



Shaping the future,
TOGETHER





 [®]
New Geometry of Rubber

Message from the Company

As part of our ongoing commitment to transparency and accountability, we are pleased to share an update on Fishfa Rubbers' sustainability initiatives for inclusion in the upcoming Environmental, Social, and Governance (ESG) report.

At Fishfa Rubbers, we recognize the importance of sustainable business practices in today's global landscape. Our efforts to uphold environmental, social, and governance standards are integral to our business strategy, and we are proud to contribute to a more sustainable future.

Looking ahead, Fishfa Rubbers is committed to continuous improvement in sustainability. We are in the process of setting ambitious goals, including further reduction of our carbon footprint, enhancing social impact programs, and strengthening governance frameworks. We understand that sustainability is an ongoing journey, and we are dedicated to evolving our practices in response to emerging challenges.

This summary is just a snapshot of Fishfa Rubbers' commitment to sustainability. For a more detailed overview, we invite you to review our upcoming ESG report, which will provide comprehensive insights into our initiatives, progress, and future plans.



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1. ABOUT THIS REPORT

Encouraging the growth of creative industries

We are pleased to present our second annual sustainability report for Fishfa Rubbers Limited. This report outlines the organization's sustainability performance for the period (Calendar year 2022 and 2023)

As part of our ongoing commitment to transparency and accountability, we are pleased to share an update on Fishfa Rubbers' sustainability initiatives for inclusion in the upcoming Environmental, Social, and Governance (ESG) report.

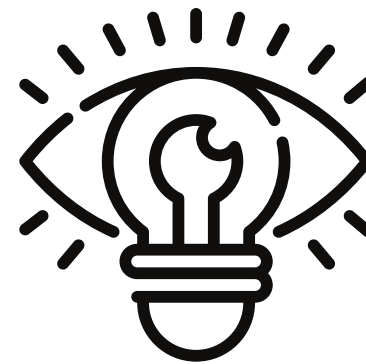


This summary is just a snapshot of Fishfa Rubbers' commitment to sustainability. For a more detailed overview, we invite you to review our upcoming ESG report, which will provide comprehensive insights into our initiatives, progress, and future plans.

Description	Notes and Reference
Reporting Period	1st Jan 2022 to 31st Dec 2022 and 1st Jan 2023 to 31st Dec 2023
Reporting Cycle	Annual (going forward, it will be annual reporting)
Reporting framework and source of reference	This report is prepared with reference to the Global Reporting Initiative (“GRI”) Standards and includes the “Core” reporting requirements. The company has been an active advocate of adopting the Sustainable Development Goals (SDG) under the aegis of the United Nations Development Plan (UNDP) goals as part of its sustainable practices
Reporting boundary	Unless otherwise stated, the information provided in this Report focuses on the sustainability performance of the Company for the period 1st Jan 2022 to 31st Oct 2023
Contact point for questions regarding this report	Please send your comments and suggestions to info@fishfarubbers.com
External assurance	We have not sought external assurance for this sustainability report. We will consider doing so in the future, if needed

2. ABOUT THE ORGANISATION

Fishfa Rubbers was founded by Kanji Bhai Kalavadia is a man with a great vision and innovative spirit. It was under his visionary and inspiring leadership Fishfa gained its present high stature as a world leader in the Butyl Reclaim Rubber industry. Pintu Kalavadia and Prashant Kalavadia, the young and dynamic Directors of the company, have been showing growth opportunities for the company. As Directors, they have great concern for keeping high quality, and they consistently take care of every detail relating to quality.



Fishfa Rubbers enjoys a very strong reputation in the world market. Not only it is one of the largest players in the Butyl Reclaim Rubber industry, but it is also considered, by its clients, to be a highly trustworthy name. Its journey to fame took off from a humble beginning in the year 1971. it was in the business of tyre retreading at that time. Its quality of rubber was highly appreciated, and the number of clients grew which translated a humble initiative into a recognized, reputed, and esteemed Company. Fishfa Rubbers has been relentless in its pursuit of quality which begins right from raw material sorting to packaging of the finished product

Product Segment - Butyl Reclaim Rubber, Natural Tube Reclaim, Whole Tyre Reclaim, EPDM Reclaim Rubber
Product Application - Tire / Tube, Footwear, Conveyor Belt, Cable, Adhesives, Moulded Goods, Industrial Pipe, Rubber Matting, Rubber Roofing, Rubber Flooring
Export Destinations - Asia Pacific, Europe, North America, South Africa & Europe Quality Certificates - ISO 45001:2018, ISO 14001:2015, ISO 9001:2015, IATF 16949:2016



3. BOARD OF DIRECTOR'S STATEMENT

The Board is pleased to present the Sustainability Report for our organisation which has been prepared by the GRI Standards. Our emphasis and priority are to deliver quality products to our customers at all times and on a timely basis. Whilst being mindful of our profit-oriented objective, we are committed to ensuring an appropriate balance between growth, profit, governance, environment, the development of our people, and the well-being of our communities to secure a long-term future for our organization. Fishfa Rubber upholds high standards of corporate governance to safeguard shareholders' interests and adopts a proactive approach towards environmental, health and safety ("EHS") management.

Policies and guidelines have been established to ensure our organisation adopts safety measures and procedures at all times, respect and care for the well-being of the people in our organisation and in the community, and have efficient usage of energy, water and all other resources. Fishfa Rubber's integrated human capital strategy aims to recruit, develop and motivate employees so that the employees can grow together with the Group. We believe that our employees are one of the core factors for success in our businesses. The Company is committed to develop a motivated and competent workforce through its human resource strategy. The Company places emphasis on career development, employee welfare and employee engagement.



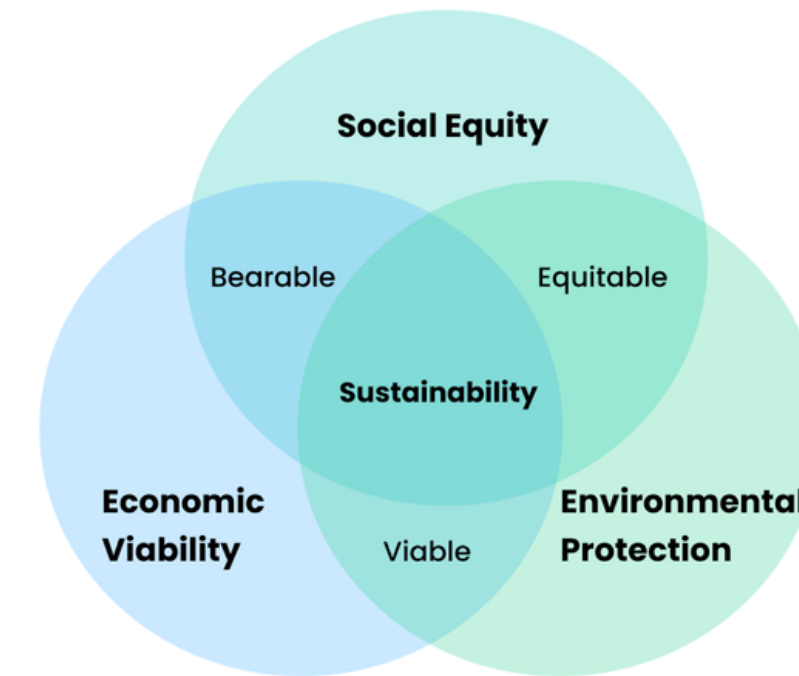
4. APPROACH AND STRATEGY

Sustainability Commitment: This Report encapsulates our commitment to grow sustainably as a forward-looking corporate entity. Our Report reflects the Company's efforts in improving the sustainability performance. Commencing from 2021, proper steps were taken toward formal sustainability reporting. The Board of Directors of the Company has established a Sustainability Committee, and they have the responsibility of overseeing the Company's sustainability agenda and performance. The Board oversees and assesses the conduct and efforts of Sustainability Management, which includes identifying areas that have significant impact on our business strategy.

Link: <https://www.fishfarubbers.com/sustainability/>

ESG a Core Pillar of Strategy

The three pillars of corporate sustainability



Fishfa Rubbers sustainable business activities are based on science and technology that promise to add value to society while reducing the impact on environmental resources. Fishfa Rubbers Sustainability function aims to contribute towards the social and economic development of the communities, build a sustainable way of life for all sections of society; focus on providing education, health care, sustainable livelihood, and empowerment of women.

