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Sustainably Engineered, **Responsibly Delivered**

ESG Report CY 2024

Contents

Sustainably Engineered, Responsibly Delivered	4
About the Report	6
Message from the Founder	8
Message from the Chairman – Managing Director	10
Message from the Executive Director	12
About Hoshizaki Corporation	14
WRPL at a Glance	16
Vision and Mission	17
Core Values	18
Our Operational Footprint	20
Presence Across Industries	21
Our Business Portfolio	22
Our Journey Towards a Sustainable Future	23
ESG Performance Highlights	24
Stakeholder Engagement and Materiality Assessment	28
Stakeholder Engagement	29
Materiality Assessment	34
Fostering Trust and Transparency through Good Governance	42
Corporate Governance	44
Business Ethics	48
Safeguarding Data and Information Integrity	51

Driving Environmental Stewardship	58
Environmental Management	60
Climate Action	61
Energy Management	62
Energy Consumption	62
Energy Efficiency	63
Emission Management	64
Noise Management	68
Water Management	69
Waste Management	72
Waste Directed to Disposal	73
Material Management	75
Hazardous Substance Management	76
Environmental Impact of Products During Use	77
End-of-Life Management	78
Biodiversity Conservation	79
Partnering With Purpose	80
Empowering People, Sustaining Progress	82
Fostering a Culture of Care and Safety	96
Building Trust through Customer Centricity	104
Driving Social Impact with Purpose and Integrity	108
GRI Content Index	112
UNGC	127
UN Sustainable Development Goals (SDG's)	128
Glossary of Abbreviations	130



Sustainably Engineered, Responsibly Delivered

The theme 'Sustainably Engineered, Responsibly Delivered' mirrors our ethos as we dive into the next decade of our 50+ years of journey. At Western Refrigerants, sustainability is not an afterthought but engineered into the very core of our products, processes and purpose. 'Sustainably Engineered, Responsibly Delivered' reflects our unwavering commitment to designing solutions that not only meet the highest standards of performance but also uphold our responsibility to the planet and future generations. Every equipment produced is not just a unit of product but a catalyst for sustainable change. From the drawing board to the delivery dock, every step we take is guided by a deep respect for environmental stewardship, regulatory compliance and ethical business practices. We invest in innovation that reduces environmental impact, enhances energy efficiency and supports the transition to low-global-warming-potential (GWP) refrigerants and in our people, who are the heart of our operations.

In the path of 'Sustainable Engineering', we make our way through the dynamic refrigeration equipment industry with cutting-edge technology, innovation and long-term strategies, striving to find the best for the planet and our valued stakeholders. Our commitment to 'Responsibly delivered' ensures that we take a holistic approach to sustainability, integrating it in every facet of our operation to deliver a product that leaves a trail of positive impact through each step. Together, this synergy anchors our approach to sustainability and business operations, reminding us to take charge to create a better, cooler and empowered tomorrow.

About the Report

At Western Refrigeration Pvt. Ltd (hereafter referred to as 'WRPL', 'Western Refrigeration', 'we' or 'the company'), we are determined to provide meaningful solutions serving various sectors, including Hospitality and Restaurants, Retail and Supermarkets, and Pharma and Medical. We understand that in our mission to create a positive impact, we need to ensure that we do not ignore our responsibility to people and the planet. Being aware of our responsibilities and in the quest to contribute to the sustainable development of the nation, we consistently monitor our impacts on the people, planet and economy to ensure we create value meaningfully.

We are delighted to present our first ESG report. This report discloses the non-financial aspects of our business from 1 January 2024 to 31 December 2024. Through our ESG Report, we aspire to present to all our valued stakeholders a comprehensive overview of our Environmental, Social and Governance (ESG) performance throughout the year, along with our aspirations for the future.

Reporting Approach and Principles

With this report, we aim to provide a transparent disclosure of our ESG performance for the Calendar Year (CY) 2024. Our report is prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021. It has also been aligned to meet the requirements of the United Nations Global Compact (UNGC) principles and the United Nations Sustainable Development Goals (UN SDGs).

Scope and Boundary

The scope of this report covers both qualitative and quantitative data on ESG aspects across all our operations. The reporting boundary includes all our operations in India, including our plants located at

Shahpur (Maharashtra), Silvassa, Sanjan and Tadgam (Gujarat), our offices in Mumbai (Maharashtra) and 24 branch offices PAN India.

Board Responsibility Statement

The Board of Directors (BoD) oversees the review and approval of all sustainability-related disclosures. The Board, together with Senior Management, reviews the content of the report for clarity, completeness, reliability and accuracy.

Approach to Materiality

We ascertain our material issues via an impact materiality approach detailed in the report. Material issues have been arrived at through a comprehensive process of multi-channel engagement with internal and external stakeholders. The approach helps us take a holistic view on the priorities for achieving sustainable growth by directing our efforts towards aspects that have the most significant positive and negative impact.

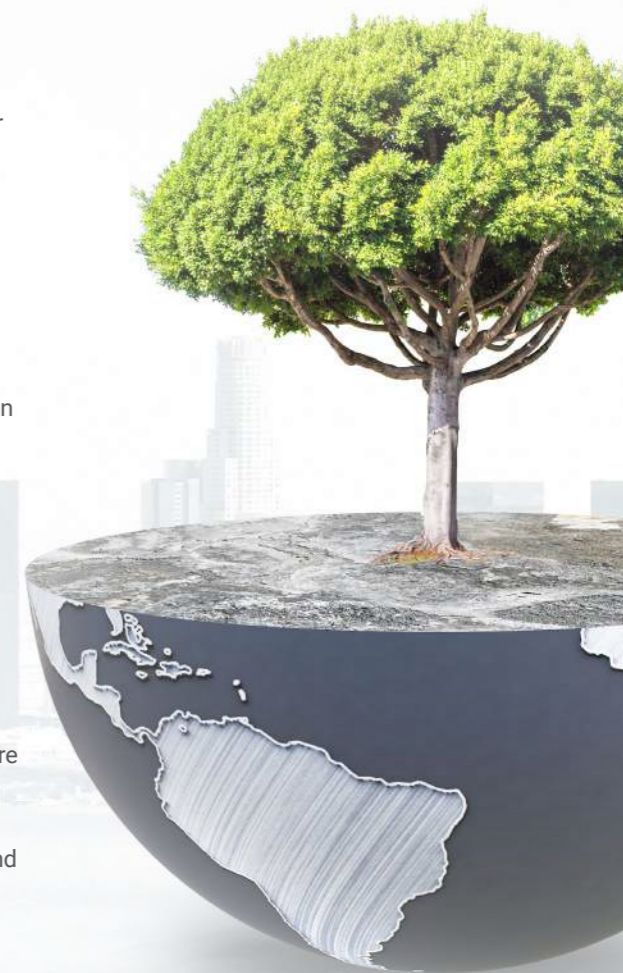
Forward Looking Statements

Certain statements in this report present forward-looking information related to our business operations. These statements are subject to potential changes due to shifts in market conditions, industry developments, government regulations, laws and other factors that may have an impact. It is necessary to take note that these statements should not be considered a guarantee of our future performance. These underlying assumptions are considerably impacted by external factors beyond our control.

Feedback

We aim to publish our ESG report annually henceforth. As this is

our inaugural ESG Report, we are especially keen to hear from you. Your insights are instrumental in helping us improve the clarity, relevance and transparency of our sustainability disclosures. We welcome any questions, comments, or suggestions you may have regarding our performance or the contents of this report. Your feedback will guide us in refining future disclosures and ensuring they continue to meet the expectations of our stakeholders. For any inquiries or feedback related to this year's ESG Report, please feel free to contact us at esg@westernequipments.com.



Message from the Founder



Our philosophy of continuous improvement and dedication has always driven us, but the world around us is changing faster than ever.

At Western Refrigeration Pvt. Ltd., our journey began with a simple yet ambitious vision – to deliver world-class refrigeration solutions from India to the world. Over the past five decades, we have travelled a long path, overcoming challenges, seizing opportunities and continually reinventing ourselves. With persistent effort, we strengthened our manufacturing capabilities, refined our operations and built a reputation for reliable, made-in-India solutions.

This journey has shaped our belief that our responsibility today goes far beyond operational excellence. It extends to building a future that is inclusive, sustainable and resilient. Our philosophy of continuous improvement and dedication has always driven us, but the world around us is changing faster than ever. Breakthrough technologies are altering industry norms, AI is transforming the decision-making process, customer expectations are

rising rapidly, and sustainability has shifted from being a differentiator to a prerequisite for long-term survival.

In this environment, we have adopted an evolved vision – “Sustainably Engineered, Responsibly Delivered”. This approach reflects our commitment to innovation that moves with speed and purpose, while embedding responsibility in every aspect of value creation. It goes beyond manufacturing strength to cultivate a culture where customer centricity, innovation and sustainability work hand-in-hand. This drives us to design products with a reduced environmental footprint, empowering customers with smarter and more responsible choices and leveraging advanced technologies to enhance efficiency and quality. It reflects our commitment to actions that strengthen not just our business but also contributes positively to society and the nation.

Our longstanding focus on cost optimisation and capability-building has given us a competitive edge. Today, our sustainability initiatives further strengthen this advantage. In CY 2025, we undertook several initiatives, including submitting targets for validation to SBTi targets and reducing hazardous foam waste, enhancing productivity, efficiency and cost effectiveness while advancing our sustainability goals.

As we publish our first Sustainability Report, we embark on this next chapter with confidence. Guided by our principle “Sustainably Engineered, Responsibly Delivered,” we look forward to setting new benchmarks and shaping a future where innovation, responsibility and excellence define everything we do.

Bhupinder Singh
Founder

Message from the Chairman Managing Director



“ Our commitment to responsible growth, innovation and environmental stewardship continues to guide us as we evolve in an increasingly dynamic and complex world.

Dear Stakeholders,

It gives me immense pleasure to share with you Western Refrigeration's performance and outlook for the year gone by. This report marks a significant milestone, offering us a moment to reflect not only on our achievements over the past year but also on the broader

transformative journey we have been charting over the decades.

Each passing year brings its own set of challenges and opportunities. Through this lens, we gain deeper insights into how far we have come and how far we still aim to go. Our commitment to responsible growth, innovation and environmental

stewardship continues to guide us as we evolve in an increasingly dynamic and complex world.

In the past year, despite inflationary pressures, volatile input costs and global economic uncertainties, we have demonstrated remarkable resilience and adaptability. Our steadfast focus on operational

excellence, strategic capacity building and sustainable growth has enabled us to not only weather these headwinds but also reinforce our presence across key markets. These efforts reflect our long-term vision of delivering value through operational excellence, customer-centric solutions and responsible business practices.

India's economic fundamentals remain robust, and the government's continued emphasis on domestic manufacturing and technological advancement provides a promising backdrop for our industry. These national priorities align closely with our strategic focus on sustainable growth, local value creation and future-ready solutions. We are confident that this environment will support our efforts to deliver high-performance, energy-efficient cooling technologies that contribute meaningfully to India's development goals.

With enhanced capabilities, expanded geographic reach and a sharper commitment to sustainability, we are well-positioned to seize emerging opportunities while strengthening our foundation and driving responsible growth.

Pathway to Responsible Value Creation

Over the past five decades, Western Refrigeration has evolved from a pioneering Indian manufacturer into a globally recognised leader

in commercial cooling solutions. Our journey has been defined not just by technological advancement and scale but by a deep-rooted commitment to our stakeholder needs.

From adopting eco-friendly refrigerants and energy-efficient technologies to supporting vaccine cold chains and food preservation across India, we have consistently aligned our growth with social and environmental responsibility. As we look back, we take pride in having built a legacy that balances industrial excellence with conscious stewardship of our planet.

During the year, we expanded our product portfolio with the launch of two new categories—water coolers and medical refrigeration units. These additions have deepened our presence in the cooling sector, allowing us to offer more valuable and specialised solutions to our customers. This strategic move not only broadened our customer base but also enhanced our technological capabilities.

While our financial performance was influenced by broader macroeconomic factors, it remained fundamentally strong. We are confident that the groundwork laid during this period, from product expansions to supply chain enhancements, has positioned us well to leverage upcoming growth cycles more effectively and sustainably.

Sustainability at the Centre

We are continually integrating cutting-edge technologies to foster sustainable operations. These advancements have not only driven innovation and improved product quality but also strengthened our ability to meet global compliance standards and stakeholder expectations. As ESG considerations become increasingly integral to business strategy, we believe they will unlock new avenues for growth, enhance brand trust and position us competitively in both domestic and international markets.

Looking Ahead

As we move forward, we remain committed to our vision of being one of India's most responsible refrigeration and cooling solution providers. Anchoring our growth in the values of integrity, accountability and excellence, we continue to lead with innovation and purpose.

I would like to express my heartfelt gratitude to all our stakeholders, including shareholders, customers, employees, partners and the communities that we serve for their continued trust and support. Your confidence inspires us to aim higher and work harder to create long-term, sustainable value.

Best Regards,
Harmeet Singh Machre
Chairman Managing Director

Message from the Executive Director



“The demand for energy-efficient, low-emission technologies is rising, driven by climate imperatives and shifting consumer expectations.”

Dear Stakeholders,

We are pleased to present Western Refrigeration Pvt. Ltd.'s first ESG Report for the Calendar Year (CY) 2024. This report marks a significant milestone in our journey towards integrating sustainability into our business strategy and operations. As a leading manufacturer in India's commercial refrigeration sector, and with a growing presence across more than 45 countries, we are proud

to contribute to an industry that is rapidly evolving to meet global climate and sustainability goals.

Globally, the refrigeration and cooling industry is undergoing a major transformation. The demand for energy-efficient, low-emission technologies is rising, driven by climate imperatives and shifting consumer expectations. With increasing urbanisation, expanding cold chain infrastructure and national

commitments to net-zero by 2070, the sector is poised for innovation and responsible growth. At Western Refrigeration, we see this as both a challenge and an opportunity to lead with purpose, agility and accountability.

From an operational and financial perspective, 2024 was a year of strong performance. Driven by strategic expansion, product innovation and operational

excellence. Our manufacturing capabilities were enhanced with new automated lines, and we continued to strengthen our domestic and international distribution networks. These achievements reflect our resilience and readiness to scale sustainably.

A key highlight was our investment in renewable energy—our 2.2 MW rooftop solar installations enabled us to offset around 16% of grid electricity consumption. On the environmental front, we advanced product innovation by adopting eco-friendly refrigerants and reducing energy usage across our solutions. We maintained compliance with global standards, including ISO 14001 (Environmental Management System), ISO 45001 (Occupational Health and Safety Management System), ISO 9001 (Quality Management System), ISO 13485 (Medical Devices—Quality Management Systems).

We recognise the challenges posed by climate change, resource scarcity, and evolving stakeholder expectations. We have taken concrete steps to reduce our environmental footprint, including the commissioning of low-emission manufacturing lines, the adoption of energy-efficient systems and improved waste management practices. Our targets for the coming year include reducing Scope 1 and Scope 2 emissions, increasing the share of renewable energy in

our operations, and enhancing transparency across our supply chain. We remain committed to continuous improvement and to creating long-term value for all our stakeholders.

Decarbonisation is a key strategic priority for us. We are committed to establishing science-based targets aligned with the Science Based Targets initiative (SBTi), ensuring that our roadmap includes both near-term and net-zero ambitions. This, coupled with scaling renewable energy usage and expanding solar capacity at our facilities, underscores our determination to significantly reduce our carbon footprint.

We have initiated internal carbon assessments, energy audits, and are developing a decarbonisation roadmap aligned with science-based targets. These efforts are not just aspirational—they are backed by data, execution plans, and leadership commitment.

We also deepened engagement with our employees, customers, suppliers, communities and other stakeholders, ensuring our ESG efforts are inclusive and transparent. Our highly skilled R&D team, supported by ISO 17025-accredited laboratories and state-of-the-art automated facilities, ensure that sustainability commitments are translated into tangible outcomes. Whether through advanced product development or enhanced operational efficiency, we

continue to embed sustainability at the core of our decision-making.

Our CSR initiatives are focused on education, healthcare, skill development, rural development and sports, reaching underserved regions and creating measurable impact. Our approach is aligned with India's broader climate and development goals.

As we step into the future, our focus will remain steadfast to integrate ESG considerations into every aspect of our business strategy, to scale sustainable growth and to create long-term value for our stakeholders. This ESG report is only the beginning of our journey. Together with our employees, partners and communities, we will continue to redefine refrigeration for a more sustainable and resilient future.

We would like to thank our employees, customers, partners, communities, and all our stakeholders for their continued trust and support. As we move forward, we remain committed to building a Western Refrigeration that is not only commercially successful but also environmentally responsible, socially inclusive and globally competitive.

Warm regards,
Parmeet Singh Machre
Executive Director



About Hoshizaki Corporation

Hoshizaki Corporation, a global leader in commercial food and beverage equipment, was founded in 1947 in Nagoya, Japan. We specialise in ice machines, refrigerators, beverage dispensers, and dishwashers, with a strong emphasis on innovation, quality and sustainability. Over the years, we have built a comprehensive global network encompassing manufacturing, R&D, sales, service, and maintenance.

Our products are distributed and supported across North and Central America, South America, Europe, the Middle East, Africa, Oceania, South Asia, as well as East and Southeast Asia, making us one of the most widely recognised brands in the commercial kitchen equipment industry.

In Japan, we maintain a dominant market share through a network of over 430 domestic offices and branches, offering direct sales and prompt maintenance services. Internationally, we continue to expand through strategic acquisitions and partnerships, tailoring our approach to local markets via distributors and affiliates.

WRPL at a Glance



Driven by a commitment to deliver exceptional cooling solutions, we at Western Refrigeration Pvt. Limited (WRPL), have evolved as India's largest player in the Beverage Dispensing and Commercial Refrigeration Equipment industry. Our advanced refrigeration equipment is tailored to the unique demands of diverse sectors, including hospitality and restaurants, retail and supermarkets and the beverage sector. With a relentless focus on research and development, we consistently deliver innovative, reliable and eco-friendly refrigeration solutions. By leveraging advanced technology, deep industry knowledge and a customer-centric philosophy, we have solidified our position as a trusted partner across the globe.



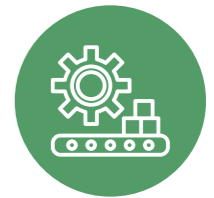
Presence in **45+** countries across the globe



4 Production sites across India



24 Branch Offices across India, providing sales and service support



9,40,778 Units Total Production



988 Employees Engaged



Vision and Mission

Our vision is to become the world's leading commercial refrigeration solution provider. Since our inception, our mission has remained steadfast to be a reliable solution provider to our partners by offering durable, efficient cooling solutions.

CORE VALUES

Optimism

With a positive outlook and a problem-solving approach, we confidently embrace the future, striving for the best outcomes.



Excellence

We are dedicated to consistently delivering products and services of the highest quality, setting industry benchmarks.



Innovation

As thought leaders, we thrive on challenging the status quo, driving change, and continuously improving our products for the betterment of our customers and the environment.



Teamwork

Together, we work in solidarity, pooling out strengths to help our partners and customers achieve their values.



Respect

We value the trust our partners place in us and honour our commitments with respect for all stakeholders, customers, and the environment.



With a legacy spanning over five decades, we at WRPL, stand as India's largest manufacturer of commercial refrigeration equipment. Established in 1972 by Mr. Bhupinder Singh, our journey began with trading and imports of air-conditioning and refrigeration equipment. Over the decades, we have evolved into a trusted industry leader in commercial refrigeration solutions. Headquartered in Mumbai, we operate four state-of-the-art factories across Gujarat and Maharashtra in India, with a production capacity exceeding one

million units per annum—a testament to our scale, expertise, and enduring commitment to excellence.

Our products are tailored to meet the needs of various sectors, including retail and supermarket, hospitality and restaurants, beverage and healthcare.

Our first facility in Shahpur was a trailblazer—India's first to adopt Cyclopentane Insulation (CFC-free) technology to produce Visi-coolers. Building on this momentum, we

diversified into horizontal coolers and freezers in 2001 with the establishment of our second plant in Silvassa. During this phase, we emerged as India's leading Visi-cooler manufacturer.

The year 2014 marked a significant milestone with the launch of our Greenfield facility in Sanjan, Gujarat—now recognised as Southeast Asia's largest refrigeration plant. With a daily production capacity exceeding 1,500 units, it significantly scaled our operational capabilities.

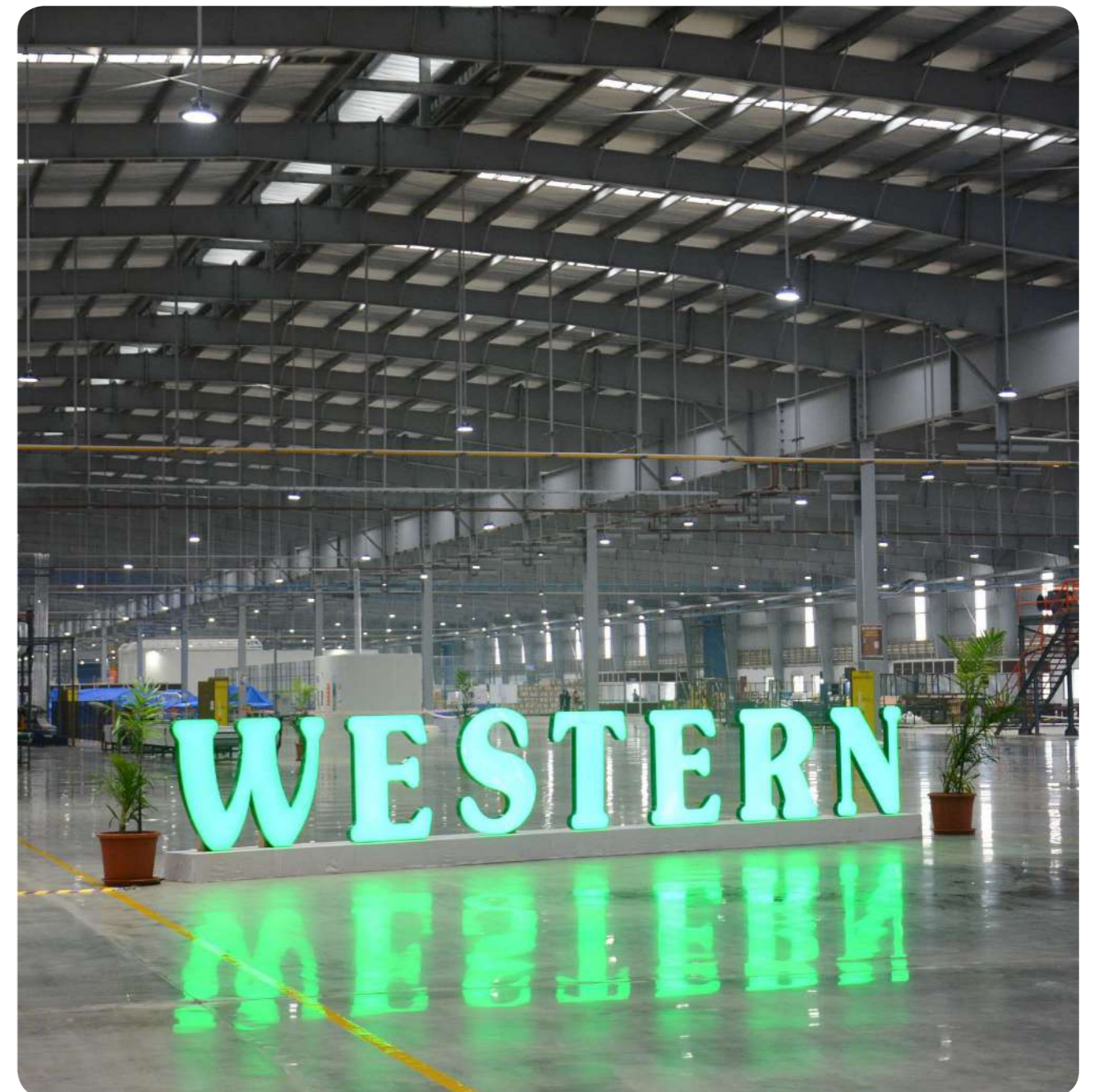
Our growth trajectory accelerated further in 2023 with the commissioning of our fourth plant, a state-of-the-art Greenfield facility in Tadgam, Gujarat.

Our growth trajectory accelerated further in 2023 with the commissioning of our fourth plant, a state-of-the-art Greenfield facility in Tadgam, Gujarat. Spanning 30 acres, this plant added over 540,000 units to our annual manufacturing capacity, bringing our cumulative capacity to an impressive 10,00,000 units per year.

As a proud member of the Hoshizaki Corporation, we serve over 45

countries across Asia, Africa, and Europe. Further, we have a robust network of 24 branch offices across India, providing sales and service support.

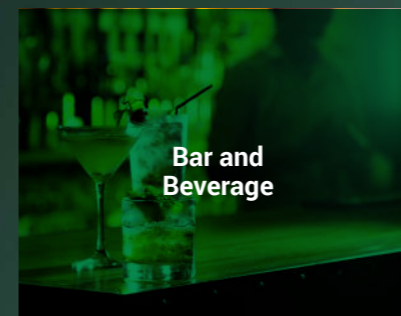
Our commitment to innovation, quality, and sustainability drives us to deliver energy-efficient and environmentally responsible products that meet the evolving needs of our customers and the planet.



Our Operational Footprint

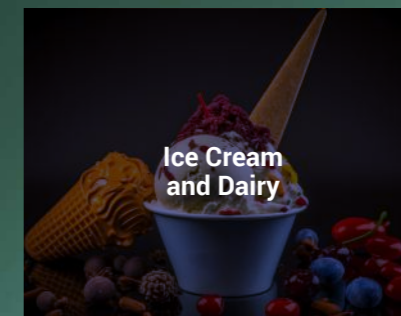


Presence Across Industries



Bar and Beverage

Our bar and beverage solutions include back bar refrigeration, ice-making machines and Visi Coolers. They ensure beverages are perfectly chilled and attractively displayed, enhancing customer satisfaction and boosting business appeal.



