



ANNUAL SUSTAINABILITY & ESG PERFORMANCE REPORT

FY 2024–25 & FY 2025–26

Evidence-based performance review and reporting framework

Document Control	Details
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Primary Reporting Period	01 September 2025 – 31 August 2026
Historical Comparison	FY 2024–25; selected Sep 2023–Feb 2024 source series
Organizational Scope	Ziran India operations at D-89 MIDC, Miraj
Document Owner	Management / IMS
Review / Approval	Management Review / Managing Director

Reporting status: Controlled internal sustainability report. It consolidates documented evidence from Ziran's 2024 and 2025 EcoVadis submission archives and the subsequent Sep 2025–Aug 2026 KPI record. Missing historical data is identified as unavailable rather than estimated.

1. Executive Summary

This report provides a consolidated view of Ziran India's sustainability and ESG performance evidence across Environment, Labour & Human Rights, Ethics and Sustainable Procurement. The 2024 and 2025 EcoVadis submission archives were reviewed as historical evidence, together with the controlled 2025–26 KPI record and existing IMS documents.

- 2024–25 evidence demonstrates established monitoring of safety, training, workforce representation, water recycling, hazardous-waste control, ethical conduct, legal compliance and supplier assessment.
- 2025 submission evidence adds an IMS Management Review, supplier audits, training records, environmental records, risk assessment, waste-management evidence, employee feedback and current policy/procedure evidence.
- Sep 2025–Aug 2026 ZED 04 provides a broader 18-KPI measurement framework covering safety, training, workforce representation, GHG, energy, renewable energy, water, pollutants, waste, ethics and information security.
- Two data-integrity items remain open in the 2025–26 KPI source: K02 annual training-hours figure and K08 annual water-consumption figure. They are retained as reconciliation actions and are not silently corrected in this report.
- Supplier ESG performance is supported by documented due diligence, supplier audits and annual assessment practices, but a consolidated 2025–26 numerical supplier KPI dataset was not located in the reviewed evidence set.

2. Reporting Basis, Boundary & Methodology

Element	Reporting basis
Organizational boundary	Ziran India operations at D-89 MIDC, Miraj; this is the scope stated in the controlled KPI record.
Historical evidence window	2024 EcoVadis archive; 2025 EcoVadis final-submission archive.
Current KPI window	01 September 2025 – 31 August 2026, ZED 04 Rev. 01.
Comparability principle	Only indicators with documented values are compared. A missing annual value is shown as 'Not located in reviewed evidence'.
Unit principle	Results retain the units used in the underlying records: MWh, kL, tCO ₂ e, t, %, rate and hours/employee.
GHG boundary	Scope 1 is reported where supported by Ziran's GHG record/KPI. Scope 2 is not reported where a controlled quantified source was not located.
Supplier coverage	Coverage is reported only where a controlled quantitative or clearly countable source exists; audit counts are not converted into a percentage.
Verification status	This is an internal management report. No independent external verification is claimed unless supported by a specific source record.



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3. Three-Year / Multi-Period KPI Comparison

The requested three-year comparison is presented as an evidence-availability matrix. Ziran's archived records do not contain complete comparable annual values for every requested KPI. The table therefore distinguishes full-period results, partial historical series and unavailable data.

KPI	Sep23–Feb24	FY 2024–25	FY 2025–26	Evidence basis / limitation
LTI frequency rate	0 (Sep23–Feb24 series)	0	0	ZED 04 / IMS Objective Tracker
Training hours / employee	1 hr/employee/month (Sep23–Feb24)	1 hr/employee/month	1.74–1.75* hrs/employee	KPI records; reconciliation required
Women employees	20%	20%	20%	KPI records
Minority / vulnerable workers	15%	15%	15%	KPI records
Scope 1 GHG	0 in reported series	0 / controlled methane-emission record	0.0 tCO ₂ e	GHG record + ZED 04
Scope 2 GHG	Not located	Not located	Not located	No controlled quantified annual source located
Energy consumption	Monthly values 45.3–46.8 MWh in Sep23–Feb24	Not located as full FY value	590.0 MWh	ZED 04; historical record is partial
Water recycling / control	Not located in partial source	100% water recycled at recorded checkpoints	Monitored; annual summary 9,795 kL*	IMS Objective Tracker + ZED 04
Hazardous waste	Not located	0% released at recorded checkpoints	0.0 t in KPI summary	IMS Objective Tracker + ZED 04
Non-hazardous waste managed	Not located	Not located	100%	ZED 04
Waste recovered/diverted	Not located	Not located	0.0 t in KPI summary	Quantitative recovery improvement identified
Ethics / corruption incidents	Not located	0	0	IMS Objective Tracker + ZED 04
Information-security incidents	Not located	Not located	0	ZED 04
Supplier ESG coverage	Historical sustainability statement reported 100% evaluated	Annual assessments + supplier audits documented	Consolidated % not located	Supplier records / audit reports

