Sustainability Report

RAVIRAJ FOILS LTD

Mahendra Chavda
2024-25 | SUSTAINABILITY HEAD

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1. Message from the Leadership

Dear Shareholders, Clients, Business Partners, and Other Stakeholders,

Today, the business landscape is increasingly shaped by challenges related to climate change, social issues, and evolving corporate responsibilities. At Raviraj Foils Ltd., we are committed to integrating sustainability into our business and investment strategies to ensure long-term growth and resilience. Our primary focus is on promoting sustainable practices among our employees and within our operations.
The recent global disruptions have emphasized the importance of sustainability. We have initiated projects for diverse energy sourcing and sustainability targets, including installing renewable energy systems and improving energy efficiency. Aluminium, our core material, is 100% recyclable and plays a significant role in our sustainable value creation.

Our company continually builds a sustainable business for its employees, customers, investors, and local communities. To achieve this, we take advantage of aluminium's innate resilience efficiently. Using aluminium not only increases a structure's energy efficiency regarding weight reduction, but it also permits limitless recyclability while maintaining its essential properties. Therefore, the company has adopted circular economic principles, practices, and processes as core competencies in the short and medium terms.
A large part of our revenue comes from aluminium foil. We continuously adapt our solutions to meet customer demands while also following sustainability goals, standards, and controls.

A significant focus is aluminium for the automotive industry. We actively support the automotive industry's efforts in producing lighter, safer, and more fuel-efficient vehicles. These two priority areas for the company are part of an overall 10-year investment program. We recognize that climate change is one of the greatest environmental, social, and economic challenges that the world faces. The organization is aware of human impact on climate and the need to reduce greenhouse gas emissions. As a continuously growing business, our company makes choices about its own activities and, inevitably, this involves decisions about resource consumption and management.

The ongoing commitment involves work towards efficiency and improved use of natural resources - including energy. The company maintains efforts to reduce the intensity of greenhouse gas emissions associated with the supply chain by increasing the percentage of recycled aluminium in our products and encouraging suppliers to produce more low-carbon source aluminium. To further reduce carbon emissions, we initiated a contract at the end of 2022 for the construction of two solar installations with a total capacity of 2.1 MW.
Our goal is to establish a valued, well-balanced business through the utilization of strategies that focus on diversity and equal opportunities for all. Among the leading priorities for our management is the well-being of employees and communities, social dialogue, safety, and freedom of expression, fostering an inclusive environment where everyone feels valued and respected.

We recognize the importance of creating a positive impact on the communities in which we operate. Our numerous charities and philanthropic efforts are recognized by the local community, and every year our company is given an award by the Mayor of Ahmedabad Municipality for being one of the biggest charitable contributors. In addition, because of the new investments in buildings, machines, and facilities we have made over recent years, seventy new jobs were created by the end of 2023.

We strive to create a sense of belonging in each of our employees. We value diversity as a major strength and therefore we promote an inclusive work environment where people of different backgrounds, genders, religions, and beliefs can make their individual impact and contribution towards creating shared sustainable and long-term values.
In conclusion, I would like to take this opportunity to express my gratitude to all our stakeholders for their enthusiastic cooperation and support over the years and to thank our employees for their significant contribution and efforts in presenting our commitments, goals, achieved results, and future developments in our report.

Anantsinh Vaghela
Director
Raviraj Foils Ltd.

2. The Raviraj Way

Company Overview

Raviraj Foils Ltd., established in 1998 in Ahmedabad, Gujarat, has grown to become a leading manufacturer of high-quality aluminium foils in India. From its humble beginnings as a small-scale industry, Raviraj Foils has expanded its operations significantly, now boasting state-of-the-art production facilities catering to domestic and international markets.
Raviraj Foils Ltd operates a state-of-the-art production facility in India, uniquely equipped with two main workshops: rolling, separation, annealing, coating, lamination, printing, packing, and dispatch our products adhere to international standards such as ISO 9001:2015 (QMS), BRCGS for packaging material, ISO 14001 : 2015 (EMS) & 45001 : 2018 (OHSMS), ISO 15378 : 2017 (GMP), Ecovadis. Additionally, we hold a Kosher certificate, ensuring the quality and suitability of our products for various industries.

Milestones:

- 1997: Founding of Raviraj Foils Ltd. Started for jelly filled Tele Cables

- 2002: Installation of 2nd Cold Rolling Mill for production of pharma & dairy product packaging material.

- 2005: Expansion of manufacturing capabilities with the addition of a new production line, increasing capacity by 50%.

- 2009: Government of India Recognized Export House Status.

- 2012: Installation of 3rd Cold Rolling Mill to target FMCG Packaging Material Customers.

- 2013: ISO 15378:2011 GMP certification 1st in India.

- 2015: Installation of new printing division to enter into direct business with pharma companies. Initiated the Green Manufacturing Program, aiming to reduce the environmental impact of production processes.

- 2019: Set New RFL, Unit 2 with two Achenbach rolling mills

- 2021: Digitalization through Industry 4.0 & SAP Integration

- 2022: Installation of Solar Panel

- 2023: Recognized as one of the top sustainable companies in the aluminium foil sector by a leading industry body.

- 2024: Installation of OMR (Oil Mist Recovery) System

Raviraj Turnover Report (FY 2023-24)

Total Turnover

- **FY 2022-23:** ₹775 Cr
- **FY 2023-24:** ₹508 Cr

Unit 2 Turnover

- **FY 2022-23:** ₹542 Cr
- **FY 2023-24:** ₹311 Cr

Core Processes:

1. Aluminium Coil Receiving

- Aluminium coils are received for processing with the following metrics:
  - **Annual Rolling Capacity:** 24,000 tons
  - **Minimum Thickness Achieved:** 5 microns
  - **Annual Slitting Capacity:** 24,000 tons
  - **Tolerance Level:** ±0.1 mm

2. Annealing Process

- The aluminium undergoes annealing to enhance mechanical properties and durability.
  - **Annual Annealing Capacity:** 24,000 tons
  - **Energy Consumption:** 3.5 MWh per ton.

3, Packing and Dispatch: Final products are packed and dispatched to customers, ensuring safe and timely delivery.

- **Metrics:**
- **Average dispatch time: 3 days**
- Customer satisfaction rate: 90%
- **Location of Headquarters**: Sanand, Ahmedabad, Gujarat, India.

4. Renewable Energy Integration

- **Solar Power Installation:**
  - Capacity: 999 kW
  - Solar production contributes to energy sustainability, generating **40 minutes of solar energy per unit (U-1)**.
- **Wind Mill Contribution:**
  - Value: ₹11.34 crore

5. Sustainability and Social Contribution

- **Recycling Initiatives:**
  - Almost all aluminium is recycled, reducing waste and promoting environmental sustainability.

- **Rolling Mill Fumes Capturing (OMR System):**
  - **Installed Capacity (Unit 2):** 200,000 cubic meters per hour.

- **Oil Recycling (ROR System):**
  - Capacity: **200 litres per hour**

Export : Number of Countries: Exporting in over 10 countries, including India, the USA, the UK, and several countries across Europe and Asia.

Nature of Ownership and Legal Form: Raviraj Foils Ltd. is a publicly traded company registered under Indian corporate law.

Markets Served: We cater to various sectors, focusing on food packaging, pharmaceutical packaging, and other industrial applications.
As per ASI requirements, our sustainability reporting is only a unit 2 operational entity under Raviraj Foils Ltd., including manufacturing facilities. This report covers the fiscal year 2024 (April 1, 2023 - March 31, 2024) and is published annually, aligning with our financial reporting schedule.

Vision and Mission

Vision: To be a global leader in the aluminium foil industry, renowned for innovation, sustainability, and social responsibility.

Mission: To deliver high-quality, sustainable aluminium foil products while minimizing environmental impact and maximizing social contributions.

Business Model

Raviraj Foils Ltd. operates on a vertically integrated business model, which allows it to maintain strict control over every aspect of production, from raw material sourcing to final product delivery. This integration ensures high quality, cost efficiency, and flexibility to meet diverse customer needs.

Key Components of the Business Model:

1. Raw Material Sourcing:

- Secure and sustainable sourcing of primary aluminium from reputable suppliers.
- Increasing the use of recycled aluminium to minimize environmental impact.

2. Manufacturing Process:

- Advanced manufacturing facilities equipped with the latest technology to ensure high efficiency and quality.
- Implementation of energy-efficient processes and green technologies to reduce carbon footprint.

3. Application Development:

- Collaboration with customers to tailor products to specific needs and applications.

4. Quality Control:

- Rigorous quality assurance processes at every stage of production.
- Sustainability with international standards such as ISO 9001 and ISO 14001.

5. Sales and Distribution:

- Robust distribution network to ensure timely delivery of products to domestic and international markets.
- Strategic partnerships with key players in various industries for effective market penetration.

Downstream Value Chain:

Our products cater to diverse sectors including packaging. We primarily export to metal distribution companies, with key markets in Germany, Poland, Italy, Spain, and the USA. Flexibility in identifying and approaching new clients is a cornerstone of our business strategy, supported by rigorous evaluation processes for both clients and suppliers to ensure financial stability and reliability.

Products and Services

Raviraj Foils Ltd. offers a diverse range of aluminium foil products catering to various industries. The company's commitment to quality and innovation has led to the development of products that meet the highest industry standards.

Product Portfolio:

1. Household Foil:
- Available in various thicknesses and lengths for everyday use.
- Known for its excellent strength, flexibility, and heat resistance.

2. **Pharmaceutical Foil:**
- High-quality aluminium foils designed for packaging medicines and medical devices.
- Features include high barrier properties, non-reactivity, and sustainability with stringent pharmaceutical standards.

3. Food Packaging Foil:
- Foils for packaging a wide range of food products, ensuring freshness and extending shelf life.
- Customized solutions available for different food categories, including baked goods, dairy products, and ready-to-eat meals.