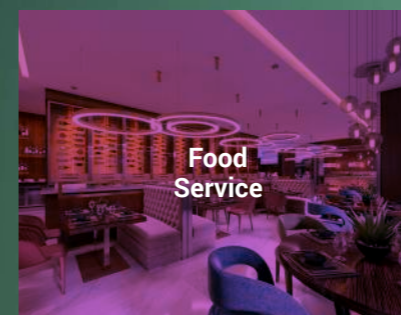
Ice Cream and Dairy

Our deep freezers, vertical freezers and supermarket freezers are designed to preserve ice cream and dairy products at optimal temperatures. Built for both, small shops and large dairy production facilities, they ensure reliable performance, energy efficiency and product freshness.



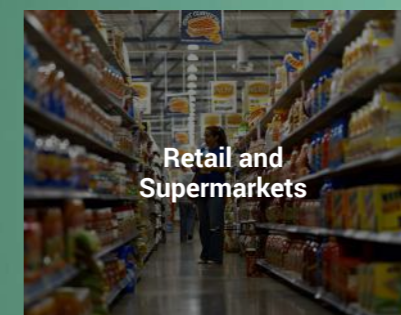
Pharma and Medical Industry

Our vaccine freezers, ice lined refrigerators and pharmaceutical freezers are our specifically designed to meet the stringent storage requirements of medical products. Our units offer precise temperature control and reliable performance for clinics, hospitals and research facilities.



Food Service

Our stainless-steel upright, undercounter, dishwasher, back bar and water cooler units offer durability and seamless integration into food service operations. These products are ideal for commercial kitchens, restaurants, hotels and catering businesses.



Retail and Supermarkets

Our Visi coolers, deep freezers, supermarket freezers and open chillers offer reliability and versatility in retail environments. Our refrigeration solutions enhance visibility, accessibility and product longevity for beverages, frozen foods or perishable items.



Our Business Portfolio

Our Back Bar units are crafted for stylish and efficient beverage storage in hospitality settings, combining sleek aesthetics with reliable cooling performance.

At WRPL, we offer a diverse and specialised range of commercial refrigeration and kitchen equipment, designed to meet the needs of various industries. Our product categories reflect our commitment to innovation, energy efficiency, and sustainability.

Our Back Bar units are crafted for stylish and efficient beverage storage in hospitality settings, combining sleek aesthetics with reliable cooling performance. We manufacture Deep Freezers and Vertical Freezers for high-capacity frozen storage, ideal for retail and industrial applications. Our Visi Coolers offer excellent product visibility and consistent cooling, making them ideal for beverage and dairy displays.

We also provide Food Display Units and Golden Confectionery Cabinets, which enhance product presentation while maintaining freshness that is perfect for bakeries, cafés and patisseries. Our Dishwashers and Glass Washers are engineered for hygiene and efficiency in commercial kitchens.

For ice and water solutions, we offer Ice Machines, Ice Dispensers, and Storage Water Coolers, all designed for performance and reliability. In the healthcare and pharmaceutical sectors, our Medical Refrigeration units ensure precise temperature control for sensitive products. Additionally, we supply Stainless Steel Refrigerators and a comprehensive Supermarket Range, tailored for large-scale retail environments.



Our Journey Towards a Sustainable Future

At WRPL, our sustainability journey began with a deep-rooted belief that responsible business practices are essential for long-term success. As a company specialising in refrigeration and cooling technologies, we recognised early on our environmental and social responsibilities. While our initial focus was on delivering high-quality refrigeration solutions, we soon realised that true innovation must be coupled with environmental stewardship, social accountability and ethical governance. This understanding marked the beginning of our transformative journey.

A key milestone in our journey was the optimisation of energy efficiency across our product portfolio. Through dedicated Research and Development (R&D) efforts, we developed models that consume less electricity and utilise hydrocarbon refrigerants with lower global warming potential (GWP). In parallel, we retrofitted our manufacturing facilities with energy-efficient lighting, installed variable frequency drives (VFDs), and commissioned solar power plants, significantly reducing our operational carbon footprint.

Our portfolio innovations now include WHO-approved vaccine freezers, solar-powered refrigeration systems and CO₂-based cooling technologies – each reflecting our commitment to sustainable design and responsible engineering.

We also implemented a robust waste management system to

segregate and recycle metal scrap, packaging materials and electronic waste (e-waste), ensuring minimal environmental impact. In addition, we implemented water conservation measures across our facilities such as water recycling systems to reduce freshwater consumption and promote sustainable resource use.

Our governance framework is designed to uphold the highest standards of accountability and integrity. To promote responsible sourcing, we have introduced supplier assessments focused on environmental, social and governance (ESG) parameters.

To benchmark our progress and identify areas for continuous improvement, we undertook our EcoVadis Sustainability Assessment, marking a significant step in

formalising our ESG performance and benchmarking our progress.

We are proud to align our sustainability goals with global frameworks such as the Science-Based Targets initiative (SBTi) and the United Nations Sustainable Development Goals (UNSDGs). This alignment ensures that we are not only developing efficient cooling solutions but also contributing meaningfully to a low-carbon, resource-conscious future.

This report reflects our journey so far – and more importantly, the path ahead. We remain committed to building a future that is greener, fairer and more transparent.



ESG Performance Highlights



Carbon reduction targets aligned to SBTi

0.0143
tCO₂e/Unit of Production
Scope 1 & 2 emission intensity

0.000063
ML/unit of Production
Water Intensity

0.007711
MT/Unit of Production
Waste intensity

1 Unit of Production = 1 Product manufactured

ENVIRONMENT



273
New Employee Hires

5.91
Average training hours per employee

Zero
Cases of discrimination and harassment

Zero
LTIFR (Employees)

₹28,885,327
CSR Spend for FY 2023-24

SOCIAL



Zero
Cases of Non-Compliance

Zero
Case of Data Breach

7
New Raw Material Suppliers audited on ESG parameters

100%
New Raw Material suppliers screened on ESG parameters

GOVERNANCE

Membership of Associations



Consumer Electronics and Appliances Manufacturers Association (CEAMA)



Refrigeration and Air-Conditioning Manufacturers Association (RAMA)

Western Journey



Stakeholder Engagement and Materiality Assessment

Stakeholder Engagement

We are determined to drive value for our stakeholders with Empathy, Collaboration and Synergy

Our business operations cover a diverse range of stakeholders across our value chain, each playing an indispensable role in weaving the journey of our business. At WRPL, we acknowledge and uphold the value our stakeholders create in charting our path to success. They play a critical role in shaping our operations, strategy and outcomes. We understand the responsibility to create an equal value for them, understanding their expectations and needs.

Maintaining a healthy dialogue with our stakeholders enables us to deliver our objectives meaningfully and uphold the well-being of the company. Engagement with our stakeholders informs our decision-making process to integrate their concerns, expectations and aspirations. To ensure we are consistently doing so, we follow a holistic approach to stakeholder engagement. We periodically engage with our stakeholders through transparent channels to foster everlasting relationships with them.

We carry out a robust stakeholder engagement exercise periodically to ensure a productive dialogue with our stakeholders. Our operations

impact various stakeholders, including employees, investors, suppliers, regulatory authorities, industry associations, local authorities, customers. Engaging with our stakeholders regularly helps us reduce risk, anticipate issues, prioritise needs, guide decision-making, develop effective and sustainable strategies, build trust, and facilitate collaboration with them.

Our Approach to Stakeholder Identification and Engagement is as follows:

Mapping Stakeholders

As the first step in stakeholder engagement, we begin by mapping all relevant stakeholders. This involves identifying individuals, groups, or organisations that can influence or be influenced by the organisation's activities—ranging from internal stakeholders such as permanent/contractual employees and senior management, to external stakeholders like investors, regulatory authorities, customers, suppliers, communities. Each stakeholder is assessed based on four key attributes: interest, influence, impact, and dependency.




This mapping helps the organisation understand stakeholder dynamics and plan engagement strategies accordingly.





Conducting Engagement Activities

As the next step, we plan and execute stakeholder engagement procedures. This begins with clearly defining the purpose of the engagement to ensure alignment and relevance. An engagement strategy is then developed, outlining the objectives, scope and boundaries, as well as the methods and channels to be used such as surveys, interviews or workshops. The strategy also specifies roles and responsibilities, timelines and required resources. Open communication with stakeholders is essential, including transparency about the purpose of the engagement, how their input will be utilised and any limitations or constraints involved. Finally, all stakeholder feedback is carefully recorded and documented to inform future actions and decision-making.

Response and Decision-making

As the final step in our stakeholder engagement activity, we focus on leveraging stakeholder feedback to create value in operational decision-making. This involves analysing the input received to identify material issues, emerging trends and key concerns. Based on this analysis, we develop action plans that are aligned with the organisation's strategic and sustainability goals. Additionally, we ensure transparency and accountability by reporting the outcomes of stakeholder engagement to both management and the relevant stakeholders.

Stakeholder	Significance	Engagement Platform	Frequency	Stakeholder Expectations	Our Approach
 Employees	<p>Employees play a pivotal role in shaping our operational performance, driving innovation and fostering long-term sustainability. Their expertise, commitment and deep institutional knowledge fuel productivity and service excellence, directly contributing to the achievement of our strategic goals and a positive organisational culture</p>	<ul style="list-style-type: none"> • Emails and website • Townhall meetings • Engagement and well-being programmes • Feedback and grievance redressal mechanism • Events and seminars • Annual general meetings • Workshops and training programmes 	On-going	<ul style="list-style-type: none"> • Training, skill development and career advancement opportunities • Fair wages and equal opportunity • Constructive labour relations and dialogue • Employee well-being • Occupational health and safety practices • Proactive employee engagement • Transparent and consistent communication • Recognition and reward systems that value performance and contribution 	<ul style="list-style-type: none"> • Customised training and awareness programmes to enhance employee skills • Fair and timely payment of wages • Strict adherence to minimum wage laws and fair compensation practices • Employee well-being initiatives • Regular performance appraisals and development reviews • Townhalls and meetings • Robust rewards and recognition system to celebrate achievements
 Investors	<p>Contribute to our financial growth and help shape strategic direction by setting expectations around performance, governance, and sustainability, guiding us toward responsible and value-driven decision-making</p>	<ul style="list-style-type: none"> • Board meetings • Shareholder meeting(s) • Shareholder/ Investors grievance forum • Press releases and newsletters • Website 	Quarterly Need-based	<ul style="list-style-type: none"> • Responsible financial management • Maintain investor trust • Strong commitment to ESG principles and clear disclosures • Consistent operational and financial excellence • Corporate governance • Ethics and integrity 	<ul style="list-style-type: none"> • Communicating financial performance and business strategy through stakeholder meetings • Responding to investor queries in a timely and transparent manner • Providing regular updates on operational and financial performance • Focusing on cost optimisation and developing products that add value • Maintaining strong corporate governance through well-defined structures, policies and practices
 Customers	<p>Instrumental in driving our organisational success, innovation, and growth by directly influencing revenue, shaping brand reputation, and ensuring continued market relevance</p>	<ul style="list-style-type: none"> • Emails and meetings • Phone conversations • Service Centres 	On-going	<ul style="list-style-type: none"> • Reliable and on-time delivery with steady supply chain support • Proactive communication and dedicated after-sales support • Certifications and compliance with environmental and regulatory standards • Customised and innovative solutions 	<ul style="list-style-type: none"> • Promote responsible product design • Manage key accounts to strengthen strategic client relationships • Continuously improve and expand the product portfolio • Ensure consistent product quality and on-time delivery • Provide comprehensive guidelines for the responsible use, handling and disposal of our products • Implement take-back and buy-back programme for the responsible disposal of commercial refrigerator products • Access to the after-sales service centre to resolve customer complaints

Stakeholder	Significance	Engagement Platform	Frequency	Stakeholder Expectations	Our Approach
 Suppliers	<p>Play a strategic role in advancing our sustainability and responsible sourcing objectives by supplying the raw materials, process inputs, equipment and specialised services that underpin our manufacturing and service delivery operations.</p>	<ul style="list-style-type: none"> • Emails and meetings • Onboarding Process • Supplier audits and assessments • Training and capacity building workshops • Grievance redressal mechanism 	As and when required	<ul style="list-style-type: none"> • Fair and transparent procurement practices • Adherence to compliance and regulatory standards • Promote responsible sourcing practices • Training and capacity building 	<ul style="list-style-type: none"> • Supplier Code of Conduct • Transparent selection and onboarding process • Screening and assessment of suppliers on ESG parameters • Training and capacity building support • Provide structured plans to mitigate risks and implement corrective action plans
 Regulatory Bodies	<p>Establish the legislative framework that governs our operations, making proactive engagement essential to navigate industry changes and influence policies that support sustainable and responsible growth</p>	<ul style="list-style-type: none"> • Formal dialogues • Compliance reports • Forums, conferences and seminars • Membership in national and regional committees and trade associations 	On-going Need based	<ul style="list-style-type: none"> • Compliance with applicable laws and regulations • Demonstrate sustainability leadership 	<ul style="list-style-type: none"> • Ensuring compliance with applicable laws and regulations • Proactively take steps to integrate sustainability into operations to prepare and meet changing regulations • Timely tax payment • Aligning with national interests
 Industry Associations	<p>Play a key role in shaping sector-wide standards, promoting best practices, and fostering collaboration across the value chain. Their insights and advocacy help us stay ahead of regulatory developments, drive innovation and contribute to the collective advancement of sustainability and responsible business practices</p>	<ul style="list-style-type: none"> • Formal dialogues • Forums, conferences and seminars • Membership in national and regional committees and trade associations • Collaboration with industry associations to develop policies and regulations 	Ongoing Need-based	<ul style="list-style-type: none"> • Participate in fair and transparent industry-wide procurement standards • Support member compliance with evolving regulatory frameworks • Facilitate training, knowledge sharing and capacity building across member organisations 	<ul style="list-style-type: none"> • Collaborate with members to comply with evolving regulatory frameworks, share knowledge and build capacity
 Local Communities	<p>Communities grant us the social license to operate, and their well-being is closely tied to our long-term sustainability, reputation and operational continuity</p>	<ul style="list-style-type: none"> • Meetings/discussions with local communities • Interactions with NGO partners and Communities • Need assessment • Community development programmes • Site visits • Grievance redressal mechanism • CSR Initiatives 	Ongoing Need-based	<ul style="list-style-type: none"> • Create jobs for local communities • Help skill development • Healthcare and educational support • Health and safety concerns 	<ul style="list-style-type: none"> • Invest in local infrastructure, healthcare, and education • Implement CSR activities • Hire talent from local communities • Commit to responsible and sustainable business practices



Materiality Assessment

As we advance on our journey to embed ESG as a core strategic approach to conducting business, we recognise the critical importance of identifying the most relevant environmental, social and governance (ESG) topics that drive sustainable performance and long-term stakeholder value. A materiality assessment is a key component of this effort, enabling us to focus on the ESG issues that matter most to our stakeholders and to the future success of our organisation.

During the reporting period, we conducted our first-ever materiality assessment, adopting an impact materiality approach. Going forward, we aim to annually review

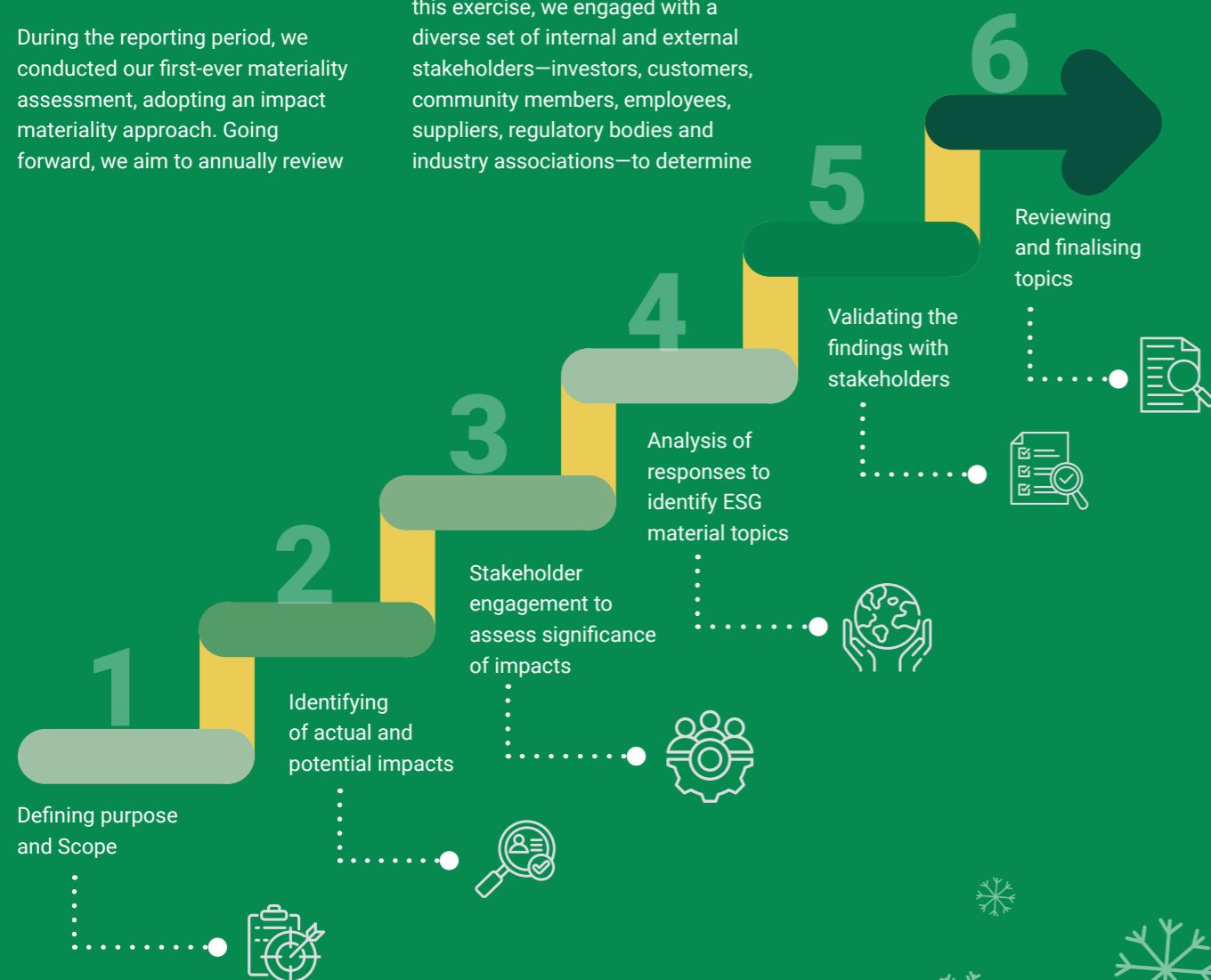
this assessment to ensure it remains aligned with the evolving ESG landscape and our changing business priorities.

To strengthen our sustainability strategy, we initiated a comprehensive impact materiality assessment through a structured stakeholder consultation process. The assessment was carried out in accordance with globally recognised standards, including GRI, AA1000SES and IFC guidelines. As part of this exercise, we engaged with a diverse set of internal and external stakeholders—investors, customers, community members, employees, suppliers, regulatory bodies and industry associations—to determine

our ESG priorities and reinforce our commitment to responsible business practices.

Our Approach to Materiality Assessment

Taking an Impact Materiality path, we devised a six-step process to arrive at our material topics as prioritised by internal and external stakeholders:



Step 1:

Defining Purpose and Scope

To give our materiality assessment the right direction and coverage, we initiated by defining the purpose and scope of our assessment. This involved assessing our key operations, value chain, key associations, products, services and geographic locations to understand significant ESG issues.

Step 2:

Identification of Actual and Potential Impacts

We conducted a comprehensive mapping and analysis of sector-specific and operational aspects aligned with global benchmarks and international standards. This helped identify 28 key ESG impacts categorised as positive/negative, reversible/irreversible, intended/

unintended, and short-/long-term. Each impact was assessed for significance and prioritised based on severity (scale, scope, and irreversibility). The impacts, derived through a dual lens of strategic alignment and operational relevance, were grouped under the environment, social and governance dimensions.

Step 3:

Stakeholder engagement to assess the significance of impacts

To get the input from stakeholders, we created a materiality assessment questionnaire focusing on what matters most to the business and its stakeholders. This questionnaire was shared with a selected group of internal and external stakeholders to ascertain their views on each topic. Around 99 responses were received cumulatively from external and internal stakeholders.

Step 4:

Analysis of responses to identify ESG material topics

The feedback from stakeholders was integrated into our final materiality assessment process. The final calculation process comprised of prioritisation of material topics by stakeholders based on scope, scale, irremediability and likelihood of each topic.

Step 5:

Validating the findings with stakeholders

The findings from the stakeholder engagement and final calculations were shared with the relevant stakeholders and validated by them to move forward.

Step 6:

Review and finalise topics

As the final step, the material topics were reviewed and approved by the Board of Directors.


Material Topics at a Glance







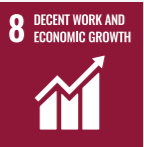



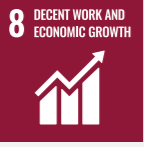
As a result of our materiality assessment, the following topics were identified:

Environment	Social	Governance
Climate Change & Refrigerant Management	Diversity, Equity and Inclusion	Regulatory Compliances
Environmental Management	Human Rights	Information Security Management
Waste Management	Community Relations	Business Ethics
Water Management	Employee Wellbeing	Sustainable Supply Chain Management
Resource Management	Occupational Health and Safety	Resilient Risk Management
Product End-of-Life	Customer Relationship Management through Product Quality & Safety	

Key Material Topics for CY 2024


Material Topic	Associated Impacts	Approach to Mitigation
Environment		
Climate Change and Refrigerant Management GRI 302: Energy GRI 305: Emissions    	<ul style="list-style-type: none"> Increased GHG Emissions due to the use of non-renewable energy usage Release of refrigerants with GWP due to usage of refrigerants in the manufacturing process as well as product usage Adoption of initiatives in processes to reduce GHG emissions and mitigate climate change Improper refrigerant management during manufacturing and product use stages leading to ozone depletion 	<ul style="list-style-type: none"> Increased the share of renewable energy sources like solar or wind to reduce GHG emissions from operations Improved energy efficiency in manufacturing and product design to lower overall energy consumption Committed to GHG reduction targets and report on emission reductions annually
Environmental Management GRI 301: Materials GRI 302: Energy GRI 303: Water and Effluents GRI 304: Biodiversity GRI 305: Emissions GRI 306: Waste GRI 307: Environmental Compliance GRI 308: Supplier Environmental Assessment     	<ul style="list-style-type: none"> Enhanced brand reputation and build customer's trust by fostering environment management practices Pollution (air, water, and waste) resulting from operational activities can negatively impact human health 	<ul style="list-style-type: none"> Developed and implemented an Environmental Management System (EMS) to monitor and improve environmental performance Used eco-friendly refrigerants and materials to reduce environmental impact and regulatory risks Optimised manufacturing processes to minimise energy and water consumption Reduced waste generation through recycling, reuse and responsible disposal practices Conducted regular environmental audits and risk assessments to ensure compliance and identify improvement areas Educated employees on environmental responsibilities and best practices Publicly disclosed environmental performance to build transparency and stakeholder trust

Material Topic	Associated Impacts	Approach to Mitigation
Product End-of-Life Management GRI 301-Materials GRI 306: Waste   	<ul style="list-style-type: none"> Adverse effects on the environment due to improper management at the End-of-life of products 	<ul style="list-style-type: none"> Designed products for easy disassembly and recycling to reduce landfill waste Implemented take-back programmes to collect and responsibly dispose of used refrigeration units Partnered with certified recyclers to ensure safe handling of refrigerants and electronic waste Provided clear end-of-life disposal and recycling instructions to customers
Waste Management GRI 301-Materials GRI 306: Waste    	<ul style="list-style-type: none"> Negative impacts on the environment due to the waste generation from operational activities 	<ul style="list-style-type: none"> Implemented waste segregation and recycling at source Optimised processes to reduce material waste Trained employees on proper waste handling and environmental practices Collaborated with suppliers to minimise packaging and promote eco-friendly materials Monitored waste generation and set reduction targets Ensured full compliance with environmental regulations
Resource Management GRI 301-Materials GRI 306: Waste    	<ul style="list-style-type: none"> Consumption of resource-intensive materials leads to the depletion of resources in the ecosystem 	<ul style="list-style-type: none"> Tracked and monitored material usage by type, weight and volume to identify high-consumption areas Implemented reduction initiatives targeting resource-intensive materials Increased use of recycled and reused materials in production Collaborated with suppliers to source recycled and eco-friendly inputs Substituted conventional materials with bio-based, biodegradable or certified sustainable alternatives Promoted circularity through internal recovery systems and responsible end-of-life practices.