The ethos of the organization is to minimize damage to human health and the environment, both locally and globally; The company is following global ESG standards. Fishfa Rubber has identified one senior management staff to handle the ESG & Sustainability role



Board Skill Depth & ESG Commitments

The board of directors has identified the core skills/expertise/competencies to function effectively as required in the context of the business and the board collectively confirms that all these skills/expertise/competencies are available to the board. The Board leads the Company’s sustainability efforts and is responsible for ongoing sustainability issues. Accordingly, sustainability and risk management are emphasized in the evaluation of any project or investment opportunities. The Board of Directors has an ongoing and regular review, to assess inputs and feedback on ESG-relevant matters in the various business and operational activities. The review is a continual process. Key to this is the organization-wide Risk and Control Assessment exercise which entails the identification, assessment, and documentation of material risks and corresponding internal controls

Supply Chain ESG Influence

The Supplier Code of Conduct defines the basic requirements placed on the suppliers and third-party intermediaries of Fishfa Rubber concerning their responsibilities towards their stakeholders and the environment. The supplier and/or third-party intermediary declares herewith to: Act by the applicable statutory and international standards regarding the environment. Prohibition of Forced Labor, Prohibition of Indian Child Labor Policy, Non-Discrimination and Respect for Employees, Working Hours, Wages and benefits for Employees, Health and safety of Employees.

Supplier Code of Conduct link as follows:
<https://www.fishfarubbers.com/wpcontent/uploads/2022/11/2b.Fishfa-Supplier-Code-of-Conduct-Version-1.0.pdf>



5. FOCUS, COMMITMENTS AND TARGETS

Our Focus and Ambition

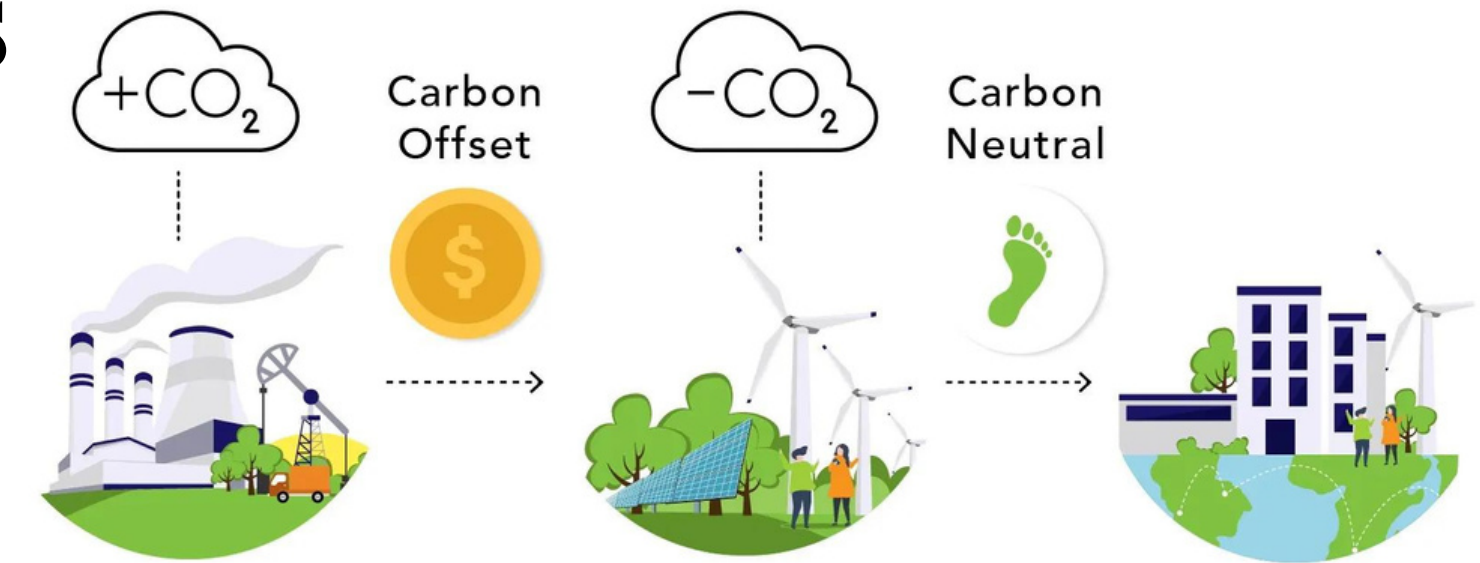
- Environment
- Carbon Neutrality
- Water Stewardship
- Waste Minimization

Targets 2025

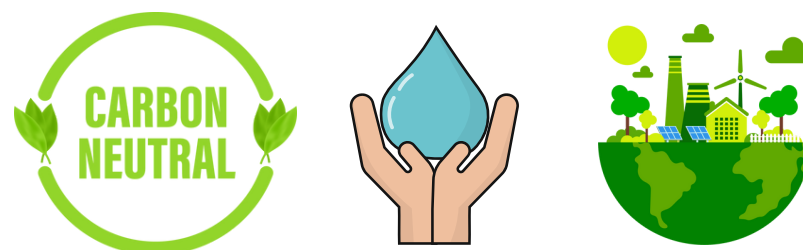
- Carbon neutral own operations - Scope 1 and 2

Targets 2030

- Carbon neutral across the entire value chain - Scope 1, 2 and 3
- Renewable Energy (Solar rooftop and/or off-site Grid-connected) based on project feasibility
- Water Neutral



- Reduce waste to Landfill by 50%
- Social / Labour
- Social Management System
- Reduce Attrition Rate
- Zero accidents / Zero harm
- Great place to work certification
- Supply Chain sustainability
- Develop Supplier Code of Conduct
- Supplier Capacity Building
- 100% supply chain due diligence
- Reduce water, waste, and energy by 30% from the baseline year (2021) per unit of product/services delivered





6. STAKEHOLDER ENGAGEMENT

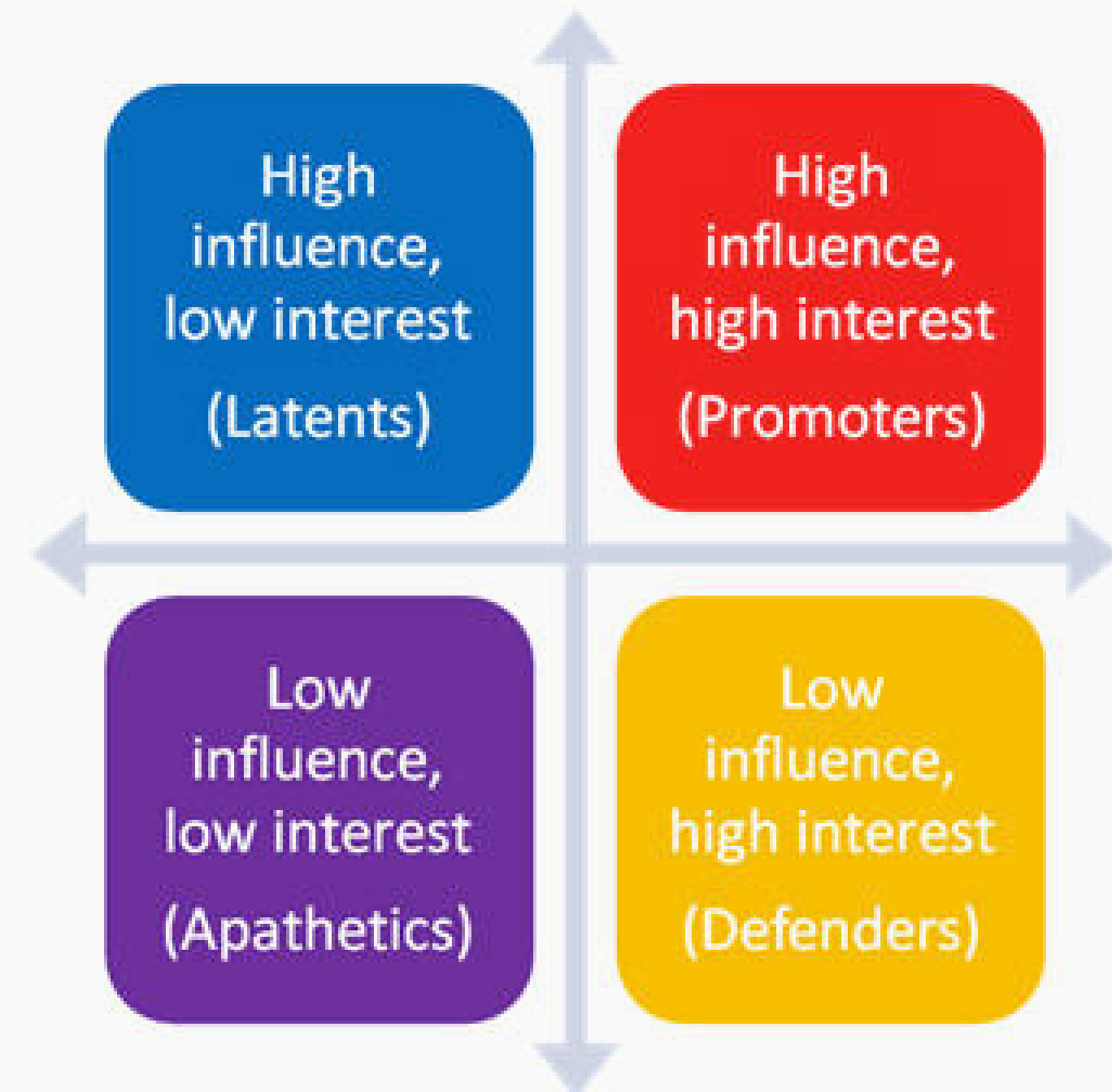
While we pursue and progress on our sustainability efforts, we also strive to have our business and operation activities aligned with the interests of our stakeholders, both internal and external. The care and consideration for their interests are important as they are the people who will be impacted by our actions in the businesses and operational environment. Having identified the various stakeholders, and assessing the relationship between our business operational activity and how this will impact the interest of the stakeholders, we have to align with the interests of six (6) key stakeholder groups. We are engaging our stakeholders regularly to ensure that we identify and address the key material issues, and provide continual information updates through various engagement platforms.

