

**The Metal Powder  
Company Limited**



# **SUSTAINABILITY REPORT**

**FY24-25**



**Sustainable Operations  
Empowered People  
Responsible Leadership**



## **Sustainable Operations, Empowered People, Responsible Leadership**

The Metal Powder Company Limited (MEPCO), a pioneer in manufacturing of non-ferrous metal powders and aluminum pastes since 1961. In preparing this report, we emphasize our 'Sustainable Operations,' 'Empowered People,' and 'Responsible Leadership,' which easily blend in with the company's history of innovation and quality and sustainability, evidenced by our ISO 9001:2015 certification and the recognition of our research and development facility with DSIR as well as the initiation of our 20MW wind and exploration for solar energy.

Our operations are based on Sustainable Operations, and our plants are state-of-the-art, using PLC-controlled processes including air/gas atomization and chemical reduction, and green innovations like water-borne aluminum paste. All our efforts are aimed at being eco-friendly while supporting various applications ranging from Aerospace to pyrotechnic applications.

Empowered People and Responsible Leadership are the motivations behind the more people-centered approach we are doing more R&D work in which we have already won four innovation awards from NRDC. People empowerment, good governance and visionary leadership align the MEPCO goals of achieving economic growth while ensuring the well-being of the planet Earth.

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# Message from **Leadership**

At The Metal Powder Company Ltd (MEPCO), sustainability has always been an integral part of how we operate, even before it was formally articulated through structured reporting. This report marks an important milestone for us, as we present our first Environmental, Social, and Governance (ESG) Report, prepared in alignment with the Global Reporting Initiative (GRI) Standards.

As a company operating in the metal and materials sector, we recognize the responsibility that comes with managing environmental impacts, ensuring the safety and well-being of our workforce, and upholding the highest standards of ethical governance. This inaugural ESG report represents our commitment to bringing greater transparency, consistency, and accountability to these efforts, while establishing a strong foundation for continuous improvement.

While this is our first formal ESG disclosure, it reflects many practices that are already embedded in our operations such as responsible renewable energy resource use, strong health and safety performance, and a focus on ethical business conduct. At the same time, we acknowledge that this journey has only begun. This report allows us to identify gaps, set measurable targets, and align our business strategy more closely with long-term sustainability objectives.

We view ESG not merely as a reporting requirement, but as a strategic enabler that supports resilience, stakeholder trust, and sustainable growth. Going forward, we will continue to strengthen our governance frameworks, deepen environmental stewardship, and enhance social value creation across our value chain.

I would like to thank our employees, partners, and stakeholders for their continued support as we embark on this important journey. We look forward to engaging openly, learning continuously, and building a more responsible and sustainable future for The Metal Powder Company Ltd.

**A. Kasirajan**  
Chief Executive Officer  
The Metal Powder Company Ltd

## About the report

We are proud to present our first Sustainability Report for the financial year 2024-25, highlighting our Environmental, Social, and Governance (ESG) performance and progress. This report demonstrates our commitment to creating sustainable value, managing assets responsibly, and maintaining transparent engagement with our stakeholders. It outlines the material sustainability issues that shape our business operations and long-term resilience, while also reflecting how we identify, assess, and manage ESG risks and opportunities. Going forward, we intend to publish this report on an annual basis and progressively strengthen our disclosures in line with global sustainability frameworks and stakeholder expectations. Through this report, we aim to provide a comprehensive view of our sustainability strategy, key initiatives, performance metrics, and long-term commitments to investors, employees, customers, regulators, and the communities we serve.

## Reporting Period

The disclosures in this Report present our performance for the period from April 1, 2024, to March 31, 2025. Through transparent and consistent annual reporting, we aim to provide stakeholders with regular updates on our sustainability progress and business growth. This practice enables stakeholders to track our commitments, performance and improvements over time.

## Reporting Boundary

This Sustainability Report covers MEPCO's four manufacturing sites located at Maravanukulam, Unit III - Kappalur, MEPCO Speciality Products (MSP) - Kalligudi, and Madhya Pradesh Metal

Powders (MPMP)-Pithampur, along with its subsidiary, NALCO Metal Products, for the reporting period from April 1, 2024 to March 31, 2025. The reporting boundary includes all facilities under MEPCO's operational control, and the disclosures presented in this report reflect the company's environmental, social, and governance (ESG) performance across these locations during the reporting period.

## Reporting framework and approach

This Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, which serve as the principal framework for sustainability disclosures. Relevant disclosures such as Business Responsibility and Sustainability Reporting (BRSR) framework and MEPCO's initiatives and impacts have been mapped to the United Nations Sustainable Development Goals (SDGs) to demonstrate alignment with broader national and global sustainability priorities.

This has been developed using a materiality-based approach, focusing on topics that are most relevant to MEPCO's business, stakeholders, and long-term value creation. The report provides a structured and transparent view of the Company's sustainability performance, strategic priorities, and approach to creating shared value across its operations.

The scope, reporting boundaries, assumptions, and methodologies applied are clearly defined to ensure transparency and consistency. A combination of quantitative metrics and qualitative disclosures has been used to present a balanced and meaningful account of performance.

MEPCO remains committed to continuously strengthening its sustainability reporting practices, enhancing data quality, and deepening stakeholder engagement in line with evolving ESG expectations.

### **Forward looking statements**

This Report contains forward-looking statements that outline our company's future plans, goals, and expectations. These statements are based on current assumptions, projections, and prevailing industry trends. However, they are subject to inherent risks and uncertainties, which may cause actual outcomes to differ materially from those anticipated.

### **Contact Us**

We value your questions, comments, or suggestions. For any information regarding the report or our sustainability progress, please contact the team.

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280595, 280376

**E-mail:** [info@mepco.co.in](mailto:info@mepco.co.in)

**Website:** [www.mepco.co.in](http://www.mepco.co.in)

#### **Address:**

#### **1.The Metal Powder Company Limited – Head Office**

Maravankulam,Thirumangalam- 625  
706. Madurai Dt., Tamil Nadu, India

#### **2.The Metal Powder Company Limited Unit-III Manufacturing Facility**

Kappalur , Thirumangalam- 625008.  
Madurai Dt., Tamil Nadu, India

#### **3. Mepco Speciality Products Manufacturing Facility**

Survey No.308-312, National Highways,  
No, 7, K.Vellakulam, Kalligudi-625 701,  
Madurai Dist. Tamil Nadu, India

#### **4.NALCO Metal Products Limited**

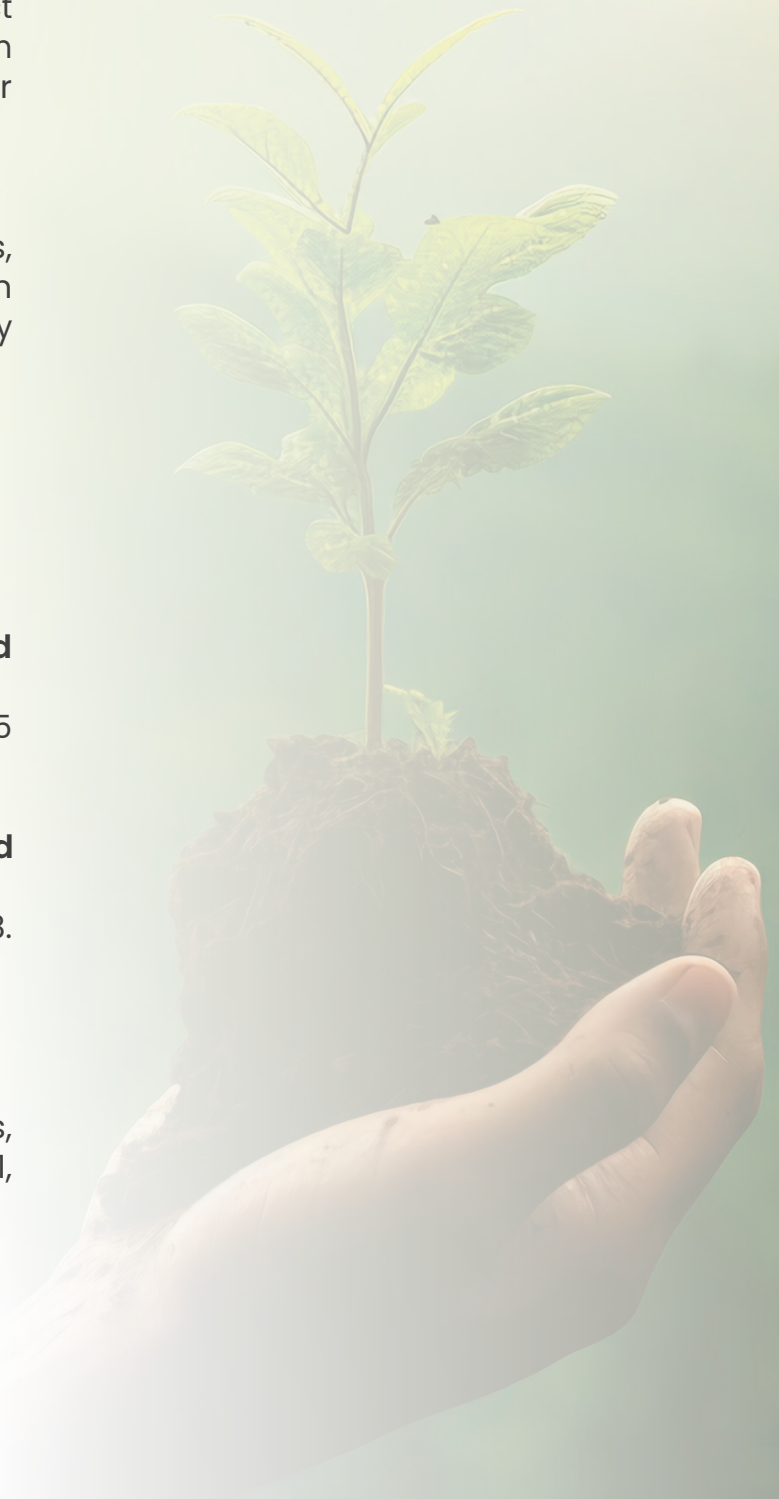
##### **Manufacturing Facility**

S/331, Batlagundu Road, Nilakottai –  
624208. Dindigul District, Tamil Nadu  
State.

#### **5.Madhya Pradhesh Metal Powder**

##### **Manufacturing Facility**

PlotNo.102, Sector II, Industrial area,  
Pithampur- 454775, Madhya Pradesh





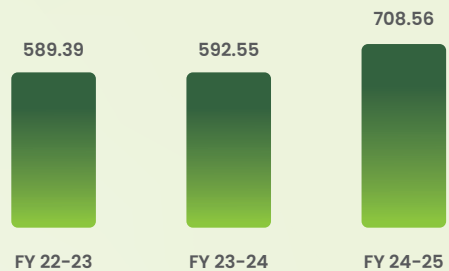
## About MEPCO

The Metal Powder Company Limited (MEPCO) has been a pioneer in the manufacture of non-ferrous metal powders and aluminum pastes, consistently delivering products that meet global standards of quality, safety, and reliability. MEPCO is ISO 9001 : 2015 certified, reflecting its robust quality management systems and unwavering commitment to operational excellence. The Company operates four advanced manufacturing units located at Maravanukulam, Unit III – Kappalur, Kalligudi, and Pithampur, supported by a major subsidiary, NALCO, Nilakkottai, which strengthens its operational capabilities and market presence, equipped with state-of-the-art technologies including air and gas atomization, electrolysis, chemical reduction, heat treatment, pulverizing, and ball milling. These processes are supported by PLC-based automation, enabling high operational efficiency, precise process control, and stringent quality assurance.

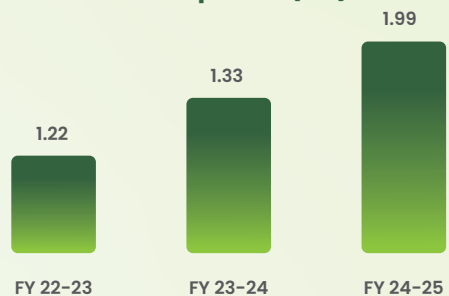


## Financial Highlights

### Turnover (Cr)



### CSR Spend (Cr)



**MEPCO Maravankulam facility** serves as the Company's primary manufacturing site as well as its factory and head office, located in Maravankulam, Madurai district, Tamil Nadu. The facility is equipped with advanced production infrastructure for manufacturing non-ferrous metal powders, pastes, and specialty formulations used across diverse industries. It operates with integrated quality systems, in-house R&D capabilities, and modern process technologies to ensure consistent product performance and reliability.

**Madhyapradesh metal powders (MPMP), Pithampur**, serves as a strategic industrial hub in Central India, catering to the growing demands of the northern and western markets. This facility is specialized in the production of high-grade aluminum powders for use in fireworks and explosives, utilizing advanced, PLC-controlled automation to maintain rigorous safety standards and chemical consistency. By leveraging modern atomization and ball-milling technologies, the Pithampur unit provides essential raw materials to the automotive, paint, and industrial coating sectors across the region.

The **Kalligudi Unit**, known as MEPCO Speciality Products (MSP), is the company's flagship center for high-end aesthetic pigments. Established to cater to niche markets, this facility focuses on the production of premium aluminum pastes used in luxury automotive finishes, electronics, and cosmetics. By utilizing specialized milling processes, the Kalligudi site produces unique particle shapes, such as "silver-dollar" flakes, which provide the superior brilliance and metallic effects demanded by international brands.

**Unit III - Kappalur**, the company focuses on high-technology manufacturing for the production of spherical aluminum powder, a material of critical importance to the aerospace and defense industries. The facility employs sophisticated gas atomization technology to produce powders with perfect sphericity and high purity, which are essential components for rocket propellants, missiles, and advanced protective coatings.

**NALCO Metal Products** unit (a subsidiary located in Nilakkottai) significantly scales MEPCO's manufacturing footprint and raw material processing. This facility specializes in atomized aluminum powders and pyrotechnic grades, playing a vital role in supplying the fireworks and explosives industries. Supported by the company's broader infrastructure including initiatives solar energy this unit helps ensure that MEPCO's production remains both globally competitive and environmentally responsible.



### Vision Statement

To be a globally respected leader in metal powder and speciality material solutions, delivering innovative, high-quality, and sustainable products that enable progress across industries worldwide.



### Mission Statement

To manufacture and supply world-class non-ferrous metal powders, pastes, and specialty products through technological excellence, continuous research and development, uncompromising quality, safety and environmental standards, while creating long-term value for customers, employees, partners, and society.

