



BUILT ON VALUES. DRIVEN BY SUSTAINABILITY

Sustainability Report

FY 2024-25



SCHEVARAN LABORATORIES PRIVATE LIMITED



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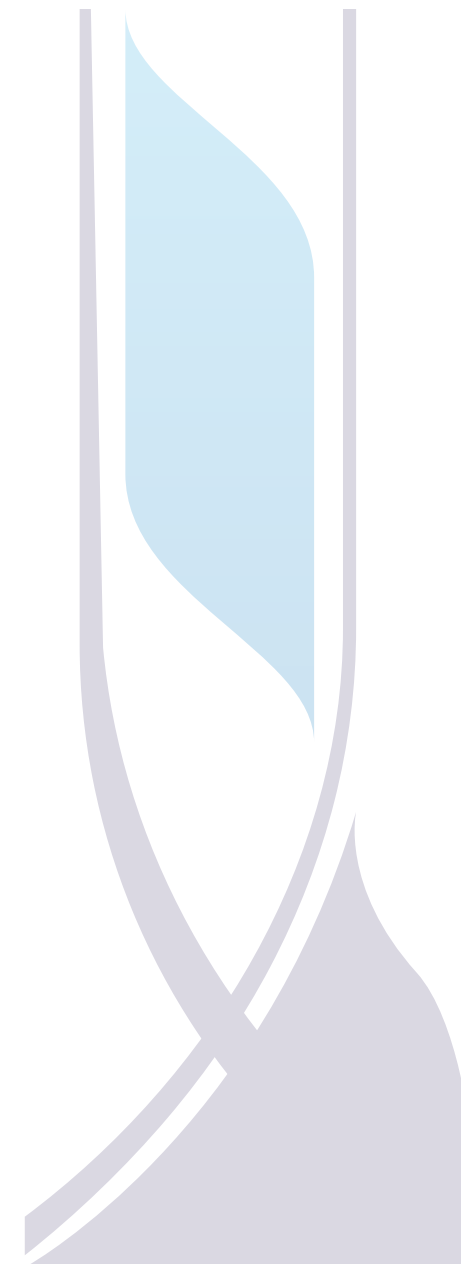
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INTRODUCTION

At Schevaran Laboratories Pvt. Ltd. (SLPL), we are committed to enabling clean living and workspaces using sustainable green technologies. This sustainability report reflects our unwavering dedication and demonstrates how we systematically integrate responsible environmental, social, and governance (ESG) practices into every aspect of our business operations.

Prepared in reference to the Global Reporting Initiative (GRI) Standards 2021, this report ensures that our disclosures are transparent, consistent, and credible. Through this comprehensive report, we share our measurable progress across energy management, greenhouse gas emissions reduction, water stewardship, waste management and circular economy, employee well-being, occupational health and safety, and meaningful stakeholder engagement.

The report covers the Financial Year 2024-25 (April 1, 2024, to March 31, 2025) and includes all entities within our operational boundary. We aim to provide our stakeholders-including employees, customers, suppliers, investors, regulators, and communities-with a clear, evidence-based view of our sustainability performance, key achievements, and forward-looking commitments as we continue to advance our vision for a greener, more sustainable world.



Kabini Plant, Schevaran, Mysuru

REPORTING INFORMATION

Legal Name: Schevaran Laboratories Private Limited

Address: 427/B, Schevaran Road, Hebbal Industrial Area, Mysuru – 570016, Karnataka, India

Restatements of Information: More accurate purchased goods & services category methodology used compared to FY2023-24 report

Reporting Period: FY 2024–25 (April 1, 2024 to March 31, 2025)

Boundary Covered: Operational Control Boundary

External Assurance: TÜV India - Limited Assurance

Published Date: 28 February 2026

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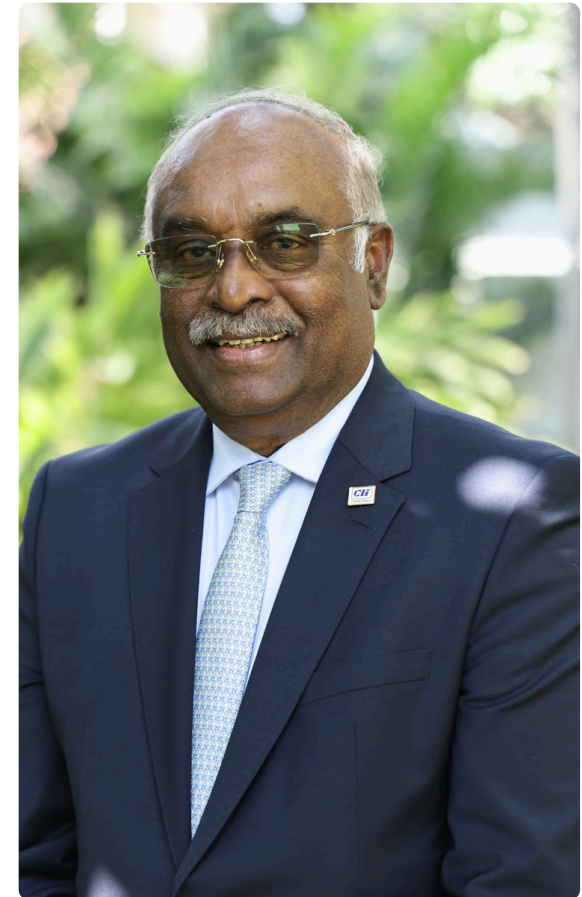
CHAIRMAN'S NOTE

When the idea of Schevaran first took shape, my vision was clear: to offer India world-class, integrated, and sustainable cleaning solutions tailored to our nation's distinct hygiene needs. Today, I am proud to say that we have not only stayed true to that vision, but have evolved with the understanding that the future of cleaning in India is no longer one-dimensional. It demands an integrated model - one that brings together cleaning solutions, machines, tools, end-to-end service, and a sustainable approach - while continuously learning, adapting, and stabilizing performance across environments. This commitment to a holistic, future-ready ecosystem is what continues to drive Schevaran forward.

Our vision has expanded into a unified purpose - protecting the planet, empowering our people, and creating meaningful value for society - forming the foundation of our sustainability strategy. This strengthens our commitment by introducing AI to anticipate evolving needs, withstand market disruptions, and deliver predictable, high-quality results at a scale which is critical for performance, cost control, and business continuity. Our edge comes from the Schevaran Innovation Centre, where we develop customized, sustainable solutions that enhance operational efficiency across industries, further strengthened through collaboration with senior scientists from premium research institutes, whose expertise elevates our R&D, product stewardship, and commitment to safe, environmentally conscious formulations. By building high-performance, sustainable solutions in India- on par with global standards - we strengthen a cleaner nation, a greener planet, and a more resilient economy

As we continue strengthening our commitment to responsible growth, I am pleased to share that the company has made significant progress in water stewardship, a critical priority given that water remains a key ingredient in many of our products. Through focused initiatives, we have successfully improved water-use efficiency and reduced our overall water intensity across operations. Equally important is our unwavering stance on social responsibility & compliance which is a foundational expectation embedded in every aspect of our business. This year, we have also taken decisive steps to increase our reliance on renewable energy, enhance waste management practices, and reinforce systems to better monitor and reduce greenhouse gas emissions, all of which are areas of high strategic interest for us. Looking ahead, we remain committed to elevating our performance across these fronts, supported by our Science Based Targets initiative (SBTi)-aligned pathway toward Net Zero emissions, with clear short-, mid-, and long-term action plans guiding our transition.

Our pursuit of excellence is further reflected in our Sustainability Benchmarks, which align with globally recognized rating such as EcoVadis - underscoring our commitment to responsible business practices and continuous improvement. In line with this commitment, we invested 26.64% of last year's profit into Research & Development, 9.73% into sustainability initiatives, and 4.38% into CSR activities, reinforcing our dedication to innovation, environmental stewardship, and community engagement.



Sam Cherian
Founder Chairman



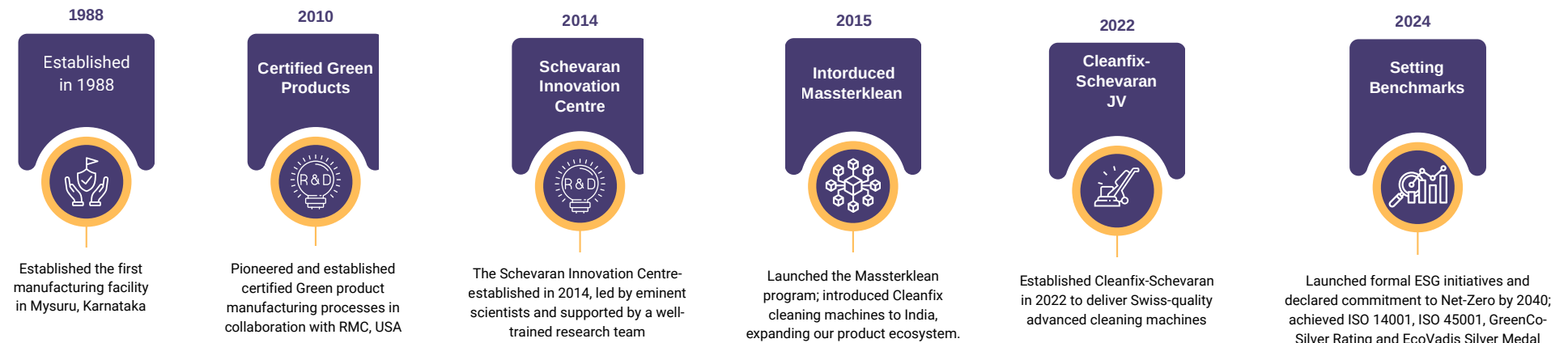
COMPANY OVERVIEW

Schevaran was founded in Mysuru in 1988 with a clear vision and unwavering commitment: to produce world-class, 360-degree cleaning solutions tailored specifically to Indian geography and climate. As a forerunner in India's domestic cleaning products market, Schevaran has formulated and manufactured over 150 cleaning and maintenance solutions that are widely deployed by businesses across sectors and geographies throughout the country.

The company continues to expand its product portfolio through a robust in-house research and development program, complemented by strategic partnerships with leading international manufacturers of cleaning machines and accessories. Schevaran serves as the exclusive distributor and strategic partner for Cleanfix cleaning machines and Filmop cleaning accessories and equipment, adding value across the complete solutions chain.

With over 2000+ corporate customers, Schevaran products and equipment are deployed daily to clean over 500+ million square feet of space across India, reflecting our trusted position in the market.

OUR JOURNEY



Vision

To advance clean living and work environments through the development and delivery of sustainable, technologically enabled, and scientifically robust cleaning and hygiene solutions that uphold the highest standards of health, safety, and environmental stewardship



Mission

Create Advanced solutions for Industrial, Institutional, and Household Cleaning

Formulate User-Safe Products which have No or Low impact on the Environment

Advance Sustainable R&D through the Schevaran Innovation Centre (SIC)

Innovate continuously based on Market needs



PRODUCT PORTFOLIO

Schevaran specializes in a comprehensive range of cleaning and hygiene products, meticulously formulated to meet the highest standards of efficacy, safety, and environmental responsibility.



CLEANERS & DEGREASERS

Industrial, commercial, and household cleaning & degreasing products are formulated to effectively remove dirt, grime, mineral deposits, and organic soils while minimizing chemical impact



DISINFECTANTS

Formulated to eliminate harmful pathogens and microorganisms, providing essential protection in healthcare settings, food processing facilities, and other high-risk environments



HAND HYGIENE

Range of handwash and sanitizers available in spray bottles, suitable for personal use, workplace environments, and public spaces, formulated with skin-friendly, non-irritating ingredients



CUSTOMIZED SOLUTIONS

Other solutions like Wood/Metal Polishes, Water treatment Machinery Cleaners, Descalers, CIP Application cleaners etc. for industrial and corporate use, which do not cause corrosion or degradation of surfaces

CERTIFIED GREEN PRODUCT RANGE

Our commitment to sustainability is rigorously validated through prestigious third-party product certifications and ecolabels. These products offer safer, environment-friendly performance by using verified sustainable ingredients and processes that reduce environmental impact, protect human health, and maintain high cleaning efficacy.

CII GREENPRO ECOLABEL



All Klean, Scale Off, Super Lime Plus, Sparklean Green with Lime, Germ Free, Herbal Floor Cleaner, Window Shine, Labello, Superklean, Dishex-L, Rinse Aid, Sparklean, Laundid Main Wash, Schevaran Formula 501, Super Lime Away, Sun Gloh, Schevaran Master, Schevaran KF11, Carpet Brite, All Klean Bold, Germ Free Bold, and Sparklean Bold

UL ECOLOGO & USDA BIO-BASED



EC Low foam all-purpose cleaner, EC Glass Cleaner, EC Tough Job Cleaner, EC Washroom Cleaner, EC Hand Soap, EC Novus and Natural Shine



SCHEVARAN INNOVATION CENTRE (SIC)

Schevaran Innovation Centre is the strategically vital, in-house Research and Development division of Schevaran Laboratories Pvt. Ltd. The core mandate of SIC is to develop innovative, environmentally responsible products for cleaning and hygiene applications. The Centre formulates and refines products that are non-polluting and user-friendly, incorporating ingredients that are demonstrably non-toxic to end users and the environment alike. SIC operates from a state-of-the-art laboratory housed within an eco-friendly, purpose-built independent building, equipped with modern analytical instruments and testing facilities.

The SIC team comprises highly qualified and experienced scientists and researchers, led by the Director, Dr. Bhavanishankar holding a Doctorate in Biochemistry and Dr. Varadaraj bringing extensive research & industry experience. The Centre's activities are guided by a robust Scientific Advisory Board comprising scientists of national and international repute and industry leaders. Advisory Board expertise spans food science and technology, microbiology, chemistry, and healthcare, with the Board headed by Dr. V. Prakash (Padmashree awardee and former Director, Central Food Technological Research Institute, Mysuru).



NEW PRODUCT DEVELOPMENT & IMPROVISATION



- Developed **Germoff Prime**- AntiSeptic Liquid and **Laundid Alkali Booster**- Cleaning Efficiency Enhancer
- Improved Food Industry Range- **HLC 5000 & HDA 2500** for CIP application and **F 400** for destaining application



SIC plays a pivotal role in business continuity and sustainability at Schevaran. Beyond developing new products, SIC focuses on re-engineering existing products to improve efficiency, enhance cost-effectiveness without compromising quality, and develop bio-based product alternatives. The Centre also directly addresses customer-specific challenges in cleaning and hygiene applications.

Notably, Schevaran played a critical role in India's pandemic response through products developed by SIC. Schevaran Viroff 753+, developed and perfected at SIC, became the widely used hand sanitizer during and after the COVID-19 pandemic, demonstrating the Centre's responsiveness to public health crises.

SIC actively contributes to public health awareness by conducting awareness programs on hygiene and health-related topics across various sectors. The Centre participates in industry exhibitions, showcasing the unique value proposition of SIC-developed products. To date, SIC has developed more than 120 products serving the Healthcare, Food & Kitchen, Manufacturing, Hospitality, Corporate, Facility management, and large commercial spaces sectors.



SUSTAINABILITY BENCHMARKS

At Schevaran, we take great pride in our organization-wide commitment to excellence, innovation, and responsible business practices. Over the years, our efforts in delivering high-quality products, fostering responsible and ethical business conduct, and advancing environmental stewardship have been recognized by reputable industry bodies, certification agencies, and standard-setting organizations. These reflect our operational excellence, technical achievements, and genuine dedication to creating positive impacts on society, the environment, and the communities we serve.



