GINNI FILAMENTS LIMITED

Annual Sustainability & ESG Report 2025-26



Ginni Filaments Ltd.-

“Advancing Sustainable Growth and Responsible Business”

GINNI FILAMENTS LIMITED

CONTENTS

Advancing Sustainable Growth & Responsible Business

01 — OUR FOUNDATION

01	About This Report	03
02	Leadership Message	06
03	Ginni Filaments at a Glance	10
04	Our Business, Value Chain & Stakeholder Value	15

02 — HOW WE CREATE VALUE

05	Manufacturing Excellence	20
06	Economic Value Creation & Financial Performance	28
07	Sustainability Strategy & ESG Framework	39
08	Stakeholder Engagement & Materiality Assessment	44

03 — OUR ESG PERFORMANCE

09	Sustainable Development Goals & Our Contribution	49
10	Climate Strategy & Governance	57
11	Environmental Stewardship	63
12	Our People: Health, Safety & Well-Being	72

04 — RESPONSIBLE BUSINESS

13	Corporate Governance, Ethics & Compliance	82
14	Communities	91
15	Responsible Sourcing	97

05 — CLIMATE & THE ROAD AHEAD

16	Climate Performance, GHG Inventory & Net-Zero Roadmap	104
17	Conclusion & Way Forward	118

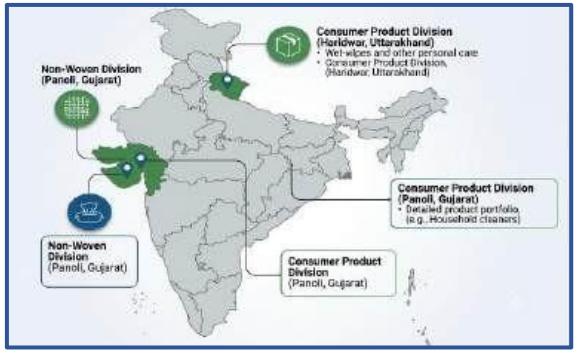


1.About This Report

Welcome to the Sustainability Report of **Ginni Filaments Limited** for the financial year 2025–26. This document details how the company manages its environmental footprint, its people, and its governance obligations across all its manufacturing operations during this reporting cycle.

REPORTING BOUNDARY

This report consolidated data from the three manufacturing facilities that constitute **Ginni Filaments Limited's** operating base for the period under review. Where a disclosure applies to the company as a whole rather than an individual site, this is stated.



Our Facilities:

1. Non-Woven Division (Panoli, Gujarat):	Manufacture of spunlace nonwoven roll goods & it's converting products.
2. Consumer Product Division (Panoli, Gujarat):	Wipes, kitchen roll, and cosmetic-grade product conversion and packing.
3. Consumer Product Division (Haridwar, Uttarakhand):	Focused on wet-wipes and cosmetic manufacturing lines.

REPORTING PERIOD AND APPROACH

The reporting period covers the financial year FY 2025–26, spanning from **April 1, 2025 to March 31, 2026** aligning with the company's financial reporting cycle. The performance data presented is derived from facility-level monthly data collection systems, providing a disciplined data architecture that ensures accuracy and comparability across reporting cycles.

COMPLETENESS AND LIMITATIONS

We strive for full transparency in our disclosures; however, certain data limitations apply:

Boundary:	This report covers only the three manufacturing facilities listed and does not extend to broader value chain partners.
Restatements:	Any changes to the reporting boundary or calculation methodologies that have occurred since the previous report are clearly flagged within the relevant data sections.
Data Integrity:	All information presented has been compiled from our internal data management systems and reviewed by relevant internal teams to ensure accuracy and completeness to the best of our ability.

EXTERNAL ASSURANCE

This report has been prepared with reference to the **GRI Standards 2021**. While the content and data underlying this report have been subject to internal audit and verification procedures, **formal external assurance has not been sought** for this edition.

WHY THIS REPORT EXISTS

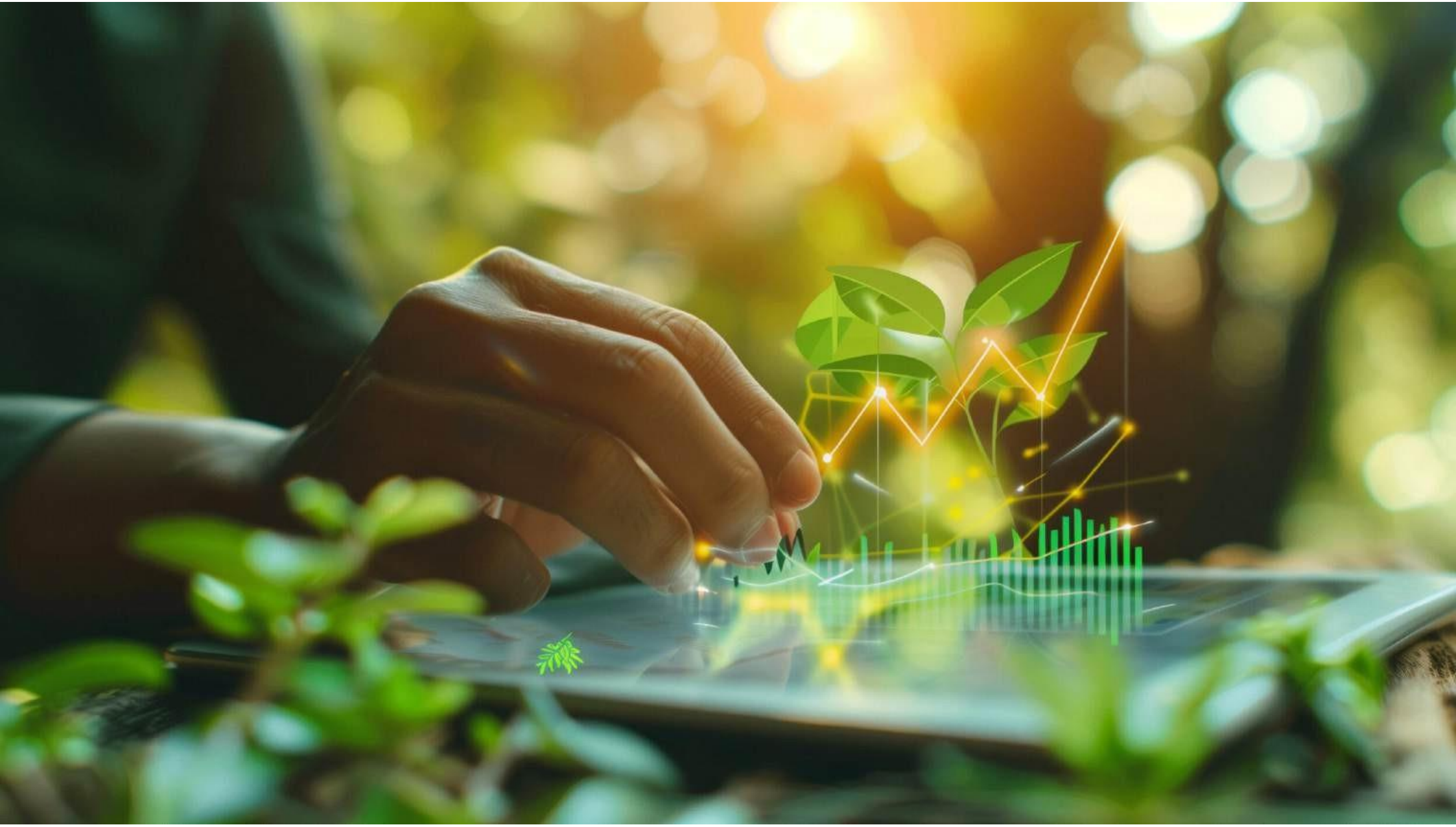
Our commitment to sustainability is not merely a communication exercise; it is an intrinsic part of how we manage our facilities. It reduces cost, mitigates risk, and reduces our demand on scarce resources in regions like Gujarat and Uttarakhand, where water stress and air quality are immediate operational concerns.
We are focused on key initiatives, including:

Zero-Liquid-Discharge System: Implementation at the Non-Woven Division in Panoli.	**Biomass Briquette Use:** Significantly shifting thermal energy demand from natural gas.	**Rainwater Collection & Green Belt Cover:** Steady expansion across all manufacturing sites.

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 1

GRI Standards Referenced	SDG Alignment
GRI 2-2 – Entities included in sustainability reporting	
GRI 2-3 – Reporting period and frequency	
GRI 2-4 – Restatements of information	
GRI 2-5 – External assurance	

"The success story at Ginni Filaments Limited is the story of the evolution of a single-minded devotion to quality—and, increasingly, to the responsible use of the resources that quality depends on."



2. Leadership Message

LEADERSHIP MESSAGE FROM THE CHAIRMAN & M.D.



"Ours has always been a manufacturing story. Each expansion into technical textiles and consumer products was a deliberate move toward higher-value, integrated manufacturing, bringing a sharper obligation to manage our critical resources: water, energy, fiber, and people."-

-Shshir Jaipuria (Chairman & M.D.)

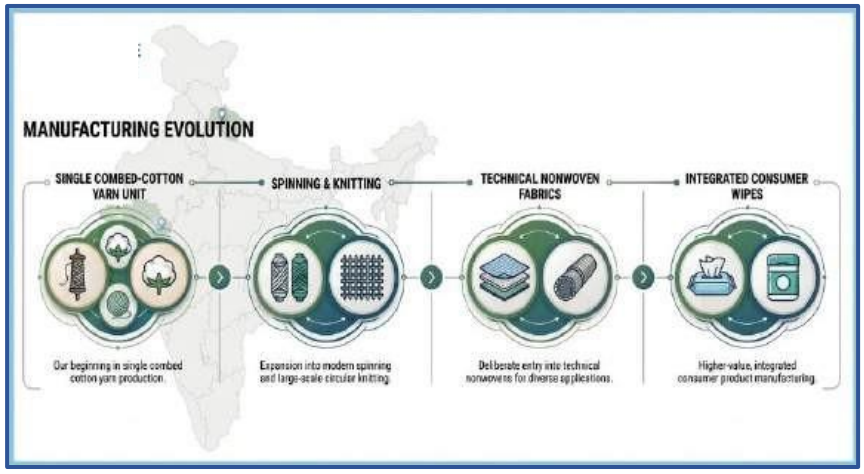
Dear Stakeholders,

I am pleased to present **Ginni Filaments Limited's** Sustainability Report for FY 2025–26, detailing the progress and operations across our Non-Woven Division in Panoli, as well as our Consumer Product Divisions in Panoli and Haridwar.

Having spent nearly **three decades** in this industry, my conviction in our core principles remains steadfast: **"Everything that leaves our facilities must be crafted with quality, manufactured responsibly, and produced with an unwavering commitment to excellence."**

This report reflects our ongoing dedication to transparency, sustainable practices, and long-term value creation for all our stakeholders.

MANUFACTURING EVOLUTION



PILLARS OF RESPONSIBLE OPERATIONS

WATER STEWARDSHIP

- Full operation of Zero-Liquid-Discharge (ZLD) at Panoli Non-Woven Division, Zero Landfill Waste
- Site-wide rainwater harvesting systems

DECARBONIZATION

- Thermal energy shift from natural gas to renewable biomass briquettes
- Progressive green belt expansion across sites

HEALTH & SAFETY

- Zero Fatalities & Zero Lost-Time Injuries (LTI) in FY 2025–26
- Driven by active near-miss reporting and EHS protocols

LEADERSHIP MESSAGE FROM THE EXECUTIVE DIRECTOR



"Sustainability is deeply embedded in our vision, guiding our efforts to optimize resources, enhance operational efficiency, and foster innovation across our operations."

- Saket Jaipuria (Executive Director)

Dear Stakeholders,

At **Ginni Filaments Limited,** we believe that sustainable growth is fundamental to creating lasting value for our business, our stakeholders, and generations to come. Sustainability is deeply embedded in our strategic vision, guiding our continuous efforts to optimize resources, enhance operational efficiency, and drive responsible innovation across all manufacturing divisions.

Our commitment extends beyond environmental stewardship to encompass strong corporate governance and responsible operational practices. We continuously strive to integrate sustainable solutions directly into our core business decisions, ensuring our processes remain efficient, adaptable, and future-ready.

Key Strategic Pillars & Operational Focus

- **Resource Optimization & Process Efficiency:** Integrating advanced technologies and monitoring systems across our Non-Woven and Consumer Product divisions to minimize resource consumption per unit of output.
- **Responsible Innovation:** Developing eco-conscious product formulations and technical nonwoven solutions that align with global environmental standards and changing market requirements.
- **Governance & Ethical Conduct:** Maintaining strict governance frameworks and transparent reporting standards to ensure continuous compliance and ethical business execution.

LOOKING AHEAD:

Balancing Growth with Sustainability: Maintaining a core focus on expanding business operations while adhering to rigorous environmental, social, and operational responsibility.

Extending Scope 1 & 2 Analytical Rigor Upstream: Applying the same quantitative metrics used for on-site emissions, water, and waste to raw fiber sourcing and third-party supply chain partners.

Structured Resource Management & Supply Chain Transparency: Strengthening value-chain accountability through collective technical efforts, traceable material inputs, and standardized performance monitoring.

Driving Responsible Industry Innovation: Fostering sustainable practices and resource-efficient solutions to contribute meaningfully toward a greener planet and a more resilient industrial future.

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 2

GRI Standards Referenced	SDG Alignment
GRI 2-22-Statement on sustainable development strategy	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 17 PARTNERSHIPS FOR THE GOALS









3.Ginni Filaments at a Glance

GINNI FILAMENTS LIMITED

BUILDING CAPABILITIES. EXPANDING APPLICATIONS. CREATING LASTING VALUE.

Ginni Filaments Limited has evolved over more than three decades from an export-oriented cotton yarn manufacturer into a diversified manufacturing organisation serving the non-woven, hygiene, personal care and consumer product segments.

Established in 1990, **Ginni Filaments** began its journey with the manufacture of 100% combed cotton yarn. Over the years, the Company has progressively expanded its capabilities through investments in non-woven manufacturing, wipes, kitchen rolls, filter cartridges, cosmetics and other converted products. This evolution has enabled Ginni Filaments to develop specialised manufacturing capabilities aligned with changing customer requirements and market applications.

OUR BUSINESS AT A GLANCE

Ginni Filaments operates through specialised manufacturing facilities at **Panoli, Gujarat and Haridwar, Uttarakhand**, with each location supporting distinct product and processing capabilities.

Business Area	Key Products / Capabilities
Non-Woven Fabric	Non-woven roll goods, coating, lamination and related converted products
Hygiene Products	Wet wipes and dry wipes
Personal Care	Liquid cosmetics and related products
Consumer Products	Kitchen rolls, wipes and other consumer applications
Specialised Products	Filter cartridges, printed and coated products

*The Company's current facility portfolio includes **non-woven spunlace fabric, coating, lamination, dry wipes and mini rolls at the Panoli Non-Woven Facility and at CPD Panoli wet and dry wipes, liquid cosmetics at Haridwar***













GINNI FILAMENTS LIMITED

Our Journey of Growth

Three decades of innovation, expansion, and excellence

1990
Establishment & Yarn Commissioning

Initial launch as a 100% EOU focused on 100% combed cotton yarn.



2007
Spunlace Non-Woven Entry (Panoli)

Capital expansion into hydroentangled non-woven fabric roll stock.



2008
Hygiene Converting Setup (Haridwar)

Launch of automated wet wipe conversion facility.



2009 / 2015
CPD Portfolio Diversification (Panoli)

Expansion into dry wipes, kitchen rolls, and filter cartridges.



2017
Haridwar Capacity Expansion

Scaling up high-speed wipe lines and integrating Liquid Cosmetics.



2022
Integrated Panoli CPD Unit

Onboarding wet wipes and liquid cosmetic formulation units at Panoli.



From yarn to complete consumer solutions — driven by innovation, quality, and customer focus.

30+ YEARS
OF BUILDING BETTER EVERY DAY

SERVING DIVERSE MARKETS

Ginni Filaments serves both domestic and international markets, with the FY 2025–26 Sustainability Report indicating approximately 55% domestic and 45% export market mix and a presence across more than 35 countries.

Our diversified manufacturing base enables us to address varied applications across hygiene, personal care, non-woven and consumer product segments while supporting flexibility in production and customer-specific requirements.

SUSTAINABILITY AT THE CORE

At **Ginni Filaments,** sustainability is integrated into the way we operate and grow. Our approach focuses on **resource efficiency, energy optimisation, environmental stewardship, workplace safety, responsible manufacturing and people development.**

Our sustainability priorities include:

- Improving energy and resource efficiency
- Reducing greenhouse gas emissions
- Strengthening water and wastewater management
- Improving waste management and resource conservation
- Promoting occupational health and safety
- Building an inclusive and capable workforce
- Strengthening responsible business practices and governance
- Driving sustainable innovation across operations and products

The Company's sustainability framework also encompasses initiatives related to energy efficiency, GHG reduction, biofuel use, tree plantation, green spaces, wastewater treatment, sewage treatment, rainwater collection and resource conservation.

OUR CERTIFICATIONS & SUSTAINABILITY ENGAGEMENT

Ginni Filaments' management systems and sustainability initiatives are supported by recognised standards, certifications and external engagements, including **ISO 9001, ISO 14001, ISO 45001, ISO 22716, ISO 13485, FSC, PEFC, CDP, EcoVadis, ZDHC and SEDEX, as referenced in the Company's FY 2024–25 Sustainability Report.**

LOOKING AHEAD

Ginni Filaments continues to build on its manufacturing capabilities, technical expertise and diversified product portfolio. Our focus remains on combining operational excellence with responsible growth, strengthening resource efficiency, advancing sustainability performance, developing our people and creating value for customers, employees, communities and other stakeholders**.**

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 3

GRI Standards Referenced	SDG Alignment
GRI 2-1 Organizational Details	
GRI 2-6 Activities, Value Chain and Business Relationships	

GINNI FILAMENTS LIMITED

OUR STRATAGIC FOCUS

Focus Area	Our Direction
Operational Excellence	Enhancing productivity, efficiency and manufacturing performance
Resource Efficiency	Optimising energy, materials and water use
Climate Action	Reducing emissions and supporting decarbonisation
People & Culture	Building capabilities, diversity and employee engagement
Responsible Operations	Strengthening safety, environmental performance and compliance
Innovation	Developing sustainable technologies, materials and applications
Governance	Upholding ethical, transparent and responsible business practices



These priorities reflect Ginni Filaments' approach to creating sustainable value while strengthening operational resilience and long-term business performance.



4. Business Overview & Value Chain

BUSINESS MODEL & STRATEGIC VERTICAL INTEGRATION

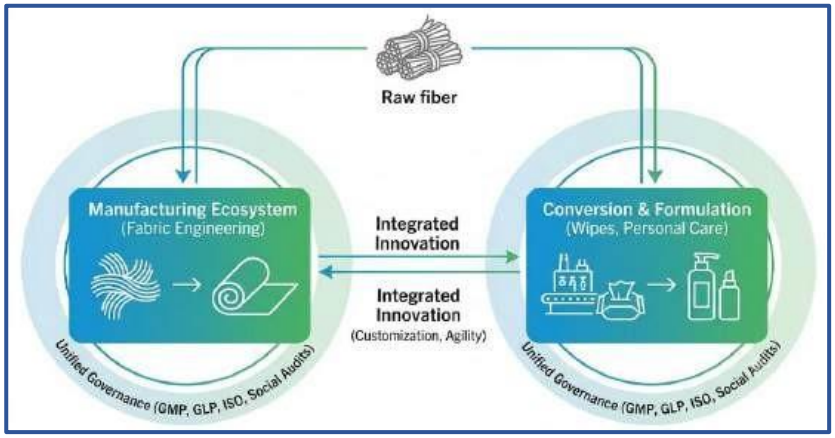
Ginni Filaments Limited operates an integrated **"fiber-to-finished-product"** business model. By housing both nonwoven fabric engineering and consumer product converting within our manufacturing ecosystem, we maintain complete oversight over quality, agility, and material traceability.

Core Drivers of Integrated Value

Systemic Coherence: Direct feedback loops between fabric formulation and final product converting enable rapid technical customization (e.g., GSM adjustments, fiber blends & uniformity).

Unified Governance: Uniform quality architecture—including ISO, GMP, GLP, and social-audit protocols—spans all operational sites.

Quality & Safety Control: Strict control over raw inputs directly impacts product safety for skin-contact applications.



END-TO-END VALUE CHAIN

Key Operational Stages

1. **Upstream Sourcing:** Qualified procurement of viscose, lyocell, polyester, recycled polyester, and bamboo fiber.
2. **Fabric Manufacturing (Panoli):** Hydro-entangled spun lace fabric formation with specialized treatments (aperturing, embossing, coating, lamination, and specialized finishes).
3. **Product Converting & Formulation:**
   - **CPD Panoli:** Wet and dry wipe conversion in retail and institutional formats.
   - **CPD Haridwar:** Wet wipe conversion alongside liquid personal care and cosmetic formulation.
4. **Quality Assurance:** Real-time inline fabric testing (metal detection, GSM, moisture) complemented by over 70 in-process and finished-product parameters.
5. **Global Distribution:** Product delivery across domestic channels and exports to 35+ countries.



MANUFACTURING FOOTPRINT

Synergy Across the Footprint

Rather than duplicate operations, Ginni Filaments operates three purpose-built facilities that form an end-to-end manufacturing engine:

Co-location Efficiency: Having fabric formation and wet-wipe conversion co-located in Panoli eliminates intermediate logistics costs, reduces handling risk, and accelerates response times for customer specification changes.

Geographic Reach: Dual consumer-product divisions in Western India (Panoli) and Northern India (Haridwar) ensure localized supply chain flexibility and risk mitigation across domestic and export markets.

"Very little that leaves our facilities has travelled through hands outside our own three plants—giving us complete control over raw material quality, compliance, and product safety from fiber to skin."

Facility	Core Focus & Infrastructure	Annual Key Output (FY 2025–26)
Non-Woven Division *(Panoli, Gujarat)*	Fiber conversion engine utilizing advanced lines (*Rieter Perfojet, Trützschler, FOR, Celli*); 3,200 mm slit width; 30–100 GSM range, Holds ISO-9001-14001, ISO-13485 for medical devices certifications, FSC, PEFC & Maintaining unit as zero water discharge.	• **11,422 tonnes** Nonwoven Fabric • **1,940 tonnes** Coated Fabric
Consumer Product Division *(Panoli, Gujarat)*	Purpose-built wet wipes facility; holds **ATEX, FSC, GMP, ISO 9001, and ISO 22716** certifications; features a **USP 32-grade purified water**	• **11,081 tonnes Wet & Dry Wipes**
Consumer Product Division *(Haridwar, Uttarakhand)*	Strategic northern hub for wet wipes converting and liquid personal care/cosmetic formulations.	• **6,811.92 tonnes Wet Wipes** • **972.53 tonnes Liquid Formulations**

PRODUCT PORTFOLIO & MARKETS WE SERVE

Strategic Portfolio Diversification

Ginni Filaments Limited operates a dual-pillar product strategy that balances **upstream nonwoven fabric manufacturing** with **downstream consumer product conversion.** By building on a core hydro-entangled spunlace platform, the company converts raw fiber into technical application roll goods while simultaneously formulating finished, high-value consumer health and hygiene products.

Core Portfolio Pillars





1. **Nonwoven Roll Goods (Industrial & Healthcare Base):**
   - **Hygiene & Medical Safety:** Engineered to strict microbiological standards, providing critical inputs for surgical drapes, wound care, and hygienic barrier fabrics.
   - **Technical & Industrial Versatility:** Extends hydro-entanglement technology into advanced filtration media, protective packaging, automotive headliners, and home furnishings.

2. **Consumer Products (Finished Goods & Contract Manufacturing):**
   - **Full-Turnkey Solutions:** Spans high-growth categories including baby care, personal hygiene, skin care, home care, and medical wipes.
   - **Formulation & Value Addition:** Integrates USP-grade water purification and active ingredients to produce proprietary and private-label formulations (e.g., anti-bacterial wipes, shampoo towels, and baby skin-care lines)

"Through basis weight (GSM), fiber blends, and specialized finishes, our single spunlace platform transforms into sterile surgical drapes, automotive headliners, and delicate infant wipes—delivering quality across every application."

SUPPLY CHAIN & RESPONSIBLE SOURCING

Responsible sourcing is integral to our manufacturing operations. **Viscose, polyester, bamboo and other specialized fiber of viscose & polyester** are sourced from qualified suppliers and undergo appropriate quality testing before production. Where required, we source **FSC and PEFC certified viscose and other specified sustainable materials.**

Packaging materials, chemicals and formulation ingredients are procured in line with applicable quality and social-compliance requirements. Our practices are supported by **quality audits, social audits, micro-risk assessments and SMETA ethical-trade audits.**

SUSTAINABILITY ACROSS THE VALUE CHAIN

At **Ginni Filaments,** sustainability is integrated into key manufacturing and sourcing decisions across our value chain. It is reflected in the materials we use, the technologies we operate and the way we manage resources and operational impacts

- **Sustainable Materials:** Use of recycled polyester, FSC-certified viscose and biodegradable viscose or viscose-cotton blends, where specified.
- **Water Stewardship:** Zero-liquid-discharge system at the Panoli Non-Woven Division and focus on reducing water consumption across operations.
- **Resource Efficiency:** Focus on fiber recovery and reduction of waste, energy and water consumption.
- **Responsible Operations:** Sustainability considerations are embedded across raw materials, manufacturing, resource management and product development.

CREATING LONG-TERM VALUE FOR STAKEHOLDERS

Our integrated business model creates long-term value for our stakeholders by delivering consistent quality and responsive solutions to customers, providing opportunities for our employees, strengthening relationships with suppliers, supporting sustainable business growth for shareholders, contributing responsibly to local communities, and promoting resource efficiency and reduced environmental impact across our operations.



GRI Standards & SDG Alignment – Chapter 4

GRI Standards Referenced	SDG Alignment
GRI 2-6 – Activities, value chain and other business relationships	
GRI 204-1 – Proportion of spending on local suppliers	
GRI 301-2 – Recycled input materials used	





5. Manufacturing Excellence

BUILDING RESILIENT, EFFICIENT AND RESPONSIBLE MANUFACTURING

Ginni Filaments Limited's manufacturing ecosystem is built around three closely integrated facilities — the Non-Woven Division at Panoli, CPD Panoli and CPD Haridwar. Together, these facilities support the Company's fibre-to-fabric, wipes conversion and liquid cosmetics operations, combining process discipline, advanced technology, quality assurance and continuous engineering improvement.