4. FY 2025–26 Detailed Performance Results

KPI	Unit	Target / control	2025–26 result	Status / management observation
K01 LTI frequency rate	Rate	0	0	Maintain preventive safety controls and PPE monitoring.
K02 Average training hours / employee	Hours/employee	≥1.50	1.75*	Target maintained; annual calculation requires reconciliation.
K03 Women employees	%	≥20%	20%	Target maintained.
K04 Minority / vulnerable workers	%	≥15%	15%	Target maintained.
K05 Scope 1 GHG	tCO2e	0 / minimise	0.0	No Scope 1 emissions recorded in KPI series.
K06 Total energy	MWh	≤600 MWh/year	590.0	Within stated annual control level.
K07 Renewable energy	MWh	Monitor / increase	0.0	Improvement opportunity: assess feasible renewable options.
K08 Total water	kL	Monitor / control	9,795*	Annual summary value; reconcile against monthly series.
K09 Pollutants to water	kg	0 / within limits	0	No pollutant load recorded in KPI series.
K10 Hazardous waste	t	0 / controlled	0.0	No quantity recorded in KPI series.
K11 Non-hazardous waste managed	% managed	100%	100%	Coverage maintained.
K12 Waste recovered	t	Monitor / increase	0.0	Strengthen weight-based recovery records.
K13 Employees trained on ethics	%	100%	100%	Full coverage.
K14 Confirmed corruption incidents	No.	0	0	No confirmed incidents recorded.
K15 Confirmed information-security incidents	No.	0	0	No confirmed incidents recorded.
K16 Business-ethics training	%	100%	100%	Full coverage.
K17 Reported & confirmed corruption incidents	No.	0	0	No reported and confirmed incidents recorded.
K18 Reported & confirmed information-security incidents	No.	0	0	No reported and confirmed incidents recorded.

5. FY 2024–25 Documented Performance Snapshot

Indicator / objective	Documented FY 2024–25 evidence	Source
LTI frequency	Zero at all recorded checkpoints Apr24–Mar25	IMS Objective Tracker ZED 04
Training	1 hour/employee at all recorded checkpoints	IMS Objective Tracker ZED 04
Women employees	20% at all recorded checkpoints	IMS Objective Tracker ZED 04
Minority / vulnerable workers	15% at all recorded checkpoints	IMS Objective Tracker ZED 04
Water recycling	100% at all recorded checkpoints	IMS Objective Tracker ZED 04
Hazardous waste released	0% at all recorded checkpoints	IMS Objective Tracker ZED 04
Unethical behaviour	Zero recorded at recorded checkpoints	IMS Objective Tracker ZED 04
Cleaning & maintenance schedule	100% at recorded checkpoints	IMS Objective Tracker ZED 04
Legal compliance	100% at recorded checkpoints	IMS Objective Tracker ZED 04
Supplier assessment	Annual vendor assessments documented; four supplier audit reports in archive assess environmental practices, hygiene/safety, recordkeeping and responsiveness	2025 submission archive