Through the following platform, we seek to understand the views of our key stakeholders:



Stake Holders	Key Issues	Engagement Platforms
Suppliers 	- Product quality assurance - On time delivery of products - Supply chain management	- Supplier's Code of Conduct - Regular supplier visits and meetings
Customers 	- Customer satisfaction - Quality products and services - Available feedback platforms	- Regular dialogue and feedback with customers
Employees 	- Employee engagement - Talent retention and attraction - Employee safety and well-being	- Regular dialogue with staff - Employee Code of Conduct
Community 	- Doing our part as a corporate citizen	- Organise work and feedback sessions to ensure proper disposal of all waste arising from business activities
Investors 	- Financial Stability - Risk Management & Compliance - Corporate Governance - Sustainability Efforts	- Investor relation - Annual Financial Reporting - Sustainability Disclosure - Annual General Meeting
Regulators 	- Compliance	- Maintain relationships and communication channels with the relevant government agencies and regulators

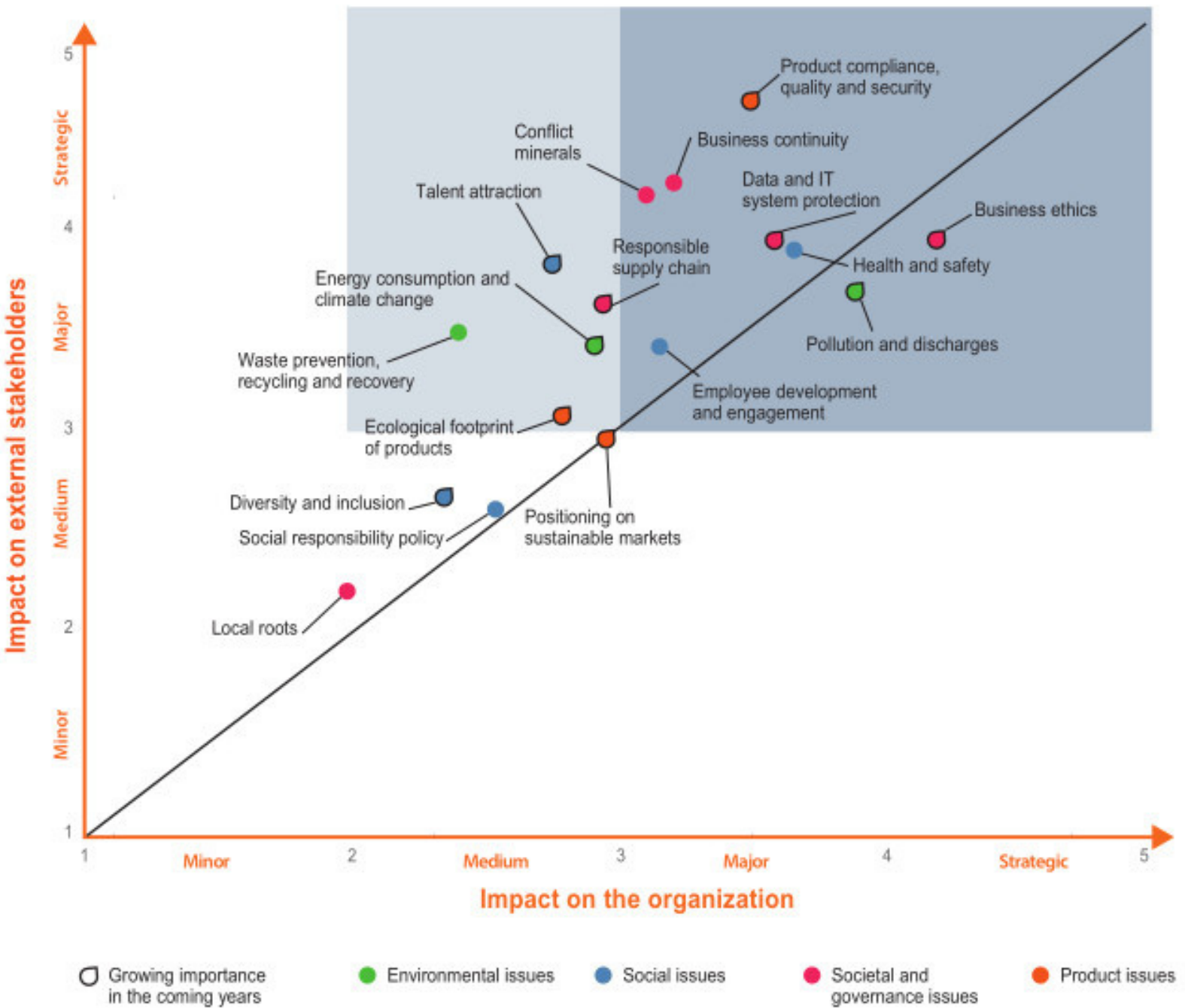
A stakeholders profile and database refer to a structured collection of information about individuals, groups, or organizations that have an interest or stake in a particular project, organization, or initiative. Managing stakeholders effectively is crucial for the success of any endeavor, and having a well-organized profile and database helps in understanding, engaging, and addressing the needs and concerns of various stakeholders.



Stakeholders Assessment - Impact of Material Issues

The assessment of the impact of material issues by stakeholders is a critical process in ensuring effective corporate governance and sustainability practices within Fishfa Rubber.

Stakeholders play an important role in identifying and evaluating material issues that can have a significant impact on a company’s performance, reputation, and long-term viability. The organization takes a multi-stakeholder approach to assess the impact of material issues. The organization collects feedback and insights from stakeholders based on their priorities and concerns about our business activities and sustainability performance through a variety of channels, such as surveys, interviews, focus groups, and collaborations



7. MATERIALITY ASSESSMENT

A. Executive Summary: This executive summary provides an overview of the materiality assessment process undertaken by Fishfa Rubbers. The purpose of this assessment was to identify and prioritize the Environmental, Social, and Governance (ESG) issues that are most relevant to Fishfa Rubber’s operations and stakeholders, taking into account the reciprocal influence between the organization and the broader sustainability landscape. This is to identify key issues for the organization to create long-term values for stakeholders. The materiality assessment process began with a thorough examination of Fishfa Rubber’s social and environmental implications. This entailed assessing the direct and indirect consequences of our operations, supply chain, and products on diverse stakeholders, such as employees, communities, and ecosystems.