Material Topic	Associated Impacts	Approach to Mitigation
Water Management GRI 303: Water and Effluents     	<ul style="list-style-type: none"> Groundwater withdrawal leads to water scarcity and stress for nearby areas, if withdrawn excessively 	<ul style="list-style-type: none"> Monitored groundwater withdrawal volumes regularly across all facilities Diversified water sourcing by increasing reliance on third-party Installed and operated STPs and ETPs to recycle and reuse wastewater internally Upgraded cooling and cleaning systems to use recycled water instead of fresh groundwater Conducted water risk assessments to identify high-stress zones and guide conservation efforts Implemented water-saving technologies like Zerodor waterless urinals Trained employees on water conservation practices and responsible usage Set targets to reduce water intensity and increase recycled water share in operations
Social		
Employee Well-being GRI 401: Employment  	<ul style="list-style-type: none"> Effective employee engagement and well-being can improve employee relationship and effectiveness 	<ul style="list-style-type: none"> Established employee wellness programmes focusing on physical, mental and emotional health Ensured safe and ergonomic working conditions across all facilities Recognise and reward employee contributions to boost morale and retention
Community Relations GRI 413: Local Communities    	<ul style="list-style-type: none"> Investment in social development to uplift communities through social, environmental and economic benefits 	<ul style="list-style-type: none"> Partnered with NGOs and local bodies to deliver health, nutrition and skill-building programmes Created employment opportunities through local hiring and training programmes Encouraged employee volunteering and CSR participation to strengthen community ties

Material Topic	Associated Impacts	Approach to Mitigation
Customer Satisfaction through product quality and safety GRI 416: Customer Health and Safety GRI 418: Customer Privacy  	<ul style="list-style-type: none"> Enhanced product safety leads to customer trust and increased brand reputation Enhanced product quality leads to increased customer retention and satisfaction 	<ul style="list-style-type: none"> Implemented strict quality control measures throughout the manufacturing process to ensure product reliability Used certified components and materials that meet safety and performance standards Conducted regular product testing and validation to ensure compliance with safety regulations Provided clear user manuals and safety instructions to minimise misuse and enhance customer experience Established a robust after-sales service to resolve product issues quickly Continuously improved product design based on performance data and customer insights
Occupational Health and Safety GRI 403: Occupational Health and Safety  	<ul style="list-style-type: none"> Hazards and accidents at the workplace can lead to injury and health issues 	<ul style="list-style-type: none"> Conducted regular risk assessments to identify and control workplace hazards Provided mandatory safety training and refreshers for all employees and contractors Implemented a robust HSE Management system Monitored employee health through annual medical check-ups and wellness programmes
Diversity, Equity and Inclusion GRI 405: Diversity and Equal Opportunity  	<ul style="list-style-type: none"> A diverse workforce enhances organisational strength and operational effectiveness. 	<ul style="list-style-type: none">

Material Topic	Associated Impacts	Approach to Mitigation
Human Rights GRI 402: Labour/ Management Relations GRI 406: Non-discrimination GRI 407: Freedom of Association and Collective Bargaining GRI 408: Child Labour GRI 409: Forced or Compulsory Labour GRI 410: Security Practices	<ul style="list-style-type: none"> Legal repercussions, reputation loss and potential operational shutdowns due to Human Rights violations 	<ul style="list-style-type: none"> Developed and implemented a Human Rights Policy aligned with international frameworks Conduct initial screening of candidates to prohibit child and forced labour for walk-in candidates during the recruitment process Trained employees and suppliers on human rights awareness and ethical practices Established grievance mechanisms for employees and stakeholders to report violations confidentially
Governance		
Sustainable Supply Chain GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment	<ul style="list-style-type: none"> Disruption in the supply chain can significantly disrupt customers by causing delays, increasing cost and reducing product availability Effective supply chain management can support value chain partners to adapt sustainability practices 	<ul style="list-style-type: none"> Formulated and implemented a Sustainable Procurement Policy to encourage suppliers to adopt sustainable practices and processes Implemented supplier sustainability assessments to ensure alignment with our sustainability journey Engaged suppliers in training and capacity-building for sustainable operations

Material Topic	Associated Impacts	Approach to Mitigation
Regulatory Compliance Disclosure 2-27 Compliance with laws and regulations	<ul style="list-style-type: none"> Adhering to regulatory compliance helps in avoiding legal penalties and ensures the retention of licenses. 	<ul style="list-style-type: none"> Implemented a compliance management system to monitor and ensure adherence across operations Conducted regular internal audits and third-party assessments to identify and address gaps
 		
Resilient Risk Management GRI 2: General Disclosures	<ul style="list-style-type: none"> Resilient Risk Management supports in business performance and fostering a positive reputation and trust of investors and customers 	<ul style="list-style-type: none"> Established an enterprise-wide risk management framework to identify, assess and mitigate key risks Integrated sustainability and ESG risks into the overall risk management strategy
Business Ethics & Integrity GRI 205: Anti-corruption, GRI 2: General Disclosures- 3. Governance, 4. Strategy, policies and practices	<ul style="list-style-type: none"> Fines and reputational damage shall result from cases of corruption and bribery. 	<ul style="list-style-type: none"> Established a formal Code of Conduct outlining ethical standards and anti-corruption policies Conduct regular training on ethics, anti-bribery, and compliance for all employees and partner Implemented whistleblower mechanisms to report unethical behaviour confidentially and safely
   		
Information Security Management RI 418: Customer Privacy	<ul style="list-style-type: none"> Impact on business reputation through regulatory risk due to instances of data breach (customer, employees and suppliers) 	<ul style="list-style-type: none"> Implemented robust cybersecurity protocols to protect sensitive data of customers, employees and suppliers Conducted regular vulnerability assessments and penetration testing to identify and fix security gaps Trained employees on data protection policies and safe digital practices
		

Fostering Trust and Transparency through Good Governance

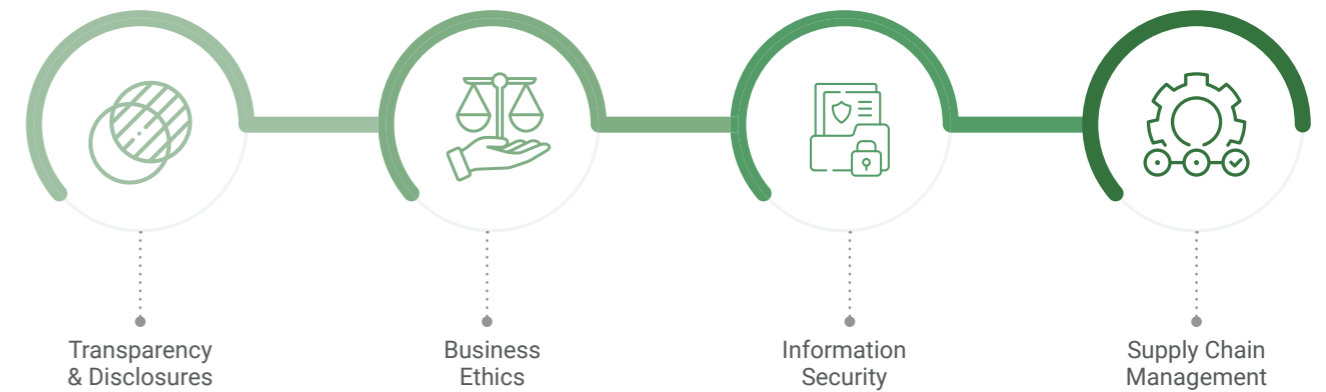
At WRPL, we regard effective corporate governance as the cornerstone of credibility and sustainable value creation for our company and its stakeholders. For over five decades, governance has been embedded in our operations, guided by ethics, integrity, and good faith. A strong ethical foundation is central to our success and reputation. As we navigate a future of evolving opportunities and

challenges, we remain committed to upholding robust governance practices that reinforce trust and resilience.

To ensure governance runs through every aspect of our operations, we have established a well-defined framework that aligns with the highest standards of integrity and ethics. We prioritise the interests of our stakeholders and take full

accountability for maintaining compliance, transparency, and ethical conduct across all dimensions of our business. Our governance practices, supported by our compliance manual, comprehensive policies, and structured internal processes, stand as a testament to our unwavering commitment to honest and responsible governance.

Focus Areas



Key Highlights

<p>Zero instances of non-compliance</p>	<p>Zero cases of anti-bribery & anti-corruption</p>	<p>Zero whistleblowing complaints</p>
<p>Zero incidents of data breaches</p>	<p>100% Targeted suppliers audited for their environmental and social impacts</p>	<p>100% of targeted suppliers signed our Code of Conduct</p>

Alignment to SDGs

<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>
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Corporate Governance



Harmeet Singh
Chairman Managing Director



Parmeet Singh
Executive Director



Akira Kamiya
Director



Tatsuya Sadao Hirano
Director



Norio Hitsuiishi
Director

Composition of the Board of Directors

Our Board of Directors serves as the highest governing authority, entrusted with ensuring transparency, independence, and accountability. The Board plays a pivotal role in strategic oversight, guiding business operations, and upholding the principles of good governance.

Name	Age	Executive/Non-Executive	Position
Harmeet Singh	52	Executive	Chairman Managing Director
Parmeet Singh	51	Executive	Executive Director
Akira Kamiya	59	Non-Executive	Director
Tatsuya Sadao Hirano	54	Non-Executive	Director
Norio Hitsuiishi	53	Non-Executive	Director

As of the reporting period, our Board comprises five members, including three non-executive and two executive directors.

We value diversity and competence within our Board, which brings

together members with varied qualifications, skill sets, experiences, and perspectives across age, gender and background. This diversity ensures balanced and informed decision-making. Our directors possess deep knowledge

of WRPL's business and expertise in areas such as marketing, engineering solutions, operations, finance and general management. Mr. Harmeet Singh currently serves as Chairman of the Board.

Our Board of Directors serves as the highest governing authority, entrusted with ensuring transparency, independence, and accountability. The Board plays a pivotal role in strategic oversight, guiding business operations, and upholding the principles of good governance.

Nomination of the Board

To become a member of the Board, each individual is nominated and selected following a structured process. Mr. Harmeet Singh Machre and Mr. Parmeet Singh Machre are Promoter Directors, and the other three Directors are nominated by our Parent Company M/s. Hoshizaki Corporation.

Our parent company, Hoshizaki Corporation, oversees the nomination process at WRPL. The parent company identifies potential candidates based on set parameters, including professional qualifications and industry experience, understanding of ESG issues and sustainable development, independence and absence of conflicts of interest, diversity and background. The parent company discusses the nomination with key stakeholders, including employee representatives and shareholders and submits the final nominations to the board for approval, which is then ratified by the shareholders at the Annual General Meeting (AGM).

Board Evaluation and Oversight

In line with the provisions of the Companies Act, 2013, the Board undertakes an annual review and evaluation of its own performance, the functioning of its committees, and the contribution of individual Directors. The evaluation process is based on parameters such as the Board's composition, experience and competencies, fulfilment of duties and obligations, contribution during meetings, independent judgement and governance practices.

Feedback is sought from all Directors to assess these parameters objectively. The performance of Independent Directors, where applicable, is evaluated by the entire Board, excluding the Director being assessed. This structured evaluation process ensures accountability, continuous improvement, and alignment with the company's governance objectives.

The board members are trained on the Compliance Manual in line with the Parent Company Compliance

Manual. Additionally, briefings and insights by the ESG Department also contributes to enhancing the knowledge of the board. This commitment to continuous learning supports the board's ability to provide effective oversight and guidance on sustainability-related matters.

Fair Compensation

At WRPL, we believe in fair remuneration as crucial to attract, motivate and retain talented individuals. Our compensation mechanisms are aligned with performance, long-term value creation and responsible business conduct.

Our parent company, Hoshizaki Corporation, is responsible for the remuneration of the Board of Directors. The parent company determines compensation based on market benchmarks, individual performance and strategic contributions to arrive at just compensation levels.

The Executive remuneration consists of a fixed salary based on role and experience, and variable performance-based incentives, which are linked to financial results. In the reporting year, the compensation was determined on the performance metrics, which included revenue growth and profitability. Changes if any, are approved by the Board and transparently communicated to stakeholders.

The Ratio of annual total compensation of the highest paid individual to median annual compensation of all employees for CY 2024 stood at 45.87.

Parameters	CY 2022	CY 2023	CY 2024
Ratio of annual total compensation of the highest paid individual/ Median annual compensation of all Employees.	42.65	44.57	45.87

Board Meetings and Oversight

During the reporting year of CY 2024, seven board meetings were held with specific agenda and business reviews. The average board attendance during the reporting period was around 89%. The Executive Board Directors meets once in the financial year to review and update the ESG strategy, goals and performance as per the report by the ESG Team. They held their annual review of impact management processes, which included performance of sustainability initiatives, progress towards ESG Goals and compliance with regulatory standards. The various committees also held separate meetings on relevant agenda items, business challenges and opportunities, along with the review of action taken by the management on the suggestions made by the committee.

Governance Oversight in Managing ESG Risks and Impacts

At WPRL, we have a structured approach to delegate responsibility for managing economic, environmental and social risks and impacts across all levels of governance and operations. To manage our risks systematically, we follow our 'Risk Register' with a defined array of risks, which is reviewed in all board meetings by our board, followed by appropriate measures. Responsibility for identifying, assessing and managing sustainability-related impacts is delegated from the Board of Directors to the Executive Leadership Team. The Sr VP – Operations, reporting directly to the Executive Director, leads the implementation

of sustainability strategies.

Each business unit is accountable for integrating the planned sustainability considerations into its operational decisions. The ESG Department is responsible for monitoring sustainability-related performance, reporting progress, and escalating critical issues to the Board of Directors. The Board, senior management and the ESG Department meet quarterly to review impact assessments, track progress against sustainability goals and recommend improvement strategies.

Our ESG Report, along with the material topics and methodology, is reviewed and approved by the board of directors, ensuring alignment with regulatory and reporting standards. The ESG Department is responsible for reviewing the scope and methodology of sustainability data collection and reporting along with accurate representation of material topics.

Conflict of Interest

At WRPL, we follow a systematic and robust approach to identify, manage, and mitigate conflicts of interest across all levels of governance and operations. Our 'Compliance Manual' comprises of the 'Anti-bribery and Anti-Corruption Policy' that addresses the matter of 'Conflict of Interest' outlining the types of conflicts that may arise, including financial interests, personal relationships and external affiliations, and provides clear procedures for disclosure and resolution.

Further, all board members are required to submit a declaration of interest annually and to promptly update the declaration in case of any changes throughout the year.

The 'Ethics Committee' reviews any potential conflicts that arise and determines the appropriate action. In the last three years of operations, we have not received any cases of conflict of interest.

Communication of Critical Concerns

At WRPL, we understand the importance of risk management and prompt action. Our Whistleblower Policy outlines how issues related to ethics can be raised at all levels promptly. If a risk from the list outlined in the Compliance Manual occurs, a Risk Information Report is submitted to the HJ Legal Department and all Board Members. The Board of Directors receives regular updates on critical issues through these reports and executive briefings. Four critical concerns were raised with the Board of Directors in the reporting year.

ESG Governance

At WRPL, we embed sustainability across our operations through a robust framework of policies and procedures, supported by clearly defined responsibilities at all levels and functions. To operationalise our ESG strategy, we conduct regular performance-based analyses of sustainability risks and opportunities. Our Board of Directors and executive leadership team actively drive ESG initiatives while monitoring progress and performance. Board oversight plays a critical role in reviewing ESG-related KPIs, shaping policies, addressing emerging issues and providing guidance to the ESG Department.



Mr. Mohit Goel
Senior Vice President - Operations



As we continue delivering reliable and efficient refrigeration solutions, sustainability has become a core part of how we think and operate. It is at the intersection of our daily operations and our long term vision for responsible progress. We are not merely improving performance; we are redefining what responsible innovation should look like for our industry and the communities we serve. Our inaugural sustainability report reflects our commitment to energy-efficient technologies, reduced environmental impact and a future in which cooling solutions actively contribute to a cooler, more sustainable planet. Together, we now have the opportunity and the responsibility to accelerate this journey and shape the standards that will define our industry for years to come.



Ms. Vrushali Mokashi
Senior Vice President -Accounts & Finance



Sustainability now plays a decisive role in shaping the strategic and financial choices that define our future trajectory. By integrating sustainability principles into our financial thinking, we ensure that every decision supports both operational resilience and future ready growth. This approach helps us manage risk more intelligently, allocate capital more responsibly and strengthen the trust our stakeholders place in us. As we move forward, we remain committed to rigorous financial management that delivers performance while also contributing to a more sustainable and stable future.



Mr. Paresh Patel
Senior Vice President - PDC



Innovation is at the core of our commitment to advancing sustainable refrigeration technologies. We continue to invest in solutions that reduce environmental impact, improve energy efficiency, and accelerate the transition to low-global-warming-potential (GWP) refrigerants. Equally important is our investment in our people, whose expertise and dedication drive this progress forward. We encourage our teams and partners to uphold the highest standards of scientific rigour and technical excellence, while embracing forward-thinking ideas that strengthen our innovation agenda to make a meaningful contribution to a more sustainable and responsible future for our industry.



Business Ethics

At WRPL, upholding a strong ethical foundation is core to our success. To guide our business ethics, we have a business ethics policy in place, outlining core policies and procedures. These policies and procedures help maintain trust with our internal and external

stakeholders, including employees, shareholders, business partners and communities. These guidelines provide a framework within which we make decisions and operate, helping us comply with laws and maintain trust with our stakeholders.

To strengthen our governance, we have in place a set of policies driven by the Compliance Manual that represent our values and missions and guide members throughout WRPL to act in integrity and faith. Our policies include:



To ensure that all our employees are aware of the company policies and regulations to act with integrity, they are provided with regular training sessions on business ethics, compliance manual, whistleblower protocols and anti-corruption and anti-bribery measures. In the last four years, 100% of our employees have gone through training on the compliance manual, covering all our policies related to business ethics, every year. Through this culture of awareness and transparency, we help employees navigate ethical dilemmas and report any suspected violations through proper channels.

Employees are also given an overview and copy of the Compliance Manual at the time of onboarding along with an annual training on the same. The manual includes vital policies on business ethics and integrity, anti-corruption and anti-bribery practices and the Code of Conduct, ensuring employees understand and uphold these principles in every aspect of their role. In the past three years, i.e., CY 2022, CY 2023 and CY 2024, we did not receive any cases related to business ethics, including corruption and bribery, anti-competitive behaviour, money laundering and conflicts of interest.

Our Stance on Anti-Bribery and Anti-Corruption

Our Anti-Bribery and Anti-Corruption policy defines our non-tolerant approach towards any kind of corruption and bribery for our operations, as well as our value chain. Our Supplier Code of Conduct clearly states our zero tolerance for any illegal payments, gifts, bribes, donations, or other improper advantages intended to secure unethical favours for the business.

All employees are duly trained on all our anti-corruption and anti-bribery

measures and regulations to act with integrity in their dealings. We conduct an annual audit of our financial statements to ensure accuracy and compliance to our business ethics policies, including anti-corruption and bribery, and transparency. This process helps us maintain trust with stakeholders, ensuring we meet all regulatory requirements. The audit also provides valuable insights into our financial health and operations, allowing us to make informed decisions for future growth.

As per our Sensitive Transactions Policy, we make judgments about the appropriateness of sensitive transactions, staff should consider whether:

- Transaction aligns with the purpose, character and business interests of WRPL.
- Transaction could be justified to a stakeholder (e.g., a donor or a bishop)
- Publicity about the transaction could harm the reputation of Western
- Transaction could be seen to create a conflict of interest or future obligation.

Other measures include keeping sensitive expenditures moderate and appropriately authorised and documented, refraining from soliciting gifts and hospitality.



Political Contributions

During the reporting period, we did not make any contributions to any political campaigns or political organisations.

Whistle Blower Mechanism

To ensure that any violation of ethics or company policies is promptly flagged, we have implemented a robust internal whistleblowing system accessible to Board members, officers and employees.

This mechanism empowers individuals at all levels to report concerns safely and confidentially.

All employees and Board members undergo mandatory training on the whistleblowing process to ensure risks are identified early and addressed effectively, minimising potential losses. At WRPL, if any member identifies actual or potential legal violations, misconduct, or incidents of corruption, they are

required to immediately report such events through the designated helpline.

We are proud to report that no cases have been received through the whistleblower mechanism in the past three calendar years. This policy remains a cornerstone of our governance framework, enabling members to raise concerns on ethical and governance-related issues without fear of retaliation.



Safeguarding Data and Information Integrity

At WRPL, information security is defined as the preservation of access authority, proper data maintenance, and secure utilisation of all information assets, regardless of the recording medium or format. Our Compliance Manual provides essential guidance to prevent information security breaches. Additionally, our parent company issues company-wide IT control guidelines, which include governance procedures and internal auditing of IT control systems.

The Compliance Manual instructs employees on managing business-related information and specifies actions to take if a breach occurs. It also includes a formalised retention schedule detailing the required retention period for each document type across departments. This ensures legal compliance, enhances security, mitigates risks, and fosters a strong security culture.

We conduct annual information security training as part of compliance manual training, and all new employees receive onboarding training on the manual. Recognising that poor management of sensitive information can harm the Company's reputation and value, we require non-disclosure agreements (NDAs) with all suppliers and clients to prevent third-party information security

incidents. To proactively address risks, we perform internal hazard identification and risk assessments across operations to detect potential or actual threats and implement preventive measures. We enforce strict controls to restrict physical and digital access to customer or client data by unauthorised employees or third parties. Key measures include anti-virus software, regular updates of login IDs and passwords, and physical workplace controls. Access to the server room is strictly limited to authorised personnel.

Our internal whistleblowing system complements these measures by allowing WRPL members to report observed or anticipated breaches immediately via the Help Line. These comprehensive efforts have ensured that we had zero incidents of information security breaches in the past three years.



Fostering a Resilient Supply Chain

As we navigate an increasingly complex and dynamic business environment, we remain committed to fostering partnerships that are resilient, transparent, and grounded in ethical principles. At WRPL, we recognise that the strength of our operations and our ability to deliver on our promises depend on the integrity and sustainability of our supply chain.

In response to evolving global sustainability challenges, we are embedding responsible sourcing and procurement practices into the core of our ESG strategy. Our approach emphasises collaboration, innovation, and accountability, ensuring that every decision we make contributes to long-term value creation for all stakeholders.

We are actively engaging with suppliers to promote transparency, build capacity, and drive continuous improvement. Through initiatives such as collaborative projects, capability-building programs and rigorous sustainability assessments, we aim to create a supply network that is not only efficient but also aligned with our vision for a greener, more inclusive future.

By working closely with our partners, we are building a supply chain that reflects our commitment to ethical practices, resilience, and shared

progress, laying the foundation for sustainable growth in the years ahead.

Our Supplier Network

Our supplier ecosystem is integral to supporting our diverse operational requirements. In CY 2024, we worked with 25 Tier-1 suppliers, reflecting the scale and complexity of our value chain. During this period, our total procurement spend stood at ₹1392 Crore, underscoring the importance of strategic sourcing in our business model.

Spend on Suppliers by Region

Parameter	Procurement Spend (₹ Crore)	% of Spend
India	1,077.25	77%
International	314.76	23%



Sustainable Procurement Policy and our Supplier Code of Conduct

In our journey of integrating sustainability practices throughout our operations, we are committed to involving our suppliers to ensure a holistic approach. To achieve our goals and ensure ethical conduct, it is empirical that our suppliers share our values and vision and raise the sustainability standards in our supply chain ethically. The Supplier Code

of Conduct has been developed as an extension of our values and applies to all our suppliers and their personnel.

We expect our suppliers to adhere to all applicable laws and regulations along with the Supplier Code of Conduct. The Supplier Code of Conduct & Procurement policy

clearly states our expectations concerning ethics, business integrity, human rights, health and safety, environment, local community and quality of products and operations. The Sustainable Procurement Policy and our Supplier Code of Conduct covers the following aspects to ensure that we manage our supply chain impacts effectively:



Management Systems

We expect our suppliers to adopt robust and recognised management systems that enable continuous improvement in sustainability performance. This includes establishing clear governance structures, defining roles and responsibilities, and implementing policies that address environmental, social and ethical considerations. Suppliers should conduct regular risk assessments to identify potential compliance gaps and develop mitigation strategies. Additionally, measurable goals and performance indicators should be set to track progress, supported by documented processes and internal audits. A strong management system ensures accountability, transparency and resilience across the supply chain.



Implementation and Compliance




Compliance with our Supplier Code of Conduct is a critical requirement for all business partners. We monitor adherence through a combination of self-assessment questionnaires, periodic audits, and open dialogue with suppliers. Where gaps are identified, suppliers are expected to implement corrective actions within a defined timeframe. Persistent non-compliance or failure to cooperate may result in escalation measures, including suspension or termination of business relationships. This approach reinforces our commitment to ethical sourcing and ensures that sustainability principles are embedded throughout procurement practices.



Monitoring and Reporting

We require suppliers to extend these standards across their own supply chains, creating a cascading effect of responsible practices. To verify compliance, we may conduct on-site audits, third-party assessments, and employee interviews, ensuring transparency and accuracy in reporting. Suppliers must maintain complete and accurate documentation to demonstrate compliance when requested. Any concerns or violations can be reported confidentially through our grievance mechanism, and we guarantee impartial investigation and protection against retaliation. This monitoring framework fosters trust, accountability, and continuous improvement in supplier relationships.

Figure: Core Elements of our Supplier Code of Conduct

Environment 	Social 	Governance 
Carbon Emissions & Water Usage	Forced & Child Labor	Conflict of Interest
Hazardous & Toxic Material & Substances	Discrimination & Harassment	Bribery, Corruption, Gifts & Donations
Reduce & Reuse Materials	Compensation & Working Hours	Confidentiality
Efficient Systems & Process	Freedom of Association & Collective Bargaining	Anti-competitive & Restrictive Trade Practices
Local Community Engagement	Health & Safety	Fair Dealing with Vendors/Suppliers
		Business & Financial Records

Our goal is to ensure that 100% of our suppliers comply with WRPL's Supplier Code of Conduct and maintain robust environmental management systems. This commitment is supported by risk assessments, policy implementation, a clearly defined governance structure, relevant training and guidance, measurable goals, and effective control systems, which are the foundation for successful implementation of the Supplier Code.

As of the reporting year, all our suppliers have signed the Supplier Code of Conduct and have contracts in place that include clauses on environmental, labour, and human rights requirements.

Parameters	CY 2022		CY 2023		CY 2024	
	Number	% of target	Number	% of target	Number	% of target
Suppliers who have signed the Supplier Code of Conduct*	43	100	30	100	7	100
Targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirement*	43	100	30	100	7	100

Note: *The above-mentioned table includes the numbers of new suppliers who were targeted during the Calendar Year.

We follow an integrated approach to supplier engagement, which is designed to embed environmental, social and governance principles at every stage of the relationship, from onboarding to ongoing development.