During **FY 2025–26,** the three facilities continued to strengthen manufacturing efficiency while maintaining a strong focus on safety, quality and resource conservation. Across the manufacturing network, the Company recorded **zero fatalities, zero permanent disabilities and zero lost-time injuries.** In addition, **26 process, energy, water and productivity improvement projects** were implemented during the year, demonstrating a culture of incremental, engineering-led improvement.

MANUFACTURING FOOTPRINT AT A GLANCE

Facility	Core Manufacturing Role	FY 2025–26 Output
Non-Woven Division (Panoli, Gujarat)	Spunlace nonwoven fabric, coating and lamination	~11,422 t nonwoven fabric
CPD Panoli (Panoli, Gujarat)	Wet and dry wipes conversion	~11,081 t wipes
CPD Haridwar (Haridwar, Uttarakhand)	Wet wipes conversion and liquid cosmetics formulation	~6,811.92 t wet wipes; ~972.53 t liquid cosmetics
Average monthly workforce across payroll and contractual employees: Non-Woven Division ~210; CPD Panoli ~106; CPD Haridwar ~175.		

INTEGRATED MANUFACTURING FACILITIES

Facility & Location	Non-Woven Division **Panoli, Gujarat**	CPD Panoli **Panoli, Gujarat**	CPD Haridwar **Haridwar, Uttarakhand**
Core Role & Certifications	**Fiber-to-Fabric Engine:** Spunlace nonwoven fabric, coating, offline lamination, and special finishes.	**Converting Hub:** Wipes conversion (wet & dry). ATEX, FSC, GMP, ISO 9001:2015, ISO 22716:2007 certified. Uses USP 32-grade purified water.	**Dual Platform:** Wipes conversion & liquid cosmetics / personal care formulation (shampoos, cleansers, lotions).
FY 2025–26 Production Output Average	~11,422 t Nonwoven fabric ~1,940 t Coated fabric ~297 t Laminated fabric ~65 t Dry wipes ~190 t Mini rolls	~11,081 t Wet & dry wipes	~6,811.92 t Wet wipes ~972.53 t Liquid cosmetics
Average Workforce*	**~210**	**~106**	**~175**
Average monthly headcount combining payroll and contractual workforce for FY 2025–26.			

DETAILED FACILITY OPERATIONS & ENGINEERING HIGHLIGHTS

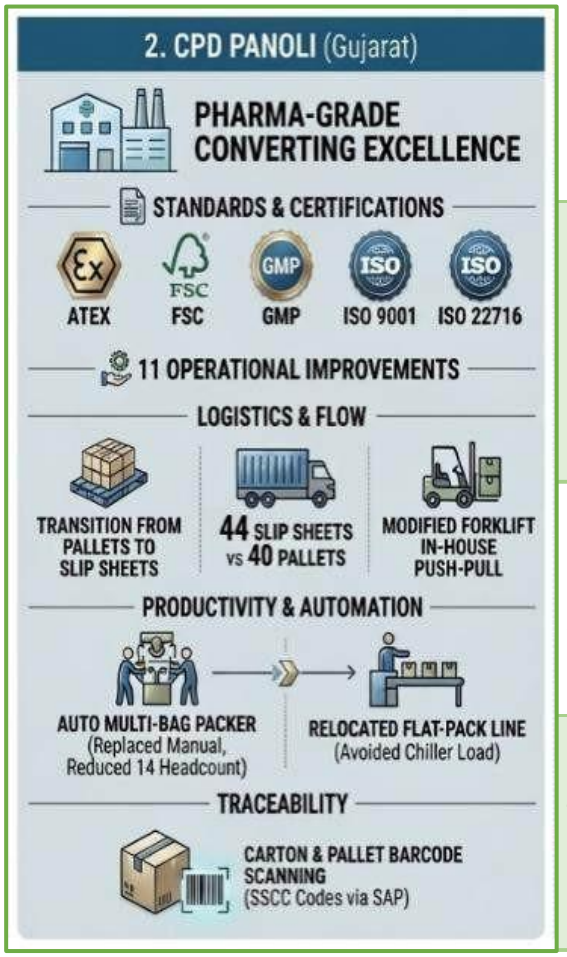
1. Non-Woven Division, Panoli — The Fiber-Conversion Engine

The Non-Woven Division houses state-of-the-art European production machinery:



Supplier Infrastructure:	Spunlacing/drying by M/s Rieter Perfojet (France), fiber opening by M/s Trützschler (Germany), carding lines by M/s FOR (Italy), and winding/slitting by M/s Celli (Italy).
Operating Range:	3,200 mm slit width across a 30 to 100 GSM specification range.
Raw Material Consumption:	Consumed ~4.80 million kg of viscose fiber, ~6.84 million kg of polyester fiber, and ~244,655 kg of recycled polyester fiber (rPET).
Process Efficiency:	Against ~11.4 million kg of total fabric output, saleable process waste was restricted to ~162,252 kg—reflecting strong fiber recovery and raw material utilisation.
Key Energy Project:	• Installed a pressure-control system with Variable Frequency Drive (VFD) on the primary air compressor (commissioned January 2025), delivering an ongoing measured saving of **7.11 kWh per hour.** • **3448KL** rain water collected & used in fiber entanglement process. • **1931588kwh** electrical energy utilised by using Solar Power purchase contract
New Product Development:	Developing new products for Automotive sector & Bio degradable products for pro-sustainable end-users: • Fabric for Pultrusion, Composite & Automobile interlining headliners; • Biodegradable top sheet: • Lint free fabric for cleaning sensitive instruments & optical appliances; • Alcohol Swab & canister rolls for medical applications.

2. CPD Panoli — Pharma-Grade Converting Excellence



Co-located on the same industrial estate as the Non-Woven Division, CPD Panoli operates under stringent regulatory standards. It stands as the first Indian wet-wipes facility to earn ATEX certification alongside **FSC, GMP, ISO 9001:2015, and ISO 22716:2007 standards.** During the year, the site implemented 11 target engineering and operational improvements:

Logistics & Material Flow:	Transitioned finished-goods dispatch from wooden pallets to slip sheets. Load density increased from **40 pallets to 44 slip sheets per truck**, lowering unit transport costs. Modified a forklift in-house with a push-pull attachment to handle slip sheets without purchasing new capital equipment.
Productivity & Automation:	Installed an automatic multi-bag packing machine, automating a manual packing step and reducing daily headcount requirements by **14 personnel**. Relocated a flat-pack line to the cosmetics section, eliminating extra chiller/HVAC load.
Traceability & Digitization:	Deployed carton and pallet barcode scanning integrated with SAP to generate Serial Shipping Container Codes (SSCC), strengthening end-to-end supply chain visibility.

3.CPD Haridwar — Multi-Product Formulation Platform



Co-located on the same industrial estate as the Non-Woven Division, CPD Panoli operates under stringent regulatory standards. It stands as the first Indian wet-wipes facility to earn ATEX certification alongside **FSC, GMP, ISO 9001:2015, and ISO 22716:2007 standards.** During the year, the site implemented 11 target engineering and operational improvements:

Logistics & Material Flow:	Transitioned finished-goods dispatch from wooden pallets to slip sheets. Load density increased from **40 pallets to 44 slip sheets per truck**, lowering unit transport costs. Modified a forklift in-house with a push-pull attachment to handle slip sheets without purchasing new capital equipment.
Productivity & Automation:	Installed an automatic multi-bag packing machine, automating a manual packing step and reducing daily headcount requirements by **14 personnel**. Relocated a flat-pack line to the cosmetics section, eliminating extra chiller/HVAC load.
Traceability & Digitization:	Deployed carton and pallet barcode scanning integrated with SAP to generate Serial Shipping Container Codes (SSCC), strengthening end-to-end supply chain visibility.

OPERATIONAL EXCELLENCE, QUALITY, AND SAFETY DISCIPLINES

1. Embedded Quality Control

Quality management is integrated directly into line operations rather than applied solely as an end-of-line check:

- **Fabric Stage:** Continuous online metal detection, automated GSM monitoring, moisture tracking, and optical contamination detection.
- **Converting & Formulation:** Over 70 distinct in-process and microbiological checks performed by dedicated quality control and microbiology laboratories at CPD Panoli and CPD Haridwar. Line rejection rates were held consistently within baseline targets across all twelve months.

2. Zero-Harm Safety Culture

Safety is treated as an active operational requirement alongside yield and output:

- **Performance: Zero fatalities, zero permanent disabilities, and zero Lost-Time Injuries (LTI)** across all three manufacturing facilities in FY 2025–26.
- **Coverage:** 100% of payroll and contractual employees across both Consumer Product Divisions were covered by a formal Health and Safety Management System in every month of the reporting year.
- **Engagement:** Conducted **14 dedicated safety events** across sites **(**Haridwar: 6, Panoli Nonwoven: 4 & Panoli CPD: 4), driving a proactive, preventive safety culture.



GINNI FILAMENTS LIMITED



INTEGRATED OPERATING MODEL

Quality You Can Trust. People You Can Rely On.

QUALITY ASSURANCE & GMP

70+
In-Process & Final Checks

Dedicated
On-Site Micro Labs

Online
Metal, GSM & Moisture measurment

ISO 22716, ATEX, FSC, USP32
Certified & Compliant

OPERATIONAL EXCELLENCE

SAFETY & HUMAN CAPITAL CARE

0
Fatalities

0
Lost-Time Injuries (LTI)

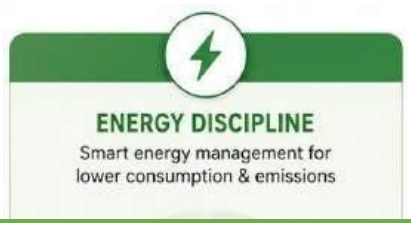
14
Safety Events Completed

100%
Health System Coverage

STRONG SYSTEMS. SAFE PEOPLE. SUPERIOR QUALITY. SUSTAINABLE GROWTH.

SUSTAINABILITY & RESOURCE CONSERVATION

Our 26 engineering-led projects directly advance our environmental goals through measured reductions in energy, water, and material intensity:







Energy Discipline: Expanding VFD applications across compressors and air handling units (AHU-02), alongside connected-load rationalization.	**Water Stewardship:** Rainwater collection and process wastewater reductions minimizing effluent volume sent to off-site treatment plants.	**Circular Material Usage:** Continuous processing of recycled polyester (rPET) alongside FSC-certified, PEFC certified fully biodegradable viscose & bamboo fibers. High process fiber recovery (~98.5%) ensures minimal raw material loss. Zero to land fill

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 5

GRI Standards Referenced	SDG Alignment
GRI 301-1 Materials used by weight or volume	
GRI 302-1 Energy consumption within the organization	
GRI 403-1 Occupational health and safety management system	
GRI 416-1 Assessment of health and safety impacts of product categories	

"26 improvement projects across 3 manufacturing facilities, supported by zero lost-time injuries, reinforce Ginni Filaments Limited's focus on operational excellence, safety and responsible resource management. Through continuous engineering improvement and disciplined manufacturing practices, the Company strengthens efficiency, resilience and long-term stakeholder value."



6. Economic Value Creation & Financial Performance

CREATING SUSTAINABLE ECONOMIC VALUE

At **Ginni Filaments Limited,** sustainable economic performance is an important foundation for long-term value creation. Our economic contribution extends beyond financial returns and includes value generated through its products and services, procurement, employment, employee remuneration, engagement with service providers, payments to governments, community investments and reinvestment in operational capabilities.

During FY 2025–26, our operations at the **Non-Woven Division** (Panoli) and the **CPD Division,** comprising **CPD Panoli** and **CPD Haridwar,** continued to contribute to economic value creation through manufacturing, sales, employment and operational activities.

Our approach is centred on profitable growth, operational efficiency, responsible cost management, productivity improvement and business resilience. **Ginni Filaments** also seeks to progressively integrate resource efficiency and sustainability considerations into business decision-making.

ECONOMIC VALUE AT A GLANCE

Indicator	FY 2025–26
Revenue from Operations	INR 3,687.00 million
Material Consumption	INR 1,651.09 million
Employee-related Expenditure	INR 289.66 million
Net Profit (Continuing Operations)	INR 409.66 million
Segment EBITDA (Derived)*	INR 689.47 million

**EBITDA is derived as segment profit before tax + finance costs + depreciation and amortisation; the Annual Report does not state EBITDA.*

OVERALL FINANCIAL PERFORMANCE

Ginni Filaments financial performance during FY 2025–26 reflects continued economic activity across its manufacturing divisions, supported by product sales, manufacturing operations and disciplined management of operating expenditure. Revenue from operations grew **22.9%** to **INR 3,687.00 million.**

The financial performance of the two divisions demonstrates different operating profiles. The **Non-Woven Division** was the larger contributor to segment profit, while the **CPD Division** (**CPD Panoli** and **CPD Haridwar**) recorded the faster growth.

Across the divisions, financial performance is influenced by several geo-political factors, including raw-material prices, product mix, manufacturing volumes, energy and utility costs, employee costs, logistics and freight expenses, market demand and operating efficiencies.

Ginni Filaments monitors these factors through regular financial and operational reviews. Cost structures are evaluated alongside production output and operational performance to identify opportunities for improving productivity, controlling avoidable expenditure and strengthening margins.



ECONOMIC VALUE GENERATED ACROSS THE MANUFACTURING PORTFOLIO

Our two divisions operate across different manufacturing environments and product categories. Their individual revenue profiles and operating structures reflect the diverse nature of our manufacturing portfolio.

During FY 2025–26, the two divisions generated INR 3,687.00 million in revenue from operations, after eliminating sales between the divisions.

Division	Gross Segment Sales	Inter-division Sales	Net Revenue
Non-Woven Division	INR 2,383.70 million	(INR 746.49 million)	INR 1,637.21 million
CPD Division (Panoli + Haridwar)	INR 2,056.20 million	(INR 6.41 million)	INR 2,049.80 million
Company	**INR 4,439.90 million**	**(INR 752.90 million)**	**INR 3,687.00 million**

Source: Annual Report FY 2025–26, Note 45 (segment reporting). A large part of the Non-Woven Division's output is fabric supplied to the CPD Division; this internal transfer is eliminated at Company level.

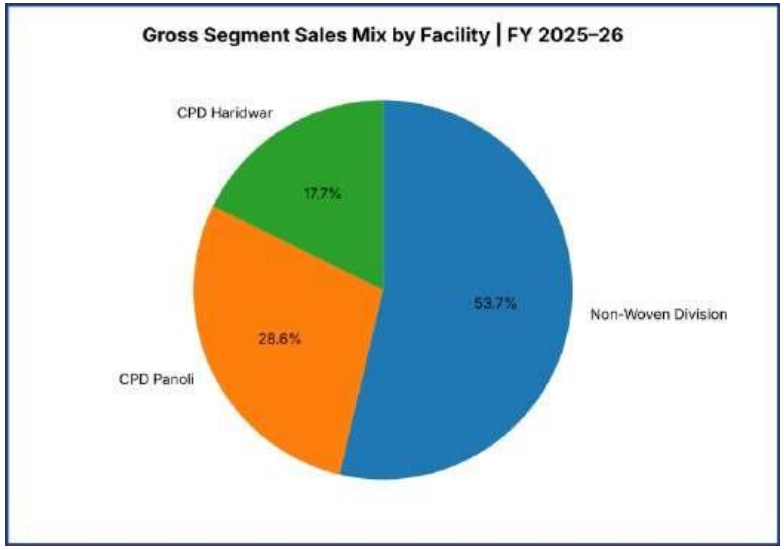
BASIS OF REPORTING

- Company figures are from the audited Annual Report FY 2025–26 (continuing operations; FY 2024–25 as restated).
- Non-Woven Division = Annual Report "Textiles" segment; CPD Division = "Others" segment.
- All amounts are in INR million.

FINANCIAL PERFORMANCE

Our financial performance during FY 2025–26 reflects continued manufacturing activity, product sales and operational management. Divisional profit is reported before tax because the Annual Report does not allocate tax to segments.

Financial performance is influenced by factors such as **raw-material prices, product mix, manufacturing volumes, energy and utility costs, employee costs, logistics, freight, market demand and operating efficiency.** We monitor these factors through regular financial and operational reviews, with a focus on improving productivity, managing costs and strengthening operational resilience.



PART A - NON-WOVEN DEVISION

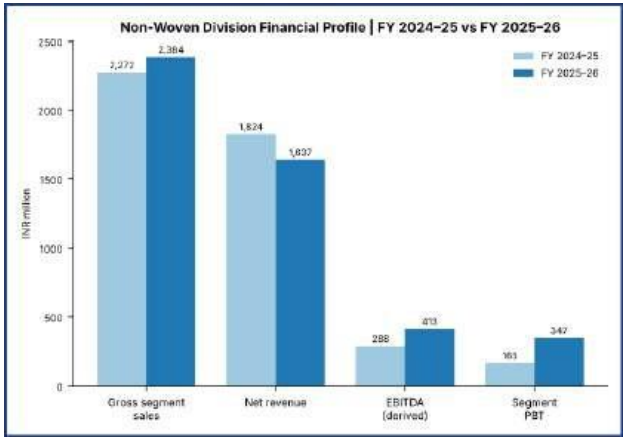
The **Non-Woven Division** at Panoli was our largest division by gross segment sales during FY 2025–26, at **INR 2,383.70 million.**

Its revenue portfolio comprised:

- Non-Woven products
- Laminated products
- Coated products
- Mini Rolls
- Wipes

This diversified portfolio enables us to serve multiple customer and application segments.

The Division also supplies non-woven fabric to the CPD Division. Inter-division sales rose to **INR 746.49** million from INR 447.65 million in FY 2024–25 **(+66.8%),** accounting for 31.3% of gross segment sales. After eliminating these sales, the Division contributed **INR 1,637.21** million of net revenue to the Company.



KEY FINANCIAL INDICATORS

Particular	FY 2024–25	FY 2025–26
Gross Segment Sales	INR 2,271.84 mn	INR 2,383.70 mn
Less: Inter-division Sales	(INR 447.65 mn)	(INR 746.49 mn)
Net Revenue	**INR 1,824.19 mn**	**INR 1,637.21 mn**
Segment Profit Before Tax	INR 164.63 mn	INR 347.16 mn
Finance Costs	INR 33.99 mn	INR 22.51 mn
Depreciation & Amortisation	INR 89.23 mn	INR 43.72 mn
EBITDA (Derived)*	**INR 287.85 mn**	**INR 413.38 mn**
EBITDA Margin†	12.7%	17.3%

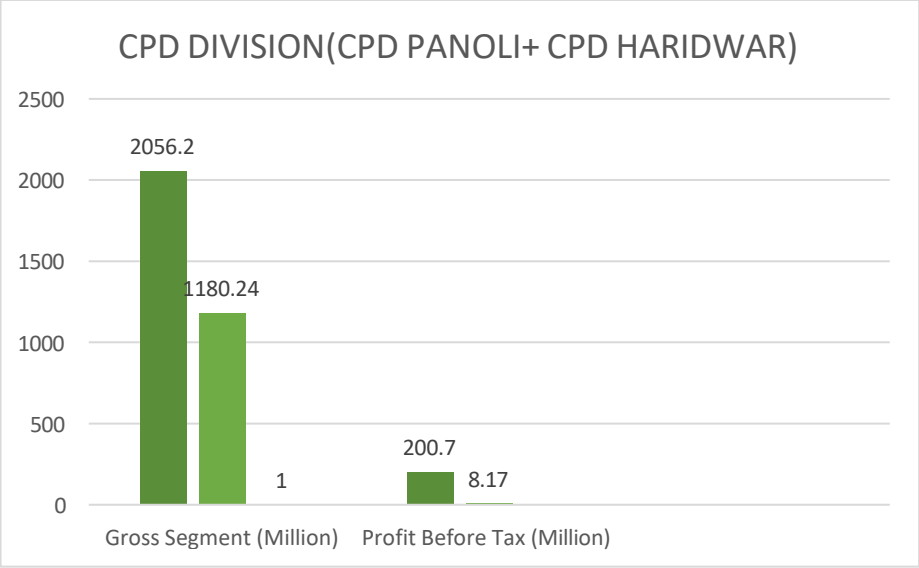
**Derived: PBT + finance costs + D&A. †On gross segment sales. Source: Annual Report Note 45.*

The Division reported **INR 413.38 million in EBITDA** and **INR 347.16 million in segment profit before tax,** more than double the previous year, supported by higher gross sales, lower finance costs and lower depreciation.

PART B- CPD PANOLI DEVISION (CPD PANOLI + CPD HARIDWAR)

The **CPD Division** comprises **CPD Panoli** and **CPD Haridwar.** Gross segment sales rose **74.2%** to **INR 2,056.20 million** (FY 2024–25: INR 1,180.24 million), driven mainly by continuous efforts from both facilities.

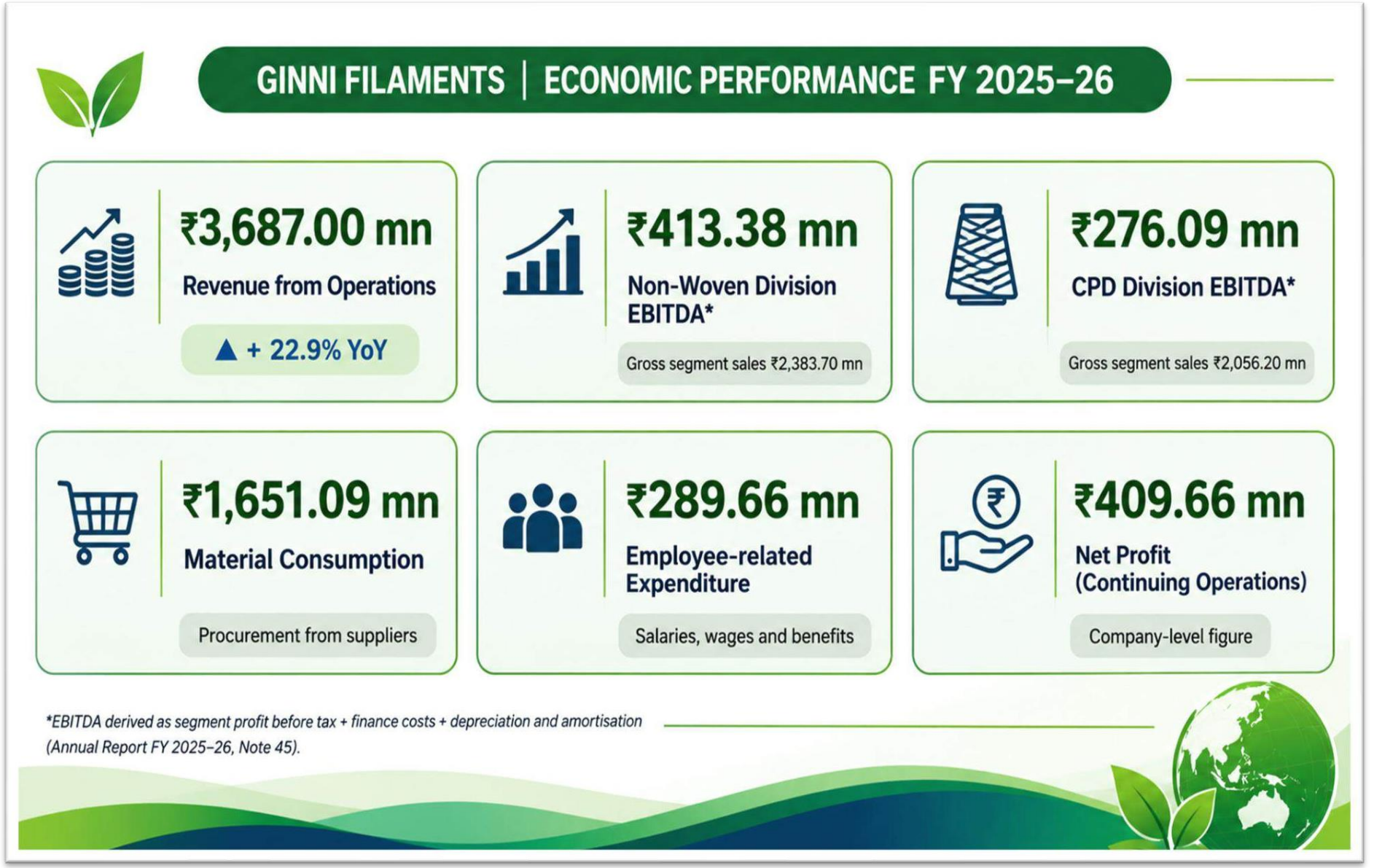
Profit before tax for the Division rose from INR 8.17 million to **INR 200.70 million.** CPD Panoli moved from a loss of INR 14.15 million to a profit of INR 162.93 million, and CPD Haridwar improved from INR 22.32 million to INR 37.77 million.



CPD DIVISION- COMBINED FINANCIAL PERFORMANCE

Particular	FY 2024–25	FY 2025–26
Gross Segment Sales	INR 1,180.24 mn	INR 2,056.20 mn
Less: Inter-division Sales	(INR 5.45 mn)	(INR 6.41 mn)
Net Revenue	**INR 1,174.79 mn**	**INR 2,049.80 mn**
Profit Before Tax	INR 8.17 mn	INR 200.70 mn
Finance Costs	INR 42.44 mn	INR 22.39 mn
Depreciation & Amortisation	INR 50.93 mn	INR 53.00 mn
EBITDA (Derived)*	**INR 101.54 mn**	**INR 276.09 mn**
EBITDA Margin†	8.6%	13.4%

**Derived: PBT + finance costs + D&A. †On gross segment sales. Source: Annual Report Note 45. Panoli and Haridwar revenue, PBT and D&A add exactly to these totals. Plant-wise EBITDA will be reported once plant finance costs are confirmed.*


GINNI FILAMENTS | ECONOMIC PERFORMANCE FY 2025–26
₹3,687.00 mn
Revenue from Operations
▲ + 22.9% YoY
₹413.38 mn
Non-Woven Division EBITDA*
Gross segment sales ₹2,383.70 mn
₹276.09 mn
CPD Division EBITDA*
Gross segment sales ₹2,056.20 mn
₹1,651.09 mn
Material Consumption
Procurement from suppliers
₹289.66 mn
Employee-related Expenditure
Salaries, wages and benefits
₹409.66 mn
Net Profit (Continuing Operations)
Company-level figure
*EBITDA derived as segment profit before tax + finance costs + depreciation and amortisation (Annual Report FY 2025–26, Note 45).