SILVER MEDAL IN ECOVADIS RATING- SEPTEMBER 2024

EcoVadis Silver Medal, a recognition awarded to the Top 15% of companies assessed in the last 12 months. Evaluation areas: Environment, Labor & HR-Ethics and Sustainable Procurement

GREENCO SILVER RATING BY CII- JUNE 2024

Schevaran earned a Silver Rating from the Confederation of Indian Industry (CII) under the GreenCo rating system. This comprehensive evaluation assesses organizational performance across ten key environmental and sustainability areas, directly aligning with national and international environmental goals and contributing to India's broader sustainable development agenda.

NET ZERO 2040 TARGET VALIDATION BY SBTI- AUGUST 2024

Our near-term/net-zero target has been validated by the SBTi to reduce Scope 1 & 2 GHG emissions 42% by 2030 from a 2023 base year & commitment to reduce Scope 1+2+3 emissions 90% by 2040 & achieve Net Zero.

SEDEX MEMBERS ETHICAL TRADE AUDIT (SMETA) 4-PILLAR COMPLIANCE- APRIL 2024

The company successfully achieved compliance under the SMETA 4-Pillar audit framework, covering labor standards, health and safety, environment, and business ethics. This certification definitively underscores Schevaran's adherence to ethical trade practices and responsible supply chain management.

OCCUPATIONAL HEALTH & SAFETY, AND ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATIONS- JUNE 2024

With the existing ISO 9001:2015 certification, the company obtained ISO 45001:2018 and ISO 14001:2015 certifications for Occupational Health & Safety and Environmental Management Systems

OUTLOOK PLANET C³ AWARDS 2025

Winner of the Outlook Planet C³ – Summit & Awards 2025 for excellence in Energy Conservation category, placing us among India's most impactful and high-performing businesses.

CII NATIONAL SHINING MSME AWARDS 2025

Gold Certification in Manufacturing category of the CII National Shining MSME Awards 2025 highlights excellence in growth, innovation, operational efficiency, sustainability & leadership.



MATERIALITY ASSESSMENT

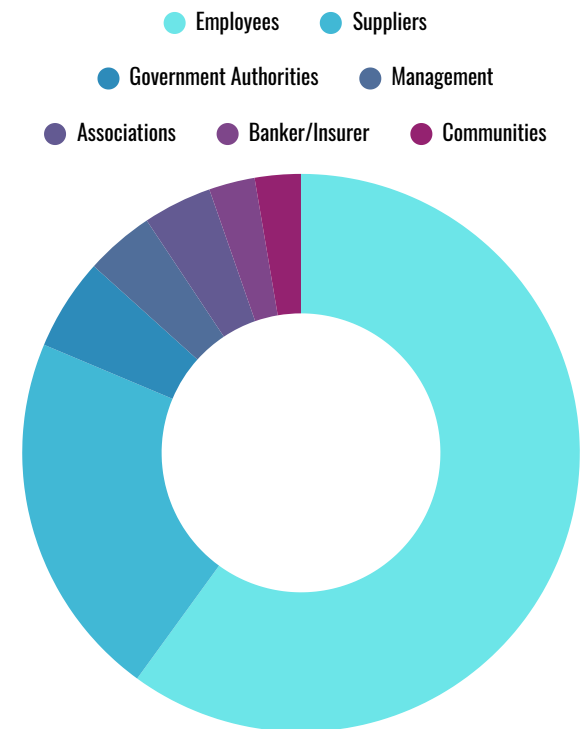
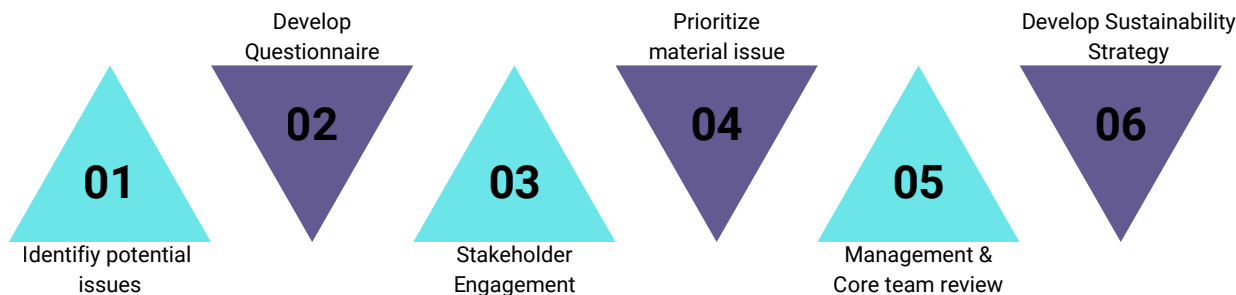
PURPOSE AND APPROACH

A materiality assessment is a cornerstone of credible and effective sustainability reporting. It enables an organization to systematically identify, prioritize, and focus on the sustainability topics that matter most to its stakeholders and have the greatest potential impact on business success. By linking stakeholder expectations and concerns with strategic business objectives, the assessment ensures that sustainability reporting is relevant, transparent, and aligned with value creation and risk management priorities.

For Schevaran, the materiality assessment serves as both a diagnostic and strategic tool, helping integrate environmental, social, and governance (ESG) considerations into long-term business planning and public disclosure in full accordance with the Global Reporting Initiative (GRI) Standards and the United Nations Sustainable Development Goals (SDGs).

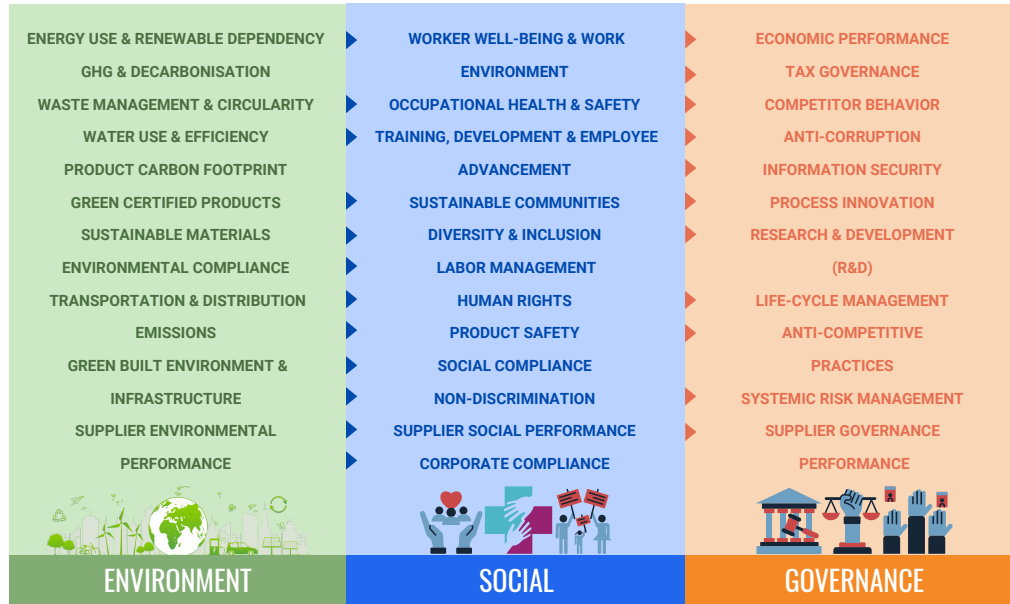
STAKEHOLDER ENGAGEMENT PROCESS

Stakeholder engagement formed the essential foundation of our materiality assessment. SLPL engaged a broad, representative range of internal and external stakeholders—including employees, customers, suppliers, government authorities, local communities, senior management, and financial institutions—to capture diverse, authentic perspectives on sustainability priorities. The level of stakeholder participation increased significantly during the year, with overall responses rising by 2.28 times compared to the last year (64 in FY2023-24 and 210 in FY2024-25), reflecting stronger engagement and heightened stakeholder interest in SLPL’s sustainability initiatives.



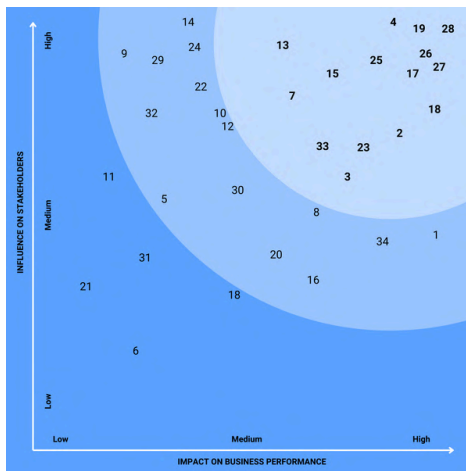


KEY POTENTIAL ISSUES FOR MATERIALITY



KEY MATERIAL TOPICS IDENTIFIED

1. Information Security & Data Protection (SDG 9 and 16) – Safeguarding customer and operational data
2. Green & Safe Products (SDG 3 and 12) – Ensuring product safety and environmental performance
3. Anti-Corruption & Anti-Competitive Practices (SDG 16) – Maintaining ethical business conduct
4. Water Use & Efficiency (SDG 6) – Optimizing water consumption & improving conservation practices to ensure sustainable water management
5. Human Rights & Labor Practices (SDG 5, 8 and 10) – Protecting worker rights and dignity
6. Tax Governance & Transparency (SDG 16 and 17) – Responsible tax management
7. Net Zero & Climate Action (SDG 7 and 13) – Reducing GHG emissions and transitioning to renewable energy
8. Sustainable Communities (SDG 11 and 17) – Contributing positively to local communities
9. Compliance & Legal Adherence (SDG 16) – Meeting all regulatory and legal obligations
10. Waste Management & Circular Economy (SDG 12 and 13) – Minimizing waste and promoting resource efficiency
11. Occupational Health & Safety (SDG 3 and 8) – Maintaining safe, healthy work environments
12. Sustainable Procurement (SDG 8, 12 and 17) – Embedding ESG criteria across the supply chain
13. Systemic Risk Management (SDG 9, 13 and 16) – Identifying and mitigating enterprise-level risks



MATERIAL ISSUES RANKED BY INTERNAL & EXTERNAL FOCUS

These topics are strategically distributed across governance, social, and environmental dimensions, collectively reflecting the sustainability priorities that matter most to Schevaran's stakeholders and business resilience.



SUSTAINABILITY PERFORMANCE & STRATEGY

KPI	SDG (s)	GRI DISCLOSURE	FY 2024-25	TARGET	KPI	SDG (s)	GRI DISCLOSURE	FY 2024-25	TARGET
Gross Scope-1 Emissions	13	305-1	3.88 tCO2e	Reduce Scope 1+2 by 42% by 2030 with 2023 base year	Weight of Air pollutants	13	305-7	NOx- 242.92g SOx- 71.68g PM- 159.29g	100% Compliance
Gross Scope-2 Emissions	13	305-2	67.07 tCO2e		% of product packing recyclable	12	301-2 306-2	100%	100%
Gross Scope-3 Emissions	13	305-3	2243.50 tCO2e	Net Zero by 2040 with 2023 base year	Super-Concentrate Products	12	301-3	3 Products	3 more by 2027
GHG Intensity	13	305-5	0.5305 tCO2e/MT	0.4 tCO2e/MT by 2027	Reuse of Product Cans & Bottles	12	306-2	650 Nos.	>2000 in FY2025-26
Total Energy Consumption	7,13	302-4	108416 kWh	Reduce by at least 5% in FY2025-26	Suppliers assessed for QHSE Criteria	12,17	308-1 414-1	100%	100% ongoing
Renewable Energy Consumption	7,13	302-4	17546kWh	>50% by 2030	Spending on local suppliers	8,9	204-1	75.34%	80% in FY2025-26
Energy Intensity	7,13	302-4	24.85 kWh/MT	22 kWh/MT in FY2025-26	RM/PM from certified sustainable sources	12	301-1 308-1	38%	>60% by 2027
Total Water Consumption	6,12	303-1	7860 KL	Reduce by at least 5% in FY2025-26	Products assessed for HSE impact	12	416-1	100%	100% ongoing
Water Intensity	6,12	303-3	1.8 KL/MT	1.5 KL/MT in FY2025-26	Customer Health & Product Safety Incidents	3,8	416-1	0	0
Total amount of water recycled and reused	6,12	303-4	5.47% (70.300 KL out of 1286.35 KL)	>50% by 2027 with dedicated STP	Certified Green Products	12	417-1	22	>35 by 2027
Water discharge compliance rate	6,14	303-4	100%	100%	Products LCA Studies	9,12	301-2	5 Products	15 by 2027
Total weight of Hazardous Waste	12	306-3	23.037 MT	Reduce by at least 10% in FY2025-26	Supplier assessments covering social aspects	8,10	414-1 408-1	100% of Manpower Suppliers	100% of all Approved Suppliers
Total weight of Non-Hazardous Waste	12	306-3	11.477 MT	Reduce by at least 10% in FY2025-26	Grievances Resolution Rate	16	410-1 411-1	100%	100%
Waste Intensity	12	306-3	0.0079 MT/MT	<0.0060 by 2027	Child & Forced Labor, Trafficking Incidents	8,10	408-1 409-1	0	0
Waste recovery/diverted from landfill	12	306-3	Hazardous-88.73% Non-Hazardous- 90.67%	>92% in FY 2025-26					
Raw material Yield efficiency	12	301-1	4.489	4.5 in FY2025-26					



SUSTAINABILITY PERFORMANCE & STRATEGY

KPI	SDG (s)	GRI DISCLOSURE	FY 2024-25	TARGET	KPI	SDG (s)	GRI DISCLOSURE	FY 2024-25	TARGET
Training Hours	8,9	404-1	1.04/Employee	1.5/Employee in FY 2025-26	Board-level risk reviews per year	16	102-15 102-14	2	≥2 per year
Women Employment	5,10	405-1	31%	Maintain	New Product Development & Innovation	8,9	201-2	2	≥2 per year
Employees covered for Career development	4,8	404-1	100%	100% ongoing	Employees trained on Information Security	16	418-1	20%	>95% in FY2025-26
Workforce covered by Safety Programs	3	403-5 403-6	100%	100% ongoing	Cybersecurity Incidents	16	418-1	0	0
Lost Time Injury Frequency Rate (LTIFR)	3,8	403-9 403-10	0	0	Customer privacy and data losses complaints/cases	16	418-1	0	0
Significant Chemical Spills/Incidents	3	403-2	0	0	Product (SDS) available on website	9	418-1 417-1	46%	100% by 2026 end
Workforce trained on Chemical Safety	3	403-5	100%	100% ongoing	Product recalls or Safety violations	16	416-2 419-1	0	0
Workforce trained on Anti-Corruption	16	205-2	100%	100% ongoing	CSR expenditure as % of net profit in last FY	11,17	413-1	4.38%	>5% in FY2025-26
Anti-Corruption/Competitive cases	16	205-3 206-1	0	0	Tax Compliance & Transparency	8,16	207-2 207-4	100%	100% ongoing
Suppliers completing code of conduct & agreement with ESG terms	8,16	414-1 205-2	100% of approved suppliers	All new suppliers	Legal Non-Compliance cases	16	419-1	0	0
Number of days lost to work-related injuries, fatalities and ill health	3,8	403-9 403-10	0	0	Total Work Hours	3,8	403-9 403-10	214312	NA
					Number of work-related accidents	3,8	403-9 403-10	0	0

SUSTAINABLE DEVELOPMENT GOALS





GOVERNANCE



GOVERNANCE AND ORGANIZATIONAL STRUCTURE

GOVERNANCE FRAMEWORK

Our governance is structured to ensure transparent oversight, accountability, and responsible decision-making across all organizational levels. Our governance framework comprises clear hierarchical layers: Top Management, Heads of Departments (HODs), technical staff and specialists, and contract workers. This structure establishes transparent reporting lines and well-defined decision-making authority.

