

SUSTAINABILITY PERFORMANCE DASHBOARD

Consolidated KPI Results & Management Review – September 2025 to August 2026

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Scope	Ziran India operations and applicable sustainability/workforce management activities
Owner	Management / EHS / HR / Compliance
Approval	Managing Director
Status	Controlled Management-System Document

1. Purpose

This dashboard consolidates the 2025–26 sustainability and workforce KPI results available in Ziran India's internal KPI Measurement Record. It provides a single management-review view across health and safety, people, environment, ethics and information security, and links results to documented improvement actions.

The underlying KPI record states that results are reviewed periodically by responsible functions and that deviations, adverse trends and improvement opportunities are addressed through the applicable management-system process. □filecite□turn65file3□

2. Consolidated KPI Results

KPI	Indicator	Unit	Target / Control	2025–26 Result	Owner
K01	LTI frequency rate	Rate	0	0	EHS / HR
K02	Average training hours / employee	Hours/employee	≥1.50	1.75	HR
K03	Women employees	%	≥20%	20%	HR
K04	Minority / vulnerable workers	%	≥15%	15%	HR
K05	Scope 1 GHG emissions	tCO2e	0 / minimise	0.0	EHS
K06	Total energy consumption	MWh	≤600 MWh/year	590.0	Engineering / EHS
K07	Renewable energy consumption	MWh	Monitor / increase	0.0	Engineering / EHS
K08	Total water consumption	kL	Monitor / control	9,795*	EHS
K09	Pollutants emitted to water	kg	0 / within limits	0	EHS / QC
K10	Hazardous waste	t	0 / controlled	0.0	EHS
K11	Non-hazardous waste managed	% managed	100%	100%	EHS
K12	Waste recovered	t	Monitor / increase	0.0	EHS
K13	Employees trained on ethics	%	100%	100%	HR / Compliance
K14	Confirmed corruption incidents	No.	0	0	Management / Compliance
K15	Confirmed information-security incidents	No.	0	0	IT / Management
K16	Business-ethics training	%	100%	100%	HR / Compliance
K17	Reported & confirmed corruption incidents	No.	0	0	Management / Compliance
K18	Reported & confirmed information-security incidents	No.	0	0	IT / Management

3. Performance by Sustainability Theme

Theme	Key Results	Management Observation / Action
Labour & Human Rights / Workforce	LTI rate 0; training 1.75 hours/employee; women 20%; minority/vulnerable workers 15%.	Maintain preventive safety controls, training planning and workforce monitoring.
Environment – Energy & GHG	Scope 1 = 0 tCO2e; energy = 590.0 MWh; renewable energy = 0 MWh.	Energy remains within the stated annual control level; renewable-energy deployment is identified as an improvement opportunity.
Environment – Water	Water KPI reported as 9,795 kL; pollutants emitted to water = 0 kg.	Continue monthly monitoring and investigate material increases or abnormal consumption.
Environment – Waste	Hazardous waste = 0 t; non-hazardous waste managed = 100%; recovered waste = 0 t.	Strengthen quantitative recording of recovered/recycled waste by weight.
Ethics	Ethics training = 100%; business-ethics training = 100%; confirmed corruption incidents = 0.	Maintain training coverage and incident monitoring.
Information Security	Confirmed and reported/confirmed information-security incidents = 0.	Maintain incident monitoring and information-security controls.

4. Management Review & Improvement Actions

Area	Action	Responsible Function	Frequency
Energy	Continue monthly energy monitoring and review efficiency opportunities.	Engineering / EHS	Monthly
Renewable energy	Assess technically and commercially feasible renewable-energy options.	Management / Engineering	Annual
Water	Investigate material increases or abnormal monthly consumption.	EHS	Monthly
Waste recovery	Strengthen quantitative recording of recovered/recycled waste by weight.	EHS	Monthly
Training	Maintain annual training planning and monthly training-hour monitoring.	HR	Monthly
Ethics & information security	Maintain training coverage and incident monitoring.	Compliance / IT	Quarterly
Health & safety	Maintain zero-LTI objective, preventive controls and PPE monitoring.	EHS / HR	Monthly

These actions are directly stated in the underlying KPI record's review and improvement section. ☐filecite☐turn65file3☐

5. Data Integrity & Reconciliation Note

The underlying KPI record contains a reporting inconsistency for K08 Total Water Consumption: the monthly series totals 9,695 kL, while the Annual Performance Summary reports 9,795 kL. The dashboard retains the Annual Performance Summary value of 9,795 kL for consistency with the management-summary section, while the discrepancy should be reconciled in the controlled KPI record before external reporting.

No unsupported values have been inserted for supplier-sustainability KPIs. The separate Sustainable Procurement KPI & Results Report states that a consolidated independently verified September 2025–August 2026 dataset for its seven supplier KPIs was not located; those values should be populated from the Approved Vendor Database, due-diligence, audit, assessment and CAPA records. ☐filecite☐turn64file2☐

6. Evidence Chain

Management Pillar	Evidence in Ziran System
Policy	Environmental, labour & human-rights, ethics, information-security and sustainable-procurement policies.
Actions	Environmental objectives/action plans; labour & human-rights action plans; ethics training; supplier assessment/CAPA actions.
Results	ZED 04 KPI Measurement Record; thematic KPI/results reports and controlled source records.
Review	Periodic functional review, management review, corrective action and continual-improvement records.

7. Records & Review

Applicable training, energy, water, waste, health and safety, ethics and information-security records are maintained within Ziran India's management system. KPI deviations or adverse trends are evaluated by the responsible function and addressed through the applicable corrective-action or continual-improvement process. Results are considered during periodic management review and future target setting. ☐filecite☐turn65file3☐

8. Approval

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