

# Sustainable Foundations, Circular Futures.

## Our Journey Through The Decades

Hindustan Platinum | Sustainability Report 2023-24



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# About the Report

At Hindustan Platinum, sustainable operations are not just an aspiration; they are a cornerstone reflecting the organization's values and vision. This inaugural publication on Hindustan Platinum's sustainability journey highlights the Company's significant progress in material areas critical to its business and stakeholders. As a major player in the precious metals and industrial products sector, Hindustan Platinum continues to focus on reducing its environmental impact, driving advancements, and providing sustainable alternatives to support global industries.

This report provides a detailed account of Hindustan Platinum's sustainability initiatives, showcasing the actions undertaken to drive meaningful changes in environmental stewardship,

social responsibility, and ethical governance. Aligned with global sustainability frameworks, including the United Nations Sustainable Development Goals (SDGs) and the Global Reporting Initiative (GRI) 2021 Standards, the report reflects Hindustan Platinum's unwavering commitment to aligning its business operations with globally recognized principles.

The report encompasses Environmental, Social, and Governance (ESG) metrics and performance for the fiscal year 2023-24 (1st April 2023 to 31st March 2024).

## Scope and Boundary

This report presents non-financial performance insights for Hindustan Platinum's operations in India and Puerto Rico.

Within this document, Hindustan Platinum will hereinafter be collectively referred to as "Hindustan Platinum" or "the Company"

**Hindustan Platinum  
Pvt Ltd (HPPL)**

**Hindustan Platinum  
Puerto Rico  
(HPPR)**

## Material Issues

The material topics addressed in this report are pivotal to ensuring the long-term sustainability of Hindustan Platinum's operations and meeting stakeholder expectations. These topics have been meticulously chosen based on their relevance to business viability, stakeholder priorities, and their potential for positive impact in the future. By focusing on these areas, the Company aims to align its sustainability objectives with the aspirations of its stakeholders.

## Forward-Looking Statements

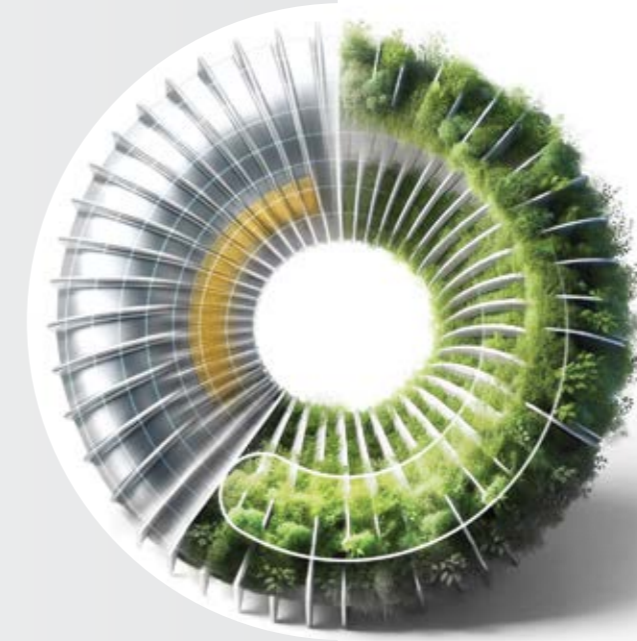
This report includes forward-looking statements concerning anticipated future developments that may influence the Company's operations. Such statements are inherently based on assumptions and are subject to risks and uncertainties. Actual outcomes may differ materially from projections due to factors beyond Hindustan Platinum's control. Stakeholders are encouraged to interpret these statements with awareness, keeping in mind the inherent uncertainties they reflect.

## Feedback

Hindustan Platinum values the perspectives and insights of its stakeholders in shaping future strategies and facilitating meaningful dialogue. Feedback and suggestions are welcomed and can be shared via the contact details provided below.

# Sustainable Foundations, Circular Futures

## Our Journey Through The Decades



Sustainability at Hindustan Platinum is deeply embedded in the Company's core values. Hindustan Platinum prioritizes environmental stewardship, forward-thinking approaches, and a circular economy that benefits both people and the planet through social responsibility and governance excellence.

In today's interconnected and environmentally conscious world, sustainability is not just a responsibility – it is essential for long-term success. As one of the leading global refiners and manufacturers of precious metal products and industrial services for diverse industries, the Company's commitment to sustainability is deeply embedded in its operations, driving innovation and lasting value for all stakeholders.

With a strong foundation in technological advancements and responsible practices, Hindustan Platinum is dedicated to fostering a circular economy. By integrating resource-efficient processes and cutting-edge recycling technologies, Hindustan Platinum sets new benchmarks for environmental stewardship. Through transparent partnerships with ethical, compliant suppliers, the Company ensures accountability and sustainability across its entire value chain.

This report reflects the Company's journey toward purpose-driven growth. It highlights organizational efforts to reduce environmental impact, drive significant social change, and align with global best practices. Looking ahead, Hindustan Platinum remains unwavering in its dedication to driving advancements, strengthening partnerships, and creating a lasting positive impact for future generations.

# A Management Perspective

# Message from the Executive Committee



Transparency, mindful sourcing, and fair business practices guide every decision we make, ensuring we remain a trusted and responsible corporate citizen.



Sustainability is not a choice, it's our way of business doing.

## Honoring Our Legacy, Embracing Our Responsibility

At Hindustan Platinum, sustainability isn't just something we practice – it's part of who we are. As secondary refiners, we've always understood the value of the precious metals we work with. These metals are not just resources; they are finite, and it's our responsibility to preserve them. By refining, recycling, and reusing, we contribute to both industry and the well-being of our planet. This mindset has shaped how we operate – with care, respect, and a continuing commitment to sustainability.

### A Balanced Approach to Sustainability

Our efforts focus on three key areas.

First, we are working to minimize our environmental impact—reducing our carbon footprint, conserving water, and using resources efficiently, with a clear goal of achieving carbon neutrality.

Second, we prioritize people—our employees, the communities around us, and those we partner with. Safety, well-being, and growth are at the core of everything we do, and we strive to make a lasting difference through education, healthcare, and skill development.

Third, we hold ourselves to the highest standards of ethics and governance. Transparency, mindful sourcing, and fair business practices guide every decision we make, ensuring we remain a trusted and responsible corporate citizen.

### Commitment in Action

We are translating our sustainability commitments into measurable progress through clear, time-bound goals:

- Achieve carbon neutrality across our operations, with near and long term reduction targets
- Maintain a zero-fatality workplace, driven by ongoing investment in safety culture and continuous improvement
- Achieve CDP scores of B-/B in Water and Climate, EcoVadis Gold or Platinum rating for sustainability performance

- Uphold ethical sourcing and accountable business practices throughout our value chain

We are proud of what we have achieved so far, but we know the journey doesn't stop here. Sustainability is a continuous effort – one that requires creativity, collaboration, and a shared commitment from all of us.

### Looking Ahead with Purpose

Our vision inspires us to go forward – to lead responsibly, think long-term, and build a future that honors our legacy while strengthening the world around us. We invite our employees, partners, and communities to join us in this journey.

With commitment and gratitude,

**Mr. Abhay Sajanlal Choksi**

**President**

Hindustan Platinum

## Our Commitment to a Sustainable Future

At Hindustan Platinum, sustainability is not just a responsibility, it is fundamental to how we do business. As custodians of precious metals, we recognize the vital role we play in preserving resources, minimizing environmental impact, and creating lasting benefits for all stakeholders.

Sustainability is not a choice, it's our way of business doing. We are committed to reducing our carbon footprint, conserving water, and using resources responsibly to minimize our environmental impact. The safety, well-being, and growth of our employees

and the communities around us remain at the heart of our efforts. Through education, healthcare, and skill-building, we strive to create lasting positive change. Ethics, transparency, and accountability guide every decision we make, ensuring fairness in everything we do.

We have set ambitious sustainability goals, including achieving carbon neutrality and maintaining industry-leading ESG benchmarks. This sustainability report reflects our progress and our commitment to continuous improvement.

Guided by our vision, we remain dedicated to integrating sustainability into every facet of our business. We look forward to working together,

with our employees, partners, and stakeholders, to build a future that is both responsible and resilient.

On behalf of the Executive Committee,

**Mr. Jaikishan Venkat**

**Chief Strategy Officer**

Hindustan Platinum

# About Hindustan Platinum

Established in 1961, Hindustan Platinum has been a trusted name in refining and manufacturing precious metal products, driven by integrity, precision, and sustained impact. Over the decades, the Company has grown alongside its partners, adapting to evolving industry needs while upholding its core values

of Collaboration, Transparency, Ownership, Broad Perspective, Agility and Responsiveness.

Hindustan Platinum provides end-to-end services, including advanced refining, technical expertise, and responsible metal management, all designed to

create lasting value. With a strong foundation in sustainable practices and a commitment to continuous improvement, Hindustan Platinum works closely with clients to drive progress and shape a future where excellence and responsibility go hand in hand.



### List of subsidiaries

Hindustan Platinum  
DMCC, UAE

Hindustan Platinum P.R.  
LLC, Puerto Rico

### A Sustainable Business Model

Hindustan Platinum, a proud signatory of the United Nations Global Compact, is committed to upholding human rights, labor standards, environmental

sustainability, and anti-corruption principles.

Through process optimization, technological advancements, and continuous research and

development, the Company remains dedicated to fostering a circular economy, promoting resource effectiveness, and driving sustained value for all stakeholders.

Harnessing our technological expertise and global presence, Hindustan Platinum serves a wide range of industries, including:

Chemicals	Oil Refinery	Agrochemicals	Petrochemical
Glass	Automobile	Switchgear/Control Gear	Flavors & Fragrance
Pharmaceuticals API	Elevator	Industrial & Defense	Home Appliances
Fertilizer - Nitric Acid	Man-made Fiber	Investment	Jewellery

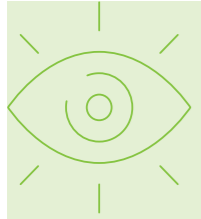
### Core offerings

- Catalyst and Chemicals (CC)**  
Advanced catalyst solutions and specialty chemicals to enhance processes and drive creativity across industries.
- Electrical Contacts (EC)**  
Precision-engineered electrical contacts that deliver unparalleled reliability and performance in critical electrical systems.
- Engineered Products (EP)**  
Custom-designed engineered products that meet the most exacting specifications, offering state-of-the-art approaches across diverse sectors.
- Refining Services (RS)**  
Leading expertise in precise precious metal refining, ensuring superior purity and quality across diverse, high-demand applications.
- Nitro Technologies (NT)**  
Design advanced gauzes and getter systems for nitric acid, fertilizer, and specialty chemicals. Optimized for ammonia oxidation and metal recovery, our solutions enhance efficiency, extend catalyst life, and promote sustainability.
- Precious Metals Management**  
Customized financial and logistical solutions for sourcing and delivering precious metals, ensuring smooth and efficient transactions.



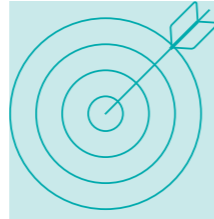
Hindustan Platinum continuously drives breakthroughs in product development, process engineering, and value optimization. The Company's robust R&D initiatives continuously advance technology and enhance operational performance to meet the evolving needs of its customers.

## Vision, Mission and Values



To be a trusted brand with a global imprint in its lines of business, creating value for all, through innovative and sustainable solutions.

# Vision 2025



**Excellence:** Constantly thinking creatively to bring continuous improvement in everything we do

**Customers:** Partnering with and working towards enhancing customer experience

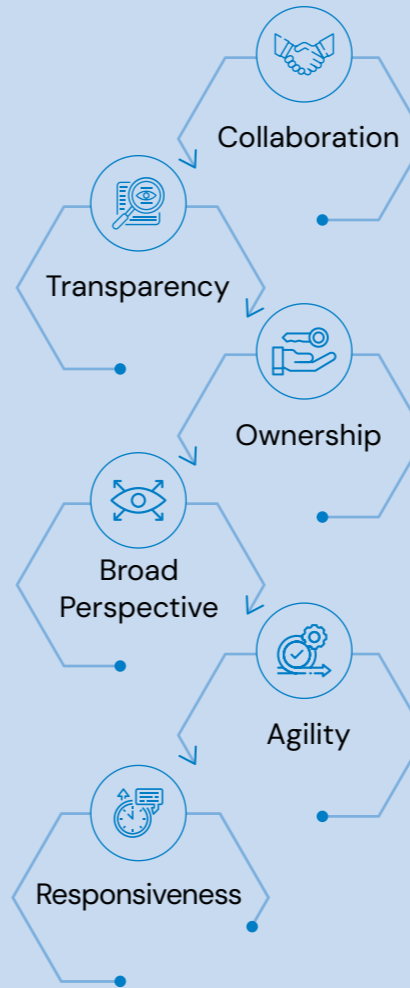
**Structured Approach:** Strictly adhering to a systematic, data based and process-oriented working style

**Environment:** Protecting the environment and community by striving for zero waste

**People:** Creating a performance-based culture and opportunities to meet individual career aspirations

**Infrastructure:** Developing world class infrastructure by adopting the best technology to maximize efficiency

# Mission



# Core Values



## Business Portfolio, Presence and Value Creation Process

With best-in-class infrastructure and technology that meet global standards, Hindustan Platinum delivers unmatched precision, performance, and reliability across its products and services. Backed by decades of expertise and a strong commitment to customer-centricity, the Company drives continuous advancements, crafting customized strategies that meet the unique needs of various industries.

### Refining Services

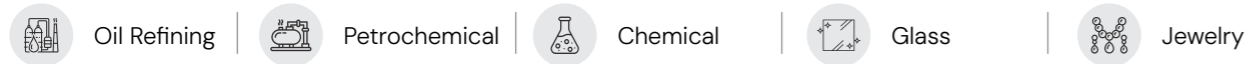


Utilizing advanced analytical methods, Hindustan Platinum precisely measures the exact quantity of precious metals, while its sophisticated chemical hydrometallurgical process ensures extraction with exceptional purity, aligned with industry standards.

**In the realm of refining services, Hindustan Platinum offers two specialized services:**

- Recovery and Refining of Precious Metals from Spent Catalysts
  - Direct procurement of spent catalysts and industrial scrap containing precious metals
- These services exemplify Hindustan Platinum's commitment to excellence by driving advancements and sustainability in refining operations.

### Industries Served



### Catalyst and Chemicals



The product portfolio encompasses an extensive range of precious metal catalyst products, including Heterogeneous Catalysts, Homogeneous Catalysts, Salts and

Services, meticulously engineered to meet the highest standards to support a wide array of industrial applications.

### Industries Served



### Electrical Contacts

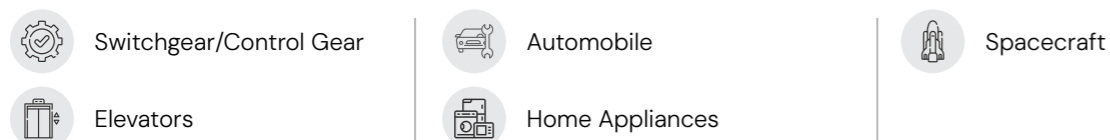


**The extensive portfolio of electrical contacts offered by Hindustan Platinum includes:**

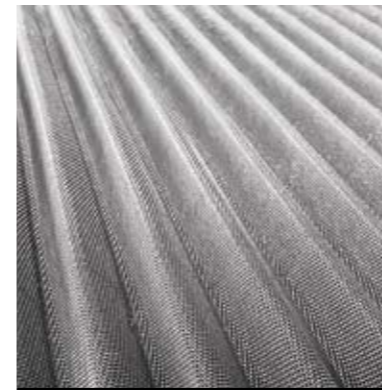
- Finished Products
- Semi-Finished Products
- Brazing Alloys
- Contact Assemblies

With state-of-the-art infrastructure and a team of skilled experts, Hindustan Platinum is exceptionally equipped to manufacture low and medium-voltage switchgear contacts, providing clients with the most appropriate materials crafted to their precise requirements.

### Industries Served



### Nitro Technologies



Hindustan Platinum excels in the design and manufacturing of bespoke catalyst gauze and getter systems, which play a pivotal role in optimizing chemical processes and improving operational performance. The Company's

value-added services encompass a full spectrum of offerings, including expert technical advisory, plant cleaning, refining, and comprehensive metal management support, all designed to meet the specific needs of its clients.

### Industries Served



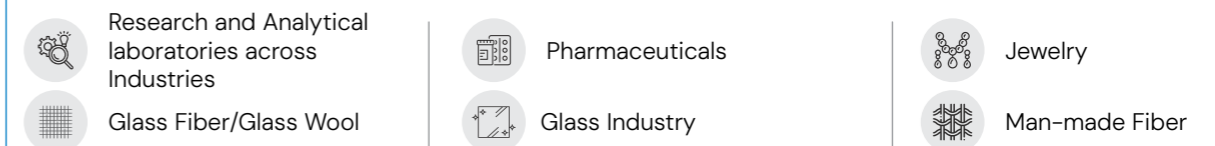
### Engineered Products



Hindustan Platinum's engineering capabilities are demonstrated through the production of high-quality engineering tools, including premium industrial products such as spinnerets, platinum labware, temperature-sensing wires, bushing, platinum/rhodium alloyed

article, platinum and Pt 950 alloy, and more. Renowned for their sophistication and unparalleled quality, these products have consistently surpassed customer expectations, setting new standards of excellence in the industry.

### Industries Served



### Precious Metal Management



Hindustan Platinum provides bespoke financial and logistical services for the procurement and delivery of precious metals, ensuring seamless and efficient

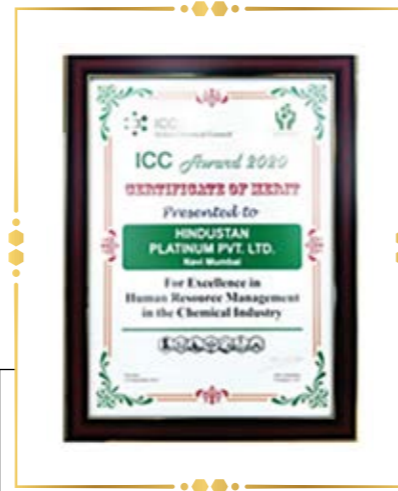
transactions. The Company is distinguished by its prestigious accreditations and enjoys widespread recognition from global precious metal exchanges and leading financial institutions.

