



**MADRAS FLUORINE  
PRIVATE LTD**

# **SPECIALTY FLUORINE CHEMICALS**



**No. 266, Express Highway, Manali,  
Chennai-600068, Tamil Nadu, India.**

## **CORPORATE SUSTAINABILITY REPORT**

**For the Period 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024**  
**Form No: MFPL/ESG/F-430**  
**Rev: 00**  
**Issued by: Managing Director**



# 1. INTRODUCTION

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## MANAGING DIRECTOR MESSAGE ON CORPORATE SUSTAINABILITY REPORT

### Managing Director's Message on Sustainability Report

At MFPL, we are driven by a deep commitment to sustainability that extends beyond business imperatives to the well-being of our environment, society, and future generations. As a leading manufacturer and supplier of inorganic fluorine and boron chemicals in India, we recognize the critical role we play in fostering a sustainable future.

### Embedding Sustainability in Our Core

Sustainability is not just a corporate responsibility; it is integral to our business strategy. Our operations are guided by Environmental, Social, and Governance (ESG) principles that ensure we create lasting value while minimizing our environmental footprint. We have implemented robust policies aimed at energy efficiency, waste reduction, and resource optimization across all our facilities.

### Environmental Stewardship

Protecting the environment is at the heart of our operations. We continuously invest in cleaner technologies, reduce emissions, and adopt sustainable raw material sourcing practices. Our advanced waste management systems ensure that hazardous waste is minimized and safely disposed of, in line with global environmental standards.

## **Social Responsibility and Community Engagement**

We believe in making a positive difference in the communities where we operate. Through various community development programs, we support education, healthcare, and skill development initiatives. Our workforce policies ensure safe working conditions, equal opportunities, and professional growth for all employees.

## **Governance and Ethical Leadership**

Strong governance frameworks underpin our sustainability journey. We adhere to stringent compliance protocols, transparent reporting, and ethical business practices. Our Board of Directors actively oversees sustainability initiatives, ensuring alignment with our long-term vision.

## **Progress and Future Aspirations**

This Sustainability Report highlights our achievements and outlines our strategic roadmap toward more ambitious sustainability goals. We have made significant strides in reducing carbon emissions, enhancing product innovation, and fostering a culture of sustainability-driven performance.

## **Looking Ahead**

As we look to the future, we remain resolute in our pursuit of sustainable development. We will continue to collaborate with stakeholders, embrace innovation, and uphold the highest standards of sustainability. Our collective efforts will enable us to drive environmental preservation, social upliftment, and economic growth.

I extend my heartfelt gratitude to our employees, customers, partners, and communities for their unwavering support. Together, we will build a resilient, sustainable, and prosperous future.

Thank you for being a part of our sustainability journey.

With warm regards,





# ABOUT US

- **Manufacturer of Specialty Fluorine Chemicals for over 50 years.**
- **ISO 9001:2015 and ISO 14001:2015 certified company**
- **Largest Exporter of Speciality Inorganic Fluorine Chemicals from India**
- **State of art Manufacturing Facility with Flexible manufacturing capability**
- **Capacity to produce 5000 Mts / annum of both solid and liquid Fluorine Chemicals**
- **Advanced R&D Facility to develop new products and cater to diverse customer specifications**
- **Manufacturing Facility located about 15 kms from Chennai port.**





# PRODUCT RANGE

## ACIDS

### FLUORIDES

BI-FLUORIDES

FLUOBORATES

SILICO FLUORIDES

SPECIALITY PRODUCTS

NON FLUORINE

PRODUCTS

## ACIDS

1. FLUOBORIC ACID – 40% - 48%  $\text{HBF}_4$  40% – 48%
2. FLUOSILICIC ACID – 30% - 40%  $\text{H}_2\text{SiF}_6$  30% , 35% & 40%
3. HYDROFLUORIC ACID – 40% to 70  $\text{HF}$  40% - 70%
4. HEXAFLUOZIRCONIC ACID – 45%  $\text{H}_2\text{ZrF}_6$  45%
5. HEXAFLUOROTITANIC ACID – 40% to 60%  $\text{H}_2\text{TiF}_6$  40% - 60%
6. HEXAFLUOROPHOSPHORIC ACID- 60%  $\text{HPF}_6$  60%



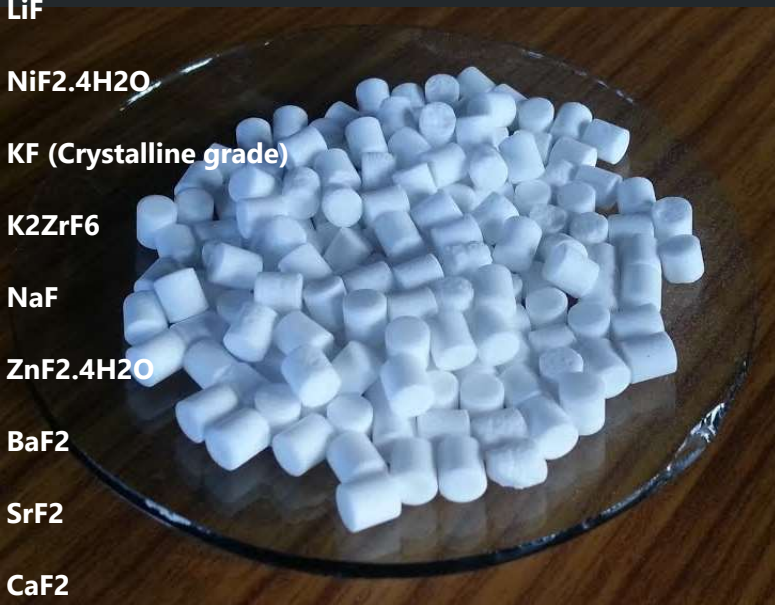
# PRODUCT RANGE

ACIDS  
**FLUORIDES**  
BI-FLUORIDES  
FLUOBORATES  
SILICO FLUORIDES  
SPECIALITY PRODUCTS  
NON FLUORINE  
PRODUCTS



## FLUORIDES

|     |                              |  |
|-----|------------------------------|--|
| 1.  | ANTIMONY TRIFLUORIDE POWDER  | $\text{SbF}_3$                           |
| 2.  | COPPER FLUORIDE DIHYDRATE    | $\text{CuF}_2 \cdot 2\text{H}_2\text{O}$ |
| 3.  | LEAD FLUORIDE                | $\text{PbF}_2$                           |
| 4.  | LITHIUM FLUORIDE             | $\text{LiF}$                             |
| 5.  | NICKEL FLUORIDE              | $\text{NiF}_2 \cdot 4\text{H}_2\text{O}$ |
| 6.  | POTASSIUM FLUORIDE ANHYDROUS | KF (Crystalline grade)                   |
| 7.  | POTASSIUM FLUOZIRCONATE      | $\text{K}_2\text{ZrF}_6$                 |
| 8.  | SODIUM FLUORIDE              | $\text{NaF}$                             |
| 9.  | ZINC FLUORIDE                | $\text{ZnF}_2 \cdot 4\text{H}_2\text{O}$ |
| 10. | BARIUM FLUORIDE              | $\text{BaF}_2$                           |
| 11. | STRONTIUM FLUORIDE           | $\text{SrF}_2$                           |
| 12. | CALCIUM FLUORIDE             | $\text{CaF}_2$                           |