4**. Industrial Foil:**
- Heavy-duty foils for industrial applications such as insulation, cable wrapping, and HVAC systems.
- Offers superior durability and protection against environmental factors.

5. **Customized Foil Solutions:**
- Tailored products to meet specific customer requirements in terms of size, thickness, and properties.
- Collaborative approach to product development, ensuring customer satisfaction.

Services:

- **Technical Support:** Expert advice and assistance for customers in choosing the right foil products for their needs.

- Logistics Solutions: Efficient and reliable logistics services to ensure timely delivery of products.

Market Presence

Raviraj Foils Ltd. has established a strong market presence both domestically and internationally. The company's strategic approach to market expansion and customer satisfaction has enabled it to become a trusted name in the aluminium foil industry.

Domestic Market:

- A robust network of distributors and retailers across India ensures wide availability of products.
- Major customers include leading food packaging companies, pharmaceutical manufacturers, and industrial firms.
- Consistent growth in market share due to product quality and reliability.

International Market:

- Exporting to over 25 countries across North America, Europe, Asia, and the Middle East.
- Strong presence in key markets such as the USA, Germany, the UK, and the UAE.
- Participation in international trade shows and exhibitions to showcase products and expand market reach.

Market Strategy:

- Focus on building long-term relationships with key customers through exceptional service and product quality.
- Continuous market research to identify emerging trends and customer needs.
- Expansion into new markets with a focus on sustainability and innovation.

Achievements in Market Presence:
- Awarded the "Best Exporter" title by a leading industry association for three consecutive years.
- Recognized for high customer satisfaction rates and low complaint ratios.

Customer Satisfaction:
Customer satisfaction is paramount at Raviraj Foils Ltd. We maintain continuous communication and develop strong relationships with clients to understand and meet their needs effectively. Our dedicated sales team, organized by geographical regions and language proficiency, ensures personalized and attentive service. We monitor customer satisfaction through internal and external performance indicators, including repeat orders, share of value-added products, and long-term customer relationships. We achieved consistently more 90% CSI

3. Governance

Raviraj Foils Ltd. views sustainability as the cornerstone of its operational and strategic framework. As a leader in the aluminium industry, the company has embraced a robust governance structure that integrates Environmental, Social, and Governance (ESG) principles into every level of decision-making and execution. This framework ensures accountability, transparency, and collaboration across all operations, enabling Raviraj Foils to achieve its long-term vision of sustainable and responsible growth.

Organizational Structure for Sustainability

Raviraj Foils Ltd.'s governance structure has been meticulously designed to incorporate sustainability into every aspect of its operations. This organisational framework fosters clear communication, efficient decision-making, and a shared commitment to achieving ESG objectives.

Management Hierarchy

```
                     Board of Directors
                            |
                    Executive Management
                            |
        -----------------------------------------
         |             |             |          |
    Sustainability Operational   Audit &      Employee
    Committee       Units          Sustainability   Committees
                                      Teams
                       |
        --------------------------------------------
          |          |          |         |          |
    Production   Finance    Marketing     R&D        HR

        ---------------------------------------------
                             |
             Cross-Functional Teams
```

Board of Directors

The highest governing body is responsible for the overall strategic direction of the company. The Board ensures that sustainability is a core component of corporate strategy, and it oversees the alignment of all operations with ESG objectives.

Executive Management

Led by the Chief Financial Officer (CFO)/Director, the executive team translates board policies into actionable plans. The team includes the Chief Financial Officer (CFO) and QA Head / Sustainability Officer (CSO) also, who collectively ensure the integration of financial and sustainability goals into daily operations.

Sustainability Committee

This dedicated body reports directly to the Board of Directors. It develops sustainability strategies, monitors performance, and ensures sustainability with international standards such as GRI, TCFD, and the UN SDGs. The committee coordinates with operational units to implement initiatives that drive environmental and social impact.

Operational Units

Each unit, including Production, Finance, Marketing, R&D, and HR, has defined sustainability targets and KPIs. These units collaborate with the Sustainability Committee to achieve company-wide goals.

Employee Committees
Employee-driven committees focus on specific areas like health and safety, diversity, employee engagement, and community outreach. These committees provide platforms for employees to actively participate in sustainability initiatives.

Board of Directors and Sustainability Leadership

The Board of Directors at Raviraj Foils Ltd. plays a pivotal role in embedding sustainability into the company's core values and long-term strategy. Its members bring diverse expertise, enabling informed and balanced decision-making.

Roles and Responsibilities

Strategic Oversight
The Board ensures that sustainability is central to the company's long-term vision. It approves ESG goals, monitors performance, and evaluates risks and opportunities associated with environmental, social, and governance factors.

Policy Development
Policies related to environmental stewardship, ethical governance, and social responsibility are crafted and approved by the Board. These policies align with international frameworks, including the UN SDGs.

Risk Management
The Board oversees the identification and mitigation of ESG-related risks, including climate change impacts, resource scarcity, and regulatory sustainability.

Performance Monitoring
The Board regularly reviews updates from the CSO and Sustainability Committee on progress against sustainability KPIs. It ensures that the company's initiatives align with its ESG commitments.

Stakeholder Engagement
The Board actively engages with stakeholders to address their expectations and concerns. It communicates progress through annual reports and public forums.

Board of Directors and Their Roles in Sustainability
The Board of Directors at Raviraj Foils Ltd. plays a pivotal role in embedding sustainability into the company's DNA. By integrating diverse perspectives, the board ensures that ESG goals are balanced with business objectives.

Key Responsibilities

Strategic Planning: Formulates long-term sustainability goals, such as achieving net-zero emissions.

Policy Oversight: Approves sustainability policies aligned with global standards.

Performance Monitoring: Regularly reviews progress through detailed reports from the executive management.

Stakeholder Engagement: Engages directly with stakeholders to ensure alignment with expectations and industry trends.