## Honors of Excellence: Awards & Accolades

The industry awards reflect Hindustan Platinum's leadership in the industry, dedication to quality, and the trust placed in us by our stakeholders.



Hindustan Platinum has been conferred with 'Asia's Best Employer Brand Award 2021' presented by World HRD-Congress and CMO- Asia

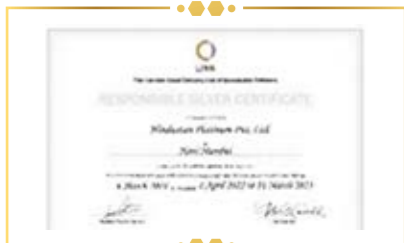


Hindustan Platinum has received a Certificate of Merit at the ICC Award 2020 for Excellence in Human Resource Management in the Chemical Industry



## Certified For Excellence

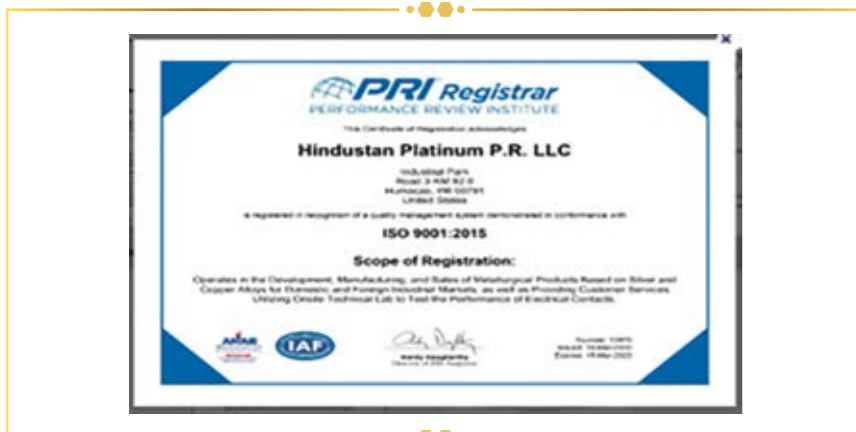
Hindustan Platinum upholds industry benchmarks in innovation, quality, sustainability, and ethical business practices. These certificates showcase compliance with internationally recognized standards and strengthen stakeholder trust across the Company's business ecosystem.



LBMA - Responsible Silver Certificate



LPPM - Responsible Platinum and Palladium Certificate



ISO 9001:2015

## Industry Associations: Building Stronger Connections

By strategically partnering with prestigious industry organizations, Hindustan Platinum's enhances its ability to engage, influence, and create a positive impact across its operations and the broader industry. The company is on the London Platinum & Palladium Market (LPPM) Good Delivery list for platinum and palladium and London

Bullion Market Association's (LBMA) Good Delivery list for silver.

In addition to these affiliations, Hindustan Platinum is accredited by the National Accreditation Board for Testing and Calibration Laboratories (NABL) and the International Laboratory Accreditation Cooperation (ILAC).

These memberships demonstrate Hindustan Platinum's commitment to precision and compliance with global standards. Furthermore, Hindustan Platinum holds the Authorized Economic Operator (AEO) status, enhancing its reputation as a trusted player in international trade by meeting stringent security and compliance protocols.

## A Year of Sustainable Progress Highlights



EcoVadis Sustainability Rating: Silver; Top **15%**.



CDP Ratings: **Water (C)** and **Climate (D)**.



Awarded "**Safest Workplace**" at the Safe Tech Award 2024 by Kings Info Media, India.

Hindustan Platinum has earned the prestigious EcoVadis Silver rating, positioning it as a leader in driving ESG efforts within the manufacturing of essential precious and non-ferrous metals. This achievement showcases Hindustan Platinum's performance across key sustainability areas, as reflected in EcoVadis evaluation:



### Overall Score

Hindustan Platinum ranked among the top 6% of companies evaluated among the manufacturers of basic precious and other non-ferrous metals industry.



### Environmental Excellence

Hindustan Platinum is in the top 9% of companies assessed by EcoVadis in areas of carbon footprint reduction, energy efficiency, water conservation, and waste management.



### Sustainable Procurement

Hindustan Platinum has ranked among the top 4% of companies in the industry for sustainable procurement, showcasing its strong commitment to ethical sourcing and responsible supply chain management.



### Ethics

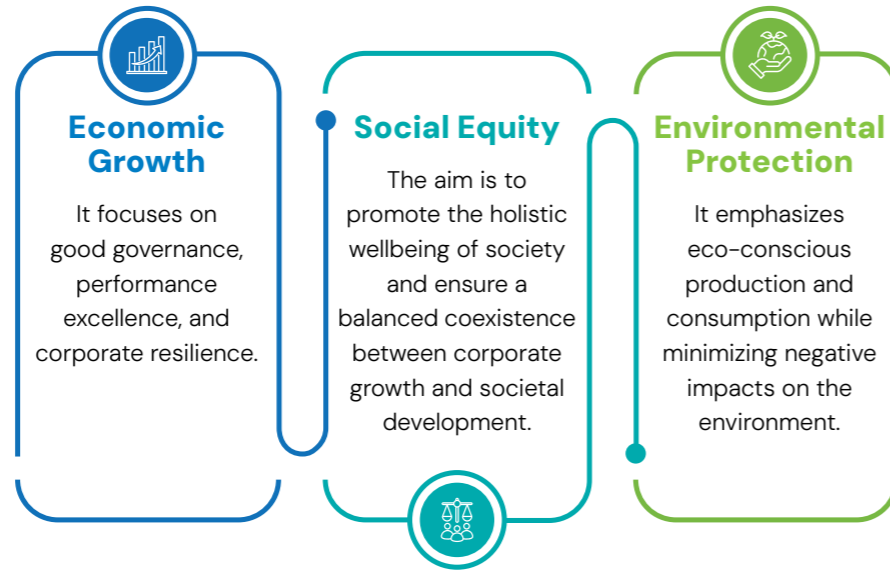
Hindustan Platinum ranks in the top 8% of companies in terms of business ethics. The areas of evaluation included corporate governance frameworks, anti-corruption policies, and adherence to fair trade practices.



# Sustainability at Hindustan Platinum

The sustainability governance framework at Hindustan Platinum establishes a structured approach to align business growth with environmental and social stewardship. It emphasizes ethical governance, regulatory compliance, and effective risk mitigation while aligning sustainable business practices with global sustainability standards, including UN SDGs.

The framework is built on three key pillars of economic performance, social impact, and environmental conservation.



Hindustan Platinum follows a structured governance approach with dedicated committees overseeing environmental, social, and governance (ESG) performance. By enforcing reliable business practices, the Company ensures sustained value creation for stakeholders while advancing ESG impact goals.

**The key governing bodies include:**



The Hindustan Platinum ESG framework is a sustainability performance measurement framework with a set of criteria used to evaluate Hindustan Platinum’s environmental, social, and governance impact on society and the environment. It provides a structured approach to embedding sustainability into core operations, guiding the Company’s efforts to create enduring value through ethical environmental practices, social equity, and strong governance standards.

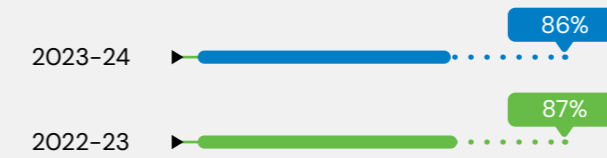


The structured framework assesses the Company’s impact on society and the environment while integrating ESG best practices to build a resilient and ethical business model.

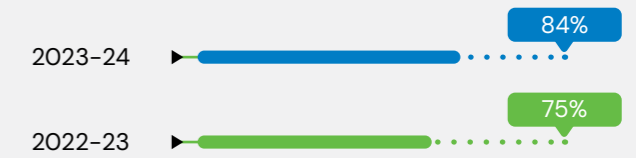
## Sourcing for Sustainability

As part of its sustainability commitment, Hindustan Platinum prioritizes sourcing locally, creating a positive economic impact on local producers and suppliers while reducing the environmental footprint of its supply chain. For the reporting period, Hindustan Platinum continues to maintain a major proportion of spending on local suppliers, indicating that the local sourcing strategy remains a Company-wide priority.

### HINDUSTAN PLATINUM, INDIA



### HINDUSTAN PLATINUM, PUERTO RICO



## Approach to Materiality Assessment and Stakeholder Engagement

At Hindustan Platinum, stakeholders are invaluable partners in the Company's journey towards sustainable growth. The Company is committed to fostering

open communication and strategic collaboration, ensuring transparency and alignment with their expectations. By actively involving stakeholders in

decision-making and key initiatives, Hindustan Platinum enhances its ability to navigate market changes, mitigate risks, and uncover new opportunities – creating lasting value for all.



Hindustan Platinum employs a structured methodology to identify and prioritize stakeholder groups, assessing both their influence on business operations and the impact of the Company's activities on them. This approach encourages active engagement, enabling Hindustan Platinum to address critical concerns effectively and create enduring impact in collaboration with its stakeholders.



## Materiality Assessment Process

Hindustan Platinum considers materiality assessment as critical tool to align its ESG focus with stakeholder expectations, business strategy, and operational needs. Conducted in line with the GRI 2021 Standards, the process followed a structured approach involving stakeholder engagement—assessing both the impact of material issues on the business and the Company's influence on environmental and social outcomes. The insights gained are integral to refining the ESG roadmap, strengthening risk management, and guiding strategic decisions.



The Board plays a pivotal role in guiding the materiality assessment process, ensuring it remains robust, transparent, and aligned with Hindustan Platinum's sustainability vision. By validating key material topics, Hindustan Platinum strengthens its commitment to ethical business conduct—striking a balance between economic, environmental, and social priorities while creating enduring value for all stakeholders.



## Materiality Topics & Impact Assessment

Topic	Area Impacted	Impact		SDG Relevance	Rationale for Identifying Risk/Opportunity
		+ Positive	- Negative		
Corporate Governance	Governance			16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Strengthens transparency, accountability, and stakeholder value; supports continuous growth and IPO readiness.
Community Development	Social			11 SUSTAINABLE CITIES AND COMMUNITIES	Investments in education, healthcare, infrastructure, and livelihoods foster social well-being and stakeholder trust.
Climate Change	Environmental			13 CLIMATE ACTION	Manufacturing emissions drive regulatory challenges; Hindustan Platinum is adopting energy-efficient and renewable options.
	Social				
	Economics				
Water Management	Environmental			6 CLEAN WATER AND SANITATION	Water conservation at the Turbhe facility is critical for regulatory compliance and environmental sustainability.
	Social				
Circular Economy	Environmental			12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Waste repurposing, wet scrubbers, and recycling initiatives reduce ecological footprint and promote sustainable resource management. Key initiatives include solid waste repurposing, deploying wet scrubbers and dust collectors across plants, and transforming spent metal and products into catalysts.
	Social				
	Economics				

Positive Negative

**Positive Impact:** An opportunity created by an organization's activities that supports sustainable development.

**Negative Impact:** A risk posed by an organization's activities that must be addressed to avoid damage.

Topic	Area Impacted	Impact		SDG Relevance	Rationale for Identifying Risk/Opportunity
		+ Positive	- Negative		
Human Rights	Social			10 REDUCED INEQUALITIES	Ethical sourcing and labor rights compliance strengthen Hindustan Platinum's reputation and ensure workforce well-being.
Air Emissions	Environmental			13 CLIMATE ACTION	Managing pollutants from refining operations safeguards regulatory compliance and community health.
	Social				
Supply Chain	Environmental			12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Strategic sourcing, vendor training, and ESG-aligned strategies mitigate operational risks and enhance performance.
	Economics				
Employee Satisfaction	Social			8 DECENT WORK AND ECONOMIC GROWTH	Engagement programs and career development initiatives boost retention and productivity.
	Economics				
Customer Centricity	Social			12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Customer engagement and feedback-driven development enhance quality, reliability, and continuing partnerships.

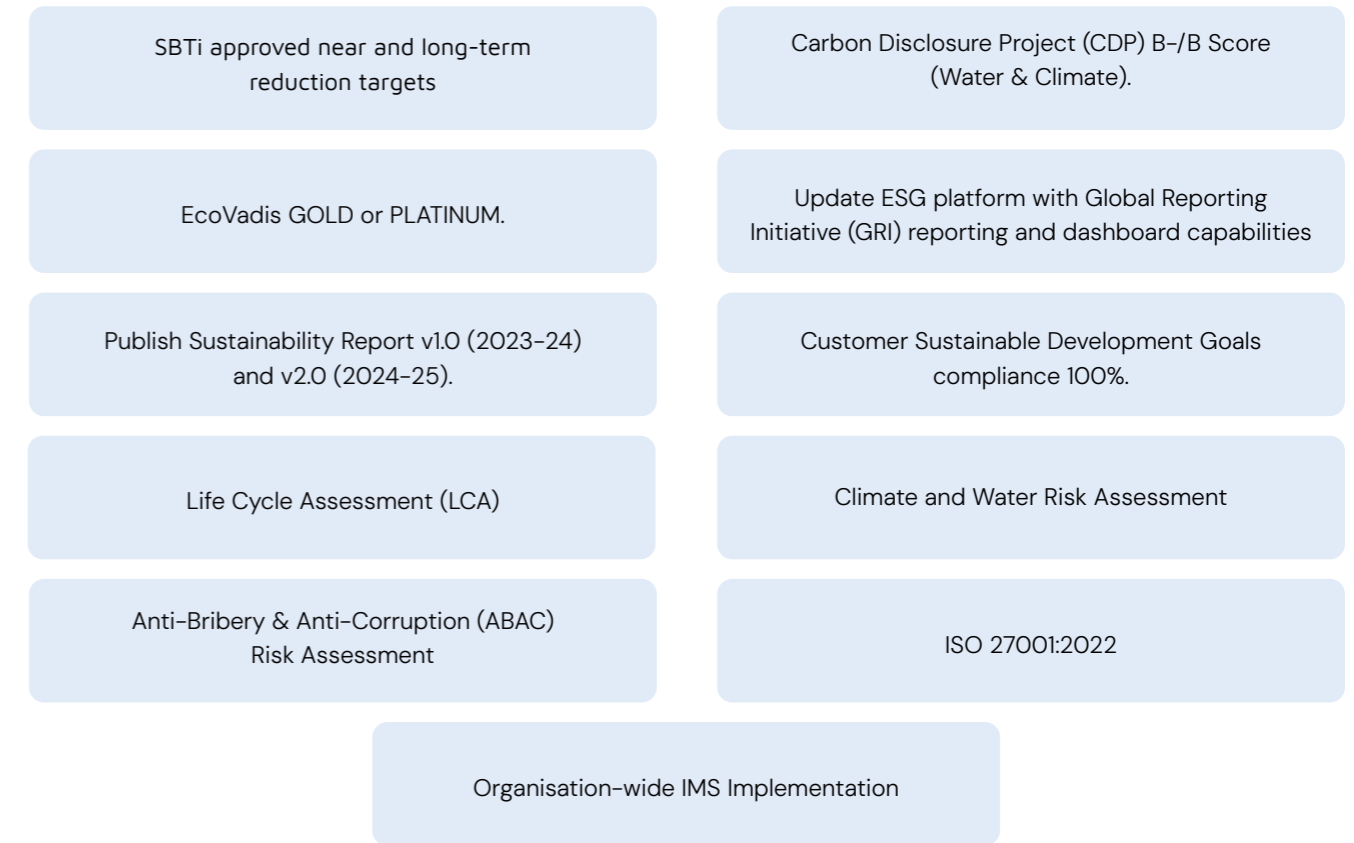
Topic	Area Impacted	Impact		SDG Relevance	Rationale for Identifying Risk/Opportunity
		+ Positive	- Negative		
Health and Safety	Social	-		3 GOOD HEALTH AND WELL-BEING	Strong Environment, Health, and Safety (EHS) frameworks and training are essential for employee well-being.
Diversity and Inclusion	Social Economics	+		5 GENDER EQUALITY	A diverse workforce drives creativity, originality, and employee engagement.
Biodiversity Conservation	Environmental	+		14 LIFE BELOW WATER 15 LIFE ON LAND	Minimizing ecological impact enhances local ecosystems and aligns with sustainability commitments.
Energy Management	Environmental Economics	+		7 AFFORDABLE AND CLEAN ENERGY	Transitioning to energy-efficient operations reduces costs and environmental footprint.
Critical Incident Risk Management	Governance	+		16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Proactive risk mitigation enhances resilience, workforce safety, and community well-being.
Opportunities in Clean Technology	Governance Environmental	+		9 INDUSTRIAL INNOVATION AND INFRASTRUCTURE	Investments in renewable energy and advancements in resource strengthen sustainability leadership.

+ Positive - Negative

**Positive Impact:** An opportunity created by an organization's activities that supports sustainable development.

**Negative Impact:** A risk posed by an organization's activities that must be addressed to avoid damage.

### Three Year Strategic Roadmap



### ESG Achievements

Our dedication to sustainable practices is evident in our high ratings and compliance.

**Top 15%**

EcoVadis Silver Sustainability Rating

**(C)**

CDP Ratings: Water

**(D)**

CDP Ratings: Climate

**100%**

Customer SDG compliance achieved

**"Safest Workplace"**

Awarded at the Safe Tech Award 2024 by Kings Info Media, India.

## Approach to Risk Management

Prudent risk management is integral to the Company's strategy for ensuring ongoing stability. By managing risks effectively, the company protects its assets and drives sustainable progress.

Hindustan Platinum's approach to risk management prioritizes clear governance, prudent decision-

making, and strong organizational control. The Company has implemented policies that strengthen governance oversight and financial management to ensure ongoing stability and stakeholders' confidence. The strategy is guided by the following key priorities:

### Independent Assurance

Engaging external auditors to verify financial management and internal control.



### Identifying Weaknesses

Addressing any material risks in controls to maintain effective risk management.



### Stakeholder Confidence

Ensuring transparent reporting and empowering stakeholders with confidence in the Company financial and risk management processes.



### Compliance

Upholding stringent adherence to legal and regulatory standards.



The policy encompasses all financial statements, internal controls, and risk management practices across the Company. The Board provides strategic oversight, while senior executives—led by the CFO—are actively engaged in managing internal controls and ensuring effective implementation. This collaborative approach ensures that Hindustan Platinum's risk management framework remains robust, adaptable, and well-prepared for future challenges.

