free from any form of discrimination, including gender or other personal characteristics, across all our operational locations. Our compensation practices are strictly merit-based, reflecting individual performance, skills, and contributions.

Comparison of Remuneration/Salary/Wages

	MALE		FEMALE		Remuneration Ratio (Male:Female)
Employee Level	Number	Median remuneration	Number	Median remuneration	
Senior Management	0	-	0	-	-
Middle Management	12	58	0	-	-
Junior Management	201	7.9	3	7.1	1.01

Note: All remuneration figures are in lakhs and have been rounded-off to the nearest value

PRIORITISING LEARNING AND DEVELOPMENT

Our commitment to sustainable development includes equipping every team member with the knowledge and skills necessary to contribute effectively to our strategic objectives.

Our learning ecosystem comprises comprehensive onboarding programs, self-directed learning resources, experiential on-the-job training, leader-led sessions, and peer-to-peer development initiatives. These are intentionally designed to be inclusive, engaging, and motivating.

To nurture a culture of continuous learning, we embed personalized, curated, and purpose-driven developmental experiences throughout the employee lifecycle. Through these learning platforms and initiatives, we have fostered an environment that empowers our people to perform at their highest potential while advancing the Company's overarching vision.

100% of employees have received regular and career development review
4,258 total employee training manhours in FY 2024-25

HUMAN RIGHTS

Our ethical framework is firmly grounded in a steadfast commitment to human rights. Beyond compliance with legal requirements, our human rights policy underscores our proactive responsibility to cultivate a workplace free from discrimination and exploitation.

100% of employees have received human rights training

100% of Our Operations were Assessed on Human Rights Issues (i.e. Child Labour, Forced Labour/Involuntary Labour, POSH), Insider Trading, Anti-Corruption, Antitrust and Fair Competition, through Internal Audits

HUMAN RIGHTS POLICY

Our Human Rights Policy serves as a comprehensive framework that sets clear expectations for employees, contractors, and partners across our value chain. It addresses critical issues such as forced labour, discrimination, harassment, and child labour, and is actively promoted through regular awareness programmes. To reinforce accountability, we have established a whistleblower mechanism and robust monitoring practices to ensure any violation is addressed swiftly and transparently.

Link to the Human Rights Policy:

<https://www.pcblltd.com/responsibility/policies>

ZERO incidents of discrimination during the reporting period

ZERO incidents involving violation of the rights of indigenous people

100% of our workforce are paid above the minimum wage*

(*We ensure 100% of our workforce are paid at least the living wage as per Global living Wage Coalition.)

POSH POLICY

Reinforcing our commitment to provide a safe and healthy workplace for all our employees, our POSH Policy has been designed to address any misconduct faced by our employees. The panel comprises 10 members, with 6 females and 3 males and helmed by a female employee.

Link to the POSH Policy:

<https://www.pcblltd.com/responsibility/policies>

100% of Workforce (employees and workers) trained on POSH Policy



UPHOLDING HUMAN RIGHTS IN OUR SUPPLY CHAIN

At PCBL (TN), our Supplier Code of Conduct explicitly integrates a strong human rights component. In cases of policy violations, our rigorous secondary due diligence processes enable us to take decisive legal actions against offending business partners, including contract termination when necessary. We fully comply with national legislation to uphold an ethical work environment and promote a society free from child labour. In alignment with this commitment, we strictly adhere to the provisions of the Child and Adolescent Labour (Prohibition and Regulation) Act of 1986. Furthermore, our Code of Ethics and Compliance Standards, and Supplier Code of Conduct explicitly prohibit child labour, as well as involuntary and forced labour, thereby reinforcing our firm stance against such practices.

100% of third-party security personnel are trained on human rights policies and procedures.

ZERO instances of child labour forced labour, or compulsory labour among the suppliers who were assessed.



COMMUNITY ENGAGEMENT

At PCBL (TN), the principle of 'touching lives in more ways than one' guides our business strategies and community engagement efforts. To maximize our positive impact on local communities, we employ a systematic approach to thoroughly assess their needs. This enables us to design and implement CER (Corporate Environmental Responsibility) programs that are specifically tailored to address the most relevant aspects of community well-being and development.

DELIVERING SHARED VALUE

INR 3.96 Crores of total CER Expenditure

The Company's dedication to generating meaningful and sustainable societal value is reflected in its CER initiatives, which are closely aligned with its core business priorities. The Company concentrates its efforts on key focus areas including healthcare, education, community development, agricultural and rural advancement, sports promotion, and environmental sustainability. These initiatives primarily target underprivileged populations residing in the vicinity of its manufacturing facilities and other operational sites.

Key initiatives during FY 2024-25:

- RO Drinking water for Govt. Middle School at Thiruvallur District
- Painting and Rejuvenation of Preliminary Health Centre, Kannankottai
- Toilet Construction at government aided schools
- Construction of school building at Kandigai and Thervoy
- Distribution of Mosquito Fogging Machines at Gummidipoondi Taluka
- Yoga Sponsorship for International Yoga Competition



RESILIENCE AT THE CORE OF OUR SUPPLY CHAIN

Our commitment to sustainability encompasses the development of a resilient and sustainable supply chain. This approach not only minimizes environmental impact but also enhances our long-term operational viability and strengthens our corporate reputation. We recognize that protecting our operations from future uncertainties is essential to aligning with a more prosperous and sustainable future.

87% of critical suppliers covered under awareness programs

100% of new suppliers of critical items were assessed on social, environmental and governance criteria

87% of critical suppliers were assessed for social, environmental and governance impact

ZERO number of assessed critical suppliers identified as having significant actual and potential negative social and environmental impact

ZERO freedom of association or collective bargaining violations among assessed critical suppliers

ZERO assessed critical suppliers identified at risk of child labour, forced or compulsory labour and young workers exposed to hazardous work

ZERO assessed critical suppliers identified having actual and potential negative impacts on the supply chain

We maintain a robust **Supplier Code of Conduct** that outlines our expectations regarding ethical practices and environmental responsibility. This code strictly prohibits child labour, forced labour, or coercive practices. Suppliers are regularly assessed for compliance, with non-adherence resulting in contract termination, reinforcing our commitment to ethical sourcing. This serves as a guiding framework to align supplier practices with PCBL (TN)'s sustainability values and long-term goals.

FOCUSING ON RAW MATERIAL PROCUREMENT

14.7 % of input materials are sourced from local suppliers (within India)

Our supply chain strategy prioritizes the development of a network of value chain partners located in close proximity to our manufacturing facilities. This strategic approach optimizes our supply chain operations, enhancing the value obtained from raw material procurement at PCBL (TN).

Supplier type	Raw Material Procured Percentage (based on count of suppliers)
Indian Supplier	71%
International Supplier	29%

DRIVEN BY A CUSTOMER-CENTRIC APPROACH

Our dedication to delivering value to our customers lies at the core of our operations. Our products are meticulously developed to offer practical benefits and effective solutions. Each product undergoes rigorous design and testing processes to ensure customer safety, thereby reinforcing the trust placed in us.

We place significant emphasis on ensuring customer satisfaction. Every product is accompanied by a Certificate of Analysis (COA) detailing key information such as the manufacturing process, material quality, product grade, manufacturing unit, quantity, date of manufacture, batch number, bag number, company name, and handling instructions. Additionally, customers receive a Safety Data Sheet (SDS) that provides comprehensive guidance on the proper handling, storage, and disposal of our products.