Schevaran is committed to responsible, sustainable growth achieved through robust governance that aligns environmental and social priorities with principled business decisions. Leadership is provided by the Chairman and Managing Director, Mr. Sam Cherian Kumbukattu, who works in close collaboration with department heads and a dedicated advisory board. 1 out of 2 Directors and all 4 Advisory Board members are independent in nature contributing to 83% of independent board members. All members have been a part of the board for around 10 years starting from 2014. All the members of the board of directors & advisory board are above 60 years of age. The governance structure includes the Sustainability Committee, which meets regularly to review and approve all sustainability-related initiatives, targets, and disclosures.

Members are selected based on competencies and experience necessary to effectively address organizational impacts and challenges. Regular Monthly Operations Review Meetings oversee due diligence activities, operational development, stakeholder engagement, training and capacity-building programs, and systematic monitoring of environmental and social impacts. The Factory General Manager, acts as a bridge between operational staff and senior management for effective oversight and rapid issue resolution.

BOARD OF DIRECTORS



Sam Cherian



Miriam Cherian



Alex Cherian



Anna Cherian

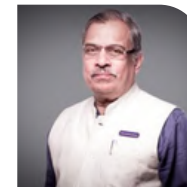
ADVISORY BOARD



Dr. V Prakash



Dr. Bhavanishankar



Dr. Gurudutt



Dr. Varadaraj



The organization has established additional committees for Grievance, Health & Safety and Prevention of Sexual Harassment (POSH). Each committee has specific oversight responsibility for management practices, impacts on employees and workers, health and safety, and the work environment.



Comittee	Gender		Category		Under-Represented Group
	Male	Female	Executive	Non-Executive	
Grievance	3	2	2	3	-
Health & Safety	4	3	6	1	-
POSH	1	6	7	-	1

Conflict of Interest Management: Schevaran maintains strong governance controls through its Code of Conduct, formal grievance mechanisms, and whistleblower protection policy to prevent and address conflicts of interest at all organizational levels. During the reporting period, no conflict-of-interest incidents were reported or identified within the organization. Senior leaders and key decision-makers provide annual written declarations affirming compliance and transparency, and these controls actively help identify and mitigate potential risks.

Communication of Critical Concerns: Critical concerns are systematically communicated to the highest governance body through monthly committee meetings, ensuring timely review and appropriate management guidance. During the reporting period, no critical concerns were raised, reflecting effective internal controls and proactive risk management.

Capacity Building and Performance Evaluation: The collective knowledge, skills, and experience of governance body members in sustainable development are continuously enhanced through regular training sessions covering emerging sustainability trends, evolving regulatory requirements, and global best practices. Members actively took part in seminars, panel discussions and industry meets etc., this supports informed decision-making and strengthens governance of economic, environmental, and social impacts.

The performance of the highest governance body is evaluated annually through internal audits focusing on oversight of economic, environmental, and social impacts. Findings are formally documented and addressed through corrective action reports, which may include organizational practice updates and, where necessary, adjustments to governance body composition.



REMUNERATION POLICIES AND PRACTICES

Remuneration policies for members of the highest governance body and senior executives are established in accordance with the organization's Recruitment Policy. Compensation consists of:

- Fixed annual salary determined based on role, experience, responsibilities, and market-benchmarked standards
- Performance-linked variable components tied to Key Result Areas (KRAs) and Key Performance Indicators (KPIs), recorded systematically in the KEKA HR management system, ensuring direct alignment with the achievement of economic, environmental, and social impact objectives

Annual Total Compensation Ratio

The ratio of the annual total compensation of the organization's highest-paid individual to the median total compensation of all employees (excluding the highest-paid individual) is 46.39 compared to 24.41 in FY2023-24. The ratio of percentage increase in annual total compensation of the highest-paid individual to the percentage increase in annual total compensation for all employees (excluding the highest-paid individual) is 4.55 compared to 5.12 last year. These figures are compiled using authoritative data from the company's HRMS system (KEKA), ensuring accuracy and consistency across all employee levels.

This metric provides stakeholders with transparency on pay equity structures and demonstrates the organization's approach to aligning compensation practices with market benchmarks while maintaining internal equity considerations to the best possible extent.

Processes to Remediate Negative Impacts

Schevaran is committed to addressing and remediating any negative impacts it may have caused or contributed to. Grievances are identified and addressed through a formal grievance committee and discussions with committee members. Stakeholders are engaged in the design, review, and improvement of these mechanisms through feedback forms, ensuring their perspectives are considered. The effectiveness of grievance and remediation processes is tracked via the grievance committee and meeting minutes (MOMs), providing transparency and accountability in resolving concerns.





Membership in Associations

Schevaran actively participates in industry, advocacy, and membership organizations to support responsible business practices and sustainable development. Current memberships include CII, Rotary, and Sedex, where the company holds the status of a member. These affiliations enable the organization to stay informed of industry best practices, engage with stakeholders, and contribute to broader sustainability and social initiatives.



Management review

We provide mechanisms for individuals to seek advice on implementing responsible business conduct through Management Operation Reviews (MORs). Employees and other stakeholders can raise concerns about the organization’s business conduct during monthly meetings, ensuring open communication, transparency, and timely resolution of issues.

Compliance with Laws and Regulations

During the reporting period, Schevaran did not incur any fines or non-monetary sanctions related to non-compliance with laws and regulations. There were no significant instances of non-compliance in the current or previous reporting periods. Significant instances are determined through the company’s Integrated Management System (IMS) and its SIRS process, which monitors compliance across all operations. This demonstrates the company’s strong commitment to regulatory adherence, risk management, and responsible business conduct.

Collective Bargaining Agreements

Employees not covered by collective bargaining agreements have their working conditions and terms of employment determined based on agreements covering other employees or on agreements from other organizations. This ensures fair treatment and alignment with international labor standards.

Policy Commitments

Commitment to responsible business conduct is outlined in the HR Manual, adhering to authoritative intergovernmental instruments such as ESIC and PF compliance. These commitments include conducting due diligence, applying the precautionary principle through internal audits, and respecting human rights as detailed in the HR Policy. Human rights commitments specifically cover child labor, forced labor, discrimination, equal remuneration, and freedom of association, and are assessed through SMETA audits.

Policy commitments are approved at the top management level and apply to 100% of activities and business relationships. They are communicated to workers, business partners, and relevant parties through displays and training programs. Where policies are not publicly accessible, relevant information is shared via the Sustainability Report. Company policies are publicly made available on on website for transparency and communication. Link to access the same - [Company Policies](#)

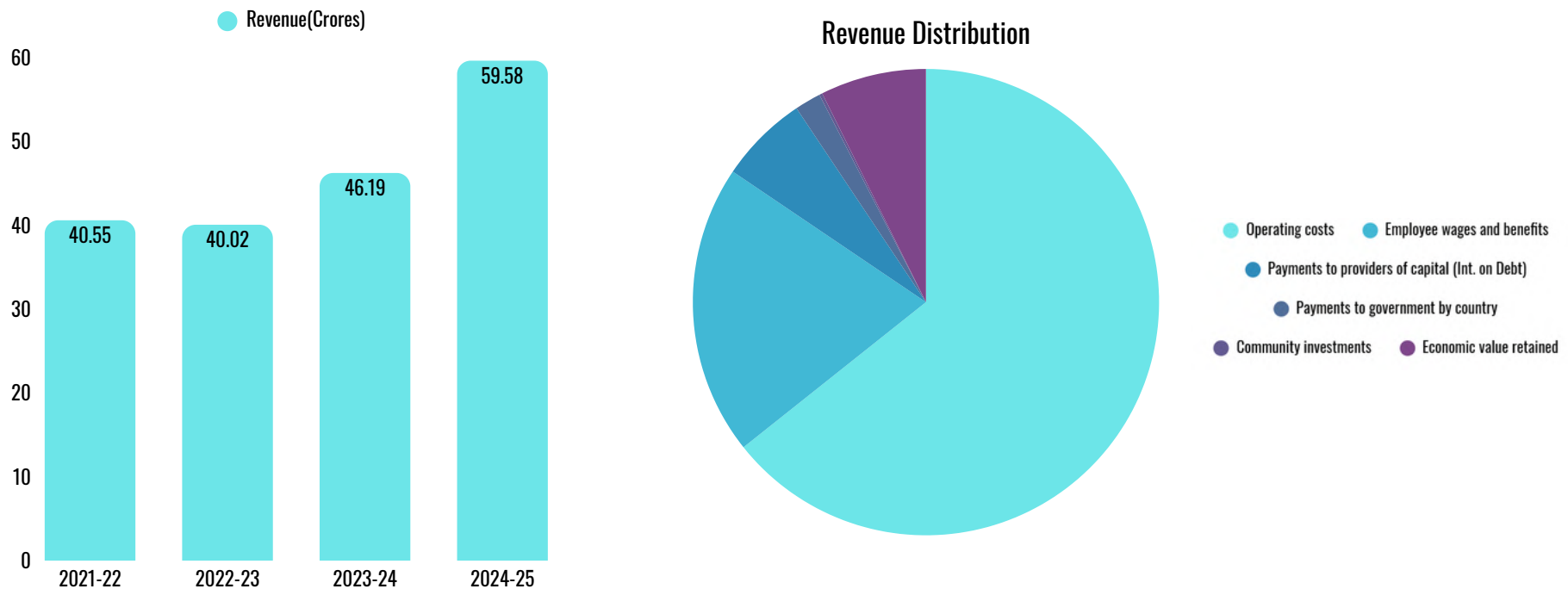


ECONOMIC PERFORMANCE

ECONOMIC VALUE GENERATION AND DISTRIBUTION

During FY 2024–25, the organization generated a total economic value of INR 59.58 crores. This value was strategically allocated to cover operating costs (including raw materials, energy, and logistics), employee compensation and benefits, capital returns to providers of capital, and reinvestment for future growth and sustainability initiatives.

Data Source and Verification: Economic data are sourced from audited financial records, internally reviewed by the General Manager (Accounts & Finance), and currently undergoing external audit by Rau & Nathan (Chartered Accountants) to ensure accuracy, completeness, and compliance with accounting standards. No material segmentation by country or region was required, as all operations are based in India.





GOVERNMENT FINANCIAL ASSISTANCE

In the reporting period, Schevaran received an investment promotion subsidy of INR 33.72 lakhs from the Karnataka Industrial Areas Development Board (KIADB), based on documented fixed asset investments in manufacturing equipment and infrastructure. No other government financial assistance, including tax reliefs, R&D grants, or Export Credit Agency support, was availed during the period. The organization maintains zero government ownership and operates as a fully private enterprise.

TAX STRATEGY, GOVERNANCE, AND STAKEHOLDER ENGAGEMENT

Tax Strategy and Approach: A documented tax strategy ensures timely and accurate payment of all applicable taxes. Advance tax is calculated and paid quarterly based on sales forecasts and profit projections, totaling INR 1.08 crores. This proactive approach ensures compliance and eliminates penalties or interest liabilities.

Internal Controls and Verification: Tax governance includes robust internal controls, regular reconciliation of accounts, and periodic monitoring of transactions by the GM (Accounts & Finance). External assurance is provided through independent audits by Rau & Nathan (Chartered Accountants) and tax advisory support from MTR & Co. for GST compliance. Monthly Management Information System (MIS) reports are prepared and reviewed, with any variances addressed immediately before financial statement finalization.

Stakeholder Engagement: Tax transparency is embedded in regular compliance with income tax, advance tax, self-assessment, and monthly GST obligations to all relevant authorities. The organization maintains 100% regulatory compliance and aligns all tax practices with sustainable development principles, supporting government revenues for public goods and services.

Assurance: Complete assurance of disclosures is provided through audited financial statements and independent auditor reports, which are available to stakeholders upon request.





CAPITAL INVESTMENTS AND PROCUREMENT

Capital Investments

Total capital investments of INR 1.24 crores were directed toward modernizing and optimizing manufacturing processes, enhancing production capacity, and accelerating product development. These investments focused on operational efficiency improvements without generating material direct impacts on communities or regional economies.

Procurement Expenditure

Total procurement spending amounted to INR 27.32 crores, with over 70% sourced exclusively from local suppliers in Karnataka across all significant operations. This commitment to local procurement strengthens regional economic ecosystems, reduces supply chain complexity and transportation emissions, and reflects our belief in community value creation.



CLIMATE-RELATED FINANCIAL RISKS AND OPPORTUNITIES

Schevaran recognizes that the global transition to a lower-carbon economy presents a range of transition-driven uncertainties, including potential carbon pricing mechanisms, supply chain volatility, and evolving environmental regulations across key markets, and therefore undertakes structured scenario analysis and impact assessments to evaluate possible operational and financial implications under varying policy and market conditions. To strengthen resilience, we have implemented initiatives such as improving energy efficiency, prioritizing procurement from nearby suppliers to reduce transportation exposure and emissions intensity and establishing alternative sourcing arrangements to support business continuity. We remain committed to advancing its long-term decarbonization pathway and aligning future climate actions with the principles of the Science Based Targets initiative (SBTi), supporting sustainable value creation over the long term.



RETIREMENT BENEFITS AND SOCIAL SECURITY

We ensure comprehensive retirement security for all eligible employees through mandatory statutory schemes:

- Provident Fund (PF): Employer contribution of 3.67% of basic salary
- Pension Scheme: Employer contribution of 8.33% of basic salary
- Combined Annual Contribution: INR 22.13 lakhs (including INR 21.27 lakhs for PF & INR 0.86 lakhs for Gratuity)

Contributions are remitted monthly to government authorities (ESIC and PF) in full compliance with applicable regulations. All eligible employees maintain 100% participation in these statutory schemes, ensuring universal coverage and financial security upon retirement.

LABOR PRACTICES AND LOCAL EMPLOYMENT

A strong majority of employees across all significant operating locations-including Schevaran's Hebbal Industrial Area facility and broader Mysuru operations-receive wages materially above the applicable local minimum wage standards, with comprehensive ESI (Employee State Insurance) and PF coverage. Plant and security staff, employed through rigorously vetted, credible service providers, also benefit from strict compliance with statutory wage norms and social security obligations.

Local Talent Development

100% of senior management- including the Managing Director and all department heads- are local hires from Karnataka, demonstrating genuine commitment to developing and retaining regional talent and supporting local economic resilience.





ANTI-CORRUPTION AND ETHICAL BUSINESS CONDUCT

Governance Mechanisms

Our governance frameworks, systematic risk assessments, and embedded internal controls are specifically designed to prevent corruption and unethical behavior. These mechanisms promote transparency, fairness, and integrity in every aspect of business operations and stakeholder interactions.

Training and Compliance

100% of employees complete mandatory anti-corruption training annually, and all supplier code of conduct include explicit anti-corruption and human rights clauses. Monitoring and periodic audits ensure sustained compliance across operations.



**OUR BUSINESS
IS A PROUD**

Sedex² | Member

Audits & Endorsements

We have adopted the ETI base code and the same is implemented through CSR Manual and Procedures which are audited for SMETA 4-Pillar compliance by a 3rd party organization once in 2 years. Also, the organization has planned to officially commit to the UNGC and its principles by the end of 2025 with communication of progress starting from FY2025-26.

During FY 2024–25, zero confirmed incidents of corruption or anti-competitive behavior were recorded, reflecting the effectiveness of preventive controls and the organization's strong ethical culture.



SUPPLY AND VALUE CHAIN

ACTIVITIES, VALUE CHAIN, AND BUSINESS RELATIONSHIPS

Schevaran operates in the Cleaning & Hygiene Chemicals Manufacturing sector, with specialized focus on developing, manufacturing, and marketing cleaning formulations, disinfectants, sanitizers, and water treatment solutions.