# Corporate and Ethical Governance

At Hindustan Platinum, corporate governance emphasizes the Company's ongoing pledge to clear accountability, transparent operations, and ethical decision-making, creating a foundation of trust with stakeholders and driving continuous improvement.

Hindustan Platinum strives for governance that drives enduring value for all stakeholders. For over six decades, the Company has upheld ethical and accountable business practices across its operations and value chain, setting high industry benchmarks. Its governance approach aligns with globally recognized standards, including the Responsible Sourcing Policy in accordance with the London Bullion Market Association (LBMA) and the London Platinum & Palladium Market (LPPM), as well as compliance with Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for sustainable supply chains. These commitments reinforce Hindustan Platinum's adherence to ethical business conduct, regulatory compliance, and sustainability principles.

## Board's Role in Governance

The Board of Directors plays a critical role in shaping Hindustan Platinum's corporate purpose, values, mission, and strategies, ensuring alignment with sustainable development goals. Its key responsibilities include:

- Defining the Company's purpose, values, and mission to align with strategic objectives and stakeholders' expectations.
- Providing strategic oversight, with a strong emphasis on environmental, social, and governance (ESG) considerations.

- Approving goals, metrics, and key performance indicators (KPIs) to measure progress and drive accountability.
- Overseeing sustainability strategies and policies to ensure seamless integration with Hindustan Platinum's broader business objectives.
- Monitoring the Company's performance through regular reviews against established business goals and targets.

Through this structured governance framework, Hindustan Platinum ensures transparency, ethical leadership, and future business resilience.

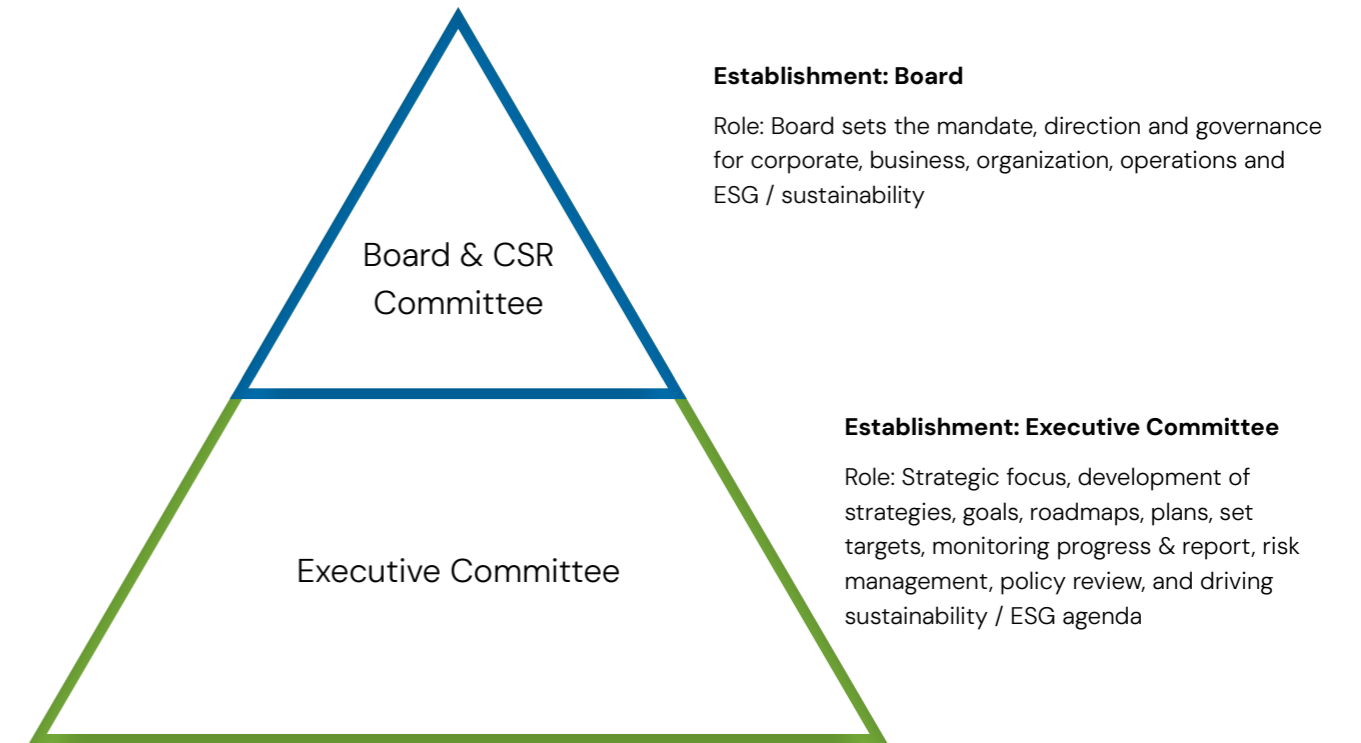
## Approach to Board Diversity

The Board of Hindustan Platinum is characterized by a rich diversity in terms of both experience and expertise, ensuring that the company benefits from a broad spectrum of perspectives and insights. The Board comprises individuals from different age

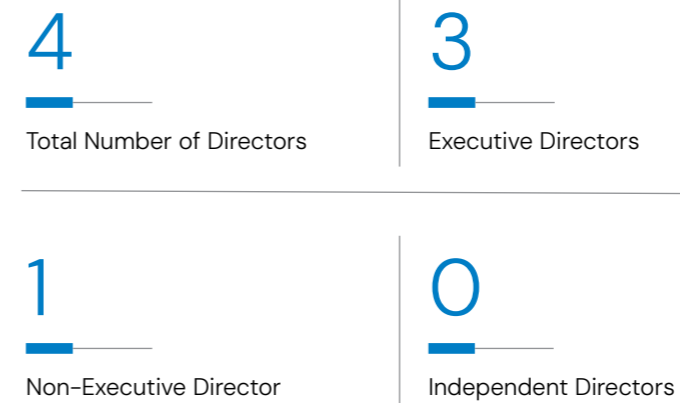
groups, thoughtfully blending the wisdom of the older generation with the innovative ideas of younger leaders. This generational balance fosters a dynamic environment where experience meets fresh thinking.

## Corporate Governance Structure

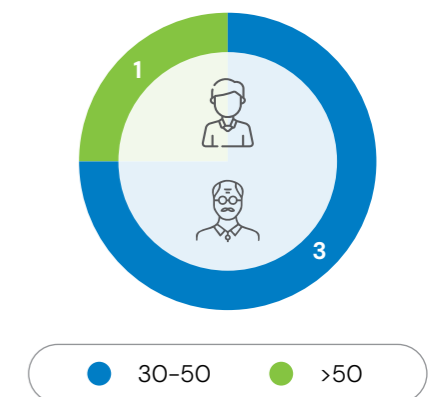
The newly updated governance structure ensures strong leadership across all key positions. Modelled in a clear hierarchical manner, it delineates the roles and responsibilities of each member, promoting clarity and accountability within the organization.



## Board Composition (FY 2023-24)



## Age Profile of Directors



## Members of the Board



50 years

**Dr. Vikram Sajanlal Choksi**  
Whole Time Director

Tenure in the Company



25 years

**Mr. Gautam Ashok Choksi**  
Whole Time Director

Tenure in the Company



25 years

**Mr. Vishwas Shashikant Choksi**  
Director

Tenure in the Company



24 years

**Mr. Gaurav Abhay Choksi**  
Whole Time Director

Tenure in the Company

In a family-owned business structure, the selection of Board members is guided by majority stake ownership.

As the highest governing body, the Board of Directors is tasked with evaluating and overseeing the methods used to identify and manage the Company's economic, environmental, and social impacts. Key areas of governance include:



### Risk Management Process

The Board approves the risk management framework and ensures its effectiveness in identifying, assessing, and mitigating potential risks and impacts.



### Stakeholder Engagement

Oversees the stakeholder engagement process to ensure responsiveness to stakeholder expectations and concerns.



### Sustainability Reporting

Reviews and approves sustainability reports to maintain transparency and accountability.



### Regulatory Compliance

Ensures adherence to applicable laws, regulations, and global standards by approving and overseeing compliance frameworks.

The Board is involved in monitoring the performance of the sustainability targets against the established KPIs and provides oversight and direction for continuous alignment with broader objectives. By offering regular training sessions on sustainability, governance, and industry-specific

challenges, the Company supports the Board in strengthening its understanding of sustainable development.

The performance of the highest governance body in managing Hindustan Platinum's economic, environmental, and social impacts

is assessed using Critical Success Factors (CSFs). These are tracked through monthly reports (MIS), quarterly reviews, and business meetings. Additionally, independent evaluations are conducted annually according to the company's Performance Management Policy.

## Role of Senior Management – Executive Committee

Hindustan Platinum's senior leadership team, comprising the CFO, CSO, Business Heads, CHRO, and other executive management members, is accountable for implementing and continuously enhancing development strategies and policies. Their key duties include:



### Strategy Development and Implementation

Driving progress and integrating sustainability strategies into operational and decision-making processes.



### Goal Setting and Monitoring

Establishing sustainability-related goals, developing metrics, and defining KPIs to measure progress.



### Board Reporting

Providing regular updates on sustainability performance and progress towards targets.



### Stakeholder Communication

Engaging with stakeholders to ensure clear and transparent communication on sustainability strategies and initiatives.

Together, they ensure that Environmental, Social, and Governance (ESG) policies are effectively integrated into the Company's operations, reinforcing Hindustan Platinum's commitment to sustainable business practices.

## Board Oversight: Guiding Hindustan Platinum's ESG Strategy and Accountability

The Board oversees Hindustan Platinum's due diligence process to identify and manage the Company's impact on the economy, environment, and society.

- Establishing and reinforcing a robust due diligence process with regular review and monitoring.
- Reviewing the process of identifying and assessing ESG-related risks, ensuring the effectiveness of risk management strategies in mitigating identified risks.
- Evaluating and endorsing policies and procedures associated with impact assessment and management, ensuring effectiveness.
- Ensuring impact assessments are conducted on time and during significant organizational changes.
- Supervising the stakeholder engagement process, analyzing, and authorizing the stakeholder engagement strategy to ensure relevance and impact.



## Oversight and Accountability in Sustainability Reporting

Hindustan Platinum follows a structured framework to validate the accuracy, completeness, and dependability of disclosures. The Board of Directors is entrusted with reviewing and approving the reported information, including materiality issues.

As part of the process, the key roles of the Board include:



### Review of the Draft Report

The Board reviews the draft reports to verify that they accurately reflect the Company's performance.



### Final Approval

The Board approves the reports after careful review for accuracy and transparency before publication.



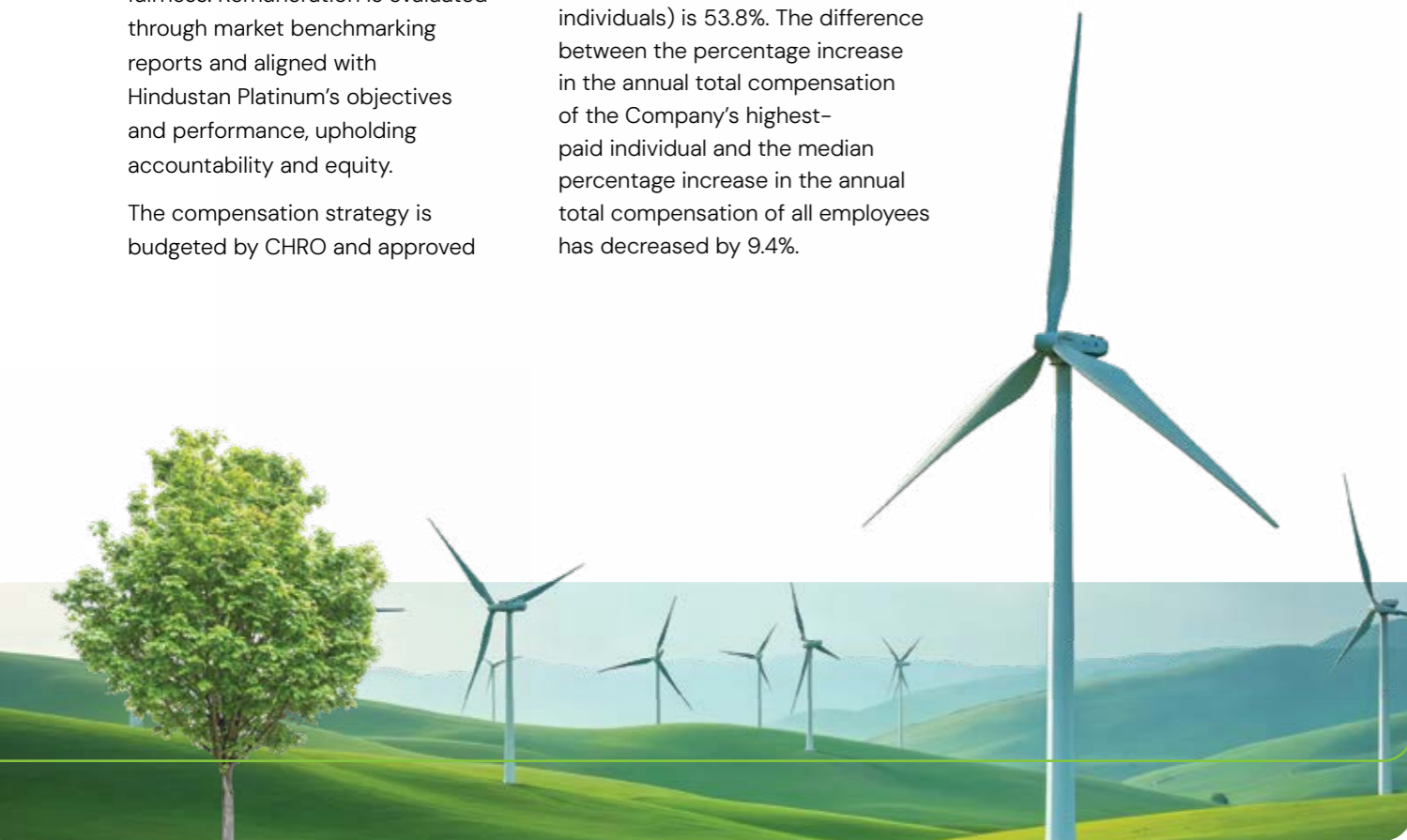
### Review of Material Topics

The Board approves the material issues—matters most relevant to stakeholders and critical to the Company for sustainable growth.

Hindustan Platinum has established a structured policy governing the remuneration of the Board and Senior Management. This policy includes well-defined criteria for selection for transparency and fairness. Remuneration is evaluated through market benchmarking reports and aligned with Hindustan Platinum's objectives and performance, upholding accountability and equity.

The compensation strategy is budgeted by CHRO and approved

by the management after detailed scrutiny. The annual total compensation of the highest-paid individuals in Hindustan Platinum compared to the median annual compensation of all employees (excluding the highest-paid individuals) is 53.8%. The difference between the percentage increase in the annual total compensation of the Company's highest-paid individual and the median percentage increase in the annual total compensation of all employees has decreased by 9.4%.



## Special Committees



### Board/CSR Committee

The Committee oversees, monitors, and establishes CSR policy. Comprising four members, the Committee holds meetings annually to review the progress of the CSR activities.



### POSH Committee

The Committee supervises implementation and compliance with the POSH regulations. The nine-member Committee meets annually to evaluate workplace practices, update policies, and address any reported issues.



### Sustainability Committee

The Sustainability Committee oversees the Company's sustainability practices, encompassing Environmental, Social, And Governance (ESG) matters. The ESG Governance Structure consists of Board Members, the Executive Committee's Operational Committee, and three working groups: the Environment Working Group, the Social Working Group, and the Governance Working Group.

## Additional Governance Bodies



### Executive Management Team

The team includes the CFO and senior management team members. It manages daily operations and implements company policies to achieve operational excellence that is aligned with the Company's goal.



### Internal Audit Department

The internal audit team is tasked to ensure the Company's internal controls and financial reporting processes are robust.



### Compliance Department

The Compliance Department oversees implementation and management of compliance programs, ensuring the Company adheres to all applicable laws and regulations.

## Hindustan Platinum's Policy Architecture

The policy architecture is thoughtfully designed to drive accountability, promote transparent governance, and align seamlessly with the Company's long-term vision.

<ul style="list-style-type: none"> <li>Human Rights</li> <li>Labor Practices</li> <li>Environmental Sustainability</li> <li>Anti-Corruption</li> <li>Supply Chain Responsibility</li> <li>Community Engagement</li> <li>Transparency and Accountability</li> <li>Attendance and Leave</li> <li>Career &amp; Succession</li> <li>Code of Conduct</li> <li>Confirmation</li> </ul>	<ul style="list-style-type: none"> <li>Diversity and Inclusion</li> <li>Domestic Travel</li> <li>International Travel</li> <li>Dress Code</li> <li>Employee Engagement</li> <li>Employee Suggestion Scheme</li> <li>Employee Support Services</li> <li>Higher Education</li> <li>Joining &amp; Induction</li> <li>Learning &amp; Development</li> <li>Performance Management System</li> </ul>	<ul style="list-style-type: none"> <li>POSH (Prevention of Sexual Harassment)</li> <li>Promotion</li> <li>Recruitment &amp; Onboarding</li> <li>Rewards &amp; Recognition</li> <li>Separation</li> <li>Trainee</li> <li>Transfer &amp; Relocation</li> <li>Internal Transfer</li> <li>Social Dialogue</li> </ul>
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Hindustan Platinum integrates accountability into its business practices through a structured approach, which includes training employees and supply chain partners to ensure they understand and comply with the Company's standards. Responsibility for implementing policies is shared across all levels, from the Board overseeing strategic direction to department heads and employees ensuring daily execution. For rigorous implementation, the Company integrates ethical business practices into:

### Organizational Strategies

Through strategic planning, goal-setting, and resource allocation.

### Operational Policies

Policy development, regular reviews, and training ensure consistency.

### Operational Procedures

Procedures are created, reviewed, and controlled for quality assurance.

Hindustan Platinum integrates governance policies across the supply chain through a systematic engagement approach, a rigorous compliance framework, and cooperative collaboration with partners who share the Company's values.

#### Supplier Code of Conduct

Ethical, sustainable, and compliant business practices are mandated in all supplier contracts.