Board Committees Supporting Sustainability

```
    Board of Directors
          |
--------------------------------------
|            |            |           |
Audit   Sustainability   Ethics    HR & Diversity
Committee   Committee.   Committee.  Committee.
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Audit Committee:
Ensures financial integrity and risk management, including ESG risks.
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Audit Committee

The Audit Committee, elected by the General Meeting of Shareholders, is a critical component of Raviraj Foils' governance framework. It plays a key role in ensuring financial integrity, transparency, and risk management.

Responsibilities

Supervising financial reporting and internal control systems.
Overseeing the effectiveness of risk management strategies, including those related to ESG risks such as climate change and resource management.
Reviewing and approving disclosures in the annual sustainability report to ensure alignment with GRI standards. Collaborating with external auditors to verify sustainability with international audit requirements.
The Audit Committee ensures that sustainability-related risks and financial implications are comprehensively addressed, maintaining stakeholder trust.

Sustainability Committee:
Focuses on environmental and social strategies and their integration into business operations.

Ethics Committee:
Upholds ethical standards and ensures sustainability with legal and regulatory frameworks.

HR & Diversity Committee:
Promotes diversity, equity, and inclusion within the workforce.

Remuneration Policy

Raviraj Foils Ltd. applies a progressive remuneration policy designed to align with its sustainability and business goals. The policy motivates leadership to achieve both financial and ESG objectives.

Key Features

Performance-Based Compensation: Incentives are linked to achieving sustainability goals, such as reducing carbon emissions and increasing resource efficiency.

Transparency: Remuneration details for the highest governance body are specified in contractual agreements.

Sustainability Alignment: The policy encourages long-term value creation by integrating ESG performance into compensation metrics.
This policy reflects the company's commitment to fostering responsible leadership and aligning stakeholder expectations with sustainability outcomes.

Collective Knowledge of the Governance Body

Raviraj Foils Ltd. prioritizes the continuous development of its governance body to ensure informed decision-making in the evolving sustainability landscape.

Initiatives to Enhance Knowledge

Industry Engagement: Participation in workshops, webinars, and conferences on topics like climate change, decarbonisation, and ESG reporting.

Structured ESG Training: Regular training programs for the Board and Executive Management focus on global frameworks such as GRI, TCFD, and the UN SDGs.

Cross-Sector Collaboration: Engagement with peers and sustainability experts to adopt best practices.
These efforts ensure that the Board remains equipped to navigate emerging challenges and opportunities in sustainability.

Governance Practices

Our governance practices at Raviraj Foils Ltd. emphasize accountability, transparency, and ethical business conduct. These practices ensure the alignment of operational strategies with sustainability goals.

Key Elements

Strategic Oversight:
The Board of Directors reviews and approves sustainability strategies, ensuring their alignment with the company's long-term vision.

Policy Development:
ESG policies are crafted to meet global standards, such as the UN SDGs and GRI guidelines.

Risk Management:
Proactive identification and mitigation of ESG-related risks, including climate change, supply chain disruptions, and regulatory sustainability.

Ethical Standards and Sustainability Mechanisms

Ethical governance is a cornerstone of Raviraj Foils Ltd.'s operations. The company adheres to stringent ethical standards that guide decision-making and stakeholder interactions.

Framework for Ethical Governance

Code of Conduct: Outlines principles of integrity, accountability, and transparency.

Whistle-blower Policy: Provides secure channels for reporting unethical behaviour while ensuring protection against retaliation.

Training Programs: Regular sessions reinforce ethical practices and regulatory sustainability.

Monitoring and Auditing: Internal and external reviews verify adherence to ethical standards.

Stakeholder Communication: Open dialogue with stakeholders addresses ethical concerns and fosters trust.

Stakeholder Engagement Strategy

Raviraj Foils Ltd. views stakeholder engagement as essential to achieving its sustainability objectives. The company fosters collaboration and transparency through structured engagement mechanisms.

Key Stakeholder Groups

Employees: Engaged through training programs, feedback mechanisms, and participation in decision-making processes.

Customers: Collaborated with on sustainable product development and innovation.

Suppliers: Partnered with to ensure ethical and sustainable supply chain practices.

Communities: Supported through outreach programs that address local development needs.

Investors: Updated regularly on financial and sustainability performance.

Engagement Mechanisms
Surveys and feedback channels to understand stakeholder expectations.
Annual sustainability reports providing updates on progress and challenges.
Partnerships with NGOs, academic institutions, and industry bodies to advance sustainability initiatives.

Stakeholder Groups and Engagement Mechanisms

Stakeholder Group	Engagement Mechanism	Key Topics Raised
Employees	Surveys, town halls	Health, safety, career growth
Customers	Feedback sessions	Product quality, sustainable packaging
Communities	Outreach programs	Education, health, employment
Investors	Annual reports, meetings	Financial performance, ESG alignment
Regulators	Sustainability reviews	Legal adherence, environmental permits

4. Sustainability Impacts and Material Topics Management

The purpose of this materiality analysis is to identify and prioritise significant environmental, social, and governance (ESG) issues relevant to Raviraj Foils Ltd., an aluminium foil manufacturer based in Sanand, Ahmedabad, Gujarat, India. This analysis aligns with GRI Universal Standards 3 (2021) to guide the company's sustainability reporting and strategic planning.

Scope: The analysis covers all operational areas of Unit 2 only including manufacturing processes, supply chain, and both domestic and export markets. This analysis integrates stakeholder perspectives, aligns with GRI 101, 102, and 103 standards, and specifically addresses material topics across economic, environmental, and social dimensions.

2. Sustainability Impacts and Material Topics Management

List of Material Topics

Economic Sustainability Dimensions:
Economic Performance and Growth: Monitoring financial health and growth potential.
Local Economic Impact and Job Creation: Assessing contributions to local economies and employment.
Supplier Relationships and Local Sourcing: Prioritizing responsible and local sourcing.
Tax Contributions: Demonstrating transparency in tax payments to communities.
Financial Risk Management: Implementing strategies to mitigate financial risks.
Sustainable Procurement Practices: Ensuring suppliers uphold ethical standards.
Cost Efficiency and Waste Reduction: Initiatives for minimizing waste and enhancing operational efficiency.

Environmental Dimensions:

Energy Consumption and Efficiency: Tracking energy use and optimizing efficiency.
Greenhouse Gas (GHG) Emissions: Managing and reducing carbon emissions.
Water Usage and Management: Effective water resource management.
Waste Management and Recycling: Implementing recycling initiatives.
Air Quality Management: Reducing emissions to protect air quality.
Environmental Sustainability: Ensuring adherence to environmental laws.
Biodiversity and Conservation: Managing impacts on ecosystems.

Social Dimensions:

Working Conditions: Ensuring safe and supportive workplaces.
Employee Rights (Child/Forced Labour): Upholding human rights across operations.
Equal Opportunity and Non-Discrimination: Promoting diversity and inclusion.
Workplace Culture: Maintaining respectful and harassment-free environments.
Compensation and Working Hours: Ensuring fair pay and reasonable working hours.
Training and Development: Enhancing employee skillsets.
Community Engagement: Supporting local community initiatives.

Governance and Ethical Practices:

Code of Conduct: Guiding ethical business conduct.
Anti-Corruption: Preventing unethical practices.
Transparency: Ensuring openness in reporting and operations.
Stakeholder Engagement: Regularly involving stakeholders in decision-making.

3. Stakeholder Identification and Issue Mapping

Stakeholders and Key Issues:

Employees: Health, safety, and employment practices.
Suppliers: Ethical labour and sourcing practices.
Customers: Demand for sustainable and responsible products.
Local Communities: Environmental and economic impacts.
Regulatory Bodies: Sustainability with legal requirements.
Investors: Focus on economic performance and ESG risks.
NGOs/Civil Society: Advocates for human rights and environmental protection.

Internal Stakeholders: Employees

Concerns: Worker health and safety, labour practices, fair wages, working conditions, training, and development.
Relevant Issues:
Worker Health and Safety (GRI 403)
Labour Practices (GRI 401)
Training and Development (GRI 404)
Equal Opportunity and Non-Discrimination (GRI 405)
Harassment and Workplace Culture (GRI 406)
Risk Analysis:

Workplace Safety Incidents: Health and safety incidents may lead to employee turnover, legal actions, and reputational harm.
Labour Violations: Non-sustainability with labour standards could lead to legal issues, penalties, and brand damage.
Lack of Development: Insufficient training can result in low employee morale, skill gaps, and decreased productivity.

Opportunity Analysis:
Enhanced Employee Satisfaction: A focus on safety, fair treatment, and development opportunities can increase employee engagement and retention.
Diversity and Inclusion Initiatives: Emphasizing non-discrimination can improve the company's brand and foster a supportive work environment.
Mitigation and Enhancement Actions:
Policies and Procedures: Develop policies on health and safety, equal opportunity, and anti-harassment. Establish a non-discrimination and diversity policy.
KPIs and Monitoring: Track KPIs for safety incidents, employee satisfaction, , and training completion rates.
Audits and Reviews: Conduct regular safety audits, sustainability checks, and employee feedback surveys.

Continual Improvement: Hold periodic training on safety, diversity, and workplace culture;

Category	**Material Issue**	**Impact on the Company**	**Importance to Stakeholders**	**Prioritization**	**Stakeholder Type**	**Relevant GRI Standards**
Economic	Economic Performance and Growth	High	High	High Impact / High Importance	Investors	GRI 201: Economic Performance
	Local Economic Impact and Job Creation	Moderate	High	Moderate Impact / High Importance	Local Communities	GRI 202: Market Presence
	Supplier Relationships and Local Sourcing	Moderate	Moderate	Moderate Impact / Moderate Importance	Suppliers	GRI 204: Procurement Practices
	Tax Contributions	Moderate	High	Moderate Impact / High Importance	Regulatory Bodies, Local Communities	GRI 207: Tax
	Financial Risk Management	High	Moderate	High Impact / Moderate Importance	Investors, Regulatory Bodies	GRI 201: Economic Performance
	Sustainable Procurement Practices	Moderate	Moderate	Moderate Impact / Moderate Importance	Suppliers, Customers	GRI 204: Procurement Practices