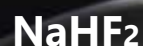
# PRODUCT RANGE

ACIDS  
FLUORIDES  
**BI-FLUORIDES**  
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PRODUCTS



## BI-FLUORIDES

1. AMMONIUM BIFLUORIDE
2. POTASSIUM BIFLUORIDE
3. SODIUM BIFLUORIDE





# PRODUCT RANGE

ACIDS  
FLUORIDES  
BI-FLUORIDES  
**FLUOBORATES**  
SILICO FLUORIDES  
SPECIALITY PRODUCTS  
NON FLUORINE  
PRODUCTS

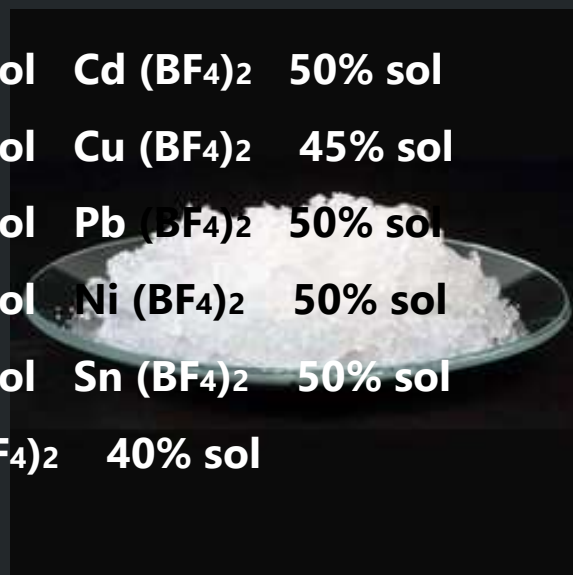


## FLUOBORATES - SOLID

- |    |                      |                 |
|----|----------------------|-----------------|
| 1. | POTASSIUM FLUOBORATE | $\text{KBF}_4$  |
| 2. | SODIUM FLUOBORATE    | $\text{NaBF}_4$ |

## FLUOBORATES – LIQUID

- |    |                     |         |                            |         |
|----|---------------------|---------|----------------------------|---------|
| 1. | CADMIUM FLUOBORATE  | 50% sol | $\text{Cd}(\text{BF}_4)_2$ | 50% sol |
| 2. | COPPER FLUOBORATE   | 45% sol | $\text{Cu}(\text{BF}_4)_2$ | 45% sol |
| 3. | LEAD FLUOBORATE     | 50% sol | $\text{Pb}(\text{BF}_4)_2$ | 50% sol |
| 4. | NICKEL FLUOBORATE   | 50% sol | $\text{Ni}(\text{BF}_4)_2$ | 50% sol |
| 5. | STANNOUS FLUOBORATE | 50% sol | $\text{Sn}(\text{BF}_4)_2$ | 50% sol |
| 6. | ZINC FLUOBORATE     | 40% sol | $\text{Zn}(\text{BF}_4)_2$ | 40% sol |



# PRODUCT RANGE

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NON FLUORINE  
PRODUCTS



## **SILICO FLUORIDES**

1. LEAD FLUOROSILICATE 30% sol  $\text{Pb}(\text{SiF}_6)_2$  30% sol

## **SPECIALITY PRODUCTS**

1. SODIUM BIFLUORIDE PELLETS  $\text{NaHF}_2$

2. HYDROFLUORIC ACID - 40% to 48% - LR / AR GRADE HF

3. SODIUM FLUORIDE - LR / AR GRADE  $\text{NaF}$

4. AMMONIUM FLUOBORATE  $\text{NH}_4\text{BF}_4$

5. AMMONIUM ZIRCONIUM FLUORIDE  $(\text{NH}_4)_2\text{ZrF}_6$

6. POTASSIUM HEXAFLUOROPHOSPHATE  $\text{KPF}_6$



# PRODUCT RANGE



ACIDS  
FLUORIDES  
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FLUOBORATES  
SILICO FLUORIDES  
SPECIALITY PRODUCTS  
**NON FLUORINE  
PRODUCTS**

## **NON FLUORINE PRODUCTS**

- |                          |                               |
|--------------------------|-------------------------------|
| 1. POTASSIUM PENTABORATE | $K_2B_4O_7 \cdot 4H_2O$       |
| 2. POTASSIUM TETRABORATE | $K_2B_{10}O_{16} \cdot 8H_2O$ |
| 3. POTASSIUM METABORATE  | $KBO_2 \cdot 2.5H_2O$         |