Our Approach to Strengthening Supply Chain Sustainability

At WRPL, we recognise that a sustainable supply chain begins with responsible partnerships. We follow an integrated approach to supplier engagement, which is designed to embed environmental, social and governance principles at every stage of the relationship, from onboarding to ongoing development.

Our process starts with comprehensive risk assessments and legal due diligence during vendor onboarding to ensure suppliers meet

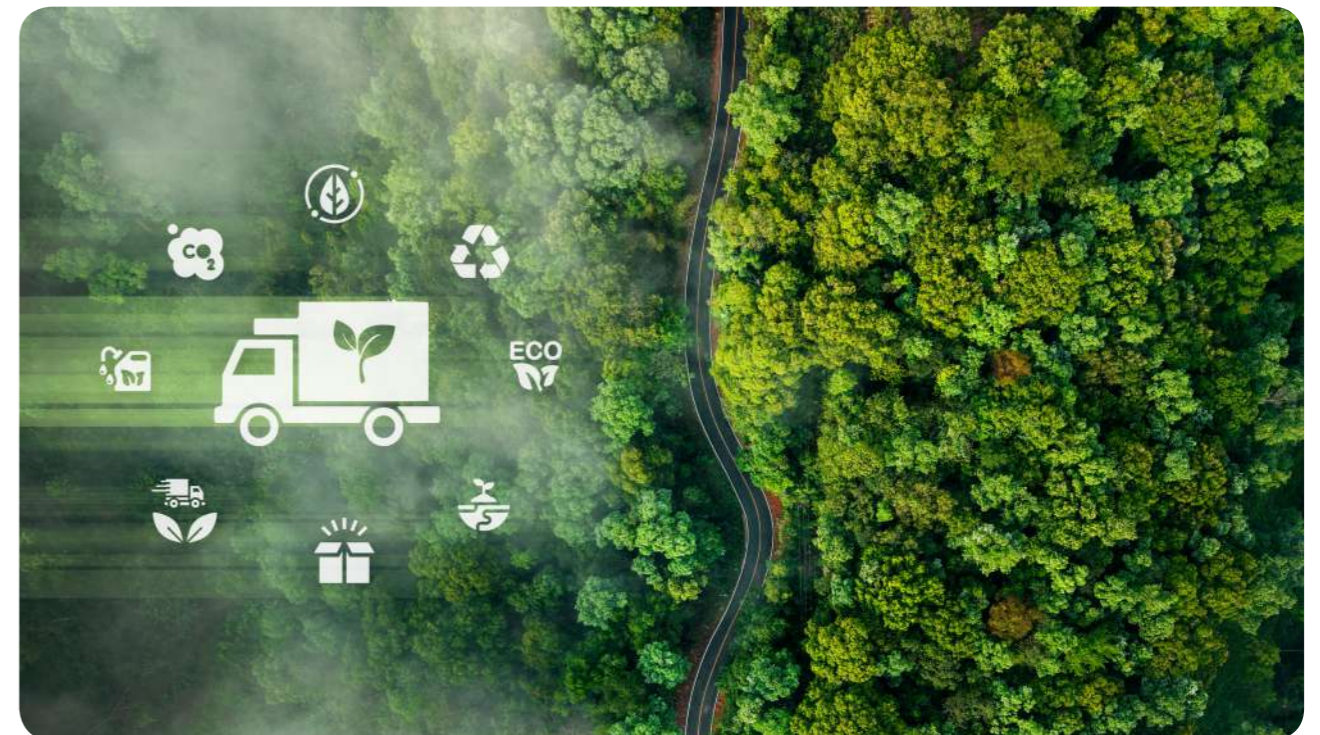
regulatory requirements and align with our sustainability objectives. Procurement contracts include mandatory ESG clauses, setting clear expectations for ethical practices, environmental stewardship, and social responsibility.

Beyond onboarding, we implement a structured supplier assessment framework that evaluates performance against ESG benchmarks. This includes periodic audits, self-assessment questionnaires, and

collaborative improvement plans. By identifying potential risks early and working closely with suppliers, we aim to build resilience and transparency across our value chain.

To support continuous improvement, we invest in training and capacity-building programs for both suppliers and internal teams. These initiatives focus on sustainability best practices, regulatory updates, and risk mitigation strategies, ensuring that all stakeholders are equipped to uphold our ESG commitments.

Our Executive Management plays a pivotal role in ensuring supplier ESG programmes are effectively implemented and aligned with organisational objectives. This oversight includes regular reviews of supplier performance, monitoring compliance with ESG requirements, and evaluating progress against defined sustainability targets. To strengthen alignment, we continuously assess and refine our purchasing practices to eliminate any potential conflicts with our ESG strategy.



The supplier onboarding process begins with a thorough review by the Vendor Development, Purchase, Product Development Centre (PDC), and Quality Assessment team.

Supplier Onboarding and Screening

The supplier onboarding process begins with a thorough review by the Vendor Development, Purchase, Product Development Centre (PDC), and Quality Assessment team. Based on the techno-commercial details, a decision is made on whether to conduct an on-site assessment. If a visit is scheduled, the Vendor Development team informs the vendor and visits the premises along with the Sustainable Procurement Audit Team, which includes members from QC/PDC, EHS/ESG, and Vendor Development.

This team evaluates the vendor across categories such as environment, social and governance (including labour, health and safety, transport, and compliance), economy, and quality. Following the assessment, a vendor visit report

is prepared, and a decision is taken regarding vendor finalisation for future development.

All new and existing suppliers must complete a self-assessment questionnaire on risk assessment, covering the above categories. Additionally, we have introduced a supplementary questionnaire focused on environmental performance to assess suppliers' ESG maturity. These questionnaires include aspects such as sustainability reporting, GHG emissions, environmental targets, eco-friendly materials and packaging, energy and water conservation practices, regulatory compliance and waste disposal management.

During CY 2024, we screened 7 new raw material suppliers using environmental and social criteria.

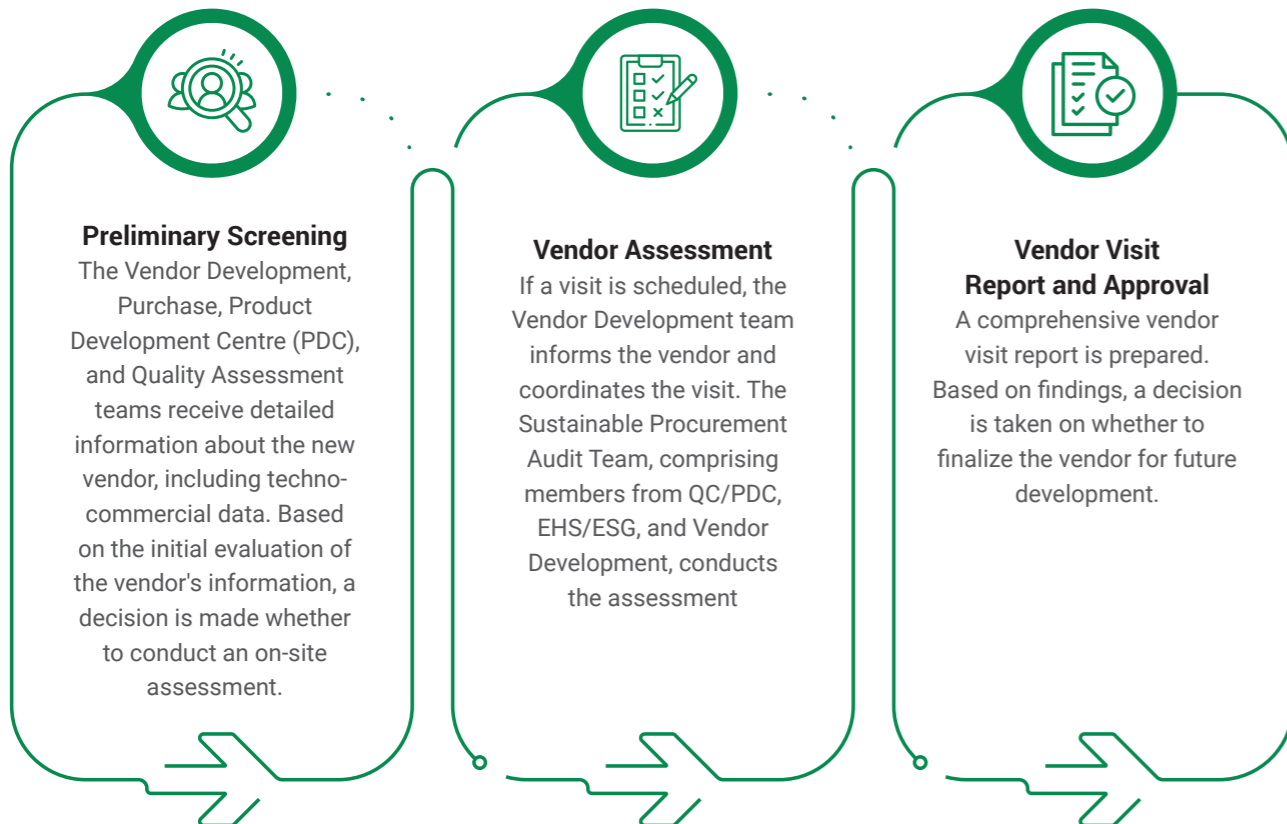
Supplier Assessment and Development

Starting CY 2022, we began conducting sustainable procurement audits for both new and existing suppliers, prioritising those critical to business operations. Audits are planned in a phase-wise approach and conducted annually by cross-functional teams comprising employees from Supply Chain, Quality, and EHS

departments, all trained by external experts on sustainability and legal environmental requirements.

The audits cover topics such as environment, labour and human rights, health and safety, quality, and economic performance. Post-assessment, suppliers are categorised as high, medium, or low

risk based on their scores. Corrective action plans are then developed, and suppliers receive on-site training on sustainable procurement, legal environmental requirements, and health and safety standards. Our goal is to assess 70% of critical suppliers by CY 2025 and 100% by CY 2026 on environmental and social aspects.



Parameters	CY 2022		CY 2023		CY 2024	
	Number	% of target	Number	% of target	Number	% of target
Targeted suppliers covered by an assessment of their environmental and/or social practices	21	100	52	87	7	100
Targeted suppliers covered by an on-site audit of their environmental and/or social practices	21	100	52	87	7	100
The company's procurement staff (buyers) who received training on sustainable procurement	11	100	41	100%	58	100
Audited/assessed suppliers that are engaged in corrective actions on environmental or social issues	20	95%	51	98%	5	71

Note: *We started assessing suppliers for sustainable procurement from CY 2022.

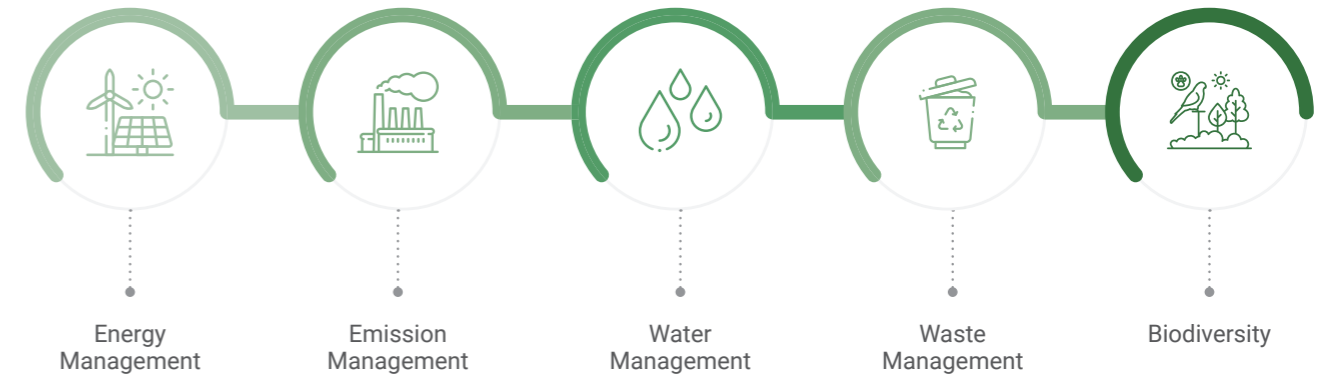
Driving Environmental Stewardship

At WRPL, our commitment to environmental sustainability is guided by strong values and accountable leadership. In CY 2024, we made notable progress across key areas, expanding our use of renewable energy, cutting emissions, conserving water and improving waste management.

Our leadership ensured that sustainability goals were integrated into core business decisions, supported by clear targets and transparent reporting. From installing solar panels and water reuse systems to implementing zero-landfill practices and eco-friendly product designs, each

initiative reflected our dedication to long-term environmental and economic value. By aligning with global frameworks such as the Science Based Targets initiative (SBTi) and actively involving employees at all levels, we continue to deliver sustainable outcomes while shaping a greener future.

Focus Areas



Key Highlights

Committed to establishing science-based targets aligned with the SBTi	Energy Intensity 0.10 GJ/unit of production	10.78% energy consumption from renewable sources
100% of targeted WEEE Collection and Disposal	7,113.88 MT waste diverted from disposal	

Alignment to SDGs

6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	15 LIFE ON LAND
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Environmental Management

Our products are designed to be energy-efficient, Restriction of Hazardous Substances (ROHS)-compliant and based on low global warming potential technologies.

At WRPL, environmental responsibility is a core part of our operational and strategic focus. We are committed to minimising our environmental impact through targeted actions in energy efficiency, emissions reduction, water conservation, waste management and sustainable product design. Our approach integrates clean technologies, resource optimisation and continuous improvement to ensure our operations contribute positively to both business performance and environmental well-being.

Our Environmental Policy reflects a strong commitment to integrating sustainability into every aspect of our operations. We prioritise responsible material usage by opting for low-wastage, eco-friendly inputs and encourage suppliers to follow sustainable practices. Our products are designed to be energy-efficient, Restriction of Hazardous Substances (ROHS)-compliant and based on low global warming

potential technologies. We actively promote the correct disposal and recycling of our products, ensuring minimal environmental impact throughout their lifecycle. Energy efficiency is a key focus area, and we continue to invest in energy-efficient technologies and raise awareness among employees, customers and suppliers to encourage sustainable practices.

Our water management practices include consumption tracking, leak detection, chemical treatment and reuse for green landscaping. We also ensure compliance with air emission standards and implement control equipment to reduce pollutants. Waste management is handled through authorised vendors, with strict protocols for hazardous and non-hazardous waste disposal. Beyond operational sustainability, WRPL engages in community-based environmental initiatives such as tree plantation in alignment with India's CSR regulations.



Climate Action

We strengthened our commitment to climate action by enhancing governance, refining strategy and building operational resilience in response to climate-related risks and opportunities.

Climate Governance and Strategic Oversight

We strengthened our commitment to climate action by enhancing governance, refining strategy and building operational resilience in response to climate-related risks and opportunities. Our approach is guided by scientific principles, stakeholder expectations and our long-term vision for a low-carbon future.

We have established clear climate governance structures with oversight embedded at the highest levels of our organisation. Our board and senior leadership are actively involved

in reviewing climate-related risks and opportunities, while our ESG Department works cross-functionally to integrate climate considerations into business decisions.

Climate Strategy: Mitigation, Adaptation and Risk Management

Our climate strategy focused on both mitigation and adaptation. We invested in energy-efficient technologies, renewable energy utilisation and process optimisation to reduce our carbon footprint. At the same time, we assessed physical and transitional risks to ensure

our operations remained resilient under changing climate conditions. Our strategy was guided by our commitment to the Science-based Targets initiative (SBTi).

Climate Targets, Scenario Analysis and Carbon Management

At WRPL, we formalised our climate-related targets, including our commitment to achieving net-zero emissions across Scope 1 and 2 by 2050. We also began mapping our Scope 3 emissions to identify reduction levers across our value chain. These targets are science-informed and aligned with global climate goals.

To test the robustness of our strategy, we initiated scenario analysis and stress testing exercises, including modelling outcomes under different global warming pathways such as a 1.5°C scenario. The results helped us refine our targets and prioritise investments in climate resilience.



Energy Management

At WRPL, energy management is a strategic priority that reflects our commitment to sustainable growth. In CY 2024, we built on the foundation laid in previous years by focusing on improving energy efficiency, expanding renewable energy capacity and reducing our dependence on fossil fuels.

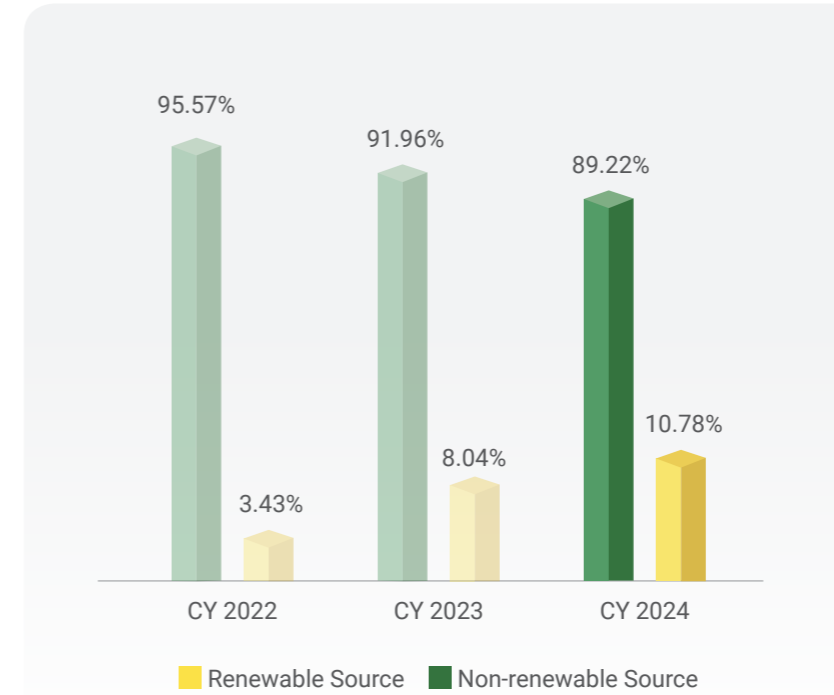
Electricity is a major source of our energy, obtained from a mix of renewable and non-renewable grids. In addition, we rely on fuels such as diesel and petrol for backup power and logistics, while the Liquefied Petroleum Gas (LPG) and Piped Natural Gas (PNG) are used in specific processes to ensure operational continuity. Acetylene

is also utilised for specialised applications. While these sources currently form the backbone of our energy supply, we are committed to progressively reducing our dependence on non-renewable fuels and increasing the share of clean energy in our portfolio.

Energy Consumption (GJ)

Parameter	CY 2022	CY 2023	CY 2024
From renewable source			
Total electricity consumption	2,584	7,223	10,291
Total fuel consumption	-	-	-
Emission consumption through other sources	-	-	-
Energy consumption from renewable sources	2,584	7,223	10,291
From non-renewable sources			
Total electricity consumption	43,484	50,791	53,979
Total fuel consumption	29,347	31,306	30,723
Energy consumption through other sources	-	555	479
Energy consumption from non-renewable sources	72,831	82,652	85,181
Total energy consumption	75,415	89,875	95,472

Parameter	Unit	CY 2022	CY 2023	CY 2024
Energy intensity	GJ/Unit of Production	0.123	0.117	0.101



We made significant progress in integrating renewable energy into our operations. At our Sanjan plant, in addition to our 998 kW rooftop solar installation, an additional rooftop solar of 182 kW is currently under installation. This complements the 1,200 kW solar setup at our Tadgam plant, helping us increase the share of renewable energy in our total consumption. In CY 2024, renewable electricity accounted for 16% of our total electricity consumption.

Energy Efficiency

Energy efficiency remains a key focus across all our facilities. We continued replacing conventional lighting with LED fixtures, adopted 5-star rated appliances and maintained the use of electric forklifts and solar water heaters, all contributing to reduced energy consumption and improved operational performance. The use of electric forklifts has helped us reduce energy usage by 5%.

At our Sanjan plant, in addition to our 998 kW rooftop solar installation, an additional rooftop solar of 182 kW is currently under installation.

We also extended energy monitoring systems to branch offices, along with our plants and corporate offices. This enabled us to monitor both renewable and non-renewable energy use and calculate our energy intensity more effectively, supporting data-driven decisions and continuous improvement.



Emission Management

Emission management remains a key part of our environmental strategy, and we see it as both a responsibility and an opportunity to innovate and improve. In CY 2024, we continued to take purposeful steps to manage and reduce greenhouse gas emissions across all scopes. We focused on improving operational efficiency, increasing the use of clean energy, and enhancing

transparency in how we measure and report emissions.

Scope 1 and Scope 2 Emissions

Scope 1 covers direct emissions from sources we own or control, including stationary combustion (such as diesel generators and LPG/PNG-based equipment), mobile

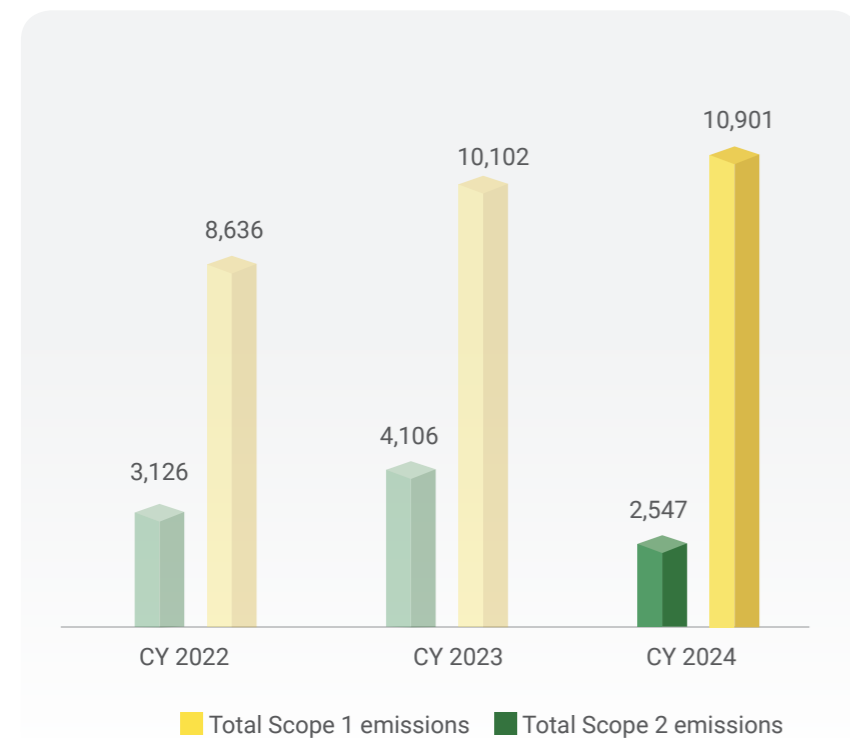
combustion (fuel used in company vehicles) and fugitive emissions from refrigerants and other gases. Scope 2 accounts for indirect emissions from purchased electricity (renewable or non-renewable) sources. This classification helps us accurately measure our carbon footprint and implement targeted strategies to reduce emissions across all categories.

Scope 1 and Scope 2 Emissions (tCO₂e)

Parameter	CY 2022	CY 2023	CY 2024
Scope 1 emissions	3,126	4,106	2,547
Scope 2 (location-based) emissions	8,636	10,102	10,901
Scope 2 (market-based) emissions	NA	10,102	10,901

Parameter	Unit	CY 2022	CY 2023	CY 2024
Emissions intensity (Scope 1 + 2)	tCO ₂ e/Production	0.0191	0.0184	0.0143

Total Emission (Scope 1 and scope 2)



We calculate Scope 1 and Scope 2 greenhouse gas (GHG) emissions for all plants, offices, and branches, covering 100% of its operations. CY 2023 has been adopted as the base year for emissions reporting, serving as the reference point for tracking year-on-year changes in Scope 1 and Scope 2 emissions.

Scope 1 emissions include direct GHG emissions from the combustion of fuels such as diesel, petrol, LPG and PNG, as well as refrigerant leakage from air-conditioning systems. The company's operations emit only carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O). Emissions were quantified using activity data (e.g., fuel consumption and refrigerant usage) multiplied by emission factors

sourced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) and the GHG Protocol.

Scope 2 emissions represent indirect GHG emissions from purchased electricity consumed across all facilities. Emission factors for purchased electricity were sourced from the Central Electricity Authority (CEA), a statutory body under the Ministry of Power, Government of India. Both location-based and, where applicable, market-based approaches are considered in line with international best practice.

sites. This helps us better understand our environmental impact and identify areas for improvement. We continue to empower employees through training and awareness initiatives, fostering a company-wide commitment to reducing emissions.

We have increased our renewable energy consumption and expanded the use of hydrocarbon (HC) refrigerants to replace hydrofluorocarbon (HFC) refrigerants during the reporting year. With this, hydrocarbon refrigerants now add up to 98.5% of all the refrigerants. These measures have contributed to a reduction in emissions.

initiatives reflect our ongoing efforts to integrate sustainable practices and innovative solutions into our operations.

Our emissions strategy remains focused on reducing direct emissions and managing the broader impact of our products. We are actively working to reduce emissions from fuel and electricity use, while also assessing indirect emissions linked to product usage. These efforts align with our broader climate strategy, guided by our commitment to the Science Based Targets initiative (SBTi), which supports both environmental stewardship and business growth.

Scope 3 Emissions

We prepare our GHG inventory in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and the GHG Protocol Scope 3 Standard for value chain emissions. We determine the 11 applicable Scope 3 categories relevant to its operations, namely: Purchased goods and services, Capital goods, Fuel- and energy-related activities (not included in Scope 1 or 2), Upstream transportation and distribution, Waste generated in operations, Business travel, Employee commuting, Upstream leased assets, Downstream transportation and distribution, Processing of sold products, Use of sold products and End-of-life treatment of sold products are applicable to our operations.