	Cost Efficiency and Waste Reduction	High	High	High Impact / High Importance	Investors, Customers	GRI 301: Materials
Environmental	Energy Consumption and Efficiency	High	High	High Impact / High Importance	Regulatory Bodies, Investors	GRI 302: Energy
	Greenhouse Gas Emissions	High	Moderate	High Impact / Moderate Importance	Regulatory Bodies, NGOs	GRI 305: Emissions
	Water Usage and Management	Moderate	Moderate	Moderate Impact / Moderate Importance	Regulatory Bodies, Local Communities	GRI 303: Water and Effluents
	Waste Management	High	High	High Impact / High	Regulatory Bodies,	GRI 306: Waste

	and Recycling			Importance	Local Communities	
	Air Quality Management	Moderate	Moderate	Moderate Impact / Moderate Importance	Regulatory Bodies, NGOs	GRI 305: Emissions
	Sustainability with Environmental Regulations	High	High	High Impact / High Importance	Regulatory Bodies, NGOs	GRI 307: Environmental Sustainability
	Biodiversity Impacts and Conservation Efforts	Low	Low	Low Impact / Low Importance	NGOs, Local Communities	GRI 304: Biodiversity
Social	Working Conditions (Health and Safety)	High	High	High Impact / High Importance	Employees, Regulatory Bodies	GRI 403: Occupational Health and Safety
	Employee Rights (Child Labour, Forced Labour)	Moderate	High	Moderate Impact / High Importance	Employees, Regulatory Bodies	GRI 408: Child Labour, GRI 409: Forced or Compulsory Labour
	Equal Opportunity and Non-Discrimination	Moderate	High	Moderate Impact / High Importance	Employees, NGOs	GRI 405: Diversity and Equal Opportunity
	Harassment and Workplace Culture	Moderate	High	Moderate Impact / High Importance	Employees, NGOs	GRI 406: Non-Discrimination
	Working Hours and Compensation	Moderate	Moderate	Moderate Impact / Moderate Importance	Employees	GRI 401: Employment
	Training and Development	Moderate	Moderate	Moderate Impact / Moderate Importance	Employees	GRI 404: Training and Education
	Community Engagement and	Low	Moderate	Low Impact / Moderate Importance	Local Communities, NGOs	GRI 413: Local Communities

	Development Initiatives					
Governance	Code of Conduct and Ethics	High	High	High Impact / High Importance	Employees, Suppliers, Investors	GRI 102: General Disclosures (Ethics and Integrity)
	Anti-Corruption Measures	High	High	High Impact / High Importance	Investors, Regulatory Bodies, NGOs	GRI 205: Anti-Corruption
	Transparency in Reporting and Operations	High	High	High Impact / High Importance	Investors, Regulatory Bodies, NGOs	GRI 102: General Disclosures (Stakeholder Engagement)
	Stakeholder Engagement Practices	High	High	High Impact / High Importance	Investors, NGOs, Local Communities	GRI 102: General Disclosures (Stakeholder Engagement)
	Regulatory Compliance	High	High	High Impact / High Importance	Regulatory Bodies, Investors	GRI 419: Socioeconomic Sustainability
	Data Protection and Information Security	Moderate	High	Moderate Impact / High Importance	Customers, Regulatory Bodies	GRI 418: Customer Privacy

review policies annually to adapt to regulatory changes.

Internal Stakeholders: Senior Management

Concerns: Corporate governance, regulatory sustainability, risk management, and strategic alignment with sustainability goals.
Relevant Issues:
Corporate Governance (GRI 102)
Regulatory Sustainability (GRI 419)
Financial Risk Management (GRI 201)

Risk Analysis:
Non-Sustainability: Failing to comply with regulations may result in fines, legal issues, and reputational damage.
Financial Risks: Market volatility and supply chain disruptions may impact financial stability and growth.

Opportunity Analysis:
Improved Governance: Strong governance practices can enhance investor confidence and ensure long-term stability.
Risk Mitigation: Effective financial risk management can safeguard the company from economic fluctuations.
Mitigation and Enhancement Actions:
Policies and Procedures: Establish corporate governance policies, a regulatory sustainability framework, and a financial risk management strategy.
KPIs and Monitoring: Track sustainability rates, financial health metrics, and risk mitigation effectiveness.
Audits and Reviews: Conduct regular governance audits and financial risk assessments.
Continual Improvement: Update governance frameworks and sustainability procedures in line with regulatory changes and best practices.

External Stakeholders: Government and communities

Concerns: Environmental management, regulatory sustainability, resource efficiency, and waste reduction.
Relevant Issues:
Energy Consumption and Efficiency (GRI 302)
Greenhouse Gas Emissions (GRI 305)
Waste Management (GRI 306)
Water Usage and Management (GRI 303)
Air Quality Management (GRI 305)

Risk Analysis:

Regulatory Non-Sustainability: Non-sustainability with environmental laws could lead to penalties and reputational harm.
Resource Scarcity: Water and energy shortages can disrupt production.
GHG Emissions: Emission regulation non-sustainability may result in financial penalties and reputational risk.

Opportunity Analysis:

Efficiency Improvements: Resource efficiency can lower costs and environmental impact.
Brand Differentiation: Emphasizing sustainability can enhance brand image and attract environmentally conscious clients.
Mitigation and Enhancement Actions:
Policies and Procedures: Develop policies for resource efficiency, waste management, emissions reduction, and water management.

KPIs and Monitoring: Set KPIs for energy use, waste reduction, GHG emissions, and water consumption.

Audits and Reviews: Regular environmental audits, sustainability checks, and performance reviews.

Continual Improvement: Invest in renewable energy, upgrade equipment, and review environmental policies annually.

External Stakeholders: Suppliers
Concerns: Ethical sourcing, sustainability with labour standards, and transparency in supply chains.
Relevant Issues:
Sustainable Procurement Practices (GRI 204)
Supply Chain Management (GRI 308, GRI 414)

Risk Analysis:

Reputation Risks: Unethical sourcing practices can damage the company's reputation and lead to stakeholder backlash.
Supply Chain Disruptions: Dependencies on specific suppliers may cause operational delays.

Opportunity Analysis:

Improved Supplier Relations: Ethical practices and strong supplier partnerships can enhance supply chain resilience.
Cost Savings: Sustainable procurement can reduce waste and improve efficiency.
Mitigation and Enhancement Actions:
Policies and Procedures: Establish a supplier code of conduct and sustainable procurement guidelines.

KPIs and Monitoring: Track supplier sustainability rates, procurement efficiency, and waste reduction metrics.

Audits and Reviews: Conduct regular supplier audits and assessments.

Continual Improvement: Foster long-term relationships with ethical suppliers, and review supplier performance.

External Stakeholders: Customers

Concerns: Product responsibility, safety, and transparency.
Relevant Issues:
Product Responsibility (GRI 416)
Data Protection and Information Security (GRI 418)
Risk Analysis:
Sustainability Risks: Non-sustainability with product standards can lead to legal issues and loss of customer trust.
Data Breaches: Failure to protect customer data can result in financial and reputational damage.

Opportunity Analysis:
Customer Trust: Ensuring product safety and data security can improve customer loyalty.
Market Expansion: Sustainable products can attract new customers in environmentally

conscious markets.
Mitigation and Enhancement Actions:
Policies and Procedures: Develop product safety guidelines, a data protection policy, and customer feedback mechanisms.

KPIs and Monitoring: Track metrics for product safety, data security incidents, and customer satisfaction.

Audits and Reviews: Conduct product safety audits and data security assessments.
Continual Improvement: Incorporate customer feedback into product improvements and regularly review data security policies.

External Stakeholders: Regulatory Bodies
Concerns: Adherence to environmental, labour, and safety regulations.
Relevant Issues:
Regulatory Sustainability (GRI 419)
Anti-Corruption (GRI 205)

Risk Analysis:
Legal Non-Sustainability: Failing to adhere to regulations may lead to fines, lawsuits, and operational restrictions.

Opportunity Analysis:
Regulatory Confidence: Strong sustainability can improve relationships with regulators and ease future expansions.
Mitigation and Enhancement Actions:
Policies and Procedures: Establish comprehensive sustainability and anti-corruption policies.

KPIs and Monitoring: Track sustainability rates and corruption risk indicators.

Audits and Reviews: Conduct periodic sustainability audits and corruption risk assessments.
Continual Improvement: Update policies as regulations evolve and provide regular training on sustainability and anti-corruption.

External Stakeholders: Investors

Concerns: Financial performance, governance, and transparency in reporting.

Relevant Issues:
Economic Performance and Growth (GRI 201)
Corporate Governance (GRI 102)
Transparency in Reporting and Operations (GRI 102)

Risk Analysis:
Financial Instability: Poor financial performance can decrease investor confidence.
Governance Risks: Weak governance may impact decision-making and lead to inefficiencies.

Opportunity Analysis:
Investor Confidence: Strong governance and transparency can attract more investors and enhance the company's reputation.
Mitigation and Enhancement Actions:
Policies and Procedures: Implement corporate governance policies, financial reporting standards, and transparency guidelines.

KPIs and Monitoring: Track financial health metrics, governance adherence, and transparency goals.
Audits and Reviews: Regular financial and governance audits.
Continual Improvement: Publish detailed annual reports, conduct shareholder meetings, and ensure sustainability with reporting standards.

5. Our Global Sustainability Contribution

Sustainable Development Goals

We support various initiatives to enhance living standards and provide quality health services for our employees and local communities. Our investment programs aim to minimize environmental impacts and promote sustainable development. Our key contributions align with the following United Nations Sustainable Development Goals (SDGs):
Ensure healthy lives and promote well-being for all at all ages
Ensure access to water and sanitation for all
Promote inclusive and sustainable economic growth, employment, and decent work for all
Ensure sustainable consumption and production patterns
Take urgent action to combat climate change and its impacts
Achieve gender equality and empower all women and girls
Reduce inequality within and between countries

Investments and Initiatives
Renewable Energy and Sustainability Initiatives

Raviraj has made significant strides in integrating renewable energy and promoting sustainability within its operations. A **999 kW solar power system** has been installed, contributing to energy sustainability by generating **40 millons of solar energy per unit (U-1)**. Additionally, the company has invested in wind energy, with a **wind mill system valued at ₹11.34 crore**, further reducing reliance on non-renewable energy sources.

In alignment with its commitment to recycling, **almost all aluminium is recycled**, minimizing waste and enhancing environmental sustainability. The **Rolling Mill Fumes Capturing (OMR System)**, with an **installed capacity of 200,000 cubic meters per hour (Unit 2)**, ensures cleaner production by effectively managing emissions. Furthermore, the **Oil Recycling System (ROR)** operates at a capacity of **200 liters per hour**, promoting resource efficiency.