#### Beyond Compliance

Hindustan Platinum builds collaborative partnerships to address pressing societal challenges, embedding CSR to drive inclusive growth and long-term sustainable impact.

The Company has established a comprehensive process to identify and resolve concerns promptly. These mechanisms ensure accountability, risk assessment, and effective decision-making through regular Board reporting. Individuals can report concerns related to Hindustan Platinum's business conduct through multiple

#### channels:

- Whistleblower Policy
- Employee Ambassadors
- Stakeholder Feedback

## Commitments to Addressing & Remediating Negative Impacts

Hindustan Platinum acknowledges the potential adverse effects of its operations and is committed to identifying, addressing, and mitigating negative impacts through a structured remediation mechanism:

### Corrective Actions

Prevent recurrence of issues through policy enhancement.

### Compensation & Restitution

Provide fair redress to affected individuals or communities.

### Collaborative Approach

Engage with NGOs, communities, and government agencies to design effective remediation strategies.

### Guidance on Responsible Business Practices

Provide access to internal experts, external consultants, NGOs, academic institutions, and regulatory bodies.

The Company regularly collaborates with internal experts, external consultants, NGOs, civil society organizations, and government bodies to ensure fair business practices.

Concerns are flagged through internal audits, risk management, compliance checks, and an anonymous whistleblower system. These are communicated to the Board through regular reports, which include risk assessments, suggested actions, and regular progress reviews. Any potential conflicts of interest are resolved internally, ensuring that decisions are made in line with company policies.

Hindustan Platinum is proud to report that there were zero instances of non-compliance with laws and regulations during the reporting period of 2023-24.

## Zero

Instances reported of non-compliance of laws and regulations in 2023-24



# Customer Centricity

Hindustan Platinum’s customer centricity is grounded in elevating the customer experience and creating lasting, value-driven partnerships. By offering niche services, the Company helps customers embrace new-ideas and sustainability, creating a future where everyone can thrive.



ISO 9001:2015



ISO 14001:2015



ISO 45001:2018

Hindustan Platinum prioritizes its customers by understanding their needs and designing high-quality and efficient strategies that drive creativity. The customer-first approach has solidified its position as a trusted partner of choice.

The Company’s success lies in its ability to meet customer needs through engineered options that fulfill specific requirements while ensuring competitive prices and high quality. Focused on sustained advancements, it uses technical expertise to refine products and adapt to evolving market expectations.

The Company drives continual improvement by aligning its overall practices with ISO 9001:2015 for quality management. Additionally, the Electrical Contacts business unit of Hindustan Platinum is certified under ISO 14001:2015 and ISO 45001:2018, reflecting its strong commitment to environmental sustainability and occupational health & safety within that specific operational area.

Customer confidentiality is vital for safeguarding sensitive information and building trust for robust relationships. The Company has implemented a robust data management strategy, ensuring information protection at all levels.

Beyond delivering high-quality products, Hindustan Platinum’s is committed to shared growth, helping customers elevate their competitiveness and achieve sustainability goals. Hindustan Platinum actively communicates

and collaborates with customers to explore opportunities for mutual development. This partnership-driven approach is the cornerstone of building trust and reinforcing its value propositions.

## Enhancing Partnerships for Customers

Below is an overview of Hindustan Platinum’s key focus areas to enhance customer partnership to drive Sustainable impact.



### Sustainable Sourcing & Compliance

The Company adheres to strict global standards such as LBMA, ISO 14001:2015, EcoVadis, and Carbon Disclosure Project (CDP), ensuring that every material is responsibly sourced and compliant with sustainability frameworks.



### Ethical & Transparent Value Chain

Hindustan Platinum drives a transparent and ethical value chain by supporting green supply chains and ensuring conflict-free sourcing.



### Customer-Centric & Relationship-Driven Approach

Hindustan Platinum has placed customers at the center of its operation. By integrating Customer Relationship Management (CRM) systems Hindustan Platinum improves insights, communication, and relationship management with its customers.



### Carbon & Energy Efficiency

The Company focuses on energy efficiency-driven initiatives, which align with Scope 3 emissions reduction targets and broader sustainability goals.



### Innovation & Circular Economy

The Company has adopted innovative closed-loop recycling processes, low-carbon refining technologies, and customized sustainability roadmaps to reduce environmental impact and enhance performance. These efforts not only help Hindustan Platinum reduce its environmental footprint but also offers customers sustainable options that align with their sustainability goals, driving positive changes towards a circular economy.



### Digitalization & ESG Support

Hindustan Platinum uses advanced technology for reporting, conducting supply chain risk assessments, and making data-driven decisions.



### Innovative & Full-Service Supplier

Hindustan Platinum supports its customers as an innovative, full-service supplier by providing customized options and end-to-end services.

## Customer Service and Support

Hindustan Platinum’s customer service and support framework is deeply rooted in ethical practices, consistency, and a strong commitment to sustainability. The Company prioritizes fair trade, ethical sourcing, and traceable transactions, ensuring compliance with global sustainability standards. With the help of digital tools like

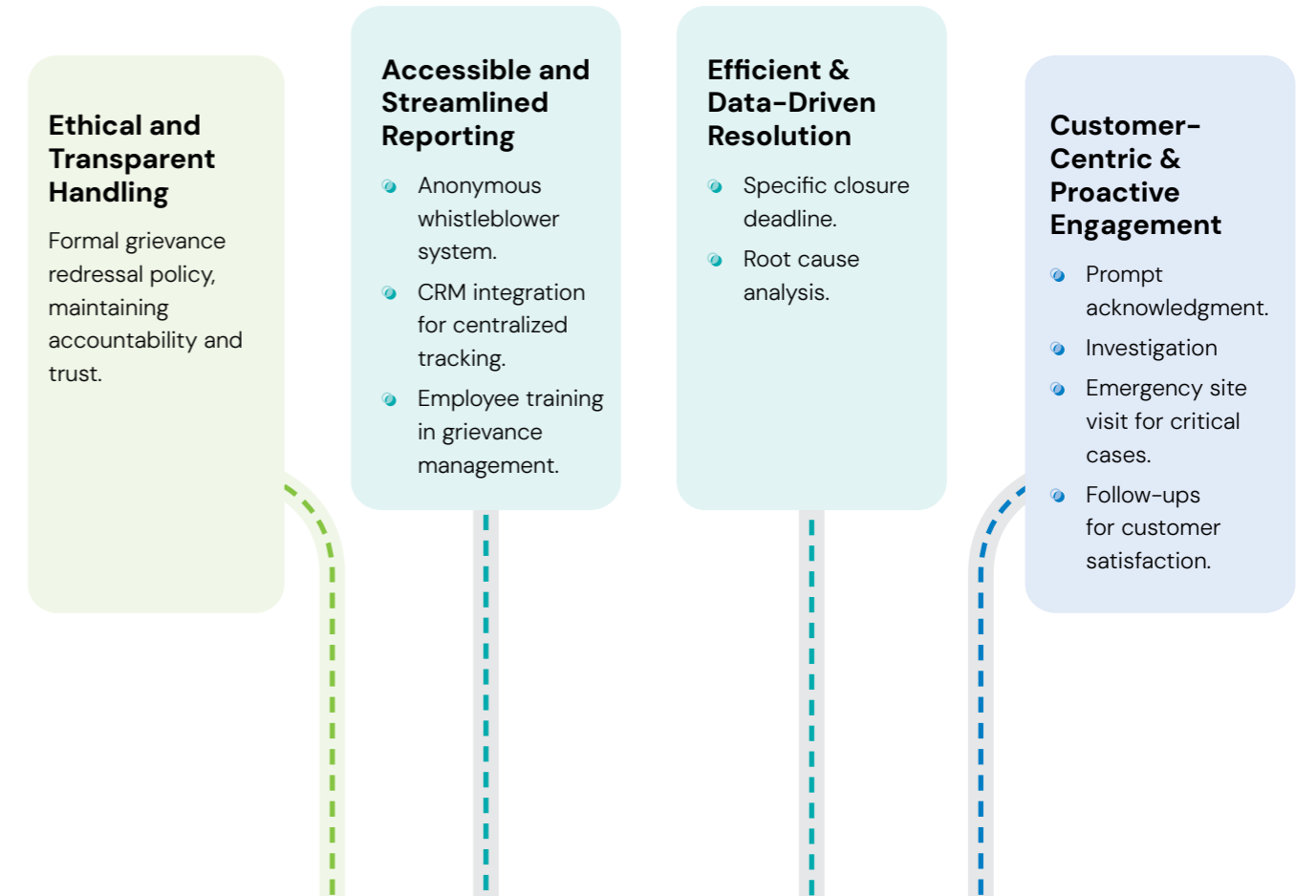
real-time tracking, analytics, and CRM-driven insights, Hindustan Platinum enhances order accuracy and keeps customers informed every step of the way. The expert team is always ready to assist with troubleshooting, workshops, and training to ensure top-notch product performance and regulatory compliance. Hindustan

Platinum’s focus on round-the-clock support and personalized service elevates customer satisfaction and strengthens continuing partnerships. Finally, the Company’s dedication to green logistics, sustainable packaging, and eco-friendly transportation practices ensures a minimal environmental footprint throughout the supply chain.



## Grievance Redressal Mechanism

Hindustan Platinum’s grievance management framework is built to address customer concerns swiftly, ensuring that trust and strong relationships are maintained.



## Responsible Marketing Communications

Hindustan Platinum ensures all marketing messages are clear, honest, and compliant, with verifiable sustainability claims and respect for consumer privacy. Hindustan Platinum also places importance on ethical online marketing practices, respect for culture, and compliance with global best practices, advocating for

sustainable industry practices. Hindustan Platinum’s branding reflects eco-conscious, sustainable refining practices, and commitment to a circular economy, as well as a drive for carbon-neutral achievements. Through data-driven intelligence and open ESG conversations, Hindustan Platinum

establishes trust and cooperation with its international markets. Further, regular auditing, employee training, and customer feedback incorporation are paramount to Hindustan Platinum’s strategy, as they ensure regulation compliance and continuous improvement in all business areas.

# Supply Chain Management

Hindustan Platinum views supply chain management as a key driver of long-term growth and positive impact. By working closely with its suppliers, the Company focuses on reducing its environmental footprint and building a thriving future for stakeholders.

At Hindustan Platinum, supplier relationships are built on the principles of transparency, accountability, and ethical sourcing. The Company partners with suppliers who share its commitment to safety, environmental responsibility, and sustainable business practices. The Company's Supplier Code of Conduct underlines its dedication to ethical and sustainable supply chain management, fostering long-term value for all stakeholders.



## Supplier Code of Conduct

To establish a compliant and ethical supply chain ecosystem, the Company has implemented a well-defined Supplier Code of Conduct that mandates compliance with the highest standards of health, safety, environmental sustainability, and business ethics.



### Health, Safety, and Environmental Management

Hindustan Platinum requires all suppliers to provide a safe and healthy workplace while conducting operations in an environmentally responsible manner. Suppliers are expected to:

- Maintain a safe working environment with essential provisions such as safe drinking water, adequate lighting, proper ventilation, temperature control, and sanitation facilities.
- Establish clear safety protocols and conduct regular training programs to enhance awareness and increase preparedness.
- Provide appropriate safety gear and implement preventive measures to minimize workplace hazards.
- Develop emergency preparedness programs and ensure employees are trained to handle workplace incidents effectively.
- Demonstrate environmental responsibility by actively reducing water consumption, preventing contamination of soil, water, and air, and minimizing hazardous waste.
- Ensure full compliance with local and global environmental regulations.



### Business Ethics & Compliance

Hindustan Platinum expects all suppliers to operate with honesty, integrity, and ethical business conduct. Suppliers must:

- Adhere to anti-corruption policies, prohibiting bribery, extortion, and unethical business practices.
- Disclose any conflict of interest that may arise in their engagements with Hindustan Platinum.
- Protect confidential information shared during their collaboration with Hindustan Platinum, including intellectual property and proprietary data.



### Standards of Integrity: Supplier Responsibilities

Hindustan Platinum expects suppliers to ensure a safe, healthy, and eco-conscious workplace.

- Suppliers must not share confidential information or post disrespectful content about the company on any platform.
- Adhering to these standards is key to a trusted, respectful partnership.



### Commitment to Continuous Improvement

Suppliers are encouraged to pursue continuous improvements by:

- Setting challenging internal performance objectives to drive progress.
- Developing and executing robust implementation plans for process enhancements.
- Proactively addressing deficiencies identified through internal audits, external assessments, inspections, and management reviews.



### Supplier Partnerships

Hindustan Platinum adopts a partnership-driven approach to supplier engagement, ensuring quality compliance, process efficiency, and mutual growth. The Company works closely with its vendors to:

- Enhance manufacturing standards and reduce defect rates.
- Conduct training programs to support supplier development.
- Ensure on-time payments to foster trust and financial stability.
- Integrate digital systems to facilitate seamless operations and communications.

By cultivating strong, value-driven relationships with both customers and suppliers, Hindustan Platinum reinforces its commitment to sustainable growth, ethical business practices, and long-term stakeholder value.

## Integration of Sustainable Practices Across the Supply Chain

The policy extends to the refining of Silver, Platinum, and Palladium and covers all employees, suppliers, customers, and subsidiaries within its global network.

Hindustan Platinum actively monitors its supply chain, identifying potential risks and conducting third-party audits, as required by LBMA & LPPM

standards. Hindustan Platinum is fully aware of the risks tied to conflict-affected areas and is committed to ensuring it never contributes to financing conflicts, strictly adhering to United Nations sanctions and local laws.

By integrating sustainable practices across the entire supply chain, the Company demonstrates its ongoing

commitment to fair sourcing, risk mitigation, and the protection of human rights. With over 85% of its sourcing done locally, this policy not only safeguards the Company's operations but also helps maintain ethical business practices throughout its global network.

# Environmental Stewardship

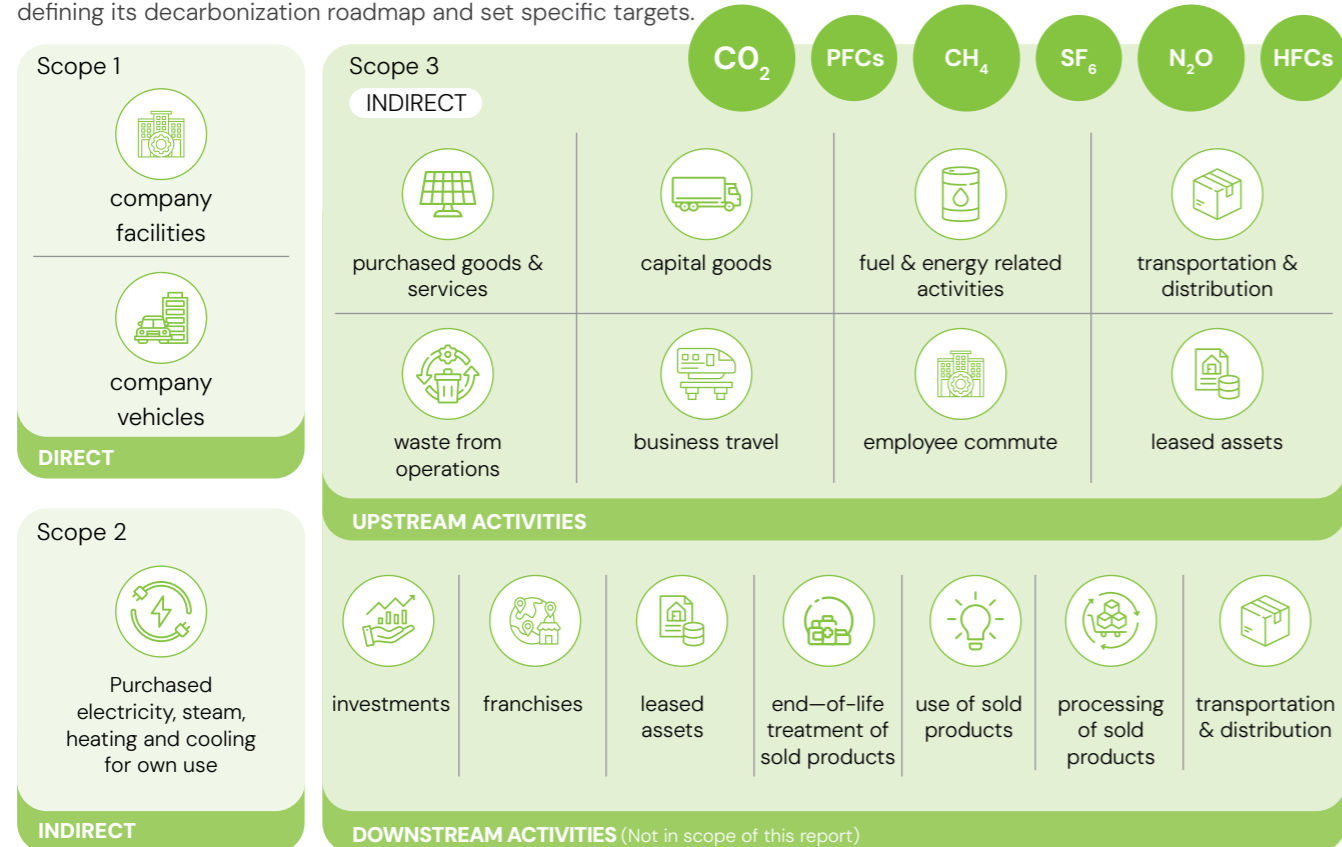
At Hindustan Platinum, safeguarding the environment is a promise reflected in action. Driven by a desire to create meaningful change, the Company leverages renewable energy initiatives, reduces its ecological footprint, and manages resources wisely—contributing to a healthier planet.

Hindustan Platinum operates in industries that heavily rely on natural resources, energy, and manufacturing processes. These activities inevitably impact the environment through emissions, resource depletion, and waste generation. Environmental stewardship ensures that Hindustan Platinum mitigates these risks, aligns its operations with global sustainability standards, and reduces its ecological footprint, making the business more resilient for the future. Hindustan Platinum demonstrates an unflinching dedication to environmental sustainability through a comprehensive approach integrating renewable energy adoption, waste management, and water conservation into its core operations.