## Core Values



### Quality Excellence

We are committed to consistent product quality, precision manufacturing, and adherence to international standards, ensuring reliability in every application we serve.



### Innovation & R&D Focus

We believe sustained growth comes from innovation. Our DSIR-recognized R&D capabilities drive product development, process improvement, and advanced material solutions.



### Customer Centricity

Our customers' success defines our success. We work closely with clients to deliver customized solutions, technical support, and dependable supply across global markets.



### Integrity & Ethics

We conduct our business with honesty, transparency, and accountability, building trust with customers, employees, suppliers, and stakeholders.



### Sustainability & Responsibility

We are committed to environmentally responsible manufacturing, safe operations, and the development of eco-friendly products that reduce environmental impact.



### People & Safety

We value our people as our greatest asset and foster a culture of safety, learning, collaboration, and mutual respect.



### Global Outlook with Indian Roots

While proudly rooted in India, we operate with a global mindset meeting international expectations and contributing to the country's industrial and export growth.

# Our Milestones and Growth Journey

**1976**

R&D Laboratory  
Established, Recognize by  
DSIR-Ministry of Science &  
Technology, GOI

**1966**

Started Commercial  
Production -Atomized  
Aluminum and Pyrotechnic  
Powder

**1961**

Establishment of MEPCO,  
marking the beginning  
of its journey in the  
non-ferrous metals  
industry.

**1983**

Formation of Aluminum  
Powder Company Ltd (ALCO)

**1984**

Aquired Nalco Metal  
Products Ltd at Nilakottai

**1993**

Acquisition of Madhya  
Pradesh Metal Powders  
at Pithampur, enhancing  
MEPCO's geographic  
footprint and production  
capacity.

**2015**

Launched AAC Unit at  
Thervoykandigai

**2008-09**

Established Mepco  
Speciality Products at  
Kalligudi

**2007**

Commisioned Unit III - at  
Kappalur Madurai

**2020**

Our Own R&D Wing  
Developed Resin -Coated  
Aluminum Pigment

**2025**

Acquisition of Orion Metal  
Powder Company Pvt. Ltd.  
to support our global  
growth and expansion.



Today, MEPCO stands as a pioneer in the manufacturing of non-ferrous metal powders, pastes, and specialty formulations, with a legacy built on innovation, quality, and responsible growth.

## Our product range & Key Applications

The Company manufactures a diverse range of aluminum powders and pastes designed to deliver consistent quality, operational efficiency, and responsible material usage across industries. Product development is supported by advanced manufacturing processes and in-house R&D, enabling resource optimization and reduced process variability. Skilled teams ensure safe handling, precision, and compliance at every stage of production. Through responsible product stewardship, MEPCO aims to meet evolving market needs while aligning with long-term sustainability goals.

Our approach to product development is intrinsically linked to our responsibility. We understand that the materials we create become part of a larger value chain, influencing the safety, performance, and environmental footprint of countless end-use applications. Therefore, sustainability and stewardship are embedded into our innovation process. We focus on formulating products that support industry goals such as reducing volatile organic compounds (VOCs), enhancing recyclability, improving energy efficiency, and providing safer, more durable alternatives. This mindful progression from traditional powders to advanced, application-specific solutions demonstrate how our growth is consciously aligned with broader global shifts toward responsible chemistry and circular design principles.



## Products

## Features

Atomized Aluminum Powder

Aluminum powders manufactured through controlled atomization processes, enabling material efficiency and consistent quality for diverse industrial applications.

Spherical Aluminum Powder

Uniform, spherical powders designed for superior flowability and optimized material utilization in advanced applications.

Aluminum Alloy Powders

Engineered alloy powders developed through in-house R&D to meet specific performance requirements across industries.

Leafing & Non-Leafing Aluminum Pastes

Aluminum pastes offering high reflectivity and performance, widely used in coatings and inks, manufactured under stringent quality and safety controls.

Waterborne Aluminum Paste

Environment-friendly Aluminum paste formulated for water-based systems, supporting reduced environmental impact.

Gold Bronze Powder

Versatile for decorative paints and powder coatings in automotive sectors

Aluminum Pellets & Granules

Metallic pellets and granules enabling controlled handling, reduced material loss, and improved operational efficiency.

Specialty Aluminum Powders (Industrial & Regulated Applications)

Aluminum powders manufactured for specialized and regulated end-use applications, supplied responsibly.

Bronze Powder

Abrasives, Adhesives, Automobile parts, Brake linings, chemicals, Diamond Tools, Plastics, powder Metallurgy, Sintering parts, watch components.

Copper Powder

Applied in specialized electronics and friction materials

Electrolytic Copper Powder

Brake Linings, Contact materials, carbon blocks and brushes, chemicals, grinding wheel, industrial lubricants, pesticides, powder metallurgy, sintering parts, welding electrodes

Magnesium & Magnalium

Explosives, Fireworks, FerroAlloys, Foundry fluxes, Ordnance, Refractory bricks, Welding electrodes.



## Production Highlights: FY 2024–25

Description	Quantity in Tons
Pyrotechnic Aluminum Powder	3362.4
Atomized Aluminum Powder	2963.6
Explosive Grade Aluminum Powder	726.2
Aluminum Paste	833.4
Zinc Dust	209.4
Gold Bronze Powder	434.3
Silver Powder	0.3
Brass Powder	496.9
Magnesium Powder	151.9
Tin Powder	13.3
Red Phosphorus	283.5
Electrolytic Copper Powder	57.2
Cuprous Oxide	53.9
Cobalt Powder	0.2
Tungsten Powder	0.1
Titanium Powder	7.7
Atomized Copper Powder	119.4
Magnalium Powder	81.7
Silicon Powder	18.0
Ferro Silicon Powder	45.9
Calcium Silicide Powder	173.3
Bronze Powder	101.3

## Research & Development Excellence

Our commitment to innovation drives our growth and enables us to serve a wide range of industries, including aerospace, defense, automotive, plastics, powder coatings, printing inks, fireworks, and specialized applications such as AAC blocks and diamond tools. This capability is supported by our DSIR (Department of Scientific & Industrial Research) - recognized R&D center, established in 1976, which is equipped with advanced laboratory facilities and plays a key role in our technological progress.

Over the years, our research excellence has been recognized with four NRDC (National Research Development Corporation) Invention Awards, along with several Import Substitution and Export Merit Awards. We have developed dozens of new products and hundreds of grades, supported by continuous

investment in advanced equipment, precise testing methods, and skilled personnel. Our dedicated facility for high-end aluminum pastes and pigments further strengthens our presence in high-value markets, while our focus on eco-friendly solutions, such as water-borne aluminum pastes, reflects our commitment to sustainability.

Quality remains a core focus of our operations. Our Quality Assurance Laboratory received NABL accreditation in September 2020, making us the first company in our field to achieve this milestone. Our Quality Management System, established with ISO 9002:1994 certification in 1998, has been continuously upgraded to the current ISO 9001:2015 certification, demonstrating our commitment to maintaining high standards and continuous improvement.

## Global Market Presence



Australia	Indonesia	Malta	Singapore
Azerbaijan	Iraq	Mauritius	Spain
Bangladesh	Israel	Mexico	Sri Lanka
Belgium	Italy	Nepal	Taiwan
Brazil	Japan	Nigeria	Thailand
China	Jordan	Oman	Turkey
Colombia	Kenya	Peru	U.A.E.
Egypt	South Korea	Philippines	Ukraine
Germany	Kuwait	Portugal	Uruguay
Hong Kong	Malaysia	Russia	U.S.A.
		Saudi Arabia	Vietnam

in 2024, reaffirming the company’s adherence to stringent quality standards.

Further strengthening its commitment to quality management, MEPCO has

also achieved recertification for the ISO 9001:2015, demonstrating continued compliance with internationally recognized standards for quality, consistency, and customer satisfaction.

## MEPCO Presence in India



Offices	Year of Establishment	Locations
Head Office & Manufacturing Unit	1961	Maravankulam
Manufacturing Unit	1993	MPMP , Pithampur
Manufacturing Unit	2009	MSP, Kalligudi
Manufacturing Unit	2007	Commisioned Unit III - Kappalur
Subsidiary	1984	NALCO, Nilakkottai

*\*The red-colored points indicate the locations of warehouses and depots.*

## Awards & Recognition

The awards and recognitions we have received are more than accolades; they are independent affirmations of the tangible progress we are making in our core ESG pillars of Sustainable Operations, Empowered People, and Responsible Leadership. These honors reflect our dedicated efforts in workplace safety, environmental stewardship, quality excellence, and sustainable innovation.

Our consistent receipt of State Safety Awards from national and state bodies validates our unwavering commitment to protecting our most valuable asset our people—and fostering a culture of zero harm. The Best Renewable Energy Awards underscore our tangible investments in reducing our environmental footprint and transitioning our operations toward cleaner energy. The repeated renewal of our In-house R&D unit recognition, alongside NABL and ISO 9001 certifications, highlights our systematic approach to innovation, quality, and operational integrity, which are fundamental to responsible product development and customer trust. The organization has been recognized with a prestigious industry award for excellence in the non-ferrous metal powder sector. This recognition highlights strong performance, a commitment to quality, and a continuous focus on operational excellence. The award reflects dedication to adopting best practices in manufacturing, innovation, and sustainability, reinforcing its position as a trusted and leading player in the metal powder industry.



## Sustainability Highlights

Area	Particulars	Risks	Opportunities	Target/Metric
Environment	Climate Change	GHG emissions, transition risks, regulatory pressure, physical risks	Enhance resilience, reduce carbon footprint, strengthen brand reputation	1.Reduce Scope 1 & 2 emission intensity by 25% by 2030 (baseline: FY 2025). 2.ISO 14001 Certification by 2030 in all major plants
	Energy Management	Intermittency of renewable supply, efficiency gaps in operations	Efficiency optimization,	1.Transition to 90% renewable energy for electricity consumption by 2030 (baseline: FY 2025) 2.Make all major manufacturing units follow principles of ISO 50001 FY 2030.
	Waste Management	Hazardous/non-hazardous waste generation, disposal costs, regulatory non-compliance	Circular economy, recycling, cost recovery from by-products	To reduce waste generation by 20% by FY 2030.(baseline: FY 2025)
	Air Emissions	Local air quality concerns (particulate matter, VOCs, NOx/SOx)	Cleaner production, community goodwill, regulatory compliance.	Reduce air pollutant by 25% by 2030 (baseline: FY 2025)
	Water Management	Scarcity, high consumption, discharge risks.	Water efficiency, recycling, positive community impact.	Reduce water intensity by 30% by FY 2030 (baseline:FY2025).
Social	Human Capital	Skills gaps, workforce disengagement	Talent development, productivity gains, innovation	Provide minimum 30 hours of skill development training per employee per year.
	Community Engagement	Community dissatisfaction, social conflicts, reputational risk	Strong local partnerships, CSR alignment, social goodwill	Establish a Community Engagement Framework and conduct regular impact assessments by FY 2030.
	Health, Safety & Well being	Workplace accidents, Occupational health risks, reputational damage	Safer workplace	1.Achieve zero fatal accidents across all operations by 2030 and maintain a zero-fatality record annually; 2.implement ISO 45001 in all major location by 2030
	DEI	Lack of workforce diversity	Attract diverse talent, foster innovation, inclusive culture	Increase women workforce participation by 2030.
Governance	Responsible Sourcing	Supply chain disruptions	Secure supply, resilience, compliance with customer	Reduce emissions in strategic supply chain links by 10% by FY 2030 (baseline: FY 2025), aligning with Scope 3
	Ethics & Integrity	Corruption, non-compliance with regulations	Trust with stakeholders, long term credibility	100% of employees to receive annual training on anti-bribery and corruption awareness by 2028

## Stakeholders Engagement

Stakeholder engagement is a key pillar of MEPCO’s sustainability approach, enabling us to align our operations with the expectations of a wide range of stakeholders, including employees, customers, suppliers, investors, local communities, and regulators. Through structured and ongoing engagement, MEPCO gains valuable insights into stakeholder priorities, identifies material ESG issues, manages risks, and supports long-term value creation across our business.

Engagement at MEPCO is embedded in day-to-day operations and strategic

decision-making. Effective collaboration with stakeholders strengthens MEPCO’s organizational resilience, drives innovation through our DSIR-recognized R&D capabilities and supports responsible leadership across our five manufacturing facilities. This engagement-led approach enhances the quality of our GRI-aligned disclosures, supports BRSR priorities, contributes to the UN Sustainable Development Goals and reinforces MEPCO’s position as a responsible and trusted industry leader.