Emissions are quantified using guidance from the GHG Protocol Scope 3 Standard and recognised emission factor sources, including the UK Government GHG Conversion Factors (2024) for fuels, electricity, business travel, freight, and materials and US EEIO/other Environmentally Extended Input-Output (EEIO) datasets for spend-based screening of purchased goods and services.

We have increased our renewable energy consumption and expanded the use of hydrocarbon (HC) refrigerants to replace hydrofluorocarbon (HFC) refrigerants during the reporting year.

Our Initiatives to Reduce Scope 1 And 2 Emissions

Our direct emissions, primarily from fuel use and industrial processes, remained a key focus area. To reduce Scope 1 emissions, we continued using electric forklifts, solar water heaters and energy-efficient equipment across our facilities. These efforts have helped reduce our reliance on piped natural gas, a significant source of Scope 1 emissions. We also expanded solar energy capacity at our Sanjan plant, supporting our transition from grid electricity and helping to lower Scope 2 emissions.

We have strengthened our internal systems to monitor emissions more accurately and expanded our reporting to cover more operational

As part of our initiatives, we have introduced eight electric forklifts at our manufacturing sites as an important step in reducing our dependence on fossil fuels such as diesel and petrol, and in turn, lowering our Scope 1 greenhouse gas (GHG) emissions. Alongside this, we have invested in a range of energy-efficient technologies, including thermal solar water heaters and rooftop solar power plants, all aimed at cutting fuel and electricity consumption and further reducing our Scope 1 and Scope 2 emissions. To enhance energy efficiency across our operations, we have also adopted a variety of energy-saving products and services, such as 5-star rated air conditioners, high-efficiency fans, LED lamps, and panel lights. These

All global warming potential (GWP) values are based on the latest IPCC guidelines, applied consistently across the inventory.

In addition to measuring and reporting, we actively implement

Scope 3 reduction initiatives across our value chain. These include:

- Use of hydrocarbon refrigerants to reduce emissions during the product use phase
- Continuous improvements in energy efficiency of products

- Recycling of waste generated in operations
- Promoting bus transportation for employee commuting
- Collection of products after end-of-life under Extended Producer Responsibility (EPR)

Scope 3 Emissions (tCO₂e)

Parameter	CY 2022	CY 2023	CY 2024
Total Scope 3 Emissions	12,603	51,89,813	53,17,550
Emissions from Upstream Activities			
Category 1: Purchased Goods and Services	-	2,21,735	2,91,424
Category 2: Capital Goods	-	2,645	1,719
Category 3: Fuel and Energy-related emissions	2,815	2,773	2,458
Category 4: Upstream transportation & distribution	2,458	3,520	4,764
Category 5: Waste generated in operations	95	130	38
Category 6: Business Travel	8	94	142
Category 7: Employee Commuting	168	972	775
Category 8: Upstream leased assets	-	305	461
Total Scope 3 Upstream Emissions	5,544	2,32,174	3,01,782
Emissions from Downstream activities			
Category 9: Downstream Transportation & Distribution	7,059	4,991	5,882
Category 11: Use of Sold Products	-	49,51,436	50,09,550
Category 12: End-of-Life Treatment of Sold Products	-	1,212	336
Total Scope 3 Downstream Emissions	7,059	49,57,639	50,15,768

Scope 3 Emissions Intensity

Parameter	Unit	CY 2022	CY 2023	CY 2024
Scope 3 Emissions Intensity	tCO ₂ e/Production	0.02	6.73	5.65

Note:* The increase in Scope 3 emissions intensity from CY 2023 is due to the inclusion of all applicable Scope 3 categories starting that year.

Looking ahead, we are committed to further reducing our emissions intensity and setting clear targets for each scope. In the short term, we aim to maintain or reduce Scope 1 and Scope 2 emissions, even as our business grows. In the medium term, we plan to improve product efficiency and reduce Scope 3 emissions in line with SBTi. Our long-term vision is to achieve net-zero direct emissions by 2050 and to embed climate-conscious thinking into every part of our operations and product development.

Air Emissions

At WRPL, we continued to prioritise the control and reduction of air emissions across our operations. Managing air quality is a vital part of our environmental responsibility, and we have taken proactive steps to monitor, reduce and prevent emissions that could affect the health of our communities and the environment.

We closely monitor key air pollutants, including nitrogen oxides (NO_x), sulphur oxides (SO_x) and particulate matter (PM). Our operations are designed to minimise these emissions through the use of cleaner fuels, energy-efficient equipment and process optimisation. While our direct emissions of NO_x and SO_x remain within regulatory limits, we are working to further reduce

them through targeted upgrades to combustion systems and fuel switching where feasible.

Air Emissions (MT)

Parameter	CY 2022	CY 2023	CY 2024
SO _x	0.30	0.93	0.21
NO _x	0.16	0.50	0.43
PM	0.57	1.07	1.12

Dust emissions are managed through localised extraction systems and regular maintenance of ventilation infrastructure. We also maintain clean manufacturing floors and surrounding areas to prevent fugitive dust. Although we do not use mercury or sulphur hexafluoride (SF₆) in our processes, we continue to monitor for trace emissions through periodic environmental assessments.

To reduce air pollution, we have installed adequately tall stacks on all diesel generator sets and industrial ovens. This ensures proper dispersion of exhaust gases, minimising ground-level emissions and supporting compliance with air quality norms. In CY 2024, the initiative improved ambient air quality, reduced ecological impact and reinforced the Company's environmental sustainability goals.

To further strengthen air quality management, we have included advanced filtration systems, low-

emission burners, and closed-loop ventilation setups. We also conduct periodic analyses of air pollutants, including PM, NO_x and SO_x to ensure compliance and identify areas for improvement.

Ozone-depleting substances (ODS) are strictly controlled in our operations. We have continued transitioning to hydrocarbon refrigerants, which have zero ozone depletion potential. This shift supports both our product sustainability goals and global efforts to protect the ozone layer.

Looking ahead, we plan to enhance our air monitoring capabilities, expand the use of low-emission technologies and further reduce our environmental footprint. Our goal is to maintain full compliance with air quality standards while continuously improving the health and safety of our operational environments.



Noise Management

Managing noise is an essential part of our environmental and community impact strategy. In CY 2024, we continued to prioritise noise control as part of our broader commitment to minimising operational impacts on both employees and surrounding communities.

Throughout the year, we conducted regular noise monitoring across our operational sites. These assessments help ensure that sound levels

remain within acceptable limits and allow us to identify areas where additional controls may be needed.

Preventive maintenance has also played a key role in our noise control efforts. We developed dedicated maintenance plans focused on keeping equipment in optimal condition to prevent excessive noise caused by wear, misalignment or mechanical faults. This includes timely lubrication, part replacements and regular calibration of machinery to ensure smooth and quiet operation.

We acknowledge that noise impacts extend beyond our facilities to the surrounding areas. Traffic congestion near our sites, particularly during peak hours, can significantly contribute to elevated noise levels. To

address this, we have taken steps to streamline vehicle movement and reduce traffic build-up. Our logistics planning now includes staggered delivery schedules and designated loading zones to minimise idling and avoid bottlenecks. These actions not only reduce noise but also support our goals around emissions and fuel efficiency.

Looking ahead, we plan to expand our noise monitoring programme to include more frequent assessments and explore real-time tracking technologies. Our goal is to maintain a safe and comfortable acoustic environment for our employees and neighbouring communities while continuously improving the way we manage operational impacts.

Water Management

We recognise the increasing importance of responsible water stewardship, particularly in water-stress regions. Our facilities are located in areas where water availability is increasingly variable, and we are proactively assessing and managing our exposure to water-related risks.

We source water from multiple channels to meet our operational needs, including groundwater and third-party suppliers. Groundwater is extracted through borewells at certain facilities. Additionally, we procure water from authorised third-party suppliers to ensure an uninterrupted supply during peak demand or in regions with limited natural resources. We remain committed to responsible water sourcing practices, ensuring compliance with local regulations and minimising our impact on shared water resources.

Our water withdrawal is sourced primarily from groundwater and third-party water suppliers, with groundwater remaining the dominant source. In CY 2024, our water

Water Withdrawal (ML)

Sources	CY 2022	CY 2023	CY 2024
Surface water	-	-	-
Groundwater	33.30	37.77	40.20
Seawater	-	-	-
Produced Water	-	-	-
Third-party Water	3.12	17.09	19.23
Total	36.42	54.86	59.43

withdrawal has increased owing to our expanded operations and the inclusion of branch water data in the current year reporting boundary. It also reinforces the need for targeted interventions to improve water efficiency and reduce consumption across our facilities.

We calculate our water intensity by dividing the total volume of water withdrawn by the total number of units produced across our four manufacturing facilities, which include refrigerators and other products. This approach provides a comprehensive understanding of our water usage relative to production levels.

We maintain zero water discharge across our operations by recycling wastewater generated in our Sewage Treatment Plants (STPs) and Effluent Treatment Plants (ETPs). The treated water is thoughtfully reused within our facilities for gardening and other purposes. In our finishing operations, we have strengthened controls to prevent wastewater discharge and ensured that any water used in these processes is properly treated. These measures reflect our commitment to responsible water management and our broader goal of minimising environmental impact across all aspects of our operations.

Parameter	Unit	CY 2022	CY 2023	CY 2024
Water consumption	ML	36.42	54.86	59.44
Water intensity	ML/Unit of Production	0.000059	0.000071	0.000063

Water Efficiency

To improve water efficiency, we adopted several technologies and practices aimed at reuse and conservation. Our cooling systems were upgraded to use recycled water, and we made progress in reducing water consumption in painting and cleaning processes.

To ensure accountability, we carried out wastewater quality assessments at all our manufacturing facilities. These audits helped us identify inefficiencies, track progress against

our goals, and maintain compliance with environmental standards.

We also took steps to build awareness and capability within our teams. Training programmes on water efficiency and responsible usage were conducted throughout CY 2024, helping employees understand their role in conserving this critical resource. These sessions covered best practices, operational guidelines, and the environmental impact of water use.

We conducted internal water risk assessments to better understand our withdrawal and consumption patterns. These assessments helped us identify opportunities to reduce our water intensity and improve efficiency across operations. We closely monitored water usage volumes to ensure responsible management and compliance with environmental norms.

CLOSING THE WATER LOOP—OUR JOURNEY TOWARDS RESPONSIBLE WATER STEWARDSHIP

To support sustainable resource management, we implemented in-house water treatment initiatives to reduce reliance on freshwater sources. This includes installing Effluent Treatment Plant (ETP) for industrial wastewater and Sewage Treatment Plant (STP) for domestic wastewater. Treated water from the ETP is reused in manufacturing while STP-treated water is used for gardening.

The initiative aimed to lower freshwater consumption, reduce the overall water footprint and contribute to long-term conservation goals.

Wastewater from manufacturing and domestic activities is collected, treated using appropriate technologies and stored for reuse, creating a closed-loop system that minimises discharge and maximises internal water reuse.

In 2024, 4,913 KL of ETP-treated water was reused in manufacturing and 18,560 KL of STP-treated water was used for gardening. The initiative significantly enhanced sustainability, reduced environmental impact and demonstrated the company's leadership in water stewardship.



WATERLESS URINALS WITH ZERODOR SYSTEM INITIATIVE

As part of our commitment to sustainability and water conservation, waterless urinals using Zerodor technology were installed at both the Tadgam and Sanjan plants. Zerodor is a patented retrofit device that replaces traditional flushing urinals with waterless, odour-free alternatives. It uses a mechanical one-way valve to allow urine to drain while blocking ammonia gases, eliminating the need for water, chemicals or cartridges. This innovative solution conserves water, enhances hygiene, reduces maintenance costs and supports eco-friendly infrastructure.

At the Tadgam plant, the initiative focused on reducing water consumption within the premises, promoting sustainable sanitation and lowering operational costs. Regular maintenance audits

ensured continued performance and cleanliness. In CY 2024, the Tadgam Plant reported water savings of 13.56 KL, along with positive employee feedback.

At the Sanjan plant, the broader objectives included conserving up to 1,51,000 litres of water per urinal annually, reducing sewage load and encouraging behavioural change around sanitation practices. The plant saw substantial water savings and environmental impact, with Zerodor evolving from a product into a movement for smarter, greener sanitation.

Together, these initiatives demonstrate how simple, scalable innovations can drive meaningful progress in sustainability and public health across multiple sites.

Looking ahead, our goals include reducing overall water withdrawal and increasing the share of recycled water in our operations across all manufacturing units. We also aim to enhance our wastewater treatment capabilities and continue training our workforce on sustainable water practices. Water is a shared resource, and we are committed to managing it responsibly for the benefit of our business, our communities, and the environment.

Waste Management

At WRPL, we are committed to responsible waste management practices. We generate both hazardous and non-hazardous waste through our manufacturing processes, and each category was handled with care and in full compliance with applicable regulations.

Hazardous waste originated from various sources, including electronic waste, chemical residues, effluent treatment plant (ETP) sludge, used oil, paint powder, insulation materials and empty barrels. These wastes were generated through equipment disposal, maintenance activities, production processes and packaging. Each category was carefully segregated, stored and disposed of through authorised channels to ensure environmental safety.

Non-hazardous waste was primarily generated from metal fabrication, wooden pallets, plastic and paper usage, food services and general packaging and logistics operations. Additional sources included glass, thermocol, rubber and mixed general waste. These materials were managed through internal sorting systems and directed towards recycling or reuse wherever feasible.



Waste Generated

Waste Generated (MT)

Parameter	CY 2022	CY 2023	CY 2024
Hazardous Waste			
E-waste	20.43	80.31	197.30
Bio-medical waste	-	-	-
Construction and demolition waste	-	-	-
Battery waste	-	-	-
Radioactive waste	-	-	-
Chemical Waste	-	-	0.79
ETP sludge	4.05	0.44	7.49
Empty Barrel	-	10.53	295.41
Insulation waste	0.28	2.29	78.50
Paint powder waste	-	5.52	2.93
Oil-soaked Cotton Waste	0.41	0.84	-
Used oil	1.10	2.69	1.53
Total Hazardous Waste	26.26	102.61	583.95
Non-Hazardous Waste			
Plastic waste	112.63	149.37	326.54
Paper waste	457.28	692.10	939.84
Food waste	25.82	28.48	36.57
Wood waste	754.38	977.30	1,134.43
Metal waste	2,110.33	2,753.65	3,064.87
Glass waste	73.58	103.33	149.18
Thermocol waste	9.58	20.85	45.71
Rubber waste	1.05	0.74	3.22
Textile waste	-	-	-
Other Non-hazardous waste (Mix Garbage)	919.94	1,066.06	970.28
Total Non-Hazardous Waste	4,464.59	5,791.86	6,670.62
Total Waste Generated (Hazardous and Non-Hazardous)	4,490.84	5,894.48	7,254.57
Waste Intensity (MT/ Unit of production)	0.00729	0.00765	0.00771

Waste Diverted from Disposal

As part of our commitment to responsible waste management, we have consistently worked to divert both hazardous and non-hazardous waste from disposal through environmentally sound practices.

During the reporting period, we placed strong emphasis on recycling and co-processing of hazardous waste, leading to a notable year-on-year increase in material recovery. For non-hazardous waste, recycling

remained our primary diversion strategy, delivering steady progress each year. We closely monitored our waste intensity to ensure that waste generation remained proportionate to production volumes.

Waste Diverted from Disposal (MT)

Parameter	CY 2022	CY 2023	CY 2024
Hazardous Waste			
Recycled	1.10	18.74	299.87
Reused	-	-	-
Co-processing- Material recovery	20.43	80.31	197.30
Total	21.53	99.05	497.17
Non-Hazardous Waste			
Recycled	4,438.75	5,745.54	6,616.71
Reused	-	-	-
Co-processing - Material recovery	-	-	-
Total	4,438.75	5,745.54	6,616.71

Waste Directed to Disposal

For hazardous waste, disposal methods such as incineration and landfilling are adapted in line with applicable regulations. We noticed a notable increase in landfilling observed in CY 2024 as our Tadgam plant was under full implementation. No hazardous waste was sent for other disposal operations during this period. For non-hazardous waste, disposal was exclusively through other operations, such as third-party handling or treatment, in line with applicable regulations.

Waste Directed to Disposal (MT)

Parameter	CY 2022	CY 2023	CY 2024
Hazardous Waste			
Incineration	-	-	-
Landfilling	4.73	3.57	86.78
Other disposal operations	-	-	-
Total	4.73	3.57	86.78
Non-Hazardous Waste			
Incineration	-	-	-
Landfilling	-	-	-
Other disposal operations	25.82	28.48	36.57
Total	25.82	28.48	36.57

Waste Management Strategy

Our waste management strategy prioritised material reuse and recovery. We introduced sorting systems at the source to enhance waste segregation and ensure their appropriate treatment or recycling channels. Comprehensive mapping of key waste streams across our sites enabled the identification of high-impact areas and opportunities

for waste reduction. We also conducted awareness sessions and training programmes to help employees understand the importance of waste segregation and their role in minimising waste.

In addition to operational improvements, we launched initiatives to reduce waste at the

design and procurement stages. By working closely with suppliers and product development teams, we explored ways to reduce packaging waste and increase the use of recyclable materials. These efforts supported both our environmental goals and our broader commitment to circularity and resource efficiency.



HAZARDOUS FOAM WASTE REDUCTION INITIATIVE AT SANJAN PLANT

Our Sanjan plant implemented a Hazardous Foam Waste Reduction Initiative to minimise the environmental impact of non-recyclable foam materials like polyurethane and polystyrene. Engineering controls were introduced by the maintenance team to reduce foam waste generation during operations, with monthly monitoring in place. In 2024, the initiative led to measurable waste reduction, improved process efficiency, regulatory compliance and enhanced worker safety, supporting our sustainability goals.



ZERO WASTE TO LANDFILL AT TADGAM PLANT

As part of our commitment to environmental sustainability, the Tadgam plant launched the 'Zero Landfill Waste' initiative to ensure that no waste generated from the facility ends up in landfills. This initiative reflects our proactive approach to responsible waste management and our alignment with national environmental regulations. By diverting all waste to authorised pre-processing and recycling facilities, the plant aims to significantly reduce its ecological footprint and promote cleaner operations.

The initiative involves a structured process of waste segregation, collection, and disposal. All types of waste generated at the Tadgam Plant are carefully sorted and sent

to authorised pre-processing facilities and certified recyclers. This method ensures that waste is handled responsibly and does not contribute to landfill accumulation, which can lead to soil and groundwater contamination. Facility management oversees the implementation while employees are trained and encouraged to follow best practices in waste handling.

In CY 2024, the initiative led to improved waste management practices, reduced environmental risks and strengthened compliance with regulatory standards. It also contributed to long-term cost savings by minimising landfill disposal fees and enhancing resource recovery.

Looking ahead, we plan to implement zero-waste-to-landfill practices at major sites and expand our internal reuse and recovery systems. We remain committed to ongoing employee training and strengthening our waste audit processes to ensure transparency and continuous improvement.

Material Management

In CY 2024, we reinforced our commitment to sustainable material management by embedding circularity, efficiency and responsibility into our operations. Our strategy focused on optimising material use, increasing recycling and reuse and transitioning towards environmentally conscious inputs. We systematically track the types and quantities of materials used across our manufacturing processes. By monitoring inputs by weight and volume, we identify high-consumption areas and implement targeted reduction initiatives.

By embedding material stewardship into our core operations, we not only reduced environmental impact but also built resilience and long-term value across our supply chain. We remain committed to advancing sustainable material practices and contributing to a more circular economy. Details of the raw materials used by us in CY 2024 is provided below:



Renewables	Unit	CY 2023	CY 2024
Paper	MT	3,098	3,603
Wood	MT	2,026	2,543

Non-renewables	Unit	CY 2023	CY 2024
Ferrous Metals			
Galvanised Steel	MT	13,609	14,032
Mild Steel	MT	7,811	9,889
Stainless Steel 304	MT	97	290
Stainless Steel 403	MT	1,086	1,478
Precoated Steel	MT	11,430	13,768

Non Ferrous Metal			
Aluminium	MT	1,817	2,137
Copper	MT	816	831

Refrigerant			
R134A	MT	22	4
R290	MT	38	51
R404A	MT	6	0
R600	MT	6	8

Plastic			
ABS	MT	934	1,005
HIPS	MT	243	308
PVC	MT	2,807	3,581
PPCP	MT	90	83
LDPE	MT	188	234
NYLON PA6	MT	6	5
HDPE	MT	1	7
Other Plastics	MT	409	538

Miscellaneous			
Electrical components	MT	20,768	17,999
Polyurethane	MT	3,960	4,671
Glass	MT	8,458	9,847
Paint Powder	MT	253	218
Polystyrene	MT	512	615
Other Component	MT	1,234	1,535
Chemicals	MT	1,031	965



Hazardous Substance Management

Our approach to management of hazardous substances is guided by the commitment to environmental safety, employee well-being and regulatory compliance. We maintained robust systems for the labelling, storage, handling and transportation of hazardous substances. All materials are clearly marked with appropriate hazard symbols and safety instructions, and stored in designated, ventilated areas with secondary containment to prevent accidental releases. Our logistics and EHS teams followed strict protocols to ensure safe transit, minimising risks during internal

movement and external dispatch.

To prevent and respond to environmental emergencies, we strengthened our spill and leakage prevention measures. We conducted regular inspections of storage tanks, pipelines and chemical handling zones. In addition, we updated our emergency response plans and conducted mock drills across all facilities to ensure preparedness. No major spills or leakages were reported during the year, reflecting the effectiveness of our preventive systems.

Employee training remained a cornerstone of our hazardous substance management strategy. We provided targeted training sessions on chemical safety, personal protective equipment (PPE) usage and emergency response procedures. These sessions were tailored to roles and responsibilities, ensuring that every employee, from shop floor operators to maintenance staff, was equipped to manage hazardous materials safely and confidently.

Environmental Impact of Products During Use

Our goal was to ensure that every product we delivered not only met customer expectations but also contributed positively to environmental sustainability.

Our product design philosophy emphasised resource efficiency. We focused on reducing the input of energy, materials and refrigerants

without compromising performance. By integrating advanced insulation technologies and optimising compressor operations, we reduced energy consumption and improved thermal efficiency across our refrigeration units.

We also strengthened our support for product repair and refurbishment.

Service parts were made readily available and diagnostic tools were upgraded to enable faster fault detection and resolution. Our technicians received specialised training to ensure that repairs were carried out efficiently and sustainably.

Parameter	CY 2022		CY 2023		CY 2024	
	Number	Reasons for recall	Number	Reasons for recall	Number	Reasons for recall
Voluntary recalls	0	-	0	-	0	-
Forced recalls	0	-	0	-	0	-

In our pursuit of performance excellence, we introduced features aimed at reducing friction, heat loss, and leakages. These included improved gasket designs, low-friction fan motors, and precision-engineered components that minimised wear and tear. Such enhancements not only improved energy efficiency but also reduced the need for frequent servicing.

Parameters	CY 2022	CY 2023	CY 2024
Number of incidents of non-compliance concerning health and safety of products	0	0	0



End-of-Life Management

We strengthened our efforts to ensure responsible end-of-life management of our products, aiming to minimise environmental impact and promote circularity. Our approach was rooted in collaboration, innovation and transparency.

We actively engaged with stakeholders, including customers,

service partners and recyclers to improve end-of-life practices. These collaborations helped us better understand disposal challenges and identify opportunities for recovery and reuse. We also worked with suppliers to ensure that components and materials used in our products could be safely and efficiently managed at the end of their lifecycle.

To support proper disposal, we provided clear and accessible information through product manuals, service portals and customer outreach programmes. These resources included guidance on dismantling, sorting and recycling components as well as instructions for safe handling of refrigerants and other regulated materials.

WEEE Collection and Disposal

Parameter	Unit	FY 2022-23	FY 2023-24	FY 2024-25
Percentage of WEEE collected out of the total of EEE placed on the market	%	60	60	60
Target given by CPCB	MT	2,267	5,551	6,574
Target Completion	%	100	100	100

Through these efforts, we reaffirmed our commitment to sustainable product stewardship. We remain focused on designing for longevity, enabling responsible disposal and fostering a culture of environmental accountability throughout our value chain.



Biodiversity Conservation

We acknowledge that robust and resilient ecosystems are fundamental to ensuring clean air, safe water, food security and climate stability. At WRPL, we have undertaken strategic and responsible measures to reduce our environmental impact and to foster ecological stewardship in the regions where we operate.

As part of our biodiversity strategy, we reviewed all our operational sites to identify those located in or near protected areas or regions known for high biodiversity value. None of our operational sites were in protected areas, confirming that our current footprint does not directly impact ecologically sensitive zones. We also confirmed that no IUCN Red List species or nationally listed conservation species have habitats in areas affected by our operations.

During the reporting period, we did not undertake any formal habitat restoration or protection initiatives. No habitat areas were designated, restored, or monitored in partnership with third parties or external professionals. However, we carried out tree planting activities at selected sites to enhance green cover and contribute to local environmental improvement. These efforts included increasing green

cover at our facilities, minimising land disturbance and supporting local conservation programmes. We regularly track our progress and communicate updates with employees and stakeholders.

Awareness and engagement are key to our approach to biodiversity conservation. We organised biodiversity campaigns and training sessions to build a culture of environmental stewardship. Employees were encouraged to participate in conservation activities such as tree planting activities.

Through these actions, we contributed to the protection of natural ecosystems and the preservation of biodiversity. We remain committed to working with communities, experts and partners to ensure our business supports a thriving and biodiverse future.