Our integrated value chain spans the complete lifecycle from procurement (raw materials, packaging, and components), through production and quality assurance, to sales, marketing, and customer service. Supporting functions including logistics, regulatory compliance, and R&D enable seamless operations and reliable product delivery.

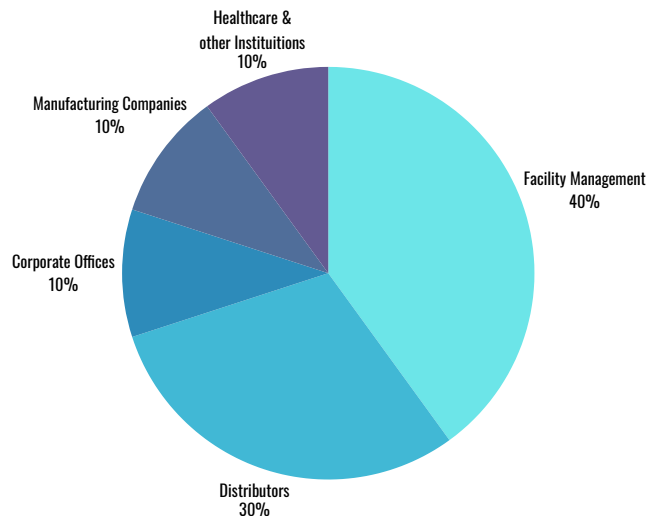
Key upstream partners are manufacturers of:

- Surfactants, specialty chemicals, and solvents
- HDPE/LDPE/PET Cans & Bottles
- Product labels
- Corrugated boxes
- Fragrance and Dye

Key Downstream entities engage in following activities:

- Manufacturing
- IT services and consulting
- Real estate and facility management services
- Pharmaceutical distribution
- Security and business services

SECTORS WE SERVE



Significant Changes

This year, we strengthened our presence across the sectors we currently serve, deepening engagement and delivering higher-impact solutions. We also expanded into new domains, including Airports and large-scale public infrastructure initiatives such as the NHEV project. These additions broaden our capability to contribute meaningfully to sustainable mobility and resilient public systems. Building on this momentum, we look forward to advancing innovative, low-carbon, and future-ready solutions across an even wider range of sectors.



QUALITY CONTROL AND MANUFACTURING EXCELLENCE

Quality control is embedded throughout our manufacturing process and product lifecycle. We employ integrated ERP systems to manage product formulations, maintain control samples, perform batch-specific quality checks, and ensure consistency and reliability across all products. Upholding elevated quality standards is non-negotiable, as it directly impacts product safety, reliability, regulatory compliance, and customer trust. We enforce rigorous quality control measures spanning raw material sourcing, production processes, and final delivery, including:

- Stringent testing protocols
- GMP (Good Manufacturing Practice) compliance
- Continuous monitoring and improvement
- Third-party audits and certifications- ISO 9001:2015

This unwavering dedication reinforces Schevaran's market reputation, builds deep customer trust, and contributes measurably to industry sustainability standards.





SUSTAINABLE PROCUREMENT AND SUPPLY CHAIN ESG INTEGRATION

Schevaran systematically strengthens its supplier sustainability framework by applying a comprehensive, risk-based supply chain model to identify and actively manage critical suppliers. Our evaluation system remains central to ensuring a resilient, ethical, and responsible supply chain.

Geographic Proximity

Preference for suppliers geographically close to our manufacturing facilities, reducing transportation costs, environmental impact, and lead times. Currently 75.34% of total purchase is through local suppliers/vendors from Mysuru, Nanjangud & Bangalore region. Plan to improve it to over 80% in the coming years.

Supplier Assessments & Audits

During FY 2024–25, Schevaran continued systematic audits of critical suppliers. 100% of approved suppliers (30 suppliers) were assessed against defined QHSE (Quality, Health & Safety and Environment) criteria, with comprehensive evaluation of environmental and social performance. We have completed on-site audits of 66% (2 out of 3) critical suppliers, with comprehensive non-critical supplier audits planned in FY 2025–26.

Certifications and Improvements

External assessments have validated measurable improvements in supplier ESG performance. Multiple suppliers have successfully achieved ISO 14001 (Environmental Management), ISO 45001 (Occupational Health & Safety), and SMETA 4-Pillar (Ethical Trade Audit) certifications, demonstrating alignment with Schevaran's expectations and global best practices.

Supplier Contracts and Code of Conduct Adoption

We have integrated environment and social clauses into supplier contracts. Also, an additional code of conduct has been established which will be miniaturized to be signed by all approved suppliers by FY 2025-26. The Code emphasizes ethical labor practices, environmental responsibility, and transparent business conduct.

Forward Commitment

Schevaran continues strengthening supplier partnerships through awareness, collaborative innovation on sustainability, and ongoing performance monitoring. By creating the required awareness and onboarding all suppliers by 2026, we stand committed to integrate environmental and social objectives into supplier performance evaluation along with the existing basic QHSE aspects. By integrating suppliers into our ESG journey and supporting them through capacity-building initiatives, we want to ensure that sustainability is consistently embedded across the entire value chain, improving resilience and generating positive environmental and social outcomes for all stakeholders.



ENVIRONMENT



GREEN CHEMISTRY, SUSTAINABLE MANUFACTURING & RESOURCE EFFICIENCY

Schevaran maintains its longstanding commitment to green chemistry principles and sustainable manufacturing practices, building on foundations established since our founding in 1988. The company prioritizes the use of safe, naturally-derived, and biodegradable chemical ingredients, systematically minimizing reliance on harsh, hazardous, or persistent chemicals to prevent environmental harm and reduce hazardous waste generation.

Consistent with our sustainability strategy, Schevaran sources 16.18% of facility energy from on-site solar power, demonstrating tangible progress toward renewable energy transition. The in-house Effluent Treatment Plant (ETP), maintained in full operational status, ensures that all facility wastewater undergoes treatment before discharge, guaranteeing zero contaminated release from our campus. These sustained efforts have resulted in the achievement of GreenPro Ecolabel certification for 22 key products, underscoring Schevaran's dynamic and continuous pursuit of environmentally responsible innovation and manufacturing practices.











MATERIALS CONSUMPTION

During FY 2024–25, consumption of raw materials and packaging components increased in proportion to higher production volumes, reflecting business growth. Usage of chemical inputs, labels, cartons, bottles, and other packaging materials demonstrated corresponding increases, consistent with operational expansion.

Material efficiency during FY 2024–25 was 4.489 compared to 4.265 in FY 2023–24. The increase is mainly due to changes in product mix and varying material requirements. The Company will monitor product-level material use and conduct lifecycle assessments over the next 2–3 years to identify reduction opportunities. Specific data on material types and volumes are maintained in operational records and tracked through the ERP system. Efforts continue to explore and evaluate sustainable or renewable alternatives for future incorporation.

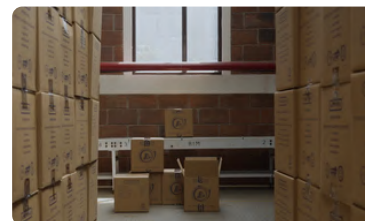
	Raw Material Chemicals 1022.77 MT		Cans & Bottles 1884277 Nos.
	Labels 1848244 Nos.		Tapes 4441 Nos.
	Corrugated Boxes 291858 Nos.		Micellaneous 1.067 MT

RECYCLED INPUT MATERIALS

A notable achievement during FY 2024–25 was the integration of recycled content into our packaging supply chain. Specifically:

- Total corrugated boxes used: 182411 KG
- Corrugated boxes from FSC (Forest Stewardship Council) certified sources using recycled input: 104733 KG
- Percentage of corrugated boxes from FSC certified sources : 57.42%

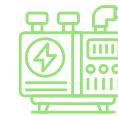
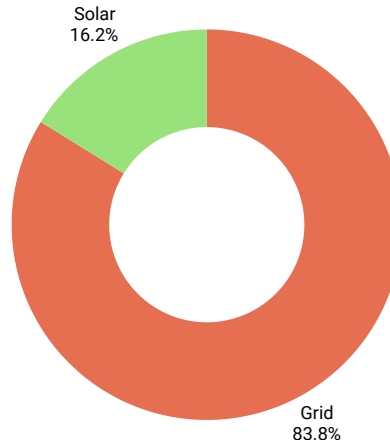
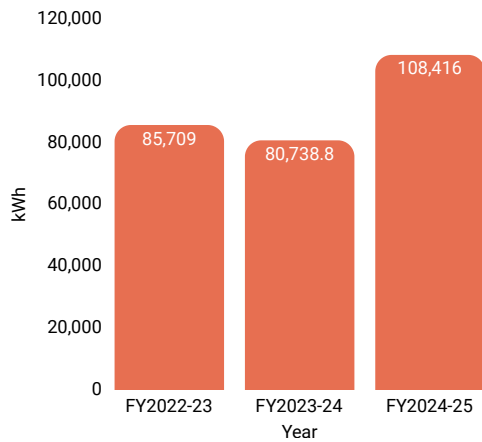
This demonstrates meaningful commitment to circular economy principles and resource efficiency. Additionally, no products were rejected, recalled, or reclaimed during the reporting period, confirming product quality and customer satisfaction.





ENERGY MANAGEMENT

ENERGY CONSUMPTION OVERVIEW



Diesel
853.41 liters used in 100 kVA DG for power backup



Petrol
233.42 liters used during the reporting period

Energy Applications

Grid electricity primarily supports lighting & ventilation appliances, production equipment/machinery, utilities and other general facility appliances.

Specific Energy Consumption (SEC)/Energy Intensity

Energy intensity increased to 24.85 kWh per metric ton of production compared to 21.55 kWh per metric ton in FY 2023–24, primarily due to changes in product mix and production scheduling, as different products require varying energy inputs and operating durations.

KEY ENERGY EFFICIENCY MEASURES

Energy Audit

A comprehensive third-party Energy Audit was conducted and following were the recommendations & respective status of implementation/action plan:

- Dedicated Energy Meters: Completed in September 2025
- Compressor pressure settings and drain valve systems: Implemented and ongoing
- Replacement of conventional ceiling fans with energy-efficient BLDC fans, and regular compressor leakage inspections, have been implemented to reduce auxiliary energy consumption and sustain operational efficiency improvements: Completed during February 2026
- Automatic Power Factor Correction (APFC) panel installation: To be completed by March 2026



Solar Energy Optimization and Expansion

On-site rooftop solar power systems are operated and maintained through regular monitoring, cleaning, and performance assessments to ensure optimal renewable energy generation. The on-grid solar system enables efficient utilization of generated power, including export of surplus energy to the grid, thereby avoiding energy wastage and supporting responsible energy management. We expanded our on-grid rooftop solar capacity to 42kW from 16.2kW accounting to 100% of our sanctioned load from the local electricity board (CESCOM) during November 2025.

Commitment to 100% Renewable Energy

The Company is progressively enhancing the share of renewable energy in its operations through rooftop solar capacity expansion and energy efficiency initiatives, with a long-term objective of increasing renewable energy contribution in a phased and responsible manner.



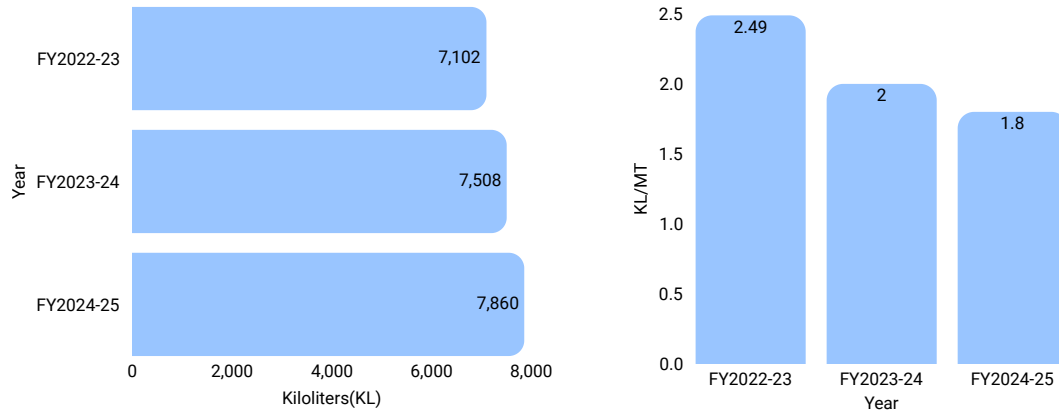
Use of High-Efficiency Equipment/Appliances

- Replaced a 5 HP Reciprocating Compressor with Screw type for pneumatic operations. Advantages include integrated VFD(Variable Frequency Drive), up to 25% higher air flow rates and increased efficiency.
- Use of Energy Star-rated Air Conditioners throughout the premises.
- Installation of dedicated energy meters completed during September 2025 for monitoring & management of energy used in domestic, process and high energy consuming utilities.
- During February 2026, we replaced of 20 conventional streetlights with solar powered ones achieving around 85% coverage of our outdoor lighting needs and 12 BLDC fans were installed enhancing efficiency by approximately 70% compared to conventional fans.



WATER MANAGEMENT AND STEWARDSHIP

WATER CONSUMPTION OVERVIEW



Schevaran monitors and manages its interactions with water as a vital shared resource, focusing on sustainable consumption and treatment/discharge practices aligned with regulatory requirements.

Specific Water Consumption: 1.80 KL per metric ton of production compared to 2.00 KL/MT in FY 2023-24, due to improved Effluent Treatment Plant (ETP) performance and effective process wastewater management reflecting improved water efficiency performance.



Water Usage Areas and Impact

Primary water-related impacts arise from:-

- Domestic use (Workers facilities and Landscaping)
- Process water (As Ingredient and for Cleaning)
- Wastewater generation (Domestic and Process/Utility discharges)

WATER TREATMENT AND DISCHARGE



Total water recycled(ETP permeate)
70.300 KL



Total water discharged (domestic to local municipal drain)
1216.05 KL



Treated water Quality compliance with PCB standards



Discharge sources
Demineralization plant, process operations, Scrubber and other treated wastewater systems



WATER STEWARDSHIP

Current Initiatives

- **Customer Awareness on Wastewater Management:** The Company engages with customers to promote appropriate treatment and management of wastewater generated during product use. These interactions support responsible downstream water practices, and a majority of customers have adopted recommended treatment measures.
- **ETP Treated Water Reuse:** Treated wastewater generated at the facility is recovered through the Effluent Treatment Plant (ETP) and reused for landscaping.
- **Process Water Optimization and Intensity Reduction:** Given that water constitutes approximately 90% of the formulation of the Company's chemical products, focused water management initiatives have enabled a reduction in specific water consumption from 2.0 KL/MT to 1.8 KL/MT through effective ETP operation and process-level controls.
- **Rainwater Harvesting Infrastructure:** Three standard-sized rainwater recharge pits to capture and store seasonal rainfall and paved block systems designed to enhance groundwater infiltration and replenishment.