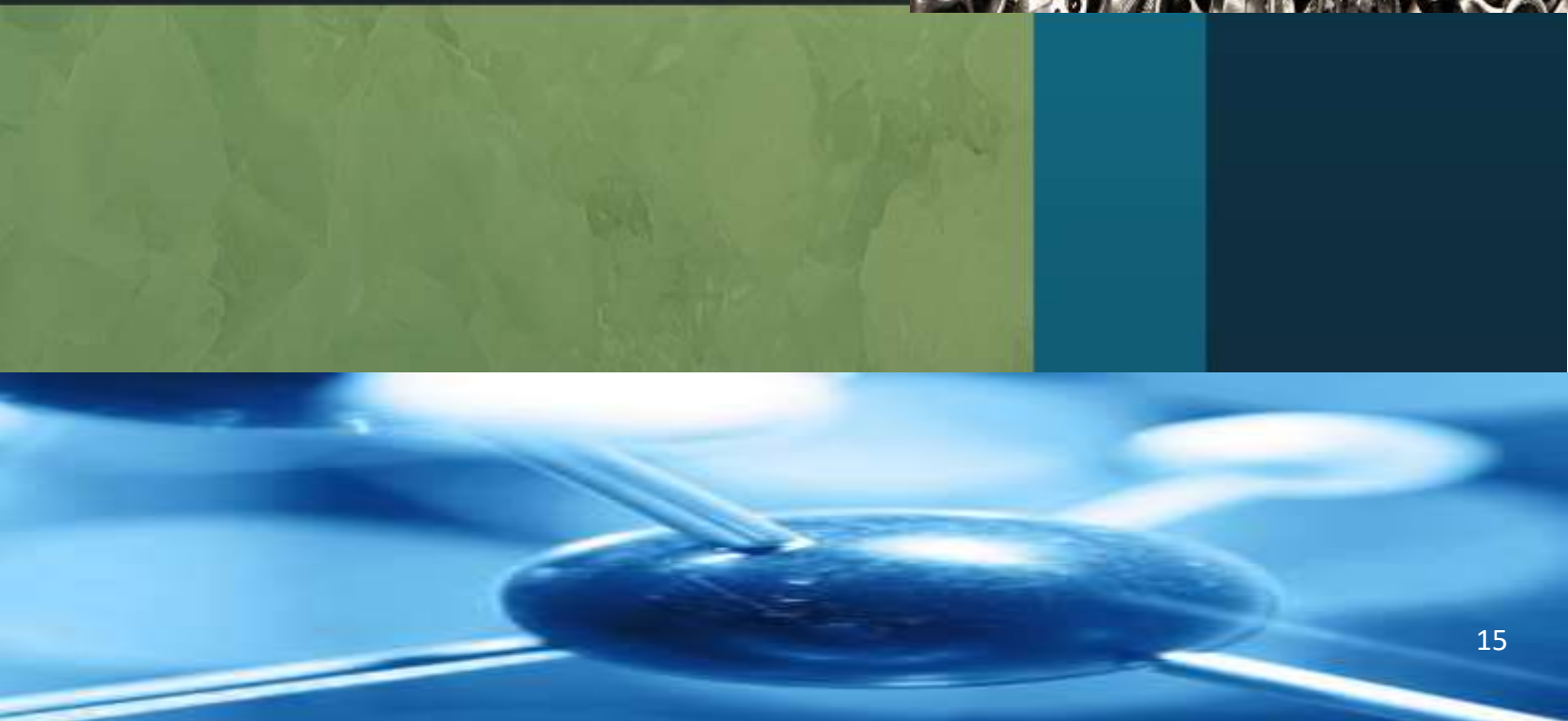




# USES OF FLUORINE CHEMICALS

## **SURFACE TREATMENT OF METAL / PHOSPHATING**

1. AMMONIUM BIFLUORIDE
2. AMMONIUM FLUOZIRCONATE
3. FLUOBORIC ACID 40% - 48%
4. FLUOSILICIC ACID 30% - 40%
5. FLUOTITANIC ACID 50%
6. FLUOZIRCONIC ACID 45%
7. HYDROFLUORIC ACID 40% - 60%
8. NICKEL FLUORIDE
9. POTASSIUM BIFLUORIDE
10. POTASSIUM FLUO ZIRCONATE
11. SODIUM FLUOBORATE



# USES OF FLUORINE CHEMICALS



## **ELECTRO PLATING & ELECTRO DEPOSITION**

1. CADMIUM FLUOBORATE
2. COPPER FLUOBORATE
3. FLUOBORIC ACID
4. LEAD FLUOBORATE
5. NICKEL FLUOBORATE
6. TIN FLUOBORATE





# USES OF FLUORINE CHEMICALS



## GLASS INDUSTRY

1. **BARIUM FLUORIDE**
2. **STRONTIUM FLUORIDE**
3. **LITHIUM FLUORIDE**
4. **CALCIUM FLUORIDE**





# USES OF FLUORINE CHEMICALS



## PHARMA INDUSTRY – FOR ORGANIC SYNTHESIS

1. ANTIMONY TRIFLUORIDE
2. FLUOBORIC ACID
3. POTASSIUM FLUORIDE
4. SODIUM FLUOBORATE
5. ZINC FLUORIDE
6. HEXAFLUOROPHOSPHORIC ACID
7. POTASSIUM HEXAFLUOROPHOSPHATE



# USES OF FLUORINE CHEMICALS



## **SILVER BRAZING , SOLDERING FLUX**

1. POTASSIUM BIFLUORIDE
2. POTASSIUM FLUOBORATE
3. POTASSIUM PENTABORATE
4. POTASSIUM TETRABORATE



# USES OF FLUORINE CHEMICALS



## ABRASIVE INDUSTRY

1. POTASSIUM FLUOBORATE
2. SODIUM SILICO FLUORIDE



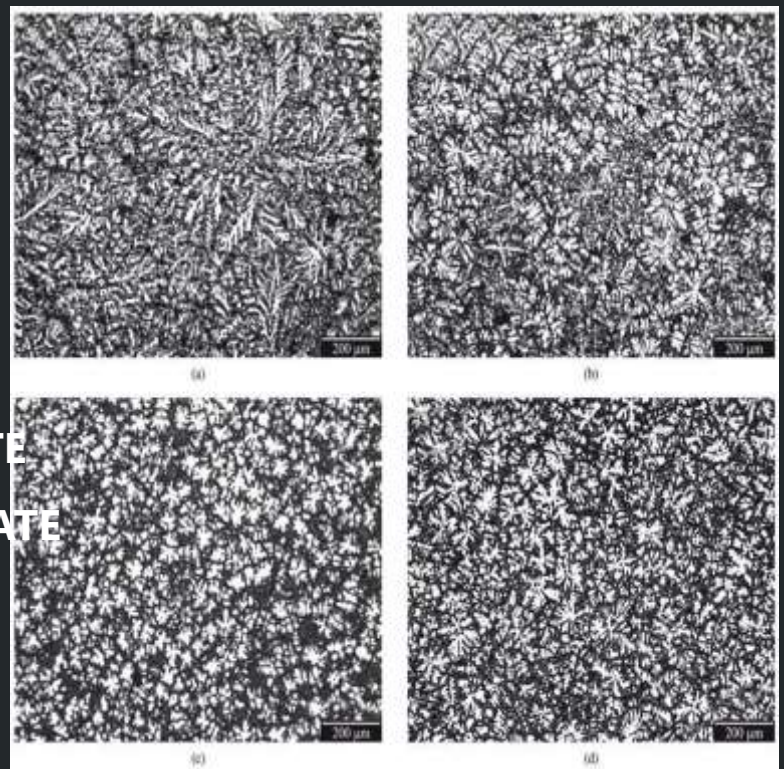


# USES OF FLUORINE CHEMICALS



## GRAIN REFINING OF ALUMINIUM METALS

1. POTASSIUM FLUOBORATE
2. POTASSIUM FLUO TITANATE
3. POTASSIUM FLUO ZIRCONATE



# USES OF FLUORINE CHEMICALS

## FLUORINE CELL ELECTROLYTE

1. POTASSIUM BIFLUORIDE
2. SODIUM BIFLUORIDE  
PELLETS



# USES OF FLUORINE CHEMICALS



## FINE CHEMICALS FOR LABORATORY USE

1. **FLUOBORIC ACID 48%**
2. **HYDROFLUORIC ACID 40% - 48% - LR / AR GRADE**
3. **POTASSIUM FLUORIDE - LR / AR GRADE**
4. **SODIUM FLUORIDE - LR / AR GRADE**