ECONOMIC VALUE DISTRIBUTED

The economic value generated through our operations supports a broader stakeholder ecosystem. Key areas of economic distribution include procurement from suppliers and employee-related expenditure.

SUPPORTING THE SUPPLY CHAIN

Manufacturing operations require continuous procurement of raw materials, packaging materials, utilities, engineering and maintenance services, logistics, consumables and other goods and services.

During FY 2025–26, material consumption by the Company amounted to **INR 1,651.09 million.** Plant-reported consumption includes fabric that the CPD Division purchased from the Non-Woven Division; this internal transfer is eliminated.

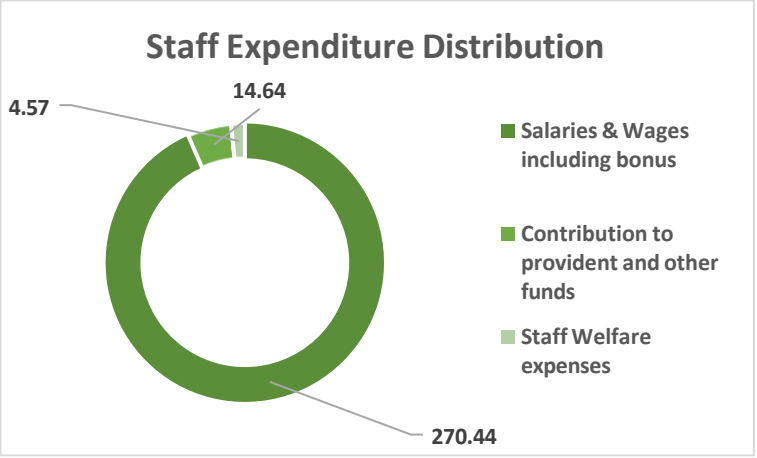
Facility	Materials Consumed – FY 2025–26
Non-Woven Division	INR 1,427.01 million
CPD Division (CPD Panoli + CPD Haridwar)	INR 223.96 million
Total (Company Level)	INR 1651.09 million

INVESTING IN OUR PEOPLE

Our employees are central to our ability to generate sustainable economic value. Employee-related expenditure represents direct economic value distributed through salaries, wages, statutory contributions and welfare expenditure.

Across the Company, employee-related expenditure amounted to **INR 289.66 million** (INR 28.97 crore) during FY 2025–26.

Expense Category (Company level)	INR (Million)
Salaries & Wages including bonus	270.44
Contribution to provident and other funds	14.64
Staff Welfare expenses	4.57



PROFIT RETAINED IN THE BUSINESS

Divisional profit is reported before tax. The bridge below reconciles it to the Company's reported net profit. The earlier aggregation of plant-level net profit has been withdrawn because it is not a Company-level figure.

Particular	FY 2025–26
Non-Woven Division – Segment PBT	INR 347.16 million
CPD Division – Segment PBT	INR 200.70 million
Total Segment PBT	**INR 547.86 million**
Less: Exceptional Items	(INR 54.58 million)
PBT – Continuing Operations	**INR 493.28 million**
Less: Tax Expense	(INR 83.62 million)
Net Profit – Continuing Operations	**INR 409.66 million**
Loss from Discontinued Operations	(INR 39.28 million)
Profit for the Year	**INR 370.38 million**

Source: Annual Report FY 2025–26, Statement of Profit and Loss and Note 45.

The Company seeks to use retained economic value to maintain business continuity, strengthen operational capabilities, support technology and process improvements and create a foundation for future growth.

ECONOMIC RESILIENCE

Long-term economic value creation requires the ability to respond to changing market conditions, input-cost volatility, supply-chain disruptions, evolving customer expectations and environmental and regulatory requirements. Our approach to economic resilience focuses on:

1. **Business Diversification:** A diversified product portfolio across two divisions and multiple customer segments can support resilience across changing market conditions.
2. **Operational Excellence:** Continuous improvement in manufacturing processes, productivity and resource utilisation supports operational performance.
3. **Cost Discipline:** Monitoring material, energy, manpower, logistics and other operating costs helps identify opportunities for efficiency and cost management.
4. **Human Capital:** Investment in our people, skills and workplace practices strengthens the organisational capabilities required for long-term growth.
5. **Resource Efficiency:** Improving the efficiency of resource consumption can generate both operational and environmental benefits.
6. **Reinvestment:** Retaining and reinvesting economic value supports infrastructure, technology, process improvements and future business development.

LOOKING AHEAD

We will continue to focus on creating sustainable economic value through profitable growth, operational efficiency and responsible stakeholder engagement.

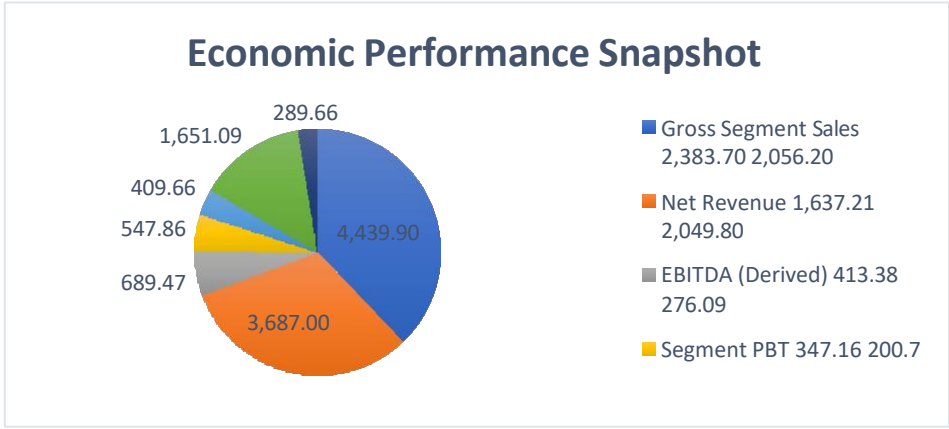
Going forward, we will place greater emphasis on integrating financial and sustainability considerations into operational decision-making. Opportunities related to energy efficiency, water efficiency, material utilisation, production productivity and waste reduction will continue to be considered for their potential operational and financial benefits.

At the divisional level, the **Non-Woven Division** and the **CPD Division** (**CPD Panoli** and **CPD Haridwar**) will continue to pursue division-specific improvement initiatives while maintaining focus on product quality, customer requirements, employee well-being and responsible business practices.

Our economic-value creation approach remains focused on generating sustainable financial returns while creating shared value for employees, suppliers, customers, communities and other stakeholders.

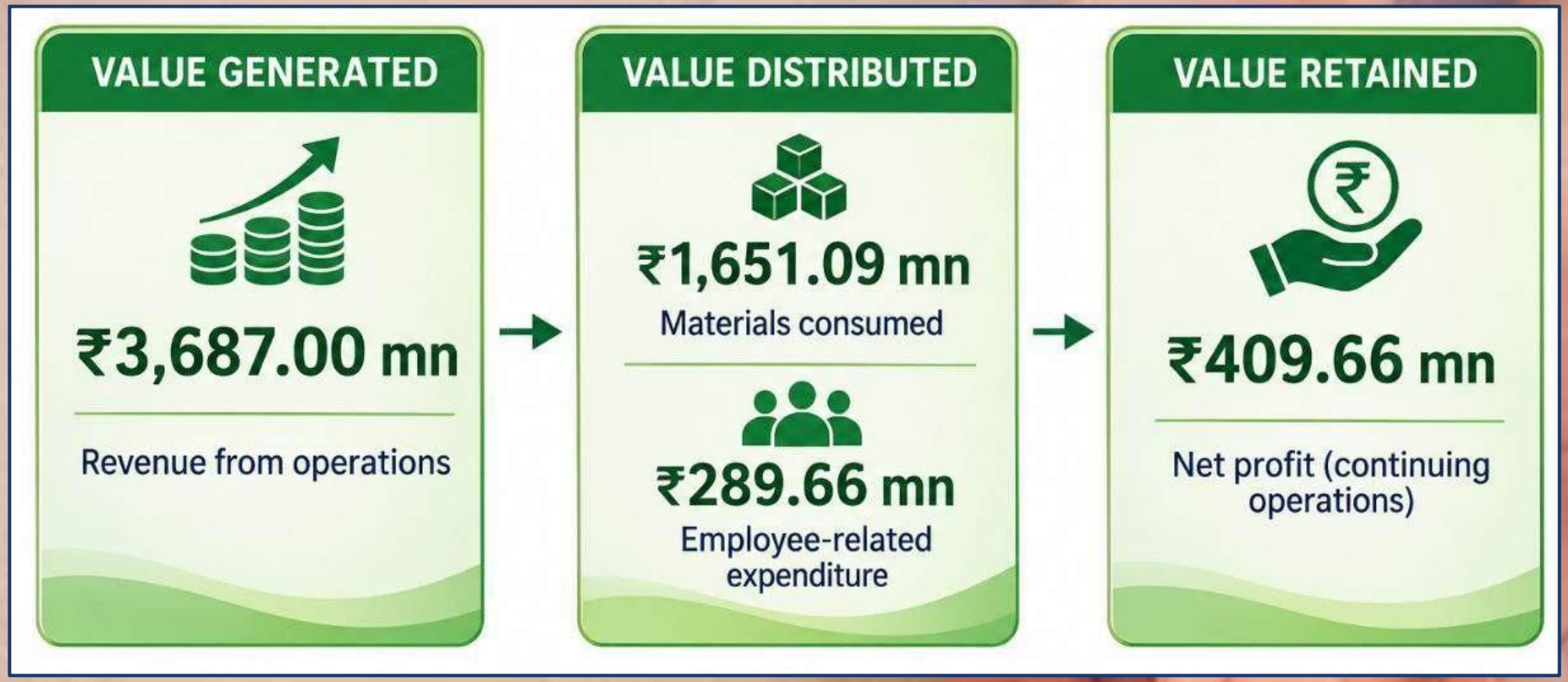
FY 2025–26 ECONOMIC PERFORMANCE SNAPSHOT

Indicator (INR million)	Non-Woven	CPD	Company
Gross Segment Sales	2,383.70	2,056.20	4,439.90
Net Revenue	1,637.21	2,049.80	3,687.00
EBITDA (Derived)	413.38	276.09	689.47
Segment PBT	347.16	200.70	547.86
Net Profit (Continuing)	–	–	409.66
Material Consumption	–	–	1,651.09
Employee-related Expenditure	–	–	289.66



GINNI FILAMENTS LIMITED

Economic Value Distribution 2025-26



Divisional segment profit before tax: Non-Woven INR 347.16 mn | CPD INR 200.70 mn

Source: Annual Report FY 2025-26

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 6

GRI Standards Referenced	SDG Alignment
GRI 201-1 Direct Economic Value Generated and Distributed	
GRI 202-2 Proportion of Senior Management Hired from the Local Community	
GRI 204-1 Proportion of Spending on Local Suppliers	

"Ginni Filaments in FY 2025–26: Turning disciplined output and cost control into long-term capital for sustainable growth."





7. Sustainability Strategy & ESG Framework

OUR SUSTAINABILITY PHILOSOPHY

At **Ginni Filaments Limited,** sustainability is integrated into the way we manufacture, manage resources, develop our people and conduct business. Our approach builds on three enduring commitments: creating value for customers and stakeholders, pursuing quality through continuous improvement, and working collaboratively with employees, suppliers and business partners.

Our sustainability strategy focuses on resource efficiency, carbon reduction, circular-economy principles, employee well-being, responsible business practices and long-term value creation.

OUR SIX STRATEGIC SUSTAINABILITY PILLARS

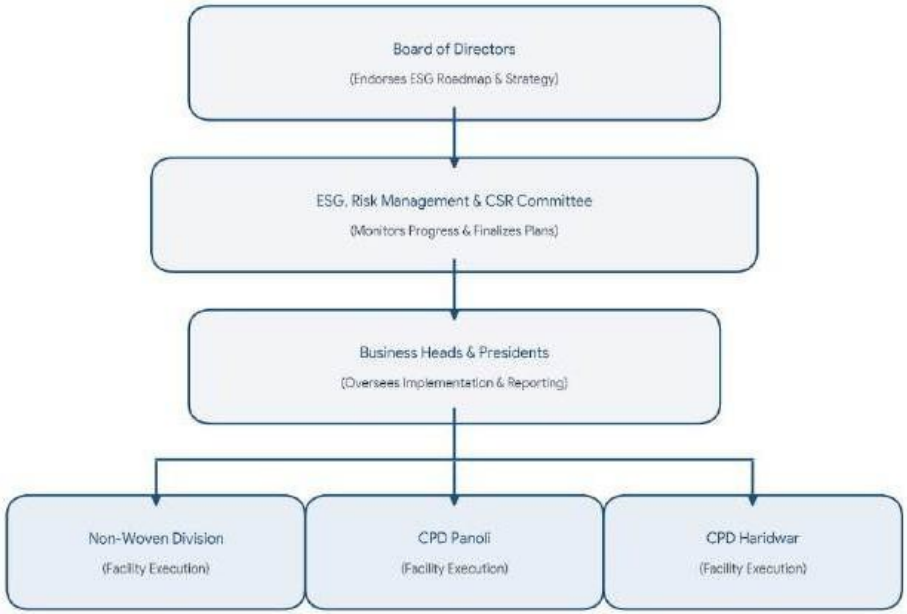
Our sustainability agenda is guided by six strategic pillars



These pillars connect our sustainability priorities with ongoing operational initiatives, workforce programmes and governance practices.

ESG GOVERNANCE & ACCOUNTABILITY

Sustainability oversight at Ginni Filaments follows our corporate governance hierarchy:



GOVERNANCE COMMITTEES & CODE OF CONDUCT

Board and management committees oversee specific mandates, including the Audit Committee, Nomination and Remuneration Committee, Stakeholders' Relationship Committee, Risk Management Committee, Safety Committee, Work Committee, Grievance Handling Committee, POSH Committee, and Canteen Committee.

Underpinning these committees is our Code of Conduct, which applies to all employees, suppliers, contractors, and business partners. It covers human rights, anti-bribery/anti-corruption, non-discrimination, fair competition, data privacy, and the strict prohibition of child or forced labour.

Zero-Tolerance Governance Indicator	FY 2025–26 Track Record
Code of Conduct Breaches	0
Discrimination or Harassment Cases	0
Child or Forced Labour Incidents	0

ESG FRAMEWORK IN PRACTICE

Environmental

Our environmental strategy focuses on energy, climate, water and waste management. Key initiatives include increased use of biomass briquettes, energy-efficiency improvements, rainwater harvesting, wastewater reduction and recycling.

The Non-Woven Division at Panoli operates a Zero Liquid Discharge (ZLD) system, while waste streams are managed through authorized treatment and disposal channels, certified recyclers and material-recovery initiatives.

Social

Our social agenda prioritizes **employee health and safety, capability development, well-being and diversity**. During FY 2025–26, the workforce across the three facilities averaged close to 490 payroll and contractual employees.

The company recorded **zero fatalities, zero permanent disabilities and zero lost-time injuries** across the three facilities. Employee development initiatives include first-aid training, road-safety awareness and health check-up programme supported by defined targets for increasing training hours and female representation.

Governance

Governance is driven by ethical conduct, accountability, compliance and transparent oversight. Key indicators include maintaining **zero Code of Conduct breaches, zero confirmed bribery or corruption cases, and zero incidents of discrimination or harassment**.



TARGET METRICS & PERFORMANCE TRACKING (2028 GOALS)

Sustainability Objectives	UOM	Base Year values	FY 2024–25 Avg.	FY 2025–26	Remarks 2024-25 VS. 2025-26	Goals by 2028	Stretch Goals by 2028	Link to Priority SDG's Goal
GHG Emission Intensity (Scope 1 & 2)	Tonne/ Tonne	0.60	0.29	0.22*	Reduced by 24.1% from base year*	0.24*	0.20*	
Water Consumption Intensity	KL/t	5.62	4.86	2.459*	Reduced by 49.40% from base year*	4.49*	2.4*	
Specific Process Waste Generation	%	1.93%	0.98%	0.76%*	Reduced by 22.1% from base year*	0.96%*	0.70%*	
Specific Energy Consumption	M kcal/t	1.72	1.53	1.1847*	Reduced by 22.57% from base year*	1.29*	1.15*	
Training Man-Hours	Man Hours	8,197	11,784*	13190*	Increased by 11.9% from base year*	12,295*	14,000*	
Improve Employee Satisfaction	%	85.7%	86.7%	87%	Increased by 0.3 per person from base year	91%	91%	
Lost-Time Injuries (LTIs)	Nos.	0	0	0	Will be maintained through ongoing safety measures	0	0	
Gender Diversity	%	11%	13%*	15%*	Increased by 2.3% from base year	15%*	20%*	
Zero Breaching Code of Conduct	Nos.	0	0	0	Will be maintained through Grievance Mechanism	0	0	

*Goals Achieved Ahead of Schedule (FY 2028) adopt a stretch goal or bring forward long-term horizon goals (e.g., aligning 2032 net-zero targets to an earlier date. GFL aims to achieve neutralisation of its Scope 1 & Scope 2 GHG emissions by 2032. The base-year & FY 2024–25 figures /ESG disclosures are covering all three reporting facilities of GFL.

SUSTAINABILITY AS A DRIVER OF BUSINESS STRATEGY

At **Ginni Filaments**, sustainability and business performance are closely connected. Resource-efficiency and process-improvement initiatives contribute simultaneously to environmental performance and operational cost optimisation.

The 26 improvement projects undertaken during FY 2025–26 demonstrate this approach, with initiatives addressing energy, water, material utilisation and process efficiency. Sustainability is therefore embedded within operational decision-making rather than treated as a separate activity.

RESPONSIBLE BUSINESS & PRODUCT STEWARDSHIP

Responsible business practices extend across our supply chain and product lifecycle. Supplier selection is based on objective and transparent criteria, supported by expectations around ethical conduct and avoidance of conflicts of interest.

Our product and process assurance is supported by **certifications and standards** including **FSC and PEFC Chain of Custody, ATEX, GMP, ISO 9001, ISO 22716, ISO 14001, ISO 13485 and ISO 45001,** reinforcing our commitment to quality, environmental responsibility, occupational health and safety and responsible product stewardship.

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 7

GRI Standards Referenced	SDG Alignment
GRI 2-12: Role of highest governance body in impact management	
GRI 2-22: Statement on sustainable development strategy	
GRI 2-23: Policy commitments	
GRI 3-1: Process to determine material topics	
GRI 3-2: List of material topics	

> *"Sustainability at Ginni Filaments is not a chapter we write once a year; it is the framework the rest of this report measures itself against."*



8. Stakeholder Engagement & Materiality Assessment

OUR ENGAGEMENT PHILOSOPHY

At **Ginni Filaments Limited,** we view stakeholder engagement not as an isolated compliance exercise, but as an integral component of our daily operations across all three manufacturing facilities. Our ongoing dialogue with stakeholders—ranging from frontline shop-floor employees to global business partners—directly shapes our strategic priorities, risk management protocols, and ESG commitments.

By embedding engagement mechanisms into routine business processes (such as HR review cycles, customer quality audits, vendor ethics protocols, and statutory investor platforms), we maintain continuous alignment with the expectations of the ecosystems in which we operate.

STAKEHOLDER MAPPING & ENGAGEMENT CHANNELS

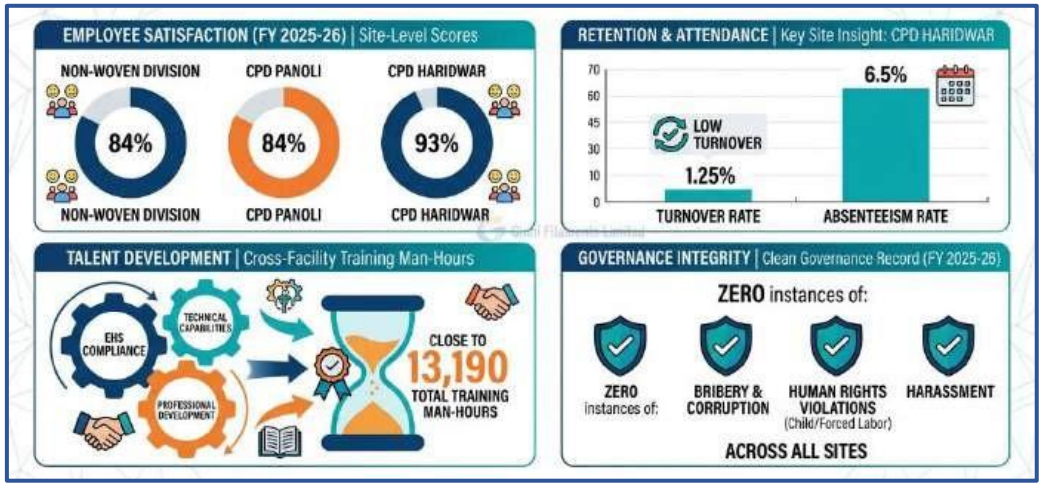
We prioritize key stakeholder groups with whom we maintain direct, structured, and verifiable engagement channels.

Stakeholder Group	Primary Engagement Channels	Frequency	Key Expectations
Employees	HR review cycles, safety committees, POSH compliance, open-door policies, and training programme	Ongoing / Monthly	Safe working environment, competitive compensation, career progression, and respectful workplace culture
Customers	Quality audits (in-process/finished products), technical collaboration, and certification reviews	Continuous / Order-by-order	Consistent product quality, delivery reliability, compliance certifications, and agile technical support
Suppliers	Vendor selection frameworks, local vendor development programme, and Sustainable Procurement Code of Ethics	Ongoing / Contractual	Fair commercial terms, transparent specifications, and long-term partnership stability
Shareholders & Investors	AGMs/EGMs, quarterly disclosures, postal ballots, and the Stakeholders' Relationship & Investor Grievance Committee	Periodic / Statutory calendar	Financial transparency, robust corporate governance, risk mitigation, and sustainable returns
Regulatory Authorities	Statutory filings, environmental monitoring reports, and EHS inspections	Ongoing / As mandated	Regulatory compliance, operational safety, and accurate disclosure
Local Communities	Green belt maintenance, plantation drives, and local employment initiatives	Continuous	Environmental stewardship, job creation, and minimal localized impact
Certification Bodies	ISO, ATEX, GMP, and FSC surveillance audits; EcoVadis, ZDHC and SEDEX	Periodic / Annual	Verifiable compliance, operational transparency, and continuous improvement

WORKPLACE PERFORMANCE & GOVERNANCE HIGHLIGHTS (FY 2025–26)

Our most continuous engagement occurs within our workforce of close to 490 employees. Key site-level insights from FY 2025–26 include:

- **Employee Satisfaction:** Formally tracked across operations, standing at 84% at the Non-Woven Division, 84% at CPD Panoli, and 93% at CPD Haridwar.
- **Retention & Attendance:** CPD Haridwar recorded a low turnover rate of 1.25% against an absenteeism rate of 6.5%.
- **Talent Development:** Logged ~13,190 training man-hours across facilities, covering EHS compliance, technical capabilities, and professional development.
- **Governance Integrity:** Recorded zero instances of bribery, corruption, human rights violations (child/forced labor), or harassment across all sites.



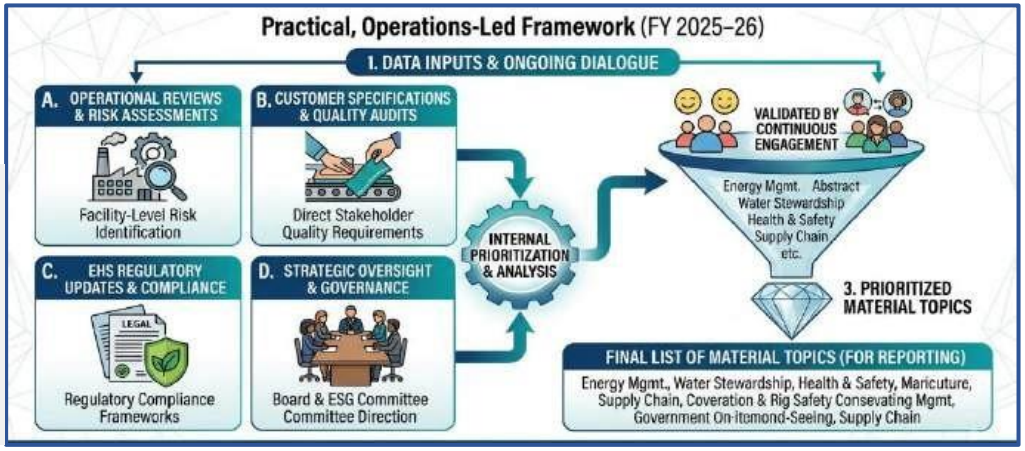
MATERIALITY ASSESSMENT APPROACH

To maintain reporting integrity, we adopt a practical, operations-led approach to identifying material topics rather than relying on a standalone external survey model.