As part of its social contribution efforts, the company runs a charitable hospital to support the local community, demonstrating its commitment to holistic and responsible development.

6. Transparency

Whistleblowing Process
Our whistleblowing process is open, transparent, and accessible to any interested party. Reports can be made in writing or verbally, with the option to remain anonymous. The whistleblowing commission collects evidence and issues an opinion within 21 working days of the submission of the claim.

Customer and Stakeholder Engagement
Customers and other stakeholders have the right to direct contact with the company via electronic addresses by submitting complaints or to a meeting with a member of the Management Board. Employees have periodic meetings with the Executive Directors to address possible complaints, needs, or requirements arising from the company's activities.

Business Code of Conduct
We believe in stability and long-term business relationships with our partners, suppliers, and employees based on legal standards and sustainable business processes, environmental protection, respect for human rights, safety in the workplace, law-based labour conditions, anti-corruption, and fair competition.

Ethical Standards
We are committed to complying with the highest ethical standards in the way we communicate with our employees, customers, shareholders, suppliers, and other entities associated with the organization. Our Code of Business Conduct, publicly available on our website, reflects our commitment to these standards.
This sustainability report outlines our initiatives and performance for the years 2021 and 2022. It provides insights into our strategies, goals, and achievements in promoting sustainable development.

Reporting Period
Reporting period: 2023-2024
Date of most recent report: July 2023
Reporting cycle: Annual

Contact Information
For further information regarding this report or our sustainability initiatives, please contact:
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Phone: +91-79-12345678

7. Environment

Raviraj Foils Ltd. demonstrates a strong commitment to environmental stewardship through its comprehensive environmental policies and practices. The company follows internationally recognized standards such as ISO 14040/14044 and ASI guidelines to minimize its environmental footprint. The **Life Cycle Assessment (LCA) Policy** ensures the evaluation of the environmental impacts of products from cradle-to-gate, incorporating strategies like recycling optimization and transparency in reporting. Through its **GHG Emissions**

Management and Reduction Policies, the company aligns its reduction targets with the 1.5°C warming scenario, conducts annual reviews, and publicly discloses emissions data as per GRI standards. Policies addressing **Emissions to Air and Discharges to Water** focus on quantifying and minimizing pollutants, ensuring sustainability with environmental regulations, and engaging with affected stakeholders.

In addition, Raviraj Foils Ltd. prioritizes waste reduction under its **Waste Management Policy**, adhering to the waste mitigation hierarchy by emphasizing resource recovery and aiming for zero landfill use. The company's **Biodiversity and Ecosystem Services Policies** safeguard ecosystems by assessing risks, implementing biodiversity action plans, and engaging with local communities and Indigenous Peoples. Regular monitoring, continuous improvement, and transparent public disclosures are integral to all these policies, ensuring accountability and alignment with global environmental best practices. Through these efforts, Raviraj Foils Ltd. reinforces its dedication to sustainable environmental management and long-term ecological balance.

Raviraj Foils Ltd. emphasizes a life-cycle approach for its aluminium products, addressing sustainability and minimizing environmental impacts through internationally recognized standards such as ISO 14040:2006 and ISO 14044:2006. The policy includes:

- **Quantitative Objectives:**
    - Conduct cradle-to-gate Life Cycle Assessments (LCA) for major product lines.
    - Implement simplified LCA approaches where feasible for smaller business applications.
    - Target 100% recycling of aluminium process scrap.
- **Action:** Deliver cradle-to-gate information for product lines.
- **Progress:** Ongoing; transparency in product line reporting. Draft LCA report ready using default value
- **Target:** Achieve full cradle-to-gate disclosure by 31-12-2027
- **Long-term Goal:** Continuous updates on LCA data for all products.
- **SDG Alignment:** SDG 12: Responsible Consumption and Production
- **Disclosure:**
    - Provide cradle-to-gate LCA data to customers and stakeholders on request.
    - Ensure transparent public communication of LCA methodologies and results.
    - Report environmental product declarations (EPDs) in sustainability with standards like EN 15804.

Greenhouse Gas (GHG) Emissions Management

The company is committed to comprehensive GHG emissions reporting and reduction strategies aligned with the 1.5°C global warming scenario:

- **Quantitative Objectives:**
    - Annual disclosure of Scope 1, 2 Emission.
    - Continuous improvement through annual review and alignment with international standards.
- **Action:** Achieve a 10 % reduction in GHG emissions from every year form 2024 using renewable energy.
- **Progress:** completed and achieved.
- **Target:** Reduce and Report GHG emissions annually by 31-12-2024
- **Long-term Goal:** Implement carbon-neutral strategies in the future.
- **SDG Alignment:** SDG 13: Climate Action.
- **Disclosure:**
    - Publish GHG emissions and reduction plans through sustainability reports and corporate websites.
    - Submit emissions data for independent verification via Ecovadis platforms.
    - Include data on energy use and emissions impact assessments in reports.

- **Quantitative Objectives:**
    - Annual disclosure of Scope 3 Emission.
    - Continuous improvement through annual review and alignment with international standards.
- **Action:** Achieve a 5% reduction in GHG emissions from 2024 data up to 2027,
- **Progress:** Ongoing, collection of data for scope 3 is in progress.
- **Target:** Reduce and Report GHG emissions annually by 31-12-2027.
- **Long-term Goal:** Implement carbon-neutral strategies in the future.
- **SDG Alignment:** SDG 13: Climate Action.
- **Disclosure:**
    - Publish GHG emissions and reduction plans through sustainability reports and corporate websites.
    - Submit emissions data for independent verification via Ecovadis platforms.

Include data on energy use and emissions impact assessments in reports

Water Management and Disclosure

Policies focus on responsible water use, risk assessment, and transparent public reporting to ensure sustainable resource management:

- **Quantitative Objectives:**
    - Develop water management plans with time-bound targets for efficiency and reduction in water withdrawal.

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- **Action:** Achieve a 5% reduction in water use from 2024 data up to 2026.
- **Progress:** Ongoing; water use data collected.
- **Target:** Reduce water consumption by 31-12-2026.
- **Long-term Goal:** Achieve water neutrality by 2030.
- **SDG Alignment:** SDG 6: Clean Water and Sanitation.
- **Disclosure:**
    - Include detailed annual reports on water use by source and type, with visual maps for clarity.
    - Assess and disclose water-related risks annually, including community engagement initiatives.

Waste Management and Recycling

The company prioritises waste minimization and sustainable disposal methods:

- **Quantitative Objectives:**
    - Quantify and disclose hazardous and non-hazardous waste annually.
    - Aim for 100% recycling of aluminium scrap and align with the waste mitigation hierarchy.
    - Implement time-bound action plans targeting a "zero landfill" status.
- **Action:** Maximize scrap recovery and recycling processes.
- **Progress:** Ongoing; scrap collection systems in place.
- **Target:** Achieve 100% recycling of scrap by 31-12-2026 to achieve the zero landfill targets
- **Long-term Goal:** Continuous improvements in scrap recycling rates.
- **SDG Alignment:** SDG 12: Responsible Consumption and Production
- **Disclosure:**
    - Publish waste management data and achievements in sustainability reports.
    - Collabourate with local recycling facilities and provide community access to waste data summaries.

GHG Emissions Management Policy
Objective: Energy reduction through effective management.
Action: Reduce energy consumption by 5% from 2024 data up to 2026.
Progress: Ongoing; tracking systems implemented.
Target: Integrate GHG management into daily operations by 31-12-2026.
Long-term Goal: Regular updates and improvements to GHG management systems.
SDG Alignment: SDG 13: Climate Action.

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Biodiversity and Ecosystem Risk and Impact Assessment Policy
Objective: Assess risks and impacts on biodiversity, ecosystems, GHG, and water.
Action: Conduct annual biodiversity and ecosystem risk assessments.
Progress: Ongoing; strategy under review.
Target: Implement first biodiversity risk management plan by 31-12-2025.
Long-term Goal: Mitigate negative biodiversity and ecosystem impacts.
SDG Alignment: SDG 15: Life on Land.

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8. Social

Raviraj Foils Ltd. demonstrates its unwavering commitment to sustainability through a comprehensive framework of policies focused on human rights, gender equity, Indigenous Peoples' rights, occupational health and safety, and community engagement. The company's objectives are aligned with international standards, including the UN Guiding Principles on Business and Human Rights, ILO conventions, and the Aluminium Stewardship Initiative (ASI) Performance Standards.

The organization prioritizes human rights due diligence, developing gender-responsive processes to identify, prevent, and mitigate adverse impacts while ensuring appropriate remediation measures. Gender equity and women's empowerment are central, with initiatives to eliminate workplace barriers, promote equal opportunities, and address harassment. Efforts to enhance gender equity are reviewed and publicly disclosed annually.

In supporting Indigenous Peoples, Raviraj Foils adheres to Free, Prior, and Informed Consent (FPIC) principles for projects impacting their communities or cultural heritage. The company has also implemented robust mechanisms for consulting and engaging Indigenous communities in project planning, ensuring their rights and interests are upheld.

Occupational health and safety (OH&S) is a critical focus area, with a comprehensive management system designed to mitigate risks and ensure employee well-being. Workers actively participate in health and safety committees, providing input on policies and operational practices. The effectiveness of these measures is disclosed through public reporting, including leading and lagging indicators.

Transparency and accountability are integral to Raviraj Foils' approach. The company publishes updates on its human rights efforts, gender equity initiatives, and health and safety performance through sustainability reports and online platforms. Additionally, it ensures that affected populations are informed about rights and processes, particularly in areas impacted by operations such as displacement or resource usage. The organization also commits to fair and timely remuneration practices, supporting a living wage and eliminating exploitative practices.