The Company is actively working towards achieving net-zero emissions, making conscious efforts to transition to renewable energy sources like solar and wind. Its zero-waste endeavors involve recycling by-products, treating industrial wastewater, and collaborating with authorized agencies for hazardous waste management. Through proactive energy management and rainwater harvesting to reduce water consumption by 30%, Hindustan Platinum reinforces its commitment to conserving critical natural resources and minimizing its ecological footprint. The Silver rating from EcoVadis underscores Hindustan Platinum's dedication to prioritizing environmental stewardship and engaging employees, communities, and stakeholders for sustainable growth.

## Net-Zero Goals: Embracing a Greener Future

Hindustan Platinum has committed to near- and long-term company-wide emission reduction targets aligned with the Science-Based Targets Initiative (SBTi), including target to achieve Net-Zero. The Company is currently working on defining its decarbonization roadmap and set specific targets.



## Emissions

### Total Scope 1 Emissions

Particular	2023-24 (TCO <sub>2</sub> e)	2022-23 (TCO <sub>2</sub> e)
Stationary Source	3,814.89	3,765.50
Mobile Source	76.13	67.61
Fugitive Source	84.78	123.38
<b>Total Scope 1 Emissions</b>	<b>3,975.80</b>	<b>3,956.49</b>

### Total Scope 2 Emissions

Particular	2023-24 (TCO <sub>2</sub> e)	2022-23 (TCO <sub>2</sub> e)
Purchased Electricity Consumption	6,382.52	6,496.87
<b>Total Scope 2 Emissions</b>	<b>6,382.53</b>	<b>6,496.87</b>

### Total Scope 3 Emissions

Particular	2023-24 (TCO <sub>2</sub> e)	2022-23 (TCO <sub>2</sub> e)
Category 1- Purchased Goods and Services	19,181.71	-
Category 2- Capital Goods	1,736.49	-
Category 3- Fuel and Energy related Emissions	1,462.57	-
Category 4- Upstream Transportation & Distribution	244.63	-
Category 5- Waste Generated in Operations	60.37	-
Category 6- Business Travel	127.75	-
Category 7- Employee Commute	136.40	-
<b>Total Scope 3 Emissions</b>	<b>22,949.92</b>	<b>-</b>

For FY 2023-24, Hindustan Platinum took an important step towards sustainability by including Scope 1, 2, and 3 emissions data. Notably, the Company has reported detailed Scope 3 emissions across key areas, significantly enhancing the depth and transparency of its sustainability reporting and providing stakeholders with deeper insights into its indirect environmental impacts. With this robust approach to emissions, the Company reinforces its pledge to minimize its environmental footprint.

### Air Emissions

Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions				
Particulars	UOM	Company Response		
		FY 2023-24	FY 2022-23	
NOx	Kgs	3860	3672	
SOx	Kgs	1749	653	
Particulate matter (PM)	Kgs	9518	6781	

Hindustan Platinum has consistently prioritized environmental stewardship by undertaking green initiatives. Over the last two decades, Hindustan Platinum has consciously integrated renewable energy into its operations and made significant investments in renewable energy projects. The key initiatives of Hindustan Platinum's Net-Zero progress include:

- Built five renewable energy plants, including two windmills and three solar energy-generating plants.
- The company is advancing toward energy positivity, with wind and solar now offsetting 35% of total electricity use.
- Introduced water management projects to address critical resource crises and promote sustainable resource management.
- Conducted tree plantation drives in collaboration with government and non-government organizations to create green belts.
- Adopted innovative technology to minimize environmental impact, including harnessing renewable energy to enhance sustainability.

### Approach to Circularity and Waste Management

Hindustan Platinum is committed to environmental stewardship, actively working towards waste minimization, resource conservation, and the advancement of a circular economy. Through targeted initiatives, the Company integrates sustainability into its operations, ensuring proper waste management and efficient resource utilization.

### The initiatives include

Establishing Effluent Treatment Plants (ETPs) for industrial wastewater purification and increasing recycled water use, significantly improving water conservation.

Repurposing solid waste for raw materials and treating by-products such as alumina and aluminum sulfate for recycling, with minimal discharge to solid dumping.

Deploying wet scrubbers and dust collectors in plants to minimize particulate emissions and maintain cleaner air.

Engaging and collaborating with authorized agencies such as the Trans Thane Creek Waste Management Association (TTCWMA) and the Common Effluent Treatment Plant (CETP) Cooperative Society Ltd. for safe disposal of hazardous waste. A portion of the ETP sludge is exported for precious metal recovery.

Partnering with the Thane Belapur Industrial Association (TBIA) to facilitate discussions on environmental challenges with government associations such as MIDC, MPCB, and DISH, driving proactive compliance and progress.

Recognizing the growing impact of climate change, we have initiated a Climate and Water Risk Assessment across operations. This step will support risk-informed planning and resource conservation, strengthening our environmental and business resilience.

As part of our commitment to sustainable development, we have initiated Life Cycle Assessments (LCA) for our key products to identify environmental hotspots across their value chains. This initiative enables us to better understand the environmental impacts at each stage of the product life cycle and supports data-driven decision-making for improvement.

### Recognition for Sustainability Practices

Hindustan Platinum's commitment to progress, process optimization, and technological development has positioned it as one of the leaders in sustainability, within the industry.

In 2023-24, Hindustan Platinum was awarded a Silver Rating by EcoVadis, recognizing its excellence in environmental, social, and governance (ESG) practices.

The Company's comprehensive waste management approach and circularity-driven initiatives form a strong foundation for its ambitious journey toward net-zero emissions.

By continuously investing in new ideas, collaboration, and operational excellence, Hindustan Platinum is setting new benchmarks for corporate sustainability while paving the way for a cleaner, greener future.

### Responsible Material Use

Conscientious material use embodies sourcing, utilizing, and disposing of materials in a way that upholds the highest standards of human rights and ecological preservation. The responsible material use policy at Hindustan Platinum showcases the Company's dedication to sustainability and environmental stewardship.

To maintain strict adherence to the policy, Hindustan Platinum regularly reviews its dealings with suppliers, ensuring every transaction aligns with the established policy guidelines. This ongoing review helps identify potential risks, leading to early mitigation.

Any non-compliance with the policy can be reported by all stakeholders. If a violation is identified, concerns can be raised safely and anonymously via the Hindustan Platinum Grievance Reporting Form, either through managers or the Compliance Officer. The Board of Directors takes any non-compliance report seriously and has the authority to take swift action, including terminating contracts or business relationships, to preserve the integrity of its sustainability practices.

## Approach to Tackling Climate Change and Energy Management

### Renewable Energy Leadership

Hindustan Platinum is at the forefront of clean energy transformation, actively working towards achieving a positive energy balance—where green energy generation will eventually surpass total consumption needs.

#### Key Achievements

- On-site solar power plants harnessing solar energy for direct operational use.
- Investments in wind and solar farms in Madhya Pradesh, and Maharashtra, strengthening Hindustan Platinum's clean energy portfolio.
- Scaling up wind and solar power capacity to reduce dependence on external energy sources and reinforce sustainability.

### Operational Efficiency and Carbon Footprint Reduction

Hindustan Platinum has adopted comprehensive measures to minimize carbon emissions, improve energy performance, and optimize resource utilization across its operations.

- By installing the Ammonia Cracker, hydrogen gas usage was reduced, significantly lowering carbon emissions.
- Installing Variable Frequency Drives (VFDs) and switching to LED lighting, achieving notable reductions in electricity consumption.
- Implementing a waste heat recovery system, converting waste steam into hot water, reducing overall energy demand.
- Converting all plant operations from Light Diesel Oil (LDO) to Piped Natural Gas (PNG), reducing pollution and achieving fuel efficiency.

### Water and Air Quality Management

Hindustan Platinum integrates advanced water conservation and air quality management practices into its operations to minimize environmental impact:

- Implementing water recycling systems to reduce dependency on freshwater resources.
- Introducing advanced filtration systems, including bag filters, cyclone separators, and wet scrubbers, effectively minimizing particulate emissions and contributing to cleaner air.

### Water and Air Quality Management

Water is a critical resource in refining and manufacturing, supporting essential operations. With a proactive approach to managing water resources, Hindustan Platinum has implemented modern methods to optimize water consumption, enhance recycling capabilities, and reduce its overall ecological footprint.

The Company's key water management initiatives encompass:



#### Installation of Water Recycling Plants

Through the installation of water recycling plants, the Company has minimized reliance on freshwater resources.



#### Conservation of Water Resources

Initiatives undertaken through rainwater harvesting and sewage root zone facility installation to conserve water resources.

### Water Withdrawal During the Reporting Period

Particulars*	UOM	2023-24	2022-23
Total Water Withdrawal from All Areas			
a. Fresh Water ( $\leq 1,000$ mg/L Total Dissolved Solids)			
- Surface Water	Megaliter (ML)	0	0
- Ground Water	Megaliter (ML)	0	0
- Sea Water	Megaliter (ML)	0	0
- Produced Water	Megaliter (ML)	0	0
- Third Party Water	Megaliter (ML)	157,484	129,436
<b>Total Water Withdrawal</b>		<b>157,484</b>	<b>129,436</b>

\*The table represents an overview of the Company's total water withdrawal. For the reporting period, all water was sourced exclusively from third-party suppliers.



## Water Discharged During the Reporting Period

Particulars	UOM	2023-24	2022-23
<b>Water Discharge by Destination</b>			
<b>Total Water Discharge to All Areas</b>			
<b>a. Fresh Water (<math>\leq 1,000</math> mg/L Total Dissolved Solids)</b>			
- Surface Water	Megaliter (ML)	0	0
- Ground Water	Megaliter (ML)	0	0
- Sea Water	Megaliter (ML)	0	0
- Produced Water	Megaliter (ML)	0	0
- Third Party Water	Megaliter (ML)	0	0
<b>b. Other Water (<math>&gt;1,000</math> mg/L Total Dissolved Solids)</b>			
- Surface Water	Megaliter (ML)	0	0
- Ground Water	Megaliter (ML)	0	0
- Sea Water	Megaliter (ML)	0	0
- Produced Water	Megaliter (ML)	0	0
- Third Party Water*	Megaliter (ML)	0	0
<b>Water Discharge by Treatment</b>			
No Treatment		0	0
Treatment Level [Provide the title for the treatment level] **	Megaliter (ML)	69.20	68.86

\* ETP outlet water sent to CETP for further treatment.

\*\* Primary Treatment includes neutralization, coagulation & flocculation. Tertiary treatment includes activated carbons and pressure sand filters.

## Effluent Treatment and Recycling

The advanced Effluent Treatment Plants employ primary and tertiary treatment processes involving neutralization, flocculation, coagulation, and filtration with activated carbon and pressure sand filters for treatment. Treated effluent is released to Common Effluent Treatment Plants (CETP) for further processing, ensuring compliance with the strict standards of the Maharashtra Pollution Control Board (MPCB). Simultaneously, by enhancing its water recycling capabilities through the implementation of evaporation-based technology, the Company has significantly reduced its reliance on freshwater requirements.

To further advance water conservation initiatives, Hindustan Platinum has installed water dispensing taps across its facilities. These engineering controls ensure precise and efficient water management, preventing water wastage and contributing to resource conservation.

**30%**

Reduction in processed water consumption over the last three years

## Driving Water Management

At Hindustan Platinum, water management remains a shared responsibility across all levels of the Company. Regular training sessions are conducted to raise awareness and instill innovative water practices among employees and contractors. Departmental heads drive environmental consciousness across the Company by actively monitoring and managing water consumption within their respective areas. By tracking usage data, they drive continuous improvements in resource usage and implement conservation measures effectively.

Efficient water management forms the cornerstone of Hindustan Platinum's broader sustainability

framework. The Company actively collaborates with stakeholders to identify water-related challenges and seize opportunities for improvement. By leveraging tools such as life cycle assessments, water footprint analysis, and environmental impact assessments, Hindustan Platinum is building a more sustainable future.

## Biodiversity Conservation

Biodiversity and environmental conservation are critical for ensuring the health of ecosystems, supporting sustainable resource management, and safeguarding the well-being of future generations. Hindustan Platinum acts in harmony with the planet and people, protecting biodiversity through a range of initiatives. These key initiatives are aimed at optimizing resource usage and promoting sustainable practices.



### Renewable Energy Usage

Over 35% of the energy now comes from renewable sources, primarily solar and wind. With this, Hindustan Platinum is setting a powerful example in the industry while reducing its carbon footprint and contributing to global sustainability goals.

**35%**

Energy sourced from renewables (primarily solar and wind)



### Water Conservation and Effluent Management

Hindustan Platinum operates a highly efficient Effluent Treatment Plant (ETP) to expertly process wastewater from the plants. Additionally, the Company recycles 99% of ETP sludge, recovering valuable material and reinforcing its promise to a circular economy.



### Air Pollution Control

The Company uses advanced Air Pollution Control (APC) devices and wet scrubbing systems to continuously monitor emissions. These systems ensure compliance with standards set by the Pollution Control Boards. Additionally, Hindustan Platinum works with accredited agencies to validate air quality and maintain the highest standards.



### Tree Plantation and Afforestation

The Company has planted over 3,200 trees in the Kalyan Forest and more than 60 on its premises. In collaboration with the Thane Municipal Corporation (TMC), Hindustan Platinum has donated 3,000 trees as part of the Chief Minister's Tree Plantation Drive, working toward a goal of planting 100,000 trees. In total, Hindustan Platinum has planted 6,420 trees, contributing to forest conservation and reducing its carbon footprint.

**6,420**

Trees planted by Hindustan Platinum, supporting forest conservation and carbon footprint reduction



### Green Building Certification

The Wadala office in Mumbai has received the prestigious Gold Certification from the IGBC for green interior design. The design has led to a significant 30-40% reduction in energy usage and a 20-30% reduction in water consumption. All these initiatives helped boost indoor air quality, acoustics, and ergonomics of the building, contributing to the comprehensive well-being of employees.



### Waste Management and Recycling Initiatives

A solid waste management policy is integral to Hindustan Platinum's sustainability efforts. The Company utilizes cutting-edge APC devices to reduce air pollutants to just 30% of the allowed level. In addition, Hindustan Platinum's Organic Waste Converter (OWC) cuts food waste by 80%, transforming it into valuable compost.



### ESG Commitment and Community Engagement

Hindustan Platinum takes an active part in biodiversity conservation by including it in the ESG policy. The ongoing biodiversity efforts include afforestation, social forestry, and green technology promotion, contributing to a biodiverse and sustainable future.

Additionally, the Company's operational sites are strategically situated away from protected areas or zones known for their high biodiversity, ensuring minimal impact on sensitive ecosystems.

Hindustan Platinum's environmental initiatives have been widely recognized within the industry. Through these acts, the Company ensures that its operations have a positive impact on the environment.

# Human Resource

At Hindustan Platinum, we aim to connect, celebrate, and cultivate a culture of collaboration, where every employee is valued, engaged, and motivated to contribute to the company’s long-term success and sustainability goals.

With employees at the core of its operations, the Company’s HR policy invests in their well-being. The Company ensures transparency, consistency, and equality at all levels. It cultivates an open and inclusive workplace where mutual respect and trust empower employees to realize their potential and make positive contributions to the Company.



## Number of Employees by Gender

Total Number of Employees, and A Breakdown of This Total by Gender and by Region

Category	2023-24			2022-23		
	Male	Female	Total	Male	Female	Total
Permanent Employees	527	100	627	515	97	612
Temporary Employees	3	3	6	3	6	9
Non-Guaranteed Hours Employees	0	0	0	0	0	0
Full Time Employees	0	0	0	0	0	0
Part Time Employees	0	0	0	0	0	0
<b>Total</b>	<b>530</b>	<b>103</b>	<b>633</b>	<b>518</b>	<b>103</b>	<b>621</b>

## Number of Employees by Age

By Age

Category	2023-24			2022-23		
	Male	Female	Total	Male	Female	Total
<30	188	23	211	201	14	215
30-50	290	60	350	259	61	320
>50	52	20	72	58	28	86
<b>Total</b>	<b>530</b>	<b>103</b>	<b>633</b>	<b>518</b>	<b>103</b>	<b>621</b>

## Number of Workers by Gender

Total Number of Workers Who Are Not Employees and Whose Work Is Controlled by The Organization

Category	2023-24			2022-23		
	Male	Female	Total	Male	Female	Total
<b>By Employee Category</b>						
Permanent Workers	158	23	181	169	26	195
Temporary Workers	222	14	236	210	18	228
Non-Guaranteed Hours Workers	0	0	0	0	0	0
Full Time Workers	0	0	0	0	0	0
Part Time Workers	0	0	0	0	0	0
<b>Total</b>	<b>380</b>	<b>37</b>	<b>417</b>	<b>379</b>	<b>44</b>	<b>423</b>