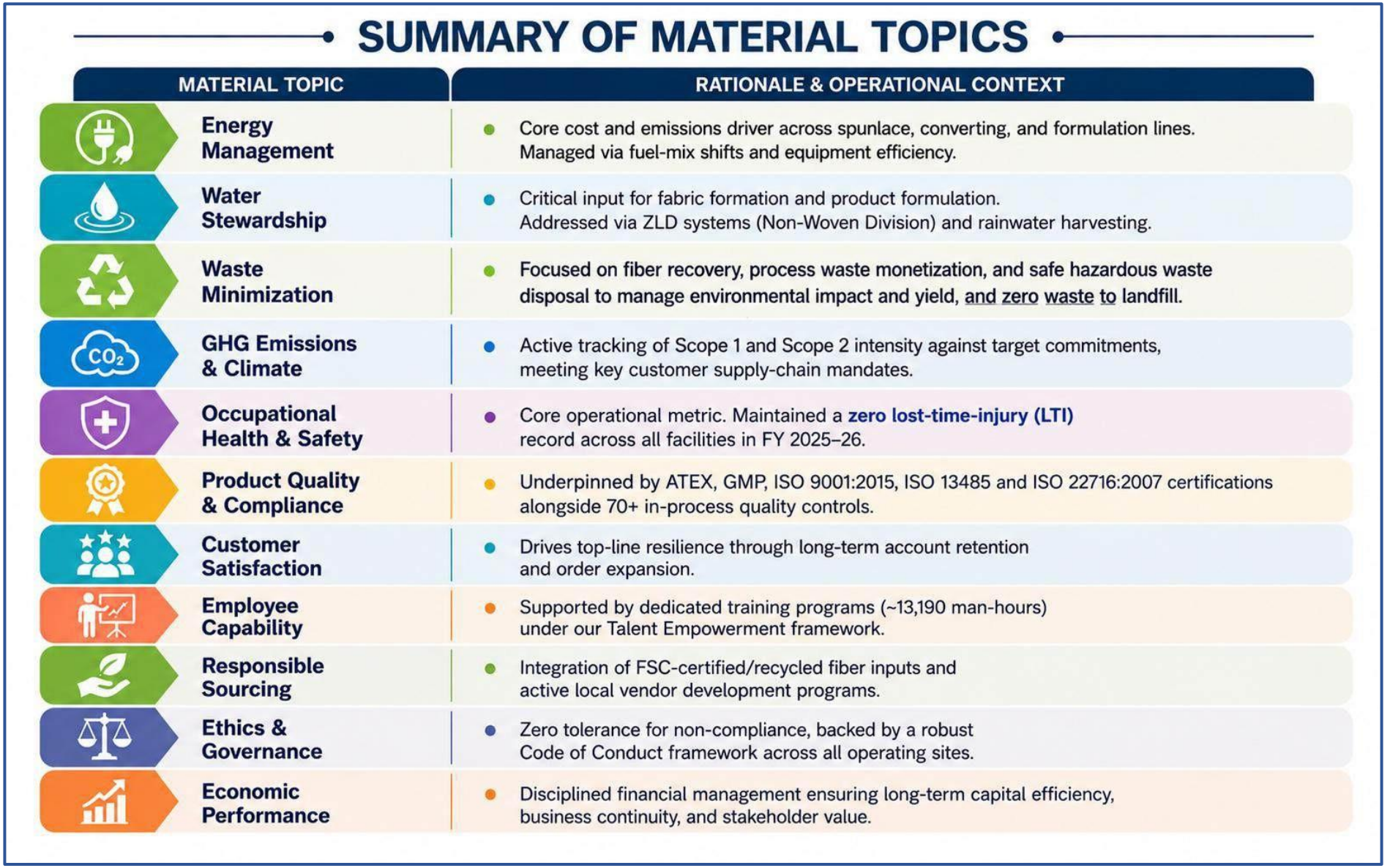
Process of Identification

Material topics are identified and prioritized through a combination of:

1. **Operational reviews and facility-level risk assessments.**
2. **Direct customer specification and quality audit requirements.**
3. **EHS regulatory updates and statutory compliance frameworks.**
4. **Strategic oversight via the Board and the ESG, Risk Management & CSR Committee.**



SUMMARY OF MATERIAL TOPICS



FROM ENGAGEMENT TO ACTION

1. Translating Dialogue into Operational Strategy

At **Ginni Filaments Limited,** stakeholder engagement creates tangible value when insights, feedback, and expectations are directly integrated into our day-to-day operations and long-term strategy. Rather than treating engagement and decision-making as separate functions, we view them as a unified operational dynamic.

2. Operational Impact Across Key Channels

- **Quality & Compliance:** Direct customer feedback and stringent specifications (including ATEX and GMP standards) directly drive our plant-level quality control protocols and manufacturing architecture.
- **Operational Excellence & Safety:** Direct safety reviews and shop-floor employee inputs guide our resource-conservation and process-improvement initiatives across all manufacturing sites.
- **Financial & ESG Stewardship:** Investor expectations for sustainable, long-term returns reinforce our commitment to financial discipline, capital efficiency, and responsible corporate growth.

3. Driving Long-Term Resilience

In **FY 2025–26,** this practical, interconnected framework ensured that continuous stakeholder dialogue directly informed our core operational priorities—spanning safety, resource efficiency, talent development, responsible sourcing, governance, and economic performance. By aligning stakeholder expectations with executive execution, we continue to reinforce operational resilience while advancing our broader sustainability roadmap.

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 8

GRI Standards Referenced	SDG Alignment
GRI 2-29 – Approach to stakeholder engagement	
GRI 3-1 – Process to determine material topics	
GRI 3-2 – List of material topics	
GRI 3-3 – Management of material topics	

> *"We did not survey every stakeholder to build a scored matrix this year — we tell you that directly, rather than let a chart imply otherwise."*



9. Sustainable Development Goals & Our Contribution

ADVANCING OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) provide a globally recognized framework for addressing the environmental, social and economic challenges that shape long-term sustainable development.

At **Ginni Filaments Limited,** we view the SDGs as a framework for connecting our operational priorities with broader global sustainability objectives. Our approach is evidence-based: rather than attempting to associate our activities with all **17 SDGs,** we focus on the **10 goals** where our operations, ESG performance and governance practices demonstrate a clear and credible contribution.

Our SDG priorities are closely connected with the material topics identified through our stakeholder engagement and materiality assessment, as well as the strategic priorities described earlier in this report. This alignment helps us integrate sustainability into our manufacturing operations, resource management, people practices and governance systems.

WHY THE SDGS MATTER TO OUR BUSINESS

The **SDGs** provide a common language through which companies, customers, investors, certification bodies and other stakeholders assess sustainability performance.

For **Ginni Filaments,** mapping our activities against the **SDGs** helps us evaluate whether our initiatives contribute to measurable sustainability outcomes beyond our immediate business requirements.

Our **SDG** contribution is therefore embedded within our existing business activities rather than being managed as a separate set of programme. Energy efficiency, water stewardship, responsible material use, employee safety, innovation, ethical governance and stakeholder partnerships all form part of our broader approach to creating sustainable long-term value.

OUR SDG CONTRIBUTION AT A GLANCE

We have identified **10 SDGs** that are directly relevant to our business and supported by the evidence presented in this report:



OPERATIONAL ALIGNMENT ACROSS SUSTAINABILITY PILLARS

1. Industry, Innovation & Manufacturing (SDG 9)

Our contribution to **SDG 9** is driven by our manufacturing capabilities, technology base and continuous process improvement. During **FY 2025–26**, we implemented 26 engineering-led resource-conservation and process-improvement projects across our three facilities.

We developed innovative products including lightweight composite fabric for pultrusion and automotive applications, biodegradable top-sheet fabric, lint free fabric for sensitive instruments and optical applications, alcohol swabs and canister roll for medical applications, and bamboo-based antimicrobial and biodegradable fabric. These initiatives demonstrate our commitment to product innovation, technological advancement and development of sustainable solutions.

The utilisation of **1931588 kWh of electricity** through a **solar power** purchase agreement and **3448 KL** of rain water in the fiber entanglement process further demonstrates our focus on cleaner technologies and efficient use of resources.

Key initiatives included an in-house dry-gauge process at **CPD Haridwar,** modified pucks for jar filling, and the development of local vendors for fabric cutters and jaw-end sealers at **CPD Panoli**. These initiatives demonstrate our focus on practical, shop-floor innovation that improves resource efficiency and operational capability.

Through continued engineering-led innovation, we aim to build a more efficient, resilient and resource-conscious manufacturing platform, creating value for customers, employees and shareholders.

2. Environmental Goals We Advance (SDGs 6, 7, 12 & 13)

Our environmental priorities focus on responsible water use, energy efficiency, resource conservation and climate action. Our key contributions during FY 2025–26 include:

SDG 6 – Clean Water & Sanitation

Our **Zero Liquid Discharge (ZLD) system at the Non-Woven Division in Panoli,** rainwater harvesting initiatives and reduced wastewater discharge at CPD Haridwar support efficient water management and help reduce freshwater withdrawal and effluent discharge relative to production.

SDG 7 – Affordable & Clean Energy

Biomass briquettes provide the majority of our thermal energy, while variable-frequency drives installed on compressors and air-handling units across our facilities improve energy efficiency during FY 2025-26, we also utilised **19,31,588 kWh** of electricity through **solar power purchase agreement,** supporting the increase use of renewable energy sources. These initiatives contribute to our transition towards cleaner energy, Support our **specific energy consumption reduction target for 2028**.

SDG 12 – Responsible Consumption & Production

The Non-Woven Division uses **recycled polyester fiber** as a standard raw material, along with **FSC- and PEFC-certified and biodegradable viscose fiber options**. During FY 2025–26, saleable waste was approximately **1.35% of total fabric production**, reflecting efficient material utilisation and fiber recovery with zero waste to land fill.

SDG 13 – Climate Action

The substitution of conventional fuel with **biomass briquettes** contributes to reducing combustion-related emissions. Our non-woven green-belt and tree-plantation program has resulted in **3,331 cumulative trees**, including **40 trees planted during FY 2025–26,** supporting on-site green cover and climate action.

Together, these initiatives strengthen our approach to **resource efficiency, responsible production and emissions reduction**, while supporting our long-term environmental objectives.



3. Social Goals We Advance (SDGs 3, 5 & 8)

Our social priorities focus on employee health and safety, inclusive employment and responsible workplace practices. During FY 2025–26, our key contributions included:

SDG 3 – Good Health & Well-being

We maintained a strong workplace safety record across our three facilities, with **zero fatalities, permanent disabilities and lost-time injuries** during FY 2025–26. The facilities maintained **100% workforce coverage under a formal Health & Safety Management System,** supported by first-aid training, road-safety awareness and periodic health check-up camps.

SDG 5 – Gender Equality

Gender diversity remains an area of continued focus. Our workforce gender diversity stood. at **13%,** against a **2028 target of 15%.** A **Prevention of Sexual Harassment (POSH) Committee** supports a safe and respectful workplace. We recorded **zero harassment or discrimination cases** during FY 2025–26.

SDG 8 – Decent Work & Economic Growth

Our three facilities provide direct employment and economic opportunities in Panoli and Haridwar. During FY 2025–26, our average combined workforce was **approximately 490 payroll and contractual employees, with ₹ 28.96 crore in employee benefit expenses. We recorded zero incidents of child or forced labour.**

Together, these initiatives support our commitment to a **safe, inclusive and responsible workplace while creating sustainable employment and economic value**.

4. Governance and Partnership Goals We Advance (SDGs 16 & 17)

Our governance and partnership priorities focus on **ethical conduct, accountability, transparency and collaboration with external stakeholders.**

SDG 16 – Peace, Justice & Strong Institutions

Our governance framework is supported by a **Board-to-site accountability structure** and a Code of Conduct applicable to employees, suppliers and business partners. During FY 2025–26, across our three facilities, we recorded **zero Code of Conduct breaches, zero confirmed cases of corruption or bribery, and zero harassment or discrimination cases.**

SDG 17 – Partnerships for the Goals

We strengthen our sustainability practices through external assessment, certification and collaboration. During FY 2025–26, this included **surveillance audits under ISO (QMS, EMS, Medical Device), ATEX, GMP and FSC certifications**, participation in **EcoVadis, ZDHC, SEDEX and CDP assessment platforms,** and engagement with technology partners, universities and industry associations. We also supported local supplier through the development of a **local vendor for fabric cutters and jaw-end sealers at CPD Panoli.**

We strengthened **local supplier capabilities** through collaborative development of **an indigenous, brand-logo-engraved roller** with a **local vendor for printing applications**, this initiative **demonstrates our focus on developing local partnerships.**

Through collaboration with our supply chain partners, **we utilised 245 MT of recycled PET staple fiber as an alternative to fresh PET procurement, supporting resource-efficient sourcing and strengthening sustainable partnerships across our value chain.**

Together, these efforts reinforce **accountable governance and collaborative partnerships** that support continuous improvement and stakeholder confidence.



SDG CONTRIBUTION MATRIX

SDG	Why It Matters to Us	Business Activities & Key Initiatives	Expected Long-Term Impact
SDG 3 Good Health & Well-being	A workforce of close to 490 people depend on a safe, healthy working environment across our three facilities.	Zero Fatalities, Permanent Disabilities, And Lost-Time Injuries in FY 2025–26; 100% HSMS Coverage at Both Consumer Product Divisions; First-Aid Training, Road-Safety Awareness, and Periodic Health Check-Up Camps.	A sustained zero-injury operating record and a workforce that trusts its working environment.
SDG 5 Gender Equality	A more gender-diverse workforce broadens our talent base and strengthens decision-making.	Gender diversity tracked as a standing objective (13% in our most recent disclosure, against a 2028 target of 15%); a Prevention of Sexual Harassment Committee; zero recorded harassment or discrimination cases in FY2025–26.	Measurable, if gradual, progress toward a more balanced workforce across our manufacturing sites.
SDG 6 Clean Water & Sanitation	Water is a core input to fabric formation and consumer-product formulation across all three facilities.	A zero-liquid-discharge water system at our Non-Woven Division in Panoli; rainwater harvesting; a USP 32-grade purified water system at CPD Panoli; a reduction in wastewater sent to the common effluent treatment plant at CPD Haridwar.	Reduced freshwater withdrawal and effluent discharge relative to production volume over time.
SDG 7 Affordable & Clean Energy	Energy is both a direct operating cost and a direct emissions source across our spun lace, converting, and formulation lines.	Biomass briquette as the majority source of thermal energy; variable-frequency drives on compressors and air-handling units.	Lower specific energy consumption per ton of production and reduced dependence on fossil-fuel- derived energy.
SDG 8 Decent Work & Economic Growth	Our three facilities are a direct source of formal employment, wages, and benefits in Panoli and Haridwar.	An average combined workforce of close to 490 payroll and contractual employees; ₹28.96 crore in employee benefit expenses in FY 2025–26; zero child or forced labour; CPD Panoli's turnaround to profitability, Non-woven and CPD Haridwar's continued growth, described in Chapter 6.	Continued formal employment growth alongside the financial resilience needed to sustain it.

SDG	Why It Matters to Us	Business Activities & Key Initiatives	Expected Long-Term Impact
SDG 9 Industry, Innovation Infrastructure	Our competitiveness depends on the technology base and engineering capability behind our manufacturing.	Spunlacing and drying lines from M/s Rieter Perfojet, M/s Trützschler, M/s FOR, and M/s Celli; twenty-six engineering-led resource-conservation and process-improvement projects implemented across our three facilities in FY 2025–26, several developed in-house.	A manufacturing base that becomes more resource-efficient and more capable year over year, without relying solely on new capital investment.
SDG 12 Responsible Consumption & Production	The fiber and materials entering our Non-Woven Division determine the sustainability profile of everything converted from them downstream.	Recycled polyester fiber as a standard raw-material input; FSC- and PEFC-certified and biodegradable viscose fiber options; fiber recovery of approximately 98.6% against total nonwoven fabric production; responsible hazardous-waste disposal and fabric-waste recycling.	A raw-material mix that continues to shift toward recycled and certified-sustainable inputs without compromising product quality.
SDG 13 Climate Action	Our combustion emissions and energy intensity are a direct, measurable business exposure as customers and regulators raise their own climate expectations.	GHG emission intensity tracked against a 2028 target; substitution of natural gas with biomass briquette; a green belt and tree-plantation programme at our Non-Woven Division, with 3,331 cumulative trees and 40 planted in FY 2025–26.	A lower emissions-intensity trajectory supported by both fuel-mix change and on-site carbon-sink development.
SDG 16 Peace, Justice & Strong Institutions	Customer, investor, and regulator trust depends on transparent, accountable governance at every level of the organisation.	A Board-to-site governance cascade described in Chapter 7; a Code of Conduct applied to employees and business partners alike; zero recorded Code of Conduct breaches, corruption or bribery cases, and harassment incidents across all three facilities in FY 2025–26.	Continued institutional accountability that customers, auditors, and investors can verify rather than take on faith.
SDG 17 Partnerships for the Goals	Meaningful sustainability performance depends on external verification and collaboration, not self-assessment alone.	We strengthen our sustainability practices through external assessment, certification and collaboration. During FY 2025–26, this included surveillance audits under ISO (QMS, EMS, Medical Device), ATEX, GMP and FSC certifications, participation in EcoVadis, ZDHC, SEDEX and CDP assessment platforms, and engagement with technology partners, universities and industry associations; supplier development, including a local vendor developed for brand-logo-engraved roller & fabric cutters and jaw-end sealers.	A widening circle of external partners who test, verify, and help improve our sustainability practice over time.

INTEGRATING THE SDGS INTO HOW WE OPERATE

The SDGs discussed in this chapter are not pursued as standalone programme. They are integrated into the manufacturing, financial, environmental, social and governance systems that underpin our business.

The resource-conservation projects contributing to SDGs 6, 7 and 13 are also part of our broader operational-efficiency agenda. The safety management systems supporting SDG 3 contribute directly to business continuity and operational reliability. Similarly, the governance mechanisms supporting SDG 16 are embedded within the broader sustainability governance structure described earlier in this report.

This convergence is central to our approach. We believe that credible SDG contribution is demonstrated not by the number of programme associated with individual goals, but by how consistently sustainability considerations are incorporated into everyday business decisions.

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 9

GRI Standards Referenced	SDG Alignment
GRI 2-22 Statement on sustainable development strategy	
GRI 2-23 Policy commitments	

"We map our operations against ten SDGs—not seventeen—because these are the goals for which our current evidence demonstrates a clear and credible contribution."



10. Climate Strategy & Governance

OUR APPROACH TO CLIMATE ACTION

At **Ginni Filaments Limited**, climate action is closely linked with operational excellence. Energy consumption, fuel efficiency, process optimisation and greenhouse gas emissions are interconnected with the way we manufacture our products and manage our facilities.

Our approach is based on practical and measurable action. By improving equipment efficiency, reducing energy consumption, optimizing steam usage and managing our fuel mix, we seek to create both environmental and operational value.

We recognize that climate-related performance requires a strong foundation of reliable data, effective governance and continuous improvement. Accordingly, our current focus is on strengthening energy monitoring, greenhouse gas measurement, resource efficiency and operational decision-making.

We remain focused on transparently reporting our current performance and building the systems and capabilities required to progressively strengthen our climate strategy.

Climate-related matters are governed through our broader sustainability and corporate governance framework.

The **Board of Directors** provides strategic oversight and endorses the Company's sustainability strategy and roadmap. The **ESG, Risk Management & CSR Committee** monitors progress against sustainability and climate-related objectives, including our GHG emission intensity target, and supports the development of implementation plans.

At the operational level, our **Business Heads and facility management teams** are responsible for translating these objectives into practical action across the Non-Woven Division, CPD Panoli and CPD Haridwar.

This governance structure creates a clear connection between strategic oversight and facility-level execution. Decisions relating to equipment efficiency, fuel consumption, energy management and process improvement are therefore integrated into our regular business and operational management processes.



"Our climate strategy begins on the shop floor—where every unit of energy saved, every process improved and every resource optimised contributes to a more efficient and responsible future."



GINNI FILAMENTS LIMITED

ENERGY MANAGEMENT

Energy management remains an important element of our climate strategy and operational performance.

1. During FY 2025–26, our three manufacturing facilities consumed approximately **16.79 million kWh of electricity.** Electricity across our operations is predominantly sourced from the grid, while captive gas and diesel generators are primarily used for backup and operational support.

2. FY 2025-26, we utilised **19,31,588 kWh** of electricity through solar power purchase agreement, supporting the increase use of renewable energy sources. We continue to maintain energy consumption and source-mix data to establish a clear baseline for renewable energy initiatives**.**

FACILITY	PRIMARY FUEL(S)	SPECIFIC ENERGY CONSUMPTION (MILLION KCAL/TONNE)
Non-Woven Division, Panoli	Electricity; Biomass briquette; Natural gas; Diesel	2.57 M kcal/t
CPD Panoli	Electricity; Natural gas	0.12 M kcal/t
CPD Haridwar	Electricity; Diesel	0.24 M kcal/t

Specific Energy Consumption is expressed in million kilocalories per tonne of production.

Due to differences in products and manufacturing processes, the figures are intended to be used as facility-level performance indicators and are not directly comparable across facilities.

Improving Energy Efficiency

Improving energy efficiency is an ongoing focus across our manufacturing operations.

At our **Non-Woven Division,** specific energy consumption improved from **2.73 million kcal per tonne in FY 2023–24 to 2.68 million kcal** per tonne in FY 2024–25, and further to **2.57 million kcal per tonne in FY 2025–26.**

This trend reflects the cumulative impact of equipment upgrades, process optimisation and engineering-led resource conservation initiatives.

At **Ginni Filaments,** energy performance is monitored based on each facility's individual operations and processes. We believe that tracking facility-specific trends provides a more meaningful measure of progress than comparing facilities with significantly different manufacturing activities.

Fuel Mix and Thermal Energy Management

Our Non-Woven Division relies substantially on biomass briquettes for its thermal energy requirements, with natural gas serving as a supplementary energy source.

During FY 2025–26, biomass briquettes accounted for approximately **98% of the combined thermal energy supplied by biomass briquette and natural gas at the facility.**

The use of biomass contributes to reducing dependence on conventional fossil fuels for process heat generation. However, we recognize that biomass combustion is not emissions-free and do not consider the use of biomass alone as evidence of carbon neutrality.

Our approach is to transparently report the energy sources used across our operations while continuing to evaluate opportunities for greater efficiency and fuel optimisation.

EMISSION REDUCTION INITIATIVES

During FY 2025–26, several operational and engineering initiatives contributed to reduced energy consumption and associated emissions.

Compressor Efficiency Improvement

At the **Non-Woven Division,** a Variable Frequency Drive installed on the plant air compressor reduced measured electricity consumption by approximately **7.11 kWh per hour.**

AHU Energy Optimisation

At **CPD Panoli,** the installation of a Variable Frequency Drive on AHU-02 improved utility efficiency and supported lower energy consumption.

Reduced Steam Consumption

At **CPD Haridwar,** improvements in steam utilisation on the boiler serving the liquid cosmetics lines reduced diesel consumption for steam generation, contributing to lower direct emissions.

Process Optimisation

Vertical Packing machine was **replaced** by **horizontal packing machine** with these changes reduced manual **interference, power, cost, packing quality & time. Modified forklift being used** for lifting of heavy weight Jumbo rolls in house for shifting.

The use of pre-heated water at selected stages of the liquid cosmetics process at **CPD Haridwar** helped reduce batch cycle time and changeover time, thereby reducing the operating time of energy-consuming equipment.

Improved Material Movement

At **CPD Panoli,** changes in material handling, including the shift from wooden pallets to slip-sheet dispatch, reduced forklift movements and supported more efficient intra-site logistics.

RENEWABLE ENERGY READINESS

Our current electricity supply remains predominantly grid-based. FY 2025-26, we utilised **1931588 kWh** of electricity through solar power purchase agreement, supporting the increase use of renewable energy sources, we have established systems to monitor electricity consumption and source mix. This provides a measurable baseline for evaluating future opportunities, including:

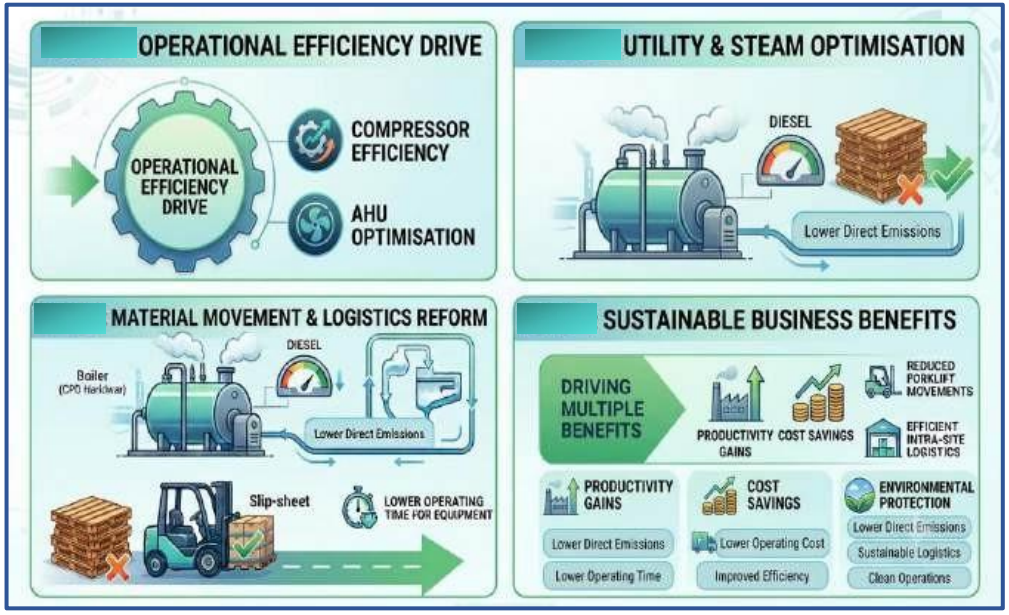
- **Renewable power purchase arrangements;**
- **Open-access renewable electricity; and**
- **Other commercially and technically viable renewable energy solutions. 5 MW CPP is under installation for the Nonwoven plant.**

As we evaluate these opportunities, accurate measurement and performance tracking will remain essential to our approach.

CLIMATE RESILIENCE

At **Ginni Filaments Limited,** our approach to climate resilience is increasingly integrated into the way we manage our operations, evaluate investments and plan for long-term business performance.

While we have not yet undertaken a formal scenario-based climate risk assessment, our existing operating model incorporates a degree of geographical and operational diversification. Our manufacturing facilities are located across Gujarat and Uttarakhand and operate with different fuel and energy sources. This diversity can provide a degree of resilience against disruptions associated with individual facilities, energy sources or regional power supply.



INTEGRATING CLIMATE CONSIDERATIONS INTO BUSINESS DECISIONS

Climate considerations are increasingly reflected in the way we evaluate operational improvements and investments.

Many energy and resource-conservation projects are implemented because they improve operational efficiency and reduce costs. Their environmental benefits follow directly through lower energy consumption and reduced emissions.

This integrated approach helps embed climate action within normal business decision-making. Energy-efficiency projects that create both economic and environmental value can be sustained and replicated across our operations.

As we work towards our **2028 GHG emission intensity target**, we expect continued focus on:

- Energy efficiency;
- Process optimisation;
- Fuel management;
- Resource conservation; and
- Evaluation of viable renewable energy opportunities.

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 10

GRI Standards Referenced	SDG Alignment
GRI 2-13 — Delegation of responsibility for managing impacts	
GRI 201-2 — Financial implications and other risks and opportunities due to climate change	
GRI 302 — Energy	
GRI 305 — Emissions align chapter 10	

> *"We believe credible climate action begins with understanding what we consume, measuring what we emit and continuously improving the way we operate."*



11. Environmental Stewardship

OUR ENVIRONMENTAL PHILOSOPHY

We manage water, materials and waste with the same operating discipline described throughout this report: measure accurately, identify inefficient use, and pursue improvement through continuous operational review.