Partnering With Purpose

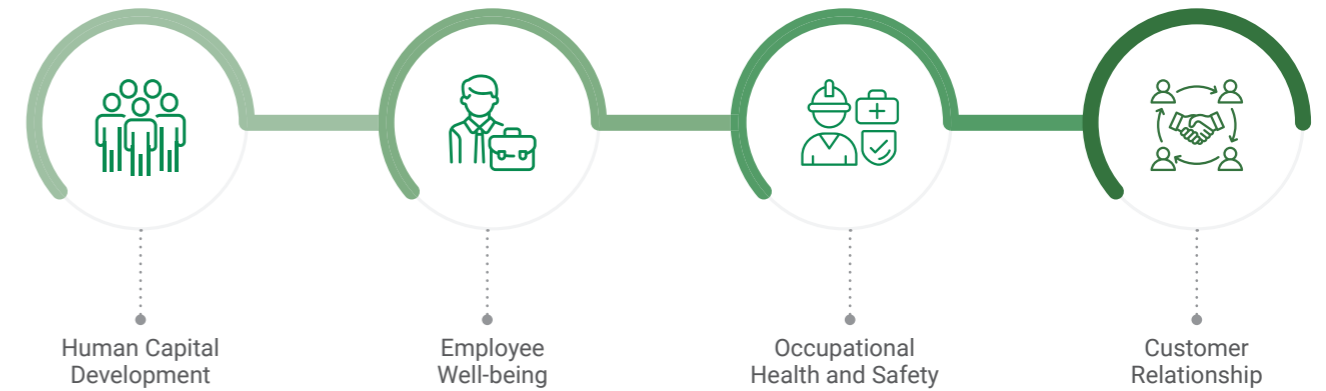
Our stakeholders are central to our sustainability journey, and that journey begins with our people. We are deeply committed to cultivating a safe, inclusive and empowering workplace where every employee is inspired to grow and contribute meaningfully to the organisation. From skill development programmes to health and well-being initiatives,

our human resource practices are designed to foster a culture of care, collaboration and continuous improvement.

Our responsibility extends beyond our organisation. Through focused CSR initiatives, we have partnered with communities to support education, healthcare rural development among

others, creating impact where it matters most. At the same time, our customer-first approach drives us to deliver refrigeration solutions that are not only efficient and reliable but also aligned with global sustainability goals. Together, with our stakeholders, we are shaping a future that is responsible and resilient.

Focus Areas



Key Highlights

<p>988 Permanent Employees</p>	<p>273 New employees hired</p>	<p>6,556.15 Total training hours</p>
<p>Zero Fatalities recorded (Employees and Workers)</p>	<p>Zero incidents of non-compliance related to the health and safety impacts of our products and services</p>	<p>₹2,88,85,327 spent of CSR initiatives</p>



Empowering People, Sustaining Progress

Our people are the driving force behind our continued growth and resilience. With a shared commitment to excellence, our workforce comprising 1,240 employees, including 988 permanent and 252 other than permanent staff, brings together a rich blend of skills, experiences and perspectives. This diversity drives innovation and strengthens our culture of collaboration and continuous improvement. We remain focused on investing in talent development, prioritising employee well-being, and fostering a learning-oriented environment. By cultivating an inclusive and empowering workplace, we enable individuals to grow, lead and contribute meaningfully to our shared goals.



Total Workforce (CY 2024)*

Parameters	Male	Female	Total
Employees			
Permanent	948	40	988
Other than Permanent	237	15	252
Total Employees	1,185	55	1,240
Workers			
Permanent	122	0	122
Other than Permanent	3733	3	3736
Total Workers	3,855	3	3,858

*Note: All our employees and workers are Indian nationals.

Permanent Employees

Parameters	CY 2022	CY 2023	CY 2024
Permanent Employees by Gender			
Male	797	854	948
Female	32	32	40
Total	829	886	988
Permanent Employees by Age Group			
<30 years	263	281	320
30-50 years	512	539	586
>50 years	54	66	82
Permanent Employees by Category			
Senior Management	11	11	11
Middle Management	132	146	171
Junior Management	378	455	488
Non-Management and Staff	308	274	318

New Hires and Turnover

At WRPL, our commitment to strategic workforce planning begins at the start of each financial year. We meticulously develop a manpower plan and recruitment budget for every plant, ensuring that our hiring efforts are aligned with operational goals and future growth. Recruitment is carried out strictly as per this plan, ensuring a structured and goal-oriented approach.

Our approach to talent acquisition is rooted in fairness and excellence. We aim to attract, select, and retain top-tier professionals through a transparent and merit-based selection process, without any bias or discrimination. Every appointment is made with integrity, guided by the principles outlined in our HR Policy Manual, which clearly defines the recruitment and selection procedures for new employees. We employ multiple sourcing channels such as internal databases, placement agencies, advertisements, and referrals to attract top talent.

Recruitment is centrally managed by a dedicated team while plant-level HR teams, led by the Plant Head, implement these strategies locally.

During the reporting period, we hired 273 new employees.



New Employee Hires

Parameters	CY 2022	CY 2023	CY 2024
New Hires	280	201	273
New Hires by Gender			
Male	271	196	263
Female	9	5	10
New Hires by Age Group			
<30 years	183	109	173
30-50 years	95	90	99
>50 years	2	2	1
New Hires by Employee Category			
Senior Management	0	0	0
Middle management	19	18	24
Junior Management	187	136	138
Non-Management and Staff	74	47	111

Employee Turnover

Parameters	CY 2022	CY 2023	CY 2024
Total Employee Turnover Rate	18.2%	16.9%	18.78%
Employee Turnover by Gender			
Male	133	142	173
Female	5	3	3
Employee Turnover by Age Group			
<30 years	69	67	90
30-50 years	66	73	83
>50 years	3	5	3
Employee Turnover by Category			
Senior Management	0	0	0
Middle management	10	14	20
Junior Management	91	102	130
Non-Management and Staff	37	29	26

Diversity, Equity and Inclusion

At WRPL, we actively promote diversity, equity, and inclusion (DEI) through a combination of inclusive policies, cultural practices and development initiatives. We foster an environment where employees of all genders, ages, backgrounds and abilities are respected and given equal opportunities. DEI is embedded in hiring practices, career development and team-building activities. Learning exchanges encourage collaboration and innovation among diverse teams, helping build a cohesive, respectful and high-performing organisational culture.

Our commitment to inclusivity extends to individuals with disabilities, ensuring equal access and mobility across our facilities. At our Tadgam plant, accessibility ramps have been installed to support smooth movement and promote independence. We are actively working to replicate such inclusive infrastructure across all our locations.

We believe that empowering women is essential to building a thriving organisation. We offer tailored development programmes that help women advance both professionally and personally. These initiatives are designed to strengthen skills, boost confidence, and prepare them for future leadership roles. In addition to career development, we prioritise women's well-being through regular health sessions with gynaecologists, creating a safe space for awareness and care.

At WRPL, celebrating our people is part of our ethos. On Women's Day, we honour the contributions of our female employees with thoughtful

appreciation gifts, reinforcing our commitment to recognition and encouragement. Through these efforts, we continue to build an

Representation of Women (%)

Parameters	CY 2022	CY 2023	CY 2024
Share of women in the total workforce	3.86%	3.61%	4.05%
Share of women on the Board	-	-	-
Share of women in all management positions	4.8%	4.58%	4.78%
Share of female in top management positions	9.09%	9.09%	9.09%
Share of female in junior management positions	5.56%	4.40%	4.51%
Share of women in management positions in revenue-generating functions as % of all such managers	6.29%	5.75%	5.97%
Share of women in STEM-related positions (as % of total STEM positions)	0.73%	0.85%	1.69%

Ratio of basic salary and remuneration of women to men

Parameter	Female	Male	Ratio (women: men)
Average Basic Salary- Senior Management	4,846,800	3,234,570	1.50
Average Remuneration- Senior Management	12,117,760	8,185,930	1.48
Average Basic Salary- Middle Management	546,800	813,574	0.67
Average Remuneration- Middle Management	1,366,774	2,062,552	0.66
Average Basic Salary- Junior Management	262,516	268,753	0.98
Average Remuneration- Junior Management	610,540	626,256	0.97
Average Basic Salary- Non-management and Staff	237,300	189,366	1.25
Average Remuneration- Non-management and Staff	371,225	427,085	0.87

environment where diversity is embraced, and every individual is empowered to thrive.

Employee Engagement

We believe that an engaged workforce is a key to driving organisational success. Our employee engagement initiatives are designed to foster connection, collaboration, and open communication across all

to gather insights and address concerns proactively and encourage feedback through suggestion boxes, ensuring every voice is heard. To ensure that employee voices are heard and respected, we have established a Grievance Committee

competitions, encouraging unity, pride, and mutual respect in a non-work setting. Activities such as carrom, chess, volleyball and cricket tournaments are organised to provide a platform for informal interaction and team bonding. The initiative proved highly effective in promoting physical and mental well-being, reducing stress, and encouraging a healthy work-life balance. Employees responded with enthusiasm, and the events helped build trust, improve relationships, and cultivate a high-performance, achievement-oriented culture.

Our employee engagement initiatives are designed to foster connection, collaboration, and open communication across all levels.

levels. We engage with employees through motivational workshops, cultural celebrations, health drives and learning forums. Programmes like cross-functional training, Quality, Risk & Compliance (QRC) meetings and open-door feedback platforms promote collaboration and transparency. These initiatives foster a positive work culture, encourage continuous learning, and strengthen employee connection with organisational goals and values. We have started conducting internal employee satisfaction surveys

that meets quarterly to resolve issues in a timely and transparent manner. This structured approach to engagement reflects our commitment to creating a workplace where every individual feels valued and empowered.

To strengthen teamwork and collaboration across the organisation, we launched a series of sports and recreational activities for all employees. The initiative aimed to bring employees together through friendly inter-departmental

As a part of our commitment to social responsibility, we organised a blood donation camp at our Tadgam and Sanjan plants, where employees donated 109 units of blood in collaboration with Valsad Blood Bank. Each donor received a Blood Donation Card, ensuring access to free blood for themselves or their family during medical emergencies. The initiative not only supported patients in need but also encouraged meaningful employee participation in community service.



ENHANCING EMPLOYEE ENGAGEMENT THROUGH CULTURAL CELEBRATIONS AND ANNUAL EVENTS

As part of our ongoing commitment to fostering a positive and inclusive workplace culture, we implemented an initiative focused on employee engagement through festive celebrations and the annual company function. The objective was to boost employee motivation, satisfaction, and team spirit by organising cultural and celebratory events throughout the year. Key activities, such as festival celebrations and the annual gathering, provided opportunities to strengthen interpersonal relationships, recognise employee contributions, and promote cultural inclusivity. In addition to these, we also observed Safety Week, World Environment Day, employee get-togethers, plant anniversary events and housekeeping drives. These events were meticulously planned through an annual engagement calendar, aligned with business cycles, and informed by employee feedback to ensure relevance and participation.

In CY 2024, the initiative significantly enhanced workplace morale and camaraderie. Employees responded with enthusiasm, and the events contributed to stronger interdepartmental connections and improved employee-employer relations. These events played a vital role in creating a cheerful and cohesive work environment, reinforcing our organisational values and commitment to employee engagement in a memorable and impactful manner.



Rewards and Recognition

At WRPL, we believe in celebrating the efforts and achievements of our employees through meaningful rewards and recognition. Employees demonstrating outstanding contributions were honoured with certifications and cash prizes, either on-the-spot or monthly, quarterly

and special events. This timely recognition helped reinforce a sense of appreciation and encouraged continuous improvement across the organisation.

The initiative led to several positive outcomes, including increased

motivation, a stronger competitive spirit, improved operational efficiency, and enhanced job satisfaction. It also inspired innovation and creative problem-solving, contributing to a more engaged and high-performing workforce.



332 employees received cash prizes

Gifts distributed to **150 employees**

84 employees received certifications

Trophies distributed to 68 employees

Employee Satisfaction Survey

To assess workplace sentiment and drive improvements, we conducted an anonymous Employee Satisfaction Survey at the Tadgam plant. The survey covered key areas such as job satisfaction, work-life balance, compensation and benefits, career growth, communication effectiveness and overall organisational culture. In 2024, the results directed employee satisfaction rate is 72%. Further, we plan to conduct the employee satisfaction survey at all our plants.

Caring for our People

At WRPL, we place the well-being of our employees at the core of our organisational values. Our approach is holistic, encompassing physical, mental, and emotional health through a variety of initiatives that foster a supportive and inclusive work environment.

To encourage healthy living and reduce stress, we organise regular yoga sessions that help employees improve focus and overall wellness. Our 'Tips in Your Inbox' programme delivers practical health and wellness advice directly to employees, encouraging mindful habits throughout the year. Annual health check-ups further reinforce our commitment by providing access to professional consultations for both physical and mental health. Special health awareness sessions and check-ups are also organised specifically for female employees, reflecting our commitment to gender-sensitive care.

We recognise the importance of supporting employees through key life stages. Our Family-Friendly Programs (FFPs) are designed to help female employees balance work and family responsibilities. A key

feature of one of these programmes is our 26-week maternity leave policy, aligned with the Maternity Benefit (Amendment) Bill, 2016. This policy provides new mothers with the time and support needed to recover, transition smoothly into parenthood, promoting a healthier work-life balance.

We also recognise that personal needs can arise unexpectedly. To support flexibility, we offer a Short Leave option, allowing employees to take up to two hours of leave, up to three times a month. This enables them to manage personal commitments without compromising their professional responsibilities.

To ensure financial and medical security, we provide comprehensive healthcare coverage through our Mediclaim Policy, covering 100% of employees. In addition, we support families during times of loss through a dedicated Contingency Fund, offering financial assistance in the unfortunate event of an employee's passing. For off-roll employees, we extend the Employees State Insurance Scheme (ESIC) coverage, and for trainees and apprentices, the Workmen Compensation (WC)

is provided. We also offer Loan Facilities, Provident Fund (PF), and Gratuity to promote long-term financial stability.

We believe that a vibrant and engaging workplace is essential for employee well-being. To foster this, we host a series of recreational activities such as stress-busting games, open mic events, and gift distributions, which help employees unwind, connect with colleagues, and build a sense of community. These initiatives contribute to a positive atmosphere that supports both personal and professional growth.

Accessibility and inclusion are integral to our culture. Our free bus transportation service to and from manufacturing plants ensures safe and reliable commuting options, particularly supporting gender inclusion and enabling broader workforce participation. Together, these initiatives reflect our unwavering dedication to caring for our people, creating a workplace where everyone feels supported, valued, and empowered to thrive.



Maternity Leave	CY 2022	CY 2023	CY 2024
Number of employees entitled to maternity leave	32	32	40
Total employees who took maternity leave	0	1	0
Total number of employees who returned to work in the reporting period after maternity leave ended	0	1	0
Total number of employees who returned to work after maternity leave ended and are still employed 12 months after their return to work	0	0	1
Return to Work Rate	-	100%	-
Retention Rate	-	-	100%

Training and Development

We recognise that continuous learning and development are vital to fostering a culture of excellence and driving both individual and organisational growth. Our training and development initiatives are strategically designed to align with business goals, enhance employee capabilities, and ensure compliance with all regulatory norms and standards. Each year, a dedicated budget is allocated for both internal and external training programs at the plant and company levels, ensuring that resources are available to support a wide range of learning opportunities across the organisation.



At the plant level, a systematic Training Need Identification (TNI) process is conducted annually by the Team Leader. This process

ensures that training interventions are relevant and targeted, with needs identified through annual performance appraisals to address individual development requirements,

and directives from Directors, Functional Heads, and Unit Heads to meet broader business needs. These training needs are categorised into:

<p>Technical Training covering job-specific and operational skills.</p>	<p>Behavioural Training focusing on employee behaviour, attitude, and interpersonal effectiveness.</p>	<p>Business Needs Training addressing organisational requirements and emerging trends.</p>
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Following the identification of training needs, a well-structured training calendar is developed to prioritise and schedule programmes efficiently. This calendar is then shared across all functional heads to ensure alignment with departmental goals and encourage active participation. All training sessions at WRPL are conducted in person, fostering direct engagement and interaction.

In CY 2024, we delivered a total of 6,556.15 training hours to employees, with an average hour of 5.91 per employee. These sessions covered job-specific skills, communication, teamwork, health and safety, skill development, employee benefits, awareness and compliance, business ethics, and information security.

The effectiveness of the training is evaluated through post-training assessments and participant feedback. In the current CY, we initiated new training programmes, including the 'Digital Skills Training' – ERP-SAP, Advanced Excel and data handling capabilities, and 'Customer Experience Training' aimed at improving customer interactions. These structured programmes ensure employees stay updated, adaptable and aligned with organisational goals, fostering a culture of learning and long-term professional growth.

We also offer cross-functional training through job rotations, inter-departmental projects and targeted cross-training modules. These initiatives help employees

gain exposure to various business functions, enhance collaboration and develop a broader organisational perspective, ultimately preparing them for future leadership roles and contributing to a more agile and versatile workforce.

Contractual workers are also provided with mandatory training upon joining to ensure they are well-prepared for their roles. These training sessions cover topics such as health and safety, waste management, and behavioural expectations. By equipping all personnel with the necessary knowledge and mindset, we help maintain a safe, responsible, and compliant working environment across our facilities.

Total training hours

Parameters	CY 2022	CY 2023	CY 2024
Male	3,264.20	4,276.60	6,315.60
Female	171.5	162.5	240.55
Total	3,435.70	4,439.10	6,556.15

Average hours of training by gender

Parameters	CY 2022	CY 2023	CY 2024
Male	3.57	4.37	5.90
Female	5.36	5.08	6.01
Total	3.63	4.40	5.91

Average hours of training by employee category

Parameters	CY 2022	CY 2023	CY 2024
Senior Management	1.18	1.14	2.09
Middle Management	3.50	3.18	5.19
Junior Management	4.04	4.81	7.33
Non-management	3.57	4.45	4.69

Training on Skill Upgradation

Parameters	CY 2022			CY 2023			CY 2024		
	Total	No.	%	Total	No.	%	Total	No.	%
Permanent Employees									
Male	797	188	24%	854	283	33%	948	477	50%
Female	32	21	66%	32	16	50%	40	21	53%
Total employees	829	209	25%	886	299	34%	988	498	50%
Permanent Workers									
Male	117	23	20%	124	79	64%	122	86	70%
Female	0	0	NA	0	0	NA	0	0	NA
Total workers	117	23	20%	124	79	64%	122	86	70%



DOJO TRAINING ROOM – BOOSTING WORKFORCE READINESS

To strengthen our induction and training programmes, we introduced the DOJO Training Room Initiative, aimed at enhancing employee skills, knowledge, and workplace readiness. Through structured sessions held in the DOJO room, we regularly train factory employees on critical topics such as safety awareness, operational excellence, workplace ethics, and skill development. This initiative involves key stakeholders, including HR, factory management, department heads, and production teams, ensuring a collaborative approach to workforce development.

Throughout the year, we observed increased employee engagement and received positive feedback from both participants and



trainers. Supervisors also noted improvements in workplace behaviour and performance, indicating the effectiveness of the training. The initiative has led to noticeable improvements in employee knowledge and confidence, along with a stronger awareness of safety protocols and operational procedures. The training delivery has become more consistent

and organised, contributing to a more professional and capable workforce. The DOJO Training Room Initiative played a significant role in strengthening our operational capabilities. It reinforced our commitment to employee development and helped cultivate a culture of continuous learning and excellence across the factory floor.

Performance and Career Development

We view our people as our greatest asset, and our approach to performance management reflects this belief. To support individual growth and align personal aspirations with organisational goals, we have implemented the Performance Review and Development Plan (PRDP). The PRDP consists of performance evaluation, competence evaluation, recommendations, development plan, and goal setting. Our

performance review cycle follows the financial year, running from April 1 to March 31, with salary increments taking effect from April 1.

We actively foster internal mobility and career progression by encouraging cross-functional movement across the organisation. Employees are given opportunities to transfer between plants or departments, often stepping into roles with

greater responsibilities, upgraded designations, and corresponding salary enhancements. These transitions are supported by targeted training and skill development, ensuring individuals are well-equipped for their new challenges. This agile and growth-oriented approach helps us build a resilient workforce that is empowered, future-ready, and aligned with evolving business needs.

Internal Mobility

Parameters	CY 2022	CY 2023	CY 2024
Number of internal mobility cases	52	32	15

Permanent Employees Receiving Performance and Career Development Reviews*

Parameters	CY 2022			CY 2023			CY 2024		
	Total	No.	%	Total	No.	%	Total	No.	%
Male	622	622	100%	673	673	100%	746	746	100%
Female	26	26	100%	30	30	100%	27	27	100%
Total	648	648	100%	703	703	100%	773	773	100%

Note: *Employees who have completed more than six months are subject to performance appraisals.



Human Rights

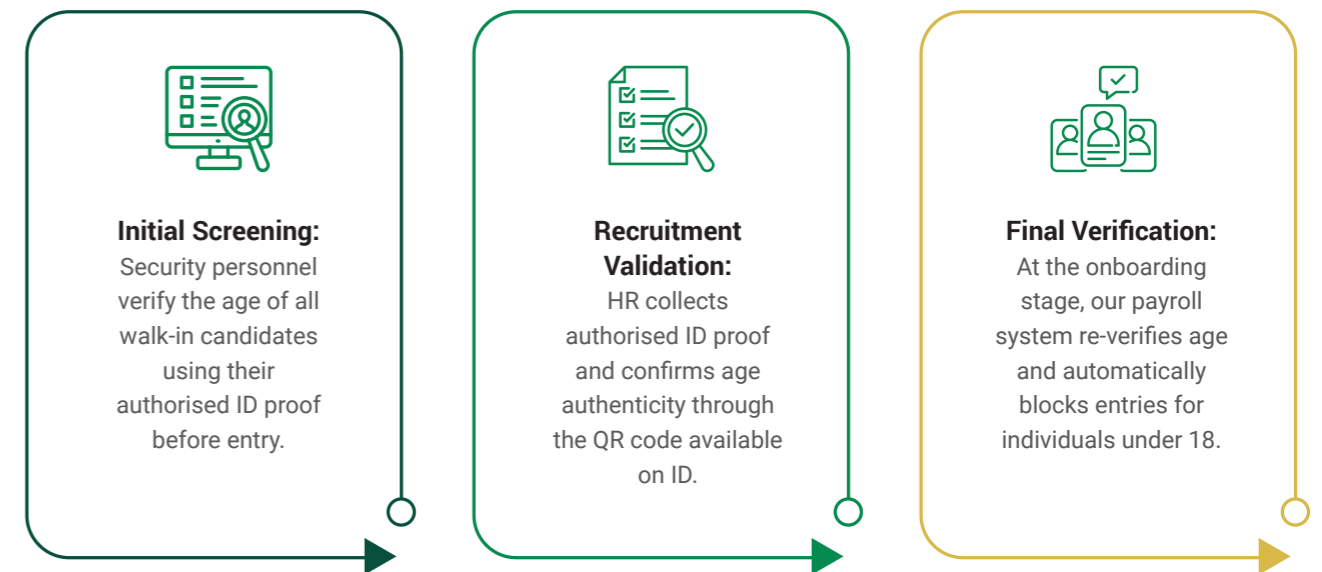
Human Rights Commitment

We remain steadfast in our commitment to protecting and promoting the human rights of all individuals, in line with regional, national, and internationally recognised labour laws and human rights frameworks. We celebrate and respect the individuality of every person, regardless of race, nationality, religion, gender identity, age, sexual orientation, or disability. Our policies are designed to ensure equal treatment and foster an inclusive environment where everyone can

thrive, free from discrimination, harassment, and exploitation of any kind.

Prohibiting Child Labour, Forced Labour and Human Trafficking

Our commitment to eradicating child labour and all forms of forced or bonded labour is firmly embedded in our policy on 'Prohibition of Child Labour and Prevention of Forced Labour'. We have implemented a robust, multi-tiered verification system to ensure strict compliance:



This layered approach ensures that only eligible candidates are considered for employment, reinforcing our zero-tolerance stance and commitment to ethical labour practices.



Prevention of Sexual Harassment at Workplace

Our organisation has implemented a comprehensive Prevention of Sexual Harassment (POSH) Policy, supported by a formally constituted Internal Committee. The Committee meets once a quarter, reviews potential concerns, and ensures timely and appropriate action against workplace harassment. Employees may submit written complaints within three months of an incident, with a possible extension of an additional three months under justified circumstances. The Committee ensures confidentiality, impartial hearings, and protection against retaliation throughout the process.

Upon completion of the inquiry, a detailed report is shared with both parties within 10 days. While settlements are permitted, they must not involve monetary compensation. Proven cases of misconduct or malicious complaints are addressed in accordance with the organisation's disciplinary framework.

Freedom of Association and Collective Bargaining

As part of our HR Policy Manual, the 'Association and Collective

Bargaining Policy' reinforces our commitment to maintaining respectful and collaborative relationships between employees and management. In the absence of an external labour union, we have established an internal Works/Grievance Committee. This Committee comprises an equal number of management and worker representatives, and addresses concerns related to working conditions, safety, compensation, interpersonal conflicts, training and career, discrimination, and other matters affecting workers' rights and productivity. None of our employees and workers are covered by independent trade unions or covered by collective bargaining agreements.

Grievance Redressal Mechanism

Our organisation upholds strong ethical standards through a formal grievance redressal mechanism that allows employees to report any human rights concerns, including issues such as child labour, forced labour, harassment, discrimination, and health and safety. During the reporting period and over the past three years, no such complaints have been reported on child labour, forced labour, human trafficking,

sexual harassment, discrimination, health and safety or any other human rights-related issues, reflecting the effectiveness of our preventive measures and workplace culture.

To further reinforce ethical conduct, all security personnel receive specialised training on human rights, focusing on respectful behaviour, non-violent conflict resolution, and proportional response. This ensures that employee safety is maintained without compromising personal freedoms or dignity.

Additionally, we maintain strict ethical standards in our supply chain by avoiding engagement with vendors or suppliers involved in exploitative practices, including child or forced labour, human trafficking, or violations of workplace rights. This integrated approach ensures that our commitment to human rights is upheld across all levels of operation.

Fair Remuneration

Our organisation is committed to equitable pay practices through a performance-driven appraisal system that rewards employees based solely on merit, irrespective of gender, caste, or background. This approach



fosters a transparent and inclusive compensation structure aligned with our values of fairness and diversity.