# USES OF FLUORINE CHEMICALS



## OTHER USER INDUSTRIES

- |    |                                   |  |
|----|-----------------------------------|--|
| 1. | <b>ABRASIVE</b>                   | - POTASSIUM FLUOBORATE                               |
| 2. | <b>ALUMINIUM ANODIZING-</b>       | a) Ammonium Bifluoride<br>- b) Nickel Fluoride       |
| 3. | <b>DENTAL</b>                     | - a) Sodium Fluoride<br>- b) Potassium Fluo Titanate |
| 4. | <b>LEAD REFINERY</b>              | - Lead Fluorosilicate                                |
| 5. | <b>OIL WELL DRILLING</b>          | - a) Ammonium Bifluoride<br>- b) Fluoboric Acid      |
| 6. | <b>SOLAR ENERGY</b>               | - Hydrofluoric Acid 50% PV Grade                     |
| 7. | <b>THERMAL TEXTILE FINISHING-</b> | Potassium Fluo Zirconate                             |





# MADRAS FLUORINE PRIVATE LTD

**No. 266, Express Highway, Manali,  
Chennai-600068, Tamil Nadu, India.  
Tel: 91-44- 24426830 / 91-44-  
24420654  
Email: [exim@mfplfluorine.com](mailto:exim@mfplfluorine.com) /  
[sales@mfplfluorine.com](mailto:sales@mfplfluorine.com)  
[www.mfplfluorine.com](http://www.mfplfluorine.com)**







## Introduction to Sustainability Report

At MFPL, a leading manufacturer and supplier of inorganic fluorine and boron chemicals based in India, sustainability lies at the heart of our business operations.



Done in euismod velit, sit amet consequat mauris. Pellentesque id quam nec nisl faucibus laoreet. Aenean consequat eget eros eu ornare.



Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nulla feugiat augue felis, ac malesuada enim ornare quis. Vivamus semper nec velit ut pellentesque.



Sed ac risus commodo, finibus dui vel, hendrerit nisi. Mauris convallis ornare urna non sagittis. Ut fringilla mi tortor, at tincidunt libero semper id.

We are committed to driving sustainable growth by balancing economic success with environmental stewardship and social responsibility. This Sustainability Report highlights our efforts, achievements, and future goals toward creating a resilient and sustainable business.

### Our Sustainability Vision

Sustainability for MFPL means conducting business responsibly while contributing to the well-being of the environment, our stakeholders, and the communities we serve. We integrate Environmental, Social, and Governance (ESG) principles into every aspect of our operations, ensuring a positive and lasting impact.

### Environmental Stewardship

We recognize that our manufacturing processes impact the environment, and we are dedicated to minimizing our ecological footprint. Through resource-efficient technologies, waste reduction initiatives, and emission control measures, we strive to enhance environmental sustainability. Our commitment includes optimizing energy and water usage, reducing greenhouse gas emissions, and managing hazardous waste responsibly.



## **Social Responsibility**

People are central to our success. We prioritize the well-being, safety, and development of our employees while fostering an inclusive workplace. Community engagement and social welfare initiatives form an integral part of our sustainability approach. We support local communities through education, health, and livelihood programs, ensuring shared prosperity.

## **Governance and Compliance**

Strong corporate governance is the foundation of our sustainable business practices. We adhere to ethical business standards, regulatory compliance, and transparent reporting. Our governance framework ensures accountability, integrity, and responsible decision-making at all levels.

## **Commitment to Continuous Improvement**

Sustainability is a journey of continuous improvement. We set ambitious ESG goals, regularly monitor our performance, and incorporate stakeholder feedback. Our sustainability roadmap is guided by global frameworks such as the United Nations Sustainable Development Goals (UN SDGs), aligning our efforts with international best practices.



# SUSTAINABILITY



## Key Highlights of the Report

This Sustainability Report showcases our performance across key ESG dimensions, including:

- Environmental Impact:** Progress in reducing emissions, conserving resources, and managing waste.
- Social Impact:** Initiatives in employee welfare, community development, and diversity and inclusion.
- Governance Practices:** Policies and procedures ensuring ethical business conduct and transparency.

## Looking Ahead

As we advance, we remain dedicated to embedding sustainability into our core business strategy. Our focus will be on scaling up green innovations, enhancing operational efficiency, and fostering long-term stakeholder partnerships. Together, we aim to create a sustainable future where business success goes hand in hand with environmental preservation and social progress.

We invite our stakeholders to explore this report and join us on our sustainability journey. Through collaboration, innovation, and shared responsibility, we believe we can make a meaningful difference for current and future generations.



## Organizational Details

GRI 2-1

**Legal Name** : ***Madras Fluorine Pvt Ltd***

**Nature of ownership and legal form:** Pvt. Ltd.

**Location of its headquarters:** : No. 266, Express Highway,  
Manali, Chennai-600068,  
Tamil Nadu, India.

**Country of operation** : India



## Entities included in the organization's sustainability reporting

### GRI 2-2

#### List of all entities

**266, Express Highway,  
Manali, Chennai-600068, Tamil Nadu, India.**

MFPL's Sustainability Report covers all operational entities directly managed by the company, including manufacturing facilities, administrative offices, and research and development centers located in India. This reporting scope includes activities related to the manufacture and supply of inorganic fluorine and boron chemicals. Joint ventures, suppliers, and third-party service providers are not included unless specified. The report reflects our commitment to integrating Environmental, Social, and Governance (ESG) principles across our value chain while adhering to the Global Reporting Initiative (GRI) Standards for transparency and accountability in sustainability performance disclosure.