This approach is reflected in the resource-conservation initiatives described in Chapter 5, including rainwater harvesting, reduction of effluent sent to the common effluent treatment plant, improved fiber recovery and material-efficiency initiatives. These measures have emerged through routine operational review and site-level improvement programme rather than as standalone environmental initiatives.

This chapter provides the broader resource picture behind those actions—what we drew, consumed, recovered and disposed of across our three facilities during FY 2025–26.

WATER STEWARDSHIP

Water enters our operations from different sources depending on the facility. The Non-Woven Division and CPD Panoli, both located on the same industrial estate in Gujarat, rely primarily on piped GIDC supply, supplemented by harvested rainwater. CPD Haridwar primarily draws groundwater.

Specific water consumption is not directly comparable across facilities because the products and manufacturing processes differ significantly. Each facility is therefore best assessed against its own operational trend over time.

Combined water intake across the three facilities was approximately **109,587 KL,** at an aggregate cost of approximately **₹2.63 crore** during FY 2025–26.

Water Performance Breakdown (FY 2025–26)

Facility	Total Water Intake (KL)	Primary Sources	Water Cost (₹)
Non-Woven Division, Panoli	**63602.93**	GIDC piped supply; tanker water; collected rainwater	**18,07,677.00**
CPD Panoli	**28,264.53**	GIDC piped supply; collected rainwater	**14,73,531.00**
CPD Haridwar	**17,719.63**	Groundwater	**46,61,216.00**

Specific water consumption is not directly comparable across facilities because the products and manufacturing processes differ significantly. Each facility is therefore best assessed against its own operational trend over time.

Combined water intake across the three facilities was **approximately 109,587 KL,** at an aggregate cost of approximately **₹0.79 crore** during FY 2025–26.

The figures should be read alongside the Zero Liquid Discharge system operating at the Non-Woven Division and the wastewater-reduction initiative at CPD Haridwar described in Chapter 5. Together, these initiatives demonstrate an approach in which water

is managed as a resource and operating cost that can be influenced through process design, recovery and efficiency.

The Non-Woven Division's specific consumption of **2.71 KL per tonne** reflects the relatively water-intensive nature of hydro-entanglement, the core process used to manufacture spunlace nonwoven fabric. CPD Panoli's **2.55 KL per tonne** and CPD Haridwar's **2.13 KL per tonne** reflect comparatively less water-intensive wipes-conversion and cosmetics-formulation processes.

We therefore do not present a single blended group-level specific water-consumption figure, as doing so would obscure the differences between these processes. Instead, we monitor each facility's own trajectory as the more meaningful measure of performance.

RAINWATER HARVESTING AND WATER RECOVERY

Rainwater harvesting contributed approximately **3,448 KL** at the Non-Woven Division and **3,017 KL** at CPD Panoli during FY 2025–26. The harvested water was collected during the monsoon period and reduced reliance on piped GIDC supply.

CPD Haridwar's water balance is structured differently. The facility draws primarily on groundwater, while its water-treatment infrastructure recovered approximately **2,290.2 KL** of ETP-treated water and processed approximately **6,286.2 KL** through its purified-water system during FY 2025–26. These systems support the facility's liquid-cosmetics formulation operations, where higher water-quality requirements apply.

We consider this facility-level variation in water source, treatment and reuse a more accurate representation of our water stewardship than a single consolidated figure without operational context.





"EVERY DROP COUNTED. EVERY RESOURCE VALUED."





GINNI FILAMENTS LIMITED

MATERIALS & RESOURCE EFFICIENCY

Our approach to **materials and resource efficiency** is centred on reducing waste, maximising recovery and making better use of every input across the production cycle. At our Non-Woven Division, a fiber-recovery performance of approximately **98.6%** reflects our focus on minimising material loss, while the use of recycled polyester and certified or biodegradable viscose supports more responsible raw-material choices. Across our Consumer Product Divisions, improved packaging practices, efficient dispatch and disciplined quality control help reduce rework, rejection and unnecessary consumption of fiber, packaging and formulation materials. Together, these practices reinforce our belief that better **quality and better resource efficiency are part of the same operational discipline.**



CIRCULAR RESOURCE USE

Circularity within our operations is concentrated at points where fiber and material streams can return to productive use or leave the site as recoverable resources rather than landfill waste.

At the Non-Woven Division, saleable process waste generated during fabric formation is recovered and sold onward rather than discarded. This recovery stream contributes to the facility's fiber-recovery performance of approximately **98.6%** & zero waste to land fill.

Across all three facilities, non-hazardous waste streams—including scrap fabric, laminate, plastic, paper core and metal—are directed towards recovery and recycling channels wherever viable routes are available.

The use of recycled polyester fiber in the Non-Woven Division provides an additional circular-material pathway by incorporating recycled content into regular production.

Our circularity approach is deliberately presented at its current level of maturity. While circular resource practices are embedded in day-to-day material flows, we have not established a formal group-wide circular-economy programme with defined diversion targets. We therefore do not represent our current practices as a comprehensive circular-economy strategy.

WASTE MANAGEMENT

Hazardous waste generation across our three facilities remained limited during FY 2025–26. Where hazardous waste was generated, it was routed through authorized treatment, storage and disposal facilities or authorized Detox facilities.

The Non-Woven Division sent one consignment of **1,930 kg** to an authorized Treatment, Storage and Disposal Facility (TSDF) in December 2025, with no other hazardous-waste consignment recorded during the year.

CPD Panoli generated no solid hazardous waste. However, **66.74 KL of liquid hazardous waste** was sent to an authorized Detox facility during the year.

CPD Haridwar sent **150 kg of hazardous waste** to an authorized disposal facility and recorded **65 litres of used oil**.

Our waste-management approach focuses on responsible segregation, recovery and authorised disposal. Across our three facilities, major non-hazardous waste streams—including scrap fabric, laminate, plastic, metal and paper—are directed towards recovery and recycling channels wherever viable options are available. Hazardous waste generation remains low and intermittent, reflecting the nature of our manufacturing processes, while the waste generated is monitored and routed through authorised treatment and disposal facilities. As waste categories and tracking methodologies are not yet fully standardised across all sites, we present facility-level data rather than a consolidated group-wide diversion rate, ensuring a transparent and accurate representation of our current performance.

WASTE GENERATION & DISPOSAL SUMMARY

Facility	Hazardous Waste	Non-Hazardous / Recyclable Waste	Disposal & Recovery Route
Non-Woven Division, Panoli	1,930 kg sent to authorised TSDF in one consignment in December 2025	Approx. 71,560 kg of waste carton/corrugated box, alongside smaller streams of scrap laminate, metal, wood and plastic pallets	Authorised TSDF for hazardous waste; scrap fabric and other recyclables sold through recovery channels
CPD Panoli	Zero solid hazardous waste; 66.74 KL liquid hazardous waste sent to Detox	Approx. 151,450 kg, led by scrap fabric (62,440 kg) and waste laminate (52,480 kg)	Authorised Detox facility for liquid hazardous waste; RM and PM scrap sold through recovery channels
CPD Haridwar	150 kg sent to authorised TSDF; 65 litres of used oil	Approx. 77,997 kg, led by scrap fabric, scrap carton and scrap paper core	Authorised TSDF for hazardous waste; scrap streams sold through recovery channels



"From Waste to Resource:

Closing the Loop, Creating Value."



OPERATIONAL VIEW

Chapter 10 presented our energy and fuel position primarily from a climate-governance perspective. The same efficiency initiatives also represent straightforward resource stewardship.

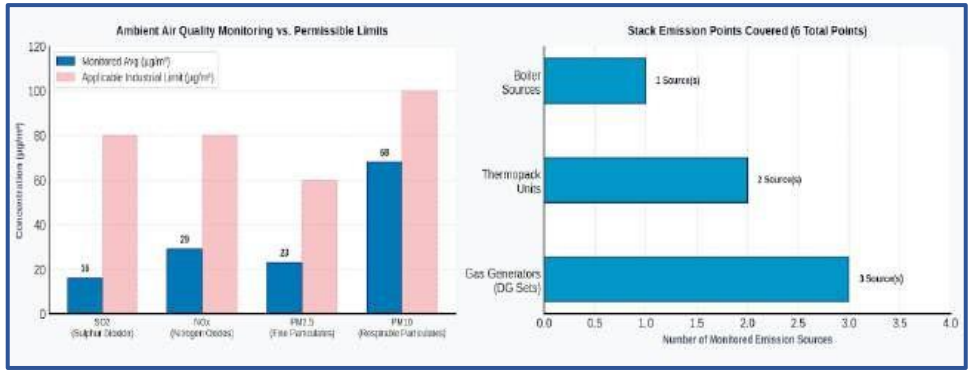
Equipment that consumes less energy per unit of output can also operate more efficiently, reduce utility costs and potentially lower maintenance requirements. Variable-frequency drives, boiler steam-reduction measures and process-resequencing initiatives described facility by facility in Chapter 5 therefore have value beyond their emissions-reduction benefits.

We consider these initiatives part of operational resource efficiency as well as our broader climate and energy-management programme.

AIR EMISSIONS & POLLUTION PREVENTION

We monitor ambient air quality and stack emissions around our facilities as part of routine environmental management.

Air Emissions & Pollution Prevention Monitoring (FY 2025-26)



AMBIENT AIR QUALITY VS. STANDARD LIMITS (NON-WOVEN DIVISION)

Parameter	Monitored Average	Standard Industrial Limit (NAAQS)	Compliance Headroom
Sulphur Dioxide (SO_2)	19.18 $\mu g/m^3$	80 $\mu g/m^3$	76% below threshold
Nitrogen Oxides (NO_x)	30.91 $\mu g/m^3$	80 $\mu g/m^3$	61.4% below threshold
PM2.5	22.68 $\mu g/m^3$	60 $\mu g/m^3$	62.2% below threshold
PM10	75.98 $\mu g/m^3$	100 $\mu g/m^3$	24.0% below threshold

FACILITY EMISSIONS SCOPE & GOVERNANCE

- **Non-Woven Division:** 4 ambient monitoring locations + 6 stack emission points across gas generators, thermopack units, and boilers. Particulate matter trends are tracked per stack to address monthly variations.
- **CPD Panoli & CPD Haridwar:** Operating under active Consent-to-Operate (CTO) monitoring frameworks appropriate to site combustion footprints.

ENVIRONMENTAL COMPLIANCE

Environmental compliance across our three facilities is supported by the monitoring and management systems described throughout this chapter. These include **ambient-air** and **stack-emissions monitoring, authorised hazardous-waste disposal, water and effluent management, Zero Liquid Discharge** at the Non-Woven Division and wastewater-reduction initiatives.

We have not recorded a material environmental compliance breach in the data underlying this report. We present this as an outcome of routine operating discipline rather than as an exceptional or standalone achievement.

BIODIVERSITY CONSIDERATIONS

Our most direct biodiversity-related initiative is the green-belt and tree-plantation programme at the Non-Woven Division in Panoli.

The facility has a cumulative **3,331 trees** across approximately **2,400 square metres** of dedicated green-belt area. During FY 2025–26, a further **40 trees** were planted through a plantation drive.

We present this contribution appropriately to its current scale. It represents a tangible physical commitment around one of our facilities, but we have not established a separately tracked, comprehensive biodiversity programme across all three sites.

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 11

GRI Standards Referenced	SDG Alignment
GRI 301 — Materials	
GRI 302-4 — Reduction of energy consumption	
GRI 303-3 / 303-5 — Water withdrawal and consumption	
GRI 304 — Biodiversity	
GRI 306-1 / 306-3 — Waste generation and management	
GRI 307-1 — non-compliance with environmental laws and regulations	
GRI 305 — Emissions	

GINNI FILAMENTS LIMITED

Ginni Filament's Environmental Performance at a Glance

Key Resource Efficiency & Stewardship Indicators

FIBER RECOVERY

98.6%

Non-Woven Division performance

COMBINED WATER INTAKE

109,587 KL

Across three facilities

GREEN BELT INVENTORY

3,331

Trees within Non-Woven Division

FACILITIES COVERED

3 Sites

Environmental & social systems

COMPLIANCE RECORD

Zero Breaches

Material environmental breaches

Stewardship & Operational Discipline: Environmental outcomes are supported by routine monitoring, stakeholder engagement, and workforce safety.



12. Our People: Health-Safety & Well-Being

OUR PEOPLE PHILOSOPHY

The performance described throughout this report is ultimately enabled by our people. During FY 2025–26, an average workforce of approximately **491 payroll** and contractual employees supported operations across our Non-Woven Division at Panoli, CPD Panoli and CPD Haridwar.

At **Ginni Filaments**, we view safety, capability development and employee well-being as integral to operational excellence rather than as standalone HR priorities. The same discipline that supports equipment reliability, product quality and resource efficiency also strengthens workplace safety and employee engagement.

Our workforce profile differs meaningfully across the three facilities. The Non-Woven Division has a comparatively experienced and technically oriented workforce, while the Consumer Product Divisions have younger workforce profiles. We therefore consider facility-level data important for understanding our people priorities and for identifying areas where further improvement is required.

Our workforce profile varies across the three facilities. The Non-Woven Division has a more experienced and supervisory-intensive workforce, predominantly in the 30–45 age group. CPD Panoli and CPD Haridwar have comparatively younger workforces, with the 18–30 age group forming the largest share. Female representation is highest at CPD Panoli (23.9%) and CPD Haridwar (20.0%), compared with 2.1% at the Non-Woven Division. Overall, our combined workforce of approximately 491 employees had 13.1% female representation.

WORKFORCE PROFILE

The **combined average workforce** across the **three facilities** was approximately **491 employees** during FY 2025–26, comprising payroll and contractual worker.

Workforce Composition, FY 2025–26

Facility	Average Workforce	Female Representation	Managerial Share	Predominant Age Band
Non-Woven Division, Panoli	~210	2.1%	18.33%	30–45 years (42.4%)
CPD Panoli	~106	23.9%	7.7%	18–30 years (58.8%)
CPD Haridwar	~175	20.0%	4.6%	18–30 years (48.6%)
Combined	~491	13.1%	11.1%	—

Figures represent average monthly headcount of payroll and contractual workers combined for FY 2025–26.

TALENT MANAGEMENT

Employee retention and capability development are important indicators of workforce stability.

During FY 2025–26, **CPD Haridwar recorded employee turnover of 9.7%,** compared with **7.60% of CPD Panoli employee turnover ratio & Nonwoven 8.09% turnover ratio.** The relatively stable workforce at CPD Haridwar provides an opportunity to build skills and retain organisational knowledge over longer periods.

At the Non-Woven Division and Haridwar division, the comparatively experienced workforce provides a strong base of technical and operational knowledge. At the same time, this profile highlights the importance of succession planning, knowledge transfer and development of the next generation of technical and supervisory talent.

Going forward, we intend to strengthen the link between workforce planning, technical capability development, knowledge retention and succession planning.

OCCUPATIONAL HEALTH & SAFETY

Protecting the health and safety of our employees and contractual workforce remains a fundamental operational priority.

During FY 2025–26, all three facilities recorded **zero fatalities, zero permanent disabilities, zero lost-time injuries and zero reportable injuries.**A single first-aid case was recorded at the Non-Woven Division in August 2025. No first-aid cases were recorded at either Consumer Product Division.

Health & Safety Performance, FY 2025–26

Facility	Fatalities	Lost-Time Injuries	First Aid Cases	HSMS Coverage	Safety Events
Non-Woven Division, Panoli	0	0	1	Not tracked as %	4
CPD Panoli	0	0	0	100%	4
CPD Haridwar	0	0	0	100%	6
Combined	0	0	1	—	14

We also recorded **zero near-miss events** across the three facilities during the reporting year. While this accompanies a strong injury record, we recognise that very low near-miss reporting may indicate an opportunity to strengthen proactive reporting practices. Near-miss reporting is an important preventive tool because it enables hazards and unsafe conditions to be addressed before they result in injury.

Accordingly, strengthening near-miss identification, reporting and learning will remain an important focus of our safety culture.

> *"Moving Beyond Zero Injuries Toward a Culture of Proactive Vigilance"*

SAFETY CULTURE

Our safety culture is supported by the governance structure described in Chapter 7, including the Safety Committee and facility-level accountability through Business Heads and the wider management structure.

During FY 2025–26, our three facilities conducted **14 safety-related activities and events**:

- **Non-Woven Division, Panoli: 4**
- **CPD Panoli: 04**
- **CPD Haridwar: 06**

At the **Non-Woven Division, CPD Panoli and CPD Haridwar**, 100% of employees and contractual workers were covered by the formal health and safety management system. We are committed to maintaining consistent safety-management-system coverage and reporting practices across all facilities.

We consider proactive safety engagement including training, awareness activities, hazard identification and near-miss reporting—an important complement to injury statistics when assessing and strengthening the maturity of our safety culture.

LEARNING & DEVELOPMENT

Employee capability is an important enabler of operational excellence, product quality and workplace safety.

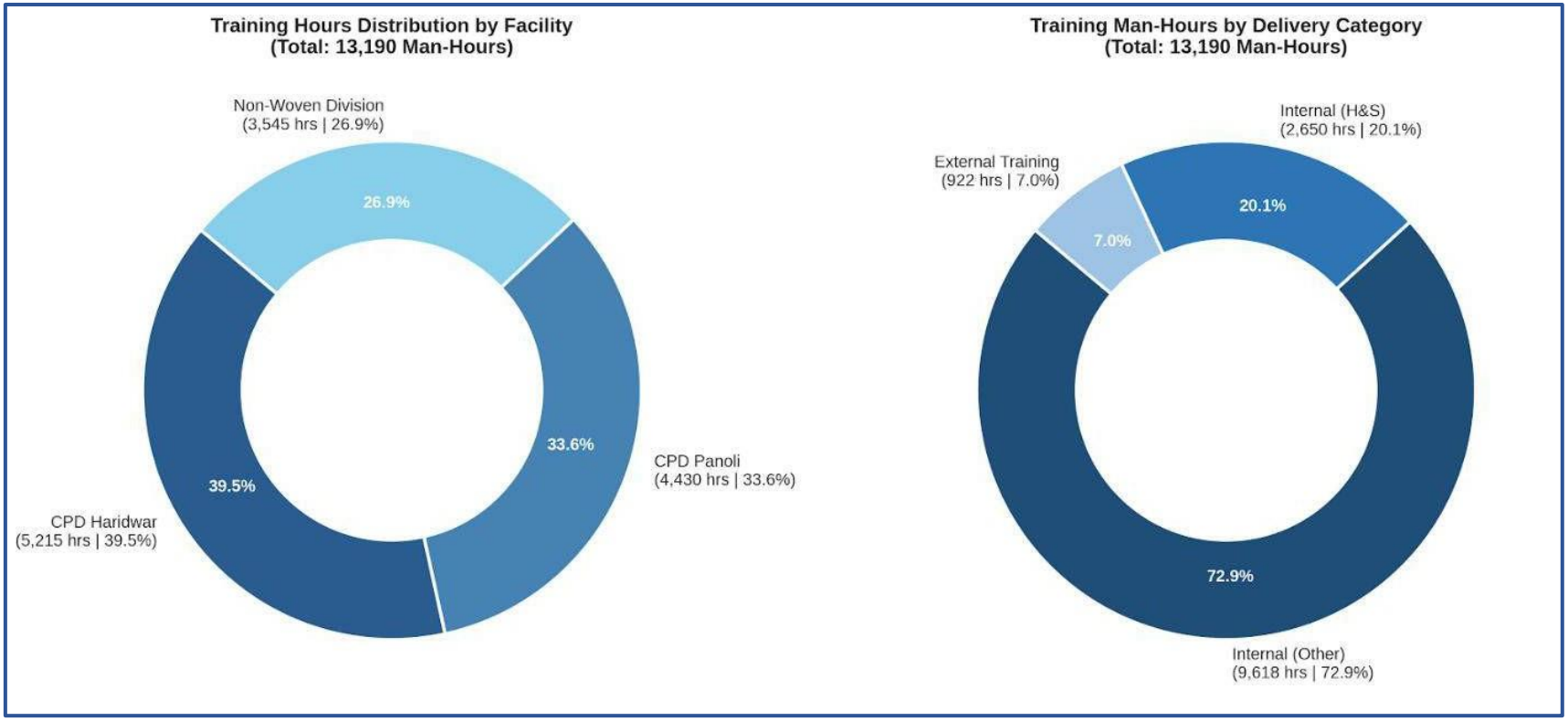
During FY 2025–26, our three facilities recorded a combined **13,190 training man-hours,** covering health-and-safety training, other internal training and external programmes.

TRAINING & DEVELOPMENT, FY 2025–26

Facility	Internal Training (HS-Related)	Internal Training (Other)	External Training	Total Man-Hours
Non-Woven Division, Panoli	863	2,682	0	**3,545**
CPD Panoli	635	3,639	156	**4,430**
CPD Haridwar	1,152	3,297	766	**5,215**
Combined	**2,650**	**9,618**	**922**	**13,190**

Based on the average workforce of approximately 491 employees, the combined training investment represents approximately 26.9 training hours per employee.

TRAINING HOURS & CATEGORY BREAKDOWN



Training Hours Distribution by Facility (13,190 Total Hours):

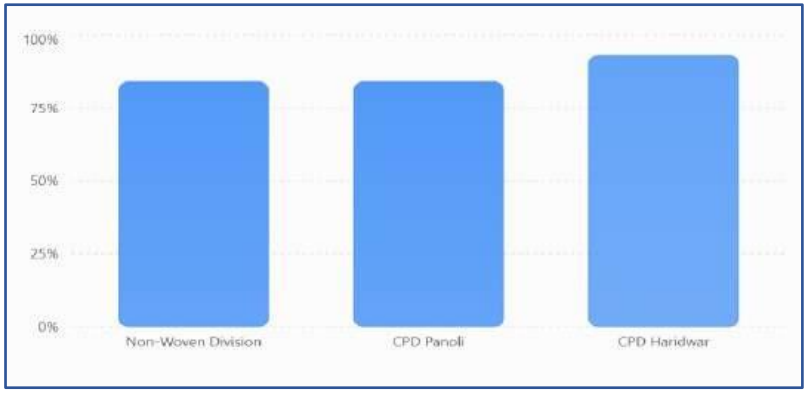
- **Non-Woven Division, Panoli:** 3,545 hrs **(26.9%)** | *16.9 hrs/employee*
- **CPD Haridwar:** 5,215 hrs **(39.5%)** | *29.8 hrs/employee*
- **CPD Panoli:** 4,430 hrs **(33.6%)** | *41.6 hrs/employee*

Training Category Split:

- **Internal Training (Operational/General): 9,618 hrs (72.9%)**
- **Internal Training (Health & Safety): 2,650 hrs (20.1%)**
- **External Training: 922 hrs (7.0%)**

EMPLOYEE WELL-BEING

Employee satisfaction during FY 2025–26 was recorded across **Ginni Filaments three facilities:**



Combined employee benefit expenses across the organisation amounted to ₹28.96 crore during FY 2025–26.

CPD Haridwar's combination of high employee satisfaction and relatively strong training investment provides a useful pattern for management to monitor over time. We do not interpret this as evidence of direct causation from a single reporting year; however, we will continue to observe these indicators as our data series develop.

Include applicable statutory bonus, gratuity and provident fund contributions.

Workplace facilities and employee-support mechanisms also contribute to day-to-day well-being. A Canteen Committee oversees food-service-related matters, while the Grievance Handling Committee provides employees with a defined channel for raising workplace concerns.

We currently do not report a dedicated occupational health clinic, counselling service or formal mental-health programme within the FY 2025–26 sustainability data. We therefore do not make claims beyond the support mechanisms currently established.



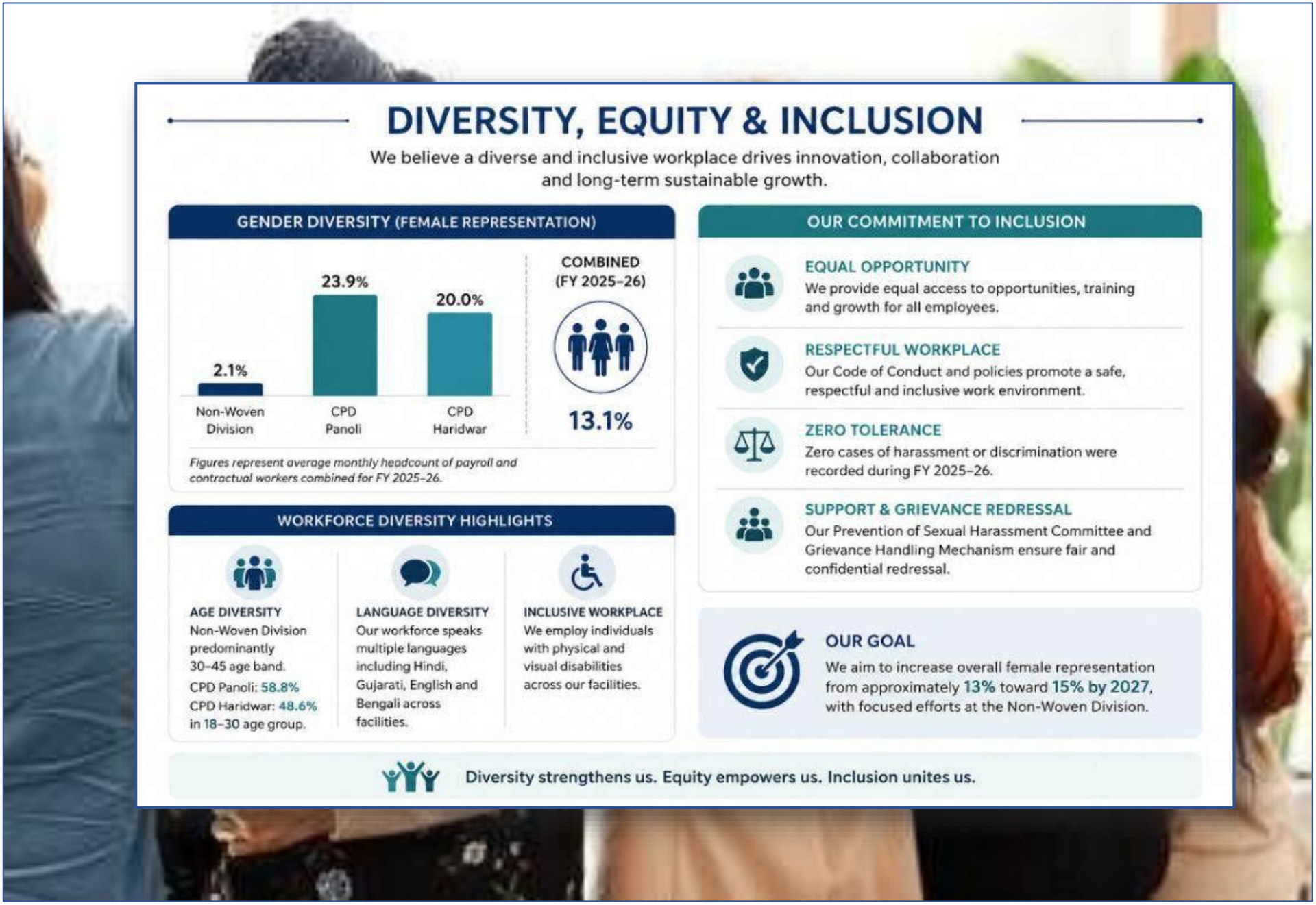
Health & Saftey



People & Well Being



GINNI FILAMENTS LIMITED



DIVERSITY, EQUITY & INCLUSION

We believe a diverse and inclusive workplace drives innovation, collaboration and long-term sustainable growth.