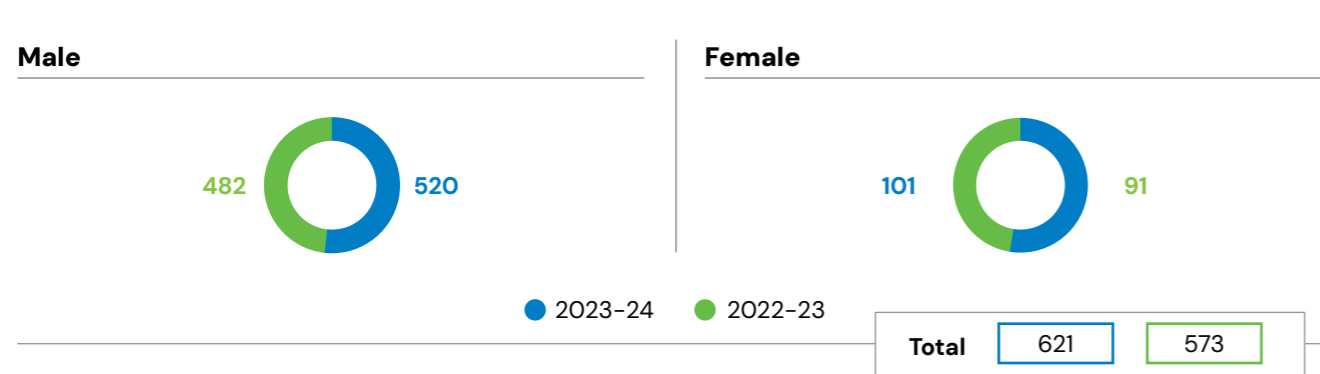
## Number of Workers by Age

By Age

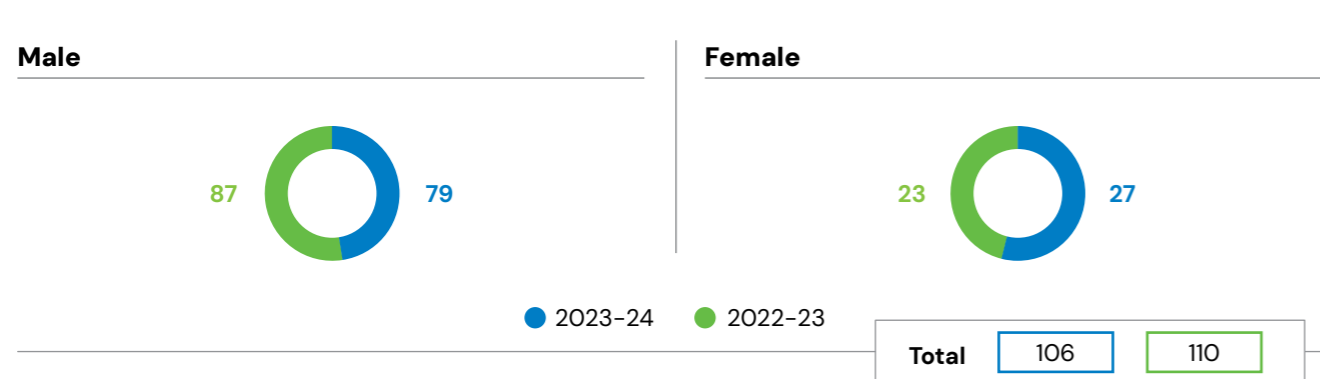
Category	2023-24			2022-23		
	Male	Female	Total	Male	Female	Total
<30	160	3	163	155	4	159
30-50	150	18	168	152	22	174
>50	70	16	86	72	18	90
<b>Total</b>	<b>380</b>	<b>37</b>	<b>417</b>	<b>379</b>	<b>44</b>	<b>423</b>

## Employee Turnover During the Year

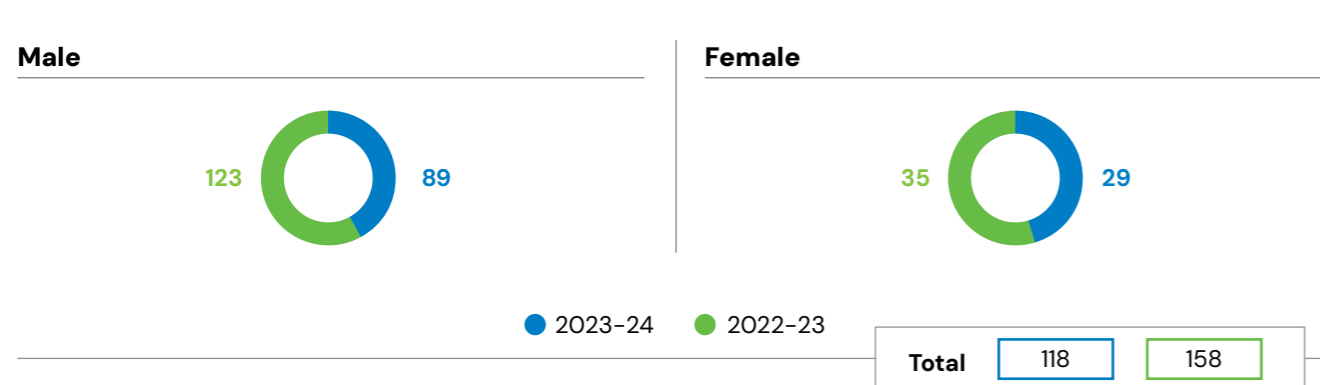
Number of Employees at the beginning of the year (as on 1st April)



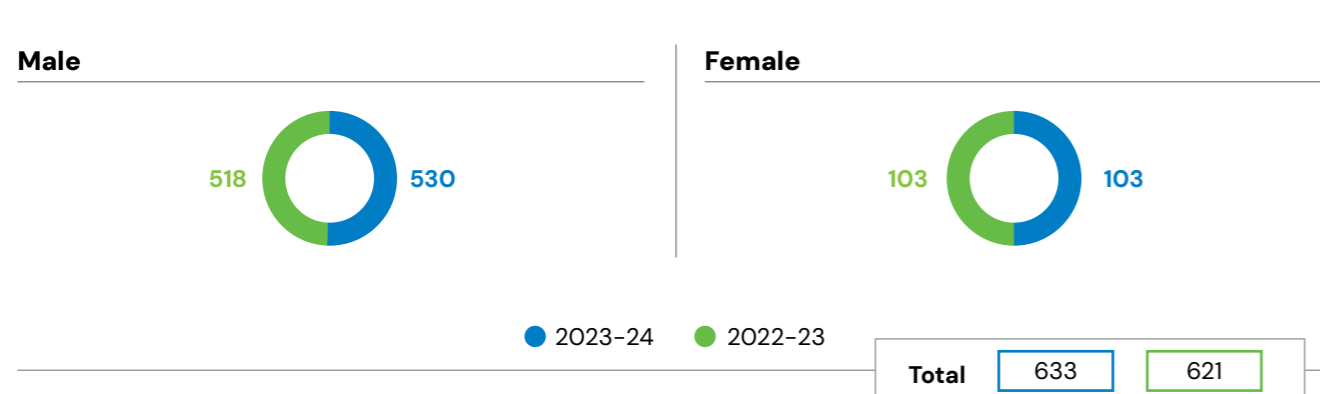
Resigned during the year



New Hires during the year

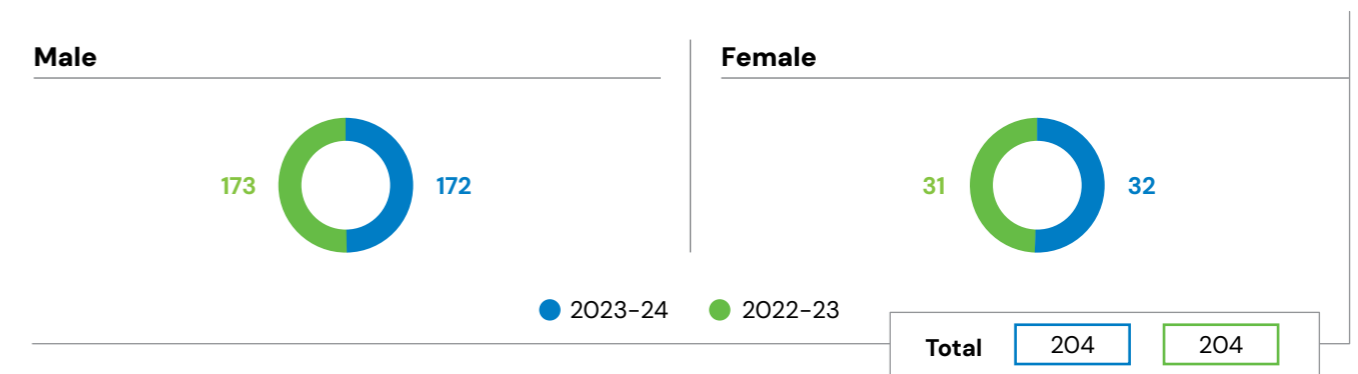


Number of Employees at the end of the year (as of 31st March)

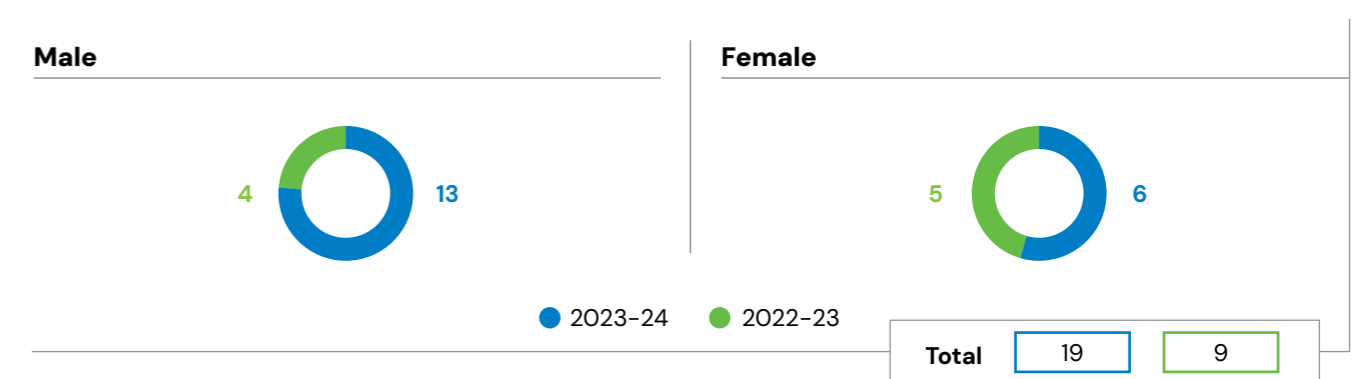


## Worker Turnover During the Year

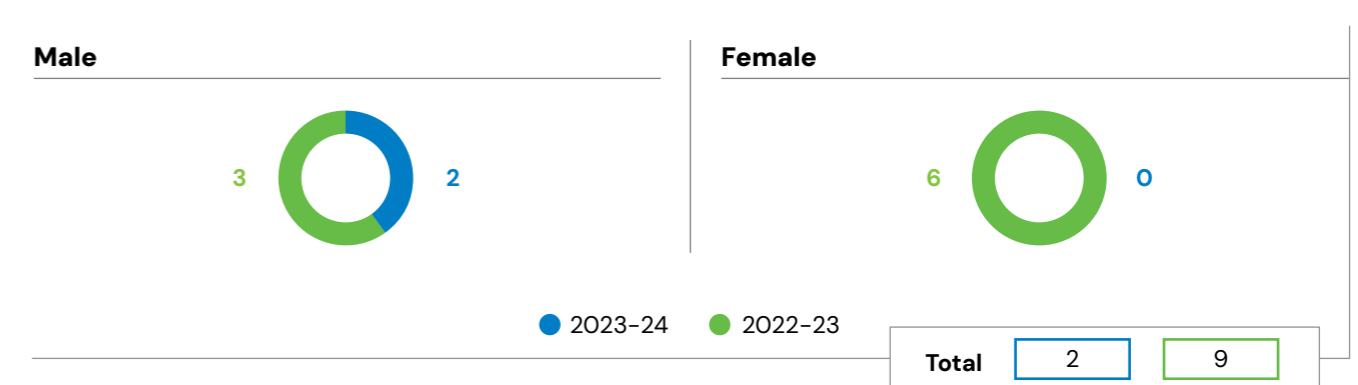
Number of workers at the beginning of the year (as on 1st April)



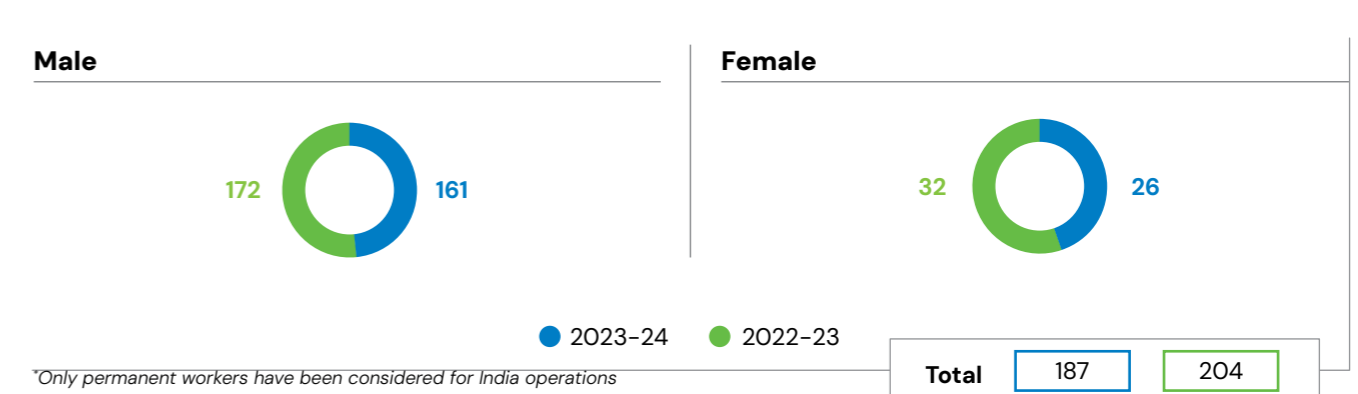
Resigned during the year



New Hires during the year



Number of Employees at the end of the year (as of 31st March)



\*Only permanent workers have been considered for India operations

Customized training programs, professional development opportunities, and initiatives supporting work-life balance empower employees to achieve their aspirations. By encouraging collaboration and celebrating individual contributions, the Company cultivates a culture where every team member feels valued, paving the way for collective success.

The work culture at Hindustan Platinum is dynamic, characterized by creativity and enthusiasm. Employees are encouraged to develop new skills, supporting both their personal and professional growth. By clearly outlining expectations and collaborating with employees to create a vision for their development, Hindustan Platinum empowers its workforce to take ownership and pride in their contributions. Values of diversity, harmony, and openness are

deeply embedded in the Company's core and celebrated at all levels.

Work-life balance is an integral part of Hindustan Platinum's corporate culture. Working hours are structured to be stress-free and fulfilling, ensuring employees feel a sense of accomplishment at the end of each day. Employees are encouraged to grow through structured learning and team-building opportunities.



## Human Resource Strategy

An efficient human resource strategy underpins Hindustan Platinum's commitment to employee well-being. The HR governance framework is designed to promote the growth and well-being of each employee while ensuring adherence to labor laws and industry regulations. The HR policy encompasses key areas such as fair hiring practices, diversity and inclusion, health and safety, and the protection of employee rights.

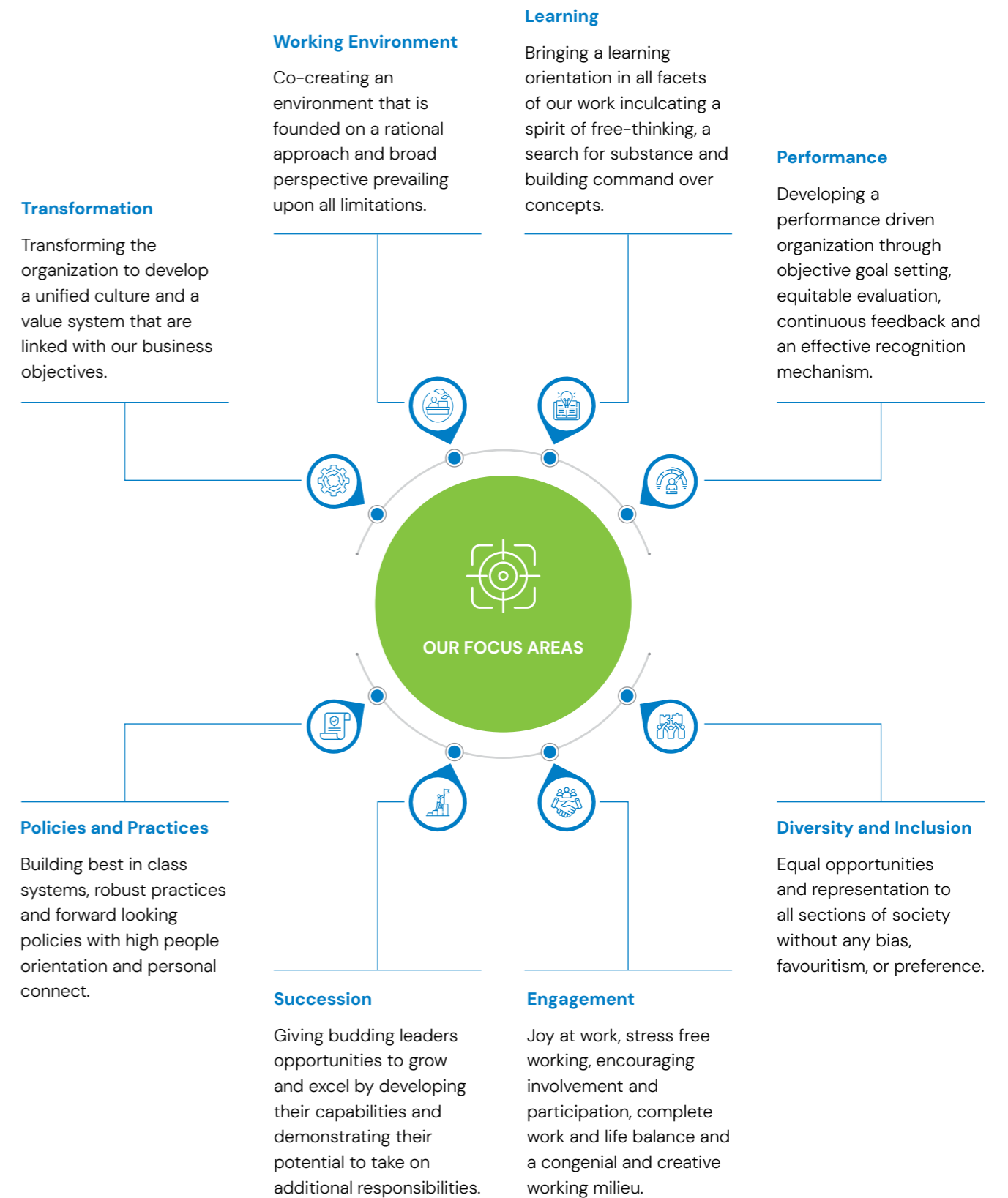
To promote diversity and inclusion, the Company implements a comprehensive policy that upholds equal and fair opportunities across all levels. The recruitment strategy

embraces inclusivity and diversity by supporting candidates from underrepresented sections. Dedicated initiatives for women—including a robust POSH framework, women-friendly working hours, and comprehensive maternity benefits—showcase the Company's commitment to gender equity. Additionally, Hindustan Platinum fosters inclusivity by embracing cultural diversity and creating opportunities for differently abled individuals.