## Reporting period, frequency and contact point

### GRI 2-3

MFPL's sustainability report is based on the Global Reporting Initiative (GRI) standards, covering the period from 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024. The report is published annually to provide a comprehensive overview of our sustainability efforts, including environmental, social, and governance (ESG) practices. It highlights our ongoing commitment to sustainability and transparency. The report is made available to all stakeholders, including employees, customers, and investors, via our official website and direct communications. For further inquiries or feedback regarding this report, please contact our Sustainability Team at Email id: [exim@mfplfluorine.com](mailto:exim@mfplfluorine.com)

## Restatements of Information

### GRI 2-4

In this reporting period, MFPL has not made any restatements of previously disclosed information from prior sustainability reports. All data presented in this Sustainability Report reflects accurate, up-to-date, and verified information based on our current operational scope, reporting boundaries, and methodologies. Any future restatements resulting from changes in reporting standards, data collection methods, or organizational structure will be clearly communicated with appropriate explanations and context. This approach underscores our commitment to transparency, accountability, and continuous improvement in sustainability reporting in line with GRI Disclosure standards

## External Assurance

### GRI 2-5

At MFPL, we have established a robust internal assurance system to ensure the accuracy and reliability of our sustainability data. In addition, the verification of key performance indicators (KPIs) related to our Environmental, Social, and Governance (ESG) initiatives is conducted by an external qualified individual. This dual-layer assurance approach enhances the credibility of our sustainability reporting process. While we currently rely on this framework, we remain committed to continuously improving our assurance practices and exploring opportunities for comprehensive external assurance in line with evolving global standards and GRI Disclosure guidelines.



## Activities, Value Chain, and Other Business Relationships GRI 2-6



MFPL, based in India, specializes in the manufacture and supply of inorganic fluorine and boron chemicals, serving diverse industrial sectors globally. Our value chain includes sourcing raw materials from trusted suppliers, employing efficient manufacturing processes, and delivering high-quality products to customers worldwide. We maintain strong relationships with suppliers, logistics partners, and clients, ensuring operational efficiency and sustainability. Our commitment to integrating Environmental, Social, and Governance (ESG) principles drives responsible business practices throughout the value chain, fostering transparency, innovation, and long-term value creation.

## Employees GRI 2-7



At MFPL, we believe that our employees are our most valuable asset. As of the reporting period, we employ a diverse workforce comprising skilled professionals, technical experts, and support staff dedicated to manufacturing and supplying inorganic fluorine and boron chemicals. We prioritize employee well-being through comprehensive health, safety, and welfare programs. Our commitment to Environmental, Social, and Governance (ESG) principles is reflected in promoting equal opportunities, fostering an inclusive work environment, and investing in continuous learning and development. By nurturing a culture of innovation and integrity, we ensure long-term value creation for our business and stakeholders. The total number of employees are 54, There are 42 men employees and 12 female employees in our organization.



## Workers who are not employees

### GRI 2-8

MFPL engages a range of workers who are not directly employed by the company, including contract workers, consultants, and service providers. These individuals support various functions such as logistics, facility management, and specialized technical services. We ensure that all non-employee workers operate under fair contractual terms, adhere to our Environmental, Social, and Governance (ESG) principles, and comply with applicable labor laws and industry standards. Through this collaborative approach, we maintain operational efficiency while promoting ethical business practices across our extended workforce.





## **Governance structure and composition**

### **GRI 2-9**

MFPL's governance structure is designed to effectively oversee and manage environmental, social, and governance (ESG) activities. We have established an ESG Committee, comprising senior leadership, to guide and monitor the implementation of our sustainability initiatives. The committee is responsible for ensuring that ESG objectives align with business strategies, assessing risks, and promoting transparency in our sustainability efforts. Regular reviews and updates are conducted to maintain accountability and drive continuous improvement in our ESG performance. Our governance framework supports strong decision-making processes that are rooted in ethical practices, sustainability, and long-term value creation for stakeholders.





## **Chair of the highest governance body**

### **GRI 2-11**

At MFPL, the Chair of the highest governance body, the Board of Directors, plays a pivotal role in overseeing the company's strategic direction, including the integration of Environmental, Social, and Governance (ESG) factors into our operations. The Chair ensures that governance practices are aligned with our sustainability objectives and fosters a culture of transparency, accountability, and ethical conduct. The role also involves guiding the Board's discussions on ESG matters, ensuring that decisions support the company's long-term sustainability goals. The Chair works closely with the ESG Committee to integrate ESG considerations into all aspects of our governance framework.

## **Role of the highest governance body in overseeing the management of impacts**

### **GRI 2-2**

At MFPL, the highest governance body, the Board of Directors, plays an essential role in overseeing the management of environmental, social, and governance (ESG) impacts. The Board regularly reviews ESG performance, ensuring that the company's operations align with its sustainability objectives. It provides strategic direction and guidance on mitigating negative impacts, fostering responsible production, and promoting sustainable practices throughout the supply chain. The Board collaborates closely with the ESG Committee, which monitors the implementation of policies and initiatives to address potential risks and enhance positive ESG outcomes, ensuring long-term value creation for all stakeholders.

## Delegation of responsibility for managing impacts

### GRI 2-13

At MFPL, the delegation of responsibility for managing environmental, social, and governance (ESG) impacts is handled through our ESG Committee. The committee is tasked with overseeing the implementation of ESG strategies, monitoring the effectiveness of sustainability initiatives, and ensuring that our operations minimize adverse impacts on the environment and society. Specific roles and responsibilities are assigned to key departments, with senior leadership providing guidance and accountability. The ESG Committee regularly reports to the Board of Directors, ensuring alignment with our sustainability goals. This delegation structure ensures that ESG considerations are integrated into day-to-day operations and decision-making processes

## Role of the highest governance body in sustainability reporting

### GRI 2-14

At MFPL, the highest governance body, the Board of Directors, plays a critical role in overseeing sustainability reporting. The Board ensures that the company's sustainability efforts are accurately represented in the annual report, aligning with global frameworks such as the GRI Standards. It reviews and approves the content of the report, ensuring transparency, accuracy, and consistency in the disclosure of environmental, social, and governance (ESG) impacts. The Board also ensures that the report reflects our long-term sustainability goals and effectively communicates our commitment to responsible practices, providing stakeholders with clear and reliable information about our ESG performance





## Conflicts of interest

### GRI 2-15

At MFPL, we have a robust framework in place to manage and mitigate conflicts of interest within our governance structure. Our policies require all board members and senior management to disclose any potential or actual conflicts of interest, ensuring transparency and accountability. The highest governance body, with support from the ESG Committee, monitors these disclosures to address any conflicts that may arise, ensuring that decision-making remains impartial and aligned with the company's long-term sustainability goals. We are committed to upholding the highest standards of integrity and ethical conduct, promoting trust with stakeholders and maintaining effective governance.

## Communication of critical concerns

### GRI 2-16

At MFPL, we have established clear channels for communicating critical concerns related to environmental, social, and governance (ESG) matters. Employees, stakeholders, and other relevant parties are encouraged to raise concerns through formal reporting mechanisms, including a whistleblower policy and dedicated communication platforms. The highest governance body, along with the ESG Committee, ensures that all critical concerns are promptly addressed and investigated, maintaining transparency and accountability. We are committed to fostering a culture of openness, where concerns related to ethical practices, sustainability, and compliance are communicated effectively and managed with the utmost integrity.