Simultaneously, Fishfa Rubber acknowledged the significance of the impact of external circumstances on its operations and decision-making. The assessment included an examination of developing social and environmental trends, stakeholder expectations, and regulatory changes that may define the future of sustainability.

Climate change mitigation, ethical supply chain management, human rights, biodiversity protection, and product innovation were highlighted as vital to Fishfa Rubber's long-term sustainability and stakeholder value development.

To capture evolving concerns, expectations, and trends, the assessment process proposed to include continuous monitoring and consultation with key stakeholders, e.g., community, employee, customer, supplier, government and NGO.

To ensure that the organisation will continuously and sustainably grow in fast changing environment, the opinions have been planned to integrate into the Enterprise Risk Management. This will allow the organisation to identify risks and opportunities at an early stage.

The materiality assessment results will serve as the foundation for Fishfa Rubber's sustainability reporting and decision-making. To address the identified material concerns, the organisation planned to devise focused action plans and activities.

Going forward, we are planning to integrate the double and dynamic approaches into our materiality assessment process. Fishfa Rubber has demonstrated a commitment to comprehensive sustainability management.



Using this strategy, the organization can connect the business goals with stakeholder expectations, predict emerging ESG risks and opportunities, and generate a positive impact across the operations and value chain.

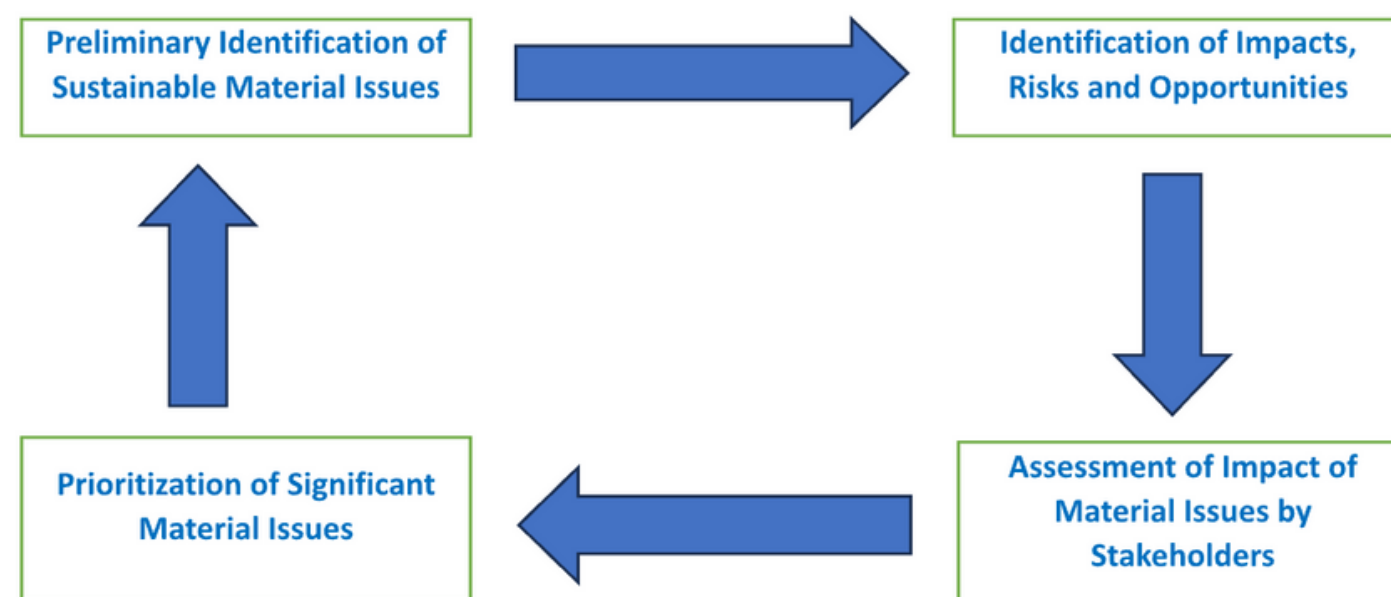
B. Materiality Matrix

Climate Action 	Corporate Citizenship 	Air Pollution Control 
Energy Management 	Water Resource Management 	Responsible Procurement 
Sustainable Supply Chain 	Diversity & Inclusion 	Waste Management 
Talent Management 	Responsible Marketing 	Community Development 
Compliance & Ethics 	Data Security 	Responsible Technology Use 
Circular Economy 	Freedom of Speech 	Stake Holder Management 
Corporate Governance 	Product Safety and Quality 	Occupational Health & Safety 
Transparent Information Disclosure 	Customer Relationship Management 	Harmful Substance Management 



C. Materiality Assessment Process

The process of materiality assessment in Fishfa Rubber involves evaluating and determining the significance of Environmental, Social, and Governance (ESG) issues that are relevant to Fishfa Rubber’s business activities and stakeholders. The materiality assessment process of Fishfa Rubber begins with the preliminary identification of sustainable material issues, followed by the identification of impacts, risks, and opportunities, the evaluation of material issues by stakeholders, and the endings with prioritization of material issues.



Management Approach - Most Significant Impacts

- Climate Resilience
- Resources Preservation
- Safety and Well-being
- Sustainable Packaging
- Water Quality and Scarcity



Material Issues - Prioritisation by Stakeholders

Very High Priority	High Priority	Medium Priority
Corporate Governance	Water Stewardship	Human Capital Development
Environmental Management & Protection	Labor Practices	Diversity Equity and Inclusion
Waste Management and Circular Economy	Supply Chain Management	Occupational Health and Safety
Stakeholder Engagement	Customer Management	
Social & Community Engagement & Integration		
Cybersecurity and Data protection		
Climate Resilience and GHG Emissions		

8. ENVIRONMENT PILLAR

- **Environment Strategy:** Recover, Recycle and Reuse is the main strategy of Fishfa Rubber as well as the mantra for creating a clean planet. The entire operation is guided by this mantra, starting from product designing to materials selection, process development, solutions offered & and possible effluent disposal; The company has been promoting the use of renewable power at all its plants. Water used in the process is completely recycled.

- **Maximizing Product Life:** Composite material is produced using 100% recycled rubber with a good amount of stability. The products are well suited for application in sectors such as Tire / Tube, Footwear, Conveyor Belt, Cable, Adhesives, Moulded Goods, Industrial Pipe, Rubber Matting, Rubber Roofing, and Rubber Flooring. Our Reclaim rubber is compliant under REACH regulatory Certification for the supply to the EU & and USA

Environmental Sustainability KPI Dashboard Showing...



This graph/chart is linked to excel, and changes automatically based on data. Just left click on it and select "Edit Data".

- **Recycling Raw Material and Water:** The company has ensured that raw material and water used in the production process, are recycled completely without any wastage.