GENDER DIVERSITY (FEMALE REPRESENTATION)

COMBINED (FY 2025–26)

13.1%

Figures represent average monthly headcount of payroll and contractual workers combined for FY 2025–26.

WORKFORCE DIVERSITY HIGHLIGHTS

AGE DIVERSITY
Non-Woven Division predominantly 30–45 age band.
CPD Panoli: 58.8%
CPD Haridwar: 48.6% in 18–30 age group.

LANGUAGE DIVERSITY
Our workforce speaks multiple languages including Hindi, Gujarati, English and Bengali across facilities.

INCLUSIVE WORKPLACE
We employ individuals with physical and visual disabilities across our facilities.

OUR COMMITMENT TO INCLUSION

EQUAL OPPORTUNITY
We provide equal access to opportunities, training and growth for all employees.

RESPECTFUL WORKPLACE
Our Code of Conduct and policies promote a safe, respectful and inclusive work environment.

ZERO TOLERANCE
Zero cases of harassment or discrimination were recorded during FY 2025–26.

SUPPORT & GRIEVANCE REDRESSAL
Our Prevention of Sexual Harassment Committee and Grievance Handling Mechanism ensure fair and confidential redressal.

OUR GOAL

We aim to increase overall female representation from approximately **13%** toward **15% by 2027**, with focused efforts at the Non-Woven Division.

Diversity strengthens us. Equity empowers us. Inclusion unites us.

HUMAN RIGHTS & LABOUR PRACTICES

Respect for human rights and fair employment practices forms part of our broader governance and workplace-management framework.

During FY 2025–26, we recorded:

LABOUR & HUMAN RIGHTS COMPLIANCE SUMMARY (FY 2025–26)

Governance Parameter	Facility Coverage	Reported Status / Metric
Child Labour / Forced Labour	All Facilities	0 Cases Recorded (0 workforce under 18 years)
Discrimination & Harassment	All Facilities	0 Incidents Recorded (POSH Oversight)
Bribery & Corruption	All Facilities	0 Cases Recorded
Human Rights Due Diligence	Group Level	Progressive formalization planned for future reporting cycles

Our Code of Conduct and Prevention of **Sexual Harassment framework** apply across our workforce. Statutory employee benefits, including applicable bonus, gratuity and provident fund contributions, are provided in accordance with applicable requirements.

We currently do not report a standalone formal human-rights due-diligence assessment covering all aspects of our operations. Accordingly, our disclosures reflect the systems, committees and workforce data currently available.

Freedom of association and employee representation are supported through established workplace mechanisms, including the **Work Committee** and **Grievance Handling Committee,** providing

employees with structured channels to raise workplace and employment-related concerns.

CORE GOVERNANCE PILLARS

1. Ethics & Workplace Protection

Universal application of the Code of Conduct and Prevention of Sexual Harassment (POSH) framework, providing structured channels and safety assurance for all workforce members.

2. Statutory Benefits & Standards

Routine compliance ensuring equitable extension of statutory bonus, gratuity, and provident fund contributions across payroll and contractual workers.

3. Representation & Dialogue

Active workplace representation through formal Work Committees and Grievance Handling Committees, enabling structured resolution of employment concerns.

4. Child Labour Prevention

Verifiable workforce profile data confirming zero employees under 18 years of age across all three manufacturing facilities (Panoli Non-Woven, CPD Panoli, CPD Haridwar).

The absence of employees below the age of 18 across all three facilities provides a direct workforce-level indicator supporting our commitment to preventing **child labour.**

As our sustainability reporting systems mature, we intend to progressively strengthen the depth and formalization of our **human-rights and labour-practice disclosures.**

"Our operational discipline extends directly into human rights and employee protection—ensuring statutory compliance, zero child or forced labour, and equitable grievance resolution across all operating facilities."

GINNI FILAMENTS LOOKING AHEAD

The data presented in this chapter identifies following three key areas for continued focus.

1. Strengthening Near-Miss Reporting

Our **zero-injury performance** is encouraging; however, the absence of recorded near-misses across all three facilities indicates an opportunity to strengthen proactive hazard and near-miss reporting.

2. Advancing Gender Diversity

Our group-level objective is to increase female representation toward **15%** by 2028. Achieving this objective will require particular attention to the Non-Woven Division, where female representation is currently **2.1%.**

3. Improving Consistency in Safety and Capability Measurement

We will work toward more consistent **health and safety management system** coverage tracking across facilities and continue to strengthen training investment, particularly through refresher, advanced technical and role-specific programmes. **Along with the installation of CO_2 flooding systems in electrical panels to further strengthen fire safety and emergency preparedness.**

These priorities arise directly from the workforce, safety, diversity and training data presented in this chapter. They are intended to strengthen both our people practices and the quality of our sustainability reporting over time.

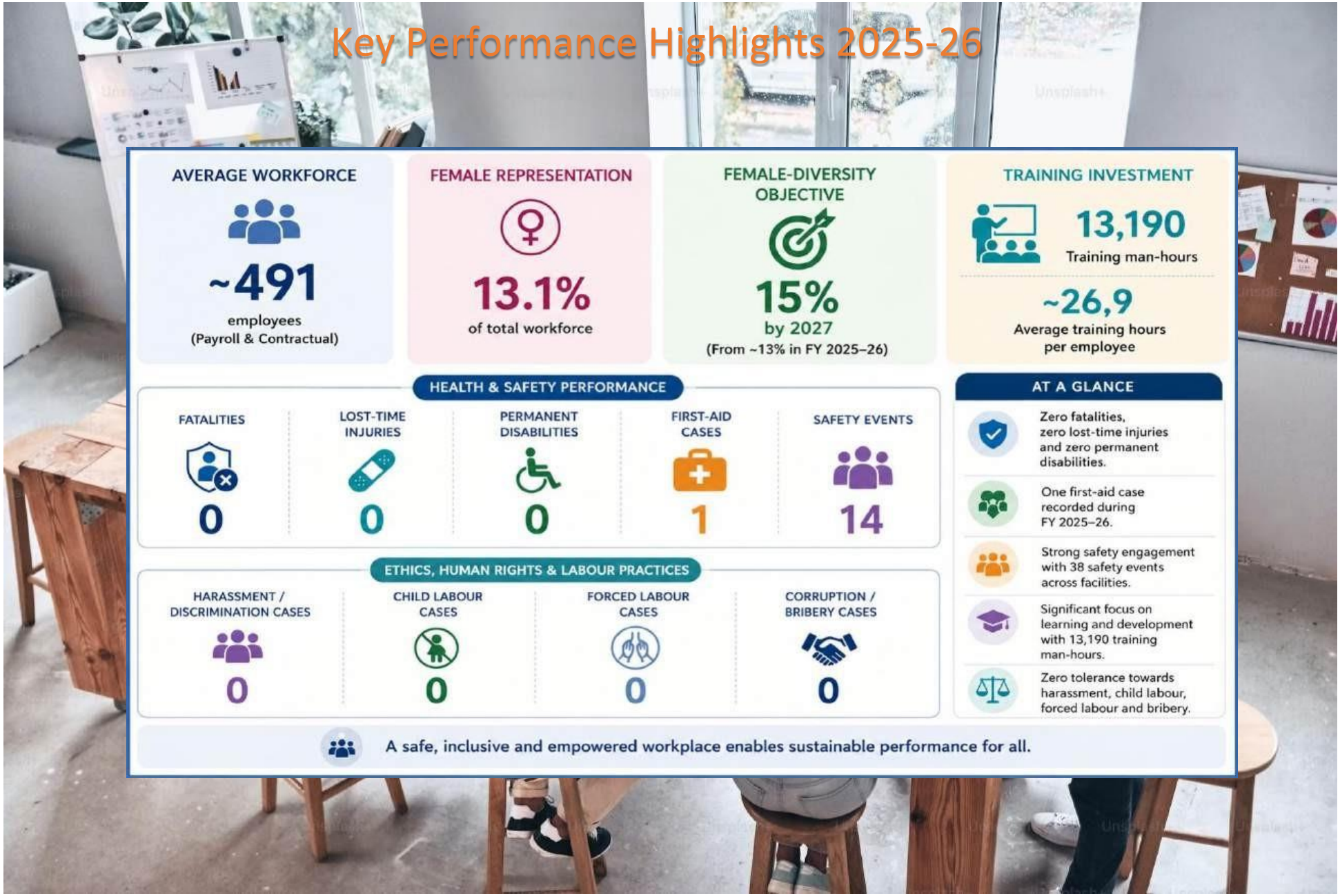
GRI STANDARDS & SDG ALIGNMENT – CHAPTER 12

GRI Standards Referenced	SDG Alignment
GRI 401-1 — New employee hires and employee turnover	
GRI 403-1 to 403-9 — Occupational health and safety	
GRI 404-1 — Average training hours per employee per year	
GRI 405-1 — Diversity of governance bodies and employees	
GRI 406-1 — Incidents of discrimination and corrective actions taken	

> *"One first-aid case across an average workforce of approximately 491 people during FY 2025–26, alongside zero fatalities and zero lost-time injuries — while recognising that strengthening near-miss reporting remains an important next step in our safety culture."*

GINNI FILAMENTS LIMITED

Key Performance Highlights 2025-26





13. Corporate Governance, Ethics & Compliance

GINNI FILAMENTS LIMITED

GOVERNANCE AS THE FOUNDATION OF TRUST

The sustainability commitments described throughout this report are supported by a governance framework designed to promote **accountability, transparency, ethical conduct and regulatory compliance.**

From our environmental and climate priorities to workplace safety, employee well-being and stakeholder engagement, effective governance provides the structure through which responsibilities are assigned, performance is monitored and concerns are escalated. We believe that transparent reporting requires more than communicating positive outcomes; it also requires acknowledging gaps, limitations and areas where systems continue to evolve.

Our approach to governance is therefore centred on clear accountability, defined policies, independent oversight and disciplined compliance practices.



BOARD LEADERSHIP AND ACCOUNTABILITY

The Board of Directors provides overall strategic direction and oversight for **Ginni Filaments Limited.** Our Board combines promoter and executive leadership with independent directors bringing diverse experience across corporate law, public administration, strategy consulting, finance, audit and business management.

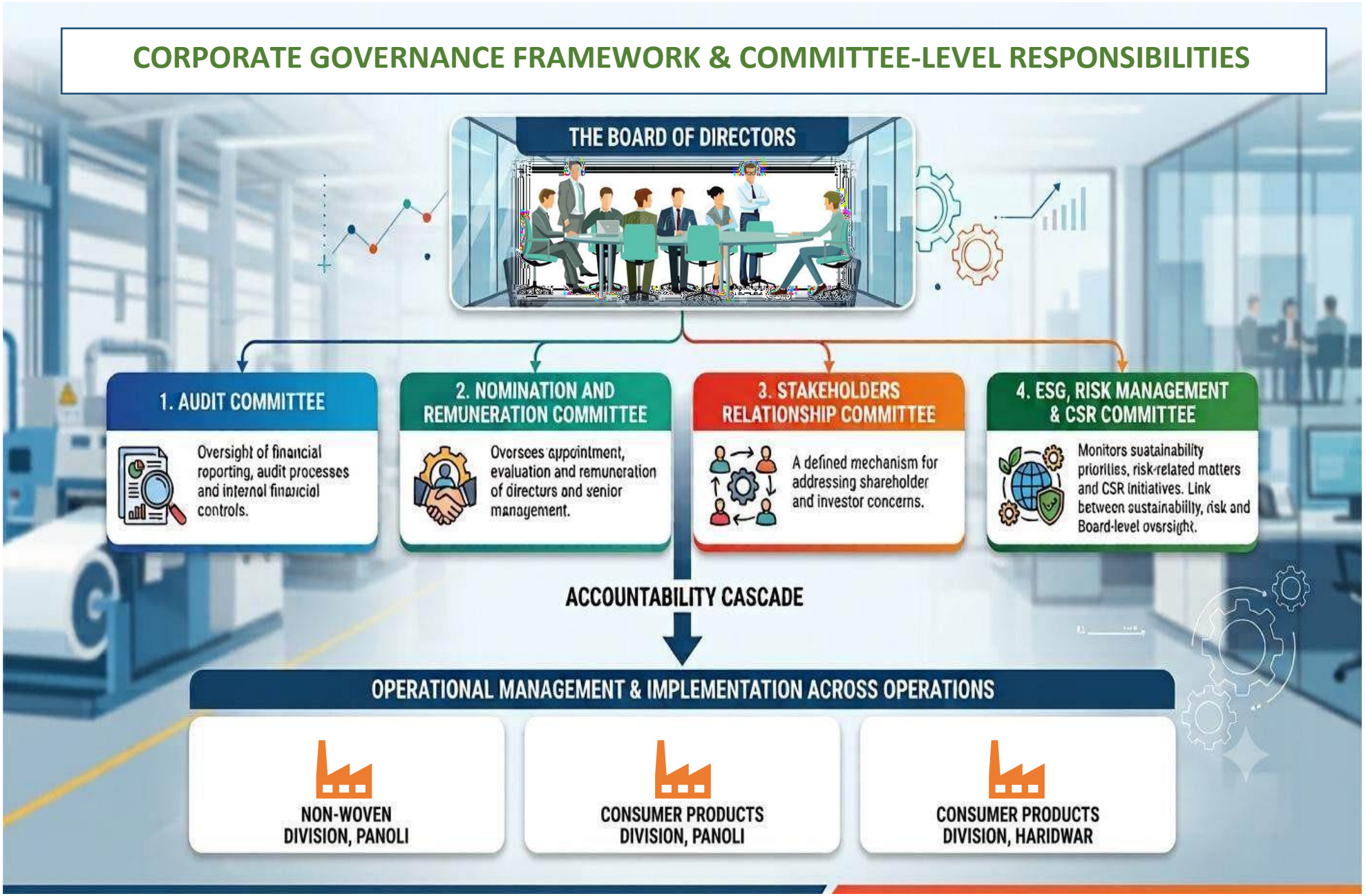
The **diversity of professional experience represented** on the Board contributes to a broader perspective on **strategic, financial, legal, operational and governance matters.** Independent directors provide an important element of oversight alongside promoter and executive leadership.

Director	Role	Professional Background
Mr. Shishir Jaipuria	Chairman & Managing Director	Over three decades of experience across textiles, publishing and sugar, with leadership experience in industry bodies relating to textiles and technical textiles
Mr. Saket Jaipuria	Executive Director	Business administration background with international exposure and senior executive experience with the Company since 2004
Mr. Suresh Singhvi	Director (Finance) & CFO	Chartered Accountant and law graduate with extensive experience in finance, accounts and legal matters
Mr. Kalpataru Tripathy	Independent Director	Corporate lawyer with experience in international and cross-border transactions
Mr. Manish Agrawal	Independent Director	Mechanical engineer and management consultant with over 25 years of consulting experience
Mr. Desh Deepak Verma	Independent Director	Retired senior civil servant with extensive experience in state and central government administration
Smt. Sujata Sharma	Independent Director	Chartered Accountant and Company Secretary with extensive experience in statutory audit, due diligence and consulting

Board composition and profiles are based on information publicly disclosed by the Company.

GINNI FILAMENTS LIMITED

CORPORATE GOVERNANCE FRAMEWORK & COMMITTEE-LEVEL RESPONSIBILITIES



ETHICAL BUSINESS CONDUCT

Ethical conduct is supported through a defined suite of policies and codes applicable to different areas of governance and business conduct.

The **Code of Conduct for Directors and Senior Management** establishes expectations for ethical and responsible conduct by the Board and senior leadership.

The **Code of Conduct to Regulate, Monitor and Report Trading by Insiders** governs dealings in Company securities by directors, senior management and designated employees.

The **Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information** establishes procedures for the identification and fair disclosure of material price-sensitive information.

These frameworks operate alongside the broader Code of Conduct applicable to employees and relevant business relationships, including suppliers, subcontractors and business partners.

Across our three facilities during FY 2025–26, the Company reported:

Governance & Ethics Performance

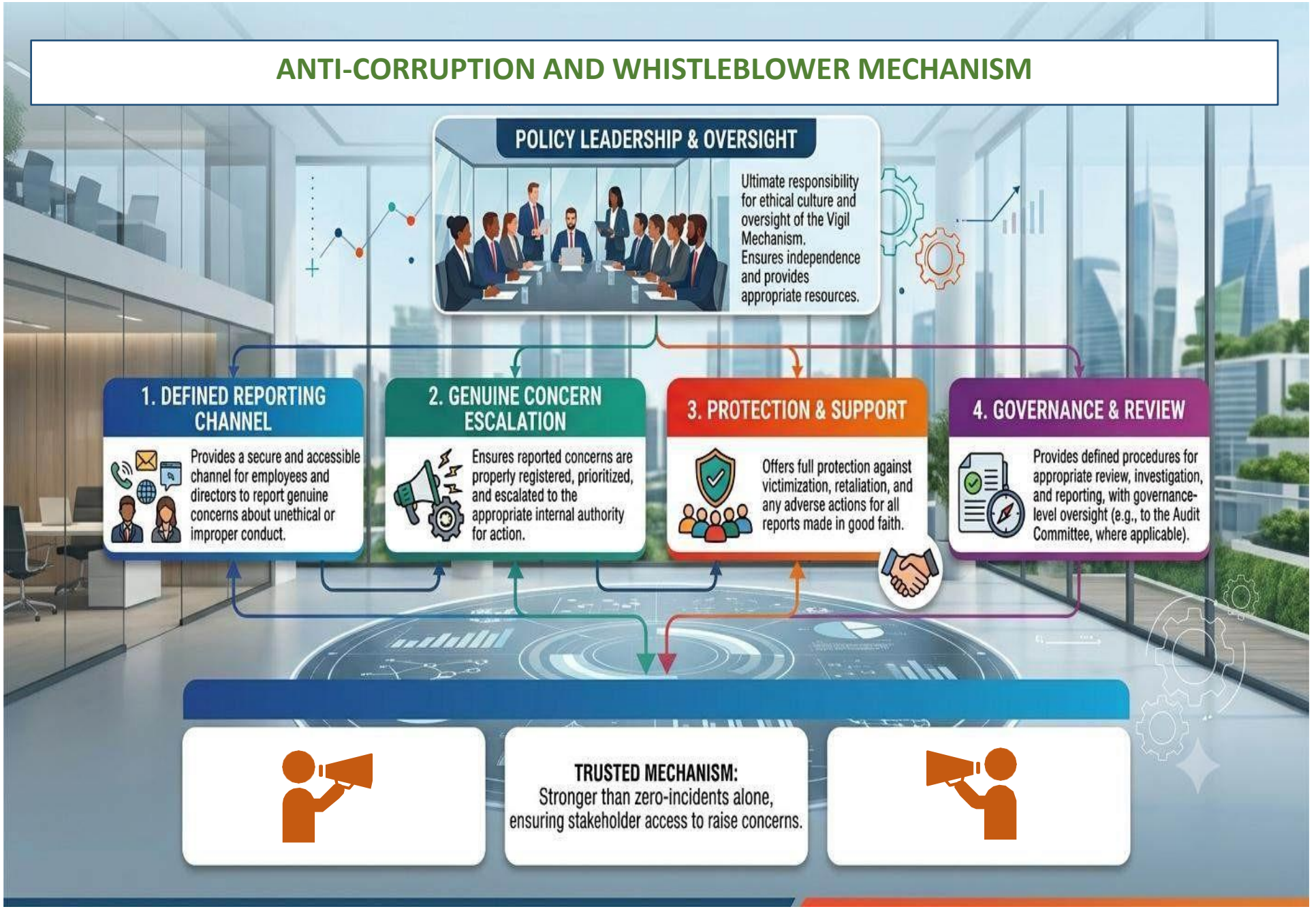
Indicator	FY 2025–26
Code of Conduct breaches	0
Confirmed cases of corruption or bribery	0
Incidents of harassment or discrimination	0
These outcomes are considered alongside the systems available for employees and stakeholders to raise concerns.	





GINNI FILAMENTS LIMITED

ANTI-CORRUPTION AND WHISTLEBLOWER MECHANISM



COMPLIANCE MANAGEMENT

Compliance is managed through a combination of Board-approved policies, statutory requirements, regulatory filings and periodic disclosures.

Key Governance Policies

Sr. No.	Policy	Purpose
1.	Vigil Mechanism Policy (Whistle Blower Policy)	Provides employees and directors with a mechanism to report genuine concerns regarding unethical or improper conduct
2.	Code of Conduct for Directors & Senior Management	Establishes ethical standards for the Board and senior leadership
3.	Code of Conduct to Regulate, Monitor and Report Trading by Insiders	Governs dealings in Company securities by designated persons
4.	Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information	Establishes procedures for the fair and timely disclosure of price-sensitive information
5.	Related Party Transaction Policy	Governs the identification, review, approval and disclosure of related-party transactions
6.	Policy for Determination of Materiality of Events and Information	Establishes criteria for determining whether events or information require disclosure
7.	CSR Policy	Defines the Company's approach to corporate social responsibility
8.	Nomination & Remuneration Policy	Governs the appointment, evaluation and remuneration of directors and senior management
The policies identified above represent key policies relevant to the governance, ethics and compliance themes of this chapter.		

RISK MANAGEMENT AND INTERNAL CONTROLS

Risk oversight is integrated into the Company's governance structure through Board and committee-level oversight, policy frameworks and statutory review mechanisms.

The **ESG, Risk Management & CSR Committee** provides a formal governance link between sustainability and risk considerations.

A number of governance policies also serve as important internal control mechanisms. For example:

- The **Related Party Transaction Policy** establishes procedures for identifying and managing related-party transactions.
- The **Policy for Determination of Materiality** of Events and Information supports timely and appropriate market disclosures.
- **Statutory audit provides** an independent review of the Company's financial statements and relevant financial controls.

Operational risks are also addressed through management systems and practices described elsewhere in this report. These include:

OPERATIONAL AREA	RISK MANAGEMENT APPROACH
ENERGY	Multi-source energy arrangements and energy-efficiency initiatives
WATER	Rainwater harvesting, water-management initiatives and operational controls
WORKFORCE	Training, employee engagement and workforce development practices
HEALTH & SAFETY	Site-level safety systems, training and preventive controls
ENVIRONMENTAL COMPLIANCE	Monitoring, regulatory requirements and operational environmental controls

A proactive and integrated approach to risk management strengthens operational resilience, ensures compliance and supports sustainable long-term value creation.



STAKEHOLDER CONFIDENCE THROUGH GOVERNANCE

Effective governance depends on stakeholders having appropriate mechanisms through which they can raise concerns, participate in decision-making and seek resolution.

For shareholders and investors, these mechanisms include:

- Annual and extraordinary general meetings
- Postal ballots, where applicable
- The Stakeholders Relationship Committee
- Applicable dispute-resolution mechanisms

For employees, available channels include:

- The Vigil Mechanism
- Grievance-handling processes
- Relevant workplace committees
- Prevention of Sexual Harassment mechanisms

We believe that stakeholder confidence is strengthened not simply by the absence of reported concerns, but by the existence of credible and accessible channels through which concerns can be raised and addressed.

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 13

GRI Standards Referenced	SDG Alignment
GRI 2-9 — Governance structure and composition	
GRI 2-15 — Conflicts of interest	
GRI 2-16 — Communication of critical concerns	
GRI 2-27 — Compliance with laws and regulations	
GRI 205-1 / 205-2 — Anti-corruption	





14. Community Engagement & Social Responsibility

OUR APPROACH TO COMMUNITY ENGAGEMENT

We believe responsible community engagement begins with transparency.

Ginni Filaments does not currently operate a large portfolio of separately branded or consolidated community-development projects. Based on the disclosures reviewed for the reporting period, the Company was not required to incur **CSR expenditure** under **Section 135** of the Companies Act, 2013 during the relevant reporting years.

Today, our relationship with local communities is expressed primarily through:

- **Employment and income generation**
- **Long-term presence in local industrial communities**
- **Engagement with suppliers, contractors and service providers**
- **Green-belt development and tree plantation activities**
- **Responsible management of our environmental footprint**

This reflects our commitment to report verified activities rather than create an expanded narrative unsupported by consolidated evidence.

CREATING SHARED VALUE THROUGH EMPLOYMENT

Employment represents the most direct and sustained economic contribution generated by our operations.

During FY 2025–26, our three facilities supported an average workforce of approximately **491 employees** across Gujarat and Uttarakhand. The Company's combined employee benefit expenditure was **₹28.96 crore,** covering salaries, wages and statutory employee benefits.

Employment Footprint, FY 2025–26

Facility	Location	Average Workforce	Employee Benefit Spend
Non-Woven Division	Panoli, Gujarat	~210	Included in group total
CPD Division	Panoli, Gujarat	~106	Included in group total
	Haridwar, Uttarakhand	~175	Included in group total
Combined	**Gujarat & Uttarakhand**	**~491**	**₹28.96 crore**
Employee benefit expenditure, including salaries, wages, provident fund, gratuity and statutory bonus, is reported at group level and is not separately allocated by facility.			

For the communities surrounding our facilities, our employment footprint represents a continuing and direct economic contribution rather than a one-time intervention, supporting employees and their families while also generating indirect economic activity through demand for suppliers, contractors and service providers. The Company also incurs significant expenditure on materials and operational inputs, contributing to the wider economic ecosystem connected with our operations; however, as we do not currently have verified data identifying the proportion of this expenditure retained within the immediate local economies around our facilities, we do not estimate or claim a quantified local economic multiplier.

A LONG-TERM PRESENCE IN OUR COMMUNITIES

Community relationships are strengthened not only by the number of people employed, but also by the continuity of our presence.