To reinforce clarity, every employee receives a detailed salary breakdown in their appointment letter, outlining all components, including base salary, allowances, bonuses, and benefits. We also monitor the unadjusted gender pay gap, which stood at -10% for CY 2024.

Confidentiality of Employee Identification Documents

Our onboarding process, managed through secure payroll software, ensures the confidentiality of

employee identification documents. New hires access a self-service portal to input personal details and upload digital copies of required documents, eliminating the need for physical originals. This system enhances data privacy, empowers employees with control over their information, and safeguards against unauthorised access or misuse of employee identification documents.

Human Rights Training

Our organisation provides regular training to all employees on human rights, equipping them to identify and address serious violations. Through a comprehensive HR

training programme, employees gain awareness of key topics including diversity, discrimination, harassment, firefighting, child and forced labour, human trafficking, and the Prevention of Sexual Harassment (POSH), employee benefits, compliance, business ethics, and first aid. This holistic approach fosters a respectful, inclusive, and ethically responsible workplace, reinforcing our commitment to upholding and protecting human rights.

During the reporting period, 100% of the security personnel were trained on human rights.

Training on Human Rights

Parameters	CY 2022			CY 2023			CY 2024		
	Total	No.	%	Total	No.	%	Total	No.	%
Permanent Employees	829	829	100%	886	886	100%	988	988	100%
Permanent Workers	117	117	100%	124	124	100%	122	122	100%

Human Rights in our Value Chain

Human rights requirements form an integral part of our business agreements and contracts. We align with applicable labour laws and ethical standards, ensuring that vendors, suppliers and partners comply with human rights principles related to fair wages, non-discrimination, safe working conditions and the prohibition of forced or child labour.



Fostering a Culture of Care and Safety

Occupational Health and Safety (OHS) remains a cornerstone of our commitment to responsible and safe operations. We strive for a zero-harm workplace, where every employee, contractor, and visitor are safeguarded through robust systems and a deeply embedded safety culture. Our comprehensive 'Environment, Health, and Safety (EHS) Policy' is implemented across all business units and locations. To ensure accessibility

Plant Head. The Committee ensures equal representation of both management and workers. It convenes quarterly to review pending actions, assess safety hazards, discuss risk management strategies, investigate incidents, identify training needs and monitor legal compliance. The Committee provides well-informed recommendations that support continuous improvement in workplace safety.

are then identified and categorised as physical, chemical, biological, mechanical, and others. Each risk is evaluated based on severity, frequency, and probability, allowing us to determine its level and prioritise mitigation efforts. We apply the hierarchy of controls—elimination, substitution, engineering controls, administrative controls, and personal protective equipment (PPE) to mitigate the identified risks.

The process is carried out by trained and competent individuals from Cross-Functional Teams (CFTs) and the EHS team, with oversight and approval from the respective Heads of Departments (HODs). Competency of the team is ensured through competency mapping, training programmes, and evaluation of training outcomes.

Every six months, the results of hazard identification and risk analysis are reviewed, and any updates or corrective actions are discussed during Management Review Meetings (MRMs). These insights are used to revise relevant documentation and contribute to the continuous improvement of the Occupational Health and Safety Management System.

We strive for a zero-harm workplace, where every employee, contractor, and visitor are safeguarded through robust systems and a deeply embedded safety culture.

and understanding, the policy is available in both English and Hindi. All employees undergo annual training on the EHS Policy, reinforcing awareness and accountability at every level. Dedicated EHS personnel are stationed at each site to ensure rigorous monitoring, regular training, and swift implementation of safety measures.

Meeting minutes are documented and circulated to all committee members to ensure transparency and accountability. The membership of the Committee is reviewed and renewed every two years to uphold governance standards and ensure fresh perspectives.

Hazard Identification and Risk Assessment

To ensure a safe and healthy work environment, we have implemented a comprehensive Hazard Identification and Risk Assessment (HIRA) process across all operational areas. This structured approach is designed to proactively identify work-related hazards and assess associated risks for both routine and non-routine activities.

Our Sanjan plant is certified under ISO 45001:2018 (Occupational Health and Safety Management System), reflecting our commitment to internationally recognised safety standards. We are actively working towards achieving this certification across all our plants, aiming to establish a unified safety framework across operations.

Safety Governance

Each plant has a dedicated Safety Committee, chaired by the respective

The process begins with a detailed mapping of activities within each section of the department. Hazards

Equipment Safety Inspections and Audits

Our organisation places a strong emphasis on equipment safety through systematic daily inspections and audits. Leveraging a comprehensive Environment, Health, and Safety (EHS) checklist, we assess the condition of all equipment to identify potential hazards and areas needing attention. This proactive and preventive approach ensures that safety issues are addressed promptly,

reducing risks and supporting a safe, efficient work environment. Daily monitoring and analysis help us uphold the highest safety standards and ensure our employees operate with confidence and security.

promote a culture of health and well-being across all sites.

Safety Initiatives

At WRPL, safeguarding our workforce is central to our operational philosophy. We continually invest in advanced safety solutions that not only protect our employees but also

Recognising the risks associated with sheet metal operations, particularly during cutting and bending activities, we have installed Safety Light Curtains around high-risk machinery. These advanced sensors create an invisible barrier



that instantly stops machinery when interrupted, ensuring real-time protection and reinforcing our commitment to a zero-harm workplace.

To address the risk of repetitive strain injuries (RSI), we have deployed a suite of ergonomic lifting tools, including mechanical aids, adjustable workstations, trolleys and smart lifting devices. These tools are strategically integrated into daily operations to reduce physical strain and encourage safe handling practices, enabling employees to work efficiently and injury-free.

In our efforts to eliminate exposure to hazardous substances, we have fully automated chemical handling across our operations. All mixing and transferring processes are carried out through closed pipeline systems, effectively removing the need for manual contact and significantly

reducing the risk of chemical exposure.

Hazardous chemicals and waste are securely stored in a dedicated facility outside the main working area, minimising the potential for accidents within operational zones and enhancing overall site safety.

To ensure workplace safety, appropriate fire extinguishers are installed at all critical points, Material Safety Data Sheets (MSDS) are clearly displayed near chemical usage areas, and safety signs and warnings are prominently placed to ensure awareness and prevent incidents due to unfamiliarity.

Additionally, we have implemented a range of targeted safety measures across departments. These include machine guarding systems, Lockout/Tagout (LOTO) procedures, ergonomic workstation

enhancements, emergency response training and regular safety audits. To reinforce safety awareness, instructions are prominently displayed at strategic locations across the plant, including assembly points, emergency exits, workstations, PPE matrices and notices prohibiting unauthorised access. This visual guidance helps maintain a consistent focus on safety protocols.

By integrating engineering controls, administrative protocols, and workforce training, the risk of workplace incidents has been significantly reduced, reinforcing a culture of safety and operational resilience. As a result of our safety interventions, we reported no safety-related incidents on working conditions or health and safety in the reporting period.

SAFETY AT NEW HEIGHTS – ROOFTOP SAFETY LIFELINE SYSTEM AND ROPE ACCESS FOR SOLAR PANEL MAINTENANCE

To ensure the safety of personnel working at heights, we implemented a Rooftop Safety Lifeline System and Rope Access solution for solar panel maintenance and cleaning activities. This initiative was designed to protect maintenance and housekeeping teams from fall-related risks while working on elevated rooftops. Engineered fall protection systems, including horizontal lifelines, anchor points, and rope access equipment, were installed to enable secure movement and safe access across rooftop solar arrays. The system addresses safety compliance standards, operational efficiency and emergency preparedness while enabling seamless access to every corner of the solar array.

The initiative focused on a holistic approach, from system design to daily usage, ensuring both safety and continuity of operations. As a result, we observed a significant reduction in fall-related incidents and near-misses in CY 2024. Cleaning and inspection tasks were completed more efficiently, leading to improved solar panel performance and energy output. Moreover, the initiative boosted employee morale, with personnel feeling safer and more valued, which in turn encouraged adherence to safety protocols. The success of this programme has paved the way for its adoption across other facilities within the organisation, reinforcing our commitment to workplace safety and operational excellence.



Worker Participation and Consultation

At WRPL, worker participation and consultation are integral to the development, implementation, and evaluation of the OHS Management System. This is achieved through the active involvement of non-managerial workers in the Safety Committee, ensuring their voices are heard and valued. These workers contribute meaningfully by sharing insights drawn from their daily experiences, helping to shape practical and

effective safety measures. They play a vital role in implementing safety policies, ensuring that procedures are clear and accessible to all workers, and translating management directives into actionable steps.

During system evaluations, they help gather feedback, assess the effectiveness of safety initiatives and identify opportunities for improvement. They also act as vital communicators, ensuring that OHS-related information is effectively disseminated throughout

the organisation, acting as a vital bridge between management and employees.

Incident Reporting and Investigation

Our Standard Operating Procedure (SOP) on 'Incident Reporting' lays down the procedure for reporting occupational health and safety-related incidents. Employees and workers are encouraged to report hazards, risks, or concerns directly to their Department Head and the EHS

Manager. In emergency situations, immediate reporting and alerting others is prioritised to ensure swift action and minimise harm.

The system promotes open communication and aligns with whistleblower protection norms, allowing workers to report safety concerns without fear of retaliation. All work-related incidents, including near misses, first aid cases, medical treatments, fatal accidents, are categorised and reported by Department Heads, with records maintained by the EHS team.

Each incident is investigated by the Safety Committee, which

identifies root causes, recommends corrective actions, and evaluates associated risks and opportunities. These actions are reviewed for effectiveness in subsequent committee meetings, and outcomes are communicated to relevant personnel to ensure continuous improvement and organisational learning.

Emergency Action Plan

We have developed an on-site emergency plan that addresses various scenarios, including natural calamities, fire, and other types of accidents. This plan outlines clear procedures and protocols for each

emergency situations, ensuring swift and effective responses to minimise risks and protect our workforce. It also allows workers to remove themselves from hazardous situations without fear of reprisal.

Employees are trained to immediately report and evacuate in case of emergencies such as gas leaks, fires, or chemical spills, with designated safe assembly points and a structured command system ensuring their safety. Emergency drills and training sessions are conducted to keep employees prepared and informed about the actions they need to take during an emergency.

Safety Performance

Safety Data for Employees	CY 2022	CY 2023	CY 2024
Number of hours worked	13,26,856.00	16,45,532.00	18,02,340.00
Number of lost days*	0	0	0
Number of recordable work-related accidents**	0	0	0
Fatalities	0	0	0
Number of high-consequence work-related injuries	0	0	0
LTIFR	0	0	0
Absenteeism rate	0	0	0

Safety Data for Workers	CY 2022	CY 2023	CY 2024
Number of hours worked	66,37,312.00	75,43,076.40	80,75,920.50
Number of lost days*	0	0	0
Number of recordable work-related accidents**	0	0	0
Fatalities	0	0	0
Number of high-consequence work-related injuries	0	0	1
LTIFR	0	0	0
Absenteeism rate	0	0	0

*Lost days include work-related injuries, ill-health and fatalities

**Recordable work-related accidents refer to an incident that results in injury or consequent ill health

ENHANCING EMERGENCY PREPAREDNESS THROUGH REAL-TIME IN-OUT TRACKING

To strengthen on-site emergency preparedness and response, a Real-Time In-Out Tracking initiative was launched to digitally monitor the live presence of key emergency response personnel on-site. This included the Safety Committee members, First aiders, Fire fighters, Security team, EHS team and other emergency response teams. By ensuring real-time visibility of the availability of personnel on site, the system enables faster and more coordinated

responses during drills or actual emergencies.

Implemented at Tadgam and Sanjan plants, the initiative has significantly improved safety outcomes. It has led to quicker response times, clear accountability, and smarter decision-making. Further, it has enhanced coordination, boosted team morale and reinforced a culture of safety and readiness across the organisation.



Occupational and Non-Occupational Health Services

At WRPL, employee health and safety are prioritised through a well-integrated medical support system across all operational sites. Occupational Health Centres (OHCs) have been established at our Sanjan and Tadgam plants, staffed with qualified medical officers and equipped with ambulance services to provide immediate emergency care. In addition, our Silvassa and Shahpur plants are equipped with first aid kits and have established formal partnerships with nearby hospitals to ensure prompt medical assistance whenever required.

To promote preventive healthcare, we conduct regular health check-ups for all employees, enabling early detection and timely intervention. First aid boxes are strategically

installed at key locations across all plants and offices to ensure a quick response to minor injuries.

In alignment with our commitment to food safety and hygiene, we conduct an annual health checkup for canteen staff involved in food preparation and handling. These assessments, carried out by on-site medical teams, include basic clinical tests, hygiene assessments and fitness certification. In 2024, the programme contributed to enhanced food safety practices and heightened personal hygiene awareness among food handlers. This resulted in zero hygiene-related incidents or food safety complaints reported. Our initiative led to reinforcing safe food practices, enabling early detection of health issues, and boosting

confidence among staff and consumers.

We facilitate non-occupational medical and healthcare services by providing comprehensive Mediclaim coverage for employees and their immediate families, supporting a wide range of healthcare needs, including hospitalisation and emergency treatments. In addition to this, we conduct numerous health awareness sessions focused on key issues such as women's health, stress management, ergonomic practices, and first aid training to promote overall well-being. These sessions are designed to raise awareness, encourage preventive care, and empower employees with practical knowledge to make informed health choices.

SAFEGUARDING HEALTH IN HIGH-RISK ZONES

To safeguard the health of employees working in high-risk operational zones, we launched the Hazardous Area Worker Health Checkup initiative. This preventive programme is designed to monitor and assess the health conditions of workers exposed to hazardous environments such as chemical handling, waste management, brazing, forklift operations, and maintenance activities. Conducted twice annually, the checkups include clinical tests, specialist consultations, and health record reviews, ensuring early detection of occupational illnesses and exposure-related risks.

The initiative follows a structured methodology involving pre-scheduled examinations by on-site

medical teams, tailored to job-specific exposures. Individual health records are maintained and reviewed, with immediate referrals provided for any abnormal findings. In CY 2024, two successful health checkup drives were conducted, covering all employees in hazardous areas. No major occupational health incidents were reported, and timely interventions helped reduce sick leave, ensuring workforce availability and compliance with safety standards. This initiative has reinforced a culture of health, safety, and proactive risk management across the organisation.



At WRPL, we prioritise employee health and safety by delivering structured and mandatory training programmes to all personnel, including employees, contractors and temporary workers.

Health and Safety Training

At WRPL, we prioritise employee health and safety by delivering structured and mandatory training programmes to all personnel, including employees, contractors and temporary workers. These sessions are designed to equip them with the knowledge to identify workplace hazards, implement preventive measures and respond effectively to emergencies, fostering a culture of safety and accountability across the organisation.

Training needs are determined based on ISO standards, legal and customer requirements, and emergency preparedness protocols. Training topics are selected to ensure relevance and compliance, and are scheduled through an annual Environment, Health and Safety (EHS) training calendar. The frequency of training varies depending on the specific requirements and needs. To ensure accessibility, sessions for workers are conducted in Hindi, while staff training is conducted in both Hindi and English. Post-training evaluations are conducted to assess knowledge retention and ensure the effectiveness of each session.

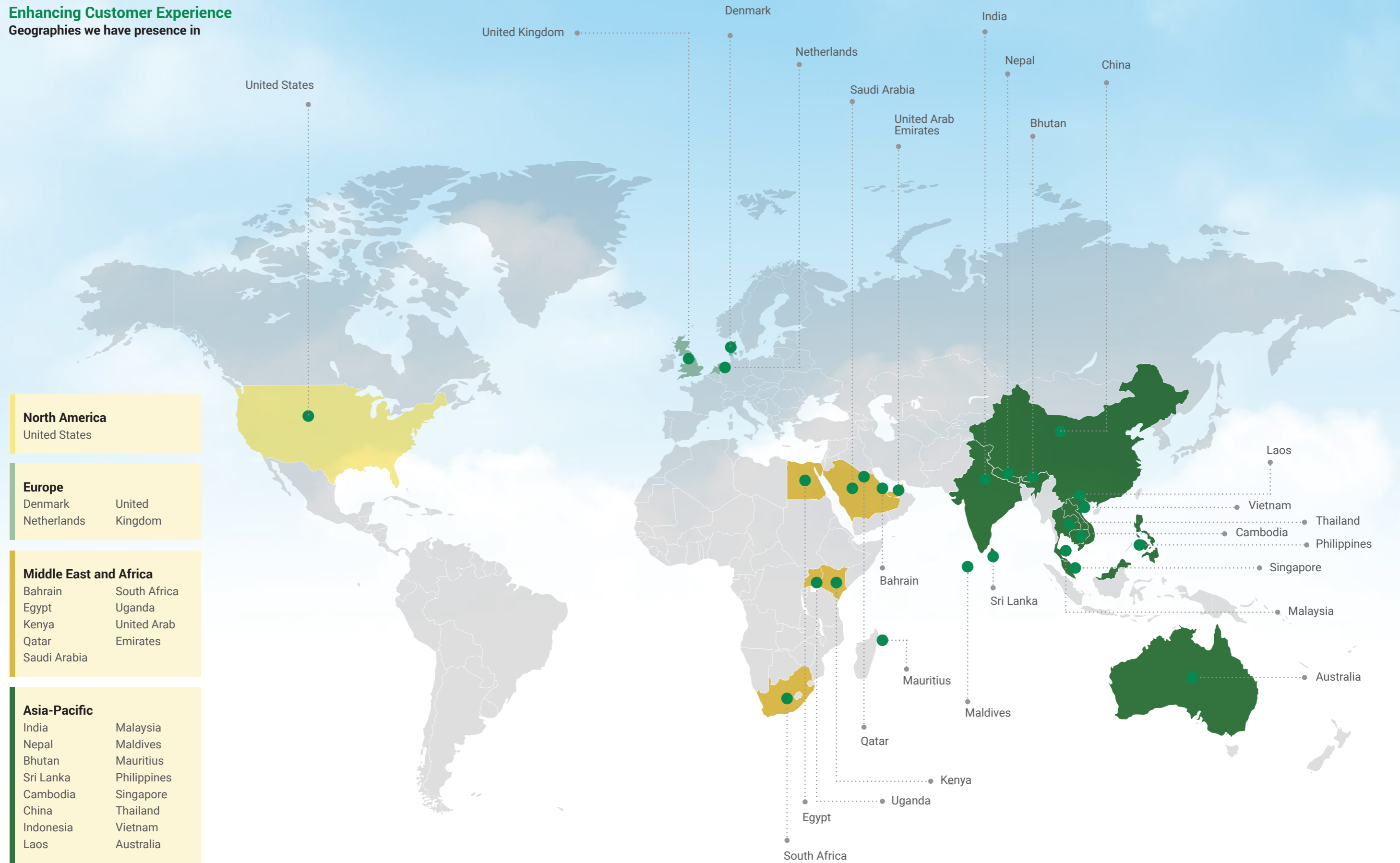
The EHS calendar ensures that all employees receive the necessary training and refresher courses on time. New employees receive basic safety orientation during induction, ensuring they are familiar with core safety practices from day one. Contractual employees and workers also undergo tailored EHS training to ensure they understand the safety standards and procedures relevant to their roles. By equipping all personnel with practical safety knowledge, we reinforce our commitment to maintaining a safe and compliant workplace.

In CY 2024, we conducted numerous health and safety awareness training sessions. These covered topics such as environmental pollution, personal safety through the use of PPE, machine safety with a focus on benefits and importance of guards, chemical safety emphasising the understanding of Material Safety Data Sheets (MSDS), electrical safety, fire safety and emergency preparedness and response.

Parameters	CY 2022			CY 2023			CY 2024		
	Total	No.	%	Total	No.	%	Total	No.	%
Permanent Employees									
Male	797	658	83%	854	636	74%	948	715	75%
Female	32	7	22%	32	9	28%	40	14	35%
Total employees	829	665	80%	886	645	73%	988	729	74%
Permanent Workers									
Male	117	117	100%	124	124	100%	122	122	100%
Female	0	0	NA	0	0	NA	0	0	NA
Total workers	117	117	100%	124	124	100%	122	122	100%

Building Trust through Customer Centricity

Enhancing Customer Experience
Geographies we have presence in



We have established a strong market presence across the globe, including India, Vietnam, Thailand, South Africa, Uganda, the Philippines, Nepal, Malaysia, Kenya etc., catering to a diverse customer base. Known for our high-performance refrigeration solutions, we tailor our offerings to meet the specific operational needs of each customer segment. Our products are trusted for their reliability, efficiency, and adaptability in demanding environments, making us a preferred partner in the commercial refrigeration space.

We maintain consistent engagement with our customers through multiple touchpoints – dedicated sales representatives, a widespread network of service centres or branches. This multi-layered engagement approach ensures seamless communication and support throughout the product lifecycle. Our commitment to customer satisfaction is reflected in our proactive service model, responsive issue resolution, and sustainable product practices that align with evolving customer

expectations as well as safety and environmental standards.

Responsible Labelling

Our user manual is designed to empower customers with comprehensive guidelines for the responsible use, handling and disposal of our products. It promotes circular material flow by encouraging reuse, recycling, and repurposing, thereby minimising environmental impact. The manual provides detailed instructions for labelling, sorting, and recovering electrical and electronic components.

To safeguard customer health and safety, the manual includes clear safety instructions for installation, operation, maintenance, and disposal. It also outlines specific warnings and precautions related to electrical components, refrigerants, and mechanical parts, helping users avoid potential hazards during use or servicing.

In addition, the manual features clearly labelled diagrams of the main parts of the product, aiding in easy identification and understanding of

each component. A detailed wiring diagram is also provided to assist with electrical connections and troubleshooting, reducing the risk of incorrect installation or repair.

Our commercial refrigerator product manual is meticulously designed to promote sustainable practices, with a strong emphasis on ease of disassembly, remanufacturing, and recycling. It features clearly labelled diagrams of key components, enabling users to easily identify and understand the structure and assembly of the product. In addition to operational guidance, the manual includes detailed specifications outlining the raw materials and types of each part, offering full transparency. Such detailed insights support informed decision-making around recycling and reuse, reinforcing our commitment to sustainability.

During the reporting period, there were zero reported instances of non-compliance concerning product information and labeling and marketing communications.



We are committed to delivering solutions that not only meet performance expectations but also uphold the highest standards of safety throughout their lifecycle.

Customer Health and Safety

Ensuring the health and safety of our customers is a fundamental priority and an integral part of our product responsibility. We are committed to delivering solutions that not only meet performance expectations but also uphold the highest standards of safety throughout their lifecycle.

During the reporting period, 100% of our significant product and service categories were assessed for health and safety impacts. These evaluations are embedded in our design, development and delivery processes to proactively identify and mitigate potential risks. In CY 2024, we reported zero incidents of non-compliance related to the health and safety impacts of our products and services. This reflects our ongoing commitment to regulatory adherence, continuous improvement and customer well-being.

After-Sales Service

We operate one of the most extensive and professional service networks in the industry, which has been instrumental in achieving consistently high levels of customer satisfaction. Our operations are structured across four zones and supported by 24 company-owned service centres, each strategically located to serve a wide geographical area aligned with our growing equipment footprint.

These service centres are staffed by over 500 skilled technical representatives, the majority of whom are mobile field officers

equipped with two-wheelers and mobile phones to ensure rapid response to customer complaints and breakdowns. By continuously enhancing our service capabilities, we aim to offer unmatched support and ensure seamless operational performance for our customers.

Responsible Disposal

We have implemented a comprehensive take-back and buy-back programme for the responsible disposal of commercial refrigerator products. Customers can access detailed information about state-wise e-waste collection centres via our website, including addresses and contact details of designated personnel. This ensures a seamless process for returning used products. We partner with authorised e-waste recyclers to ensure compliance with regulations and promote remanufacturing, recycling, and safe disposal practices in line with the latest E-waste management rules.

Customer Satisfaction

Our service infrastructure also supports tracking of all customer assets, thereby reducing losses. To ensure we engage and integrate the requirements of our customers effectively, we conduct an annual customer survey, followed by corrective actions accordingly. With a loss percentage of just 3-4%, significantly lower than the industry average of 7.5-10%, our system ensures better asset management. At WRPL, we take pride in our strong after-sales support and our commitment to building lasting relationships with our customers.



Driving Social Impact with Purpose and Integrity

At WRPL, Corporate Social Responsibility (CSR) is a cornerstone of our commitment to sustainable and inclusive growth. We recognise that our business success is deeply intertwined with the well-being of

development programmes at 100% of our operational locations. Notably, there were no significant actual or potential negative impacts on local communities during the reporting period.

reporting and updates on the Company website.

Project Selection and Execution

Projects are selected based on their alignment with Schedule VII of the Companies Act and their potential to deliver a measurable impact. The CSR Committee identifies focus areas and recommends initiatives that address critical societal needs. Activities that benefit only employees or their families are excluded from CSR consideration, ensuring that our efforts remain outward-facing and inclusive.

Execution is guided by principles of transparency, accountability, and sustainability. CSR activities are undertaken either directly or through registered trusts and societies with a proven track record. The Company ensures that all implementing partners are registered with the Ministry of Corporate Affairs and have at least three years of experience in similar activities. Preference is given to local areas around our operational units, reinforcing our commitment to community-centric development.

Our CSR Policy outlines a structured framework for planning, implementing, and monitoring CSR initiatives.

the communities we serve. Our CSR approach is designed to create long-term value by addressing pressing social and environmental challenges, in alignment with Section 135 of the Companies Act, 2013 and United Nations Sustainable Development Goals (UN SDGs). Our CSR Policy integrates social responsibility into our core business processes, aiming to uplift communities and enhance the quality of life in and around our operational areas.