Future Action Plan (2026–2030)

- **Installation of a Sewage Treatment Plant (STP)** for advanced wastewater treatment and reuse (2027)
- **Reuse of ETP treated water** in manufacturing process
- **Planned Water Audit:** Schevaran will conduct a comprehensive water audit & basin-level risk assessment in the upcoming years to systematically identify areas of water consumption, inefficiencies, and opportunities for conservation and reuse optimization.
- **Community engagement and capacity-building** on water conservation practices (2028)
- **Supplier capacity-building** for identification of water risks and implementation of controls (2028)

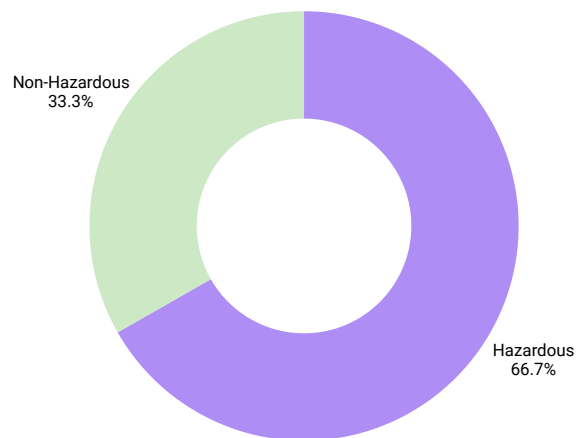
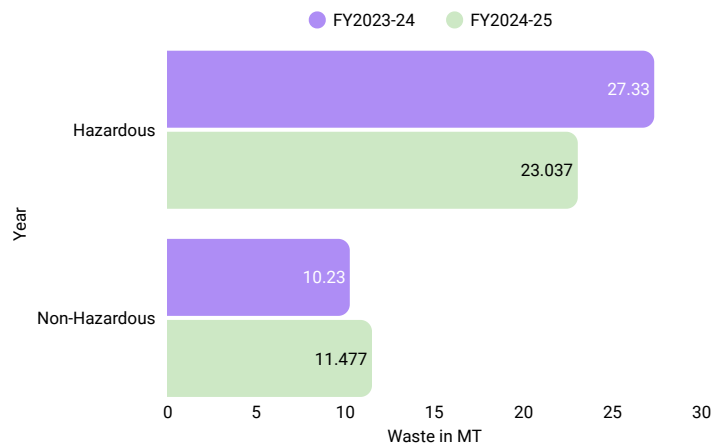




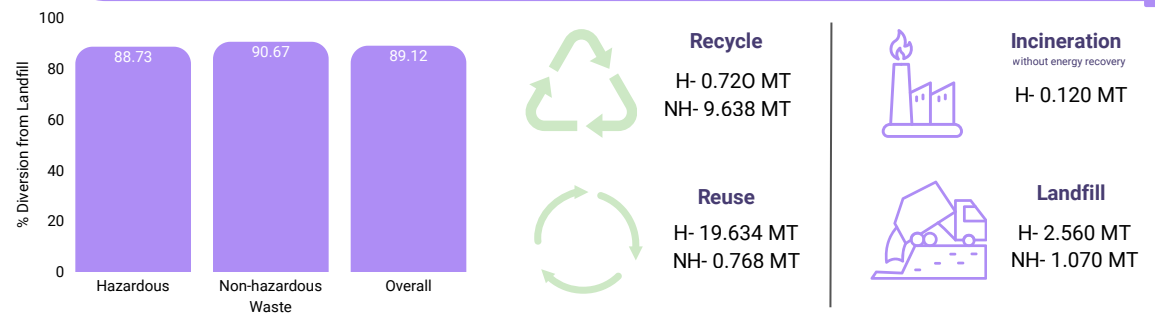
WASTE MANAGEMENT

WASTE GENERATION, DISPOSAL AND END-OF-LIFE

Schevaran is committed to minimizing waste generation and responsibly managing environmental impacts across the value chain. The organization systematically segregates and channels waste materials to authorized processors in accordance with regulatory requirements and best environmental practices.



Waste Type	Category	Quantity (MT)	End-Of-Life
Contaminated Plastic Barrels	Hazardous(H)		Reuse
ETP Sludge	Hazardous	2.480	Landfill
Contaminated Metal Drums	Hazardous	0.800	Recycle
Bio-Medical	Hazardous	0.097	Incineration <small>without energy recovery</small>
Oil & Grease	Hazardous	0.026	Incineration <small>without energy recovery</small>
Paper	Non-Hazardous(NH)	6.465	Recycle
Other Plastic	Non-Hazardous	4.109	Recycle
Food	Non-Hazardous	0.768	Reuse
Other Metal	Non-Hazardous	0.135	Recycle





CIRCULARITY ACTIONS

Waste Reduction in Operations

- 30.760 MT out of 34.514 MT generated waste was recovered (diverted from landfill) during the reported period
- Digitalization via ERP to reduce paper consumption
- Reuse of cartons, cans, and carboys received with packing materials within production processes
- Complete elimination of single-use materials across operations
- Customer education on proper container disposal and recycling options

Bulk Raw Material Purchase and Storage: 3 dedicated tanks of 25KL each have been installed inside the plant for storage of major raw materials. This will significantly reduce the contaminated barrels waste generation by over 50%.



SIGNIFICANT SPILLS AND INCIDENT PREVENTION

During FY 2024–25, zero significant spills occurred. There were no incidents involving unplanned or emergency release of hazardous or non-hazardous materials to land, water, or air.

Spill Management Initiatives

- Training provided to all personnel on spill identification and response
- Spill kits positioned at critical locations for rapid containment
- Standard operating procedures documented and regularly reviewed
- Regular drills and competency assessments

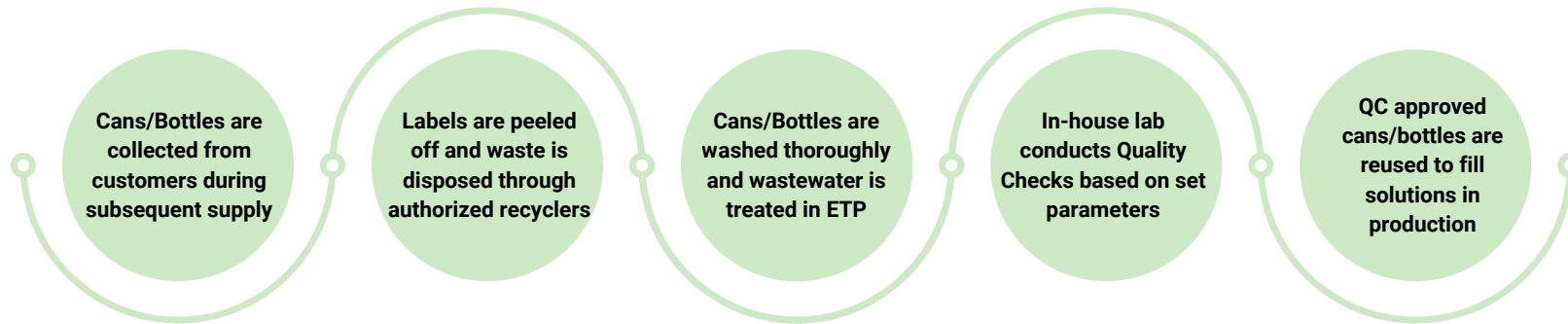


Value Chain Circularity Initiative

Recognizing the importance of managing end-of-life product impacts, Schevaran launched a comprehensive cans collection back program in FY 2024–25. The initiative establishes systems to:

- Collect end-of-life containers and packaging from customers and consumer channels
- Reuse after cleaning and stringent quality checks
- Track and measure recovered material flows to quantify circular economy impact

The above initiative has resulted in collection of **650 cans/bottles** in the reporting period and is expected to help reduce plastic waste from value chain significantly by 2027, through systematic recovery and reuse of product containers, reducing virgin material demand & environmental footprint.



Before



After



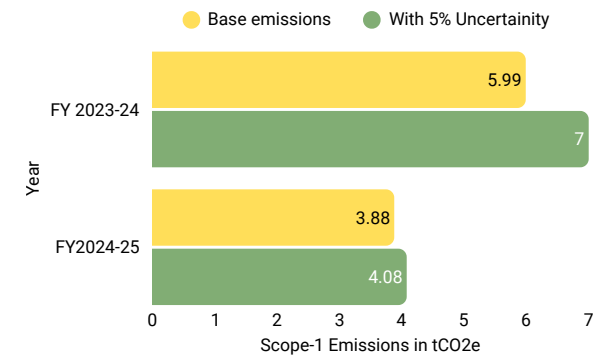
GREENHOUSE GAS (GHG) EMISSIONS INVENTORY AND MANAGEMENT

EMISSIONS MONITORING AND REPORTING FRAMEWORK

Schevaran systematically monitors and reports its Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions annually in accordance with the GHG Protocol Corporate Standard, establishing clear operational boundaries and enabling consistent year-on-year performance tracking and trend analysis.

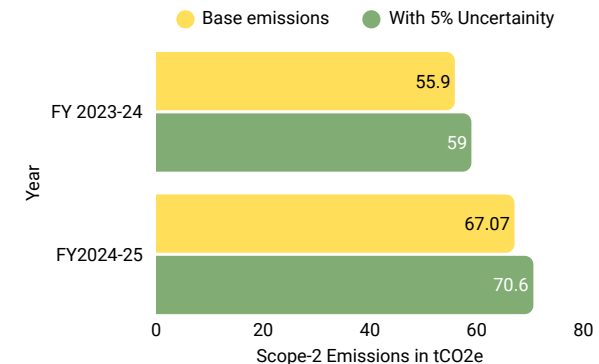
Direct (Scope 1) GHG Emissions: Arise from company-owned and operated stationery and mobile sources, including:

- Air-conditioning refrigerant leakage and maintenance
- Diesel generator combustion for backup power
- Fire extinguisher usage and maintenance
- Company vehicles fuel consumption
- 3.88 tCO₂e (down from 7.0 tCO₂e in FY 2023–24), reflecting efficient fuel consumption, improved refrigerant leakage management & extinguishers maintenance.



Energy Indirect (Scope 2) GHG Emissions: Arise from company-owned and operated stationery and mobile sources, including:

- Stem from purchased electricity consumed across all operational facilities. Performance is influenced by both total consumption and the prevailing grid emission factor. The growing share of on-site renewable (solar) generation proportionally reduces Scope 2 intensity.
- 67.07 tCO₂e (increased from 59.0 tCO₂e in FY 2023–24), primarily due to increased production volumes and corresponding electricity consumption, partially offset by higher solar generation.





Scope 3 Emissions (Value Chain): Covers upstream and downstream activities across the value chain, including:

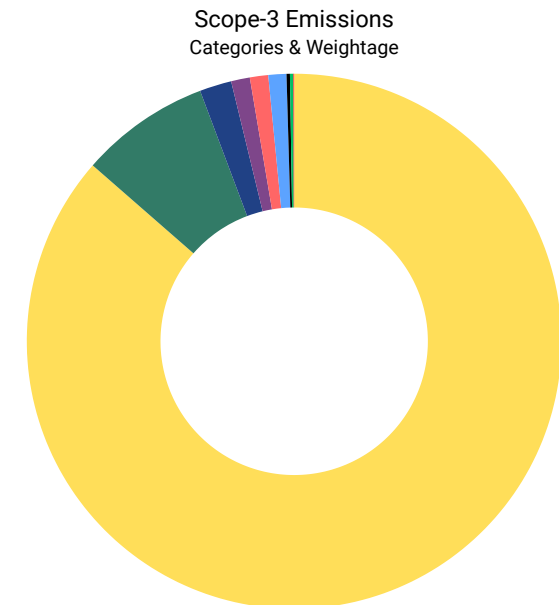
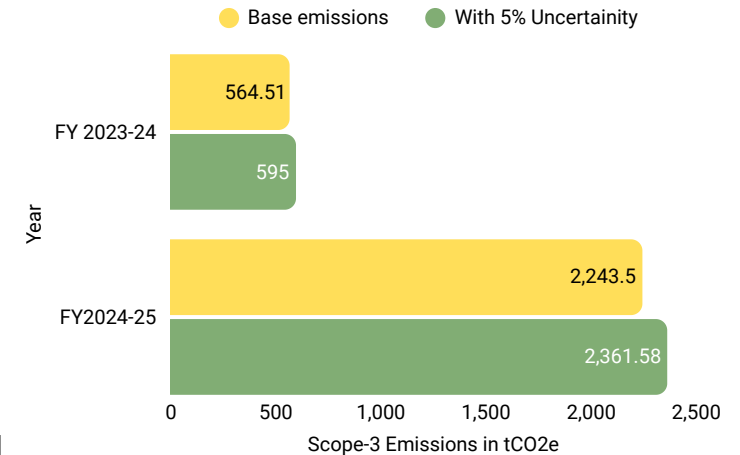
1. Purchased goods and services (Capital & Others)
2. Employee commuting and Business travel
3. Transportation and distribution (Upstream and Downstream)
4. Waste management and disposal
5. Upstream Leased Assets
6. Fuel & Energy Related Activities

Scope 3 GHG emissions for the reporting year were 2243.50 tCO₂e, compared to 595 tCO₂e in the last year. The increase is primarily attributable to higher production volumes, increased procurement of raw materials and capital goods & other services, expanded upstream and downstream transportation, as well as increased business travel and associated with scaled operational activities. Also, there was significant change in Purchased and Capital Goods and Services due to more accurate methodology compared to last FY for classification of categories and mapping of respective NAICS applicability.

Coverage and Boundaries:

- The current Scope 3 inventory covers nine relevant categories based on materiality analysis. Five categories are excluded as immaterial to SLPL's business model: Processing of sold products, Use of sold products, Downstream leased assets, Franchises, and Investments.
- The category "End-of-life treatment of sold products" is planned for inclusion by 2027 in conjunction with the adoption of Cans collection back program from customers, further strengthening downstream impact management and circular economy integration.

- Purchased & Capital Goods and Services
- Downstream Transportation and distribution
- Business Travel
- Employee Commuting
- Fuel and Energy Related Activities not Included i...
- Upstream Transportation and Distribution
- Waste Generated in Operations
- Upstream leased assets
- Emission from municipal water supply





TARGET SETTING AND CLIMATE ACTION ROADMAP

To achieve carbon neutrality across Schevaran's operations by 2030 and value chain net-zero emissions by 2040 with 2023 as base year, the organization has committed to implementing comprehensive climate action projects with following set of targets:

Short-term Targets (2027)

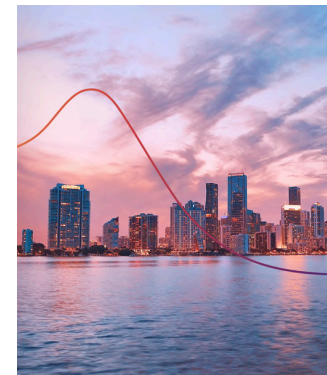
- Expand on-site rooftop solar power capacity through an approved sanctioned load of 42 kW to increase the share of renewable energy in facility operations
- Reduce Scope 1 & 2 emissions intensity by 10% from baseline
- Complete implementing all energy initiatives suggested from energy audit

Medium-term Targets (2030)

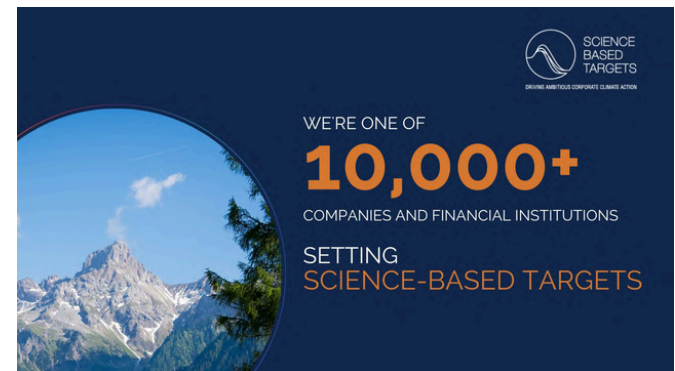
- Reduce total value chain GHG emissions by 42% from FY2023-24 baseline
- Up to 90%+ recyclable packaging across supply chain, PCF
- EVs for Employee Commuting and up to 30% local supplies

Long-term Targets (2040)

- Schevaran has established FY 2023 as the base year for its greenhouse gas inventory and has committed to achieving net-zero emissions across its entire value chain (Scope 1, Scope 2, and Scope 3) based on this baseline.
- Establish carbon sequestration through afforestation and land restoration



WE'VE SET A SCIENCE-BASED TARGET SME pathway



COMPANY	NEAR-TERM STATUS	NET-ZERO STATUS	ORGANIZATION TYPE
Schevaran Laboratories Pvt. Ltd. India, Asia	TARGETS SET	TARGETS SET	SME
SBTI ID: 40006518 Organization type: SME Sector: Chemicals Temperature alignment (based on scope 1 and 2 targets): 1.5°C		Target language: This target was approved using a streamlined target validation route exclusive to small and medium-sized enterprises (SMEs). https://docs.sbtiservices.com/resources/FAQsforSMEs.pdf Schevaran Laboratories Pvt. Ltd. commits to reduce scope 1 and scope 2 GHG emissions 42% by 2030 from a 2023 base year, and to measure and reduce its scope 3 emissions. Schevaran Laboratories Pvt. Ltd. commits to reach net-zero by 2040. Schevaran Laboratories Pvt. Ltd. commits to reduce scope 1+2+3 emissions 90% by 2040 from a 2023 base year.	