To gain an accurate and comprehensive understanding of our customers' needs and experiences, we regularly conduct customer satisfaction surveys using a holistic approach.

ADDRESSING CUSTOMER GRIEVANCES

At PCBL, our customers remain central to our operations, and addressing their grievances is one of our foremost priorities. Our customer support team leverages the SAP Customer Relationship Management (CRM) platform to promptly manage concerns related to product quality, delivery, health and safety, among others. Customer complaints are logged in the SAP system by regional marketing managers with all relevant details and forwarded to the Customer Complaint Handling Coordinator.

Upon acceptance and review, complaints are escalated to the manufacturing plant for a comprehensive Root Cause Analysis (RCA) and implementation of Corrective and Preventive Actions (CAPA). Immediate containment measures are taken when applicable and communicated to the customer. The RCA is conducted by a Cross-Functional Team (CFT), and an action plan is developed and submitted for approval.

The Customer Complaint Handling Coordinator reviews the RCA/CAPA report. Once approved, the complaint case is closed in the SAP system, triggering an automated email containing the RCA report to be sent to the marketing team for customer communication. Our target is to resolve complaints within 15 days on average.

Additionally, we actively solicit post-resolution feedback from customers to continuously refine our processes and enhance satisfaction. These proactive efforts have contributed to a significant reduction in customer complaints, reflecting the effectiveness of our commitment to addressing and resolving customer grievances.

Seven number of customer complaints were received in FY 2024-25, which were related to product processing and application. All complaints were resolved in the same financial year.

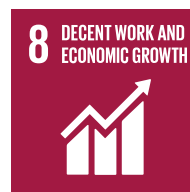
ZERO incidents of non-compliance concerning health and safety impacts, information and labelling of products and services

ZERO incidents of non-compliance with regulations and/or voluntary codes identified

ZERO customer privacy breach complaints



GOVERNANCE PERFORMANCE



MANAGEMENT APPROACH

As our global presence grows, our management approach continues to be focused and is supported by meticulous planning and execution. Guided by a robust corporate governance framework, we effectively balance stakeholder expectations with regulatory compliance, enabling us to adapt to evolving market dynamics while steadfastly upholding our commitment to quality and advancing our sustainability objectives.

Mr. Rakesh Kumar Nayak serves as the Whole-Time Director and holds the highest governance authority on our Board. He concurrently fulfils the role of Plant Head at PCBL (TN).

OUR LEADERSHIP

OUR BOARD OF DIRECTORS

Mr. Rakesh Kumar Nayak, Whole-Time Director

Mrs Rusha Mitra, Non-executive Director

Mr. Noshir Naval Framjee, Non-executive Director

Mrs. Kusum Dadoo, Non-executive Director

GOVERNANCE STRUCTURE AND COMPOSITION

Our strategic direction is strengthened by the diverse expertise and experience of our leadership team. We actively foster an inclusive workplace culture to promote sustained growth, consistently earning the confidence and goodwill of our stakeholders.

BOARD COMPOSITION

Type and Number of Directors on Board

Employee Category	Number	Percentage
Non-Executive Directors	3	75%
Executive Director	1	25%

Board diversity- Gender Wise

Total	Male	Female
4	2	2

Board diversity- Age Wise

Total	<30 years	30-50 years	>50 years
4	0	2	2

Our Board members bring expertise from diverse domains and are assigned responsibilities aligned with their specific areas of proficiency. Each member possesses the necessary skills, knowledge, and experience to provide strategic guidance to the Company. This deliberate alignment ensures that the Board collectively offers a comprehensive and informed perspective to steer the Company effectively.

BOARD COMMITTEES

Currently, the Board has one committee i.e. the Corporate Social Responsibility (CSR) Committee.

The CSR Committee consists of a mix of Executive as well as Non-Executive Directors. There are three Directors comprising of one executive director Mr. Rakesh Kumar, working as a Whole Time Director and two non-executive directors comprising of Mr. Noshir Naval Framjee (Chairman- CSR Committee) and Mrs. Kusum Dadoo.

BOARD ATTENDANCE

The details of meetings attended by each director of the Company are given below :

Name of Directors	No. of Meeting held during tenure	No. of meetings attended
Mr. Noshir Naval Framjee	4	4
Mrs. Rusha Mitra	4	4
Mrs. Kusum Dadoo	4	4
Mr. Rakesh Kumar Nayak	4	4

BOARD EVALUATION

Board evaluation is a formal process aimed at assessing the performance of the Board and its committees. Analysis is done by Board of Directors regarding the performance of the Board.

BOARD REMUNERATION

Sitting fees to the Directors is approved by the Board and remuneration to Whole-Time Director is approved by the Board and the shareholders.

COMPLIANCE AND ETHICS

Fostering a culture dedicated to safeguarding our stakeholders and minimizing operational risks is paramount to our organization. We are steadfast in upholding legal integrity and strictly complying with industry standards.

OUR KEY POLICIES

Code of Ethics and Compliance Standards

PCBL requires everyone connected to the company, including employees, customers, and suppliers, to meet the same rigorous standards defined in its Code of Ethics and Compliance Standards, regardless of their specific role or relationship.

Rooted in the Company's vision, mission, values, and guiding philosophies, the Code provides essential direction for ethical decision-making.

Key areas addressed in the Code of Ethics and Compliance Standards include:

- Insider trading protections
- Safeguards against sexual harassment
- Provisions for fair competition and antitrust
- Expectations for personal integrity
- Rules regarding gifts and hospitality
- Conflicts of interests

The Code also explains the processes for putting these standards into practice and is consistently updated to ensure ongoing relevance. It is made publicly available on the Company website, and all employees are introduced to its contents through dedicated virtual training sessions put together by Human Resources.

Employees everywhere are expected to follow these ethical guidelines without exception.

Link to Code of Ethics and Compliance Standards:

<https://www.pcblltd.com/responsibility/policies>

ZERO instances of non-compliance with laws and regulations

ZERO anti-competitive practices identified within the Company

Whistle Blower Policy

We have put in place a comprehensive Whistleblower Policy aimed at safeguarding the interests of senior management, employees, and associated personnel who report concerns in good faith. The Vigil Mechanism provides for adequate safeguards against victimization of Directors or Employees or any other person who avail the mechanism and also provide direct access to the Chairperson.

Policy link: <https://www.pcblltd.com/responsibility/policies>

Anti-Bribery Policy

We maintain a zero-tolerance stance against bribery and are firmly committed to conducting business with the highest ethical standards. This policy reaffirms our adherence to all applicable national and international anti-bribery and anti-corruption laws. Furthermore, we require that all third parties we engage with share this commitment. Our Board of Directors, employees, and business partners have been thoroughly informed about our anti-corruption policies and procedures.