Long-term presence enables us to create continuing value through:

- Stable employment opportunities
- Recurring demand for goods and services
- Development of employee capabilities
- Continued investment in operational infrastructure
- Ongoing environmental management and green-belt development

Panoli Operations and CPD Haridwar represent our longest-standing facility presence and have developed a mature relationship with their surrounding communities over time. GFL contributes to the industrial and economic ecosystem of the region.

As future editions of this Sustainability Report are published, we intend to provide stakeholders with a clearer longitudinal view of how these relationships evolve over time.

CSR GOVERNANCE AND THE FOUNDATION FOR FUTURE ACTION

Although statutory CSR expenditure was not applicable during the reporting period covered by this report, **Ginni Filaments** has established a governance structure to guide CSR activities when required.

This includes:

- A **Board-approved CSR Policy**
- A **CSR Committee**
- Board-level oversight of relevant social responsibility matters

The existence of this framework provides organizational readiness for a future stage at which statutory CSR obligations become applicable or the Company expands its community investment activities.

Our approach is to ensure that future community and CSR initiatives, where undertaken, are supported by appropriate governance, monitoring and disclosure.

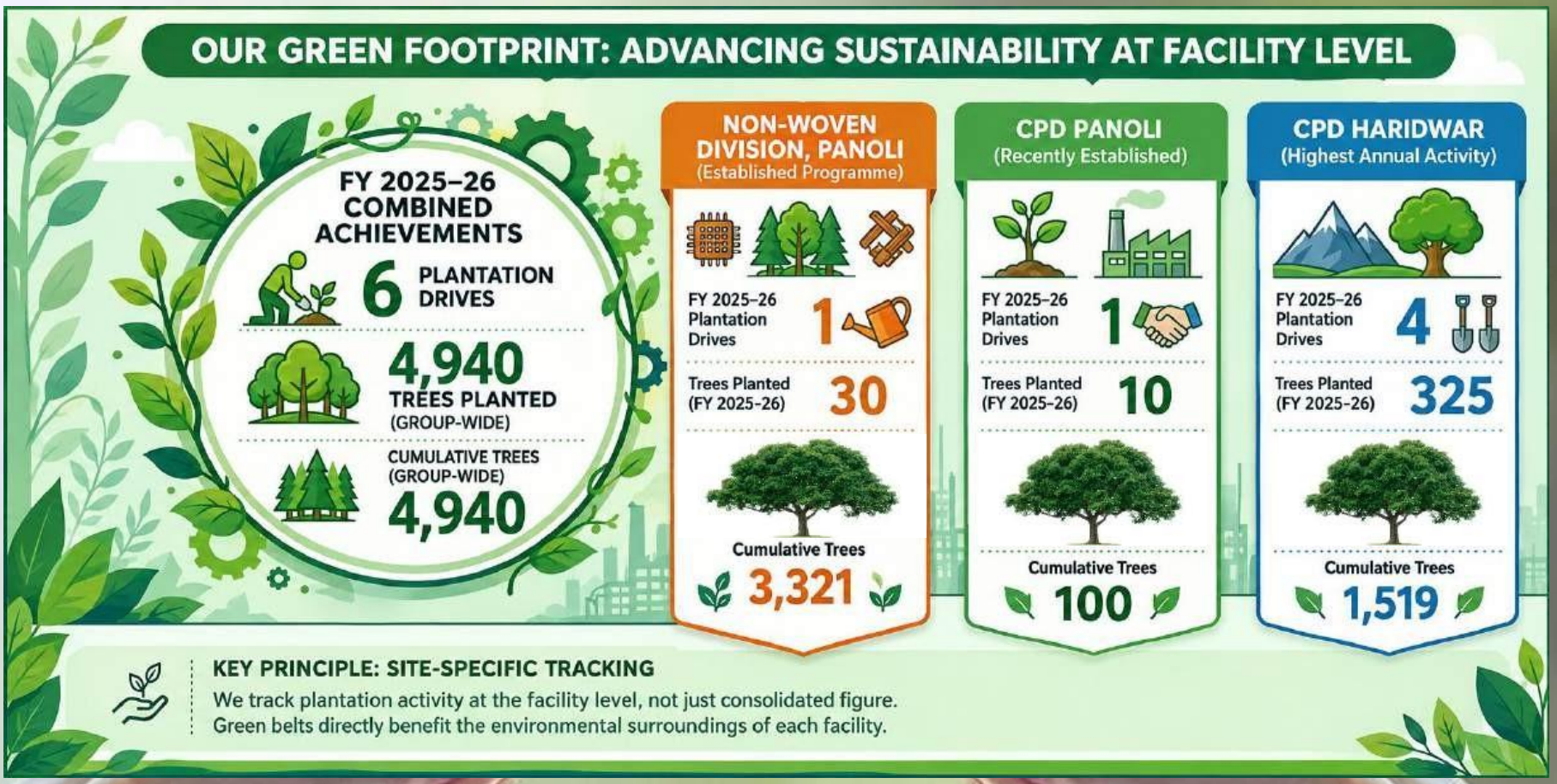
ENVIRONMENTAL STEWARDSHIP IN OUR COMMUNITIES

The most visible, place-based expression of our community and environmental stewardship is the development and maintenance of green belts around our manufacturing facilities.

During FY 2025–26, all three facilities undertook tree plantation and green-belt activities.

GINNI FILAMENTS LIMITED

Green Belt & Tree Plantation, FY 2025–26



A BROADER TRADITION OF EDUCATIONAL PHILANTHROPY

The values context surrounding **Ginni Filaments** also includes a longer tradition of educational philanthropy associated with the **Jaipuria family.**

Dr. Rajaram Jaipuria, the founder of **Ginni Filaments,** was associated with a family tradition that has supported educational institutions through the **Seth Anandram Jaipuria** Education Society, a philanthropic organization separate from **Ginni Filaments Limited.**

The Society supports educational institutions in different locations, while the Company's Chairman and Managing Director, **Mr. Shishir Jaipuria,** has a leadership role within that broader educational ecosystem.

We make an important distinction in this report: **the activities of the Seth Anandram Jaipuria Education Society are not presented as CSR expenditure or corporate social responsibility activity of Ginni Filaments Limited.** These organizations and activities are separate from the Company's own corporate expenditure and reporting boundaries.

We include this context to acknowledge the broader values environment associated with the Company's leadership, while maintaining a clear distinction between family-linked philanthropy and the Company's own verified sustainability and CSR activities.

TRANSPARENCY ABOUT OUR CURRENT GAPS

We recognize that stakeholders may expect a community engagement chapter to include information on:

- CSR project expenditure
- Beneficiary numbers
- Community-development programme
- Employee volunteering
- Social impact assessments
- Community consultation mechanisms

For FY 2025–26, we do not have consolidated and verified data across these categories that would support comprehensive disclosure. We have therefore chosen not to imply programme impacts or outcomes that cannot be substantiated.

Similarly, the data underlying this report does not document a formal, consolidated employee volunteering programme. Rather than describe such activity in general terms, we have omitted unsupported claims. This approach is consistent with the broader reporting philosophy of **Ginni Filaments: to report what we can verify, identify gaps where they exist and build stronger systems for future disclosure.**

GRI STANDARDS & SDG ALIGNMENT – CHAPTER 14

GRI Standards Referenced	SDG Alignment
GRI 203-1 — Infrastructure investments and services supported	
GRI 413-1 — Operations with local community engagement, impact assessments and development programmes	

GINNI FILAMENTS LIMITED

COMMUNITY ENGAGEMENT & SOCIAL RESPONSIBILITIES FY 2025-26

JOBS
491

Approximately 491 people formed our workforce across Gujarat and Uttarakhand.

NON-WOVEN TREES PLANTED
30

Our facilities planted 30 trees for Non-Woven during the year.

CPD PANOLI TREES PLANTED
10

Our facilities planted 10 trees for CPD Panoli during the year.

CPD HARIDWAR TREES PLANTED
325

Our facilities planted 325 trees for CPD Haridwar during the year.

> *"Four hundred and sixty-five trees, six plantation drives and approximately four hundred and ninety-one jobs — a measurable contribution, reported as it is."*

CUMULATIVE GREEN-BELT FOOTPRINT



CUMULATIVE TREES (GROUP WIDE)

4,940

trees planted across our three facilities.

ECONOMIC CONTRIBUTION

Our employment footprint supports families and creates indirect demand for suppliers, contractors and service providers, strengthening local economic activity.

SUPPLY CHAIN CONNECTION

We incur significant expenditure on materials and operational inputs, contributing to the wider economic ecosystem linked with our operations.

TRANSPARENCY FIRST

We do not currently have verified data on the proportion of procurement spend retained within local economies. We therefore do not estimate or claim a quantified local economic multiplier.

GOVERNANCE IN PLACE

A Board-approved CSR Policy and CSR Committee provide the governance foundation for future community investment and responsible engagement.

OUR COMMUNITY FOOTPRINT

- **491** jobs across Gujarat & Uttarakhand
- **6** plantation drives in FY 2025–26
- **365** trees planted in the year
- **4,940** trees in cumulative green belt











15. Sustainable Supply Chain & Responsible Procurement

BUILDING RESPONSIBILITY INTO EVERY LINK OF THE VALUE CHAIN

Our sustainability performance does not begin at the factory gate. It begins with the fiber, chemicals, packaging materials, equipment and technical partnerships that enable our operations.

Chapter 14 described our relationship with the communities around our three facilities. This chapter turns to the relationships that make those facilities operate in the first place: our suppliers and business partners. It brings together themes referenced across the report—including fiber sourcing, local vendor development, sustainable procurement, material efficiency and ethical governance—into one integrated account of our supply-chain approach.

OUR RESPONSIBLE PROCUREMENT PHILOSOPHY

Collaboration with vendors and customers has long been central to how we conduct business. Our procurement approach therefore extends beyond the commercial objective of obtaining materials at competitive cost. We seek supplier relationships built on consistent quality expectations, technical understanding, reliability and shared accountability.

This approach is particularly important in our Consumer Product Divisions, where customer specifications, quality requirements and audit expectations influence the standards that must be maintained throughout our own supply chain. The requirements placed on us by customers must ultimately be reflected in the materials and suppliers supporting our manufacturing operations.

We therefore view procurement as an extension of operational quality and responsible business conduct—not as a function separate from them.

SUPPLIER PARTNERSHIPS AND SELECTION

Our supply chain includes two important categories of partnerships:

1. Technology and Equipment Partners

The manufacturing capabilities of our **Non-Woven Division** have been developed with specialised equipment and technology partners. These relationships represent long-term technical partnerships because the performance and capabilities of manufacturing equipment influence product quality and operational capability throughout the working life of the assets.

2. Raw Material and Packaging Suppliers

Our manufacturing operations depend on a continuing supply of qualified raw materials, including viscose, polyester, recycled polyester and cotton fiber, together with chemicals, packaging materials and other production inputs.

Supplier selection is guided by objective procurement criteria and quality requirements. Suppliers are expected to meet applicable technical, quality and compliance expectations before materials enter regular production.

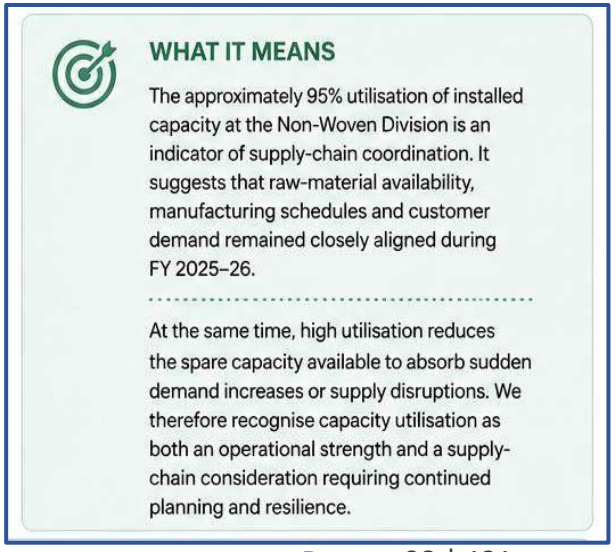
Our ethical framework also applies to supplier relationships. Employees are expected to avoid conflicts of interest and decline gifts or personal benefits of commercial value that could influence business decisions.

RESPONSIBLE SOURCING

Responsible sourcing is reflected in the materials that enter our regular production processes rather than being confined to a separate speciality product line. **Following is the Responsible Sourcing Indicators, FY 2025-26.**

INDICATOR	FY 2025-26 POSITION	WHY IT MATTERS
Recycled fiber in raw- material mix	Recycled Polyester Fiber Used as Standard Production Input	Reduces GHG emissions
Certified-sustainable fiber availability	FSC- and PEFC Certified and Biodegradable Viscose Fiber Available to Specification	Supports Customers Requiring Certified or More Sustainable Fiber Options
Fiber Recovery Rate	Approximately **98.6%** At the Non-Woven Division	Demonstrate Efficient Conversion of Purchased Fiber into Sealable Product
Non-Woven Division capacity utilization	Approximately **95%** of Installed 12,000-tons annual Capacity	Indicates Close Alignment Between Supply Availability, Production Scheduling and Market Demand





LOCAL VENDOR DEVELOPMENT

Rather than continuing to import components from a more distant supplier, the Company worked with a local vendor to develop the capability to supply them import substitute. This initiative contributed to reduce per-unit cost and shorter delivery and documentation cycles while helping build manufacturing capability closer to the facility.

We present this as a specific documented example of local supplier development rather than as evidence of a formalised, Group-wide vendor-development programme. It demonstrates the practical value that can be created when supplier relationships move beyond procurement transactions towards capability development and operational collaboration.

SUPPLY CHAIN QUALITY

Supplier quality is inseparable from manufacturing quality.

Incoming viscose, polyester and bamboo at the Non-Woven Division are subject to raw-material testing before entering production. At our Consumer Product Divisions, extensive in-process and finished-product quality controls depend on packaging materials, chemicals and other incoming inputs meeting applicable quality and compliance expectations.

A material-quality issue originating with a supplier can ultimately affect the same product and customer relationship as an internal manufacturing process failure. For this reason, supplier qualification, material consistency and incoming quality controls form an integral part of our wider quality architecture.

Changing a qualified supplier may also require appropriate requalification. In operations governed by GMP, quality and other compliance requirements, supplier changes cannot always be treated as purely commercial decisions. Material provenance, consistency and documented performance are important considerations in maintaining product quality and compliance.

SUPPLY CHAIN RESILIENCE

Our approach to supply-chain resilience is currently based more on operational structure than on formal supplier-diversification targets.

The Company operates **three facilities across Gujarat and Uttarakhand,** providing geographic diversification across two states. Our operations also use different energy arrangements and raw-material configurations, reducing dependence on a single operational configuration.

The ability of the **Non-Woven Division** to utilise recycled polyester alongside virgin polyester provides an additional degree of input flexibility and reduces GHG emissions. A broader material mix can help create greater flexibility when market conditions, availability or pricing change in individual input streams.

At the same time, resilience requires recognising structural dependencies. The co-location of the Non-Woven Division and CPD Panoli provides operational efficiency by reducing transport and handling requirements between fabric production and wipes conversion. However, a disruption affecting the industrial estate could potentially affect both facilities simultaneously.

CPD Haridwar's independent location therefore provides an additional degree of geographic resilience within the Company's operating structure.

We have not published a formal supply-chain risk register or supplier-diversification targets. The resilience described here reflects the characteristics of our current sourcing and operating model rather than a separately formalised supply-chain risk-management programme.

ETHICAL PROCUREMENT

Procurement decisions are governed by the same ethical principles that apply across our wider business.

Our governance framework includes:

- A Code of Conduct applicable to suppliers, subcontractors and business partners;
- Expectations regarding conflicts of interest;
- Restrictions on accepting gifts or personal benefits that could influence commercial decisions; and
- Governance processes relating to related-party transactions.

During FY 2025–26, the Company recorded **zero confirmed cases of corruption or bribery across its three facilities.** This governance record reinforces our expectation that supplier-facing decisions should be made on the basis of legitimate business, quality, technical and compliance considerations.

TRANSPARENCY ABOUT OUR CURRENT GAPS

We believe responsible reporting requires equal clarity about areas where our systems and data are still developing.

As of FY 2025–26, we have not reported:

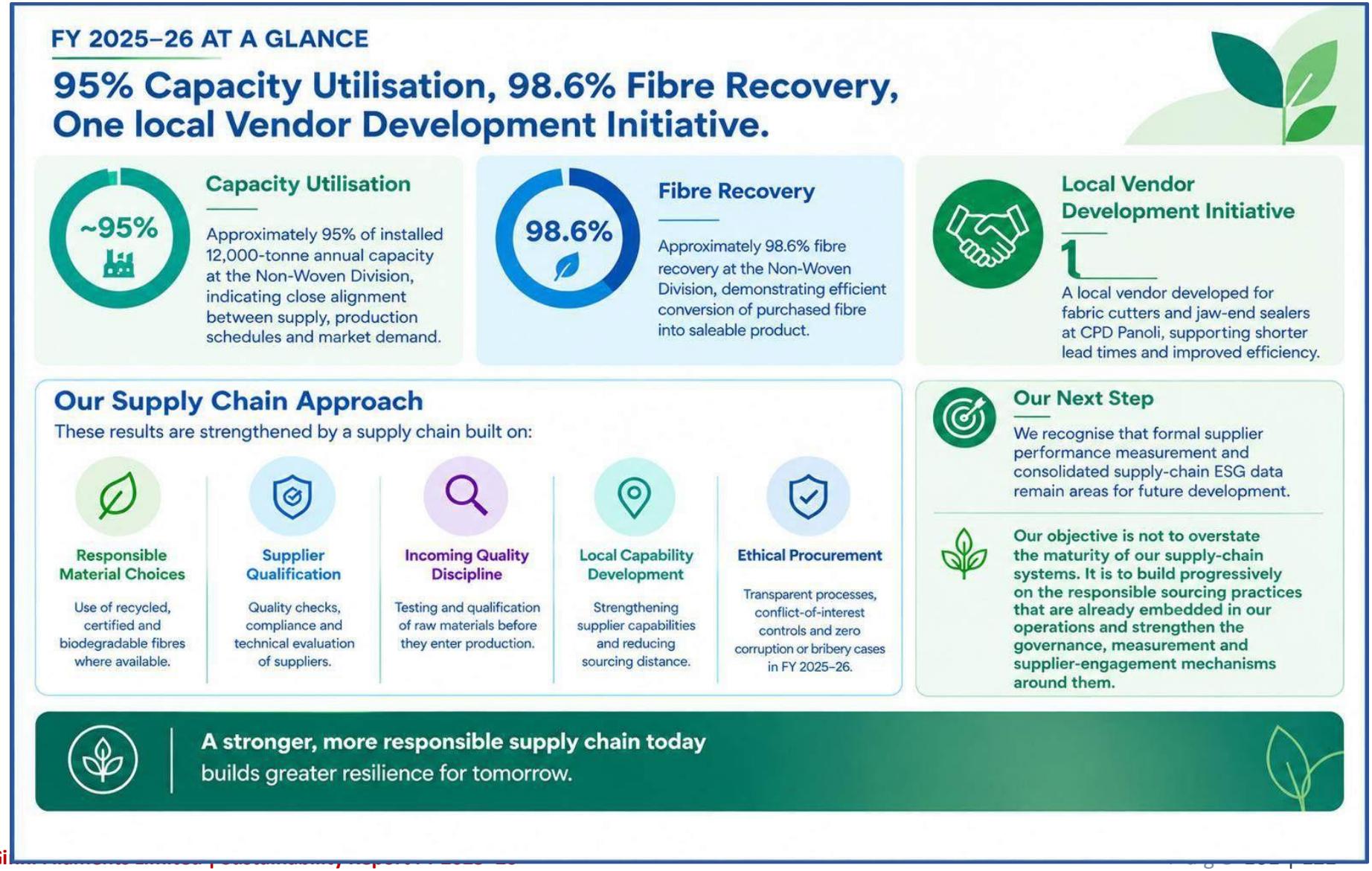
- A separate formal Supplier Code of Conduct;
- A consolidated supplier scorecard or supplier-rating system;
- A percentage breakdown of local versus non-local procurement spend;
- Consolidated statistics on supplier audits;
- The number of supplier corrective actions issued; or
- Comprehensive supplier assessment data across the full supplier base.

Where responsible sourcing practices are currently more developed, they are reflected in specific and verifiable practices—such as recycled fiber use, certified fiber availability, incoming raw-material testing and the documented local vendor-development initiative—rather than in a fully quantified, formalised supplier-governance programme.

We recognise these gaps directly because transparency about the current state of our systems is essential to maintaining the credibility of the progress we report.



No. of local developed vendors will 2, 2nd wender is developed Brand Logo



GRI STANDARDS & SDG ALIGNMENT – CHAPTER 15

GRI Standards Referenced	Relevant to Chapter 15	SDG Alignment
GRI 204-1 — Proportion of spending on local suppliers	Local supplier development and procurement	
GRI 301 — Materials	Fiber inputs, recycled polyester and material efficiency	
GRI 306 — Waste	Fiber recovery and process-waste management	
GRI 308-1 — New suppliers screened using environmental criteria	Environmental considerations in supplier selection	
GRI 414-1 — New suppliers screened using social criteria	Social and compliance expectations in the supply chain	 
GRI 205 — Anti-corruption	Ethical procurement and supplier-facing business integrity	



16. Climate Performance, GHG Inventory & Net-Zero Roadmap

Climate performance begins with measurement. During FY 2025–26, Ginni Filaments Limited continued to strengthen its greenhouse gas accounting across its three manufacturing facilities, enabling us to understand where emissions arise, identify the most significant carbon hotspots and focus our decarbonisation efforts where they can create the greatest impact.

Our GHG inventory covers the Non-Woven Division at Panoli, Gujarat; Consumer Product Division at Panoli, Gujarat; ***and*** *Consumer Product Division at Haridwar, Uttarakhand for the reporting period April 1, 2025 to March 31, 2026. The inventory is consolidated using an operational control approach.*

Our approach is grounded in transparency. Where reliable primary data is available, we report it directly; where an area remains under development, such as Scope 3 emissions, we disclose that limitation rather than introduce unsupported estimates.

ORGANISATIONAL & OPERATIONAL BOUNDARY

The **FY 2025–26 GHG inventory** includes all three manufacturing facilities operated by **Ginni Filaments Limited.** Sources covered include fuel combustion, purchased electricity and fugitive refrigerant emissions. No facility within our current operating base has been excluded.

Parameters	FY 2025-26 Basis
Reporting Organisation	**Ginni Filaments Limited**
Reporting Period	**April 1, 2025 – March 31, 2026**
Consolidation Approach	**Operational Control**
Facilities Included	**Non-Woven Division – Panoli; CPD Panoli; CPD Haridwar**
Facilities Excluded	**None**
Gases Covered	**CO_2, CH_4, N_2O and fugitive refrigerant emissions**

GINNI FILAMENTS LIMITED

OUR CLIMATE BOUNDARY

CLIMATE & GHG INVENTORY FY 2025–26

OPERATIONAL CONTORL

NON-WOVEN PANOLI-GUJARAT

CPD PANOLI-GUJARAT

CPD HARIDWAR UTTARKAHND



CONSOLIDATED GHG

SCOPE 1 FUEL COMBUSTION

SCOPE 2 PURCHASED ELECTRICITY

FUGITIVE REFREIGERANT

GHG ACCOUNTING METHODOLOGY

Our GHG inventory has been prepared with reference to **the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1:2018.** Stationary combustion emissions are calculated using metered fuel consumption, including high-speed diesel, biomass briquette, natural gas and thermic fluid heater oil. Fuel consumption is converted into energy using applicable gross calorific values and subsequently into carbon dioxide equivalent using relevant global warming potentials. Biogenic CO_2 from biomass combustion (6,646.80 tCO_2e) is reported separately from the Scope 1 and Scope 2 totals.

Purchased grid electricity is accounted for under **Scope 2** using a consistent grid emission factor across **the three facilities. Fugitive emissions** are calculated using refrigerant refill quantities and the applicable global warming potential of the refrigerant used (IPCC AR6 values). In FY 2025–26 they cover refrigerant top-ups at the Non-Woven Division (340.15 tCO_2e) and CO_2 fire-extinguisher refills across the three facilities (0.25 tCO_2e).

Activity data is collected on a monthly basis through utility bills, fuel consumption records, purchase records and refrigerant servicing records. Production data is drawn from the same operational systems used for facility-level performance monitoring.

OUR FY 2025–26 GHG FOOTPRINT





SCOPE 1 EMISSION BY SOURCE & SCOPE 2 EMISSION BY FACILITY

Scope 1 Emissions by Source

Source	Facility	Emissions (tCO_2e)
Biomass briquette	Non-Woven Division	2,595.69
High-speed diesel	Non-Woven Division & CPD Haridwar	148.63
Natural gas	Non-Woven Division & CPD Panoli	108.38
Thermic fluid heater oil	Non-Woven Division	19.34
Fugitive refrigerant emissions	All three facilities	340.40
Total Scope 1		**3,212.44**

Scope 2 Emissions by Facility

Facility	Scope 2 Emissions (tCO_2e)
Non-Woven Division – Panoli	9,793.94
CPD Haridwar	1,082.88
CPD Panoli	1,009.72
Total Scope 2	**11,886.54**

Together, our Scope 1 and Scope 2 emissions amount to **15,098.97** tCO_2e, with a gross emission intensity of **0.46** tCO_2e per tonne of production.





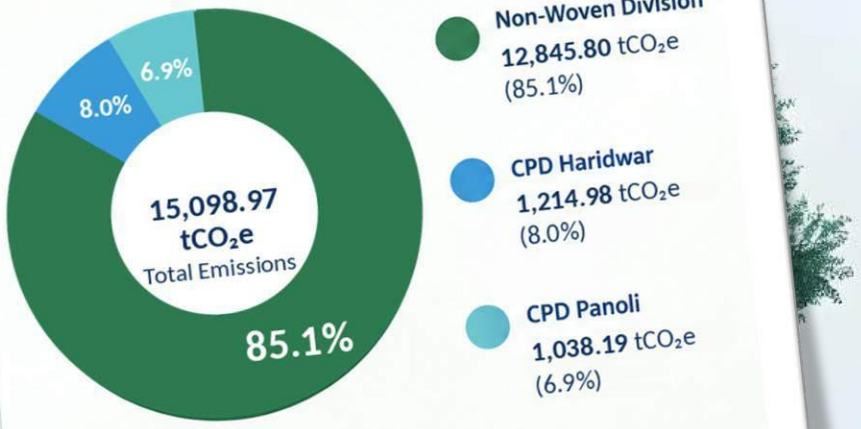


GINNI FILAMENTS LIMITED

FACILITY-WISE CLIMATE PERFORMANCE

The Non-Woven Division at Panoli accounts for approximately **85%** of our combined Scope 1 and Scope 2 emissions. This concentration reflects the scale and energy intensity of fabric formation processes, including hydro-entanglement, drying and thermal bonding.