KEY CLIMATE ACTION INITIATIVES

Product Environmental Performance (LCA Study)

Schevaran has conducted comprehensive Life Cycle Assessment (LCA) studies on 5 high-volume products (Allklean, Super Lime Away Plus, Germfree, Labello, Sparklean) to quantify and reduce embedded product carbon footprint. Interventions include:

- Optimization of raw material sourcing and production processes
- Evaluation of lower-carbon alternative ingredients
- Packaging weight reduction and material substitution

Circularity

We are committed to the principles of Extended Producer Responsibility. As per CPCB guidelines, the company falls under the micro/small enterprise category and therefore is currently not required to obtain separate authorization for implementing an EPR. Nevertheless, Schevaran collects used cans from customers and reuses them, thereby reducing waste and supporting circular economy practices.

Renewable Energy Transition

The Company is planning phased expansion of on-site solar capacity above 42 kW sanctioned load and also exploring options for off-site sources with an indicative objective of increasing renewable energy dependency in facility operations over medium to long term.





BIODIVERSITY MANAGEMENT AND GREEN INFRASTRUCTURE

BIODIVERSITY AND OPERATIONAL BOUNDARIES

Schevaran recognizes the critical importance of protecting biodiversity and systematically minimizing ecological impacts from our operations. The company does not own, lease, or manage any sites located in or adjacent to IUCN-designated protected areas or areas of recognized high biodiversity value. Our primary operational facility is located in the Hebbal Industrial Area, Mysuru, which is not classified under any IUCN category or national biodiversity-sensitive zones. The surrounding landscape is characterized as mixed urban-industrial terrain with limited natural habitat.

LANDSCAPING AND GREEN SPACE MANAGEMENT

We have dedicated around 37% of facility premises to conscious green maintenance and landscaping, reflecting genuine commitment to environmental sustainability. A total of 2436.42 square metres of dedicated garden area is actively maintained around the main facility, providing:

- Habitat support for local fauna
- Biomass accumulation and carbon sequestration
- Improved ambient air quality and thermal comfort
- Aesthetic and employee well-being benefits



Biodiversity Indicator Insight: High species and family diversity indicates a structurally heterogeneous ecosystem with multi-layered vegetation composition

Biological Screening:

- Total Floral Individuals Recorded: 422
- Species Richness: 56 species
 1. Trees- 27 species (dominant growth form)
 2. Shrubs- 16 species
 3. Herbs- 13 species
- Taxonomic Diversity: Representation across 31 distinct botanical families



BIODIVERSITY IMPACT

Biodiversity Findings: No significant direct or indirect impacts on biodiversity were identified during the FY 2024–25 assessment period from organizational activities, products, or services.

Protected Species: No IUCN Red List species or nationally protected species were recorded within or adjacent to operational sites during the assessment period.

Commitment to Stewardship: Schevaran remains committed to ongoing monitoring, habitat protection, and environmental stewardship to safeguard biodiversity while advancing our broader sustainability goals. Annual biodiversity assessments are conducted to ensure continued alignment with conservation principles.

GREEN INFRASTRUCTURE DESIGN AND OPERATIONS

Green infrastructure considerations are systematically embedded into the design, construction, and ongoing operation of all facilities, with emphasis on:

Building Materials and Indoor Environmental Quality

- Facilities constructed using natural terracotta bricks without chemical surface paints
- No use of VOC (volatile organic compound) paints, minimizing indoor air pollution
- Natural lighting throughout office spaces
- Adequate air circulation in production areas supported by roof-mounted air extractors

Equipment Maintenance and Pollution Prevention

A structured preventive maintenance program is implemented for all critical manufacturing equipment to minimize risks of:

- Land pollution from leaks or spills
- Equipment failure-related environmental incidents
- Inefficient operations generating unnecessary emissions





AIR QUALITY AND EMISSIONS MONITORING

Regulatory Compliance: Proper maintenance of manufacturing equipment enhances operational efficiency and minimizes release of harmful air pollutants. To ensure regulatory compliance with National Ambient Air Quality Standards (NAAQS), ambient air quality is regularly monitored.

Stack Emissions Monitoring: Monthly monitoring through NABL accredited third-party laboratory and 100% compliance with regulatory limits. During the reporting following were the consolidated emissions:



All measured values remain within regulatory thresholds, confirming compliance.

Wet Scrubber System

Schevaran operates a dedicated wet scrubber system in the acid processing plant, reinforcing air emission controls. This system supports both regulatory compliance and continuous environmental performance improvement. The scrubber is engineered to:

- Capture harmful acidic fumes and vapors
- Remove airborne pollutants including SO₂, HCl, NH₃, and particulate matter
- Employ both gaseous and particulate removal in a single integrated unit
- Operate continuously with automated controls and minimal manual intervention





SOCIAL



SOCIAL PERFORMANCE

Schevaran recognizes that its success is closely linked to the well-being of its employees, communities, and stakeholders. The company is committed to fostering a safe, inclusive, and supportive workplace, and this commitment is reflected in the way work is structured and managed across the organization. During FY 2024-25, Schevaran recorded a total of 2,14,312 work hours in 301 working days with 8 working hours in a day, comprising of 1,01,136 hours contributed by 42 employees and 1,13,176 hours by 47 contractors whose work and/or workplace is controlled by the organization. Through initiatives focused on employee welfare, occupational health and safety, diversity and inclusion, and community engagement, the company continues to uphold strong social values and drive long-term, sustainable growth that benefits people alongside business.

EMPLOYEES/WORKERS DEMOGRAPHICS

TOTAL COUNT	Gender		Total	FLUCTUATIONS	Gender		Age Group			Total
	Male	Female			Male	Female	<30	30-50	>50	
Employees	29	13	42	New Hires	14	5	10	7	2	19
Contract Workers	29	18	47	Turnover	6	5	3	4	4	11

Turnover Management

While 28.95% turnover among permanent staff indicates typical labor market mobility, Schevaran implements retention strategies including career progression pathways, skills development opportunities, and competitive compensation aligned with market benchmarks.

Data Source and Methodology

Workforce data are compiled using the Keka HRMS (Human Resource Management System) supplemented with manual attendance records. Numbers are reported in headcount and reflect workforce status as of March 31, 2025, providing an accurate, transparent view of employee composition, diversity, and workforce stability.





DIVERSITY & INCLUSION

Schevaran fosters a workplace that actively values diversity and ensures equal opportunity for all employees. Inclusion is promoted through:

- Fair and non-discriminatory recruitment, promotion, and benefit practices
- Respect for individual differences in background, perspective, and experience
- Encouragement of collaborative growth and knowledge-sharing
- Representation in governance and decision-making processes

By embracing diverse perspectives, we strengthen organizational culture, enhance innovation capacity, and build resilience.



REMUNERATION AND PAY EQUITY

Equal Compensation

- Pay equity commitment: Fair and transparent remuneration practices reflecting commitment to gender equality
- The ratio of basic salary and remuneration of women to men is 0.40

Overtime and Additional Compensation

Employees/Workers receive fair and transparent compensation for:

- Extra hours worked beyond formal working hours
- Work performed on holidays
- Overtime in accordance with the company's formal working hours and overtime policy

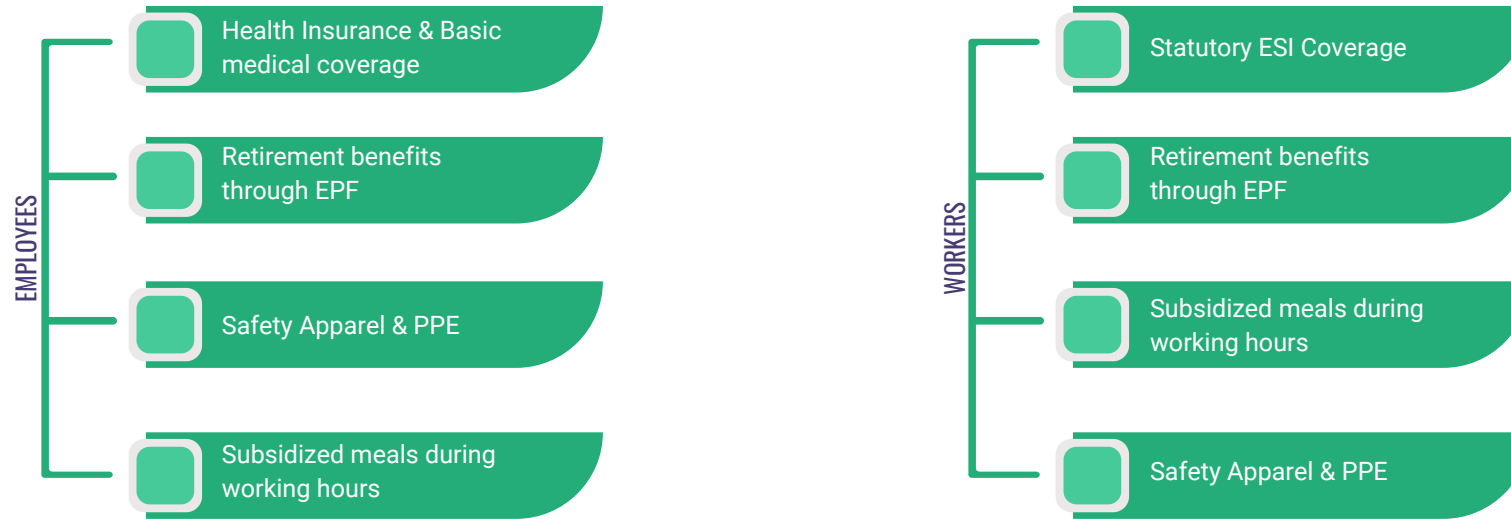
Training Provision

- All training is provided free of charge during paid working hours
- Training policies apply equally to contractors and temporary employees
- Focus on skills development, safety, and professional growth



EMPLOYEE/WORKER BENEFITS

Schevaran provides an equitable and comprehensive benefits package supporting the health, financial security, and well-being of all workforce categories:



Parental Leave Policy

Although no employees availed parental leave during FY 2024–25, the formal policy remains in place to support work–life balance and family responsibilities for both male and female employees.

WORKING CONDITIONS AND CONTRACTUAL ARRANGEMENTS

Employees are provided with advance notice prior to implementation of significant operational changes:

- Standard notice period: 4 to 12 weeks, depending on designation and role level
- Collective arrangement provisions: Roles under collective arrangements have clear notice and consultation provisions documented in appointment letters





OCCUPATIONAL HEALTH AND SAFETY (OHS)

OHS MANAGEMENT SYSTEM

An integrated Occupational Health and Safety (OHS) management system, aligned & certified with ISO 45001:2018 standards, is implemented across all worksites and activities, covering both directly employees and contract workers.

OHS Governance:

- Qualified managerial personnel oversee all OHS responsibilities
- Regular management reviews conducted every six months
- Monthly tracking of OHS objectives, targets, and Key Performance Indicators (KPIs) to drive continuous improvement
- Safety committees with worker representation provide input on hazard identification and control measures



HAZARD IDENTIFICATION, RISK ASSESSMENT (HIRA) AND CONTROL

HIRA Process

Hazard identification, risk assessment, and incident investigation are conducted through a structured HIRA process aligned with the Factories Act and ISO 45001:2018. Work-related hazards and risks are assessed:

- Routinely through management reviews and control implementation
- During internal audits and non-conformity closure processes
- Whenever operational changes, equipment modifications, incidents, or worker concerns arise

Hierarchy of Controls

Work-related incidents are examined using an incident investigation methodology conforming with ISO 45001:2018, and corrective actions are identified in accordance with the hierarchy of controls—elimination, substitution, engineering controls, administrative controls, and personal protective equipment—to support continual improvement of the management system.



WORKER PARTICIPATION AND CONSULTATION

Worker participation and consultation are integral to the OHS management system and are enabled through:

- Formal Safety Committees with worker representatives
- Structured engagement mechanisms for raising concerns, reviewing incidents, and discussing corrective actions
- Explicit reprisal protection for workers reporting hazards or stepping away from unsafe conditions
- Training, manuals, mock drills, and emergency preparedness to support worker competence and confidence

TRAINING AND COMPETENCE

- Competency mapping to identify knowledge and skill gaps
- Job-specific and general risk training covering hazards relevant to each role
- Accessible formats and local languages to ensure comprehension
- Free provision during working hours with appropriate compensation for participation beyond standard hours

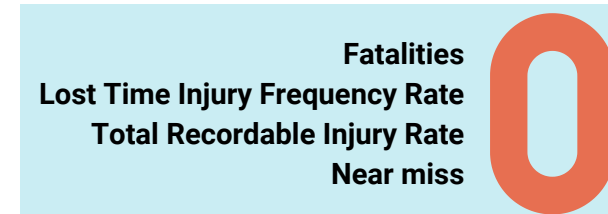
PROMOTION OF WORKER HEALTH

- Biannual occupational health check-ups for early detection and prevention
- Health insurance coverage providing access to medical services
- Employee State Insurance (ESI) benefits for statutory health and disability coverage
- Voluntary first-aid training provided by external experts
- Strict confidentiality of personal health data, accessible only to authorized personnel
- No discrimination or adverse employment action based on health status or medical information

Significant negative occupational health and safety impacts arising through business relationships are actively mitigated. The HIRA process is applied to operations, products, and services across the value chain, ensuring hazards and risks are systematically identified, controlled, and monitored.



SAFETY PERFORMANCE



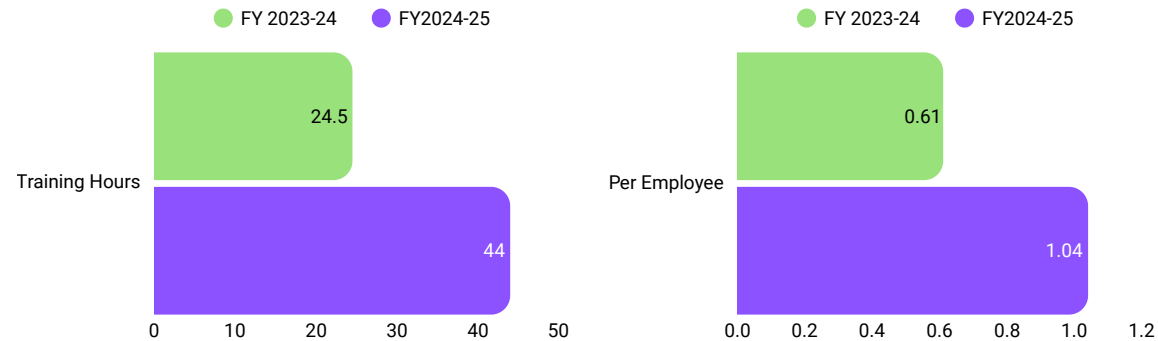


TRAINING, DEVELOPMENT, AND CAREER PROGRESSION

Schevaran is committed to enhancing employee skills and competence through comprehensive physical/online training programs covering core skills, environmental, social, safety, and ethics topics.