Policy link: <https://www.pcblttd.com/responsibility/policies>

ZERO incidences of corruption in FY 2024-25

Risk Management Policy

Risk Management is the process of identification, assessment and prioritization of risks followed by coordinated efforts to minimize, monitor and mitigate/control the probability and/or impact of unfortunate events or to maximize the realization of opportunities. PCBL (TN) has laid down a comprehensive Risk Assessment and Minimization Procedure in accordance with the requirements of the Act which is reviewed by the Board of Directors and approved by the Board from time to time. This procedure is reviewed to ensure that the executive management controls risk through means of a properly defined framework

Policy link: <https://www.pcblttd.com/investor-relation/general-policies>



Other key policies

- Sustainability Policy: <https://www.pcblltd.com/responsibility/policies>
- Climate Change Policy: <https://www.pcblltd.com/responsibility/policies>
- Supplier's Code of Conduct: <https://www.pcblltd.com/responsibility/policies>
- Corporate Social Responsibility Policy: <https://www.pcblltd.com/investor-relation/general-policies>
- Related Parties Policy: <https://www.pcblltd.com/investor-relation/general-policies>
- Policy on Material Subsidiary: <https://www.pcblltd.com/investor-relation/general-policies>
- Material Events Policy: <https://www.pcblltd.com/investor-relation/general-policies>
- Policy on Preservation of Documents: <https://www.pcblltd.com/investor-relation/general-policies>
- End-User Mobility & Data Security Policy: <https://www.pcblltd.com/responsibility/policies>
- Equal Employment Opportunity Policy: <https://www.pcblltd.com/responsibility/policies>
- Human Rights Policy: <https://www.pcblltd.com/responsibility/policies>
- Information Security Policy: <https://www.pcblltd.com/responsibility/policies>
- Insider Trading Prohibition Code: <https://www.pcblltd.com/investor-relation/general-policies>
- Familiarisation Programme for Independent Directors: <https://www.pcblltd.com/investor-relation/general-policies>
- Board Diversity Policy: <https://www.pcblltd.com/investor-relation/general-policies>
- Policy on Prevention of Sexual Harassment at Workplace: <https://www.pcblltd.com/responsibility/policies>
- Remuneration Policy: <https://www.pcblltd.com/investor-relation/general-policies>
- Quality Policy: <https://www.pcblltd.com/responsibility/policies>
- Safety, Health & Environment Policy: <https://www.pcblltd.com/responsibility/policies>
- Sustainable Procurement Policy: <https://www.pcblltd.com/responsibility/policies>
- Succession Planning Policy for Board and Senior Management: <https://www.pcblltd.com/investor-relation/general-policies>
- Dividend Distribution Policy: <https://www.pcblltd.com/investor-relation/general-policies>
- Child Labour Policy: <https://www.pcblltd.com/responsibility/policies>
- Web Archival Policy: <https://www.pcblltd.com/investor-relation/general-policies>



DIGITAL READINESS & CYBER RESILIENCE

At PCBL (TN), we are building a future-ready digital ecosystem where data security, operational efficiency, and smart automation converge to accelerate performance. Our robust infrastructure, backed by enterprise-grade security protocols and Industry 4.0 applications, ensures seamless integration across processes while safeguarding critical information assets.

Our Smart Factory (Industry 4.0) project at PCBL (TN) became a benchmark for digital excellence. By integrating AI, machine learning, and advanced analytics, we enabled real-time plant visibility, predictive maintenance, asset health monitoring, and anomaly detection, substantially reducing unplanned downtime and enhancing process efficiency.

PEOPLE-CENTRIC PLATFORMS

Paperless workflows and automated systems have improved employee productivity and sustainability. Self-service interfaces enable secure access, collaboration, and accountability across departments.

By embedding intelligence into every layer, from shopfloor to cloud, PCBL is laying the digital foundations for resilience, agility, and next-generation growth.

FORTIFYING DATA SECURITY

We uphold the highest standards of cybersecurity with an enterprise-wide ISO/IEC 27001:2022 certification. A dedicated Cybersecurity Risk Group oversees compliance, threat detection, and rapid response. Regular phishing simulations, secure coding practices, and social engineering drills strengthen our 'shift-left' security culture, while continuous employee training ensures awareness of emerging digital threats.

ROBUST DIGITAL BACKBONE

We have deployed a Disaster Recovery (DR) datacentre with real-time data replication to protect business continuity. Cloud-based infrastructure on AWS supports SAP S/4 HANA and SAP SuccessFactors, enabling high availability, scalability, and performance. Automated backup and monitoring tools further enhance data resilience.

PROCESS AUTOMATION AND INDUSTRY 4.0

Our flagship PCBL (TN) Smart Factory exemplifies the convergence of AI, IoT, and analytics to create intelligent, interconnected operations.

Key implementations include:

- Manufacturing Execution System (MES): Enables real-time process visibility, shortens lead times, and supports agile decision-making.
- Laboratory Information Management System (LIMS): Integrates auto-logging and barcode tracking to streamline quality testing and reduce errors.
- Smart Sensors and Predictive Analytics: Monitor equipment health, reduce unplanned downtime, and optimise maintenance schedules through AI-driven alerts.

TAX STRATEGY

A transparent and well-articulated tax strategy, overseen by the Chief Financial Officer (CFO), fosters stakeholder confidence and reinforces trust in the Company's commitment to ethical and responsible financial conduct. Establishing clear internal mechanisms is essential for maintaining a robust tax strategy and ensuring organizational accountability.

To support this, we have implemented a **Tax Control Framework (TCF)**, a key instrument for the effective oversight and management of our tax obligations. The TCF encompasses all applicable tax categories, including corporation tax, goods and services tax, and other relevant levies. It incorporates a comprehensive set of internal controls and procedures designed to identify, assess, and mitigate tax-related risks.

As part of our risk management approach, we have identified the following key tax risks associated with our business activities:

Transactional Risk

The risk arising from specific transactions undertaken by the Company.

Operational Risk

The risk associated with interpreting and applying tax laws, regulations, and rulings in the context of day-to-day business operations.

Compliance Risk

The risk related to meeting the Company's tax reporting and payment obligations in accordance with applicable laws and regulations.

The implementation of the Tax Control Framework (TCF) has delivered measurable benefits, enhancing our ability to maintain strong tax governance and compliance. Specifically, the TCF has enabled us to:

- Ensure the accurate and timely filing of tax returns
- Maintain full adherence to applicable tax laws and regulations
- Respond promptly and appropriately to inquiries from tax authorities
- Remit taxes within prescribed deadlines

PROHIBITED TAX PRACTICES

In line with our commitment to ethical and transparent financial conduct, the Company strictly prohibits the following tax-related practices:

- Engaging in aggressive tax planning strategies
- Participating in or facilitating tax evasion
- Permitting any individual or party acting on our behalf to aid in tax evasion

OVERSIGHT AND GOVERNANCE

Our in-house tax team holds primary responsibility for identifying, managing, and monitoring tax-related risks. The team conducts periodic reviews of the Company's tax strategy to ensure ongoing relevance and compliance. Any proposed changes to the established strategy are subject to formal approval by management, reinforcing a disciplined and accountable governance structure.

ENGAGEMENT WITH TAX AUTHORITIES

The Company maintains a strong commitment to timely, transparent, and constructive engagement with tax authorities. In instances where differences in interpretation or opinion arise, we seek to resolve them through proactive and open dialogue. Where necessary, we pursue resolution through the appropriate legal channels to ensure compliance and fairness.