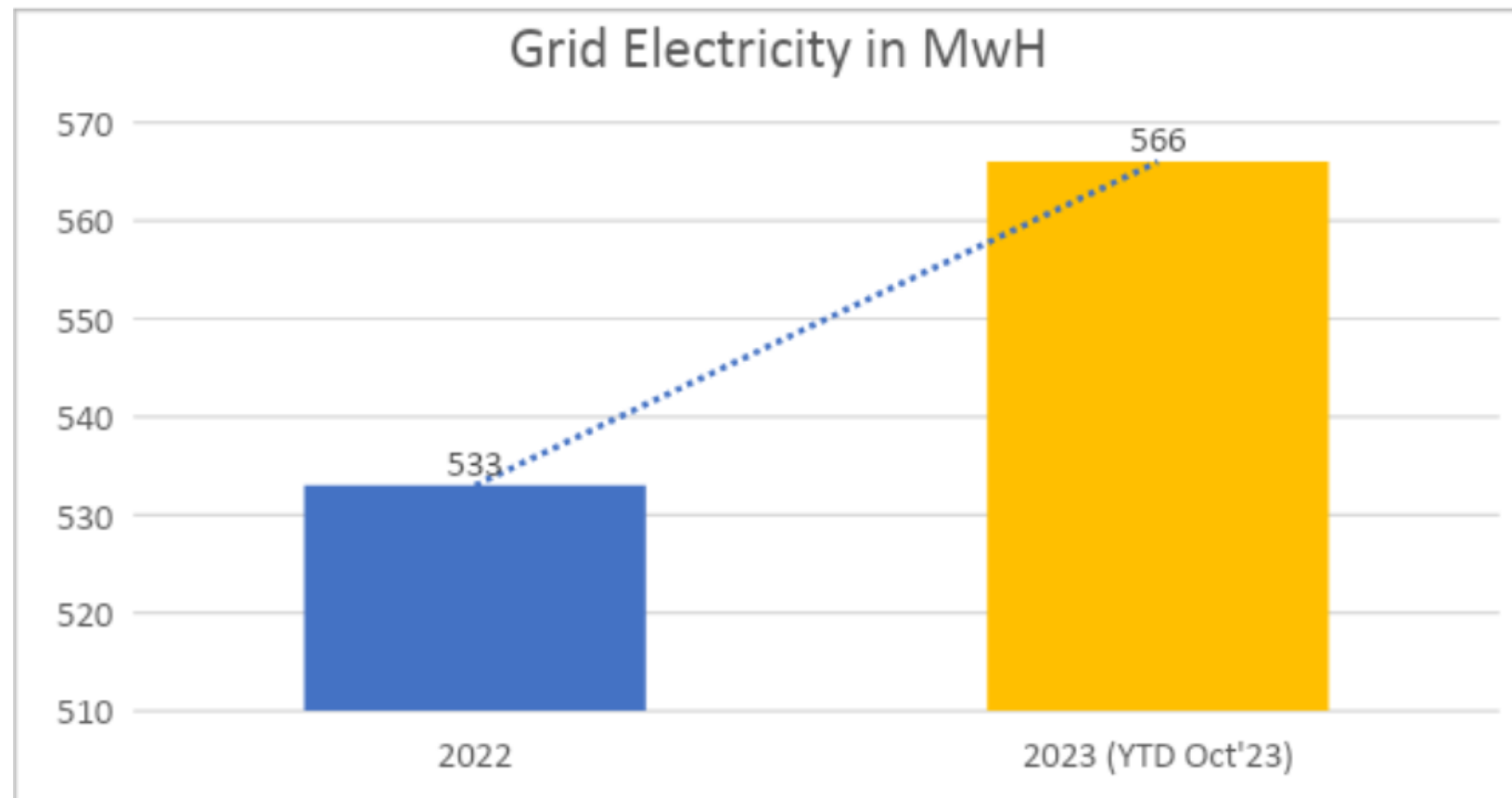
A similar focus is being deployed to replace wood, and other natural resource-based materials in the organization and at customer sites. Presently we are trying to use the optimum level of recycled packaging material.

Water recycling and reuse are consistently @100%, since last two years

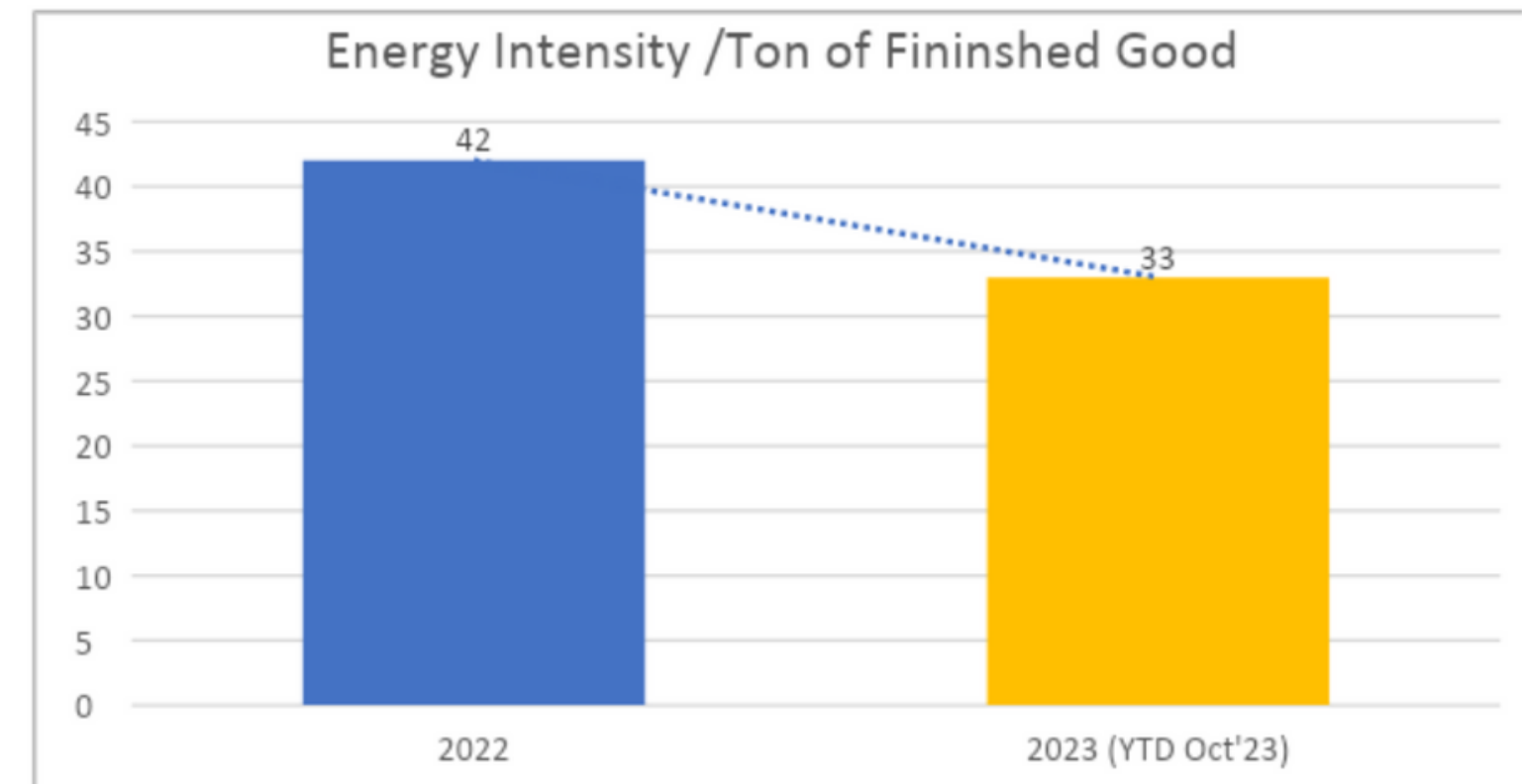


- **Energy Efficiency Initiatives:** Conservation of energy: Installation of capacitors on individual equipment and continuous monitoring of power factor at each location above 0.99 and improving the power quality and utilization in the plants. Savings in water consumption: By using the Treatment Plant and treated water from such treatment are being used for gardening at all the locations. Regular maintenance of steam condensate traps and safety valves to avoid leakages. This is a continuous process. This will result in saving heat loss. Installation of ventilators in the factory: This is to ensure the required air changes in the plant leading to better ambient conditions. Installation of energy meters on the high-capacity motors in the plants and close monitoring of the motor load resulted in considerable reduction of losses due to inefficiencies

Energy Intensity (Grid Electricity) for the year 2022 @533 units whereas for YTD Oct 2023 @566 units.



Energy Intensity (Renewable) for the year 2022 @42 units whereas for YTD Oct 2023 @33 units.



There is a marginal increase in energy intensity due to change in product mix.



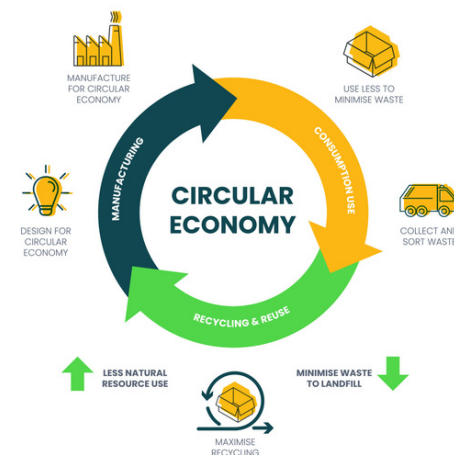
- **Transition to Renewable Energy:** In line with the vision and mission of Fishfa Rubber, various options of greener and cheaper energy sources were evaluated and strategically decided to harness Wind and Solar Power

Renewable Energy consumption for the year 2022

@7,76,077 units and for YTD Oct 2023 @6,03,327 units
(projected offtake for the year 2023 @7,90,000 units)



- **Circular Economy Initiatives:** Fishfa Rubber's circular economy (CE) model emphasizes the use of the material by reusing, repairing, restoring, and recycling resources to retain material value. Circular Economy builds upon and goes beyond waste management initiatives to an integrated systems perspective addressing both production and consumption practices maximizing the functional utility of materials.