Training Summary

Training participation rate:
>95% of employees & workers



CAREER DEVELOPMENT AND SUCCESSION PLANNING

Performance and Career Development Reviews

- 100% employees receive regular performance evaluations & career development reviews
- Self-appraisal methodology used for comprehensive feedback
- Structured feedback process fostering continuous improvement and professional growth

Career Progression Support

- Internal promotion opportunities and advancement pathways
- External professional development courses and certifications
- Leadership development and management training
- Mentoring by senior staff

Post-retirement Support

- Transition assistance programs supporting employability after retirement or termination
- Severance and gratuity payments in accordance with statutory requirements
- Employees' Provident Fund (EPF) providing retirement income security
- Annual Appraisal recognizing performance contributions





HUMAN RIGHTS AND LABOR PRACTICES

POLICIES & COMMITMENTS

All Human Rights and Labor related policies have been recently revised to address quantitative targets. Tracking of the performance of the same is being carried out periodically. No incidents of discrimination were reported, and no remediation actions were required. The company remains fully committed to 100% compliance with all applicable human rights and labour regulations, ensuring that all business operations are conducted responsibly, ethically, and in alignment with global best-practice standards. Schevaran conducts periodic human rights risk assessments across 100% its operations in line with applicable regulations and recognized international standards like ISO, Sedex etc.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Workers' rights to freedom of association & collective bargaining are fully respected & protected through:

- Contractual labor engaged responsibly with clear terms and conditions
- Health, safety, and grievance committees meet regularly to support worker representation
- No restrictions on workers' right to form or join unions
- Transparent engagement mechanisms for collective concerns

Security and Human Rights

All security personnel, including third-party providers, receive formal training on:

- Standard company and Human rights policies & principles
- Application of human rights standards in security operations
- Non-violence and de-escalation techniques
- Consistent adherence to codes of conduct

CHILD LABOR, FORCED LABOR, AND TRAFFICKING PREVENTION

- Strict Zero-Tolerance Commitment: No operations or suppliers identified with significant risk of child labor, forced or compulsory labor, or human trafficking.
- Comprehensive Birth Document Verification: Verification conducted for all employees, workers, and vendor-deployed manpower.
- Assurance of Ethical Employment:
- Ensures voluntary engagement & full compliance with labor laws & ethical employment standards.





COMMUNITY IMPACT MANAGEMENT

No significant negative impacts on local communities were identified during FY 2024–25. Analysis confirms that communities face no material risks related to:

- Socio-Economic disruption & Natural resource depletion or conflict
- Pollution or Environmental Degradation & Land conversion or displacement

Schevaran’s responsible operations and transparent stakeholder engagement support community well-being and demonstrate commitment to minimizing adverse impacts.

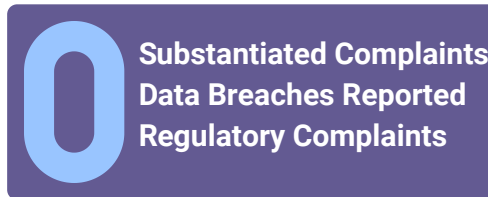
POLITICAL CONTRIBUTIONS

No financial or in-kind political contributions were made directly or indirectly. All organizational activities remain compliant with national accounting rules and political contribution regulations.

Indigenous People's Rights: No violations of indigenous peoples' rights were recorded, demonstrating respect for affected communities and their rights.

CUSTOMER PRIVACY AND DATA PROTECTION

DATA PRIVACY PERFORMANCE



DATA PROTECTION MEASURES

Schevaran maintains robust data security protocols protecting customer information from unauthorized access, theft, or loss. Systems and processes ensure that personal and proprietary customer data are handled with care and in compliance with applicable privacy regulations. Key security controls such as enterprise-grade firewalls, antivirus/endpoint protection, and regular system monitoring are already in place to safeguard information assets. Additionally, we have conducted a comprehensive Vulnerability Assessment and Penetration Testing (VAPT) exercise and mitigation measures to further strengthen its security posture.

We have implemented ISO 27001:2022- Information Security Management System and plan to undergo a third-party certification audit during the first quarter of FY2025-26.



PRODUCT INFORMATION, SAFETY & MARKETING

PRODUCT SAFETY PERFORMANCE

All significant product and service categories are assessed for potential health and safety impacts:

- **Assessment coverage:** 100% of product categories checked for QHSE aspects
- **Improvement opportunities:** Identified and integrated into product development roadmap
- **Safety Data Sheets (SDS):** 100% product SDS are provided customers and are also digitally accessible on our website, with regular updates to ensure transparent availability of any formulation changes



Product Safety Complaints
Product legal violations
Marketing Non-compliance

PRODUCT LABELING

- Clear, accurate labeling of all products with usage instructions
- Identification of hazards and precautions
- 100% compliance with Legal Metrology requirements

MARKETING INTEGRITY

- All marketing claims substantiated and scientifically supported
- No misleading or false advertising
- Compliance with industry codes and regulatory guidance





CORPORATE SOCIAL RESPONSIBILITY (CSR) INITIATIVES

CSR COMMITMENT & INITIATIVES

Schevaran remains committed to sustainable growth, ethical business practices, and community welfare extending beyond profit maximization. CSR initiatives focus on creating measurable positive impacts on education, health, hygiene, environmental conservation, and community development.

FY 2024–25 CSR Expenditure: INR 12.80 lakhs (4.38% of net profit in FY2023-24)

Focus Areas:

- Hygiene Education and Health Promotion - 'Hygiene at School'
- Holistic Community Development: Education, Environment, Culture & Safety



HYGIENE AT SCHOOL

Program Objective

Promote long-term hygiene habits and awareness among young learners through engaging, practical education.

Highlights

- Target schools: 8 Government schools in Mysuru city region
- Student covered: 650+
- Educational methods: Engaging posters, interactive demonstrations,
- hygiene kits distribution
- Monthly replenishment of hand wash & laundry supplies sustaining consistent practice
- Recognition of outstanding student performers with awards
- Feedback collection from students and teachers to evaluate program effectiveness & impact
- Teacher engagement ensuring sustainability of hygiene practices beyond the program

Outcome

Long-term behavioral change in handwashing, personal hygiene, and sanitation awareness among participating students and their families.





HOLISTIC COMMUNITY DEVELOPMENT: EDUCATION, ENVIRONMENT, CULTURE & SAFETY

Advancing Education and Learning Environment

We sponsored the academic expenses of a student from Rotary PU College, Mandya, & provided essential furniture to the Govt Higher Primary School in Lalithadripura, Mysuru, reflecting the company's commitment to supporting equitable education & creating enriched learning spaces.

Supporting Safer Mobility in Mysuru

We sponsored traffic barricades for the Mysuru City Traffic Police Department as part of its commitment to enhancing community safety. This initiative supports improved traffic management and contributes to safer mobility for citizens.



Promoting Cultural Engagement and Community Harmony

Schevaran extended support for a cultural singing event organized by the Carmel Catholic Association, Mysuru, held to celebrate the joy and goodwill of the Christmas season. Through this support, the company helped promote messages of love, peace, and unity within the community.



Advancing Green Initiatives and Environmental Stewardship

We facilitated the Mysuru Builders' Charitable Trust's 'MYGREEN 2024' ecofriendly exhibition by contributing to the distribution of herbal plant saplings & a tree plantation drive. This initiative reflects the company's commitment to fostering environmental awareness, enhancing green cover, & promoting sustainable community practices.



Supporting Arts, Culture, and Community Welfare

Schevaran sponsored The C.A.U.S.E. Foundation's Broadway musical event in September 2024, organized by the nonprofit trust to raise funds for charitable causes. Through this contribution, the company reinforced its commitment to promoting cultural initiatives while enabling meaningful social impact through community focused philanthropy.





ABBREVIATIONS

Abbreviation	Full form
APFC	Automatic Power Factor Correction
BLDC	Brushless Direct Current
CESCOM	Chamundeshwari Electricity Supply Corporation
CII	Confederation of Indian Industry
CPCB	Central Pollution Control Board
CSR	Corporate Social Responsibility
DG	Diesel Generator
EPF	Employees' Provident Fund
EPR	Extended Producer Responsibility
ERP	Enterprise Resource Planning
ESG	Environmental, Social, and Governance
ESI	Employees' State Insurance
ESIC	Employees' State Insurance Corporation
ETI	Ethical Trading Initiative
ETP	Effluent Treatment Plant
FY	Financial Year
GHG	Greenhouse Gas
GM	General Manager
GRI	Global Reporting Initiative
GST	Goods and Services Tax
GreenCo	Green Company (CII GreenCo rating system)
HCl	Hydrogen Chloride
HDPE	High-Density Polyethylene
HIRA	Hazard Identification and Risk Assessment
HR	Human Resources
HRMS	Human Resource Management System
HSE	Health, Safety and Environment
IMS	Integrated Management System
ISO	International Organization for Standardization
IUCN	International Union for Conservation of Nature
JV	Joint Venture
KIADB	Karnataka Industrial Areas Development Board
KL	Kilolitre
KPI	Key Performance Indicator
KPIs	Key Performance Indicators
LCA	Life Cycle Assessment
LDPE	Low-Density Polyethylene
LTIFR	Lost Time Injury Frequency Rate

Abbreviation	Full form
MIS	Management Information System
MORs	Management Operation Reviews
MSME	Micro, Small & Medium Enterprises
MT	Metric Tonne
NAAQS	National Ambient Air Quality Standards
NABL	National Accreditation Board for Testing and Calibration Laboratories
NAICS	North American Industry Classification System
NHEV	National Highway for Electric Vehicles
NOx	Nitrogen Oxides
OHS	Occupational Health and Safety
PCB	Pollution Control Board
PCF	Product Carbon Footprint
PET	Polyethylene Terephthalate
PF	Provident Fund
PM	Particulate Matter
POSH	Prevention of Sexual Harassment
PPE	Personal Protective Equipment
QHSE	Quality, Health, Safety and Environment
R&D	Research and Development
SBTi	Science Based Targets initiative
SDG	Sustainable Development Goals
SDS	Safety Data Sheet
SIC	Schevaran Innovation Centre
SIRS	(Not specified in report – Internal compliance process)
SMETA	SEDEX Members Ethical Trade Audit
SOx	Sulphur Oxides
STP	Sewage Treatment Plant
TÜV	Technischer Überwachungsverein (Technical Inspection Association)
UL	Underwriters Laboratories
UNGC	United Nations Global Compact
USDA	United States Department of Agriculture
VAPT	Vulnerability Assessment and Penetration Testing
VFD	Variable Frequency Drive
VOC	Volatile Organic Compounds
kVA	Kilovolt-ampere
kW	Kilowatt
kWh	Kilowatt-hour
tCO2e	Tonnes of carbon dioxide equivalent



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ASSURANCE STATEMENT

TUVINDIA

INDEPENDENT ASSURANCE STATEMENT

To,
The Directors and Management,
Schevaran Laboratories Private Limited,
427/B, Hebbal Industrial Area -570016,
Mysuru, Karnataka, India.

Schevaran Laboratories Private Limited (hereinafter referred to as "SLPL") engaged TUV India Private Limited ("TUVI") to conduct an independent external assurance of the non-financial Environmental, Social, and Governance (ESG) indicators disclosed in SLPL's Sustainability Report submitted to Assurance Team on date 07/03/2026 (hereinafter referred to as "the Report") for the reporting period April 1, 2024 to March 31, 2025. The Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2021. The scope of the assurance engagement covered the ESG disclosures and performance data presented for the stated reporting period. TUVI performed a limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information – which is specifically applicable to the assurance of non-financial and sustainability information.

Management's Responsibility

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

Scope and Boundary

The assurance engagement encompasses a review of the evidence (on a sample basis) for identified ESG indicators. The assurance engagement conducted by TUV India Private Limited covered the following key activities:

- 1. Verification of Report Content and Material Topics**
Assessed the application of the Report's content in with reference to material topics identified through an applied materiality approach, and evaluated the quality of information disclosed, as guided by the principles outlined in the Global Reporting Initiative (GRI) Standards, over the defined reporting period.
- 2. Review of Governance Policies and Practices**
Examined key governance-related policies and practices referenced in the Report, including but not limited to the Conflict-of-Interest policy, Intellectual property and Information security policy, Fraud policy, Human rights and Labour policy, and the Whistle Blower mechanism, along with related initiatives and performance disclosures.
- 3. Review of GRI Standards Requirements**
Reviewed the non-financial disclosures presented in the Report for alignment with the applicable requirements of the GRI Standards.
- 4. Verification of Environmental and Social Data**
As part of this limited assurance engagement, TUVI performed verification procedures on a sample basis, consistent with the requirements of ISAE 3000 (Revised). The nature and extent of procedures included inquiries, analytical procedures, and selective testing of supporting documentation for selected ESG disclosures and KPIs. The sample selection and sample size were determined using professional judgment, taking into account factors such as the nature of the disclosure, data availability, prior-year observations, and perceived risk, within the constraints of a limited assurance engagement. The procedures did not involve testing all data points included in the reporting boundary. Accordingly, the assurance obtained is limited in nature and provides a lower level of assurance than a reasonable assurance engagement. TUVI verified the reliability of selected disclosures related to environmental and social topics, by sampling and testing supporting data and documentation.
- 5. Assessment of Specified Information for Stakeholder Relevance**
Evaluated the specified ESG information selected for assurance to ensure it reflects material concerns and is meaningful and relevant to the Report's intended stakeholders.

TUVI has verified the selected disclosures on sample basis. The reporting boundary for the disclosures (Annexure 1 for KPI list explicitly) is limited to a single site, as detailed below,

- Schevaran Laboratories Private Limited, 427/B, Hebbal Industrial Area -570016, Mysuru, Karnataka, India.

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The verification activities included a remote assessment conducted on 6th, 8th, and 9th January 2026, followed by an onsite assessment at SLPL's manufacturing site located at Hebbal Industrial Area, Mysuru, India on 27th January 2026.

Accordingly, the assurance conclusion is based on a combination of onsite, remote and desk-based procedures within the defined scope of this limited assurance engagement.

Limitations

TUV India Private Limited (TUVI) did not perform assurance procedures on any forward-looking statements disclosed in the ESG data, including but not limited to targets, forecasts, expectations, or ambitions. As such, TUVI provides no conclusions or opinions regarding this prospective information. Throughout the assurance process, TUVI encountered no limitations to the agreed scope of the engagement. TUVI was engaged by SLPL and is accountable solely to SLPL's management in the context of this assurance engagement. Data verification was conducted on a sample basis, and the responsibility for the authenticity and completeness of the data rests entirely with SLPL. TUVI expressly disclaims any liability or co-responsibility for errors or omissions in the reported data, or for any decisions made by third parties based on this assurance statement. This assurance statement does not constitute an endorsement of any environmental or social claims related to SLPL's products, services, manufacturing processes, packaging, or product disposal. TUVI does not authorize the use of this assurance statement for the purpose of greenwashing or to support any misleading claims. This independent assurance statement is intended solely for the use of the intended users identified above in connection with the Company's GRI reporting. Because the statement has been prepared for a specific purpose and on the basis of criteria agreed for that purpose, it may not be suitable for any other purpose. Any use or reliance by parties other than the intended users is at their own risk, and no duty of care, responsibility, or liability is accepted to such parties.