ENSURING ALIGNMENT WITH THE TAX STRATEGY

To promote consistent adherence to our tax strategy, we have established several key processes, initiatives, and programs, including:

- Educating and advising relevant employees on the interconnection between business objectives, tax strategy, and long-term sustainability
- Developing succession plans for key roles responsible for tax compliance and oversight
- Engaging internal and external audit services to verify adherence to the Tax Control Framework (TCF)

STAKEHOLDER FEEDBACK AND WHISTLEBLOWER POLICY

We encourage stakeholders to report any concerns related to unethical or unlawful conduct, including actions that may compromise the integrity of our tax practices. Such concerns can be raised through the Company's whistleblower policy. All feedback and complaints are documented, addressed with diligence, and resolved in a manner that supports transparency and accountability.



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	2-26 Mechanisms for seeking advice and raising concerns	59
	2-27 Compliance with laws and regulations	59-60
	2-28 Membership associations	-
	2-29 Approach to stakeholder engagement	26-31
	2-30 Collective bargaining agreements	(Not applicable due to no employee/worker union functional at our operational sites)
GRI 3: Material Topics 2021	3-1 Process to determine material topics	14-15
	3-2 List of Material Topics	15
	3-3 Management of Material Topics	16-25
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	7
	201-2 Financial implications and risks/opportunities due to climate change	32

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GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	55
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	51
	205-2 Communication and training about anti-corruption policies	23
	205-3 Confirmed incidents of corruption and actions taken	60
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, monopoly practices	59
GRI 207: Tax 2019	207-1 Approach to tax	63
	207-2 Tax governance, control, and risk management	63
	207-3 Stakeholder engagement and concerns related to tax	64
GRI 301: Materials 2016	301-1 Materials used by weight or volume	34-35
	301-2 Recycled input materials used	6.6% recycled water consumed (of total water consumption)
	301-3 Reclaimed products and packaging materials	32.96 MT of plastic pallets reclaimed from customer end and reused
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	36

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	302-2 Energy consumption outside the organisation	Nil
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	305-3 Other Indirect (Scope 3) GHG Emissions	34
	305-4 GHG Emissions Intensity	33
	305-5 Reduction of GHG Emissions	34
	305-6 Emissions of ODS	Not monitored (as per applicable laws)
	305-7 NO _x , SO _x and other significant air emissions	35

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GRI 306: Waste 2020	306-1 Waste generation and significant waste impacts	38
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GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	49
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	403-2 Hazard identification, risk assessment, and incident investigation	44
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	403-9 Work-related injuries	44-45
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GRI 404: Training & Education 2016	404-1 Avg. training hours per employee/year	50
	404-2 Programs for skills upgrading & transition assistance	50
	404-3 % employees receiving performance & career development reviews	50
GRI 405: Diversity & Equal Opportunity 2016	405-1 Diversity of governance bodies & employees	47, 57-58
	405-2 Ratio of salary/remuneration of women to men	50
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination & actions taken	Nil
GRI 407: Freedom of Association & Collective Bargaining 2016	407-1 Operations/suppliers where rights may be at risk	(Not applicable due to no employee/worker union functional at our operational sites)
GRI 408: Child Labour 2016	408-1 Operations/suppliers at risk of child labour	51-52
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations/suppliers at risk of forced labour	51-52
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Nil
GRI 413: Local Communities 2016	413-1 Operations with community engagement, assessments, development programs	53

GRI Standard	Disclosure	Page No.
	413-2 Operations with significant negative impacts on local communities	53
GRI 416: Customer Health & Safety 2016	416-1 Assessment of product/service health & safety impacts	55-56
	416-2 Incidents of non-compliance (H&S impacts)	Nil
GRI 417: Marketing & Labelling 2016	417-1 Requirements for product/service info & labelling	55-56
	417-2 Incidents of non-compliance (labelling)	Nil
	417-3 Incidents of non-compliance (marketing communications)	Nil
GRI 418: Customer Privacy 2016	418-1 Complaints concerning breaches of privacy & data loss	Nil

INDEPENDENT ASSURANCE STATEMENTS

ANNEXURE-1 (GRI ASSURANCE STATEMENT)

TÜVINDIA

INDEPENDENT ASSURANCE STATEMENT

To,
The Directors and Management
PCBL (TN) Limited
31 Netaji Subhas Road
Kolkata-700001, West Bengal, India
[https://www.PCBL \(TN\)ltd.com/](https://www.PCBL(TN)ltd.com/)

PCBL (TN) Limited (hereafter 'PCBL (TN)') engaged TÜV India Private Limited ("TUVI") to conduct an independent external assurance of selected non-financial information disclosed in PCBL(TN)'s Environmental, Social, and Governance (ESG) Key Performance Indicators ("the ESG data"). The assurance was conducted in accordance with the principles of the Global Reporting Initiative (GRI) Standards. The scope of this assurance engagement covered the reporting period from April 1, 2024, to March 31, 2025. TUVI performed a limited assurance in line with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), which is specifically applied to the assurance of non-financial and sustainability reporting.

Management Responsibility

'PCBL TN' is responsible for monitoring its ESG data and identifying material sustainability issues relevant to its operations. This includes the identification, establishment, and reporting of performance management systems, data governance, and quality control measures. The management of PCBL (TN) is accountable for the accuracy and completeness of the ESG data, as well as the processes involved in collecting, analysing, and reporting the information disclosed through both web-based and printed formats. This responsibility extends to the maintenance and integrity of the company's website where such information may be presented. PCBL (TN)'s management is also responsible for preparing the ESG Report with reference to the applied criteria of the Global Reporting Initiative (GRI) Standards. It is incumbent upon PCBL (TN) to ensure that the Report is free from any material misstatements, whether intentional or unintentional, thereby maintaining the trust and confidence of stakeholders in the disclosed information. Furthermore, PCBL (TN) is responsible for ensuring the archiving and reproducibility of the disclosed ESG data, making it available to stakeholders upon request.

Scope and Boundary

The assurance engagement conducted by TÜV India Private Limited covered the following key activities:

- Verification of Report Content and Material Topics:** Assessed the application of the Report's content in accordance with material topics identified through a double materiality approach, and evaluated the quality of information disclosed, as guided by the principles outlined in the Global Reporting Initiative (GRI) Standards, over the defined reporting period.
- Review of Governance Policies and Practices:** Examined key governance-related policies and practices referenced in the Report, along with related initiatives and performance disclosures.
- Review Against GRI Standards Requirements:** Reviewed the non-financial disclosures presented in the Report for alignment with the applicable requirements of the GRI Standards.
- Verification of Environmental and Social Data:** Verified the reliability of selected disclosures related to environmental and social topics, by sampling and testing supporting data and documentation.
- Assessment of Specified Information for Stakeholder Relevance:** Evaluated the specified ESG information selected for assurance to ensure it reflects material concerns and is meaningful and relevant to the Report's intended stakeholders.