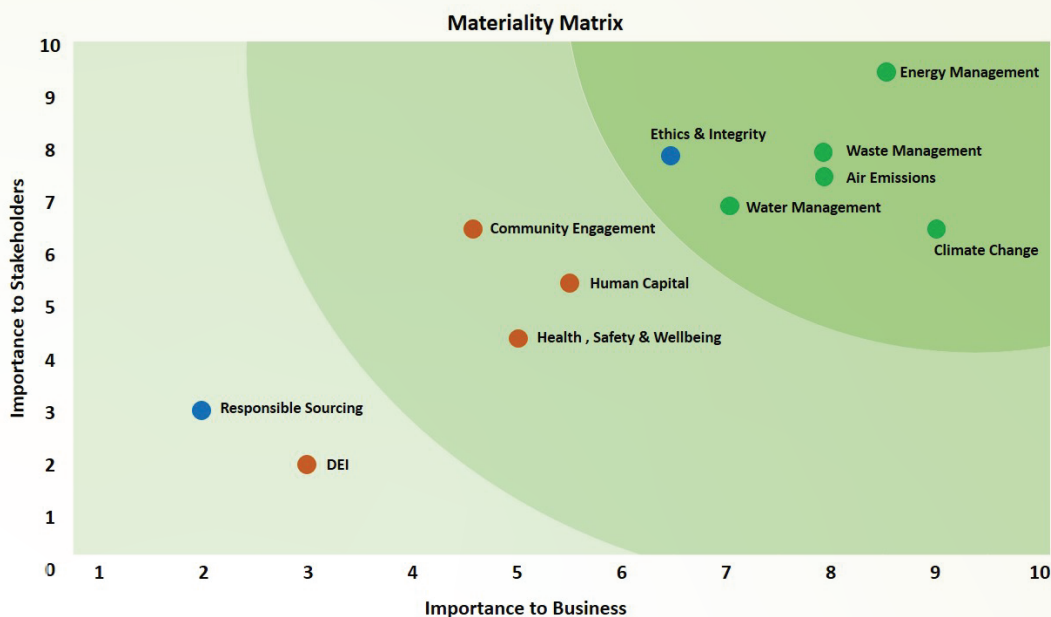
Stakeholder Group	Relevance	Modes of Engagement	Frequency
<b>Internal Stakeholders</b>			
Senior Management	Senior management provides strategic leadership and operational oversight, ensuring alignment of business objectives with sustainability goals, risk management, compliance requirements, and long-term value creation.	<ul style="list-style-type: none"> <li>- Management review meetings strategy and performance discussions</li> <li>- ESG and risk review meetings</li> <li>- Budget and capital allocation reviews</li> <li>- Policy approvals and internal communications</li> </ul>	<ul style="list-style-type: none"> <li>- Monthly</li> <li>- Quarterly</li> </ul>
Employees	They play a significant role in strengthening and growing a strong and versatile business. Their cumulative expertise and experience are important to the core operations, business innovation, design, and profitability	<ul style="list-style-type: none"> <li>- Face-to-face meetings</li> <li>- Engagement sessions</li> <li>- HR sessions</li> <li>- Rewards and recognition</li> <li>- Team building workshops</li> </ul>	<ul style="list-style-type: none"> <li>Daily/Ongoing</li> <li>Monthly</li> <li>Quarterly</li> </ul>
<b>External Stakeholders</b>			
Customers	Their decisions and choices have a significant impact on the company. It is critical to engage them on regular basis and learn about their requirements, aspirations, and current trends.	<ul style="list-style-type: none"> <li>Customer engagement surveys</li> <li>- Quality business review meetings</li> <li>- Feedback and grievance mechanism</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing</li> <li>Quarterly</li> <li>Annual</li> </ul>
Shareholders/Investors	As key providers of capital, this stakeholder group plays a significant role in shaping our business strategies and influencing decisions related to ESG performance.	<ul style="list-style-type: none"> <li>- Annual general shareholders meeting</li> <li>- Financial disclosures and information release</li> <li>- Media release</li> <li>- Investor calls and meetings</li> </ul>	<ul style="list-style-type: none"> <li>Annual</li> </ul>

Stakeholder Group	Relevance	Modes of Engagement	Frequency
Suppliers/Vendors	They are integral to our business, ensuring a reliable supply of materials and services that enable us to meet client needs and contribute to the success of their end customers.	<ul style="list-style-type: none"> <li>-Channel partner meetings</li> <li>- One-to-one meetings</li> <li>- Regular operational and performance reviews</li> </ul>	<ul style="list-style-type: none"> <li>Monthly</li> <li>Quarterly</li> </ul>
Local Communities	Local communities contribute to and are impacted by our operations. Engagement supports responsible operations, social development, and grievance redressal.	<ul style="list-style-type: none"> <li>-Project level meetings</li> <li>- Community Interactions</li> <li>- Grievance mechanisms</li> </ul>	Periodic

### Materiality Assessment

At Metal Powder Company, a structured materiality assessment was conducted to identify and prioritise the ESG topics most relevant to our business and value chain. The assessment involved peer benchmarking to review and compare ESG disclosures and practices of industry peers and global leaders within the metals and materials sector. In addition, internationally recognised frameworks such as the Sustainability Accounting Standards Board (SASB), MSCI ESG Ratings, and the Dow Jones Sustainability Index (DJSI) were referenced to ensure alignment with global best practices.

Material topics were further evaluated based on their relevance to the Company’s operational footprint, strategic priorities, and long-term sustainability objectives. Through this comprehensive approach, Metal Powder Company identified ESG topics that are most material to the organisation and its stakeholders, ensuring that our sustainability actions and disclosures are aligned with industry expectations and global standards, even in the absence of direct stakeholder consultations.



## Governance

Governance at MEPCO provides the essential framework for principled leadership and accountability, ensuring that integrity and responsibility guide every strategic and operational decision. Our commitment to transparency, ethical conduct, and sustainable oversight forms the bedrock of how we manage risk, build stakeholder trust, and fulfill our broader corporate purpose. This disciplined approach is fundamental to our resilience and our ability to create lasting, responsible value.



### Ethics & Integrity



### Responsible Sourcing



### SDG 5



### SDG 17



### SDG 12



### SDG 9

### Corporate Governance Structure

Governance at MEPCO is led by a committed and experienced Board of Directors, which provides strategic direction and robust oversight to ensure the company operates with integrity, accountability, and in the long-term interests of all stakeholders.

The Board's primary responsibilities include setting the company's strategic direction, overseeing management performance and ensuring strict adherence to governance, ethical and compliance standards. It actively monitors enterprise risks including those related to ESG and evaluates opportunities for sustainable growth.

The Executive Management team is led by the Chief Executive Officer (CEO), who is responsible for the company's

day-to-day operations. While the Board sets the strategic framework, the CEO and the Executive team execute operational and business plans in alignment with the organization's goals. The Independent Directors have given declaration that they meet the criteria specified under section 149(6) of the Companies Act, 2013 and relevant provisions of Rule 6 of the Companies (Appointments and Qualifications of Directors) Rules, 2014. The Board is of the opinion that the Independent Directors of the Company possess requisite qualifications, experience and expertise in their respective fields and they hold highest standards of integrity.

### Board Members

Sl. No	Name	Position
1	Ravindran Rajarathnam	Non-Executive Director
2	Ravindran Selvarathnam	Non-Executive Director
3	Chelladurai Gunasingh Prithiviraj	Non-Executive Director
4	Kaliappan Balakrishnan	Independent Director
5	Nagarajan Natarajan	Non-Executive Director
6	Suguna Ravichandran	Independent Director
7	Grahadurai Abiruben	Non-Executive Director
8	Dhanasekarapandian Singaravel	Non-Executive Director
9	Vairaprakasam Ayyan Kodiswaran	Non-Executive Director
10	Annamalai Sankaralingam	Non-Executive Director
11	Arunachalam Tenzing	Non-Executive Director
12	Ayyanadar Ramamurthy	Non-Executive Director

### Board Meetings

FY	2024-25	2023-24	2022-23
No. of Board Meetings	13	12	12
Percentage of Attendance	86.53%	94.92%	91.27%

## Board Committees

MEPCO has establish following board committees



**Audit  
Committee**



**CSR  
Committee**



**Nomination and  
Remuneration Committee**

### Audit Committee

The Audit Committee is responsible for strengthening the company's financial integrity and internal control environment. Its key functions include:

- Reviewing and monitoring the effectiveness of the audit process.
- Examining the financial statements and the auditors' report.
- Evaluating the adequacy of internal financial controls.

Statutory auditors and internal auditors participate in committee meetings as invitees to provide insights and clarifications where required.

### Corporate Social Responsibility (CSR) Committee

The CSR Committee is responsible for driving the company's social impact agenda. Its roles include:

- Formulating and recommending the CSR Policy to the Board.
- Monitoring the implementation and effectiveness of CSR initiatives undertaken by the company.

## Nomination and Remuneration Committee

The nomination and selection of the highest governance body are overseen by the Nomination and Remuneration Committee, which ensures a transparent and merit-based process for appointing Board members and committee representatives. Candidates are evaluated on integrity, qualifications, expertise, experience, and their ability to contribute independently to governance responsibilities.

Shareholder views are incorporated through the requirement of shareholder approval for the appointment of Directors and Statutory Auditors. The Board is committed to promoting diversity and equal opportunity, ensuring that selection and compensation practices reflect fairness and inclusivity irrespective of gender, age, ethnicity, disability, or other personal characteristics. All appointments are made objectively and without bias or undue influence, with emphasis on identifying individuals who bring strong competencies in management, finance, industry knowledge, and legal or regulatory expertise to effectively guide the company's strategic direction. The NRC recommends policies to the Board relating to the appointment, removal, and remuneration of Directors, Key Managerial Personnel (KMP), and Senior Management. The committee ensures that governance, leadership capability, and compensation structures support the company's long-term strategy.

## Risk Management

MEPCO recognises risk management as a core element of responsible governance and sustainable business performance. The Company adopts a forward-looking approach to identify uncertainties that may affect operations, financial performance, compliance obligations, environmental outcomes

and stakeholder interests. By embedding risk awareness into decision-making, MEPCO strengthens its ability to anticipate challenges and respond effectively in a dynamic business environment.

Risk management at MEPCO is not a one time exercise but a continuous process integrated across functions and levels of management. This enables early detection of potential threats and supports timely preventive and corrective actions.

Risk identification begins at the functional level, where business leaders assess operational and strategic exposures relevant to their areas of responsibility. These risks, along with corresponding control measures are documented and monitored through a systematic approach.

A designated risk coordination function consolidates and evaluates identified risks, facilitates cross-functional discussions and ensures consistency in risk assessment. Key risks and mitigation measures are reviewed by senior management at regular intervals. Significant risks and trends are presented to the Board to support informed oversight and strategic decision-making.

MEPCO follows a defined and repeatable process to manage risks across the organisation:

**Risk Identification**

**Risk Assessment**

**Risk Prioritisation**

**Mitigation Planning**

**Monitoring & Review**

**Continuous Improvement**

## Strategic Risk Management & Resilience

At MEPCO, we recognize that effective risk management is essential for building a resilient and sustainable business. Operating in the non-ferrous metal powders and aluminum pastes sector requires us to proactively identify, assess, and manage a wide spectrum of risks ranging from environmental and safety concerns to market volatility, regulatory compliance, and supply chain dependencies. Our risk management framework is designed to integrate sustainability considerations into core decision-making, ensuring that risks are not only mitigated but also converted into opportunities for innovation and long-term value creation.

### Risk Management Approach

We adopt a structured approach that involves continuous monitoring of internal and external factors, regular engagement with stakeholders, and adherence to global standards of governance and compliance. By embedding sustainability into our enterprise risk management processes, we are better positioned to anticipate emerging challenges on identifying material ESG topics that are critical to our business and stakeholders. We assess risks not only as potential challenges but also as opportunities to strengthen long-term resilience and value creation. The table below outlines key sustainability-related risks ranging from climate change, energy, and waste to human capital, community engagement, governance, and ethics and highlights how we are turning them into opportunities. By linking each risk to business cases, KPIs, and measurable targets, we ensure that our approach to risk management remains proactive, transparent, and aligned with global sustainability standards.

## Cybersecurity & Data Privacy

MEPCO recognises cybersecurity as a critical governance risk and has implemented a multi-layered security framework to protect its information systems and digital infrastructure. Key measures include enterprise-grade firewalls, centralised antivirus solutions for real-time threat detection, multi-factor authentication (MFA) for administrative access, and geo-fencing with restricted, time-bound VPN access. These controls are designed to minimise unauthorised access and cyber threats while aligning with industry best practices for information security management.

Protecting customer and stakeholder data is a key priority for MEPCO. The Company maintains controlled access mechanisms, centralised security monitoring, and defined internal processes to prevent data misuse, loss, or unauthorised disclosure. During the reporting period, MEPCO recorded zero data breaches, with no adverse impact on stakeholders, reinforcing its commitment to responsible data handling and confidentiality.

We track our security performance rigorously to ensure the effectiveness of our controls. For the current reporting period, our track record is as follows:

	FY 2023-24	FY 2024-25
<b>Information Security Breaches</b>	0	0
<b>Impact on Stakeholders</b>	0	0

## Regulatory Compliance

MEPCO operates in a highly regulated environment and actively monitors applicable environmental, safety, financial, and information security regulations. Compliance risks are managed through defined internal controls, periodic reviews, and oversight by senior management and Board committees. The Company reported no material regulatory non-compliance during the reporting period, supporting continued business continuity, stakeholder confidence, and long-term credibility.

## Ethics & Integrity

### *Metal with merit, ethics by design*

At MEPCO, ethics and integrity form the cornerstone of our operations, guiding every decision and interaction to build lasting trust with stakeholders including employees, suppliers, customers, and communities.

Our Business Ethics & Code of Conduct enforces zero tolerance for corruption, bribery, and anti-competitive practices, alongside commitments to fair competition, environmental stewardship, and safety; it is backed by anti-corruption training, conflict-of-interest protocols, and information security targets, with no breaches recorded this year. MEPCO makes no political donations, prioritizing transparent, non-partisan governance. The company has established a robust employee grievance mechanism that enables reporting of concerns and unethical conduct through a confidential process, ensuring timely and impartial resolution without fear of reprisal.

## Responsible Sourcing

### *Sourcing with integrity, building with a conscience*

The company maintains a well-structured

and diversified supply chain supported by a network of around 867 suppliers, including both local and international partners. These suppliers provide raw materials, components, and services that are essential for the company's manufacturing and operational activities. Our commitment to sustainability extends deep into our value chain. Responsible Sourcing at MEPCO is the practice of procuring goods and services in a way that protects environmental resources, upholds human rights, ensures fair labor standards, and fosters ethical business conduct. This commitment is not peripheral to our operations; it is a fundamental aspect of how we mitigate risk, ensure product integrity, and build long-term resilience. We recognize that the impacts of our supply chain from raw material extraction to final delivery are integral to our broader ESG performance.

To operationalize this commitment, we have established a comprehensive governance framework centered on our Supplier Code of Conduct and our Sustainable Procurement Policy. These documents clearly communicate our non-negotiable expectations across four core pillars: Environmental Protection (including GHG emissions management, pollution control, and resource efficiency), Ethical Business Practices (anti-corruption, fair competition, and responsible mineral sourcing), Human Rights & Labor Standards (prohibition of forced and child labor, fair wages, and non-discrimination), and Community Engagement. All suppliers are contractually bound to adhere to these principles, which align with international standards such as the UN Guiding Principles on Business and Human Rights and the UN Sustainable Development Goals.

A robust due diligence and monitoring mechanism ensures accountability across our supply chain. Our proactive approach includes:

**Pre-Qualification Assessments:** All new suppliers undergo a mandatory evaluation of their environmental, social, and governance (ESG) practices before engagement.

**Audits and Site Visits:** We reserve the right to conduct regular audits—either directly or through qualified third parties—to verify on-the-ground compliance with our Code of Conduct. This includes inspections of facilities and reviews of documentation.

**Traceability and Transparency:** We mandate full disclosure and maintain records of material origin, particularly for high-risk minerals and raw materials, to ensure they are not sourced from conflict-affected areas or through unethical practices.