- **Water Savings Initiatives:** Under SDG 6 aimed at Clean Water and Sanitation, the company has upgraded its manufacturing processes at its manufacturing plants to eliminate the discharge of wastewater from the process. Recycling plants to reuse water used in the manufacturing process has helped to reduce net new consumption of water in the process. Treated water from such treatment is being used for gardening at all locations
- **Waste Reduction Initiatives:** Under SDG 12 aimed at Responsible Production and Consumption, the company's businesses are organized around the principles of encouraging responsible production and consumption. A similar focus is being deployed to replace wood, and other natural resource-based materials in the organization and at customer sites

Supply Chain Management: Fishfa Rubber proactively engages customers, suppliers, and third-party contractors in areas relating to the quality of our work, products, and our commitment to Environment, Health, and Safety. Fishfa Rubber also adopts a zero-tolerance approach towards corrupt business practices and regulatory non-compliance.

- We are steadfast in our commitment to maintain high standards of corporate governance – comprising anti-corruption, fraud prevention, and for compliance with rules and regulations that safeguard the interests of our stakeholders. This commitment also hinges on establishing channels for monitoring and receiving feedback on non-compliance. Accordingly, we have established channels for all stakeholders, including third-party service providers and contractors to provide feedback via regular channels.



9. SOCIAL PILLAR

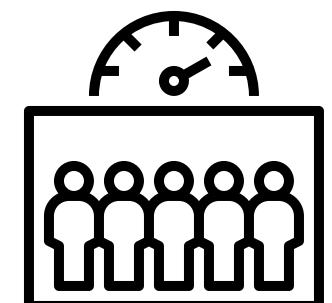
- **Social Strategy:** Fishfa Rubber's Sustainability initiatives are enhancing lasting value through responsible business practices creating a better society and building individual capability.

Fishfa Rubber aims to contribute towards the social and economic development of the communities; build a sustainable way of life for all sections of society; and focus on providing education, health care, sustainable livelihood, and empowerment of women. The ethos of the organization is to minimize damage to human health and the environment, both locally and globally. The Board of Directors has adopted different policies related to Sustainability & CSR to contribute towards social and economic development of the communities where the Company operates, and while doing the same, to build a sustainable way of life for all sections of the society.

Respecting human rights is a fundamental part of Fishfa Rubber's responsibility and is vital to operating our business sustainability. Human rights are the rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status

Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

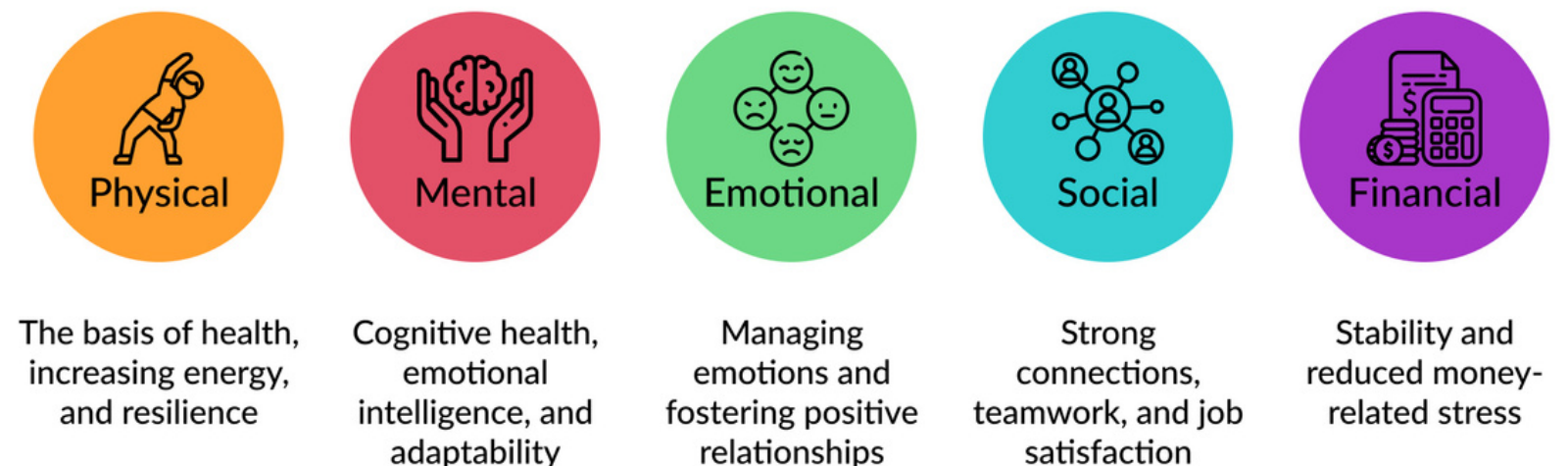
<https://www.fishfarubbers.com/wp-content/uploads/2022/11/3b.-Human-Rights-Policy.pdf>



- **Supplier Responsibility Initiatives:** The Supplier Code of Conduct defines the basic requirements placed on the suppliers and third-party intermediaries of Fishfa Rubber concerning their responsibilities towards their stakeholders and the environment. The supplier and/or third-party intermediary declares herewith to: Act in accordance with the applicable statutory and international standards regarding the environment, Prohibition of Forced Labor, Prohibition of Indian Child Labor Policy; Non-Discrimination, and Respect for Employees; Working Hours, Wages, Benefits for Employees, Health & Safety of Employees

- **Employee Well-Being Programs:** Fishfa Rubber arranges a health camp for all of its employees once every year which has not only proven beneficial for employees but also for the organization as it creates a more dynamic, effective, and efficient working culture and environment.

5 Dimensions Of Employee Well-being



Arranging a health program in the Fishfa was proven important and effective as it has promoted positive behavioural patterns, stronger employer-employee relationship, improved dietary habits, reduced risk of illness & diseases and thus reduced absenteeism levels and improve the overall productivity. UN SDG 3 aimed at Improved Health and Wellbeing: the company continues to implement specific initiatives for supporting healthcare facilities in the communities we operate in. This support is by way of equipment, infrastructure development and sponsored programs aimed are creating awareness on both physical and mental fitness

Workplace wellness benefits



CSR activities are designed to contribute to the well-being of society, the environment, and the communities in which a company operates. These activities go beyond the core business functions and aim to have a positive impact on various stakeholders, including employees, customers, communities, and the environment.



Fishfa Rubbers is committed to a robust Corporate Social Responsibility (CSR) program that aligns with our values and contributes to the well-being of our stakeholders and the communities in which we operate. By embracing responsible and sustainable practices, we aim to contribute to the well-being of our communities, minimize our environmental footprint, and uphold the highest standards of ethical conduct.



- **Gender and Diversity Targets and Initiatives:** Under SDG 5 aimed at Gender Equality, the company has increased participation of women employees across the hierarchy of the company. We endeavour to achieve 25% participation of women across variety of job roles by 2025




Various Benefits of Gender Diversity



- **Modern Slavery Supply Chain Disclosures:** The Supplier Code of Conduct defines the basic requirements placed on the suppliers and third-party intermediaries of the Fishfa Rubber, concerning their responsibilities towards their stakeholders and the environment. Through the code of conduct, the supplier and third-party intermediaries are required to follow the Human Rights and Labor Practices; Prohibition of Forced Labor; Prohibition of Child Labor; Non-Discrimination and Respect for Employees; Working Hours; Wages & Benefits for Employees; Health & Safety of Employees. We also have the policy for the same.