## **Collective knowledge of the highest governance body**

### **GRI 2-17:**

At MFPL, the collective knowledge of the highest governance body is built through diverse expertise in environmental, social, and governance (ESG) matters. The Board of Directors is composed of individuals with extensive experience across various industries, including sustainability, chemicals manufacturing, and corporate governance. Regular training and workshops are conducted to enhance the Board's understanding of evolving ESG trends, risks, and opportunities. This collective knowledge allows the Board to make informed decisions that align with our sustainability goals, ensuring responsible management of ESG impacts and fostering long-term value creation for stakeholders.

## **Evaluation of the performance of the highest governance body**

### **GRI 2-18:**

At MFPL, the performance of the highest governance body, the Board of Directors, is regularly evaluated to ensure effective oversight and alignment with the company's environmental, social, and governance (ESG) objectives. The Board conducts annual self-assessments, reviewing key areas such as decision-making effectiveness, strategic alignment, and the integration of ESG factors into business operations. Feedback from stakeholders and internal assessments help identify areas for improvement, enabling the Board to enhance its performance. This evaluation process fosters continuous improvement in governance practices and ensures that the Board is equipped to lead the company towards sustainable growth and responsible business practices.

## **Remuneration policies**

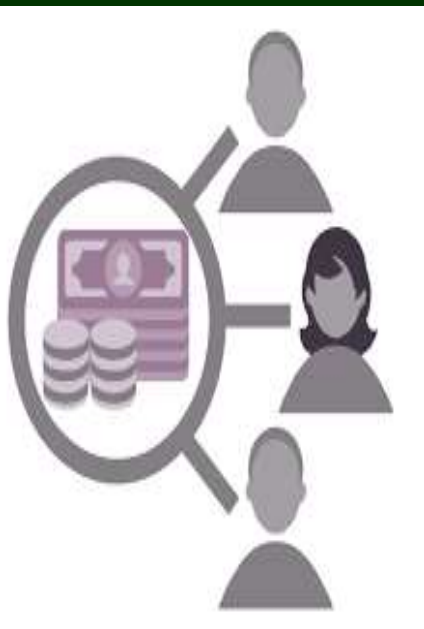
### **GRI 2-19**

At MFPL, our remuneration policies are designed to attract, retain, and motivate top talent while aligning employee compensation with the company's long-term objectives, including environmental, social, and governance (ESG) goals. The policies are reviewed annually to ensure competitiveness and fairness, with a focus on rewarding performance that contributes to sustainable business growth. We offer a mix of fixed and variable compensation, including performance-based incentives tied to ESG milestones. The Board of Directors oversees the implementation of remuneration policies to ensure transparency, equity, and alignment with our commitment to ethical practices, sustainability, and long-term value creation for stakeholders.

## **Process to determine rem**

### **GRI 2-20**

At MFPL, the process to determine remuneration is based on a comprehensive approach that aligns employee compensation with both individual performance and the company's long-term strategic goals, including environmental, social, and governance (ESG) objectives. The remuneration committee, with input from senior leadership, reviews industry standards, market conditions, and internal equity to ensure competitive and fair compensation. Performance metrics, including ESG-related targets, are considered when determining variable compensation. The process is transparent, with regular reviews to ensure alignment with the company's values, sustainability goals, and commitment to rewarding contributions that drive sustainable growth and ethical business practices.



## Annual total compensation ratio

### GRI 2-21

At MFPL, the annual total compensation ratio is assessed to ensure equitable and transparent remuneration practices across the organization. This ratio compares the highest-paid individual's total compensation to the median compensation of all employees, reflecting our commitment to fair pay and sustainability. By analyzing this ratio, we ensure that compensation structures are aligned with the company's values, including environmental, social, and governance (ESG) principles. The ratio is reviewed annually by the Board of Directors to maintain fairness, accountability, and alignment with MFPL's long-term goals of promoting equal opportunities and responsible business practices across all levels of the organization.

## Statement on sustainable development strategy

### GRI 2-22

At MFPL, our sustainable development strategy is deeply embedded in our business operations and decision-making processes. We are committed to minimizing environmental impacts through responsible manufacturing of inorganic fluorine and boron chemicals while enhancing social value within the communities we serve. Our strategy focuses on integrating environmental, social, and governance (ESG) principles across all aspects of our supply chain, from sourcing raw materials to product delivery. We continuously invest in innovation, reduce resource consumption, and foster ethical practices. Our approach aims to drive long-term, sustainable growth, ensuring that our business contributes positively to society and the environment while creating value for stakeholders.







## Policy commitments

### GRI 2-23

At MFPL, we are committed to integrating environmental, social, and governance (ESG) principles into all aspects of our operations. Our policy commitments focus on sustainable manufacturing practices, reducing our environmental footprint, and ensuring responsible use of resources in the production of inorganic fluorine and boron chemicals. We are dedicated to upholding ethical business practices, ensuring the health and safety of our employees, and promoting fair labor conditions across our supply chain. Additionally, we strive for transparency and accountability in our reporting, actively supporting sustainable development goals and aligning with global standards to create long-term value for stakeholders and the environment.

## Embedding policy commitments

### GRI 2-24

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## Processes to remediate negative impacts

### GRI 2-25

At MFPL, we embed our policy commitments into all levels of our operations to ensure that environmental, social, and governance (ESG) principles are effectively integrated into decision-making processes. These commitments are communicated through internal guidelines, training programs, and clear performance expectations for all employees. We incorporate ESG criteria into our supply chain management, product development, and day-to-day operations, ensuring that sustainability is a key focus in every aspect of our business. Regular reviews and assessments are conducted to monitor compliance and identify areas for improvement, ensuring that our policy commitments drive long-term sustainable growth and positive impact.

## Mechanism for seeking advice and raising concerns

### GRI 2-26

At MFPL, we have established a clear and accessible mechanism for seeking advice and raising concerns related to environmental, social, and governance (ESG) matters. Employees, suppliers, and other stakeholders can report concerns anonymously through our dedicated whistleblower hotline and email system. This platform ensures confidentiality and protection against retaliation, allowing individuals to raise issues related to ethical conduct, sustainability practices, and compliance with company policies. The ESG Committee, along with senior management, reviews all concerns raised and takes appropriate action to address them promptly, ensuring transparency, accountability, and continuous improvement in our ESG practices.

## Compliance with laws and regulations

### GRI 2-27:

At MFPL, we are committed to full compliance with all applicable laws, regulations, and industry standards in every aspect of our operations. This includes adhering to environmental, health and safety, labor, and ethical standards relevant to the manufacturing and supply of inorganic fluorine and boron chemicals. Our compliance efforts are supported by robust internal policies, regular audits, and training programs to ensure that all employees and stakeholders are aware of and follow legal requirements. We also maintain transparent communication with regulatory bodies and work proactively to address any potential legal or regulatory concerns, ensuring the highest standards of integrity in our business practices.