**Capacity Building:** We are committed to partnering with our suppliers on their sustainability journey. This includes providing training and setting clear improvement targets, such as training 90% of our procurement team on environmental supply chain issues and conducting ESG audits for our top-tier suppliers

**Performance Tracking and Corrective Action:** We track supplier performance against key indicators and require formal Corrective Action Plans (CAPs) for any identified non-conformances. Persistent failure to meet our standards will result in the termination of the business relationship.

## Membership in Associations

The company is actively engaged with several industrial bodies and professional associations to stay informed on regulatory developments, technologi-

cal advancements, and best practices. These memberships enable collaboration, knowledge sharing, and advocacy on sectoral issues relevant to our operations.

### Memberships include:



**Aluminum Association of India**



**Tamil Nadu Small and Tiny Industries Association**



**National Safety Council**



**Indian Institute of Packaging**



**Indian Wind Power Association**



**Renewable Energy Producers Association (REPA)**



**Federation of Indian Export Organisations**



**The Indian Paints Association**



**Tamil Nadu Electricity Consumers Association (TECA)**



**Powder Metallurgy Association of India**

# Environment

At MEPCO, environmental responsibility is a foundational pillar of our operations. We are committed to manufacturing excellence that respects and protects the natural world. This commitment drives us to continuously optimize our use of energy, water, and materials, minimize waste and emissions, and safeguard the wellbeing of our communities and ecosystems. Our holistic approach integrates environmental stewardship into every phase of our value chain – from sourcing and production to distribution and product end-of-life. Through rigorous monitoring, advanced operational controls, and a culture of continuous improvement, we not only meet but strive to exceed regulatory standards. Our goal is clear: to systematically reduce our environmental footprint and advance toward a more sustainable future.



**Energy Management**



**Climate Change**



**Water Management**



**Waste Management**



**Air Emissions**



**SDG 6**



**SDG 7**



**SDG 9**



**SDG 12**



**SDG 13**



**SDG 14**



**SDG 15**

## Energy Management

*Energy efficiency today, resilience tomorrow*

### Managing Energy for Operational Resilience and Environmental Performance

MEPCO operates in a power-intensive metallurgical manufacturing sector where electricity is a critical input for high-temperature furnace operations and continuous production processes. Energy consumption directly influences operational reliability, production costs, and greenhouse gas emissions. Efficient energy management is therefore essential not only for cost control but also for reducing the environmental footprint associated with electricity generation and fossil-fuel-based power sources.

Given the scale of electricity consumption across manufacturing locations, energy use represents one of MEPCO's most material environmental aspects. Increasing energy efficiency and integrating renewable energy sources are important for improving long-term operational resilience, supporting responsible operations, and aligning with evolving regulatory and stakeholder expectations related to climate and energy transition.

### MEPCO's Energy Management Approach and Renewable Energy Integration

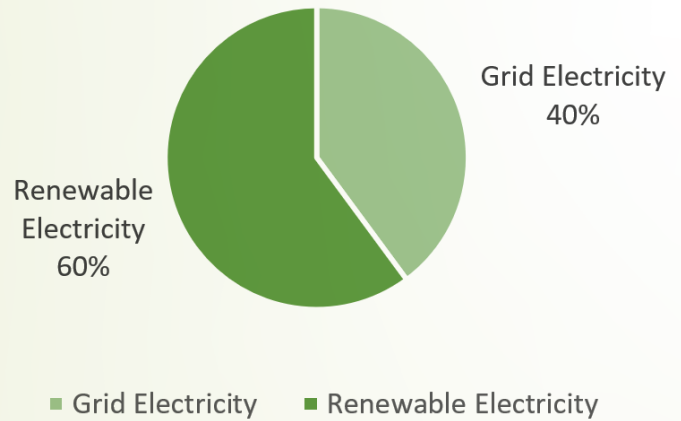
MEPCO's approach to energy management focuses on ensuring uninterrupted power supply for operations while progressively improving efficiency and increasing the share of renewable energy in its energy mix. Electricity consumption is monitored at the plant level to understand usage patterns across production processes, furnaces, and auxiliary systems, enabling internal review of energy performance and identification of improvement opportunities.

As part of its responsible operations agenda, MEPCO has integrated renewable energy sourcing across multiple manufacturing locations. During the reporting period, renewable energy consumption at the Maravankulam facility, primarily through solar power, amounted to 16,231 MWh, forming a significant contribution to the site's electricity requirements. The Kappalur facility utilised renewable energy through wind power adjustments of 740 MWh and solar power consumption of 226 MWh. Renewable energy consumption at the Nalco facility amounted to 3,297 MWh.

At the Pithampur facility, renewable electricity is procured through a Power Purchase Agreement (PPA) from a renewable energy project commissioned at Piploda, Ratlam, with renewable energy consumption during the reporting period amounting to 939 MWh. This diversified sourcing approach reflects MEPCO's efforts to progressively increase the share of renewable energy in its electricity mix while strengthening energy resilience across operations.



In addition to renewable energy adoption, MEPCO focuses on operational energy efficiency through monitoring of electricity consumption, review of high-energy-consuming processes such as furnace operations, and reduction of avoidable energy losses during non-productive or idle periods. Energy data consolidation across locations is being strengthened to improve transparency and support future decision-making.



#### Location wise breakup for Energy consumption:

Energy consumption	UOM	Kappalur	Pithampur	Nalco	Kalligudi	Maravankulam
Diesel	Liters	63395	3425	15939.28	7600	55537
Petrol	Liters	0	165.24	87	47.02	1556
LPG	Tones	0	0.057	0	0	12.24
Furnace Oil	Liters	181647.9	164057	281847.92	18150	394800
Grid Electricity	kWh	1065680	4635700	3012259	728597	4844828
Renewable Electricity	kWh	965933	939270	2588853	634375	16231224

#### Overall Energy consumption from all locations:

Parameter	UOM	FY 24-25
Diesel	Liters	145896.28
Petrol	Liters	1855.26
LPG	Tones	12.30
Furnace Oil	Liters	1040502.82
Grid Electricity	kWh	14287064
Renewable Electricity	kWh	21359655

#### Energy Intensity:

During the reporting period FY 2024-25, MEPCO recorded a Energy intensity:

**Energy Intensity from purchased electricity**

20.16 MWh/₹crore

## Key initiatives for energy management:

Focus Area	Qualitative Objective	Quantitative Target
Renewable Energy Adoption	Increase the share of renewable electricity across all manufacturing facilities to reduce reliance on fossil-fuel-based power.	Transition to 80% renewable energy for electricity consumption by 2030 (baseline: FY 2025)
Energy Management Systems	Institutionalize energy efficiency within operational and maintenance practices.	Align all major manufacturing units with ISO 50001 principles or equivalent internal framework by FY 2030.
Continuous Improvement	Integrate energy performance improvement into operational planning and capex decisions.	Identify and implement minimum one energy efficiency improvement project per site every year starting FY 2025.

### Green House Gas Emission

*Lowering our footprint, strengthening our future*

#### GHG Management

Greenhouse gas emissions are a material environmental aspect for MEPCO due to the energy-intensive nature of its metallurgical manufacturing operations. Emissions arise primarily from the use of electricity for furnace operations and from the combustion of fuels used in production processes, backup power generation, and company-owned vehicles. These emissions contribute to climate change and are increasingly subject to regulatory scrutiny, customer expectations, and investor focus.

Managing and transparently reporting GHG emissions is essential for MEPCO to understand its climate-related impacts, identify key emission sources, manage regulatory and transition risks, and support informed decision-making related to energy use and operational towards long-term climate responsibility.

### Emissions in MEPCO

MEPCO undertakes greenhouse gas accounting in line with the GHG Protocol, categorising emissions into Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased electricity), and Scope 3 (other indirect emissions). Emissions data is consolidated across manufacturing locations to improve visibility of emission sources and support internal review.

#### Scope 1 emissions

Scope 1 emissions arise from direct fuel combustion and process-related activities at MEPCO's manufacturing locations. Key sources include diesel consumption in DG sets used for backup power, fuel use in furnaces, LPG consumption, company-owned vehicles, and fugitive emissions from refrigerants and fire extinguishers. Fuel consumption data is collected at the location level and converted into emissions using internationally recognized emission factors, including DEFRA and IPCC

guidelines. This enables consistent and comparable reporting of direct emissions across facilities.

### Scope 2 emissions

Scope 2 emissions primarily result from electricity purchased from the grid to support continuous production processes, particularly high-temperature furnace operations and auxiliary systems.

Given the electricity-intensive nature of operations, Scope 2 emissions represent a significant portion of MEPCO's overall GHG footprint.

MEPCO calculates Scope 2 emissions using the location-based method, applying grid emission factors published by the Central Electricity Authority (CEA). To mitigate Scope 2 emissions, the Company has progressively integrated renewable energy through solar and wind power across multiple locations, thereby reducing dependence on grid electricity and associated emissions.

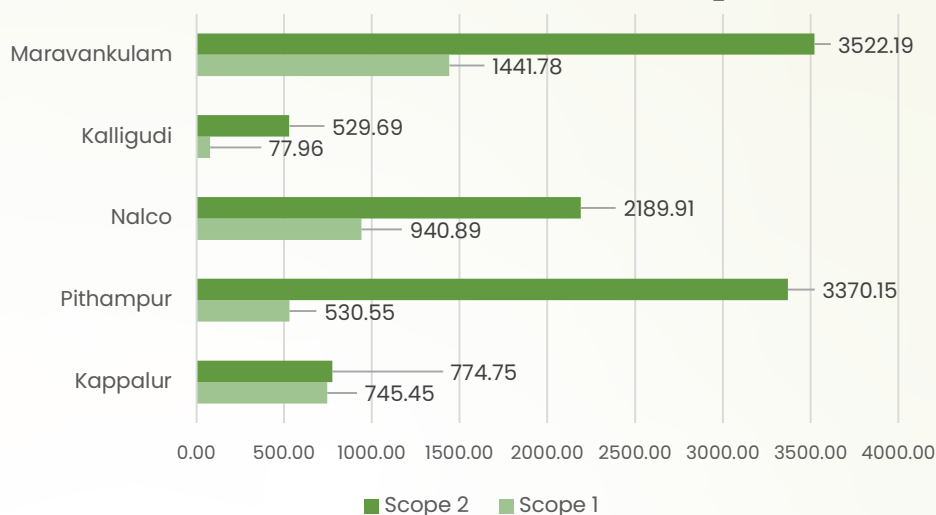
### Scope 3 emissions

Scope 3 emissions include indirect emissions that occur across MEPCO's value chain but are not under its direct operational control. These may arise from activities such as procurement of raw materials, transportation and distribution, waste management, employee commuting, and other upstream and downstream activities. As part of its first-time GHG inventory, MEPCO has initiated identification of relevant Scope 3 categories. Given data availability constraints, Scope 3 accounting is currently limited in scope. The Company recognizes the Pro importance of Scope 3 emissions and is working towards strengthening data collection mechanisms and supplier engagement to enable more comprehensive reporting in future reporting cycles.

### Location wise breakup of GHG emission:

Emission	UOM	Kappalur	Pithampur	Nalco	Kalligudi	Maravankulam
Scope 1	tCO <sub>2e</sub>	745.45	530.55	940.89	77.96	1441.78
Scope 2	tCO <sub>2e</sub>	774.75	3370.15	2189.91	529.69	3522.19
Scope 3	tCO <sub>2e</sub>	27326.3	35411.96	54741.54	7623.54	174966.56

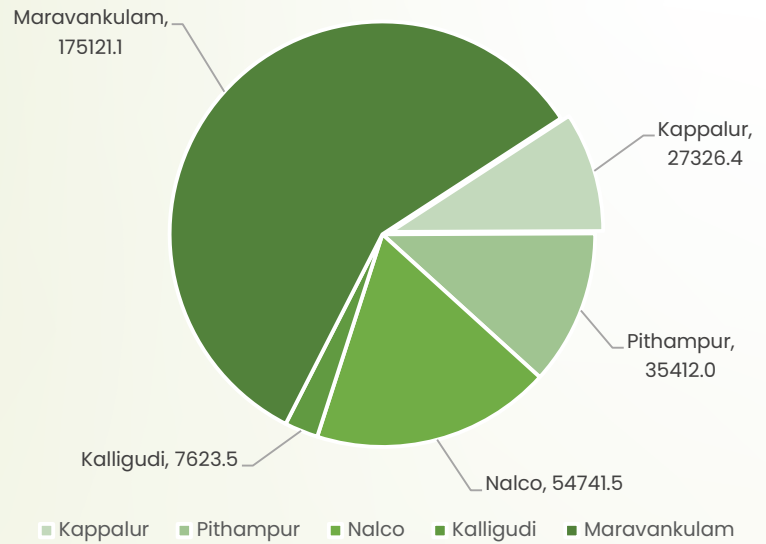
### Scope 1 & 2 Emission in t-CO<sub>2</sub>eq



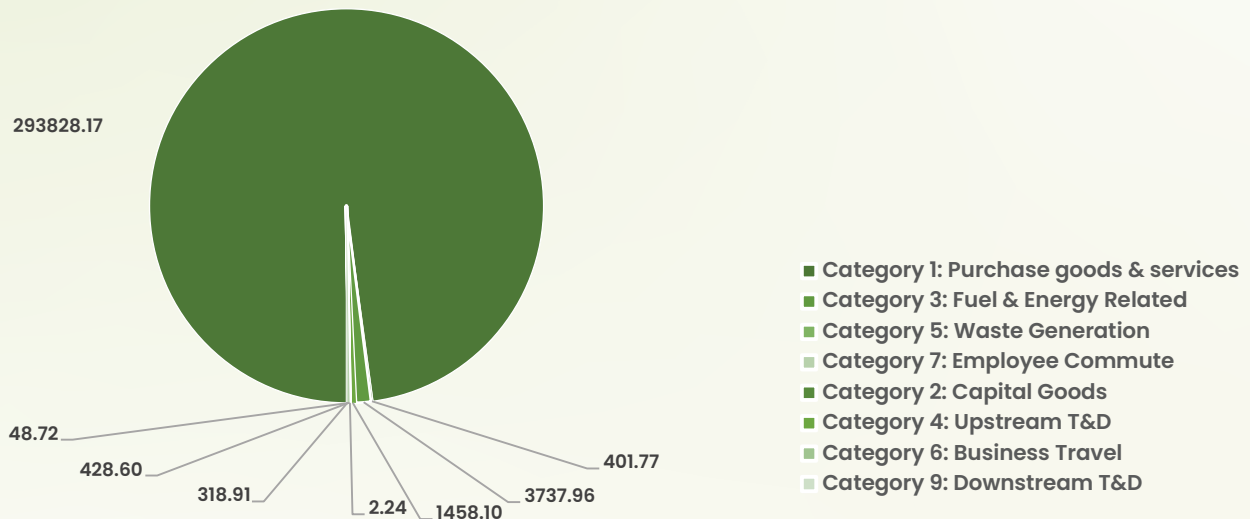
### Overall GHG emission from all locations:

Emission Category	UOM	FY 24-25
Scope 1	tCO <sub>2e</sub>	3736.64
Scope 2	tCO <sub>2e</sub>	10334.17
Scope 3	tCO <sub>2e</sub>	300209.65
Total	tCO <sub>2e</sub>	314280.47

### Scope 3 Emission in t-CO<sub>2</sub>eq



### Scope 3 Emission Category wise in t-CO<sub>2</sub>eq



### Overall Scope 3 emission performance from all locations:

Scope 3 Emission Categories	UOM	FY 24-25
Category 1: Purchase goods & services	tCO <sub>2e</sub>	293828.17
Category 2: Capital Goods	tCO <sub>2e</sub>	401.77
Category 3: Fuel & Energy Related	tCO <sub>2e</sub>	3723.14
Category 4: Upstream T&D	tCO <sub>2e</sub>	1458.10
Category 5: Waste Generation	tCO <sub>2e</sub>	2.24
Category 6: Business Travel	tCO <sub>2e</sub>	48.72
Category 7: Employee Commute	tCO <sub>2e</sub>	428.60
Category 9: Downstream T&D	tCO <sub>2e</sub>	318.91

### GHG Emission Intensity

During the reporting period FY 2024-25, MEPCO recorded a GHG Emission intensity of:

Scope 1	5.27 t-CO <sub>2</sub> eq/₹crore
Scope 2	14.65 t-CO <sub>2</sub> eq/₹crore
Scope 3	423.71 t-CO <sub>2</sub> eq/₹crore
Scope 1+2+3	443.64 t-CO <sub>2</sub> eq/₹crore

## Strategic Approach to Greenhouse Gas Emissions Management

MEPCO's GHG management strategy is focused on systematically reducing emissions across its operations while strengthening the accuracy, coverage and credibility of emissions data. A key priority is the reduction of Scope 1 and Scope 2 emissions intensity by 25% by FY 2030 compared to the FY 2024-25 baseline. This target reflects the company's intent to decouple emissions from production growth through a combination of energy efficiency improvements, cleaner electricity sourcing and optimization of furnace and fuel-based operations.

To support effective performance management, MEPCO is strengthening emissions monitoring by implementing a comprehensive GHG inventory and intensity tracking system across 100% of manufacturing locations by FY 2025. Establishing consistent and site-level data is critical for identifying high-emission processes, tracking progress against targets and ensuring reliable disclosures to stakeholders.

Recognizing the growing importance of value-chain emissions, MEPCO is expanding its emissions boundary beyond direct operations by committing to establish a baseline for relevant Scope 3 categories by FY 2025. This step enables the company to identify material upstream and downstream emission sources and forms the foundation for structured Scope 3 reduction strategies. Building on this baseline, MEPCO aims to achieve a 15% reduction in Scope 3 emissions by FY 2030 from the FY 2025 baseline, driven by supplier engagement, responsible procurement practices and gradual integration of low-carbon alternatives within the value chain. This target reflects a pragmatic, influence-based approach to Scope 3 management while acknowledging varying levels of operational control.

## A Roadmap to Net-Zero: MEPCO's 6 Decarbonization Levers

MEPCO's strategic pillars to guide its transition toward a net-zero carbon organization.

### OPERATIONAL TRANSFORMATION



#### Prioritize Renewable Electricity

Adopt renewable power wherever technically and commercially feasible for operations.



#### Transition to Low-Carbon Fuels

Use low or zero-carbon fuels when electrification is not currently viable.



#### Optimize Process Efficiency

Improve carbon efficiency across all operations through energy-saving process enhancements.

### STRATEGIC INNOVATION & NEUTRALIZATION



#### Pilot Emerging Technologies

Collaborate with partners to test innovative solutions like green hydrogen.



#### Integrate Low-Carbon Growth

Embed carbon considerations into all future capacity expansion and growth decisions.



#### Neutralize Residual Emissions

Use high-quality, credible carbon offsets to address remaining greenhouse gas emissions.



NET-ZERO

To enhance governance and credibility, MEPCO is planning to conduct annual third-party verification of Scope 1 and Scope 2 emissions from FY 2026 onwards. Independent assurance strengthens confidence in reported data, supports regulatory compliance and reinforces MEPCO's commitment to transparent and accountable climate performance management.

## Air Emissions

### *Reducing pollution, raising standards*

MEPCO recognizes the importance of maintaining air quality and mitigating emissions from our manufacturing operations. We are committed to complying with all regulatory standards and implementing effective control technologies to minimize our atmospheric footprint. Our strategy includes continuous monitoring, regular reporting, and investing in advanced abatement systems.

### Emission Control Initiatives

To actively manage and reduce airborne emissions, MEPCO has installed and maintains several key pollution control systems across our production facilities:

### 1. Dust Collection System

Installed in the Atomizing Plant to capture and control particulate emissions.

### 2. Wet Scrubbing System

Operational in the Pyro Plant to absorb and neutralize acidic gases and particulates.

### 3. Bag Filter & Multi-Cyclone System

Deployed in the Atomizing Plant for enhanced fine particulate filtration and separation.



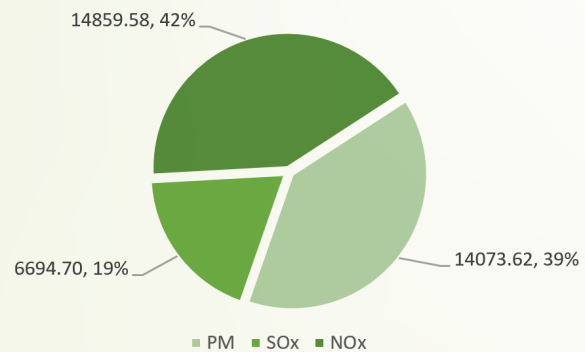
**Wet Scrubber installed in pyroplant – MPMP**

### Regulatory Compliance & Monitoring

Our operations, particularly in Tamil Nadu, are subject to annual environmental surveys conducted by the Tamil Nadu Pollution Control Board (TNPCB). We consistently adhere to the compliance standards set forth in these audits and maintain all necessary records. Regular stack monitoring and performance reviews of control equipment are integral to our environmental management system, ensuring ongoing regulatory adherence and operational excellence.

### Overall air emission from all locations:

Category	UOM	FY 24-25
PM	Kg	14073.62
SOx	Kg	6694.70
NOx	Kg	14859.58



### Air Emissions Management and Control

MEPCO is committed to proactive air emissions management across its manufacturing operations, recognizing the importance of protecting ambient air quality, ensuring regulatory compliance, and minimizing impacts on local communities. The Company is undertaking targeted initiatives to reduce emissions of key non-GHG air pollutants including SOx, NOx, and particulate matter through systematic process optimization and deployment of effective emission control technologies. As part of this commitment, MEPCO aims to reduce the emission intensity of these pollutants by 25% by FY 2030, compared to a FY 2025 baseline. To strengthen pollution prevention at source, MEPCO is focused on installing and upgrading air pollution control infrastructure across 100% of its manufacturing locations by FY 2030. In parallel, the Company is enhancing transparency and performance tracking by implementing continuous or periodic stack and ambient air quality monitoring at all major emission sources by FY 2025, enabling timely corrective

actions and improved regulatory oversight. MEPCO further reinforces its commitment through robust governance mechanisms, targeting zero regulatory non-compliance cases annually from FY 2025 onwards, supported by quarterly internal audits of air emission control systems across all sites. Collectively, these measures reflect MEPCO's disciplined, long-term approach to air quality management and its commitment to responsible industrial operations.

## Water Management

### *From consumption to conservation*

Water is a vital and shared natural resource that is essential to MEPCO's operations and the communities in which we operate. We are committed to responsible water stewardship, with a focus on sustainable withdrawal, efficient consumption, and continuous conservation across all our facilities.

### Why are these topics material to MEPCO and its operations?

Water management is a material topic for MEPCO due to the water-intensive nature of metallurgical manufacturing processes and the company's presence in regions that may experience varying levels of water stress. Reliable access to water is essential for process operations, cooling, domestic use and greenbelt maintenance, making efficient water

management critical for operational continuity. Effective water stewardship also plays an important role in ensuring regulatory compliance and maintaining MEPCO's social license to operate. Increasing regulatory scrutiny and stakeholder expectations around responsible water use require the company to actively manage freshwater withdrawal, wastewater treatment and reuse practices.

By reducing freshwater dependency, enhancing water recycling through ETP and STP systems, and strengthening resilience to water-related risks, MEPCO supports its sustainability objectives, mitigates long-term operational risks and contributes to responsible resource management aligned with stakeholder and environmental expectations.

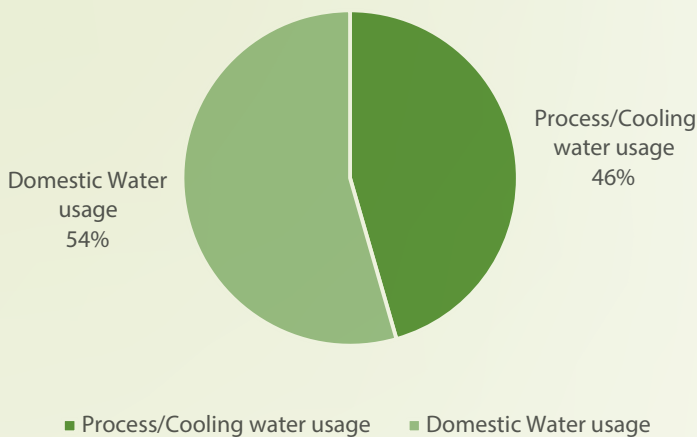
### Water Withdrawal and Sources

Groundwater, sourced through borewells and third-party water, remains the primary source of freshwater for MEPCO's operations. During the reporting period FY 2024-25, total water withdrawal amounted to 36,249 kilolitres (KL). The distribution of withdrawal reflects the scale of operations at each location, with Maravankulam accounting for the highest share, followed by NALCO, Kappalur, Kalligudi, and Pithampur. Water withdrawal is systematically monitored at each site to ensure compliance with regulatory approvals and sustainable abstraction limits.

## Location wise breakup of water consumption and withdrawal:

Category	UOM	MEPCO Unit III	MPMP	NALCO	MSP	MEPCO
<b>Water Withdrawal</b>						
Borewell	KL	2310	-	3450	1500	28389
Third-party	KL	-	600	-	-	-
<b>Water Consumption</b>						
Process/Cooling water usage	KL	1260	390	1050	150	13389
Domestic	KL	1050	210	2400	750	15000
<b>Water Recycling</b>						
Recycled Water	KL	0	0	900	0	0

## Overall Water Consumption of MEPCO



### Overall water consumption and withdrawal from all locations:

Category	UOM	FY 24-25
<b>Water Withdrawal</b>		
Borewell + Third-party	KL	36249
<b>Water Consumption</b>		
Process/Cooling water usage	KL	16239
Domestic Water usage	KL	19410

### Water Recycling & Reuse

MEPCO is committed to strengthening water stewardship across its operations through responsible withdrawal, treatment, and reuse practices. During the reporting period, the Company withdrew approximately 36249 KL of water annually. While most water requirements are met through groundwater sources, one location procures water through an authorized third-party supplier. Consequently, MEPCO’s water dependency remains predominantly groundwater-based, with limited reliance on external supply. Approximately 900 KL of water per year is recycled and reused, primarily at MEPCO through an operational Effluent Treatment Plant (ETP). Treated water is reused for gardening and greenbelt

development, contributing to reduced freshwater consumption. This represents an overall water recycling rate of about 2.4% during the reporting period.

At other locations, trade effluent is managed through systems such as solar evaporation pans (SEP), ETPs, and STPs, ensuring regulatory compliance and controlled discharge. Treated wastewater is reused within plant premises wherever feasible, reinforcing MEPCO’s commitment to minimizing environmental impact.

Enhancing circular water management remains a priority. The Company aims to:

- Expand recycling infrastructure across all plants
- Increase reuse of treated water in utilities and cooling systems
- Implement rainwater harvesting initiatives
- Improve process efficiency to reduce freshwater intensity

MEPCO’s long-term objective is to progressively reduce freshwater dependency while ensuring operational continuity and regulatory compliance, thereby strengthening its overall ESG performance in water management.



## Water Intensity

During the reporting period FY 2024-25, MEPCO recorded a water consumption intensity of 50.17 KL/Cr

**Water consumption intensity** 50.17 KL/₹crore

### Water Management:

MEPCO's water management approach is anchored in the principle of responsible and efficient use of freshwater resources, recognizing water as a critical natural capital for long-term operational resilience. The company is focused on reducing freshwater withdrawal intensity through process optimization, improved operational controls and increased recycling of treated wastewater. To support this, MEPCO has set a target to reduce water intensity by 30% by FY 2030 compared to the FY 2025 baseline. Complementing efficiency measures, MEPCO is strengthening its water recycling and reuse practices to minimize dependence on freshwater sources. The company aims to maximize internal reuse of treated wastewater within operations and has committed to enhance the recyclability and reuse of wastewater. This approach supports circular water use and reduces pressure on local water resources.

To ensure effective governance and accountability, MEPCO is enhancing its water monitoring framework through systematic measurement and review. Annual water audits will be conducted at all manufacturing locations from FY 2026 onwards, supported by the implementation of plant-level water tracking systems to enable informed decision-making and continuous performance improvement.

Recognizing the risks associated with operating in water-stressed regions, MEPCO is also focused on proactive water risk management. Site-specific water risk mitigation plans will be developed for all high-risk locations by

FY 2028, strengthening resilience to water scarcity while supporting sustainable operations aligned with broader environmental and stakeholder expectations.