Our Responsibility

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

TUVI does not assume liability or co-responsibility for:

- Any inaccuracies or erroneous data reported by SLPL;
- Any decisions made by individuals or entities based on this assurance statement.

This assurance is provided on the assumption that all data and information made available to TUVI by SLPL were complete, accurate, and true to the best of SLPL's knowledge. The procedures performed were limited in nature and are not intended to support regulatory scrutiny, investor or lender decision-making, capital market transactions, or other high-stakes ESG uses requiring reasonable assurance.

Verification Methodology

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

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

- 1. Review of Stakeholder Engagement and Materiality Process:** TUVI reviewed the approach adopted by SLPL for the stakeholder engagement and materiality determination process. Assessed SLPL's approach to stakeholder engagement and the process for identifying and prioritizing material ESG topics, ensuring alignment with established reporting frameworks and principles.
- 2. Verification of Disclosures and Internal Controls:** Verified selected disclosures and assertions made in the Report, and evaluated the robustness and adequacy of the related data management systems, information flows, and internal control procedures.
- 3. Document Review and Data Assessment:** TUVI examined and reviewed the documents, data, and other information made available by SLPL for the reported disclosures, including the disclosure on management approach and performance disclosures. Examined pertinent documentation, datasets, and other supporting evidence provided by SLPL for all reported KPIs. This review was performed on a sample basis, focusing on non-financial information disclosures.
- 4. Stakeholder Interviews:** Engaged with key personnel, including data owners and decision-makers across relevant functions of SLPL, during the onsite and remote verification phase to gather insights and corroborate information.
- 5. Assessment of ESG Policy Implementation:** Conducted sample-based evaluations of the implementation of ESG-related policies as described in the Report to verify adherence and effectiveness.

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- 6. Verification of Data Generation and Management Processes: Reviewed, on a sample basis, the procedures for generating, collecting, managing, and reporting both quantitative data and qualitative information included in the ESG disclosures for the reporting period.
- 7. **Sampling Procedures:** A risk-based sampling methodology was applied to select disclosures and data sets for testing, considering the materiality of disclosures, the inherent risk associated with the data type, the volume and complexity of underlying transactions, the significance of operational sites and activities, and prior year observations where applicable. Samples were selected through a combination of judgmental sampling based on risk and material disclosures, targeted sampling of high-value or high-impact data, and limited random sampling where appropriate. The sample size was determined based on professional judgment, taking into account the Company's control environment and the nature of the reported indicators. As this was a limited assurance engagement, testing was restricted to selected samples and did not provide assurance over the entire population. Materiality for the engagement was set at 5%. Misstatements below this threshold were considered not material unless qualitatively significant.
- 8. **Recalculation Procedures:** Recalculation procedures were performed on selected quantitative ESG indicators to verify mathematical accuracy and consistency with the stated methodologies. This included reperformance of the aggregation of environmental and social performance data, verification of unit conversions, re-computation of totals and subtotals in reporting templates, checking formula integrity within spreadsheets, reviewing emission factor application where relevant, and validating intensity ratios and derived indicators.
Where estimation techniques were used, TUVI reviewed the appropriateness of key assumptions and assessed their reasonableness on a sample basis. These procedures were carried out to confirm that the reported quantitative indicators were calculated accurately and consistently.
- 9. **Walkthrough Procedures:** Walkthroughs were conducted to understand the SLPL's data collection, collation, and reporting processes through discussions with designated ESG coordinators and process owners, understanding roles and responsibilities related to ESG reporting, reviewing documented policies, procedures, and internal guidelines, mapping the data flow from source documents to consolidated disclosures, assessing the reporting boundary and operational coverage, and understanding the use of IT systems and manual consolidation processes. These procedures were performed to assess the design of processes and identify potential areas of risk or control gaps.
Testing of the operating effectiveness of controls was not performed beyond inquiry and limited verification, in line with a limited assurance engagement. Accordingly, the walkthrough procedures focused on process understanding rather than detailed control testing.
- 10. **Data Validation Procedures:** Data validation procedures were performed on selected disclosures to assess reliability, completeness, and consistency by inspecting supporting documents such as invoices, meter readings, utility bills, waste manifests, HR records, training registers, and regulatory filings, and by cross-verifying reported data with primary source records. They also included analytical review of year-on-year trends and significant variances, reconciliation between site-level data and consolidated disclosures, and verification of reported figures against internal databases and management reports.
Where discrepancies or unusual variances were identified, management explanations were obtained and corroborative documentation was reviewed. These procedures were intended to support the reliability and consistency of the selected disclosures.
- 11. **Data Governance and Internal Controls:** Sustainability data is generated at plant level, validated by corporate sustainability team, and subjected to internal review before external assurance. This hierarchical data validation process supports data accuracy, traceability and transparency within the reporting framework.
- 12. The Report was evaluated against the following criteria: adherence to the principles of stakeholder inclusiveness, materiality, responsiveness, completeness, neutrality, relevance, sustainability context, accuracy, reliability, comparability, clarity, and timeliness, as prescribed in the GRI Standards 2021, and International Standard on Assurance Engagements (ISAE) 3000 (Revised).

Action Plan

The following improvement areas were identified and communicated to Schevaran Laboratories Private Limited (SLPL). These recommendations are aligned with management's existing objectives and sustainability initiatives, and several have already been recognized by SLPL. The assurance team supports continued management focus on these areas to further advance the organization's sustainability performance:

- 1. **Employee Training:** SLPL may consider ensuring that training programs and sessions are extended to cover all categories of employees, in line with GRI disclosure requirements.
- 2. **Transparency:** SLPL may consider making its policy publicly available to enhance transparency and alignment with GRI disclosure expectations.
- 3. **Occupational Health:** The organization may consider regularizing First Aid training sessions for employees and initiating periodic health awareness communications to strengthen worker health promotion practices.

Our Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the ESG disclosures and related information identified in the scope of our engagement and included in SLPL's Sustainability Report for the reporting period from April 1, 2024 to March 31, 2025 have not been prepared, in all material respects, in accordance with the applicable reporting criteria, namely the Global Reporting Initiative (GRI) Standards 2021, within the defined reporting boundaries. Our procedures for this limited assurance engagement were less extensive than

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those performed in a reasonable assurance engagement and consisted primarily of inquiries, analytical procedures, and sample-based testing of supporting evidence.

Disclosures Evaluation

TUVI is of the opinion that SLPL's sustainability disclosures generally meet the requirements of the GRI Standards. The following reporting elements have been addressed:

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

Principles Observed in the Assurance Process

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

Evaluation of the adherence to contemporary Principles

Stakeholder Inclusiveness: Stakeholder identification and engagement is carried out by SLPL on a periodic basis to bring out key stakeholder concerns as material topics of significant stakeholders. Nothing has come to our attention that causes us to believe that the Report does not comply, in all material respects, with the stakeholder inclusiveness requirements

Sustainability Context: SLPL established the relationship between ESG and organizational strategy within the Report, as well as the context in which disclosures are made. Nothing has come to our attention that causes us to believe that the Report does not comply, in all material respects, with the requirements of the sustainability context principle.

Materiality: As part of this limited assurance engagement, TUVI reviewed the design and documented application of SLPL's materiality determination process. The review focused on the process structure, stakeholder categories considered, and the methodologies applied, as described in the Report. TUVI did not validate, re-perform, or independently assess the materiality outcomes, scores, or prioritization. Accordingly, assurance is limited to the review of process design and its described application only. The Report brings out the aspects, topics, and their respective boundaries of the diverse operations of SLPL. Nothing has come to our attention that causes us to believe that the Report does not comply, in all material respects, with the requirements of the materiality principle.

Responsiveness: TUVI believes that the responses to the material aspects are articulated in the report, i.e., disclosures on SLPL policies and management systems, including governance. Nothing has come to our attention that causes us to believe that the Report does not meet the requirements.

Impact: Nothing has come to our attention that causes us to believe that SLPL does not communicate its sustainability performance through periodic internal and external reporting during the reporting period, as described in the Report. Nothing has come to our attention that causes us to believe that sustainability-related information is not reported to the Board of Directors for consideration in relation to sustainability objectives, goals, and targets, within the scope of this limited assurance engagement.

Completeness: Nothing has come to our attention that causes us to believe that the selected non-financial KPIs disclosed in the Report have not been prepared, in all material respects, in accordance with the applicable requirements of the GRI Standards 2021.

Reporting Principles for defining report quality: The majority of the data and information were verified by TUVI's assurance team during the remote assessment and found to be accurate. The disclosures related to ESG issues and performances are reported in a balanced manner and are clear in terms of content and presentation. Nothing has come to our attention that causes us to believe that the Report does not meet the requirements.

Reliability: The majority of the data and information were verified by TUVI's assurance team and found to be accurate. Some inaccuracies in the data identified during the verification process were found to be attributable to transcription, interpretation, and aggregation errors. The errors were not material and these errors have been corrected during the assurance process. Therefore, in reference to the GRI Standards 2021, TUVI concludes that nothing has come to its attention that causes TUVI to believe that the Report does not meet the requirements.

Neutrality: The disclosures related to ESG issues and performance are reported in a neutral tone, in terms of content and presentation. Nothing has come to our attention that causes us to believe that the Report does not meet the requirements.

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This assurance statement does not endorse any environmental and social claims (related to the product, manufacturing process, packaging, disposal of product etc.) as well as advertisements by the reporting organization. TUVI does not permit use of this statement for Greenwashing or misleading claims.

Our Assurance Team and Independence

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

For and on behalf of TUV India Private Limited

M. Bordekar
Date: 16-03-2026
Place: Mumbai, India



Project Reference No: 8124547478

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Annexure 1 - TUVI has verified the below disclosures on sample basis.

Topic	Indicator	GRI Disclosure
General Disclosures	Organizational details	2-1
	Entities included in the organization's sustainability reporting	2-2
	Reporting period, frequency and contact point	2-3
	Restatements of information	2-4
	External assurance	2-5
	Activities, value chain and other business relationships	2-6
	Employees	2-7
	Workers who are not employees	2-8
	Governance structure and composition	2-9
	Nomination and selection of the highest governance body	2-10
	Chair of the highest governance body	2-11
	Role of the highest governance body in overseeing the management of impacts	2-12
	Delegation of responsibility for managing impacts	2-13
	Role of the highest governance body in sustainability reporting	2-14
	Conflicts of interest	2-15
	Communication of critical concerns	2-16
	Collective knowledge of the highest governance body	2-17
	Evaluation of the performance of the highest governance body	2-18
	Remuneration policies	2-19
	Process to determine remuneration	2-20
	Annual total compensation ratio	2-21
	Statement on sustainable development strategy	2-22
	Policy commitments	2-23
	Embedding policy commitments	2-24
	Processes to remediate negative impacts	2-25
	Mechanisms for seeking advice and raising concerns	2-26
	Compliance with laws and regulations	2-27
	Membership associations	2-28
	Approach to stakeholder engagement	2-29
	Collective bargaining agreements	2-30
Material Topics	Process to determine material topics	3-1
	List of material topics	3-2
	Management of material topics	3-3
Economic Performance	Direct economic value generated and distributed	201-1
	Financial implications and other risks and opportunities due to climate change	201-2
	Defined benefit plan obligations and retirement plans	201-3
	Financial assistance received from government	201-4
Market Presence	Ratios of standard entry level wage by gender compared to local minimum wage	202-1
	Proportion of senior management hired from the local community	202-2
Indirect Economic Impacts	Infrastructure investments and services supported	203-1
	Significant indirect economic impacts	203-2
Procurement Practices	Proportion of spending on local suppliers	204-1
	Communication and training about anti-corruption policies and procedures	205-2
Anti-Corruption	Confirmed incidents of corruption and actions taken	205-3
	Legal actions for anti-competitive behavior, anti-trust	206-1
Anti-Competitive Behavior	Materials used by weight or volume	301-1
	Recycled input materials used	301-2
Materials	Reclaimed products and their packaging materials	301-3
	Energy consumption within the organization	302-1
Energy	Energy consumption outside the organization	302-2
	Energy intensity	302-3
	Reduction of energy consumption	302-4
	Interactions with water as a shared resource	303-1
Water and Effluents	Management of water discharge-related impacts	303-2
	Water withdrawal	303-3
	Water discharge	303-4
	Water consumption	303-5
Biodiversity	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	304-1
	Significant impacts on biodiversity	304-2
	Habitats protected or restored	304-3
	IUCN Red List and protected species	304-4
Emissions	Direct (Scope 1) GHG emissions	305-1
	Energy indirect (Scope 2) GHG emissions	305-2
	Other indirect (Scope 3) GHG emissions	305-3
	GHG emissions intensity	305-4
	Reduction of GHG emissions	305-5
	Emissions of ozone-depleting substances (ODS)	305-6
	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7
Waste	Waste generation and significant waste-related impacts	306-1
	Management of significant waste-related impacts	306-2
	Waste generated	306-3
	Waste diverted from disposal	306-4
Supplier Environmental Assessment	Waste directed to disposal	306-5
	New suppliers that were screened using environmental criteria	308-1

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Topic	Indicator	GRI Disclosure
Employment	New employee hires and employee turnover	401-1
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2
	Parental leave	401-3
Labor/Management Relations	Minimum notice periods regarding operational changes	402-1
Occupational Health and Safety	Occupational health and safety management system	403-1
	Hazard identification, risk assessment, and incident investigation	403-2
	Occupational health services	403-3
	Worker participation, consultation, and communication on occupational health and safety	403-4
	Worker training on occupational health and safety	403-5
	Promotion of worker health	403-6
	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7
	Workers covered by an occupational health and safety management system	403-8
	Work-related injuries	403-9
	Work-related ill health	403-10
Training and Education	Average hours of training per year per employee	404-1
	Programs for upgrading employee skills and transition assistance programs	404-2
	Percentage of employees receiving regular performance and career development reviews	404-3
Diversity and Equal Opportunity	Diversity of governance bodies and employees	405-1
	Ratio of basic salary of women to men	405-2
Non-discrimination	Incidents of discrimination and corrective actions taken	406-1
Freedom of Association and Collective Bargaining	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1
Child Labor	Operations and Supplier at significant risk for incidents of child labour	408-1
Forced or Compulsory Labor	Operations and supplier at significant risk for incidents of forced or compulsory labor	409-1
Security Practices	Security personnel trained in human rights policies or procedures	410-1
Rights of Indigenous Peoples	Incidents of violations involving rights of indigenous peoples	411-1
Local communities	Operations with local community engagement, impact assessments, and development programs	413-1
	Operations with negative impacts on communities	413-2
Supplier Social Assessment	New suppliers that were screened using social criteria	414-1
Public Policy	Political contributions	415-1
Customer Health and Safety	Assessment of the health and safety impacts of product and service categories	416-1
	Incidents of non-compliance concerning the health and safety impacts of products and services	416-2
Marketing and Labelling	Requirements for product and service information and labelling	417-1
	Incidents of non-compliance concerning product and service information and labelling	417-2
Customer Privacy	Incidents of non-compliance concerning marketing communications	417-3
	Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1

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CONTACT INFORMATION AND REPORT FEEDBACK

For inquiries, feedback, or questions regarding this Sustainability Report, please contact:

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We welcome your feedback and suggestions for improving our sustainability reporting and performance

This report has been prepared in reference to the Global Reporting Initiative (GRI) Standards 2021 and reflects Schevaran's commitment to transparent, credible, and comprehensive sustainability disclosure.