6. Environment Performance & Resource Management

Area	Evidence available	2025–26 result / finding	Improvement priority
GHG / methane	Green House Gas production emission record	Recorded methane emissions were zero for Jan–Jun 2025 in the reviewed record; ZED 04 reports Scope 1 = 0.0 tCO ₂ e for Sep25–Aug26.	Maintain fuel/emission source records and establish a complete Scope 1 & Scope 2 inventory.
Energy	ZED 04 KPI record	590.0 MWh; control ≤600 MWh/year.	Continue monthly monitoring; evaluate efficiency and renewable-energy options.
Water	IMS Objective Tracker + ZED 04	Water recycling reported at 100% in FY24–25 checkpoints; 2025–26 annual summary 9,795 kL*.	Reconcile K08 and establish a complete water balance and reuse/recycling metric.
Effluent / pollutants	ETP and water monitoring evidence; ZED 04	K09 = 0 in KPI series; ETP monitoring evidence retained.	Continue parameter-based monitoring and retain test reports.
Waste	Waste policy, checking records, disposal arrangements, ZED 04	Non-hazardous waste managed 100%; hazardous waste KPI 0.0 t; recovery 0.0 t.	Quantify recovered/recycled waste by weight and maintain disposal/recovery traceability.
Chemicals / hazardous materials	MSDS, safety procedures, waste and chemical controls	Operational controls documented.	Strengthen consolidated hazardous-chemical inventory and spill-response evidence.

7. Labour & Human Rights Performance

Area	Documented evidence	Result / status
Health & safety	KPI record, Health & Safety Policy, safety SOP, accident handling record, PPE/hygiene checking evidence	LTI frequency rate 0 in 2025–26 KPI series.
Training	Training calendars, training records, competency records, KPI record	FY24–25 checkpoint = 1 hr/employee; FY25–26 KPI average reported as 1.74–1.75*.
Workforce representation	KPI records	Women 20%; minority/vulnerable workers 15%.
Wages / working conditions	Remuneration policy, salary evidence, HR procedures	Controls exist; identified labour-compliance corrective priorities remain to be evidenced to closure.
Grievance / worker voice	Employee feedback, grievance handling format and HR procedures	Mechanisms documented; functioning/committee evidence requires continued strengthening.
Human rights	Child labour, inclusion/discrimination and human-rights policies	Policy framework established; implementation evidence should be maintained through HR records, training and review.

8. Ethics, Integrity & Information Security

Area	Evidence / KPI	2025–26 result
Business ethics	Business ethics policy, training records, KPI K13/K16	100% ethics/business-ethics training coverage.
Corruption	Business ethics / anti-bribery controls, KPI K14/K17	0 confirmed; 0 reported & confirmed incidents.
Information security	Information-security policy and KPI K15/K18	0 confirmed; 0 reported & confirmed incidents.
Management review	MRM April/May 2025 records	Ethics, compliance, risks and improvement opportunities reviewed within IMS management review.
Whistleblowing	Whistleblower policy / reporting mechanism	Controlled channel exists; protection and case-management evidence should be retained.



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9. Sustainable Procurement & Supplier ESG Performance

Ziran's archived evidence demonstrates an established supplier sustainability framework. The 2025 submission includes sustainability procurement clauses, vendor due-diligence controls, vendor lists, vendor feedback and four supplier audit reports. The audit checklist includes environmental practices, hygiene and safety, recordkeeping/traceability and responsiveness.

Evidence period	Supplier evidence	What it supports	Limitation
2024 archive	Vendor Due Diligence Policy; CSR Supplier Code; supplier sustainability framework	Policy/measure framework for responsible sourcing	No consolidated numerical ESG coverage KPI located in the archive reviewed.
2024–25	Four supplier audit reports dated Nov 2024 / Jan 2025	Documented environmental, H&S, traceability and responsiveness assessment of audited suppliers	Four audits cannot be represented as 100% supplier coverage.
2025 MRM	Annual vendor assessments; current vendor list; alternate solvent supplier decision	Management oversight of supplier performance and continuity risk	No consolidated ESG scoring dataset located.
2025–26	Existing sustainable procurement action framework	Risk-based due diligence, reassessment, CAPA and traceability	SP-01–SP-07 consolidated annual numerical dataset not located.

10. Management Review & Continual Improvement

Priority	Action	Responsible function	Evidence of closure
Data integrity	Reconcile K02 training-hours annual figure and controlled calculation basis.	HR / IMS	Reconciled KPI record and review note
Data integrity	Reconcile K08 water total and investigate material consumption changes.	EHS / Engineering / IMS	Corrected source record and review note
Climate	Assess technically and commercially feasible renewable-energy options.	Management / Engineering	Feasibility review and decision record
Waste	Strengthen quantitative recording of recovered/recycled waste by weight.	EHS	Weight-based waste recovery records and KPI trend
Labour compliance	Close identified wage, overtime, weekly-rest and statutory-benefit corrective actions.	HR / Payroll / Management	Payroll, attendance, statutory and CAPA evidence
Worker voice	Verify functioning grievance/worker-voice arrangements and retain evidence.	HR / Management	Grievance records, committee/channel evidence and review
Internal audit	Strengthen sustainability/labour audit checklists and finding follow-up.	IMS / Quality	Audit reports, checklists, CAPA and effectiveness evidence
Supplier ESG	Consolidate supplier ESG KPI data from controlled supplier records.	Procurement / Quality	Supplier KPI register reconciled to vendor records