Hindustan Platinum adheres to fair wage practices, ensuring all employees have equal access to training and growth opportunities. The Company also diligently monitors its operations to

prevent and address instances of child labor, forced labor, or discrimination. In the event of a human rights violation, the Company promptly initiates a structured process to address the issue, including issue identification, corrective measure implementation, and thorough root cause analysis. Reformative measures are undertaken to mitigate any impact. During the reporting period, no incidents of discrimination were reported.

Through well-defined guidelines, Hindustan Platinum has maintained accountability across all levels, fostering employee trust and advancing the Company's vision for sustainable growth.



Hindustan Platinum prioritizes a dynamic workforce by nurturing and retaining top talents through career development and reward programs.

## Employee Satisfaction and Retention

The Employee Engagement Policy at Hindustan Platinum is designed to meet the professional expectations of employees while addressing their needs for career growth, personal well-being, and recognition. Employee engagement helps the Company identify drivers of engagement, such as job satisfaction, career development opportunities, work-life balance, and the working environment.

### Hindustan Platinum’s Communication Forums

Hindustan Platinum’s channels of communication are designed to promote open dialogue, empower employees at all levels, and ensure a seamless flow of information across the organization.

<p><b>Apex Meeting</b> (Shikhar Sabha)</p>	<p><b>Rendezvous with EC Member</b> (Chai pe Charcha)</p>	<p><b>Functional Meeting</b> (Andruni Varta)</p>
<p><b>Town Hall</b> (Khula Manch)</p>	<p><b>Communication Meeting</b> (Sanwaad)</p>	<p><b>Perspective Building</b> (Saanidhya)</p>
<p><b>Morning Meeting</b> (Aaj ka Kaaj)</p>	<p><b>Celebration</b> (Utsav)</p>	<p><b>Annual Day</b> (Hindustan Platinum Diwas – Samarpan)</p>
<p><b>Sports Day</b> (Hindustan Platinum Olympic – Khel Utsav)</p>	<p><b>In-house eMagazine</b> (Patrika – Sanskruti)</p>	<p><b>External Communication</b> (Samachar)</p>

## Training and Development

At Hindustan Platinum, a structured training framework ensures that employees receive targeted learning opportunities that align with organizational goals and individual growth. Training and development programs are designed to enhance employee skills, workplace safety, and operational excellence. The Company also places emphasis

on financial education and technological advancements, equipping employees with the knowledge and tools to navigate evolving industry trends and make informed decisions.

Training requirements are systematically evaluated through gap analysis to effectively bridge skill gaps and support professional

growth. The Behavioral and Functional Training and Skill Development Training focuses on enhancing leadership, communication, and job-specific expertise. Employees also undergo Safety Training, which includes CPR, HAZCOM, and Cargo Lifts, contributing to a secure and accident-free workplace.

### Employees’ Training and Education

2023-24						
Category/Level/Grade of Employees	Total No. of Employees per Category			No. of Hours of Training per Category		
	Male	Female	Total	Male	Female	Total
Staff	507	85	592	106	16	121
Salaried Employees / Managers	3	2	5	27	27	54
Hourly Workers	17	13	30	122	108	230
Temporary Employees	3	3	6	40	35	75
<b>Total</b>	<b>530</b>	<b>103</b>	<b>633</b>	<b>295</b>	<b>186</b>	<b>480</b>

2022-23						
Category/Level/Grade of Employees	Total No. of Employees per Category			No. of Hours of Training per Category		
	Male	Female	Total	Male	Female	Total
Staff	493	78	571	122	17	138
Salaried Employees / Managers	4	3	7	42	42	84
Hourly Workers	18	16	34	69	68	137
Temporary Employees	3	6	9	43	48	91
<b>Total</b>	<b>518</b>	<b>103</b>	<b>621</b>	<b>276</b>	<b>175</b>	<b>450</b>

## Workers' Training and Education

2023-24						
Category/Level/Grade of workers#	Total No. of workers per Category			No. of Hours of Training per Category		
	Male	Female	Total	Male	Female	Total
Hourly Workers	17	13	30	122	108	230
Temporary Workers	3	3	6	40	35	75
Workmen	141	10	151	28	4	32
<b>Total</b>	<b>161</b>	<b>26</b>	<b>187</b>	<b>190</b>	<b>147</b>	<b>337</b>

2022-23						
Category/Level/Grade of workers#	Total No. of workers per Category			No. of Hours of Training per Category		
	Male	Female	Total	Male	Female	Total
Hourly Workers	18	16	34	34	69	171
Temporary Workers	3	6	9	69	43	160
Workmen	151	10	161	34	5	39
<b>Total</b>	<b>172</b>	<b>32</b>	<b>204</b>	<b>137</b>	<b>117</b>	<b>370</b>

Throughout the year, Hindustan Platinum offers training and development programs that help employees build on their strength, embrace new challenges, and contribute to both personal and organizational success.

Basic Fire Safety	Environment and Sustainability Training
Permit to Work (for plant employees)	Office Ergonomics
Stress Management	Exercises for Healthy Life and Office
Supervisory Skills	Material Handling

## Ratio of Basic Salary and Remuneration of Women to Men for Employees:

2023-24					
Category/Level/Grade of Employees#	Total Value of the Basic Salary for each category			% of Total Salary in respective category	
	Male	Female	Total	Male	Female
Staff (Average Basic Salary of Staff as on 31 <sup>st</sup> March 2024)	56,310	29,216	85,526	66	34
Salaried Employees / Managers	347,511	221,733	569,244	61	39
Hourly Workers	704,010	424,681	1,128,691	62	38
Temporary Employees	48,096	89,736	137,832	35	65
<b>Total</b>	<b>1,155,927</b>	<b>765,366</b>	<b>1,921,293</b>	<b>60</b>	<b>40</b>

2022-23					
Category/Level/Grade of Employees#	Total No. of Employees per Category			% of Total Salary in Respective Category	
	Male	Female	Total	Male	Female
Staff (Average Basic Salary of Staff as on 31 <sup>st</sup> March 2023)	44,198	26,978	71,176	62	38
Salaried Employees / Managers	375,140	205,703	580,843	65	35
Hourly Workers	828,548	544,215	13,72,763	60	40
Temporary Employees	49,914	35,987	85,901	58	42
<b>Total</b>	<b>1,297,800</b>	<b>812,883</b>	<b>2,110,683</b>	<b>61</b>	<b>39</b>

## Ratio of Basic Salary and Remuneration of Women to Men for Workers:

2023-24					
Category/Level/Grade of Workers	Total Value of the Basic Salary for each category			% of Total Salary in respective category	
	Male	Female	Total	Male	Female
Workmen (Average Basic Salary of Workmen as on 31 <sup>st</sup> March 2024)	18,367	18,453	36,820	50	50
Hourly Workers	704,010	424,681	1,128,691	62	38
Temporary Employees	48,096	89,736	137,832	35	65
<b>Total</b>	<b>770,473</b>	<b>532,870</b>	<b>1,303,343</b>	<b>59</b>	<b>41</b>

2022-23					
Category/Level/Grade of Workers#	Total No. of Workers per Category			% of Total Salary in respective category	
	Male	Female	Total	Male	Female
Workmen (Average Basic Salary of Workmen as on 31 <sup>st</sup> March 2023)	17,342	17,373	34,715	50	50
Hourly Workers	828,548	544,215	1,372,763	60	40
Temporary Employees	49,914	35,987	85,901	58	42
<b>Total</b>	<b>895,804</b>	<b>597,575</b>	<b>1,493,379</b>	<b>60</b>	<b>40</b>

## Performance Evaluation

A structured evaluation process drives continuous growth, accountability, and professional development. As part of Hindustan Platinum’s ongoing commitment to employee excellence, a well-rounded performance assessment was conducted to enable employees to align their professional aspirations with organizational goals.

### Performance Appraisal at Hindustan Platinum

2023-24

Category/ Level/Grade of Employees	Total No. of Employees per Category			No of employee who received a regular performance and career development review during the reporting period			%
	Male	Female	Total	Male	Female	Total	
Staff (All Grades)	507	85	592	411	59	470	79%*
Salaried Employees / Managers	3	2	5	3	2	5	100%
Hourly Workers	17	13	30	17	13	30	100%
Temporary Employees	3	3	6	3	3	6	100%
<b>Total</b>	<b>530</b>	<b>103</b>	<b>633</b>	<b>434</b>	<b>77</b>	<b>511</b>	<b>81%</b>

2022-23

Category/ Level/Grade of Employees	Total No. of Employees per Category			Employee Who Received a Regular Performance and Career Development Review During the Reporting Period			%
	Male	Female	Total	Male	Female	Total	
Staff (All Grades)	493	78	571	379	57	436	76%
Salaried Employees / Managers	4	3	7	0	0	0	0%
Hourly Workers	18	16	34	0	0	0	0%
Temporary Employees	3	6	9	0	0	0	0%
<b>Total</b>	<b>518</b>	<b>103</b>	<b>621</b>	<b>379</b>	<b>57</b>	<b>436</b>	<b>70%</b>

\* The remaining 21% in FY 2023-24 and 24% in FY 2022-23 of staff (all grades) comprise in - Employees joining between January to March period, Graduate Engineer Trainees, Management Trainees, Other Trainees, Fixed-Term Contracts, Interns, and Exit Cases.

By establishing a robust evaluation framework, Hindustan Platinum ensures that top talents are retained to support organizational excellence in the long run. Employee performance reviews covered 79.39% of the workforce during the reporting period.



## Performance Evaluation

Hindustan Platinum’s Rewards and Engagement policy aims to celebrate exceptional employee performance. It recognizes commitment to excellence and drives engagement, accountability, and a stronger sense of ownership across the team.

The Excellence Award shines a spotlight on outstanding

contributions by employees. The Platinum award recognizes breakthrough performance, while Gold celebrates setting new benchmarks. In addition, the Silver recognizes excellence in specific tasks.

Alongside these, the Long Service Awards acknowledge employees who have been with

the Company for 15, 25, and 35 years, through Ruby, Sapphire, and Diamond honors. These awards are a testament to the Company’s dedication to improving employee satisfaction, encouraging a competitive spirit, and attracting high performers.

## Employee Wellbeing and Benefits

Hindustan Platinum upholds employee care and growth with a comprehensive framework promoting holistic employee well-being. This approach ensures employees remain motivated, healthy, and empowered to drive organizational success.

### Empowerment and People Participation

At Hindustan Platinum, employees are empowered to actively shape the Company’s long-term visions and objectives.

The in-house committees include representatives from diverse levels who organize events, foster engagement, and strengthen bonds between employees and the Company.

### Learning and Development

Hindustan Platinum prioritizes learning and development to equip employees with the knowledge and skills necessary for growth. Employees are introduced to a structured learning journey from their first day, which is imparted through on-the-job sessions and classroom learning. These programs extend beyond job-specific training to include leadership and upskilling opportunities.

### Safety

Hindustan Platinum is a respected member of the National Safety Council and the British Safety Council. A robust Environment, Health, and Safety (EHS) policy forms the cornerstone of Hindustan Platinum’s safety framework. This framework is further strengthened through training in Standard Operating Procedures (SOPs), equipping employees with knowledge of workplace safety. Regularly conducted internal and external safety audits further enhance operational efficacy, reduce maintenance costs, and elevate safety standards.

### Promoting Employee Health & Wellness

Hindustan Platinum prioritizes employee health and wellbeing by organizing medical examinations for all employees. Wellness campaigns and awareness workshops are conducted to address physical and mental health concerns, encouraging a culture of care and resilience within the Company.

The management cultivates a culture of open communication and collaboration through regular interactions, ensuring employees feel valued and connected. Through Town Hall Meetings, the employees connect with leadership, share feedback, and gain insights into the Company's vision and progress. Annual Day Celebrations at Hindustan Platinum are joyous events honoring achievements, strengthening camaraderie, and celebrating the Company's collective success.

The Company takes a proactive approach to support employee wellness through various initiatives, including:

- Annual health check-ups involving comprehensive health assessment ensure employee health.

- Event and recreational activities encourage team bonding, reduce stress, and contribute to a positive work environment.
- The employee-centric HR policy is adapted to address the employee's unique needs.

Employee wellbeing is prioritized at Hindustan Platinum by providing comprehensive benefits. 100% of employees in the Company are covered under health and accidental coverage, ensuring financial security and access to quality healthcare. Additionally, parental leave and daycare facilities are provided to help employees balance their personal and professional responsibilities effectively. All eligible employees

and workers have access to parental leave. During the reporting period, 100% of employees have received health insurance, accident insurance, maternity and paternity benefits, and retirement plans.

Through a structured retention program, Hindustan Platinum enables retired employees to extend their expertise and contribute positively to the Company. Hindustan Platinum's subsidiary, Hindustan PlatinumPR, offers comprehensive 401(k) training sessions. This session guides employees to make informed financial decisions to optimize their retirement savings, ensuring stability in their post-retirement years.

## Occupational Health and Safety



At Hindustan Platinum, employee safety and well-being are deeply embedded in the Company's core values. The Occupational Health and Safety (OHS) framework is designed to ensure a safe, compliant, and proactive work environment, aligning with regulations such as the Maharashtra Factory Rules (1963), Workers' Compensation Act, and Noise Pollution Control Rules. To ensure comprehensive coverage, the Company extends the Factory License across all operations, making workplace safety a priority for every task, facility, and worker.

The Company has established a structured OHS Management system to proactively mitigate risks and maintain a safe work environment. This includes Hazard Identification & Risk Assessment (HIRA) and a Work Permit system to address potential hazards, ensuring alignment with global safety standards. Routine maintenance, regular safety drills, and employee participation reinforce risk mitigation efforts, fostering a culture of vigilance and preparedness.

A strong focus on safety leadership and employee empowerment ensures that certified safety officers and dedicated leadership teams oversee and implement safety protocols. Employees and contractors undergo regular training programs, conducted by both internal teams and external agencies, to raise awareness and

enhance safety preparedness. A dual reporting system (manual and digital) allows for seamless incident and near-miss reporting without fear of reprisal. In case of incidents, Hindustan Platinum employs the Root Cause Analysis and Five 'Why' Technique to conduct thorough investigations, leading to data-driven corrective actions such as eliminating hazards, substituting with safer alternatives, implementing engineering and administrative controls, and reinforcing the use of Personal Protective Equipment (PPE).

Employee well-being at Hindustan Platinum extends beyond compliance to a more holistic approach. The Company conducts pre-employment and annual medical screenings to monitor employee health and organizes counselling sessions, wellness programs, and safety awareness training to ensure a well-rounded safety culture. Additionally, a collaborative Safety Committee, comprising leadership, trade union representatives, and employees, fosters a transparent, participatory approach to safety and hazard management.

By integrating stringent safety measures, continuous learning, and a culture of shared responsibility, the Company ensures a secure and thriving work.

### Comprehensive safety training initiatives undertaken:



Regularly conducted Toolbox Talks sessions appraising workers about practical safety measures relevant to daily operations.



The HR department organizes Induction Training for new employees, with a strong focus on establishing a safety-first culture.



Specific training sessions are conducted based on identified needs, such as incidents or near-miss reports.



The HR department collaborates to organize periodic training sessions to reinforce the safety-first culture.

Several proactive initiatives have been undertaken at Hindustan Platinum to enhance workplace safety and workers' wellbeing. These initiatives include on-site medical support, environmental monitoring, health and safety training, and comprehensive health insurance. Additionally, a new continuous improvement program, Kaizen, is being introduced to provide training and an open platform for employees to discuss safety concerns.



### 100% employee coverage

- Health & Insurance (Children & Parents)
- Accident Insurance
- Maternity Benefits
- Paternity Benefits
- Retirement Benefits



### Zero incidents

Of discrimination during reporting periods



### 100%

Employees covered by collective bargaining agreements



## Safety-First Approach

In alignment with its safety-first principle, Hindustan Platinum prioritizes employee safety by implementing comprehensive measures across all operations. Key safety initiatives focus on risk prevention and workplace security:

### Preventive Maintenance and Monitoring

Regular checks and maintenance ensure equipment safety and minimize hazards.

### Safety Training and Awareness

Tailor-made programs update employees on safety policies, incident reporting tools, and software to enhance communication and meet training needs.

### Hazard Identification and Risk Assessment (HIRA)

A well-structured framework systematically identifies and evaluates risks across the Company.

### Health Monitoring

Occupational health screenings and preventive health monitoring for all employees.

### Promotional Activities

Initiatives such as Safety Week and Environment Day encourage active participation, spreading awareness and reinforcing a safety-first culture.

Compliance with updated health and safety regulations is ensured through a well-defined legal framework, rigorous monitoring, and prompt corrective actions. Hindustan Platinum actively engages employees and contractors in safety campaigns, ensuring well-being across the supply chain. Hindustan Platinum's commitment to workplace safety is further validated by its ISO 45001:2018 certification, underlining its alignment with global safety standards.

Hindustan PlatinumPR Humacao was honored with the Distinguished Safety Performance Award at the Annual Occupational Safety and Health Conference hosted by the Puerto Rico Manufacturers Association.



## Zero

Recorded work-related injuries in 2023-24

## Zero

Recorded cases of work-related ill health

## 100%

Of employees and workers covered by the occupational health and safety management system

## OHS Trainings for Employees:

2023-24

Category/ Level/Grade of Employees	Total No. of Employees per Category			No. of Hours of Training per Category		
	Male	Female	Total	Male	Female	Total
Staff	507	85	592	1014	170	1184
Manager / Salaried Employees	3	3	6	13	2	15
Hourly Workers	17	12	29	10	7	17
Temporary Employees	3	3	6	7	7	14
<b>Total</b>	<b>530</b>	<b>103</b>	<b>633</b>	<b>1044</b>	<b>185</b>	<b>1229</b>
<b>Average Hours of Training per Employee</b>						<b>1.94</b>

FY 2022-23

Category/ Level/Grade of Employees#	Total No. of Employees per Category			No. of Hours of Training per Category		
	Male	Female	Total	Male	Female	Total
Staff	493	78	571	952	174	1126
Manager / Salaried Employees	3	3	6	16	1	17
Hourly Workers	17	12	29	11	9	20
Temporary Employees	3	3	6	4	8	12
<b>Total</b>	<b>516</b>	<b>96</b>	<b>612</b>	<b>983</b>	<b>192</b>	<b>1175</b>
<b>Average Hours of Training per Employee</b>						<b>1.92</b>

## OHS Trainings for Workers:

2023-24

Category/Level/ Grade of Workers#	Total No. of Workers per Category			No. of Hours of Training per Category		
	Male	Female	Total	Male	Female	Total
Temporary Workers	222	14	236	393	14	407
Permanent Worker	158	23	181	299	34	333
Hourly Workers	0	0	0	0	0	0
<b>Total</b>	<b>380</b>	<b>37</b>	<b>417</b>	<b>692</b>	<b>48</b>	<b>740</b>

2022-23

Category/Level/ Grade of Workers#	Total No. of Workers per Category			No. of Hours of Training per Category		
	Male	Female	Total	Male	Female	Total
Temporary Workers	210	18	228	111	10	121
Permanent Worker	169	26	195	303	31	334
Hourly Workers	0	0	0	0	0	0
<b>Total</b>	<b>379</b>	<b>44</b>	<b>423</b>	<b>414</b>	<b>41</b>	<b>455</b>



## Employee Channels of Engagement

Throughout the year, Hindustan Platinum organizes a variety of events that build strong connections and strengthen bonds among employees. These initiatives do more than just bring people together; they create an environment where personal growth aligns seamlessly with the Company's goals and promotes overall well-being.