TUVI has verified the below-mentioned disclosures as per GRI Standard 2021

Topic	Indicator	GRI Disclosure
Governance	Governance structure and composition	2-9
Water	Water withdrawal	303-3
Waste	Waste generated	306-3
	Waste diverted from disposal	306-4
Emissions	Direct (Scope 1) GHG emissions	305-1
	Energy indirect (Scope 2) GHG emissions	305-2
	Other indirect (Scope 3) GHG emissions	305-3
Energy	Energy consumption within the organization	302-1
Employment	Employee hires and turnover	401-1
	Parental leave	401-3
Occupational health and safety	and Work related injuries	403-9
	Occupational health and safety management system	403-1
Training and education	Training hours	404-1

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ANNEXURE-1 (GRI ASSURANCE STATEMENT)

TÜVINDIA

Communities

Operations with local community engagement, impact assessments, and development programs

413-1

The reporting boundaries for the above principles include 1 manufacturing unit in Tamil Nadu, 1 branch office in Chennai and registered office in Kolkata. Remote Verification was conducted with manufacturing unit in Tamil Nadu and Corporate office during the month of April 2025 to June 2025.

Remote Verification: PCBL (TN), SIPCOT Industrial Park, Thiruvallur, Tamil Nadu, - 601 202, India : 10-06-2025 & 12-06-2025
The assurance activities were carried out together with a desk review as per reporting boundary.

Limitations

TUVI did not perform assurance procedures on any forward-looking statements disclosed in the ESG data, including but not limited to targets, forecasts, expectations, or ambitions. As such, TUVI provides no conclusions or opinions regarding this prospective information. Throughout the assurance process, TUVI encountered no limitations to the agreed scope of the engagement. TUVI was engaged by PCBL (TN) Limited ('PCBL (TN)') and is accountable solely to PCBL (TN)'s management in the context of this assurance engagement. Data verification was conducted on a sample basis, and the responsibility for the authenticity and completeness of the data rests entirely with PCBL (TN). TUVI expressly disclaims any liability or co-responsibility for errors or omissions in the reported data, or for any decisions made by third parties based on this assurance statement. This assurance statement does not constitute an endorsement of any environmental or social claims related to PCBL (TN)'s products, services, manufacturing processes, packaging, or product disposal. TUVI does not authorize the use of this assurance statement for the purpose of greenwashing or to support any misleading claims.

Our Responsibility

The responsibility of TUVI under this assurance engagement is to perform independent limited assurance and to express a conclusion based on the procedures conducted. The engagement was carried out with reference to the agreed scope of work, specifically focused on selected non-financial Environmental, Social, and Governance (ESG) indicators. This engagement did not include an evaluation of the adequacy or effectiveness of PCBL (TN)'s overall sustainability strategy, governance, or management systems, nor an assessment of the sufficiency of the Report against the overarching principles of the GRI Standards or the ISAE 3000 (Revised) standard, beyond the elements explicitly covered within the defined scope. The ESG data was verified on a sample basis, and the responsibility for the accuracy, completeness, and authenticity of the information remains solely with PCBL (TN). The reporting organization is also accountable for the archiving and retention of all related data for a reasonable period to support transparency and traceability. TUVI does not assume liability or co-responsibility for:

1. Any inaccuracies or erroneous data reported by PCBL(TN);
2. Any decisions made by individuals or entities based on this assurance statement.

This assurance is provided on the assumption that all data and information made available to TUVI by PCBL (TN) were complete, accurate, and true to the best of PCBL (TN)'s knowledge.

Verification Methodology

During the assurance engagement, TUVI applied a risk-based approach, concentrating verification efforts on the Key Performance Indicators (KPIs) disclosed within the ESG Report. The primary objective was to evaluate the reliability of the reported information and the effectiveness of the underlying data management systems, information flows, and internal controls.

As part of the engagement, TUVI conducted the following activities:

1. Review of Stakeholder Engagement and Materiality Process: Assessed PCBL (TN)'s approach to stakeholder engagement and the process for identifying and prioritizing material ESG topics, ensuring alignment with established reporting frameworks and principles.
2. Verification of Disclosures and Internal Controls: Verified selected disclosures and assertions made in the ESG Report, and evaluated the robustness and adequacy of the related data management systems, information flows, and internal control procedures.
3. Document Review and Data Assessment: Examined pertinent documentation, datasets, and other supporting evidence provided by PCBL (TN) for all reported KPIs. This review was performed on a sample basis, focusing on non-financial information disclosures.
4. Stakeholder Interviews: Engaged with key personnel, including data owners and decision-makers across relevant functions of PCBL (TN), during the onsite verification phase to gather insights and corroborate information.
5. Assessment of ESG Policy Implementation: Conducted sample-based evaluations of the implementation of ESG-related policies as described in the Report to verify adherence and effectiveness.
6. Verification of Data Generation and Management Processes
Reviewed, on a sample basis, the procedures for generating, collecting, managing, and reporting both quantitative data and qualitative information included in the ESG disclosures for the reporting period.

Action Area Planned

The following improvement opportunities were communicated to PCBL (TN). While these suggestions are generally aligned with the company's existing objectives and sustainability initiatives, their implementation could further strengthen PCBL (TN)'s ESG performance:

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ANNEXURE-1 (GRI ASSURANCE STATEMENT)

TÜVINDIA

- 1) Promote sustainable practice: Engage with suppliers to promote sustainable practices throughout the value chain. Develop a supplier code of conduct that includes environmental and social responsibility standards, work with suppliers to implement sustainable practices and reduce their environmental footprint.
- 2) Circularity: Consider implementing product take-back programs or designing products for recyclability and reuse to reduce waste and promote a circular economy.
- 3) Waste: Identify opportunities to optimize production process to minimize waste generation and reduce the environmental impact of carbon black manufacturing. Implement recycling and reuse programs for materials and waste streams, and explore opportunities to recover valuable by-products.

Our Conclusion

In our opinion, and based on the scope of this assurance engagement, the ESG disclosures and related reference information provided by PCBL (TN) offer a fair representation of the material topics and are aligned with the general content and quality requirements of the applicable Global Reporting Initiative (GRI) Standards. PCBL (TN) has appropriately disclosed Key Performance Indicators (KPIs) and actions aimed at creating value over the short, medium, and long term. The selected KPIs disclosed by PCBL (TN) are fairly represented, and the underlying data management processes reflect a commitment to transparency and integrity. TÜVI did not perform assurance procedures on forward-looking statements, such as targets, forecasts, expectations, or ambitions presented in the Report. Consequently, no conclusions are drawn on such prospective information. This assurance statement has been prepared in accordance with the terms of our engagement and is limited to the scope and boundaries defined therein.

Disclosures Evaluation: TÜVI is of the opinion that PCBL (TN)'s ESG disclosures generally meet the requirements of the GRI Standards. The following reporting elements have been appropriately addressed:

- Universal Standards:
 - 1) GRI 1: Foundation 2021 – Requirements and principles for using the GRI Standards;
 - 2) GRI 2: General Disclosures 2021 – Information on PCBL (TN)'s organizational profile, strategy, ethics and integrity, governance, stakeholder engagement, and reporting practices;
 - 3) GRI 3: Material Topics 2021 – Information on PCBL (TN)'s identification and management of material topics.
- Topic-Specific Standards:
 - 1) GRI 300 Series (Environmental topics) and
 - 2) GRI 400 Series (Social topics) – These were applied to report the company's impacts on relevant environmental and social issues. TÜVI finds that the material topics and associated Topic-specific Standards are appropriately identified and addressed in PCBL (TN)'s ESG disclosures.

Conclusion of Assurance Procedures: Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the information subject to this limited assurance engagement was not prepared, in all material respects, in accordance with the stated criteria.