The company's policies reflect a zero-tolerance stance on child labour, forced labour, and workplace violence. These principles are enforced through strict sustainability frameworks and regular monitoring. Community engagement and development are also prioritized, with resources allocated to enhance livelihoods and support local needs.

To uphold its commitments, Raviraj Foils conducts regular policy reviews, incorporates feedback from stakeholders, and adapts to evolving standards and regulations. This continuous improvement process ensures the company remains at the forefront of sustainable and socially responsible practices.

This comprehensive strategy not only safeguards human rights and promotes equity but also reinforces the company's dedication to creating a sustainable future for all stakeholders.

Policy Transparency: Raviraj Foils Ltd. publicly discloses its policies on human rights, gender equity, occupational health and safety, and Indigenous Peoples' rights through sustainability reports and online platforms, ensuring accessibility and transparency.

Performance Reporting: The company annually publishes metrics on policy effectiveness, including gender equity measures, OH&S performance indicators, and sustainability with FPIC requirements, alongside continuous improvement initiatives.

Stakeholder Engagement: Regular updates are provided to stakeholders, including affected communities, detailing consultation outcomes, remediation efforts, and alignment with international standards like ASI Performance Standards.

1. Freedom of Association and Right to Collective Bargaining Policy
Quantifiable Objective: Ensure 100% of employees are covered by training on Freedom of Association.
Action: Conduct training on Freedom of Association.
Progress: Completed
Target: Achieve 100% employee coverage by 31-12-2025.
Long-term Objective: Maintain 100% training coverage.
SDG Alignment: SDG 8: Decent Work and Economic Growth.

2. Child Labour Policy
Quantifiable Objective:
Ensure 100% of employees receive training on the child labour policy.
Conduct risk analysis to prevent child labour.
Action:
Provide training on child labour policy.
Conduct annual risk assessment for child labour.
Progress:
Training materials being developed.
Target:
Achieve 100% employee training by 31-12-2025.
Complete first risk analysis by 31-12-2025.
Long-term Objective: Maintain 100% employee coverage and conduct annual reviews.
SDG Alignment: SDG 8: Decent Work and Economic Growth, SDG 16: Peace, Justice, and Strong Institutions.

3. Forced Labour Policy
Quantifiable Objective: Train 100% of employees on identifying and mitigating forced labour.
Action: Provide training on forced labour identification.
Progress: Ongoing; training in progress.
Target: Cover all employees with training by 31-12-2025.
Long-term Objective: Maintain training coverage.
SDG Alignment: SDG 8: Decent Work and Economic Growth, SDG 16: Peace, Justice, and Strong Institutions.

4. Non-Discrimination Policy
Quantifiable Objective: Train 100% of employees on non-discrimination practices.
Action: Provide training on non-discrimination practices.
Progress: Ongoing; training being developed.
Target: Achieve 100% training coverage by 31-12-2025.

Long-term Objective: Maintain training coverage.
SDG Alignment: SDG 10: Reduced Inequalities, SDG 5: Gender Equality.

5. Communication and Engagement Policy
Quantifiable Objective: Provide training on communication and engagement for 100% of workers.
Action: Conduct communication and engagement training.
Progress: Ongoing; training in progress.
Target: Achieve 100% worker coverage by 31-12-2025.
Long-term Objective: Maintain engagement coverage.
SDG Alignment: SDG 16: Peace, Justice, and Strong Institutions.

6. Violence and Harassment Policy
Quantifiable Objective: Provide training on identifying and preventing workplace violence.
Action: Conduct workplace violence training.
Progress: Ongoing; training materials under review.
Target: Achieve 100% employee training by 31-12-2025.
Long-term Objective: Maintain 100% training coverage.
SDG Alignment: SDG 16: Peace, Justice, and Strong Institutions.

7. Remuneration Policy
Quantifiable Objective: Train all employees on remuneration policies and practices.
Action: Provide training on remuneration policies.
Progress: Ongoing; training in progress.
Target: Achieve 100% employee training by 31-12-2025.
Long-term Objective: Maintain training coverage.
SDG Alignment: SDG 8: Decent Work and Economic Growth, SDG 10: Reduced Inequalities.

8. Employee Development Policy
Quantifiable Objective: Invest in continuous learning and development programs for employees, aiming for 100% employee participation by 2025.
Action: Implement and monitor training and development programs tailored to employee needs.
Resource Requirements: Training materials, external trainers, employee engagement tools.
Responsibility: HR Manager.
Progress: Ongoing; training sessions are being rolled out.
Target: Achieve 100% employee participation in development programs by 31-12-2025.
Long-term Objective: Foster a culture of continuous learning and skill enhancement across the workforce.
SDG Alignment: SDG 4: Quality Education, SDG 8: Decent Work and Economic Growth.

9. Health and Safety Policy
Quantifiable Objective: Achieve a zero-incident workplace by 2025 through stringent health and safety measures and regular training.
Action: Conduct regular health and safety training, implement safety audits, and enforce workplace safety protocols.
Resource Requirements: Safety training modules, audit tools, personal protective

equipment (PPE).
Responsibility: EHS (Environment, Health, and Safety) Manager.
Progress: Ongoing; regular safety drills and inspections are conducted.
Target: Achieve zero workplace incidents by 31-12-2025.
Long-term Objective: Maintain a zero-incident record and enhance workplace safety culture.
SDG Alignment: SDG 3: Good Health and Well-Being, SDG 8: Decent Work and Economic Growth.

11. All Social Policies
Quantifiable Objective:
Conduct risk analysis on Social Policies.
Conduct an internal audit on Social Policies.
Action:
Complete risk assessment annually.
Conduct internal audits annually.
Progress:
Risk assessment in progress.
Audit planned.
Target:
Complete the first risk analysis by 31-12-2025.
Conduct the first internal audit by 31-12-2025.
Long-term Objective: Annual risk assessments and internal audits.
SDG Alignment: SDG 5: Gender Equality, SDG 8: Decent Work and Economic Growth, SDG 10: Reduced Inequalities, SDG 16: Peace, Justice, and Strong Institutions.

9. Governance

Raviraj Foils Ltd.'s sustainability initiatives encompass robust policies, clear objectives, and comprehensive disclosure commitments, aligned with the Aluminium Stewardship Initiative (ASI) Performance Standards and the Global Reporting Initiative (GRI) frameworks. The following is an overview of the key areas for inclusion in the sustainability report:

Policies and Commitments

- **Business Integrity:** Commitment to zero tolerance for corruption, bribery, and fraud. Policies ensure legal sustainability, anti-competitive behaviour prevention, and robust whistle-blower mechanisms.
- **Environmental Stewardship:** Implementation of Environmental Management Systems (EMS) for minimizing environmental impact, promoting resource efficiency, and integrating sustainability across operations.
- **Social Responsibility:** Dedicated Social Management Systems (SMS) addressing human rights, labour rights, occupational health, and engagement with local communities.
- **Governance Integrity:** Adoption of high transparency, accountability, and ethical governance standards.
- **Data Protection and Security:** Stringent measures to ensure data integrity, confidentiality, and sustainability with applicable data protection laws.
- **Stakeholder Engagement:** Mechanisms to address grievances, complaints, and requests for information inclusively and transparently.

Objectives

- Achieve 100% sustainability with anti-corruption, data protection, and ESG training annually.
- Maintain zero incidents of corruption, data breaches, and fraud.
- Conduct regular audits (minimum two per year) to ensure sustainability across environmental, social, and governance practices.
- Publicly disclose material non-sustainability incidents and payments to governments annually.
- Integrate continuous improvement strategies, incorporating stakeholder feedback.

Disclosure Commitments

- **Annual Sustainability Reporting:** In alignment with GRI standards, the report includes governance approaches, materiality assessments, and environmental, social, and economic impacts.
- **Public Policies:** Accessible publications of policies on governance, anti-corruption, environmental management, and social responsibility.
- **Material Impacts:** Detailed reporting on environmental and social assessments, including mitigation and management plans.
- **Non-Sustainability and Liabilities:** Transparent disclosure of fines, judgments, penalties, and corrective measures for sustainability issues.
- **Payments to Governments:** Annual reporting of taxes, royalties, and political contributions, ensuring alignment with international frameworks like EIT

- **GHG Emissions:** Regular disclosure of emissions data, energy use, and progress on reduction targets aligned with a 1.5°C scenario.

Key Practices

- Integration of ESG principles into daily operations and decision-making.
- Engagement with stakeholders through structured processes, ensuring inclusivity and rights-based compatibility.
- Development and implementation of resilience and emergency response plans to address potential operational risks and environmental impacts.
- Proactive monitoring and auditing to ensure continuous alignment with best practices and stakeholder expectations.

This integrated approach reflects Raviraj Foils Ltd.'s commitment to sustainability, aiming for long-term environmental, social, and economic benefits while ensuring operational

1. **Regulatory compliance**

KPI: 100% of employees trained annually on regulatory requirements.
Actions: Conduct training sessions, develop training materials, track participation.
Resource Requirements: Training materials, external trainer if needed.
Monitoring Frequency: Quarterly.
Responsibility: Sustainability Officer.
Status: Ongoing; initial phase.
Target Date: 31-12-2024.
Short-Term Objective: Achieve 100% training participation rate.
Long-Term Objective: Maintain 100% sustainability with regulatory training annually.
Linked SDG Goal: SDG 16: Peace, Justice, and Strong Institutions.

2. Regulatory compliance
KPI: Zero instances of regulatory non-sustainability or penalties over the next 3 years.
Actions: Establish sustainability monitoring, conduct internal audits, and review regulatory updates.
Resource Requirements: Internal sustainability team, audit tools.
Monitoring Frequency: Annually.
Responsibility: Sustainability Officer.
Status: Planned; no issues reported.
Target Date: 31-12-2026.
Short-Term Objective: Establish a robust sustainability culture.
Long-Term Objective: Maintain zero non-sustainability cases.
Linked SDG Goal: SDG 16: Peace, Justice, and Strong Institutions.

3. Corporate Governance
KPI: Ensure 100% sustainability with sustainability committee meeting participation and documentation requirements.
Actions: Schedule meetings in advance, maintain accurate records, and distribute meeting agendas and minutes.
Resource Requirements: Meeting management software, dedicated administrative support.
Monitoring Frequency: Monthly.

Responsibility: Sustainability Officer.
Status: Ongoing; meetings scheduled.
Target Date: 30-06-2024.
Short-Term Objective: Achieve 100% participation and documentation accuracy.
Long-Term Objective: Maintain 100% adherence to governance policies and meeting standards.