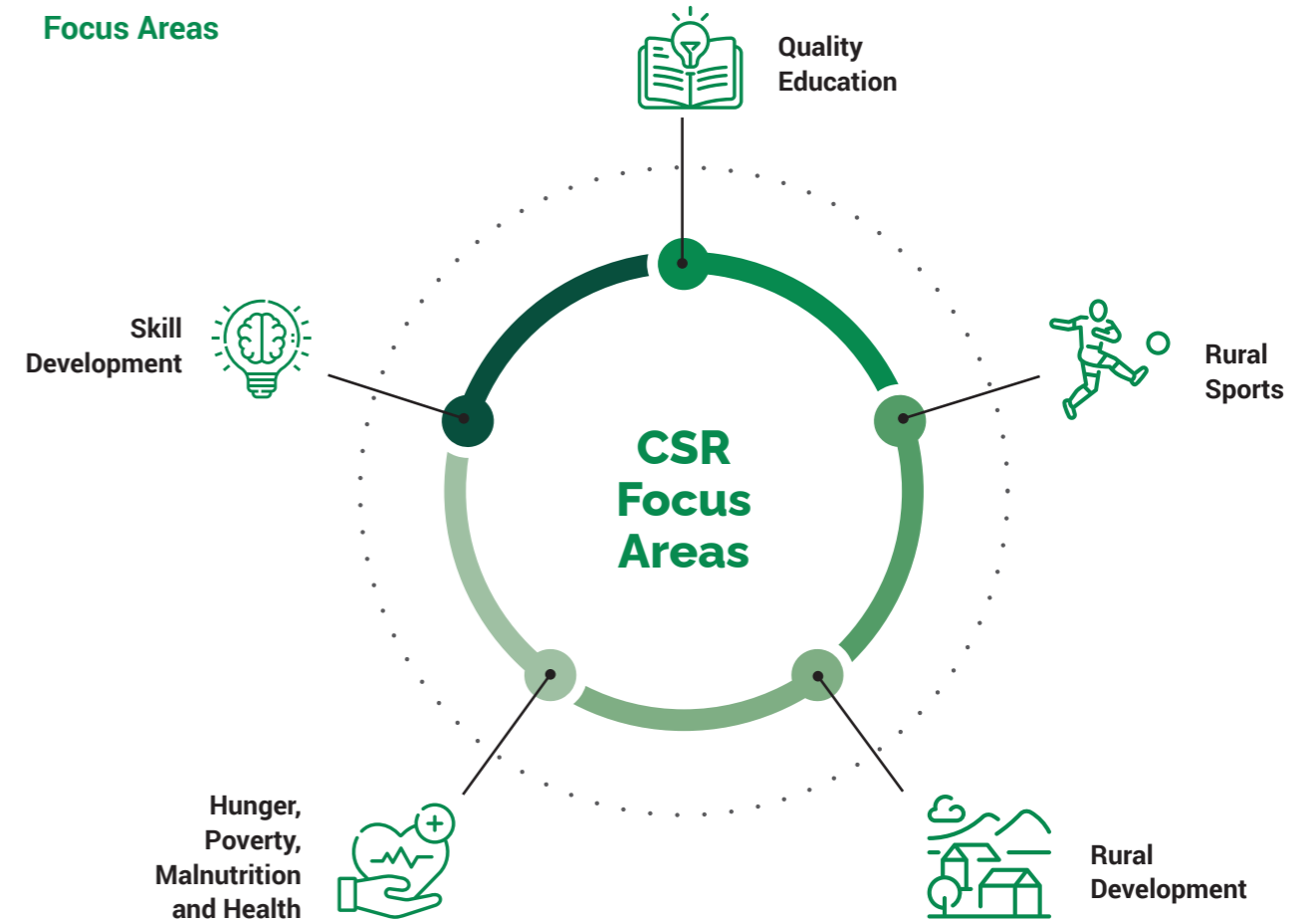
Policy and Governance

Our CSR Policy outlines a structured framework for planning, implementing, and monitoring CSR initiatives. It ensures compliance with statutory requirements and reflects our dedication to ethical and responsible business practices. The CSR Committee, constituted by the Board of Directors, plays a pivotal role in governance. It is responsible for formulating the CSR Policy, recommending budgets, overseeing implementation, and ensuring transparency through regular

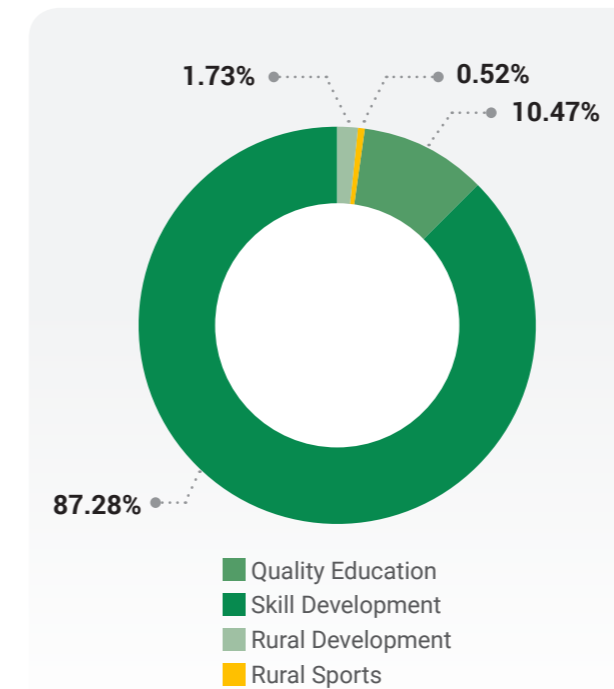
During the reporting period, we implemented community



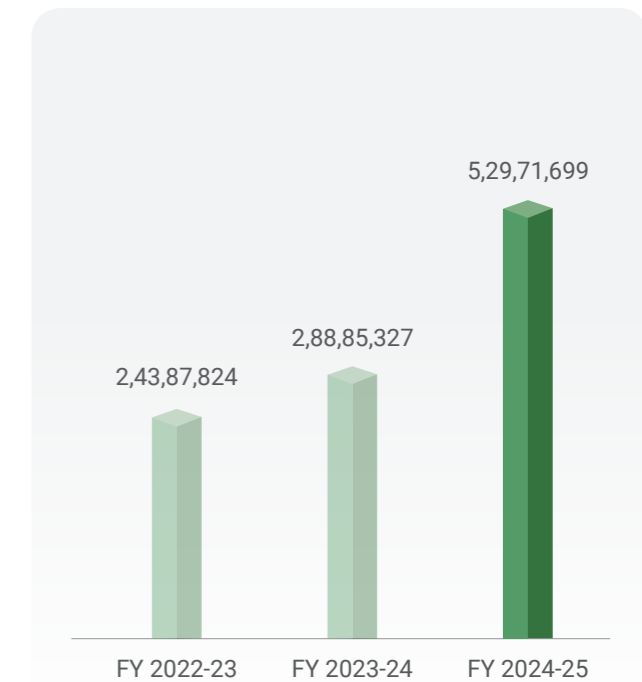
Focus Areas



CSR Spent for FY 2023-24 (in ₹)



CSR Spent (in ₹)





Quality Education

We believe that every child deserves access to quality education and the tools to shape a better future. Our CSR initiatives are designed to bridge educational gaps, enhance learning environments, and empower students with the resources they need to thrive in a rapidly evolving world.

To support digital learning, we donated two desktop computers and one printer to Vidhyadham School in Maroli and provided laptops to other schools, enabling students and educators to access modern educational resources. Recognising the importance of a conducive learning atmosphere, we undertook school infrastructure enhancement by painting school buildings, making them more vibrant and welcoming. Additionally, we distributed books and essential stationery to students, ensuring they are well-equipped for their academic journey. In our commitment to quality education, we also contributed to programmes run by The Kalgidhar Society, helping students acquire practical knowledge and skills that pave the way for a brighter future.



Skill Development

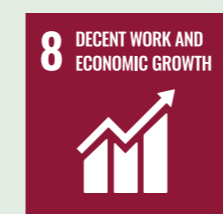
Equipping individuals with the right skills is essential for fostering economic independence and building a resilient workforce. At WRPL, we strive to bridge the gap between education and career-readiness by offering vocational training that aligns with industry needs. By empowering youth and underserved communities with practical, job-ready skills, we aim to create pathways to sustainable livelihoods and long-term growth.

In collaboration with TeamLease Education, INARA Training, and GRAM TARANG (Centurion University), we facilitated employment-enhancing vocational training programmes for trainees. These initiatives are designed to improve job readiness, boost confidence, and enable participants to pursue meaningful careers, thereby contributing to the socio-economic development of their communities.



Hunger, Poverty, Malnutrition and Health

Ensuring access to necessities like food and nutrition is a critical step toward building healthier and more equitable communities. Our CSR efforts are focused on supporting underserved communities by addressing food insecurity, improving nutritional outcomes, and promoting overall well-being. By working closely with local organisations, we aim to deliver timely support that makes a meaningful difference in people's lives.



Rural Development

Empowering rural communities is central to our vision for inclusive and sustainable growth. By focusing on rural development, we aim to uplift underserved communities through targeted interventions that improve infrastructure, support local institutions, and promote social welfare. These efforts are designed to create a lasting impact, restore dignity, and enhance the quality of life in remote and tribal regions.

As part of our commitment, we extended financial support to the Adivasi Vikas Seva Sangathan Trust, contributing to the welfare and empowerment of tribal communities. We also undertook the painting of the Marine Police Station building and boundary wall in Nargol, enhancing the infrastructure and environment for law enforcement personnel. We supported the All-India Police Lawn Tennis Championship 2023 in Valsad by providing a full-page advertisement in the official souvenir, promoting the spirit of sportsmanship and community engagement.



Promoting Rural Sports

Sports play a vital role in fostering community spirit, building resilience, and promoting physical and mental well-being. In rural areas, access to sports facilities and opportunities is limited. Through our Khel Shala Project, we strive to bring the joy of sports to rural communities. Our efforts focus on creating inclusive platforms that encourage active participation, uncover local talent, and promote holistic development among youth. By creating opportunities for structured play and physical activity, we aim to inspire healthier lifestyles and foster a sense of pride and unity within these communities.

GRI Content Index

Statement of Use	Western Refrigeration Pvt. Ltd has reported in accordance with the GRI Standards for the period 01 January 2024 to 31 December 2024
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
General Disclosures						
GRI 2: General Disclosures	2-1 Organisational Details	About the Report	7	-	-	-
	2-2 Entities included in the organization's sustainability reporting	About the Report	7	-	-	-
	2-3 Reporting period, frequency and contact point	About the Report	7	-	-	-
	2-4 Restatements of information	-	-	Omitted	Not Applicable	This is first year of reporting for WRPL
	2-5 External assurance	-	-	Omitted	Not Applicable	WRPL did not undertake external assurance in this reporting period
	2-6 Activities, value chain and other business relationships	Fostering a Resilient Supply Chain, Building Trust through Customer Centricity	52-57, 104-107	-	-	-
	2-7 Employees	Empowering People, Sustaining Progress	82	-	-	-
	2-8 Workers who are not employees	Empowering People, Sustaining Progress	82	-	-	-
	2-9 Governance structure and composition	Corporate Governance Composition of Board of Directors	44	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
	2-10 Nomination and selection of the highest governance body	Corporate Governance Nomination of the Board	45	-	-	-
	2-11 Chair of the highest governance body	Corporate Governance Composition of Board of Directors	44	-	-	-
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Governance Oversight in Managing ESG Risks and Impacts	46	-	-	-
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Governance Oversight in Managing ESG Risks and Impacts	46	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	About the Report	7	-	-	-
	2-15 Conflicts of interest	Corporate Governance Conflict of interest	46	-	-	-
	2-16 Communication of critical concerns	Corporate Governance unication of critical concerns	46	-	-	-
	2-17 Collective knowledge of the highest governance body	Corporate Governance Board Evaluation and Oversight	45	-	-	-
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Board Evaluation and Oversight	45	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
	2-19 Remuneration policies	Corporate Governance Fair compensation	45	-	-	-
	2-20 Process to determine remuneration	Corporate Governance Fair compensation	45	-	-	-
	2-21 Annual total compensation ratio	Corporate Governance Fair compensation	45	-	-	-
	2-22 Statement on sustainable development strategy	Message from the Founder, Message from the Chairman-Managing Director Message from the Executive Director	8	-	-	-
	2-23 Policy commitments	Business Ethics	48	-	-	-
	2-24 Embedding policy commitments	Business Ethics	48-49	-	-	-
	2-25 Processes to remediate negative impacts	Business Ethics Whistle blower Mechanism	50	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics Whistle blower Mechanism	50	-	-	-
	2-27 Compliance with laws and regulations	ESG Performance	25	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
	2-28 Membership associations	Membership Association	25	-	-	-
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	29-33	-	-	-
	2-30 Collective bargaining agreements	Human Rights Freedom of Association and Collective Bargaining	94	-	-	-
Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Approach to Materiality Assessment	34-35	-	-	-
	3-2 List of material topics	Material topics at a glance	35	-	-	-
Climate Change & Refrigerant Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy management, Emission Management	62, 64-65	-	-	-
GRI 302: Energy	302-1 Energy consumption within the organization	Energy Management Energy Consumption	62-63	-	-	-
	302-2 Energy consumption outside of the organization	-	-	Omitted	Information unavailable	Tracking mechanism not in place
	302-3 Energy intensity	Energy Management Energy Consumption	62	-	-	-
	302-4 Reduction of energy consumption	Energy Efficiency	63	-	-	-
	302-5 Reductions in energy requirements of products and services	Energy Efficiency	63	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Emission Management Scope 1 and Scope 2 Emissions	64-65	-	-	-
	305-2 Energy indirect (Scope 2) GHG emissions	Emission Management Scope 1 and Scope 2 Emissions	64-65	-	-	-
	305-3 Other indirect (Scope 3) GHG emissions	Emission Management Scope 3 Emissions	65-67	-	-	-
	305-4 GHG emissions intensity	Emission Management Scope 1 and Scope 2 Emissions	64	-	-	-
	305-5 Reduction of GHG emissions	Emission Management	65-66	-	-	-
	305-6 Emissions of ozone-depleting substances (ODS)	Emission Management Air Emissions	67	-	-	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emission Management Air Emissions	67	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
Waste Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management	72-74	-	-	-
GRI 306: Waste 2016	306-1 Waste generation and significant waste-related impacts	Waste Management	72-73	-	-	-
	306-2 Management of significant waste-related impacts	Waste Management	72-74	-	-	-
	306-3 Waste generated	Waste Management Waste Generated	72	-	-	-
	306-4 Waste diverted from disposal	Waste Management Waste Diverted from Disposal	73	-	-	-
	306-5 Waste directed to disposal	Waste Management Waste Directed to Disposal	73	-	-	-
Water Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management	69	-	-	-
GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	Water Management	69	-	-	-
	303-2 Management of water discharge-related impacts	Water Management	69-70	-	-	-
	303-3 Water withdrawal	Water Management	69	-	-	-
	303-4 Water discharge	Water Management	69	-	-	-
	303-5 Water consumption	Water Management	69	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
Resource Management, Product End-of-Life Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Material management, End of Life Management	75, 78	-	-	-
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Material Management	75	-	-	-
	301-2 Recycled input materials used	-	-	Omitted	Not Applicable	Recycled input materials are not used
	301-3 Reclaimed products and their packaging materials	End of Life Management	78	-	-	-
Diversity, Equity and Inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance Composition of Board of Directors, Fair Remuneration Empowering People , Sustaining Progress	44, 82, 84	-	-	-
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance Composition of Board of Directors Empowering People, Sustaining Progress	44, 82	-	-	-
	405-2 Ratio of basic salary and remuneration of women to men	Corporate Governance Fair Remuneration	84	-	-	-
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	Fostering a Resilient Supply Chain,	52, 93-95	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Human Rights Grievance Redressal Mechanism	94	-	-	-
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	Human Rights Freedom of Association and Collective Bargaining	94	-	-	-
GR 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Fostering a Resilient Supply Chain,	52, 93-95	-	-	-
GRI 409: Forced or compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Fostering a Resilient Supply Chain, Human Rights	52, 93-95	-	-	-
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Human Rights	95	-	-	-
Employee Well-being						
GRI 3: Material Topics 2021	3-3 Management of material topics	Empowering People, Sustaining Progress	82-83, 88-89	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Empowering People, Sustaining Progress New hires and turnover	82-83	-	-	-
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering People, Sustaining Progress Caring for our People	88	-	-	-
	401-3 Parental leave	Empowering People, Sustaining Progress Caring for our people	89	-	-	-

Occupational Health and Safety

GRI 3: Material Topics 2021	3-3 Management of material topics	Fostering a Culture of Care and Safety	96-97	-	-	-
GRI 403: Occupational Health and safety	403-1 Occupational health and safety management system	Fostering a Culture of Care and Safety	96	-	-	-
	403-2 Hazard identification, risk assessment, and incident investigation	Fostering a Culture of Care and Safety Hazard Identification and Risk Assessment	96	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
GRI 403: Occupational Health and Safety	403-3 Occupational health services	Fostering a Culture of Care and Safety Occupational and Non-Occupational Health Services	102	-	-	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	Fostering a Culture of Care and Safety Worker Participation and Consultation	99	-	-	-
	403-5 Worker training on occupational health and safety	Fostering a Culture of Care and Safety Health and Safety training	103	-	-	-
	403-6 Promotion of worker health	Fostering a Culture of Care and Safety Occupational and non-occupational health services	102	-	-	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Fostering a Culture of Care and Safety Equipment Safety Inspections and Audits, Safety Initiatives	96-98	-	-	-
	403-8 Workers covered by an occupational health and safety management system	Fostering a Culture of Care and Safety	96	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
	403-9 Work-related injuries	Safety Performance	101	-	-	-
	403-10 Work-related ill health	Safety Performance	101	-	-	-
Community Relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Driving Social Impact with Purpose and Integrity	108	-	-	-
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Driving Social Impact with Purpose and Integrity	108	-	-	-
	413-2 Operations with significant actual and potential negative impacts on local communities	Driving Social Impact with Purpose and Integrity	108	-	-	-
Customer Relationship Management through Product Quality & Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Building Trust through Customer Centricity Customer Health and Safety	107	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Building Trust through Customer Centricity Customer Health and Safety	107	-	-	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Building Trust through Customer Centricity Customer Health and Safety	107	-	-	-
Information Security Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Safeguarding Data and Information Integrity	51	-	-	-
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Safeguarding Data and Information Integrity	51	-	-	-
Business Ethics and Integrity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics	48-49	-	-	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics Our Stance on Anti-Bribery and Anti-Corruption	49	-	-	-
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics Our Stance on Anti-Bribery and Anti-Corruption	49	-	-	-

GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics Our Stance on Anti-Bribery and Anti-Corruption	49	-	-	-
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics	48	-	-	-
Sustainable Supply Chain Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Fostering a Resilient Supply Chain	52-57	-	-	-
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Fostering a Resilient Supply Chain	57	-	-	-
	308-2 Negative environmental impacts in the supply chain and actions	Fostering a Resilient Supply Chain	57	-	-	-
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Fostering a Resilient Supply Chain	57	-	-	-
	414-2 Negative social impacts in the supply chain and actions taken	Fostering a Resilient Supply Chain	57	-	-	-
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Biodiversity Conservation	79	-	-	-







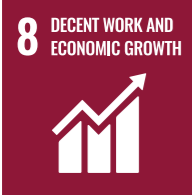
GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation	79	-	-	-
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity Conservation	79	-	-	-
	304-3 Habitats protected or restored	Biodiversity Conservation	79	-	-	-
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity Conservation	79	-	-	-
Market Presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Diversity, Equity and Inclusion	84	-	-	-
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Diversity, Equity and Inclusion	84	-	-	-
Procurement Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Fostering a Resilient Supply Chain	52	-	-	-
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Fostering a Resilient Supply Chain	52	-	-	-
Training and Development						
GRI 3: Material Topics 2021	3-3 Management of material topics	Training and Development	89-91	-	-	-






GRI Standard	Disclosures	Location	Page Number	Omissions		
				Requirement(s) Omitted)	Reason	Explanation
GRI 404: Training and Development 2016	404-1 Average hours of training per year per employee	Training and Development	90	-	-	-
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Development	89-91	-	-	-
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance and Career Development	92	-	-	-
Public Policy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics Political contributions	50	-	-	-
GRI 415: Public Policy 2016	415-1 Political contributions	Business Ethics Political contributions	50	-	-	-
Marketing and Labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics	Responsible Labelling	106	-	-	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Responsible Labelling	106	-	-	-
	417-2 Incidents of non-compliance concerning product and service information and labeling	Responsible Labelling	106	-	-	-
	417-3 Incidents of non-compliance concerning marketing communications	Responsible Labelling	106	-	-	-

UNGC

Principle No.	UNGC Principle	Section in the Report	Page No.
Human Right			
1	Business should support and respect the protection of internationally proclaimed human rights	Human Rights	93-95
2	Make sure that they are not complicit in human right abuses	Human Rights	93-95
Labour			
3	Business should uphold the freedom of association and the effective recognition of the right to collective bargaining	Freedom of Association and Collective Bargaining	93-95
4	Elimination of all forms of forced and compulsory labour	Human Rights	93-95
5	Effective abolition of child labour	Human Rights	93-95
6	Elimination of discrimination in respect of employment and occupation	Human Rights	93
Environment			
7	Business should support a precautionary approach to environmental challenge	Driving Environmental Stewardship	58-79
8	Undertake initiatives to promote greater environmental responsibility	Driving Environmental Stewardship	58-79
9	Encourage the development and diffusion of environmentally friendly technologies	Driving Environmental Stewardship	58-79
Anti-Corruption			
10	Business should work against corruption in all its forms including extortion and bribery	Business Ethics	49

UN Sustainable Development Goals (SDG's)

Sustainable Development Goals (SDGs)	Description	Section in the report	Page number
 2 ZERO HUNGER	SDG 2: Zero Hunger End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Partnering with Purpose	81
 3 GOOD HEALTH AND WELL-BEING	SDG 3: Good Health and Well-being Ensure healthy lives and promote well-being for all at ages	Partnering with Purpose	81
 4 QUALITY EDUCATION	SDG 4: Quality Education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Partnering with Purpose	81
 5 GENDER EQUALITY	SDG 5: Gender Equality Achieve gender equality and empower all women and girls	Partnering with Purpose	81
 6 CLEAN WATER AND SANITATION	SDG 6: Clean Water and Sanitation Ensure availability and sustainable management of water and sanitation for all	Driving Environmental Stewardship	59
 7 AFFORDABLE AND CLEAN ENERGY	SDG 7: Affordable and Clean Energy Ensure access to affordable, reliable, sustainable and modern energy for all	Driving Environmental Stewardship	59
 8 DECENT WORK AND ECONOMIC GROWTH	SDG 8: Decent Work and Economic Growth Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all	Fostering Trust and Transparency Through Good Governance, Partnering with Purpose	43, 81

Sustainable Development Goals (SDGs)	Description	Section in the report	Page number
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	SDG 9: Industry, Innovation, and Infrastructure Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	Driving Environmental Stewardship, Partnering with Purpose	59, 81
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	SDG 12: Responsible Consumption and Production Ensure sustainable consumption and production patterns	Fostering Trust and Transparency Through Good Governance, Driving Environmental Stewardship, Partnering with Purpose	43, 59, 81
 13 CLIMATE ACTION	SDG 13: Climate Action Take urgent action to combat climate change and its impacts	Driving Environmental Stewardship	59
 15 LIFE ON LAND	SDG 15: Life on Land Protect, restore and promote sustainable use of terrestrial ecosystems, sustainable manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Driving Environmental Stewardship	59
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	SDG 16: Peace, Justice and Strong Institutions Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	Fostering Trust and Transparency Through Good Governance	43

Glossary of Abbreviations

Abbreviations	Full Form
AR6	Sixth Assessment Report
CEA	Central Electricity Authority
CEAMA	Consumer Electronics and Appliances Manufacturers Association
CFTs	Cross-Functional Teams
CH ₄	Methane
CO ₂	Carbon Dioxide
CSR	Corporate Social Responsibility
CY	Calendar Year
DEI	Diversity, Equity, and Inclusion
EEIO	Environmentally Extended Input–Output
EPR	Extended Producer Responsibility
ESG	Environmental, Social and Governance
ESIC	Employees State Insurance Scheme
ETPs	Effluent Treatment Plants
FFPs	Family-Friendly Programs
GRI	Global Reporting Initiative
GWP	Global Warming Potential
HC	Hydrocarbon
HFC	Hydrofluorocarbon
HODs	Heads of Departments
IPCC	Intergovernmental Panel on Climate Change
ISO 13485	Medical Devices - Quality Management Systems
ISO 14001	Environmental Management System
ISO 20400	Sustainable Procurement
ISO 45001	Occupational Health and Safety Management System
ISO 9001	Quality Management System
LOTO	Lockout/Tagout
LPG	Liquified Petroleum Gas
MRMs	Management Review Meetings
MSDS	Material Safety Data Sheets
N ₂ O	Nitrous Oxide
NDA	Non-Disclosure agreements
NO _x	Nitrogen Oxides
ODS	Ozone-depleting Substances
OHCs	Occupational Health Centres

Abbreviations	Full Form
PDC	Product Development Centre
PF	Provident Fund
PM	Particulate Matter
PNG	Piped Natural Gas
POSH	Prevention of Sexual Harassment
PPEs	Personal Protective Equipment
PRDP	Performance Review and Development Plan
QRC	Quality, Risk & Compliance
R&D	Research and Development
RAMA	Refrigeration and Air-Conditioning Manufacturers Association
ROHS	Restriction of Hazardous Substances
RSI	repetitive strain injuries
SBTi	Science-based Target Initiative
SF6	Sulphur Hexafluoride
SOP	Standard Operating Procedure
SOx	Sulphur Oxides
STPs	Sewage Treatment Plants
TNI	Training Need Identification
UN SDGs	United Nations Sustainable Development Goals
UNGC	United Nations Global Compact
VFDs	Variable Frequency Drives
WC	Workmen Compensation
WRPL	Western Refrigeration Pvt. Ltd