Facility	Scope 1 (tCO_2e)	Scope 2 (tCO_2e)	Total (tCO_2e)	Share (%)
Non-Woven Division	3,051.86	9,793.94	12,845.80	85.1%
CPD Haridwar	132.10	1,082.88	1,214.98	8.0%
CPD Panoli	28.48	1,009.72	1,038.19	6.9%
Total	**3,212.44**	**11,886.54**	**15,098.97**	**100%**





The facility-level data provides a clear strategic message: decarbonisation initiatives at the Non-Woven Division have the greatest potential to influence our company-wide emissions performance.

GINNI FILAMENTS LIMITED

CARBON HOTSPOTS

Two Sources dominate our climate footprint:

1 Purchased Grid Electricity — All Facilities

11,886.54 tCO_2e

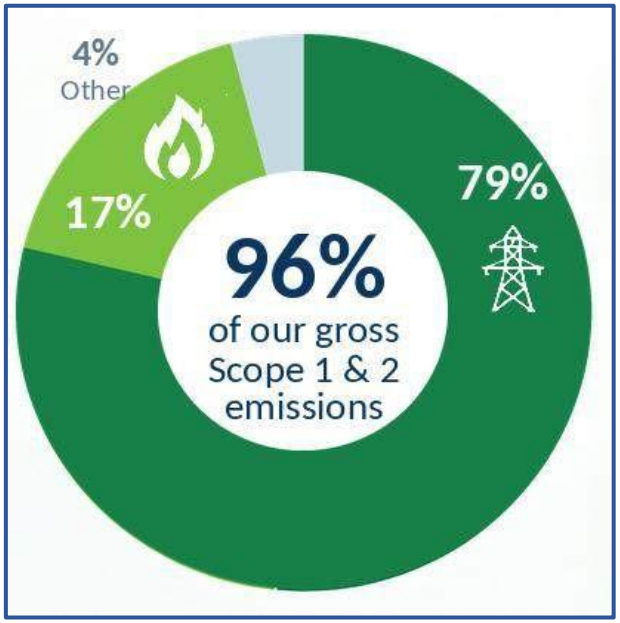
Accounts for **78.7%** of our gross Scope 1 and Scope 2 (Non-Woven: **64.9%**)

2 Biomass Briquette — Non-Woven Division

2,595.69 tCO_2e

Accounts for **17.2%** of our gross Scope 1 and Scope 2 emissions.

Together these two sources represent close to 96% of our gross Scope 1 & 2 Emissions.



This concentration helps us prioritise our climate strategy.

Future reductions will depend primarily on:

- Increasing renewable electricity procurement
- Improving energy efficiency
- Optimising thermal energy consumption
- Continuing the transition toward lower-carbon fuels
- Increasing recycled material utilisation
- Expanding process-waste recovery

Lower Emissions | Cleaner Tomorrow

EMISSION INTENSITY

Absolute emissions provide only part of the picture. Because our facilities have different production processes and scales, emission intensity provides an important complementary measure. Our FY 2025–26 company-wide gross emission intensity was: **0.46 tCO_2e/t.**

Facility	Production (tonnes)	Gross Emissions (tCO_2e)	Intensity
Non-Woven + Coating + Lamination + Dry wipes (Non-Woven Division)	13,914.58	12,845.80	0.92 tCO_2e/t
****CPD Panoli**	11,080.96	1,038.19	0.09 tCO_2e/t
****CPD Haridwar**	7,784.45	1,214.98	0.16 tCO_2e/t
Company-wide	**32,779.99**	**15,098.97**	**0.46 tCO_2e/t**

***CPD Panoli: Includes water and other ingredients., CPD Haridwar: Includes water, other ingredients, and additional cosmetic solutions.*

The **higher intensity** of the **Non-Woven Division** reflects the energy requirements of fabric formation, while the Consumer Product Divisions primarily undertake conversion and formulation activities.

SCOPE 3 — OUR NEXT MEASUREMENT FRONTIER

Scope 3 emissions, including emissions associated with purchased goods and services, upstream transportation and other value-chain activities, **have not yet been quantified for FY 2025–26.**

The principal challenge is the availability and consolidation of supplier, logistics and other value-chain data beyond our existing facility-level systems.

We consider Scope 3 measurement an important next step in strengthening the completeness of our climate inventory. Rather than introduce an unsupported estimate, we have disclosed the current data limitation transparently.

DATA QUALITY & TRANSPARENCY

Our **gross emissions inventory** is predominantly based on primary operational data, including:

- Electricity consumption from utility bills;
- Fuel consumption from purchase and consumption records;
- Refrigerant quantities from servicing and top-up records; and
- Production volumes from operational systems.

Emission factors and global warming potentials are applied consistently across facilities and reporting periods to support comparability.

The principal estimation within our climate reporting relates to **savings calculations**, particularly the counterfactual comparison between biomass briquette use and an equivalent natural-gas scenario. Our reported Scope 1 and Scope 2 totals themselves are based on metered consumption.

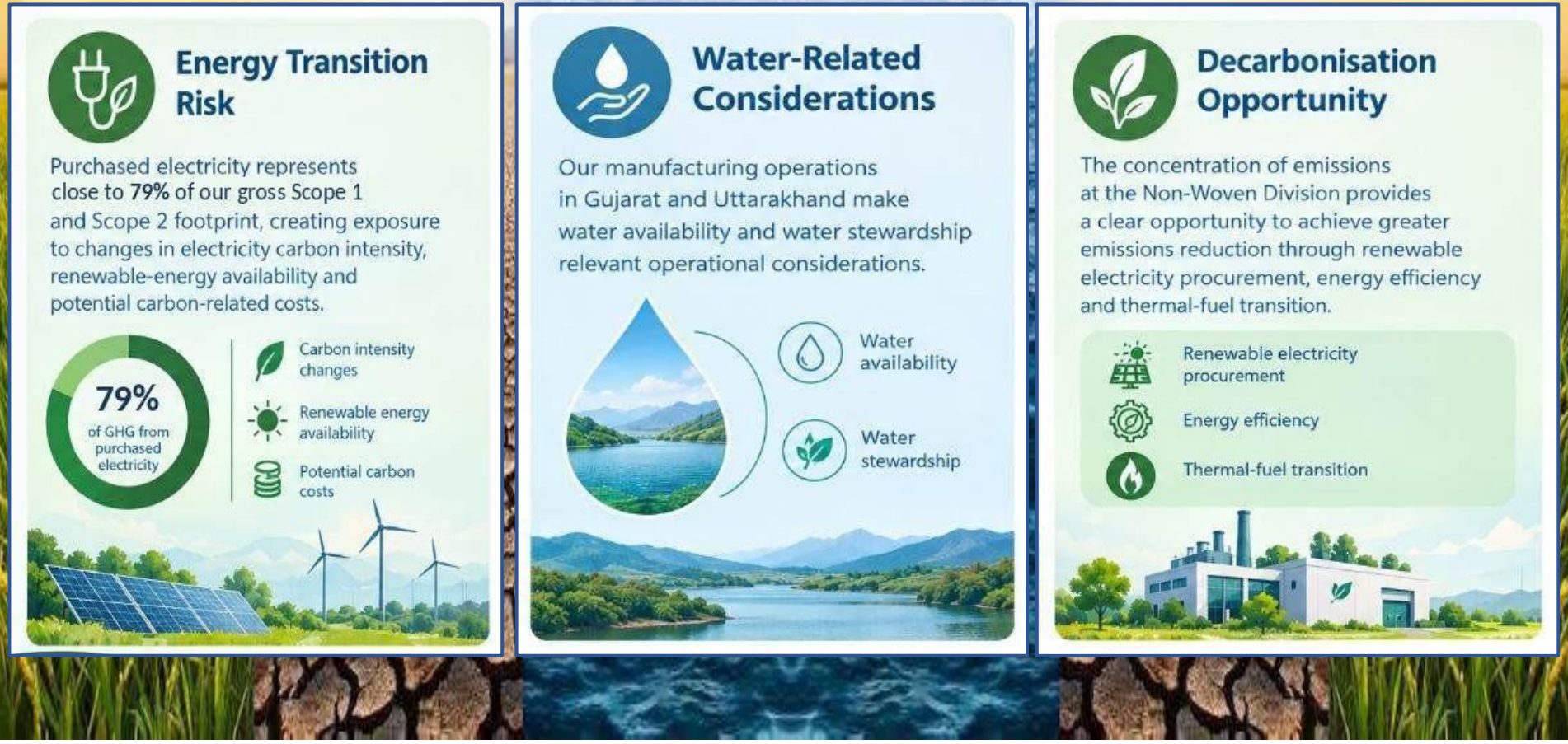
GINNI FILAMENTS LIMITED

CLIMATE RISKS & OPPORTUNITIES

We have not yet undertaken a formal scenario-based climate risk assessment aligned with TCFD and therefore do not represent one in this report.

Our current assessment nevertheless identifies several relevant areas of exposure and opportunity.

Key Climate Consideration



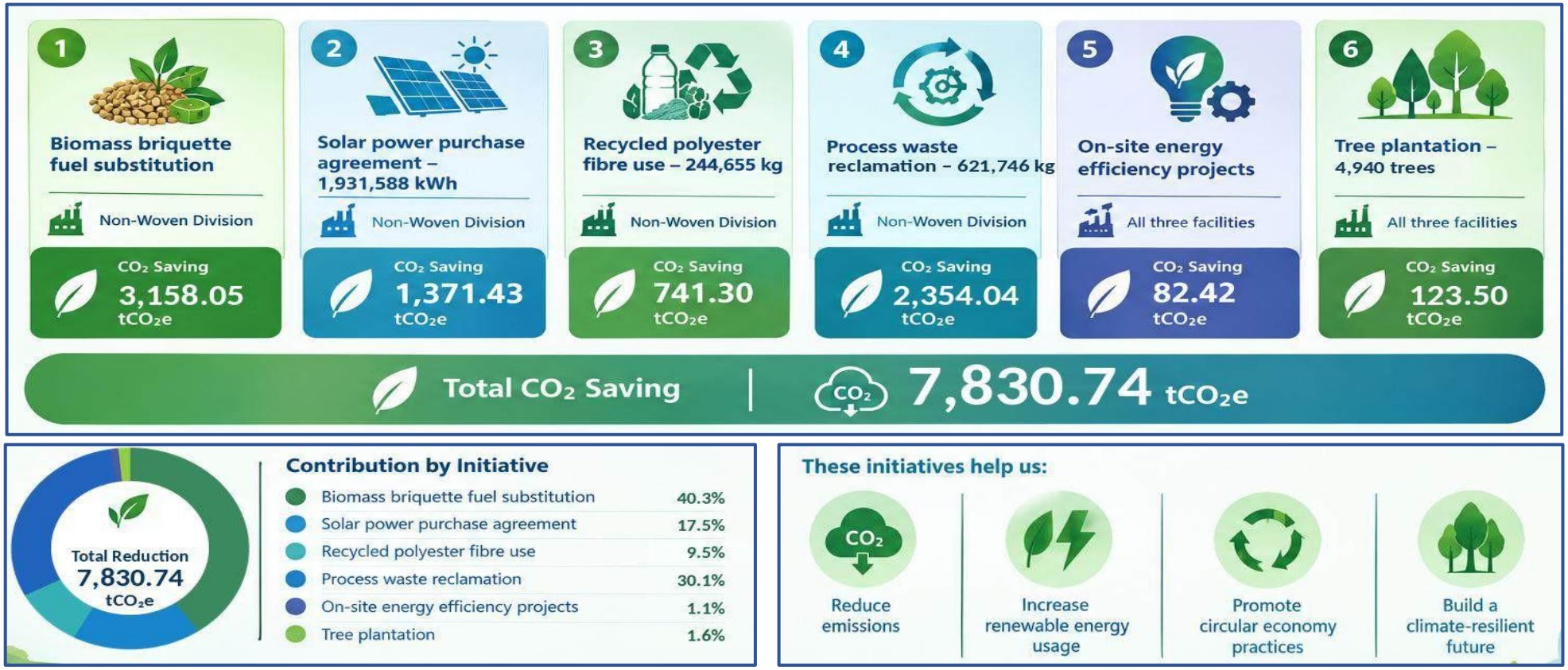
DECARBONISATION ROADMAP

During **FY 2025–26,** identified reduction and offset initiatives accounted for **7,830.74 tCO_2e, against gross Scope 1 and Scope 2 emissions of 15,098.97 tCO_2e.** This resulted in **a reported net position of 7,268.23 tCO_2e.**

Our **decarbonisation** approach is based on initiatives already implemented across our manufacturing network and on progressively expanding their scale and effectiveness.

REDUCTION AND OFFSET INITIATIVES FY 2025-26

Through a combination of **operational improvements, renewable energy, resource circularity and nature-based solutions,** we have implemented initiatives to **reduce** our **carbon footprint and create long-term environmental value.**



OUR ROADMAP: FROM ACTION TO SCALE

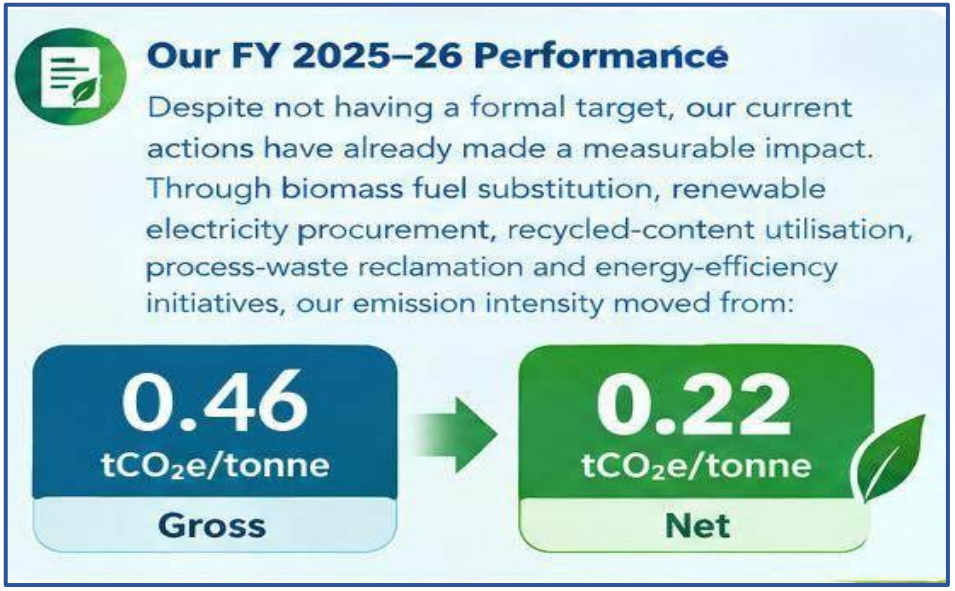
Road Map Horizon	Strategic Focus	Key Initiatives/Actions	FY 2025–26 Progress / Foundation
Near Term	**Energy & Fuel Efficiency**	Biomass briquette utilisation; solar power procurement; compressor pressure-control and VFD upgrades; AHU VFD optimisation; water-system surge-time optimisation	Measurable energy and emissions savings delivered
Medium Term	**Circular Materials**	Increase recycled content; expand process-waste reclamation	244,655 kg recycled polyester consumed; 162,252 kg material reclaimed
Long Term	**Renewable Energy & Value Chain**	Expand renewable power procurement; explore on-site generation; improve energy efficiency; develop supplier and logistics data for Scope 3	A total of 1,931 MWh of renewable energy was utilised at the Non-Woven Division Plant. Building the foundation for deeper value-chain decarbonisation

NET-ZERO PATHWAY

Building the Evidence Before Setting the Target

Ginni Filaments Limited has not yet adopted a formal net-zero target, baseline year or interim emission-reduction milestones.

We believe that a credible target should be supported by a robust baseline, reliable facility-level data and measurable interim actions. Accordingly, target-setting remains under evaluation.









CLIMATE PERFORMANCE AT A GLANCE

For **Ginni Filaments Limited**, climate action is an evolving journey. FY 2025–26 strengthened our understanding of our emissions profile and identified the areas where our actions can deliver the greatest impact. Our next phase is to deepen renewable energy adoption, improve energy efficiency, expand circular material use and progressively extend measurement across our value chain.

We will continue to build our climate strategy on measurable performance, operational discipline and transparent disclosure.

Our Climate Commitment

- Measure accurately.
- Reduce systematically.
- Disclose transparently.

measure
reduce
disclose



GRI STANDARDS & SDG ALIGNMENT – CHAPTER 16

GRI Standards Referenced	SDG Alignment
GRI 305-1 — Direct (Scope 1) GHG emissions	
GRI 305-2 — Energy indirect (Scope 2) GHG emissions	
GRI 305-3 — Other indirect (Scope 3) GHG emissions	
GRI 305-4 — GHG emissions intensity	
GRI 305-5 — Reduction of GHG emissions	



17. Conclusion & Way Forward

FROM RESPONSIBLE OPERATIONS TO SUSTAINABLE GROWTH

FY 2025–26 has been a year of strengthening the foundations of sustainability at **Ginni Filaments Limited.** Across our three manufacturing facilities, sustainability is increasingly being integrated into the way we manage energy, water, materials, people, safety, governance and operational performance.

Our approach remains practical and manufacturing-led. We believe that sustainability creates lasting value when it is translated into **better processes, more efficient resource use, stronger controls and measurable outcomes** rather than treated as a standalone programme.

During the year, this approach was reflected in several areas of progress. Energy-efficiency initiatives, renewable power procurement and the increased use of biomass briquettes supported our climate and resource-efficiency objectives. The use of recycled polyester, process-waste reclamation and high fiber recovery demonstrated opportunities to improve material circularity. Water stewardship initiatives, including rainwater harvesting and Zero Liquid Discharge at the Non-Woven Division, continued to strengthen our environmental management.

Our people remain central to this progress. With a workforce of close to 490 employees, our focus on health and safety, training, employee engagement and workplace well-being supports the resilience of our manufacturing operations. The year was marked by **zero fatalities, zero permanent disabilities and zero lost-time injuries,** alongside continued investment in employee capability development.

Our governance framework provides the foundation for responsible business conduct. The report records **zero confirmed cases of corruption or bribery, zero Code of Conduct breaches and zero harassment or discrimination cases** during FY 2025–26. These outcomes reinforce our expectation that responsible business conduct must be embedded in everyday decision-making.

OUR CLIMATE JOURNEY: BUILDING THE EVIDENCE

One of the most important developments during FY 2025–26 was the strengthening of our greenhouse gas inventory. The Company's GHG inventory covers all three manufacturing facilities under an operational-control approach and includes Scope 1 and Scope 2 emissions. The analysis has helped identify the **Non-Woven Division at Panoli as the principal emissions hotspot**, providing a clearer basis for prioritising future decarbonisation initiatives.

Our next phase will focus on scaling initiatives that have already demonstrated measurable potential:

Energy & Fuel Efficiency → **Renewable Energy** → **Circular Materials** → **Value-Chain Measurement**

This progression reflects our belief that credible climate action begins with reliable measurement and practical operational improvements. We will continue to strengthen our data systems before extending measurement further across the value chain.

The Company has set a **Net Zero target for the year 2032**. The Company is committed to achieving this target through planned emission-reduction initiatives, supported by robust data, credible assumptions and measurable implementation plans.

LOOKING AHEAD

Our sustainability journey will continue to evolve through three broad priorities:

01 — Deepen Operational Efficiency

We will continue to improve energy performance, optimise equipment and processes, reduce resource consumption and strengthen facility-level monitoring.

02 — Scale Circularity & Renewable Energy

We will explore greater use of recycled materials, expand process-waste reclamation and continue increasing renewable electricity procurement, while evaluating opportunities for on-site renewable generation.

03 — Extend Sustainability Across the Value Chain

We will progressively strengthen supplier and logistics data, responsible sourcing practices and Scope 3 measurement. This will allow us to move beyond operational boundaries and develop a more complete understanding of our broader environmental footprint.

These priorities are consistent with the roadmap established in the report, which moves from near-term energy and fuel efficiency towards circular materials and, ultimately, renewable energy and value-chain decarbonisation.

TRANSPARENCY AS A MEASURE OF PROGRESS

We recognise that a credible sustainability journey includes both **what we have achieved and what remains to be developed**.

The report therefore identifies areas where our systems and data are still evolving. These include comprehensive Scope 3 measurement, quantified local procurement data, consolidated supplier assessment information, formalised supplier performance metrics and broader community-impact measurement.

We believe that acknowledging these gaps strengthens rather than weakens our sustainability reporting. It provides a clear baseline from which future improvement can be measured.

Our commitment is therefore not to present sustainability as a finished destination, but to build stronger systems, improve data quality, increase accountability and report progress transparently over time.

OUR COMMITMENT

Measure Better. Operate Smarter. Grow Responsibly.

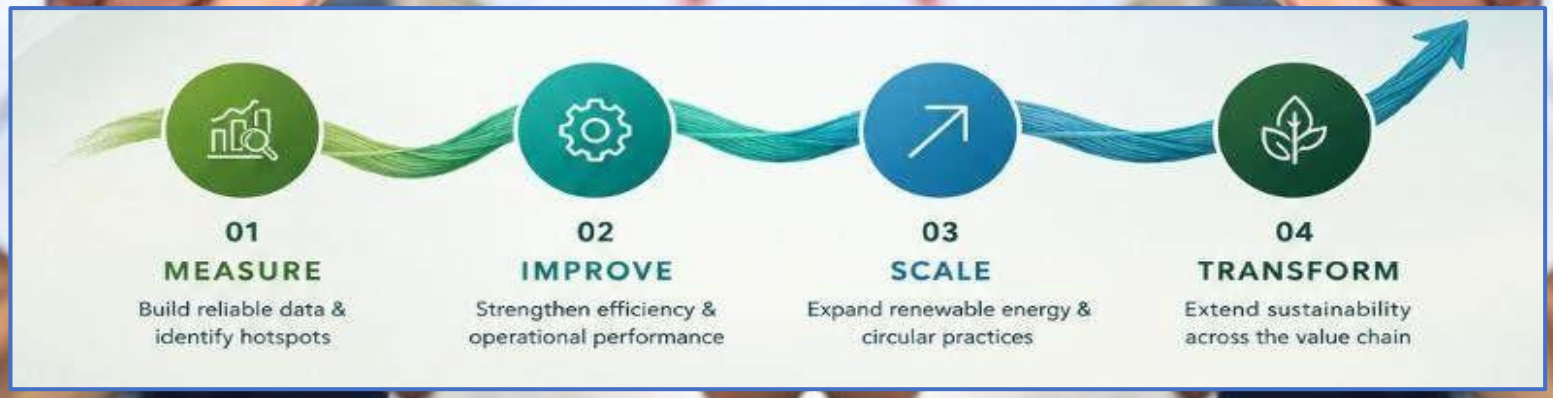
As we look beyond FY 2025–26, Ginni Filaments Limited remains focused on connecting **business performance with responsible resource management**.

Our sustainability priorities will continue to be embedded within our manufacturing strategy:

GINNI FILAMENTS LIMITED

Fy - 2025-26 From Responsibility to Growth





ANNEXURE 1 — CLIMATE & GHG METHODOLOGY

Parameter	Reporting Approach
Scope 1	Direct emissions from owned/controlled sources
Scope 2	Indirect emissions associated with purchased electricity
Scope 3	Not yet comprehensively quantified
Organisational Approach	Operational-control approach
Facilities Covered	Three manufacturing facilities
GHG intensity	tCO_2e per tonne of production
Climate target	2028 GHG emission-intensity target
Future direction	Renewable energy, efficiency, circular materials and value-chain measurement

ANNEXURE 2 — KEY POLICIES, CERTIFICATIONS & MANAGEMENT SYSTEMS

Key Policies

- Vigil Mechanism / Whistle Blower Policy
- Code of Conduct for Directors & Senior Management
- Code to Regulate, Monitor and Report Trading by Insiders
- Code of Practices and Procedures for Fair Disclosure
- Related Party Transaction Policy
- Policy for Determination of Materiality
- CSR Policy
- Nomination & Remuneration Policy

ANNEXURE 9 — DEFINITIONS & ABBREVIATION

Abbreviation	Full Form / Meaning
AGM	Annual General Meeting
ATEX	*Atmosphères Explosibles* / Equipment for Explosive Atmospheres
B2B	Business-to-Business
B2C	Business-to-Consumer
CAPEX	Capital Expenditure
CH_4	Methane
CO_2	Carbon Dioxide
CO_2e	Carbon Dioxide Equivalent
CPD	Consumer Products Division
CSR	Corporate Social Responsibility
CTO	Consent to Operate
CFO	Chief Financial Officer
EHS	Environment, Health & Safety
EBITDA	Earnings Before Interest, Tax, Depreciation and Amortisation
EGD	Employee / Governance-related diversity terminology, where applicable
EMS	Environmental Management System
ESG	Environmental, Social and Governance
EOU	Export Oriented Unit
FY	Financial Year
GHG	Greenhouse Gas
GIDC	Gujarat Industrial Development Corporation
GMP	Good Manufacturing Practices
GLP	Good Laboratory Practices
GRI	Global Reporting Initiative
GSM	Grams per Square Metre
HR	Human Resources
ISO	International Organization for Standardization
KL	Kilolitre
kWh	Kilowatt-hour
LTI	Lost-Time Injury
M.D.	Managing Director
M kcal/t	Million kilocalories per tonne
POSH	Prevention of Sexual Harassment
PPE	Personal Protective Equipment
PPA	Power Purchase Agreement
QMS	Quality Management System
rPET	Recycled Polyethylene Terephthalate
SAP	Systems, Applications and Products
SDGs	Sustainable Development Goals
SMETA	Sedex Members Ethical Trade Audit
SSCC	Serial Shipping Container Code
t	Tonne
tCO_2e	Tonnes of Carbon Dioxide Equivalent
USP	United States Pharmacopeia
VFD	Variable Frequency Drive
ZDHC	Zero Discharge of Hazardous Chemicals
ZLD	Zero Liquid Discharge

END OF THE DOCUMENT