Principles Observed in the Assurance Process

- Independence: TÜVI conducted this engagement in compliance with the International Ethics Standards Board for Accountants (IESBA) Code, which adopts a threats and safeguards approach to independence. The assurance team was selected to avoid risks of self-interest, self-review, advocacy, familiarity, or intimidation, ensuring objectivity throughout the engagement.
- Quality Control: TÜVI maintains a comprehensive system of quality control, in line with the International Standard on Quality Control (ISQC). The assurance team adhered to the IESBA Code's principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour. All procedures were conducted in accordance with applicable ethical and professional standards.

Statement of Independence and Impartiality

TÜVI is an independent and neutral third-party organization providing sustainability assurance services through a team of qualified environmental and social specialists. TÜVI affirms its independence and impartiality in relation to this assurance engagement and confirms that no conflict of interest exists. During the reporting year, TÜVI did not undertake any other engagements with PCBL (TN) that could compromise the objectivity, independence, or impartiality of our findings, conclusions, or recommendations. TÜVI was not involved in the preparation of any content or data presented in PCBL (TN)'s ESG Report, with the sole exception of this independent assurance statement. Furthermore, TÜVI maintains complete neutrality and impartiality with respect to all individuals interviewed during the course of the assurance process.



For and on behalf of TÜV India Private Limited
Date: 15-07-2025
Place: Mumbai, India



Project Reference No: 8123491600

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ANNEXURE-2 (GHG ASSURANCE STATEMENT)

TÜVINDIA

Independent Assurance Statement

The inventory of Greenhouse Gas emissions attributable to
PCBL (TN) Limited
 31 Netaji Subhas Road
 Kolkata-700001, West Bengal, India
[https://www.PCBL\(TN\)ltd.com/](https://www.PCBL(TN)ltd.com/)

PCBL (TN) Limited has been verified in accordance with ISAE 3410 (GHGs) and found to comply with the calculation requirements outlined in ISO 14064-1:2018 (hereinafter referred to as ISO 14064-1) and the GHG Protocol.

The application of the above standards formed the basis for the examination of the company's greenhouse gas (GHG) emissions by TÜV India Pvt. Ltd. The verification assessed the correctness and completeness of the reported emissions data and confirms the following results for the reporting period from 01 April 2024 to 31 March 2025. Base year has been taken as 1st April 2024 to 31st March 2025 as the GHG accounting is done for the first time for PCBL (TN) Limited.

The verification covers the following greenhouse gas (GHG) emission sources:

1. Direct emissions (Scope 1): Includes absolute gross CO₂ emissions from onsite power generation, mobile combustion, and process-related activities.
2. Indirect emissions (Scope 2): Emissions resulting from the import of grid electricity.
3. Indirect emissions (Scope 3 – limited): Includes emissions from Upstream transportation and distribution, Business travel, Downstream transportation and distribution, Employee commuting, and Energy-related activities not included in Scope 1 or Scope 2 emissions, Purchased goods and services, Capital goods, Waste generated in operations, Processing of sold products, End-of-life treatment of sold products.

Scope-1 Emissions (tCO ₂ e)	Scope-2 Emissions (tCO ₂ e)	Scope-3 Emissions (tCO ₂ e)
Direct Emissions	Indirect Emissions: Purchased Electricity	Indirect Emissions (category 1 to 10 and 12) as per GHG Protocol
162356	145	227517

Materiality threshold of 5% has been considered by PCBL (TN)

For and on behalf of TÜV India Private Limited





Manojkumar Borekar
 Product Head – Sustainability Assurance Service
 TÜV India Private Limited

Date: 06-06-2025
 Place: Mumbai, India
 Assurance Statement no: 8122308403
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 Revision: 02

This assurance statement is invalid without annexure 1 of this statement.

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ANNEXURE-2 (GHG ASSURANCE STATEMENT)

TÜVINDIA

Annexure-1

Introduction and Engagement

PCBL (TN) Limited (hereafter 'PCBL (TN)') is a carbon black manufacturer (wholly owned subsidiary of PCBL Chemical Limited) in India and has customer base in India and abroad. Carbon black used in tires, high performance rubber goods (e.g. conveyor belt, extruded profile, power transmission belt, molded rubber goods etc.) and as specialty chemicals in plastic and fiber products, inks, paints etc. PCBL (TN) follows oil furnace process for production of carbon black. The heat value of waste gas produced during manufacturing of carbon black further used to generate electricity in captive power plants. The electricity, so generated, is exported to the grid after fulfilling the own requirement of PCBL(TN) which enables PCBL(TN) to offset significant amount of greenhouse gas which otherwise would have been emitted during generation of equal amount of electricity using fossil fuel.

PCBL (TN) Limited commissioned TUV India Private Limited (TUVI) to conduct the independent assurance of their Greenhouse Gases GHG emission, which includes "limited level of assurance" of PCBL (TN) direct (scope 1) and indirect (scope 2 and scope 3) GHG emission for the applied reporting period. The PCBL (TN) applies the operational control approach. This assurance engagement conducted against the methodology & assurance requirements of, ISO 14064-1:2018, GHG protocol and ISAE 3410 (GHGs) for verification of 'PCBL (TN)' GHG emissions. The online verification conducted in the month of April 2025, along with the desk review of the PCBL (TN)'s data for the PCBL (TN) Limited. The GHG spreadsheet cover PCBL (TN)'s GHG emission information for the period 01st April 2024 to 31st March 2025.

Management's Responsibility

PCBL (TN)'s management is responsible for the accurate preparation of all information/data disclosures in the GHG spreadsheet with reference to criteria stated in the ISO 14064-1:2018, ISAE 3410 (GHGs), and GHG Protocol. This responsibility includes identifying relevant GHG inventory, monitoring, quality control (QA/ QC) measures for the accuracy of data, data aggregation, calculation, and data disclosure. PCBL (TN) is responsible for designing, implementing, and maintaining systems and processes relevant for the preparation of the GHG spreadsheet in such a way that it is free of intended or unintended - material misstatements. TUVI undertook the assurance engagement of the GHG data in line with the terms of the contract.

Scope, Boundary and Limitations of Assurance

The scope of the assurance includes the verification of the direct (scope 1) and indirect (scope 2 and scope 3) GHG emissions. In particular, the assurance engagement included the following:

- Verification of the application of the input parameters, associated emission factors, and principles of calculation with reference to the requirements of ISO 14064-1:2018, ISAE 3410 (GHGs),
- Verification of quality of GHG information presented in the GHG spreadsheet over the reporting period.

PCBL (TN) applies the operational control approach for the consolidation of emissions. The organizational and reporting boundary of PCBL (TN) for GHG verification are as follows.

- PCBL (TN) Limited: Plot No. - A7, SIPCOT Industrial Park, Thervoy Kandigai Village, Gummidipoondi Taluk, Thiruvallur District, Tamil Nadu, PIN - 601 202, India.

Our engagement did not include an assessment of the adequacy or effectiveness of "PCBL (TN)'s" strategy or management related issues. During the assurance process, TUVI did not come across limitations to the scope of the agreed assurance engagement. No external stakeholders interviewed as a part of this engagement.

Limitation and Assumption

This Independent Assurance Statement is limited to the data disclosed to the verification Team and does not endorse any environmental claims (related to the product, manufacturing process, packaging, disposal of product etc.) as well as advertisements by the reporting organization. TUVI does not permit use of this statement for Greenwashing or misleading environmental claims. In addition, below limitations are part of the "Limited" Assurance Statement.