At Hindustan Platinum, openness and trust are the foundation of communication. The Company offers multiple employee engagement channels to ensure every employee's voice is heard across all levels. These communication channels are designed to connect people, promote idea-sharing, and align everyone toward shared success.



# Corporate Social Responsibility

Hindustan Platinum's CSR initiatives go far beyond traditional philanthropy—they focus on empowering communities to drive meaningful and lasting change. By working hand-in-hand with local partners, NGOs, and government organizations, Hindustan Platinum ensures that its efforts create a real, positive impact on the communities.

Hindustan Platinum's CSR efforts emerge from a genuine commitment to promoting sustainable development, enhancing community well-being, and creating shared values for all stakeholders. These efforts address critical social, environmental, and economic challenges through strategic interventions aligning with Hindustan Platinum's values and mission.

At Hindustan Platinum, CSR is not treated as a standalone initiative. It is an integral part of the Company's core business strategy, seamlessly woven into every aspect of its operations. Through a well-defined framework, the Company ensures that CSR principles permeate all aspects of the business, driving enduring impact and sustainable growth.



## CSR Stakeholders

A unified approach, combining self-execution and partnerships, ensures that the Company's CSR initiatives are impactful, sustainable, and aligned with its mission to promote social and environmental progress.

- |   |  |   |
|---|--|---|
| <ul style="list-style-type: none"> <li>Choksi Charity Foundation (CCF): The non-profit trust and the social development arm of the Company</li> <li>Community Organizations (Formal and Informal)</li> <li>Elected Local Bodies, such as Panchayats</li> <li>Voluntary Agencies (NGOs)</li> </ul> | <ul style="list-style-type: none"> <li>Institutes/Academic Organizations</li> <li>Trusts/Missions</li> <li>Self-Help Groups</li> <li>Government, Semi Government, and Autonomous Organizations</li> <li>Mahila Mondals/Samitis and similar entities</li> </ul> | <ul style="list-style-type: none"> <li>Contracted Agencies for Civil Works</li> <li>Professional Consultancy Organizations</li> <li>Other Companies (undertaking projects/ programs In CSR Activities)</li> </ul> |
|---|--|---|

## CSR Governance and Engagement

The CSR Committee, formed under the Companies Act 2013, oversees the formulation and recommendation of CSR policies to the Board of Directors. The Committee oversees the implementation of CSR initiatives, monitors their progress, and ensures alignment with the Company's CSR objectives and statutory requirements.

### Constituents of the Committee



**Dr. Vikram Sajanlal Choksi**  
Whole Time Director

50 years

Tenure in the Company



**Mr. Gautam Ashok Choksi**  
Whole Time Director

25 years

Tenure in the Company



**Mr. Vishwas Shashikant Choksi**  
Director

25 years

Tenure in the Company



**Mr. Gaurav Abhay Choksi**  
Whole Time Director

24 years

Tenure in the Company

The Committee's responsibilities encompass effective implementation, monitoring, and oversight of the Company's CSR initiatives. These include:

Engaging with designated agencies for undertaking CSR initiatives, ensuring the activities do not overlap with efforts implemented by other entities.

Identifying and prioritizing CSR initiatives to address critical community needs effectively and efficiently.

Collaborating with passionate partners to define and finalize the scope and nature of activities to be undertaken.

Monitoring and tracking the progress of CSR activities. The CSR Committee also aligns with the Board of Directors, providing timely updates on ongoing and completed initiatives.

Authorizing the Company Secretary to allocate funds for strategic CSR contingencies during the financial year. Additionally, the Committee ensures such contingencies are presented for ratification at its subsequent meeting and reported to the Board accordingly.

The CSR Committee of the Board is designated to monitor, review, and evaluate CSR activities and expenses periodically, ensuring they are in accordance with the net profit calculations derived from financial statements. The Committee reports its findings and updates, ensuring transparency and compliance with regulatory requirements.

## Grievance Management

Hindustan Platinum's grievance management ensures that community concerns are heard and addressed for maximum impact. The CSR team takes direct responsibility for handling grievances, ensuring that each case receives the necessary attention. By acting promptly and appropriately, Hindustan Platinum strengthens its community bonding and creates a lasting positive impact.

## Allocation of CSR Fund

The Committee shall ensure that at least 2% of the average net profit of the Company, calculated over the immediate three preceding years, is allocated to fund the Company's CSR initiatives as outlined in the CSR Policy. This highlights Hindustan Platinum's dedication to making measurable contributions to social well-being and promoting inclusive growth.

To drive sustainable development and social well-being initiatives, the Company has established a transparent framework. It allocates CSR funds to priority areas aligned with the Company's CSR objectives. The allocation is carried out as follows:

### Choksi Charity Foundation

The Board sanctioned the Choksi Charity Foundation funds for projects and programs specified under the CSR activities defined in the Companies Act 2013. To ensure effective use of resources, any unspent amount at the close of the financial year is retained by the foundation to be utilized in subsequent years. This underscores Hindustan Platinum's commitment to transparency and accountability in driving significant change and sustainable community development.

### Other Allocations

The CSR Committee allocates funds for special projects, advancing the Company's CSR initiatives. These efforts focus on creating measurable impact while addressing immediate and future-focused development objectives.

The Committee allocates funds in the following areas:

#### Emergency Needs

Ensuring relief efforts during natural disasters.

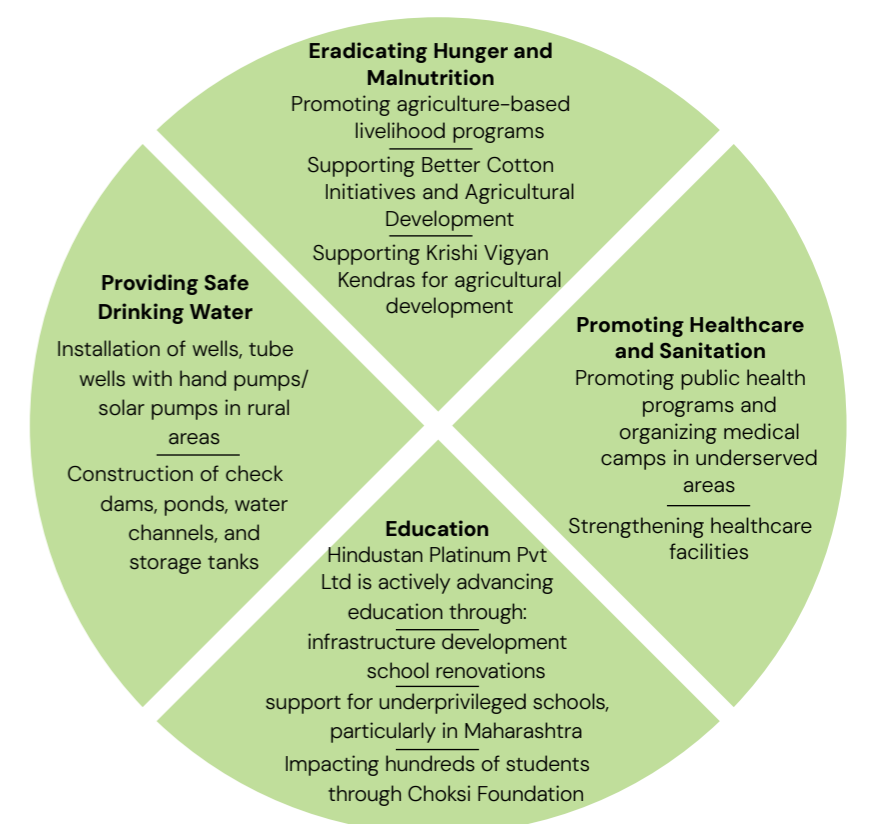
#### Relief Contributions

Hindustan Platinum supports national and state relief efforts as part of its commitment to helping communities in times of crisis.

## CSR Projects

Hindustan Platinum's CSR initiatives drive sustainable development, support environmental stewardship, and create a lasting societal impact. Anchored in the principles of purpose-driven growth, ethical business practices, and stakeholder engagement, the Company's CSR initiatives focus on eradicating hunger and poverty, promoting education, improving healthcare, and empowering women. Through strategic partnerships and innovative programs, Hindustan Platinum is committed to uplifting underserved communities, preserving cultural heritage, and contributing to national development goals.

## The principal focus is on four key areas



### Promoting Education and Enhancing Vocational Skills

- Building and operating schools, libraries, and special education institutes
- Providing financial assistance and scholarships for higher education
- Organizing skills development and entrepreneurship programs
- Establishing vocational training and livelihood enhancement programs in rural and underserved areas

### Women Empowerment and Senior Citizen Facilities

- Women Empowerment and Senior Citizen Facilities
- Establishing skill development centers for women and senior citizens
- Supporting women empowerment through livelihood generation centers
- Addressing inequalities faced by socially and economically backward groups

### Promotion and Protection of Art and Culture

- Preserving national heritage, art, and culture, including restoring historical sites and works of art.
- Establishing public libraries and promoting traditional arts and handicrafts.

### Support for Armed Forces and Veterans

- Run programs and activities benefiting armed forces veterans, war widows, and their dependents

### Promotion of Sports

- Facilitating assistance supporting the promotion of rural sports, nationally recognized sports, Paralympic sports, and Olympic sports

### Contributions to Technology Development

- Supporting technology incubators in Government academic institutions

### Rural Development Projects

- Infrastructure development through construction of Roads, culverts, community centers, hospitals, health centers, and schools
- Agriculture development and free literacy programs in underserved areas

### Contributions to National Relief Funds

- Contributing to the Prime Minister's National Relief Fund and Central Government funds promoting socio-economic development sports

### Disaster Relief and Emergency Assistance

- Providing aid and facilitating assistance during natural disasters or emergencies

# CSR Case Studies

Hindustan Platinum is committed to leveraging its CSR activities to promote sustainable development. These programs are designed and supported by a robust framework to function independently and create enduring impact. The CSR Committee, constituted by the Board of Directors, is authorized to review and consider additional CSR activities in alignment with Schedule VII of the Companies Act, 2013, and its subsequent amendments. The Company ensures transparency and adherence to statutory obligations, keeping stakeholders informed about its initiatives.

These CSR initiatives focus on fostering sustainable development and enhancing community well-being and do not include projects undertaken during the normal course of business.



### Society For Human and Environmental Development:

Tree Plantation Drive, Forest Enhancement Program, Pargaon, Saphale, Palghar District, Maharashtra



### Inner Wheel Forest—Biodiversity Butterfly Garden:

Resorting environmental balance of maintenance and sustainability



### Yusuf Meherally Centre, Sustainable Water Management:

Repairing and Cleaning Bapur Kutir Well



### Sustainable Water Management—Check Dam:

Water reservoir to recharge the ground and water level and constructing the retaining walls



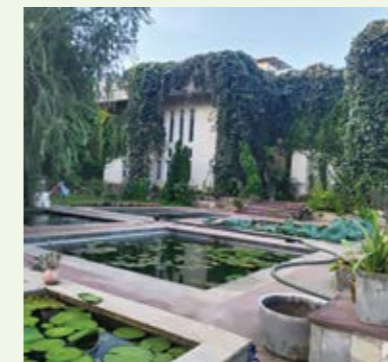
### Society for Human and Environmental Development:

Madhyamika School, Pargaon, Saphale Village, Palghar District, Maharashtra, India. Contributed toward the construction, repair and renovation of the school building



### Educating Rural India—AIM for SEVA:

'Chatralayamare' first-generation school-goers come from economically and socially disadvantaged backgrounds



### Little Star Foundation:

Latni-Project—Aparajita- A rehabilitation centre for destitute girls



In addition to these initiatives, Hindustan Platinum has donated 3,000 trees to the Thane Municipal Corporation, reinforcing its unwavering dedication to reducing carbon footprint. Furthermore, 10 solar lights were installed under Hindustan Platinum's CSR project, bringing sustainable

lighting to underserved areas. The Company also participated in a gumboot distribution program in collaboration with the Directorate of Industrial Safety and Health (DISH), furthering its commitment to supporting community welfare and worker safety .

3,000

Trees donated by Hindustan Platinum as part of its sustainability initiatives

10

Solar lights installed under Hindustan Platinum's CSR project, providing sustainable lighting to underserved areas

# Appendix Index

## GRI Index

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	About the Report
	2-2 Entities included in the organization's sustainability reporting	About the Report
	2-3 Reporting period, frequency and contact point	About the Report
	2-4 Restatements of information	No information has been restated in this report
	2-5 External assurance	Annexure
	2-6 Activities, value chain and other business relationships	About Hindustan Platinum
	2-7 Employees	Human Resource
	2-8 Workers who are not employees	Human Resource
	2-9 Governance structure and composition	Corporate Governance Structure
	2-10 Nomination and selection of the highest governance body	Corporate Governance Structure
	2-11 Chair of the highest governance body	Corporate Governance and Structure
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate and Ethical Governance
	2-13 Delegation of responsibility for managing impacts	Sustainability at Hindustan Platinum
	2-14 Role of the highest governance body in sustainability reporting	Corporate and Ethical Governance Sustainability at Hindustan Platinum
	2-15 Conflicts of interest	Hindustan Platinum's Policy Architecture
	2-16 Communication of critical concerns	Hindustan Platinum's Policy Architecture
	2-17 Collective knowledge of the highest governance body	Corporate Governance Structure
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Structure
	2-19 Remuneration policies	Corporate Governance Structure
	2-20 Process to determine remuneration	Corporate Governance Structure
	2-21 Annual total compensation ratio	Corporate Governance Structure

GRI STANDARD	DISCLOSURE	LOCATION
	2-22 Statement on sustainable development strategy	Message from Executive Committee
	2-23 Policy commitments	Hindustan Platinum's Policy Architecture
	2-24 Embedding policy commitments	Hindustan Platinum's Policy Architecture
	2-25 Processes to remediate negative impacts	Hindustan Platinum's Policy Architecture
	2-26 Mechanisms for seeking advice and raising concerns	Hindustan Platinum's Policy Architecture
	2-27 Compliance with laws and regulations	Hindustan Platinum's Policy Architecture
	2-28 Membership associations	Industry Associations: Building Stronger Connections
	2-29 Approach to stakeholder engagement	Stakeholder engagement
	2-30 Collective bargaining agreements	Employee Wellbeing and Benefits
	<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics
3-2 List of material topics		Approach to Materiality Assessment and Stakeholder Engagement
3-3 Management of material topics		Approach to Materiality Assessment and Stakeholder Engagement
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Sourcing for Sustainability
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Net-Zero Goals: Embracing a Greener Future
	302-3 Energy intensity	Operational Efficiency and Carbon Footprint Reduction
	302-4 Reduction of energy consumption	Biodiversity Conservation, Green Building Certification
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Water Management
	303-2 Management of water discharge-related impacts	Water Management, Effluent treatment and recycling
	303-3 Water withdrawal	Water Management Water withdrawal during the period
	303-4 Water discharge	Water Management Water discharged during the period
	303-5 Water consumption	Water Management
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation

GRI STANDARD	DISCLOSURE	LOCATION
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity Conservation
	304-3 Habitats protected or restored	Biodiversity Conservation
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Net-Zero Goals: Embracing a Greener Future
	305-2 Energy indirect (Scope 2) GHG emissions	Net-Zero Goals: Embracing a Greener Future
	305-3 Other indirect (Scope 3) GHG emissions	Net-Zero Goals: Embracing a Greener Future
	305-4 GHG emissions intensity	Net-Zero Goals: Embracing a Greener Future
	305-5 Reduction of GHG emissions	Net-Zero Goals: Embracing a Greener Future Sustainability Targets
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Net-Zero Goals: Embracing a Greener Future Sustainability Targets
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Waste Management and Recycling Initiatives
	306-2 Management of significant waste-related impacts	Waste Management and Recycling Initiatives
	306-3 Waste generated	Net-Zero Goals: Embracing a Greener Future, Scope 3 Emissions
	306-5 Waste directed to disposal	Net-Zero Goals: Embracing a Greener Future, Scope 3 Emissions
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Supplier Code of Conduct
	308-2 Negative environmental impacts in the supply chain and actions taken	Integration of Sustainable Practices Across the Supply Chain
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Human Resource
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Wellbeing and Benefits
	401-3 Parental leave	Employee Wellbeing and Benefits
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	403-3 Occupational health services	Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety

GRI STANDARD	DISCLOSURE	LOCATION
	403-5 Worker training on occupational health and safety	Occupational Health and Safety
	403-6 Promotion of worker health	Promoting Employee Health & Wellness
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Supplier Code of Conduct
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety
	403-9 Work-related injuries	Employee Wellbeing and Safety
	403-10 Work-related ill health	Occupational Health and Safety
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Employee Training and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Wellbeing and Benefits
	404-3 Percentage of employees receiving regular performance and career development reviews	Human Resources
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Approach to Board Diversity
	405-2 Ratio of basic salary and remuneration of women to men	Training and Development, Ratio of basic salary and remuneration of women to men
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Human Resources
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Development and Human Rights Water Management Corporate Social Responsibility
<b>GRI 414: Supplier Social Assessment 2016</b>	414-2 Negative social impacts in the supply chain and actions taken	Supplier Partnerships Supplier Code of Conduct
<b>GRI 416: Customer Health and Safety 2016</b>	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Occupational Health and Safety

### Corporate Information and Feedback

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