- **Collective Bargaining and Freedom of Association:** The Company supports the Right of Association and Collective Bargaining as proclaimed by the appropriate statutes of its countries of operation and ILO Declarations. The Company shall follow principles of collective bargaining in the wage settlement with the representative body of bargainable workforce, recognized for the purpose, as per the procedures laid by the laws of the land
- **Anti-Harassment Workplace:** The Company has formalised the Policy for prevention of sexual harassment at the workplace in line with the requirements of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

The Committee has been set up to redress complaints received regarding sexual harassment. All employees (permanent, contractual, temporary, trainees) are covered under this policy

There are no cases reported as sexual harassment for both reporting period 2022 & YTD Oct 2023 

Creating an **Anti-Harassment Policy**



- **Anti-Discrimination Workplace:** The Company hires and treats its employees in a manner that does not discriminate with regard to gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union affiliation, social or ethnic origin

10. GOVERNANCE AND RISK MANAGEMENT PILLAR

- **Corporate Governance Policies:** Corporate Governance may be described as a set of systems, processes, and principles that ensure that a company is governed in the best interest of all stakeholders. It ensures commitment to values and ethical conduct of business, transparency in business transactions, statutory and legal compliances, adequate disclosures and effective decision-making to achieve corporate objectives. In other words, Corporate Governance is about promoting corporate fairness, transparency and accountability. Good Corporate Governance is simply Good Business (formalization of the corporate governance policies are under process)



- **Governance Oversight Framework:** The Board of Directors oversee the management of the financial and non-financial risks through its Risk Management framework. Enterprise Risk Management Policy of the organisation is under formulation and to be approved by the Board of Directors. The ERM policies will state the organisation's approach to address uncertainties in its endeavour to achieve its stated and implicit objectives.

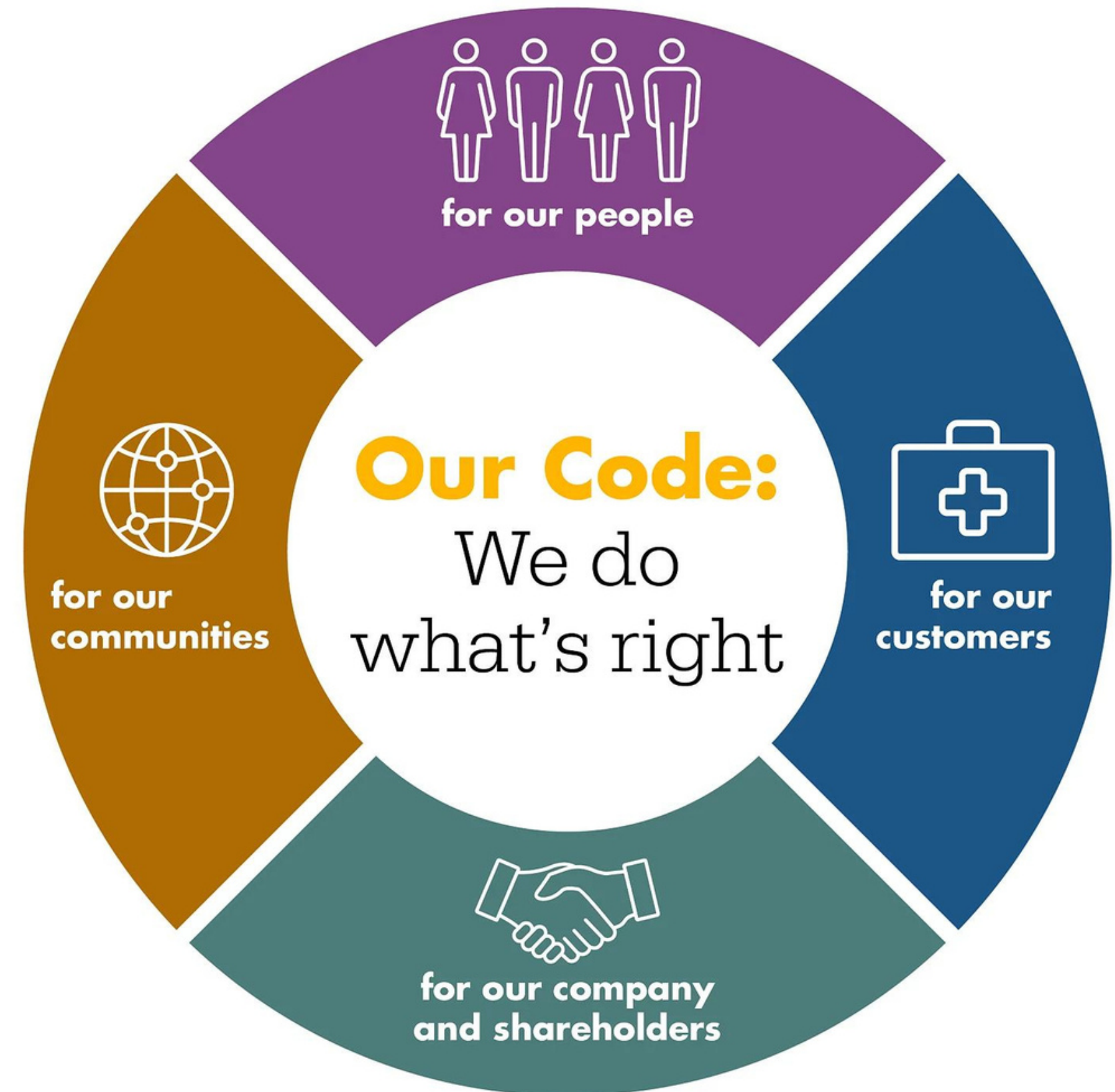
It will prescribe the roles and responsibilities of the management, the structure for managing risks and the framework for risk management

ERM FRAME WORK FOR FISHFA RUBBERS

Five Step of Risk Management Process



- **Behavior and Business Ethics:** The Company maintains the highest levels of transparency, accountability, and good management practices through the adoption and monitoring of corporate strategies, goals, and procedures to comply with its legal and ethical responsibilities
- **Control Policies:** The supplier code of conduct defines the basic requirements placed on the suppliers of Fishfa Rubber concerning their responsibilities towards their stakeholders and the environment. The supplier and/or third-party intermediary declares herewith to: Fair Operating Practices - Anti-Corruption and Bribery; Anti-Corruption Committee
- **Membership Associations:** The organization has membership with the following associations - All India Rubber Industries Association, CAPEXIL, Material Recycling Association of India.



11. SUSTAINABILITY PERFORMANCE - KPI ANALYSIS

Environment - Key Performance Indicator (KPI) Analysis						
Environment KPI Analysis	Unit	CY 2022	CY YTD Oct 2023	Consumption / MT (2022)	Consumption / MT (YTD Oct 2023)	KPI Variance Reason
Natural Gas	SCM	5,69,043	5,06,203	30.47	30.70	No significant Variance
Grid Electricity State Board	KWH	99,53,290	93,38,734	532.92	566.33	Marginal Increase due to product mix
Renewable Energy	KWH	7,76,077	6,03,327	41.55	36.59	Improved KPI
Total Electricity	KWH	1,07,29,367	99,42,061	574.47	602.91	Marginal Increase due to product mix
Intake Water	KL	19,834	17,065	1.06	1.02	Improved KPI @4%
Waste Water	KL	1,762	1,437	0.09	0.09	Improved KPI
Spent Oil	LT	300	600	0.02	0.04	Marginal Increase due to product mix

Hazardous waste generated and disposed responsibly	KG	8,172	5,885	0.44	0.35	19% reduction in hazardous waste
Process Residue & Waste	KG	1,967	1,825	0.11	0.11	Marginal Increase
GHG EmissionsScope - 1Scope - 2	Ton Co2 e	9,964.3 2,897.5 7,066.8	9,051.9 2,421.4 6,630.5	0.531	0.543	Marginal increase due to product mix and batch change over
ETP Sludge	KG	5,905	3,460	0.32	0.21	Improved KPI
Plastics	KG	989	2,303	0.05	0.14	Increase due to product mix
Card Board & Corrugated Box	KG	1,553	780	0.08	0.05	Improved KPI

Social Performance Matrix

Social KPI Analysis	Unit	CY 2022	CY YTD OCT 2023	KOI Variance Reason
Employees covered by social security & benefits	%	100	100	No Change
Employees trained on company ethics, human rights, working conditions, anti-corruption policies	%	67	70	Improved KPI
Female Employee Ratio (% of Total Employees)	%	12	15	Improved KPI
Percentage of Employees trained on Anti-Competitive Behaviour	%	100	100	Improved KPI
Total Training hours per employees per Month (FTE)	Minutes	24.92	34.07	Working for Improvement