### Zero Liquid Discharge (ZLD): Eliminate liquid effluent discharge across all major units.

Water stewardship is a critical operational and environmental priority for MEPCO, given the water-intensive nature of metallurgical manufacturing processes and the growing stress on freshwater resources. Liquid effluent discharge poses significant risks to local ecosystems, groundwater quality, and community water security. Recognizing this, MEPCO has committed to a long-term transition towards Zero Liquid Discharge (ZLD) across its manufacturing footprint.

Aligned with this commitment, MEPCO plans to install and fully operationalize ZLD systems across its major manufacturing locations in the long term ensuring that no treated or untreated liquid effluent is discharged into the environment. This approach focuses on advanced effluent treatment, maximum water recovery, and reuse of treated water within operations, thereby closing the water loop. By eliminating liquid effluent discharge, MEPCO aims to significantly reduce its freshwater withdrawal, minimize environmental impacts on surrounding water bodies, and enhance operational resilience in water-stressed regions. The ZLD roadmap reflects MEPCO's broader sustainability vision, integrating regulatory compliance, environmental responsibility, and long-term water security, while ensuring that industrial growth does not come at the cost of ecological degradation or community well-being.

## Waste Management

### *Zero waste is the only target*

MEPCO has established a structured and forward-looking waste management approach aligned with responsible resource use and regulatory compliance across its manufacturing operations. The company's waste management framework is guided by the principles of waste avoidance, minimization and resource recovery, with a clear focus on reducing landfill disposal and improving recycling and reuse.

Given the nature of metallurgical manufacturing, MEPCO generates both hazardous and non-hazardous waste streams. These include process residues, used oil and chemical sludge, as well as recyclable materials such as metal scrap, paper and plastics. Non-hazardous recyclable waste is segregated at source and directed to authorized recyclers, while hazardous waste is safely handled, stored and disposed of through approved treatment, storage and disposal facilities in accordance with applicable regulations. MEPCO emphasizes operational controls such as process optimization, material efficiency and waste segregation to reduce waste generation and associated environmental risks. Regular internal monitoring and audits support continuous improvement and strengthen accountability across sites.

As part of its sustainability journey, MEPCO is progressively adopting a "waste-to-value" mindset by exploring opportunities for material recovery and reuse wherever feasible. With a long-term objective of minimizing landfill dependency, the company continues to strengthen its waste management practices, reinforcing its commitment to responsible operations and environmental stewardship.

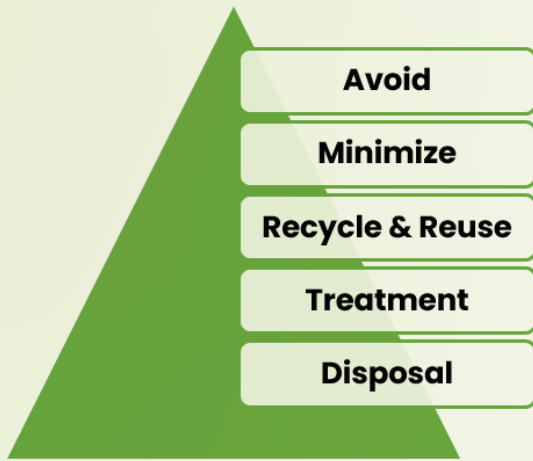
## Waste Hierarchy

MEPCO adheres to a waste-management hierarchy across its operations, applying a lifecycle approach to material use and waste generation. The company's priority is to avoid and minimize waste at source, followed by recovery through reuse and recycling. Treatment and final disposal are undertaken only where waste cannot be recovered, in line with regulatory requirements and responsible waste-management practices.

At the design and planning stage, MEPCO focuses on optimizing material inputs, reducing process losses and minimizing the generation of hazardous waste wherever feasible. Operational controls such as improved process efficiency, segregation at source and safe handling practices are implemented to reduce waste volumes and associated risks.

Recoverable waste streams, including metal scrap, paper and plastics, are segregated and channeled to authorized recyclers for material recovery. Hazardous wastes, such as oil waste and chemical sludge, are stored and handled in accordance with statutory norms and disposed of through authorized treatment, storage and disposal facilities.

Only non-recoverable residues are sent for controlled disposal through permitted landfills or incineration facilities, ensuring environmental protection and regulatory compliance. Through this structured hierarchy, MEPCO supports circular economy principles, reduces landfill dependency and advances responsible resource management across its operations.



## Overall waste generation from all locations:

Category	UOM	FY 24-25
<b>Non-Hazardous</b>		
Plastic Waste	ton	0.002
Paper Waste	ton	0.082
Metal Waste	ton	0.0002
Food waste	ton	2.10
<b>Hazardous</b>		
E Waste	ton	0.001
Oil Waste	ton	0.003
Chemical Sludge	ton	0.057

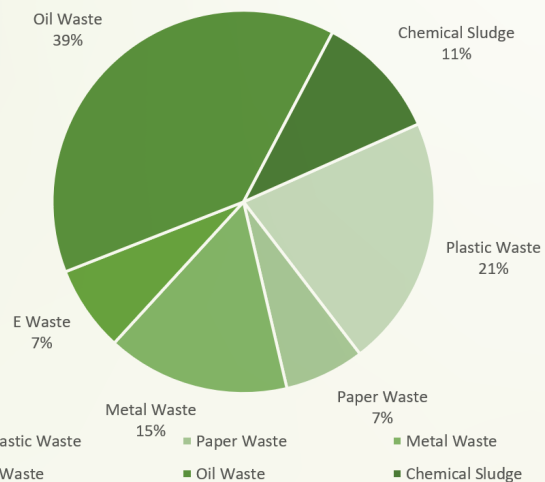
### Non-Hazardous Waste

During the reporting period FY 2024-25, total non-hazardous waste generation was 2.18 tons. Recyclable waste streams such as plastic, paper, and metal are segregated at source and channeled to authorized recyclers wherever feasible, supporting resource recovery and circularity.

### Hazardous Waste

Hazardous waste generated from operations is handled with stringent controls. All hazardous waste is safely stored, properly documented, and disposed of through authorized Treatment, Storage and Disposal Facilities (TSDFs), in full compliance with statutory and regulatory requirements.

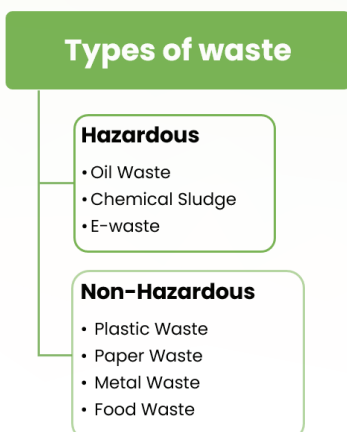
Through disciplined monitoring, strong compliance systems, and continuous improvement initiatives, MEPCO remains committed to strengthening its waste management practices, reducing environmental impact, and advancing towards more sustainable and circular operations.



MEPCO actively works to reduce waste and support circular practices within our operations. We have installed an Automatic Packing System to minimize material loss during handling and prioritize the remelting and reprocessing of scrap to reuse materials in production. Additionally, we repurpose certain non-hazardous by-products into low-density aggregate for construction use, giving waste a second life. While dust briquetting is not yet implemented, we continue to explore new ways to enhance resource recovery and reduce our environmental footprint.

### Key Initiatives for waste management:

MEPCO's waste management approach is centered on reducing overall waste generation through process optimization and material efficiency, with a target



to achieve a minimum 5% year-on-year reduction in total waste generation across all sites. These measures are being progressively integrated into operational practices to minimize waste at source.

Waste Category	Treatment method	Destination /End Use
Industrial Process Waste	Sieving, Remelting, and Reprocessing	Internal Production
Other	Authorized	Approved
Hazardous & Non-Recyclable	Third-Party Disposal (TNPCB)	Disposal Facilities

In alignment with circular economy principles, MEPCO has committed to eliminating landfill disposal by strengthening reuse, recycling and recovery pathways. The company aims to achieve 20% reduction in waste generation by 2030, supported by improvements in waste segregation and material recovery.

To enable effective recycling, MEPCO is strengthening segregation at source and has set a target to ensure 100% waste segregation by FY 2026. In parallel, the company aims to recycle or recover at least 90% of non-hazardous waste by FY 2028, reducing dependence on disposal routes.

MEPCO also prioritizes the safe management of hazardous waste streams and will maintain 100% compliance with authorized hazardous-waste handling and disposal routes from FY 2025 onwards, in line with regulatory requirements. To reinforce governance and accountability, MEPCO plans to

implement site-wise waste tracking systems at all manufacturing locations by FY 2025, supported by annual internal audits to monitor performance and drive continuous improvement across operations.

### Zero Waste to Landfill by 2030

In order to achieve the goal of Zero Waste to Landfill by 2030, the organization will implement a comprehensive action plan centered on the waste hierarchy of reduction, reuse, and recycling. The strategy begins with mandatory waste segregation at the source to prevent contamination and maximize recovery potential. To ensure operational excellence and regulatory compliance, all waste handling procedures will be strengthened under the ISO 14001 framework, with all non-reusable materials channeled exclusively to authorized recyclers. Finally, the plan integrates a digital tracking system to monitor all waste streams in real-time, providing the data necessary to eliminate landfill dependency and ensure full transparency across the supply chain.

### Biodiversity

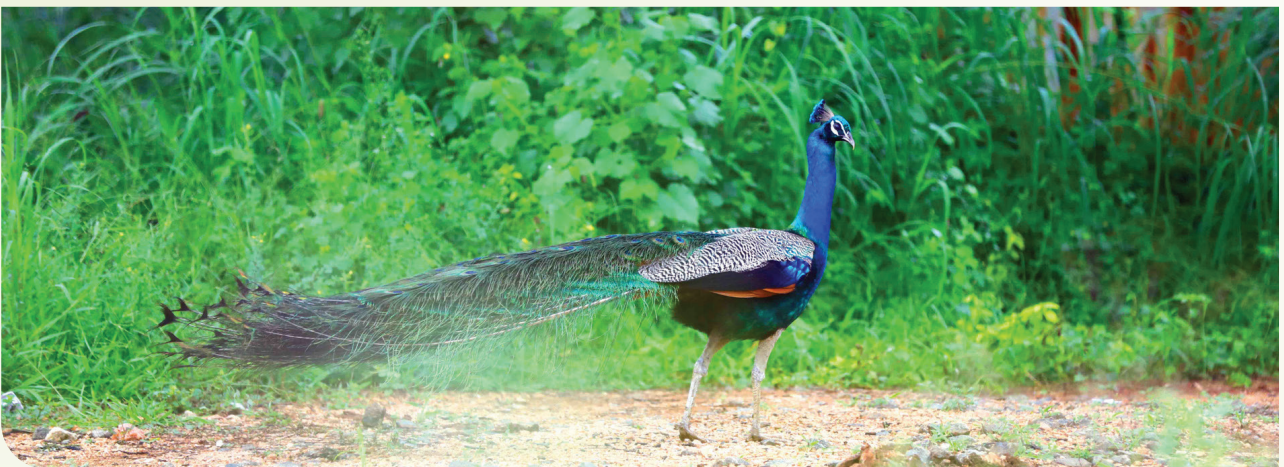
#### Industry in harmony with nature

MEPCO is mindful of its role in the local ecosystem and strives to manage its landholdings in a manner that supports ecological balance. We aim to integrate green infrastructure into our sites, enhance green cover, and provide a habitat for local flora and fauna, thereby contributing positively to our surrounding natural environment.

Green Cover & Land Use	MPMP	NALCO	MEPCO Unit III	MEPCO Maravankulam	Total
Total plantation (Nos)	300	15000	5000	35000	55300
Wildlife Conservation	MPMP	NALCO	MEPCO Unit III	MEPCO Maravankulam	Total
Peacocks (Nos)	0	30	30	75	135
Rabbits (Nos)	5	5	20	5	35
Green Belt	MPMP	NALCO	MEPCO Unit III	MEPCO Maravankulam	Total
Green belt Area(Hec)	1.31	1.37	1.88	8.77	13.33



**MPMP Pithampur**



**MEPCO Maravankulam**

Our commitment to green development is reflected in the allocation of land across our sites. We maintain significant green spaces as part of our operational footprint.

Notably, our dedicated green belt and managed vacant areas collectively constitute over 51% of the total site area, demonstrating a proactive allocation of space for environmental purposes.

**Plantation and Habitat Initiatives**

During the reporting period, we undertook plantation initiatives totaling **300 saplings** of native and adaptive species to strengthen our green belts and enhance local biodiversity. These efforts are designed to improve soil stability, air quality, and provide natural habitats. The presence of diverse fauna within

our managed green spaces is an encouraging indicator of improving habitat quality and ecological health. During the reporting period, informal observations noted the presence of squirrels, rabbits, peacocks, other bird species, and butterflies. These sightings are viewed positively and reflect the outcomes of our sustained greening and biodiversity enhancement efforts.



## Awareness and Engagement

Our commitment extends beyond physical greening to fostering an environmental culture. We actively engage employees through events such as World Environment Day and organized plantation drives, which are documented to promote awareness and collective responsibility.

## Eco Club

MEPCO's Eco Club brings together representatives from all major departments to strengthen environmental awareness and on-ground action across the facility. The Club, comprising senior managers, engineers, and technical staff from Administration, Safety & Environment, production units, utilities, HR, and laboratory functions, coordinates regular initiatives such as tree plantation drives, Environment Day celebrations, poster and slogan competitions, and cleanliness campaigns. It also conducts awareness sessions on pollution control, waste segregation, and resource-efficient practices, ensuring that each department maintains strong environmental discipline. Through these continuous activities, the Eco Club helps embed responsible behavior into daily operations and encourages active employee participation in maintaining a cleaner and greener workplace.



## MEPCO Maravankulam

On World Environment Day 2025, the Eco Club organized the distribution of reusable yellow jute bags among employees to promote the reduction of single-use plastic and encourage environmentally responsible consumption practices across the facility. In addition, a plantation drive was conducted within the Maravankulam site premises with active participation from employees, aimed at enhancing green cover, improving the local micro-environment, and reinforcing MEPCO's commitment to biodiversity conservation and environmental stewardship.



## NALCO Green Belt

### Integrated Approach to Biodiversity Protection and Restoration

MEPCO's biodiversity management framework is structured around measurable actions aimed at protecting and restoring ecosystems across its operational footprint.