11. 2026–2028 SMART Objectives Register

Theme	Objective	Baseline / current evidence	2026–28 target direction	Owner / review
Energy	Control total energy use and identify efficiency opportunities.	590.0 MWh in 2025–26	Maintain within controlled annual limit while identifying documented efficiency opportunities.	Engineering / EHS; monthly
Renewable energy	Introduce qualifying renewable energy where technically and commercially feasible.	0.0 MWh in 2025–26	Document feasibility and management decision; implement where approved.	Management / Engineering; annual
Water	Strengthen water balance and conservation/reuse measurement.	9,795 kL annual summary*; 100% recycling reported at FY24–25 checkpoints	Reconciled annual water KPI and measurable conservation/reuse target established.	EHS / Engineering; monthly
Waste	Increase quantitative recovery reporting.	0.0 t recovered in 2025–26 KPI	Weight-based recovery KPI implemented and trend reviewed; target to be approved from baseline.	EHS; monthly
Safety	Maintain zero LTI objective.	0 LTI frequency rate	Maintain zero LTI frequency rate through preventive controls and PPE monitoring.	EHS / HR; monthly
Training	Maintain workforce development coverage.	1.74–1.75* hours/employee	≥1.5 hours/employee/month with reconciled calculation and competency coverage.	HR; monthly
Ethics	Maintain ethics training and zero confirmed corruption incidents.	100% training; 0 confirmed incidents	100% training; 0 confirmed incidents, with periodic due-diligence review.	Compliance / HR; quarterly
Supplier ESG	Establish consolidated supplier ESG measurement.	Framework + audits; numerical annual coverage not consolidated	Annual supplier ESG coverage and performance KPI established from controlled vendor records.	Procurement / Quality; annual

12. Evidence Register & Source Traceability

Evidence source	Period / date	Primary use in this report
Ziran KPI Measurement Record – ZED 04 Rev. 01	Sep 2025–Aug 2026	18-KPI current results, targets, frequencies and improvement actions
IMS Objective Tracker – ZED 04 Rev. 00	FY 2024–25 / archived submission	Historical safety, training, workforce, water recycling, waste, ethics, maintenance and legal-compliance checkpoints
KPI Measurement Record – ZED 04 Rev. 00	Sep 2023–Feb 2024	Historical LTI, training, workforce, Scope 1 and energy monthly series
Green House Gas production emission record	Jan–Jun 2025 record reviewed	Methane production/consumption/emission evidence
Ziran MRM – April/May 2025	2025	Management review inputs, risks, supplier performance, training, compliance and improvement decisions
Vendor Audit Report – 4 reports	Nov 2024 / Jan 2025	Supplier sustainability/H&S/environmental/traceability audit evidence
2025 EcoVadis submission archive	2025	Historical evidence set: policies, records, audits, training, ETP, waste, risk, supplier and HR evidence
2024 EcoVadis submission archive	2024	Historical evidence set: policies, KPI record, GHG, H&S, water, waste, training, supplier and ethics evidence
Ziran India Site Master File with Quality Manual 2025	Revision 02.04.2025	IMS governance, document control, management review and system context
Sustainability Statement / sustainability action documents	2024–26 source set	Historical sustainability commitments and selected reported performance statements

13. Data Integrity & Reporting Rules

- Do not treat partial-year historical records as full-year performance.
- Do not infer Scope 2 emissions from electricity consumption without a controlled emission-factor methodology and source data.
- Do not convert the number of supplier audits into supplier ESG coverage percentage.
- Reconcile K02 and K08 in the controlled KPI record before using those values as externally reported annual figures.
- Retain source records, calculation sheets, meter/utility evidence, training registers, supplier assessments and management-review records supporting each reported KPI.
- Where a future target has no approved baseline, establish the baseline first and then set the target through management review.

14. Management Approval

Prepared / Controlled By QA head	Reviewed By – Admin coordinator -	Approved By – MD
		