Our engagement did not include an assessment of the adequacy or effectiveness of PCBL (TN)'s strategy or management of GHG-related issues. During the assurance process, TUVI did not come across limitations to the scope of the agreed assurance engagement. No external stakeholders interviewed as a part of this engagement. The results are limited to the reported emission categories. Other emission sources are not part of Assurance. The GHG emission from the below categories are not considered and not verified under this assurance engagement. All the greenhouse gas emissions are expressed as tCO₂e as the contribution of the other Greenhouse gases like CH₄, N₂O, SF₆, NF₃, HFC, PFC etc. are insignificant (<1%) as compared to the CO₂.

There is no project undertaken for direct GHG removal. However, plantation of trees is done for carbon sequestration, excess electricity generated in captive power plants is used to offset GHG and other actions like heat recovery, improving energy efficiency etc. are implemented to reduce GHG emission.

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ANNEXURE-2 (GHG ASSURANCE STATEMENT)

TUVINDIA

Exclusions List

The GHG emission from the below categories are not considered, as these are not applicable for PCBL (TN) and hence not verified under this assurance engagement:

- Use of sold products
- Downstream leased assets
- Franchises
- Investments.

Note: Biogenic CO₂ emissions and removals are insignificant as the use of Bio based input materials contributes only 0.2% of total input material used in the process and hence biogenic CO₂ emissions are not reported.

Verification Methodology

During the assurance engagement, TUVI adopted a risk-based approach, concentrating on verification efforts on the source of GHG emission under direct (scope 1) and indirect (scope 2 and scope 3) of GHG emission. TUVI has verified the statements and claims made in the GHG spreadsheet and assessed the robustness of the underlying data management system, information flow, and controls. In doing so:

- Agreement on the assurance level, objectives, criteria, organizational scope, relevance, and materiality thresholds;
- TUVI verified the GHG emission reported in GHG spreadsheet and assessed the robustness of the data management system, information flow, and controls;
- TUVI examined and reviewed the documents, data, and other information made available by PCBL (TN)'s GHG emission;
- TUVI conducted interviews with key representatives including data owners and decision-makers of PCBL (TN);
- TUVI verified sample-based checks of the processes for generating, gathering, and managing the quantitative data and qualitative information included in the spreadsheet for the reporting period;
- Evaluation of the internal quality assurance procedures and results.

The scope of verification comprised of the assessment of reported data, GHG report, excel worksheets, data monitoring spreadsheet, and processes along with exhaustive interviews with members of management (persons responsible for data collection and processing) at PCBL (TN). Data has been provided via the dedicated worksheets, which were verified and found consistent with the PCBL (TN)'s submitted records. The sources for Emission factors that has been considered for calculation are obtained from Defra guidelines-2024, Carbon cloud-2024, Exiobase 2021, CEA user guide version 20.0 Dec 2024, www.climateiq.io, USEPA documentation for GHG emission and energy factors used in waste reduction model (WARM) tyres, Nov 2020, Latest sustainability reports of tyre manufacturers, non tyre rubber goods manufacturers and plastic good manufacturers, India GHG program and Emission factor derived from standard formula.

Conclusions

The given assertion statement shall be read in conjunction with specific selected GHG source. During the verification nothing has come to our attention (except explicitly stated "Limitation and Assumption") that causes us to believe that the information subject to the limited assurance engagement is not prepared, w.r.t. GHG emission {direct (scope 1) and indirect (scope 2 and scope 3)} with reference to the ISO 14064-1, ISAE 3410 (GHGs) and GHG protocol.

GHG Emission: PCBL (TN) has reported the following GHG emission for the reporting period¹

GHG Protocol	ISO 14064-1: 2018	Parameter	GHG Emissions	Unit
Scope 1	Category -1	GHG emission due to Captive power generation & Dryer Operation - Fuel Gas (Process emission)	161562.83	tCO ₂ e
		GHG Emissions due to Diesel consumption in DG	5.43	tCO ₂ e
		GHG Emissions due to LPG consumption in canteen	0.00	tCO ₂ e
		GHG Emissions due to LDO or CBM use in process	270.96	tCO ₂ e
		Fugitive GHG emissions from Refrigeration	488.70	tCO ₂ e
		Fugitive GHG emissions from CO ₂ based Fire Extinguisher	0.03	tCO ₂ e
		GHG Emissions due to operations of Company Owned Vehicles	28.26	tCO ₂ e
		TOTAL	162356.20	tCO ₂ e
Scope 2	Category -2	GHG Emissions due to purchased electricity	145.49	tCO ₂ e
	TOTAL		145.49	tCO ₂ e

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ANNEXURE-2 (GHG ASSURANCE STATEMENT)

TUVINDIA				
Scope 3	Category -3	Upstream Transportation	42736.90	tCO ₂ e
		Downstream Transportation	7856.89	tCO ₂ e
		Business Travel	90.16	tCO ₂ e
		Employee Commuting	67.77	tCO ₂ e
	Category -4	Purchased goods and services	73068.72	tCO ₂ e
		Capital goods	639.56	tCO ₂ e
		Waste generated in operations	2.33	tCO ₂ e
		Upstream leased assets	NA	tCO ₂ e
		Fuel-and energy-related activities not included in category 1 and category 2	116.00	tCO ₂ e
	Category -5	Processing of sold products	101387.88	tCO ₂ e
		End-of-life treatment of sold products	1550.46	tCO ₂ e
	Category -6	Not applicable		
TOTAL			227516.68	tCO ₂ e

¹ The above results are limited to the reported emission categories. Other emission sources are not part of Assurance. Please refer section "Exclusions List" of this assurance statement to understand the exclusion GHG categories.

TUVI did not perform any assurance of procedures on the prospective information, such as targets, expectations, and ambitions. Consequently, TUVI draws no conclusion on the prospective information. This assurance statement has been prepared in line with the terms of our engagement. With reference to the ISAE 3000 (revised) requirements read in conjunction with ISAE 3410, the below principles were adhered.

a. Independence

TUVI follows IESBA (International Ethics Standards Board for Accountants) Code, which adopts a threats and safeguards approach to independence. It is confirmed that the Assurance Team is selected to avoid situations of self-interest, self-review, advocacy, and familiarity. The Assessment Team was safeguarded from any type of intimidation.

b. Quality control

The Assurance Team complies with the Code of Ethics for Professional Accountants issued by the IESBA, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior. Following the International Standard on Quality Control, TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

In the context of GHG reporting the following contemporary principles has been observed:

Inclusivity: PCBL (TN) included the GHG sources under direct (scope 1) and indirect (scope 2 and scope 3). All concern data owners were engaged through corporate communications. PCBL (TN) Limited, encouraging them to disclose GHG emissions. GHG spreadsheet describes the chosen approach for GHG emission accounting in a structured and transparent manner with reference to the GHG protocol and ISO 14064-1.

Materiality: The principle of materiality has been considered by including all relevant GHG emission sources. GHG spreadsheet which is updated annually to reflect the GHG emission value and material issue. Following the requirements of its key stakeholders, PCBL (TN) has identified its significant emission sources within the chosen scope.