The Company is establishing site-specific nature-monitoring systems across all manufacturing locations in the coming years. Guided by global environmental benchmarks, these systems will ensure the continuous, science-based management of our ecological footprint, supported by rigorous and recurring annual performance reviews. To enhance ecosystem health and support local biodiversity, MEPCO has committed to planting a minimum of 10,000 native saplings by FY 2030 across operational locations, prioritizing native species to strengthen ecological resilience. Biodiversity considerations are embedded into land-use planning decisions, with a clear commitment that no new greenfield operations will be established in legally protected or ecologically sensitive areas from FY 2025 onwards, thereby avoiding adverse impacts on critical habitats. To track ecological performance, the Company will establish site-level biodiversity monitoring indicators at all locations by FY 2026, supported by annual reporting to assess the effectiveness of conservation and improvement measures. In parallel, MEPCO is strengthening its role in biodiversity restoration beyond operational boundaries by implementing at least one community-linked biodiversity programme per site every year starting FY 2025, fostering shared stewardship and long-term conservation outcomes.

### **Our Commitment**

Looking ahead, MEPCO is committed to deepening our positive impact on local ecosystems by exploring several focused initiatives. We plan to implement systematic documentation of the flora and fauna present across our sites to better understand our ecological footprint. Additionally, we will investigate the feasibility of conducting a formal biodiversity assessment, which would provide valuable insights to guide and enhance our land stewardship strategies. In parallel, we will continue to expand our ongoing efforts in native plantation and habitat creation, ensuring these initiatives remain aligned with our long-term sustainability objectives and contribute meaningfully to local biodiversity.

# Social

Our social commitment is rooted in a fundamental belief that the well-being and growth of our people are inseparable from the well-being of the communities we serve. We foster a workplace built on safety, respect, and opportunity, ensuring every employee can thrive. Beyond our walls, we engage in partnerships that support sustainable community development. As we look ahead, we are dedicated to deepening this commitment by cultivating a more inclusive culture, one where diverse perspectives are actively sought, valued, and integrated into the fabric of our company. We are laying the groundwork for this essential evolution, knowing that our strength and resilience for the future depend on it.



Human Capital



Diversity, Equity & Inclusion



Health, Safety & Wellbeing



Community Engagement



SDG 1



SDG 2



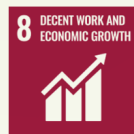
SDG 3



SDG 4



SDG 5



SDG 8



SDG 10



SDG 11



SDG 16

## Human Capital

### *Empowering People: Investing in Skills, Growth, and Organizational Excellence*

At MEPCO, our people are central to our operational excellence, resilience, and long-term sustainability. Operating in a technically intensive and safety-critical metal powder manufacturing environment, we place strong emphasis on fostering a fair, inclusive, and respectful workplace that supports employee well-being and productivity.

Due to the nature of our operations, female representation within the workforce is currently limited. However, MEPCO is consciously working towards improving gender diversity by strengthening inclusive hiring practices, ensuring equitable workplace policies, and creating a supportive and safe working environment. We remain committed to providing equal opportunities to all employees, irrespective of gender, age, ability, or background.

The Company complies with all applicable national labour laws and relevant international conventions, and follows a zero-tolerance approach towards child labour, forced labour, discrimination, harassment, and corruption. Our human resource policies address non-discrimination, equal pay for equal work, maternity benefits, and effective grievance redressal mechanisms.

Employee health and safety, skill enhancement, and professional growth are prioritized through regular training, upskilling initiatives, and leadership development programs. Open communication is encouraged through structured employee engagement platforms, including feedback surveys and periodic interactions with management. Additionally, MEPCO seeks to promote inclusive employment by enabling opportunities for differently abled individuals and other underrepresented groups.

within the metal powder manufacturing sector.

MEPCO Promotes Diversity by recruiting persons with Disabilities. At present a few of the top level executives are differently abled. Hence the company remains committed to promote inclusive employment practices. As part of this commitment, MEPCO is further reviewing its infrastructure, workplace safety requirements, and recruitment processes to enable future inclusion, in line with applicable laws and best practices.

**Training and Skill Development**  
*Continuous Learning for Employee Skill Enhancement*

Training and competence are non-negotiable pillars of an effective OHS program. We maintain a continuous focus on employee development to embed a prevention-first mindset across all levels of the organization:

- Knowledge and Skill Empowerment:** Regular role-specific safety training, employees with the essential knowledge, skills, and awareness required to identify risks, strictly follow safety protocols, and respond appropriately to emergencies.
- Accountability and Consistency:** Continuous reinforcement of safe behavior ensures consistent adherence to best practices across all departments, especially in high-risk environments involving machinery or hazardous materials. This process empowers employees to take shared responsibility for their own safety and that of their colleagues, cultivating a pervasive culture of accountability.
- Driving Improvement:** By fostering a well-trained and empowered workforce, we ensure that safety measures are consistently applied and that the organization benefits from the collective input of staff to drive ongoing improvements in workplace standards and organizational resilience.

Category	FY 2024-25
Total Employees (Female)	7
Total Employees (Male)	545
Total Employees	552
Total Contractual workers (Female)	6
Total Contractual workers (Male)	181
Total Contractual Employees	187

Going forward, the company is committed to further improving its social performance in workplace safety, employee well-being, and diversity, equity, and inclusion. The plans for the future involve developing more structured safety trainings, adopting advanced safety monitoring practices, and fostering a zero-harm culture across all operations. The aim is to expand its wellbeing initiatives by introducing mental health support, ergonomic improvements, and regular health awareness programs. This will involve sensitization workshops, equal opportunity practices to be implemented in order to make the work environment more inclusive, and increased women representation across roles. All in all, the organization intends to upgrade the grievance mechanism by introducing more transparent, preferably digital, reporting channels and proactive employee feedback systems. Continuous skill development will remain a priority, with a core focus on technical upskilling, leadership training, and external partnerships to ensure a future-ready workforce.

**Employee Wellbeing**  
*Holistic Care: Promoting Health, Balance, and Workplace Well-being*

The Company is committed to building a skilled and capable workforce through structured training and continuous learning initiatives. Training programs are designed to equip employees with

<b>HR (FY:2024-25)</b>	<b>Hours</b>
Training and Refresher Course – Unit wise	68
Training on Labour Law & MS Excel Word	8
Spoken Hindi Class	4
Communication Skills	2
Problem Solving Skills	2
ISO 9001 2015 Awareness Programme	4
<b>Training on Health &amp; Safety for All Employees (FY:2024-25)</b>	<b>Hours</b>
Safety Awareness Programme (Safety Day)	4
Process Safety Fire Fighting First Aid Safety Training Programme	4
Safe Handling of Pyro Technique Aluminum Powder Process	4
Oriented Safety Training Programme	4
Training Programme on Loading Unloading and Safety at Work	4
<b>Trainings on Environmental Topics for All Employees (FY:2024-25)</b>	<b>Hours</b>
Measures to Reduce Carbon Emission (World Ozone Day)	2
Protection of Environment (World Environment Day)	6
Reducing the Usage of Plastic (Plastic Free Day)	2
<b>Training for IT team (FY:2024-25)</b>	<b>Hours</b>
Training on Current MEPCO IT Infra and Software Development Life Cycle	6
<b>Training for Purchase Team (FY:2024-25)</b>	<b>Hours</b>
Training on Record Maintenance and EDP with a Focus on Sustainability	4

the necessary technical knowledge, operational competencies, and awareness required to perform their roles effectively and responsibly. Main focus areas include operating procedures and work instructions, use and handling of personal protective equipment (PPE), fire-fighting and first aid, emergency preparedness, housekeeping practices under the 5S framework, and proper identification, handling, and storage of products. In addition, the Company integrates sustainability into its learning initiatives by conducting awareness programs on waste management, water conservation, and energy efficiency, reinforcing its environmental commitment. During the reporting period, multiple training programs were conducted across various functions. The Human Resources function facilitated sessions on labour laws, MS Excel and Word skills, spoken Hindi, communication and problem-solving skills, and ISO 9001:2015 awareness. The Health and Safety team conducted specialized programs on process safety, fire-fighting, first aid, safety awareness campaigns, and

operational safety practices related to manufacturing processes and logistics. Environmental awareness was further strengthened through sessions aligned with global observances such as World Environment Day, World Ozone Day, and Plastic Free Day. Functional capability building was also extended to other departments. The IT team received training on IT infrastructure and software development lifecycle practices, while the purchase function was trained on record maintenance and electronic data processing (EDP). Looking ahead, the Company remains focused on strengthening its training and development framework by introducing more structured learning programs, leveraging advanced technologies, and expanding initiatives that support employee well-being and professional growth. Efforts will also be directed towards enhancing diversity, equity, and inclusion practices, alongside targeted programs on mental health awareness, ergonomics, and overall employee engagement.

### Universal Coverage

To provide security in unforeseen circumstances, team members are covered under specialized accident policies:

**Group Janata Personal Accident Policy:** Provides a sum assured of Rs. 1 Lakh for accidental death.

**Group Personal Accident Policy:** Provides a sum assured of Rs. 10 Lakhs for accidental death.

### For Non-ESI Employees

For employees not covered under the Employee State Insurance (ESI) scheme, MEPCO provides enhanced medical and legal protections:

**Group Medi-Claim Policy:** Offers a sum assured of Rs. 4 Lakhs per family, covering the employee, spouse, and two children for hospitalization expenses.

**Workmen Compensation Policy:** Ensures the employer is liable to pay the employee or their dependents for death or injury caused by an accident or disease due to work

## Diversity, Equity & Inclusion

### *Inclusive by Design: Building a Workplace Where Everyone Thrives*

MEPCO recognizes that a diverse and inclusive workforce enhances organizational resilience, innovation, and long-term sustainability. Historically, due to the operational and manufacturing-intensive nature of its business, workforce composition has been predominantly male, with women primarily represented in clerical and human resource functions. As the Company advances its ESG and people strategy, MEPCO acknowledges the importance of expanding diversity across functions and levels. While certain roles were traditionally prioritized based on the nature of work, MEPCO is progressively reviewing job roles, workplace design, safety measures, and infrastructure to create a more inclusive and supportive environment for broader participation, including greater representation of women across operational and managerial roles.

The Company is committed to ensuring equal opportunity in recruitment, development, and career progression. MEPCO promotes merit-based hiring, fair evaluation processes, and a respectful workplace culture free from discrimination and harassment. In addition, MEPCO is taking steps to make its workplace increasingly accessible and inclusive

for persons with disabilities. Future initiatives include improving physical accessibility, enhancing workplace infrastructure, and adopting supportive policies to enable participation of individuals with diverse abilities.

Through strengthened inclusive hiring practices, infrastructure improvements, awareness initiatives, and leadership commitment, MEPCO aims to foster a more diverse, equitable, and accessible workplace by 2030.

## Human Rights & Responsible Workplace

MEPCO is committed to upholding human rights, ethical labour practices, and fair working conditions across all its operations. The Company's Human Rights Policy applies to all permanent, contractual, and temporary employees across its five manufacturing locations and is aligned with national labour laws and internationally recognized standards. MEPCO prioritizes employee safety, health, and overall well-being by maintaining a workplace free from avoidable hazards and fostering a strong culture of prevention. The Company promotes physical and mental wellness, safe working practices, and respect for employee dignity through regular safety training, healthcare support, and effective monitoring systems to ensure a secure

and supportive work environment. MEPCO fosters a learning-driven culture that values continuous development, merit-based growth, and transparent promotion practices. Employees are provided with structured training, mentoring, and skill enhancement opportunities aligned with both individual career aspirations and organizational requirements. The Company ensures equal opportunity in recruitment, development, and leadership progression while maintaining zero tolerance toward discrimination, harassment, or unfair treatment of any kind. Discrimination based on gender, age, religion, ethnicity, disability, or any other status is strictly prohibited, and equal pay for equal work is upheld across all job categories. Diversity is recognized as a strength, and an inclusive workplace culture is reinforced through awareness programs, accessible grievance mechanisms, and leadership accountability.

MEPCO strictly prohibits child labour within its operations and across its supply chain. Robust age verification processes are implemented, and contractors and suppliers are expected to adhere to the same standards of ethical conduct. Compliance is supported through regular engagement and periodic reviews. The Company also respects employees' rights to freedom of association and collective bargaining in accordance with applicable laws, maintaining open and transparent communication channels with employee representatives to encourage constructive dialogue and mutual trust. The implementation of MEPCO's human rights commitments is reviewed periodically to ensure continuous improvement, regulatory compliance, and alignment with evolving stakeholder expectations.

### **Employee Grievance Redressal Mechanism**

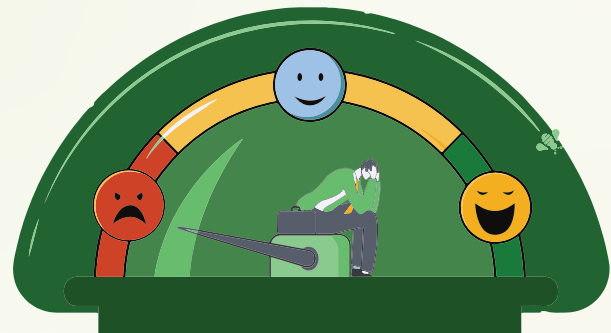
At MEPCO, we prioritize a transparent and inclusive workplace culture where every employee's voice is heard and

**0** *Cases of Child Labour across our operations*

**0** *Cases of forced labour across our operations*

**0** *Cases of any Discrimination (Gender, race, disability)*

**0** *Cases of human trafficking across our operations*



valued. Our Grievance Redressal and Resolution System is designed to provide a structured, multi-channel approach to resolving concerns efficiently and fairly. By integrating this system within our broader Employee Communication System, we ensure that issues ranging from safety concerns to operational disputes are addressed with transparency and alignment to our core sustainability priorities.

MEPCO has established a structured system to assess employee satisfaction through periodic surveys. These surveys are conducted regularly to gather feedback on key aspects such as the work environment, employee well-being, management support, and overall

### Initial Filing

**Formal Submission:** The process begins with a formal written complaint.

**Access:** Complaints can be submitted via suggestion boxes or open-door discussions.

### Review & Discussion

**Acknowledgment:** Acknowledgment is provided to the employee within 2–3 days.

**Preliminary Phase:** Conduct a Review & Informal Discussion to seek an early resolution.

### Formal Investigation

**Evidence Gathering:** Conduct a Formal Investigation into the matter.

**Resolution Steps:** Identify and implement necessary Corrective Actions.

### Escalation Path

**Procedure:** If unresolved, the case moves to Escalation.

**Accessibility:** Enables direct interaction between employees and top leadership.

### Executive Oversight

**Senior Management:** Direct involvement of Senior Management for a high-level review.

**Final Review:** A secondary Investigation is performed at the executive level.

### Final Outcome

**Goal:** The final goal is a successful Grievance Resolution.

**Alignment:** Ensures alignment with safety and sustainability priorities.

engagement. The feedback collected is reviewed by the management team to identify areas for improvement and to strengthen employee engagement practices. Based on the survey results, appropriate actions are taken to address concerns and enhance workplace culture.