## Membership association

### GRI 2-28

MFPL is actively engaged in various industry associations and organizations that promote best practices in environmental, social, and governance (ESG) standards. Our memberships help us stay informed about the latest regulatory developments, sustainability trends, and innovation in the chemicals industry. By participating in these associations, we collaborate with peers to advance shared goals related to sustainable manufacturing, safety, and ethical business practices. These memberships also provide valuable opportunities for networking, knowledge exchange, and advocacy on key issues impacting the industry. Through our involvement, MFPL strengthens its commitment to sustainability and continuous improvement in all aspects of our operations.

## Approach to stakeholder engagement

### GRI 2-29

At MFPL, stakeholder engagement is a key component of our sustainability strategy. We actively engage with a wide range of stakeholders, including employees, suppliers, customers, local communities, and regulatory bodies, to understand their concerns and expectations regarding our environmental, social, and governance (ESG) practices. We use multiple channels, such as surveys, meetings, and feedback sessions, to facilitate transparent and meaningful communication. This collaborative approach helps us identify areas for improvement, address concerns promptly, and align our operations with stakeholder values. By fostering strong relationships, we enhance trust and ensure that our business decisions support sustainable, long-term growth.

## Collective bargaining agreements

### GRI 2-30:

At MFPL, we respect the rights of employees to engage in collective bargaining and are committed to ensuring fair and transparent labor practices. We recognize the importance of collective bargaining agreements in promoting a positive working environment and safeguarding the interests of our workforce. We engage in constructive dialogue with employee representatives to address concerns, negotiate fair terms, and ensure compliance with applicable labor laws and regulations. Currently, a percentage of our workforce is covered under collective bargaining agreements, and we continue to foster an open and collaborative approach to employee relations, aligning with our ESG values.







### Process to Determine Material Topics GRI 3-1

At MFPL, we follow a structured process to determine material topics for our sustainability report. This process involves identifying key environmental, social, and governance (ESG) issues through engagement with stakeholders, including employees, customers, suppliers, and local communities. We conduct regular assessments to understand the most significant impacts of our operations, focusing on areas such as environmental sustainability, health and safety, ethical business practices, and supply chain management. We also consider industry trends, regulatory requirements, and global sustainability standards. This approach ensures that the material topics we address reflect our commitment to transparency, accountability, and long-term sustainable growth.



### List of Material Topics GRI 3-2

1. Environmental Management: Reducing environmental impact through efficient resource use, waste management, and emissions reduction.
2. Health and Safety: Ensuring the well-being of our employees and communities by maintaining safe working conditions.
3. Ethical Business Practices: Upholding integrity, transparency, and accountability in our operations and supply chain.
1. Supply Chain Sustainability: Promoting responsible sourcing and supporting sustainable practices across our supply chain.
2. Employee Development: Fostering skills development and fair labor practices to enhance employee well-being.
1. These topics align with our commitment to ESG principles and sustainable business growth.



## ENVIRONMENTAL TOPICS

- SustainabilityClimate Change
- MitigationRecycling &
- Circular EconomySustainable
- Packaging SolutionsPollution
- Control & ComplianceWater
- Recycling & Wastewater
- ManagementSustainable
- Product Lifecycle
- ManagementEnvironmental
- Health & Safety
- StandardsBiodiversity
- Protection & Land
- UseEnvironmental Impact
- Assessment &Monitoring



## SOCIAL TOPICS



- Employee Health & Safety
- Labor Rights & Ethical Practices
- Workplace Diversity & Inclusion
- Skill Development & Training Programs
- Community Engagement & Development
- Stakeholder Engagement
- Product Safety & Customer Well-being
- Employee Retention & Job Satisfaction
- Supply Chain Labor Standards
- Corporate Social Responsibility (CSR) Initiative





## GOVERNANCE TOPICS

- Board Structure & Independence
- Ethical Business practices
- Regulatory Compliance & Risk Management
- Corporate Transparency & Accountability
- Anti-corruption & Anti-bribery Policies
- Executive Compensation & Remuneration
- Stakeholder Engagement & Communication
- Internal Audits & Financial Controls
- Data Protection & Cybersecurity
- Sustainability Reporting & Disclosure



## Management of material topics

### GRI 3-3

At MFPL, we are committed to managing material topics effectively to ensure sustainable growth and responsible operations. Our approach integrates Environmental, Social, and Governance (ESG) principles into every aspect of our manufacturing and supply processes for inorganic fluorine and boron chemicals. We conduct regular materiality assessments to identify, prioritize, and address key environmental and social impacts. Through transparent governance, stakeholder engagement, and continuous improvement initiatives, we align our strategies with global standards, including GRI disclosures. Our focus remains on minimizing environmental impact, ensuring employee well-being, and fostering innovation to contribute to a resilient and sustainable future.







# MATERIALITY ASSESSMENT







## TABLE OF CONTENTS

- INTRODUCTION
- SCOPE AND OBJECTIVES
- ENVIRONMENTAL TOPICS
- SOCIAL TOPICS
- GOVERNA


# INTRODUCTION

At Madras Fluorine Pvt. Ltd., a leading manufacturer and supplier of inorganic fluorine and boron chemicals in India, we are deeply committed to integrating Environmental, Social, and Governance (ESG) principles into our business operations. A critical step in this commitment is conducting a materiality assessment, which helps us identify and focus on the ESG issues most significant to our stakeholders and our business success.

This systematic process involves engaging with stakeholders, analyzing industry trends, and aligning our priorities with global sustainability frameworks such as the United Nations Sustainable Development Goals (SDGs). For our industry, key focus areas include reducing environmental impact, ensuring workplace safety, fostering innovation in sustainable chemistry, and promoting ethical governance practices.

Through materiality assessments, we gain valuable insights that enable us to enhance transparency, manage risks effectively, and create long-term value. This reinforces our vision to drive responsible growth and contribute to a sustainable future.

# SCOPE AND OBJECTIVES OF MATERIALITY ASSESSMENT



## Scope:

- Identify key ESG issues affecting operations and stakeholders.
- Focus areas: Environmental impact, workplace safety, sustainable innovation, and governance.

## Objectives:

- Align business priorities with stakeholder expectations.
- Mitigate potential ESG-related risks.
- Drive sustainable growth and responsible practices.
- Inform strategic decision-making and enhance long-term value creation.