Lost time injury (LTI) frequency rate for direct workforce	Nos	0.74	0.8	Marginal Change
Lost time injury (LTI) severity rate for direct workforce	Nos	0.06	0.1	Marginal Change
No. of Programs for upgrading employee skills	Nos	2	3	Improved KPI
Percentage of workers from minority groups and/or vulnerable workers employed in relation to the whole organization	%	1	2	Improved KPI
Percentage of employees from minority groups and/or vulnerable workers employed in relation to the whole organization	%	4	4	No Change

Average hours of training provided per employee	Hours	1.87	2.66	Improved KPI
Percentage of women employed in relation to the whole organization	%	15	15	No Change
Percentage of Women in Top Executive Position	%	5%	5%	No Change
% of eligible employees underwent annual performance management review	%	100	100	No Change
Employees undergo periodic medical examination at company cost	%	100	100	No Change

Rate of Attrition	%	4	3	Improved KPI
Statutory Compliances	%	100	100	Improved KPI
Number of Grievances received and resolved	Nos	0	0	No Change
Number of trees Planted	Nos	0	472	
Survival Rate	%	0	95.13	
Type of Trees Planted	Nos	0	12	

Supply Chain Management KPI (Key Performance Indicator)

Description	Unit	CY 2022	CY YTD OCT 2023	KPI Variance Reason
Percentage of suppliers communicated about supplier policy or supplier code of conduct	%	100	100	No Change
Percentage of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	%	100	100	No Change

Number of supplier capacity building session/training	Nos	10	12	Improved KPI
Percentage of Supply chain team (Buyers) have been trained on supplier policy	%	100	100	No Change

12. GRI CONTENT INDEX

Statement of use	Fishfa Rubber Ltd has reported the information cited in this GRI content index for the period 1st January 2022 to Nov' 2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2022

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Fishfa Rubber Ltd
	2-2 Entities included in the organization's sustainability reporting	Manufacturing units of Reclaim Rubber
	2-3 Reporting period, frequency and contact point	1st Jan 2022 ~ 31st Oct 2023
	2-4 Restatements of information	Not Applicable, this is second report
	2-5 External assurance	No
	2-6 Activities, value chain and other business relationships	Manufacturing and Supply of Butyl Reclaim Rubber
	2-7 Employees	210 On Roll Employees
	2-8 Workers who are not employees	No Contractual Employees

2-9 Governance structure and composition	Governance structure as per statutory norm and organisation policies
2-10 Nomination and selection of the highest governance body	As per statutory norm and company policies
2-11 Chair of the highest governance body	Board of Directors
2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors lead the organisation's sustainability efforts, and is responsible for on-going sustainability issues
2-13 Delegation of responsibility for managing impacts	Dedicated role for sustainability, delegation of responsibilities, review and control through monthly meeting and regular communication
2-14 Role of the highest governance body in sustainability reporting	Selection of proper talent, delegation of responsibilities, review and control
2-15 Conflicts of interest	Nothing as such. Published through code of conduct and various policies
2-16 Communication of critical concerns	Through disclosures both as mandated and voluntary basis (e.g., annual environment statement to Government authorities and external display board on real time basis)

2-17 Collective knowledge of the highest governance body	Satisfactory
2-18 Evaluation of the performance of the highest governance body	Satisfactory
2-19 Remuneration policies	Available
2-20 Process to determine remuneration	Merit based and performance based
2-21 Annual total compensation ratio	Not reported this time
2-22 Statement on sustainable development strategy	Page 6
2-23 Policy commitments	Page 7
2-24 Embedding policy commitments	Page 7
2-25 Processes to remediate negative impacts	Page 7
2-26 Mechanisms for seeking advice and raising concerns	Page 7
2-27 Compliance with laws and regulations	Page 22
2-28 Membership associations	Page 22
2-29 Approach to stakeholder engagement	Page 9, 10
2-30 Collective bargaining agreements	Not applicable

GRI 3: Material Topics 2021	3-1 Process to determine material topics
	3-2 List of material topics
	3-3 Management of material topics
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed
	201-2 Financial implications and other risks and opportunities due to climate change
	201-3 Defined benefit plan obligations and other retirement plans
	201-4 Financial assistance received from government

GRI 3: Material Topics 2021	3-1 Process to determine material topics	page 11
3-2 List of material topics	page 11	
3-3 Management of material topics	page 11, 12, 13	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Not reported this time
201-2 Financial implications and other risks and opportunities due to climate change	Not reported this time	
201-3 Defined benefit plan obligations and other retirement plans	Page 18	
201-4 Financial assistance received from government	Nil	

GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	All the employee male and female getting equal above the legal minimum wage. There is no wage difference based on gender.
202-2 Proportion of senior management hired from the local community	Not reported this time	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Not reported this time
203-2 Significant indirect economic impacts	Not reported this time	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Not reported this time

GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Risk assessment carried out covering 100% operations
	205-2 Communication and training about anti-corruption policies and procedures	Separate Policies and Training Records
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Nil
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Nil

GRI 207: Tax 2019	207-1 Approach to tax	Statutory tax obligations like Income Tax, GST
	207-2 Tax governance, control, and risk management	Statutory obligations, financial control, Independent 3rd party audit
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	As per statutory norms
GRI 207: Tax 2019	207-4 Country-by-country reporting	Not applicable. We are operating only from India

GRI 301: Materials 2016	301-1 Materials used by weight or volume	Not reported this time
	301-2 Recycled input materials used	Page 4
	301-3 Reclaimed products and their packaging materials	Page 4
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 23
	302-2 Energy consumption outside of the organization	Not reported this time
	302-3 Energy intensity	Page 23
	302-4 Reduction of energy consumption	Page 23
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	Not reported this time

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 23
	303-2 Management of water discharge-related impacts	Page 23
	303-3 Water withdrawal	Page 23
	303-4 Water discharge	Page 23, ETP facility operational inside the plant
GRI 303: Water and Effluents 2018	303-5 Water consumption	Page 23

GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Operational sites are not adjacent to, protected areas
	304-2 Significant impacts of activities, products and services on biodiversity	There are no significant impacts on biodiversity
	304-3 Habitats protected or restored	Not reported this time
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not reported this time

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 15
	305-2 Energy indirect (Scope 2) GHG emissions	Page 15
	305-3 Other indirect (Scope 3) GHG emissions	Not reported this time
	305-4 GHG emissions intensity	Page 15
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	Page 15
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	Not reported this time
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Not reported this time

GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 16
	306-2 Management of significant waste-related impacts	Page 16
	306-3 Waste generated	Page 16
	306-4 Waste diverted from disposal	Page 16
RI 306: Waste 2020	306-5 Waste directed to disposal	Page 16
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 18
	308-2 Negative environmental impacts in the supply chain and actions taken	Page 18

GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 18, Social Performance KPI
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not Applicable
	401-3 Parental leave	Not reported this time
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	As per employment conditions

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 17
	403-2 Hazard identification, risk assessment, and incident investigation	Page 17
	403-3 Occupational health services	Page 17
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 17, Safety committee comprising management and workers
	403-5 Worker training on occupational health and safety	Page 24
	403-6 Promotion of worker health	Page 17

GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 24
	403-8 Workers covered by an occupational health and safety management system	OHC Available along with agreement with nearest medical facility.
	403-9 Work-related injuries	Page 24
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	

GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 24
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 24
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 24
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 19, 24
	405-2 Ratio of basic salary and remuneration of women to men	There is no pay gap
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Nil incidents
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not reported this time

GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Nil incidents
	GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 24
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Nil incidents
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Not reported this time
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	There are no indigenous people

GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 25
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Not reported this time
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Nil incidents
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	Page 25
GRI 415: Public Policy 2016	415-1 Political contributions	Nil

GRI 417: Marketing and Labelling 2016	417-1 Requirements for product and service information and labelling	As per customer instructions for packaging and labelling specifications
	417-2 Incidents of non-compliance concerning product and service information and labelling	Nil incidents
	417-3 Incidents of non-compliance concerning marketing communications	Nil incidents
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Nil incidents



THANK YOU