### Occupational Health and Safety

#### *Safety at the Core: Our Dedication to Employee Health & Protection*

Occupational Health and Safety (OHS) is recognized as a fundamental and non-negotiable aspect of our corporate responsibility and a critical element of sustainable business practice. Our robust OHS framework is designed to actively safeguard the physical, mental, and social well-being of all our permanent & temporary employees, contractors and visitors.

We employ advanced methodologies to identify and mitigate potential hazards within our all facilities. This includes conducting comprehensive hazard identification and risk assessments aligned with protocols established by the Central Leather Research Institute (CLRI) to ensure chemical and process safety.

Furthermore, our operations are integrated with the Green Global System in Chennai, ensuring that our environmental and safety protocols meet global sustainability benchmarks. To protect against major accident hazards, we perform Layer of Protection Analysis (LOPA), a systematic method that helps us evaluate the effectiveness of independent protection layers and ensure that residual risks are reduced to acceptable levels.

We work closely with the Directorate of Industrial Safety, adhering to directives from the Additional Director to ensure full compliance with the Factories Act and Tamil Nadu Industrial Safety Rules. This includes specific training for Fireworkers (pyrotechnics/explosives handling) conducted once every two years, as mandated.

A strong OHS framework goes beyond mere regulatory compliance; it represents our legal, moral, and ethical commitment to providing a safe, healthy, and supportive work environment. We achieve this through a proactive, systematic approach:

- **Hazard Identification and Control:** We continuously identify, assess, and control workplace hazards, including those

related to accidents, injuries, and exposure to harmful physical, chemical, or psychological agents. This diligent risk management is especially vital in complex or industrial operations.

- **Preventive Focus:** Our strategy is centered on prevention, aiming to eliminate the root causes of incidents. This ensures the protection of our workforce from minor injuries, work-related illnesses, permanent disabilities, and, most critically, fatalities, ensuring every individual can work without undue risk.
- **Business Continuity:** By mitigating the potential for accidents and health incidents, robust OHS measures are essential for protecting our valuable human capital and maintaining operational stability and business continuity.

FY	Reportable incidents	Non reportable incidents	Near miss incidents
2024- 25	3	2	18

### Occupational Health and Safety Target

The organization is committed to achieving zero fatal accidents across all operations by 2030 and maintaining a zero-fatality record annually thereafter. This reflects a strong focus on ensuring a safe and healthy work environment for all employees and stakeholders.

To support this commitment, the organization plans to implement ISO 45001 across all major locations by 2030, strengthening its occupational health and safety management systems. This will be complemented by proactive risk assessments, regular safety training, and continuous monitoring of safety performance to prevent incidents and enhance workplace safety standards.

### Workplace Safety Culture & Signage

We maintain high visibility of safety awareness across the plant:

- **Safety Slogans:** Motivational and instructional safety slogans are prominently displayed in various areas of the plant to keep safety at the forefront of every employee's mind.

### Aspect

Employee Well-being & Engagement

### Benefit Description

Safe working conditions foster a culture of trust, demonstrate genuine care, and promote employee confidence. This sense of being valued and protected significantly boosts morale, strengthens engagement, and improves long-term retention rates.

Operational Efficiency

Effective OHS policies directly contribute to improved productivity by reducing absenteeism due to illness or injury. Minimizing operational disruptions associated with accidents leads to better overall business outcomes.

Risk Management & Resilience

Active investment in safety is a powerful risk mitigation tool. It substantially reduces the exposure to legal liabilities, regulatory penalties, and compensation claims, creating a more financially resilient and sustainable organization.

Reputation and Stakeholder Trust

Demonstrating excellence in OHS enhances our reputation among stakeholders, including investors, customers, and the communities in which we operate, aligning our practices with broader expectations for responsible business conduct.

- **Road Safety:** Designated speed limit boards are placed along internal roads to regulate vehicle movement and prevent traffic-related incidents within the premises.

- **Environmental Awareness:** A wind direction box (HOX) is installed at strategic locations. This provides real-time wind direction data, which is critical for emergency response planning .

### Strategic Value and Business Benefits

Prioritizing occupational health and safety delivers significant, long-term strategic advantages for both our people and our organization:

**Community Engagement**  
*Empowering Communities through Sustainable CSR initiatives*

Corporate Social Responsibility is the representation of our commitments to community well-being and sustainable development. The MEPCO remains committed to driving positive social impact through structured Corporate Social Responsibility (CSR) initiatives. Accordingly, our CSR approach has been aligned with national priorities, community needs, and long-term sustainable development goals. Every year, the organization invests in projects that will promote education, environmental sustainability, community well-being, and skill development, ensuring measurable improvements in the lives of beneficiaries.

In the reporting period, CSR contributions have been done across priority areas with a focus on scalable impact, transparency, and community engagement. The Company follows a systematic process for identifying appropriate themes for CSR interventions, evaluation of partner NGOs, monitoring project progress, and compliance with the requirements under Section 135 of the Companies Act, 2013.

During the last three financial years, our aggregate investment in CSR activities reflects our sustained commitment to meaningful social outcomes. In FY 2022-23, FY 2023-24, and FY 2024-25, the total annual CSR investments were approximately consistent, underscoring our continuous support toward social betterment and environmental stewardship. The main focus of our CSR efforts has been on crucial areas like education infrastructure, water and sanitation facilities, and community health programs. These include, but are not limited to, the construction and improvement of toilet facilities in different government schools, installing and maintaining RO water purifiers to provide clean drinking water, and developing community halls and sports infrastructures that improve social interaction and well-being.

MEPCO actively empowers local youth and facilitates the socio-economic upliftment of the community. This enduring partnership ensures that our industrial success is translated into lasting social value, equipping future generations with the skills necessary to lead in an evolving global economy.



**RO Plant – Panchayat Union Middle School, Vellaiyapuram**



**Lavatory Facility For Girl Students- Panchayat Union Middle School, Akkarai Patti**



**Instabag Vending Machine sponsored to Thirumangalam municipality**

### **Nurturing Excellence through Education**

A cornerstone of MEPCO's social commitment is its foundational role in establishing and supporting the Mepco Schlenk Engineering College (MSEC). Founded in 1984 by the Mepco Schlenk Charities, the institution stands as a testament to our dedication to Corporate Social Responsibility (CSR) and regional development. As a premier autonomous institution, MSEC serves as a vital bridge between industrial expertise and academic innovation, fostering a high-caliber talent pool that drives technical advancement throughout the region while mirroring the core values of its parent company. Spanning a sprawling 195-acre campus, the college has built a legacy of excellence, consistently recognized in national NIRF rankings for its rigorous academic standards and specialized focus on Industrial Safety and Research & Development, by providing world-class engineering education in Sivakasi.



### **Customer Engagement**

At MEPCO, customers are central to our business strategy and long-term success. We are committed to understanding customer needs and delivering reliable, high-quality products and services that create lasting value. Our customer-centric approach is guided by a focus on product quality, safety, timely delivery, and continuous improvement.

We place strong emphasis on maintaining transparent and ethical customer relationships, supported by robust quality management systems and responsive communication channels. Customer feedback is actively reviewed and used to enhance product performance, service efficiency, and overall customer experience.

MEPCO also ensures compliance with applicable product standards, regulatory requirements, and contractual obligations, reinforcing trust and reliability across our customer base.

By integrating customer expectations into our operational and sustainability practices, we aim to build long-term partnerships while supporting responsible and sustainable business growth.

## GRI Index

GRI Index Statement of use: MEPCO has reported the information cited in this GRI content index for the period 1st April 2024 to 31st March 2025 with reference to the GRI standards. GRI 1 used: GRI 1: Foundation 2021

<b>GRI Standard</b>	<b>Disclosure</b>	<b>Disclosure Description</b>	<b>Location in report</b>
GRI 2: General Disclosures 2021	2-1 Organisation details	About MEPCO	5
	2-2 Entities included in the organisation's sustainability report	About the Report	3
	2-3 Reporting period, frequency and contact point	About the Report	3
	2-4 Restatements of information	About the report	3
	2-6 Activities, value chain and other business relationships	Our product range & Key Applications	9
	2-7 Employees	Human Capital	41
	2-8 Workers who are not employees	Human Capital	41
	2-9 Governance structure and composition	Corporate Governance Structure	18
	2-10 Nomination and selection of the highest governance body	Nomination and remuneration committee	20
	2-11 Chair of the highest governance body	Corporate Governance Structure	18
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Structure	18
	2-13 Delegation of responsibility for managing impacts	Corporate Governance Structure	18
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance Structure	18
	2-15 Conflicts of interest	Ethics & Integrity	22
	2-22 Statement on sustainable development strategy	Message from Leadership	2
	2-27 Compliance with laws and regulations	Regulatory Compliance	21
	2-28 Membership associations	Membership in Associations	23

	2-28 Membership associations	Membership in Associations	23
	2-29 Approach to stakeholder engagement	Stakeholder engagement	16
GRI 3:Material Topics	3-1 Process to determine material topics	Materiality assessment	17
	3-2 List of material topics	Materiality assessment	17
	3-3 Management of material topics	Sustainability Highlights	15
GRI 101:Biodiversity 2024	101-2 Management of Biodiversity impacts	Biodiversity	37
GRI 102: Climate Change 2025	102-4 GHG emissions reduction targets and progress	Greenhouse gas emission	27
	102-5 Scope 1 GHG emissions	Greenhouse gas emission	27
	102-6 Scope 2 GHG emissions	Greenhouse gas emission	27
	102-7 Scope 3 GHG emissions	Greenhouse gas emission	27
	102-8 GHG emissions intensity	GHG Emission Intensity	29
GRI 103: Energy 2025	103-1 Energy policies and commitments	Energy Management	24
	103-2 Energy consumption and self generation within the organization	Overall Energy Consumption	26
	103-4 Energy Intensity	Energy Intensity	26
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial Highlights	5
GRI 203: Indirect	203-1 Infrastructure and services supported	Community Engagement	48
	205-2 Communication and training about anti corruption policies and procedures	Ethics & Integrity	22

GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	32
	303-3 Water withdrawal	Water Management	32
	303-4 Water discharge	Water Management	32
	303-5 Water consumption	Water Management	32
GRI 305: Emissions 2016	305-6 Emissions of ozone depleting substances (ODS)	Overall GHG Emission from All locations	29
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	Overall GHG Emission from All locations	29
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management	35
	306-2 Management of significant waste-related impacts	Waste management	35
	306-3 Waste generated	Waste management	35
	306-4 Waste diverted from disposal	Waste management	35
	306-5 Waste directed to disposal	Waste management	35
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Wellbeing	42
	401-3 Parental leave	Employee Wellbeing	42
2016 GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety	46
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety	46
	403-3 Occupational health services	Occupational health and safety	46
	403-5 Worker training on occupational health and safety	Training and Skill Development	43
	403-6 Promotion of worker health	Training and skill development	43
	403-8 Workers covered by an occupational health and safety management system	Training and skill development	43
	403-9 Work-related injuries	Occupational health and safety	47

	403-10 Work-related ill health	Occupational health and safety	47
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Skill Development	42
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Skill Development	42
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity , Equity & Inclusion	44
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community engagement	48
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Engagement	49

## UN SDG Alignment

SDG	Goal Title	Key Company Actions
SDG 1	No Poverty	Community empowerment programs as a part of CSR
SDG 2	Zero Hunger	Infrastructure supports to local communities to strengthen their livelihood
SDG 3	Good Health and Well-being	Safety protocols, OHSAS standards, and employee health check-ups.
SDG 4	Quality Education	Skill development programs and training for workers and local youth.
SDG 5	Gender Equality	Diversity initiatives and equal opportunity employment policies.
SDG 6	Clean Water and Sanitation	Water-born aluminum paste innovation and Zero Liquid Discharge (ZLD) efforts.
SDG 7	Affordable and Clean Energy	Operation of wind farms and exploration of solar energy.
SDG 8	Decent Work and Economic Growth	Direct and indirect employment; focus on "Empowered People.
SDG 9	Industry, Innovation & Infrastructure	DSIR recognized R&D, PLC-controlled state-of-the-art plants.
SDG 10	Reduced Inequalities	Employee development, Employee grievance systems, DEI initiatives
SDG 11	Sustainable Cities & Communities	Urban Health and sanitation initiatives
SDG 12	Responsible Consumption & Production	Efficient atomization processes and chemical reduction techniques.
SDG 13	Climate Action	Reduction of carbon footprint through renewable energy and green innovation.
SDG 14	Life Below Water	ZLD prevents effluent discharge into water Bodies
SDG 15	Life on Land	Biodiversity conservation and habitat friendly environment
SDG 16	Peace, Justice & Strong Institutions	Regulatory Compliance
SDG 17	Partnerships for the Goals	Collaboration with NRDC and adherence to ISO 9001:2015 standards.

<b>UNGC Principle</b>	<b>Description</b>	<b>Reference</b>	<b>Page No</b>
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<b>Section B</b>	Management & Process Disclosures	Corporate Governance	18
<b>Section C – Principle-wise Performance Disclosures</b>			
<b>Principle 1</b>	Integrity, Ethics, and Transparency	Ethics & Integrity	22
<b>Principle 2</b>	Sustainable Products & Services	Our product range & Key Applications	9
<b>Principle 3</b>	Employee Well-being	Employee Wellbeing, Occupational Health & Safety	42,46
<b>Principle 4</b>	Stakeholder Engagement	Stakeholder Engagement	16
<b>Principle 5</b>	Respecting and Promoting Human Rights	Human Rights & Responsible Workplace	43
<b>Principle 6</b>	Environmental Protection & Restoration	Environment	24
<b>Principle 7</b>	Responsible Public & Regulatory Policy Advocacy	Regulatory Compliance	21
<b>Principle 8</b>	Inclusive Growth & Equitable Development	Community Engagement	48
<b>Principle 9</b>	Consumer Value & Engagement	Customer Engagement	49