Linked SDG Goal: SDG 16: Peace, Justice, and Strong Institutions.

4. Business Integrity
KPI: Conduct a business integrity survey with 80% employee participation within 1 year.
Actions: Develop a survey, distribute to all employees, analyze results, and report findings.
Resource Requirements: Survey tool, communication plan.
Monitoring Frequency: Annually.
Responsibility: HR Manager.
Status: Planned; survey development in progress.
Target Date: 31-12-2024.
Short-Term Objective: Achieve 80% participation in the business integrity survey.
Long-Term Objective: Increase participation rate to 95% over 3 years.
Linked SDG Goal: SDG 16: Peace, Justice, and Strong Institutions.

5. Whistle-blower
KPI: Resolve 90% of whistle-blower complaints within 2 months of reporting.
Actions: Establish investigation team, create whistle-blower reporting channels, track case resolution time.
Resource Requirements: Dedicated team, case management software.
Monitoring Frequency: Monthly.
Responsibility: HR Manager.
Status: Ongoing; timely resolution in place.
Target Date: 31-12-2024.
Short-Term Objective: Achieve 90% case resolution within 2 months.
Long-Term Objective: Maintain 95% resolution rate and zero retaliation over 5 years.
Linked SDG Goal: SDG 8: Decent Work and Economic Growth.

6. Transparency
KPI: Publish sustainability data with 100% transparency by the end of each fiscal year.
Actions: Collect accurate data, prepare sustainability reports, and disclose in line with GRI standards.
Resource Requirements: Data collection software, and reporting tools.
Monitoring Frequency: Annually.
Responsibility: Sustainability Officer.
Status: Completed.
Target Date: 31-12-2024.
Short-Term Objective: Achieve 100% transparency in disclosures.
Long-Term Objective: Maintain 100% transparency and adherence to GRI standards.
Linked SDG Goal: SDG 8: Decent Work and Economic Growth.

10. Appendices

Environment Matrix:

Energy Consumption

Energy efficiency is central to our sustainability goals. Over the past few years, Raviraj Foils Ltd. has implemented initiatives to optimize energy use and reduce reliance on non-renewable resources.

Table: Yearly Energy Consumption Trends for Unit 2

Year	Electricity (KWh)	KWH/ MT	Solar Energy (KWh)	% Renewable Energy used
2023	65,95,300	9334	1441200	21.85%
2024	86,95,300	10520	1412000	16.23 %

To further reduce energy consumption, we are expanding our solar/Wind panel installations and upgrading machinery to improve efficiency.

KPI: Water Usage

Water conservation is a priority at Raviraj Foils Ltd. We have consistently reduced our water consumption through advanced recycling technologies and sustainable practices.

Water Usage Trends KLPD/Ton

2023:.1.31 KLPD/Ton
2024: 0.90 KLPD/Ton

Our investments in water recycling systems and closed-loop processes are pivotal to achieving our long-term water sustainability goals.

KPI: Waste Management

Our waste management strategy focuses on minimizing waste generation and maximizing recycling to mitigate our environmental impact.

Recycling Rates for Unit 2

KPI : 100 % scrap recycling (Zero landfill)						
Scrap Category	2023			Total_2024		
	Generated	Recycled	% Recycling	Generated	Recycled	% Recycling
Al Scrap	1008360	1008360	100%	903060	903060	100%
Oil	0	0		5050	5050	100%
Cardboard	79320	79320	100%	77760	77760	100%
Wooden Material	79900	79900	100%	137930	137930	100%
Steel scrap	21730	21730	100%	35910	35910	100%
MS BARREL	0	0		147	147	100%
PVC BARREL	0	0		42	42	100%
INSULATED WIRE	0	0		580	580	100%
PVC SCRAP	0	0		610	610	100%

We have established a system for waste collection from the floor and introduced specialized machinery to convert all aluminium waste into pallets, ensuring efficient recycling and reuse

Carbon Footprint
Reducing our carbon footprint is integral to our environmental strategy. We closely monitor Scope 1 and Scope 2 emissions and implement mitigation projects.

For carbon sequestration and addressing emissions related to Scope 1 and process emissions, we have installed an OMR system with a capacity of 200,000 cubic meters per hour. Additionally, an Oil Recycling (ROR) system with a capacity of 200 litres per hour has been implemented to further enhance resource efficiency and sustainability. There are no other scope 1 Sources in the plant

Other than Recycling of oil, HSD is used occasionally

HSD consumption in 2024 is 2680 Litre only

Scope 1 emission = 2.25 tCO2 only

For Scope 2 emission
Table: Annual Greenhouse Gas Emissions

Year	Electricity (KWh)	KWH/ MT	Scope 2 emission factor	GHG emission	Solar Energy (KWh)	% Renewable Energy used	Net Electricity Used	Net reduction in GHG
2023	65,95,300	9334	0.89	8307,26	1441200	21.85%	4587.14	44.78%
2024	86,95,300	10520	0.89	9362.9	1412000	16.23 %	6482.12	30.78%

For Scope 3 we are collecting the baseline data, from 2026 reporting year we report the Scope 3 emission

Mitigation Projects"

Energy Efficiency Upgrades: Retrofitting machinery to reduce consumption.
Carbon Offsetting: Investing in reforestation and carbon credits.

Biodiversity and Ecosystem Risk and Impact Assessment Policy:

KPI	Description	Target	Status	Measurement Frequency	Responsible Team
Annual Biodiversity Risk Assessments	Number of biodiversity risk assessments conducted annually.	Tobe completed Dec 24	Completed	Annual	Sustainability Team

KPI	Description	Target	Status	Measurement Frequency	Responsible Team
Biodiversity Risk Management Plan	Completion of the first risk management plan.	Tobe completed Dec 24	Completed	Annual progress check	Sustainability & EHS Team

Environmental Social Impact Assessment:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Environmental Social Impact Assessment	Completion of at least one Environmental Social Impact Assessment annually	Annually	At least one assessment completed per year	EHS Manager	Done

Training on Product Life Cycle Assessment for Staff:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Product Life Cycle Assessment Training	Training provided to main staff on product life cycle assessment	Annually	100% of main staff trained	Sustainability Manager	Done

Process Scrap Collection and Reuse Training

KPI	Metric	Frequency	Target	Responsible Person	Status
1.	Training provided to 100% of relevant staff on process scrap collection and reuse	Annually	100% of relevant staff trained	Operations Manager	Done

Collection and Recycling of Products at End of Life:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Product End-of-Life Recycling	Collection and recycling of products at end of their life cycle	Ongoing	100% collection and recycling by December 2026	Sustainability Manager	In Progress (Action Plan Prepared)

Product Life Cycle Assessment and Public Disclosure:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Product Life Cycle Assessment	100% of product life cycle assessments are publicly disclosed	Annually	Public disclosure of all product life cycle assessments	Sustainability Manager	Done

Social Matrix

Workforce Data
We value diversity and inclusivity, fostering an equitable workplace.
Workforce Demographics (2024)
Total Employees: 100
Male: 100 (100%)
Female: 0
Age Distribution: total 96
Under 30: 51 (53%)
30-50: 41 (43%)
Over 50: 4(4%)

Community Engagement hospital donation.
Raviraj Foils Ltd. engages with local communities to improve education, health, and economic empowerment.
Programs and Initiatives
Education Support Program: Partnered with local schools to improve facilities and provide scholarships.
Health and Wellness Camps: Organized blood

Employee Well-being
Employee health, safety, and career growth are integral to our social strategy.
Workplace Safety Trends
2023: 0 incidents
2024: 2 incidents reported
Training and Development Programs for Unit 2

KPI : Training on All Social Policies and Coverage Of Employees

Policy/Topic	Year	Total Company Employees	Employees Trained (Coverage)	Coverage Percentage
Freedom of Association	2024	30	30	100%
Child Labour Policy	2024	30	30	100%
Forced Labour Policy	2024	30	30	100%
Non-Discrimination Policy	2024	30	30	100%
Communication and Engagement Policy	2024	30	30	100%
Violence and Harassment Policy	2024	30	30	100%
Remuneration Policy	2024	30	30	100%
Employee Development Policy	2024	30	30	100%
Health and Safety Policy (PE)	2024	30	30	100%
Health and Safety Policy (Contract Employee	2024	66	66	100%
Freedom of Association	2025	Plan		
Child Labour Policy	2025	Plan		
Forced Labour Policy	2025	Plan		
Non-Discrimination Policy	2025	Plan		
Communication and Engagement Policy	2025	Plan		
Violence and Harassment Policy	2025	Plan		
Remuneration Policy	2025	Plan		
Employee Development Policy	2025	Plan		
Health and Safety Policy(PE)	2025	Plan		
Health and Safety Policy (Contract Employee)	2025	Plan		

KPI : Risk Assessment on of Social Policies		
Policy/Topic	**Year**	**Status**
Freedom of Association	2024	Done
Child Labour Policy	2024	Done
Forced Labour Policy	2024	Done
Non-Discrimination Policy	2024	Done
Communication and Engagement Policy	2024	Done
Violence and Harassment Policy	2024	Done
Remuneration Policy	2024	Done
Employee Development Policy	2024	Done
Health and Safety Policy	2024	Done

Human Rights Impact Assessment:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Human Rights Impact Assessment	Completion of at least one Human Rights Impact Assessment annually	Annually	At least one assessment completed per year	HR Manager	Done

Mock Drills for Environmental and Safety Emergencies:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Mock Drills for Environmental Emergency	Conduct two mock drills annually for environmental emergencies	Semi-Annually	2 environmental mock drills conducted per year	EHS Manager	Done
2. Mock Drills for Safety Emergency	Conduct two mock drills annually for safety emergencies	Semi-Annually	2 safety mock drills conducted per year	Safety Manager	Done

Financial Matrix

Financial Sustainability

We continue to reinvest profits into sustainability projects, driving long-term growth.

Revenue Trends

Year	Revenue (INR Million)
2022	**₹542 Cr**
2023	**₹311 Cr**

Investments in Sustainability

Year	Project	Amount (INR Million)	Focus Area
2022	Solar Power Plant Installation	40	Renewable Energy
2022	Wind Mill	40	Renew
2021	OMR and ROR	119.30	

Governance Matrix
Performance Summary

KPI	2023 Status	2024 Target	2025 Goal
Employees trained on regulatory sustainability Unit 2 staff	100%	100%	Maintain 100% annually
Zero regulatory non-sustainability cases	0	0	Maintain 0 cases
Whistle-blower case resolution	0	0	0
Transparency in reporting	Sustainability report	100% transparency	Maintain 100% annually

Legal Matrix:

.KPI	Metric	Frequency	Target	Responsible Person	Monitoring (Aug '24 - Jan '25)
1. Circulation of Legal Updates	Percentage of legal updates circulated to relevant departments within 7 days of receipt	Monthly	100% updates circulated on time	Company Secretary	Compliant
2. Sustainability Evaluation	Number of monthly sustainability evaluations completed as per legal matrix	Monthly	100% evaluations completed	EHS Manager	Compliant
3. Amendment Integration	Time taken (in days) to integrate new amendments into the legal matrix after notification	Monthly	Integration within 7 days	EHS Manager	Compliant
4. Legal Matrix Accuracy	Number of discrepancies found during reviews of the legal matrix	Quarterly	Zero discrepancies	Company Secretary	Compliant
5. Website Monitoring for Updates	Number of updates identified by Environment Department via government websites	Monthly	At least 1 update review per month	EHS Manager	Compliant

.KPI	Metric	Frequency	Target	Responsible Person	Monitoring (Aug '24 - Jan '25)
6. Training on Legal Requirements	Percentage of employees trained on applicable legal requirements	Annually	100% of targeted employees trained	HR Manager	Compliant