Responsiveness: Responsiveness is integrated into the stakeholder engagement process. GHG related information is intended to be published via the public disclosure.

Impact: PCBL (TN) is monitoring and measuring the environment KPIs through their GHG reporting.

TUVI expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement. The intended users of this assurance statement are the management of PCBL (TN)'s. The management of the PCBL (TN)'s is responsible for the information provided in the GHG spreadsheet as well as the process of collecting, analyzing and reporting the information as presented in the worksheet. TUVI's responsibility regarding this verification is in line with the agreed scope of work which includes GHG emission direct (scope 1) and indirect (scope 2 and scope 3) disclosed by PCBL (TN)'s in the GHG spreadsheet. This assurance engagement is based on the assumption that the data and the information provided to TUVI are complete and true.

TUV's Competence and Independence

TUVI is an independent, neutral, third-party providing carbon services, with qualified environmental and Greenhouse gas (GHG) verifier. TUVI states its independence and impartiality with regard to this assurance engagement. In the reporting year, TUVI did not work with PCBL (TN) on any engagement that could compromise the independence or impartiality of our findings, conclusions. TUVI was not involved in the preparation of any statements or data included in the spreadsheet/ report, with the exception of this Assurance Statement. TUVI maintains complete impartiality towards any people interviewed during the assurance engagement. The sole responsibility for the preparation and content of the GHG spreadsheet lies with PCBL (TN). TUVI did not interact with PCBL (TN) or its stakeholders in any prior engagements which could impair the impartiality of the results and recommendations made in this statement.

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ANNEXURE-3 (CERTIFICATE OF ZERO WASTE TO LANDFILL VERIFICATION)

TUVINDIA

CERTIFICATE

of Zero Waste to Landfill (ZWL) Verification

This is to certify that the verification team from TUV India Pvt. Ltd. has thoroughly examined the data pertaining to hazardous and non-hazardous waste management, including the following processes: Recycling, Reuse, Reduction, Incineration with energy recovery, Incineration without energy recovery, Landfill disposal, Composting, Other applicable disposal methods.

It has been verified and confirmed that:

PCBL (TN) Limited
31 Netaji Subhas Road
Kolkata-700001, West Bengal, India

has adhered to TUV India's 'Zero Waste to Landfill' (ZWL) methodology and certification guidelines, and has achieved compliance with the criteria for Zero Waste to Landfill – **Platinum Diversion Rate**, as detailed in Annexure 1.

TUV India, as an independent verifier, has issued this statement solely on the basis of data provided by the organization. No environmental claims or potential greenwashing were assessed. A life cycle approach was adopted for waste material disposal, along with vendor undertakings ensuring the consistency and accuracy of the data provided.

Verification Period: 2024-04-01 to 2025-03-31 (Inclusive of both days)

Verification Statement No. 8123491600
Ref File No. PCBL(TN)_ZWL_FY2024-25



For TUV India Pvt. Ltd.
Mumbai; 2025-07-15



Issued on: 2025-07-15
Valid until: 2026-07-14

Waste Diversion Category:

Baseline Diversion Rate: The waste diversion rate not less than 80 %
Silver Diversion Rate: The waste diversion rate at least 85 % or above
Gold Diversion Rate: The waste diversion rate at least 90 % or above
Platinum Diversion Rate: The waste diversion rate at least 95 % or above

This Certificate is part of a data analysis report and must be read accordingly. It remains the property of TUVI, and must be returned upon request. Use of this Certificate is subject to the Certification terms and conditions. TUVI's liability is limited to its agreement with the client and assumes no responsibility to third parties. Client, is solely responsible for compliance during the certification cycle. This statement does not imply product or service certification by TUVI. Its validity is subject to surveillance audits. To verify authenticity, contact: energy@tuv-nord.com

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ANNEXURE-3 (CERTIFICATE OF ZERO WASTE TO LANDFILL VERIFICATION)

TÜVINDIA

Annexure-1

TUV India Pvt. Ltd. confirmed the below diversion rate for Zero waste to Landfill¹ for PCBL (TN) Limited.

Hazardous Waste Diversion Rate	99 % (Platinum Diversion Rate)
Non - Hazardous Waste Diversion Rate	98 % (Platinum Diversion Rate)

Diversion Rate:

Hazardous Waste:

Total Hazardous Waste (MT)	76.96
Total Hazardous Waste diverted from landfill (MT)	76.19
Landfill and incineration without heat recovery (MT)	0
Landfill (MT)	0.77
Hazardous Waste Diversion Rate (%)	99%

Non-Hazardous Waste:

Total Non-Hazardous Waste (MT)	390.48
Total Non-Hazardous Waste diverted from landfill (MT)	382.67
Landfill and incineration without heat recovery (MT)	0
Landfill (MT)	7.81
Non - Hazardous Waste Diversion Rate (%)	98.8%

Quantity of Waste Generated (Hazardous Waste) in MT

Sr. No	Waste Material	Total Waste Quantity generated (MT)	Total Recycle Quantity	Disposal Method	Vendor
1	ETP Sludge	14.00	13.86	Reuse/Recycle	Arunachalaa Enterprises
2	Oil mixed Sand	9.04	8.95	Reuse/Recycle	Arunachalaa Enterprises
3	WTP Sludge	51.96	51.44	Reuse/Recycle	Arunachalaa Enterprises
4	Used Oil	1.96	1.94	Reuse/Recycle	Supreme petro products

¹ A residual waste quantity equal to 1% of each listed hazardous waste material is assumed to remain after the recycling process and is designated for landfilling.

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ANNEXURE-3 (CERTIFICATE OF ZERO WASTE TO LANDFILL VERIFICATION)

TÜVINDIA

Quantity of Waste Generated (Non-hazardous Waste) in MT

Sr. No	Waste Material	Total Waste Quantity generated (MT)	Total Recycle /Reuse Quantity (MT)	Disposal Method**	Vendor
1	Waste CB Sweepage	13.10	12.84	Reuse/Recycle	CK Projects
2	Scrap MS/SS	54.40	53.31	Reuse/Recycle	RRS Traders
3	Scrap Plastic Bag	12.06	11.82	Reuse/Recycle	RRS Traders
4	Scrap Sugar	22.00	21.56	Reuse/Recycle	Rathna Traders
5	Sludge CB	44.85	43.95	Reuse/Recycle	SKS Traders
6	Scrap refac / bricks	139.47	136.68	Recycle+ Reuse	Sringari & Sons
7	Scrap Drum	1.43	1.40	Reuse/Recycle	SS & CO
8	Scrap MS/SS	18.64	18.27	Reuse/Recycle	SS & CO
9	Scrap Plastic	3.35	3.28	Reuse/Recycle	SS & CO
10	Scrap Plastic Bags	0.55	0.54	Reuse/Recycle	SS & CO
11	Scrap SS 202	0.22	0.22	Reuse/Recycle	SS & CO
12	Scrap SS 304	0.77	0.75	Reuse/Recycle	SS & CO
13	Scrap SS 316	0.92	0.90	Reuse/Recycle	SS & CO
14	Scrap Wood/Plastic	78.72	77.15	Reuse/Recycle	SS & CO

** A residual waste quantity equal to 2% of each listed non-hazardous waste material is assumed to remain after the recycling process and is designated for landfilling.

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