7. Sustainability Reporting to Top Management	Number of monthly sustainability reports submitted to top management	Monthly	100% reports submitted	Company Secretary	Compliant
8. Evaluation Findings Closure Rate	Percentage of non-sustainability findings closed within 30 days of identification	Quarterly	100% closure rate	EHS Manager	Compliant
9. No Legal Fines and Penalties	Zero legal penalties due to EHS and social issues	Monthly	100% sustainability	EHS Manager	Compliant
10. Legal Disclosures Updated on Website	100% legal disclosures specific to fines and penalties	Monthly	100% sustainability	Company Secretary	Compliant

Anti-Corruption Matrix with statuses:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Anti-Corruption Training	Percentage of employees who completed anti-corruption training	Annually	100% of employees trained by year-end	HR Manager	100% Done
2. Reported Corruption Cases	Number of reported and substantiated corruption cases	Annually	Zero incidents	Sustainability Officer	0 Reported Cases
3. Internal Audits	Number of internal audits focused on	Semi-Annually	Minimum of two audits conducted	Internal Audit Manager	100% Achieved

KPI	Metric	Frequency	Target	Responsible Person	Status
	anti-corruption sustainability				
4. Third-Party Acknowledgment	Percentage of third-party suppliers and contractors who signed anti-corruption declaration	Annually	100% acknowledgment and commitment	Procurement Manager	In Progress

100% Training on Code of Conduct:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Code of Conduct Training	Percentage of employees trained on the Code of Conduct	Annually	100% of employees trained	HR Manager	In Progress / 100% Achieved

100% Review by sustainability Top Management for ASI Progress:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. ASI Progress Review	Percentage of ASI progress reviewed by top management	Every 4 months	100% of reviews conducted as scheduled	Top Management	100% Sustainability
Review Timeline	First review in August 2024, second review in December 2024				Reviews completed

Ensure 100% sustainability with committee meeting participation and documentation requirements.

KPI	Description	Status	Target Date	Short-Term Objective	Long-Term Objective	Linked SDG Goal
Sustainability Committee Meeting Compliance	Ensure 100% sustainability with committee meeting participation and documentation requirements.	Ongoing; meetings scheduled	30-06-2024	Achieve 100% participation and documentation accuracy.	Maintain 100% adherence to governance policies and meeting standards.	SDG 16: Peace, Justice, and Strong Institutions.

Conduct the business integrity survey

KPI	Description	Status	Target Date	Linked SDG Goal
Business Integrity Survey	Conduct a business integrity survey with 80% employee participation within 1 year.	Completed.	31-12-2024	SDG 16: Peace, Justice, and Strong Institutions.

Timely Whistle-blower Complaint Resolution

KPI	Description	Status	Target Date	Short-Term Objective	Long-Term Objective	Linked SDG Goal
Whistle-blower Complaint Resolution	Resolve 90% of whistle-blower complaints within 2 months of reporting.	There are no complaints	31-12-2024	Achieve 90% case resolution within 2 months.	Maintain 95% resolution rate and zero retaliation over 5 years.	SDG 8: Decent Work and Economic Growth.

Responsible Sourcing and Supplier Code of Conduct:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Responsible Sourcing Policy	Percentage of buyers who have completed the Responsible Sourcing Policy	Annually	100% of buyers completed	Procurement Manager	100% Completed
2. Supplier Code of Conduct	Percentage of suppliers who signed the "Code of Conduct" by 2026	Until 2026	100% of suppliers signed	Procurement Manager	In Progress

Sustainability Reporting and Disclosure:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Sustainability Reporting	Completion of sustainability report annually	Annually	Report completed once per year	Sustainability Manager	Done
2. Sustainability Disclosure	Public disclosure of sustainability report	Annually	Disclosure completed once per year	Sustainability Manager	Done

Zero Non-Sustainability, Fines, and Penalties:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Zero Non-Sustainability, Fines, and Penalties	Number of sustainability violations, fines, or penalties incurred	Ongoing	Zero non-sustainability, fines, or penalties	Sustainability Officer	Zero

Training on Suspended Operations, Mergers, Acquisitions, Closure, Decommissioning, and Divestment:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Training on Specific Operations	Conduct training for all staff on Suspended Operations, Mergers, Acquisitions, Closure, Decommissioning, and Divestment	Annually	Training provided to all staff at least once per year	HR Manager	Done

Public Disclosure of Government Payments and Political Contributions:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Public Disclosure of Government Payments	Ensure public disclosure of all government payments	Annually	100% disclosed	Finance Manager	No instances of government payments
2. Public Disclosure of Political Contributions	Ensure public disclosure of all political contributions	Annually	100% disclosed	Sustainability Officer	No instances of political contributions

Training on Government Payments:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Training on Government Payments	Conduct training for staff on proper handling and disclosure of government payments	Annually	100% of relevant staff trained annually	Sustainability Officer	In Progress / Done

Stakeholder Complaints and Grievances Training, Resolution, and Disclosure:

KPI	Metric	Frequency	Target	Responsible Person	Status
1. Stakeholder Complaints and Grievances Resolution	100% of stakeholder complaints and grievances captured and resolved	Ongoing	All complaints and grievances resolved	Stakeholder Relations Manager	Done (No complaints reported)
2. Training on Stakeholder Complaint Resolution	Training provided to 100% of staff on stakeholder complaint resolution	Annually	100% of staff trained	HR Manager	Done

KPI	Metric	Frequency	Target	Responsible Person	Status
3. Public Disclosure of Complaints and Grievances	Ensure 100% public disclosure of complaints and grievances policy	Annually	Policy publicly disclosed	Sustainability Officer	Done (Stakeholder Complaint and Grievance Policy disclosed)

Every year release of sustainability report

Objective	Transparency
KPI	Publish sustainability data with 100% transparency by the end of each fiscal year.
Actions	Collect accurate data, prepare sustainability reports, and disclose in line with GRI standards.
Resource Requirements	Data collection software, and reporting tools.
Monitoring Frequency	Annually.
Responsibility	Sustainability Officer.
Status	Completed.

11. Future Challenges and Highlights

As Raviraj Foils Ltd. moves forward with its commitment to sustainability, we recognize several challenges that will require strategic focus and innovation:

Climate Change Adaptation:

The increasing impact of climate change presents risks to raw material availability, energy costs, and operational stability. Adapting to these changes while maintaining efficiency will be a critical challenge.

Regulatory Complexity:

Stricter environmental and social regulations, both domestically and internationally, necessitate continuous updates to sustainability systems and governance frameworks.

Raw Material Sustainability:

Dependence on primary aluminium and global supply chains exposes the company to price volatility and supply disruptions. Shifting towards recycled materials and diversifying supply sources will require significant effort and investment.

Technological Upgrades:

Transitioning to more advanced, energy-efficient technologies involves high capital expenditure. Ensuring a balance between financial sustainability and technological progress is imperative.

Stakeholder Expectations:

Meeting the growing expectations of stakeholders, including customers, investors, and communities, for transparent and impactful sustainability practices will require enhanced communication and performance.

12. Future Highlights and Strategic Priorities

Renewable Energy Expansion:
Expanding our solar panel installations to cover 30% of our energy consumption by 2030, significantly reducing our reliance on non-renewable sources.

Circular Economy Initiatives:
Strengthening our waste management systems to achieve a 90% recycling rate by 2027, alongside initiatives to increase the use of recycled aluminium in production.

Community Empowerment:
Scaling up community engagement programs, such as education and vocational training, to double the number of beneficiaries by 2025.

Decarbonisation Goals:
Committing to net-zero carbon emissions by 2050, supported by energy efficiency upgrades, renewable energy projects, and carbon offset programs.

Innovation in Product Development:
Investing in R&D to develop lightweight and sustainable aluminium products for packaging and industrial applications, catering to emerging market needs.

Digital Transformation:
Leveraging digital technologies for real-time monitoring of energy, water, and waste management systems to enhance operational efficiency and sustainability reporting.

Employee Development:
Expanding training programs to include cutting-edge skills, leadership development, and sustainability practices, aiming for 100% participation by 2025.

Commitment to a Sustainable Future
Raviraj Foils Ltd. is steadfast in addressing these challenges while capitalizing on strategic opportunities to drive growth and sustainability. Through innovation, resilience, and collaboration, we aim to set new benchmarks in environmental stewardship, social responsibility, and governance excellence, ensuring a brighter and more sustainable future for all stakeholders.

13. GRI Index

The following table provides a summary of our sustainability with the Global Reporting Initiative (GRI) standards:

GRI Standard	Disclosure Number	Disclosure Title	Page Number
GRI 102: General	102-1	Name of the organization	2
Disclosures	102-2	Activities, brands, products, and services	2
	102-3	Location of headquarters	2
	102-4	Location of operations	2
	102-5	Ownership and legal form	12
	102-6	Markets served	9
	102-7	Scale of the organization	4
	102-8	Information on employees and other workers	60
	102-9	Supply chain	10
	102-10	Significant changes to the organization and its supply chain	4
	102-11	Precautionary Principle or approach	17
	102-12	External initiatives	19
	102-13	Membership of associations	15
	102-14	Statement from senior decision-maker	3
	102-16	Values, principles, standards, and norms of behaviour	22
	102-18	Governance structure	12
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	5
	201-2	Financial implications and other risks and opportunities due to climate change	17
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	18
	205-2	Communication and training about anti-corruption policies and procedures	18
GRI 302: Energy	302-1	Energy consumption within the organization	25
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	25
	305-2	Energy indirect (Scope 2) GHG emissions	25
GRI 403:	403-1	Occupational health and safety management system	38
Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	38
	403-4	Worker participation, consultation, and	38

GRI Standard	Disclosure Number	Disclosure Title	Page Number
		communication on occupational health and safety	
GRI 404: Training	404-1	Average hours of training per year per employee	39
	404-2	Programs for upgrading employee skills and transition assistance programs	39
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	60
	405-2	Ratio of basic salary and remuneration of women to men	60