## MOST ENVIRONMENTAL TOPICS:

- Raw Material Sourcing & Sustainability
- Climate Change Mitigation
- Recycling & Circular Economy
- Sustainable Packaging Solutions
- Pollution Control & Compliance
- Water Recycling & Wastewater Management
- Sustainable Product Lifecycle Management
- Environmental Health & Safety Standards
- Biodiversity Protection & Land Use
- Environmental Impact Assessment & Monitoring

A conceptual image showing a hand holding a globe. The globe is covered in green moss and has a tree growing out of the top. Two butterflies are flying around the tree. The background is a soft, green, bokeh-like pattern.

## MATERIAL ENVIRONMENTAL TOPICS



- Energy Consumption & Efficiency
- Waste Management & Reduction
- Water Usage & Conservation
- Air Emissions & Pollution Control
- Green Chemistry & Sustainable Manufacturing
- Carbon Footprint Reduction
- Chemical Waste Management
- Use of Renewable Energy
- Environmental Impact of Chemical Products
- Efficient Resource Utilization



- 
- A large graphic on the right side of the slide shows a silhouette of a person's head in profile, facing left. The interior of the head is filled with a dense green forest. Overlaid on the forest are numerous green hexagonal icons containing white symbols representing various sustainability themes: a recycling symbol, a leaf, a globe, a bar chart with an upward arrow, a factory, a location pin, a gear, a person, a tree, and a circular arrow. The background of the slide is a gradient of green, with a darker green diagonal band on the left.
- Biodiversity Conservation in Manufacturing Sites
  - Green Building Certifications for Offices
  - Carbon Offsetting Projects
  - Agricultural Land Use Impact
  - Public Transportation & Employee Commute
  - Natural Resource Depletion in Non-Operational Areas
  - Use of Biodegradable Materials in Packaging
  - Sustainable Supply Chain Certifications
  - Forest Management Initiatives
  - Waste-to-Energy Projects







## MATERIAL SOCIAL TOPICS:

- Employee Health & Safety
- Labor Rights & Ethical Practices
- Workplace Diversity & Inclusion
- Skill Development & Training Programs
- Community Engagement & Development
- Stakeholder Engagement
- Product Safety & Customer Well-being
- Employee Retention & Job Satisfaction
- Supply Chain Labor Standards
- Corporate Social Responsibility (CSR) Initiatives



## MOST RELEVANT GOVERNANCE TOPICS

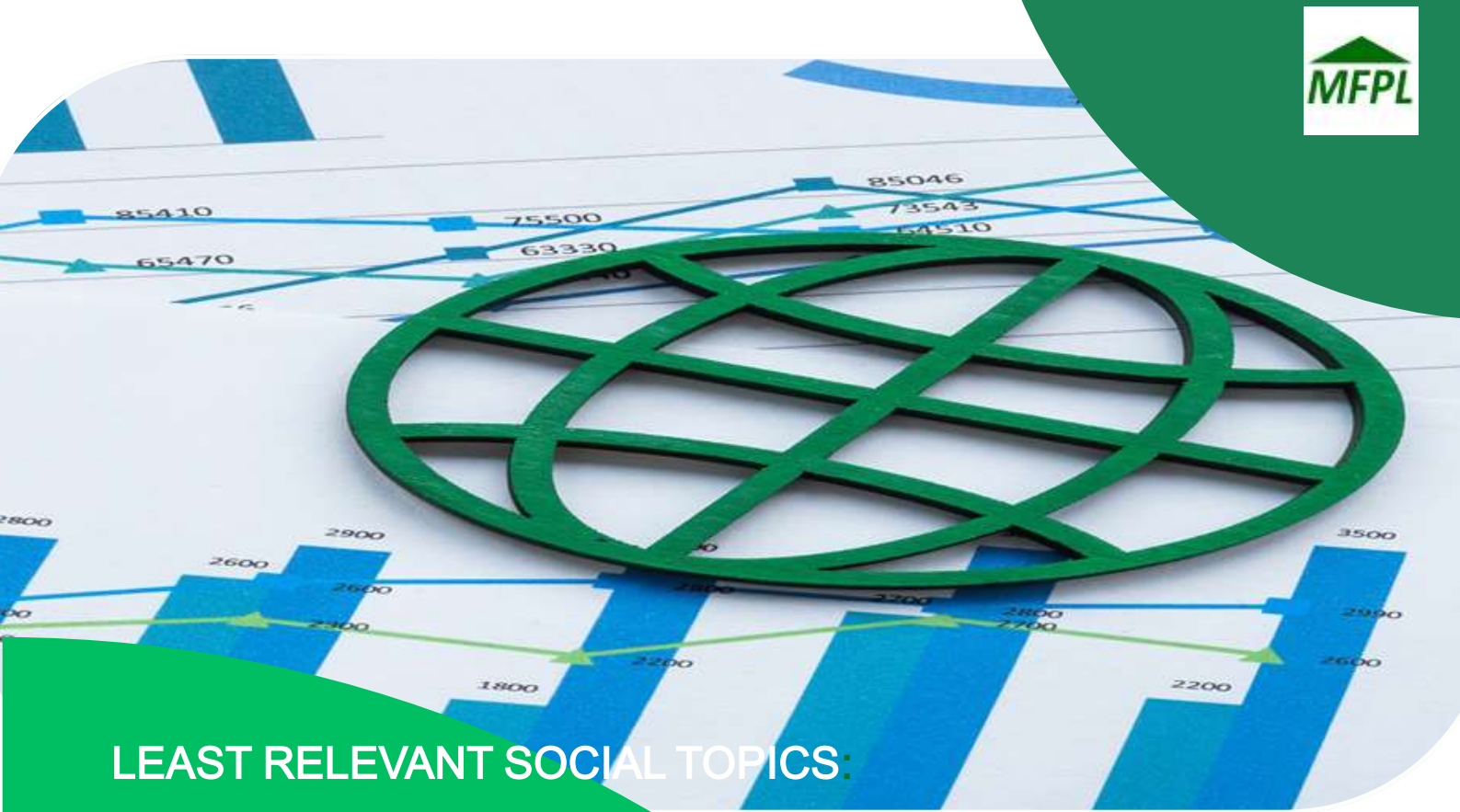
- Board Diversity & Cance Framework & Policies
- Whistleblower Mechanisms & Reporting
- Shareholder Rights & Engagement
- Environmental, Social, and Governance (ESG) Oversight
- Compliance with National & International Standards
- Conflict of Interest Policies
- Risk Management Framework
- Corporate Governance Training for Employees
- Auditor Independence & Selection Process

The background of the top half of the page is a close-up photograph of a moss-covered rock, with large green leaves in the background. The text 'MATERIAL GOVERNANCE TOPICS:' is overlaid on this image in white, bold, sans-serif font.

# MATERIAL GOVERNANCE TOPICS:

- Board Structure & Independence
- Ethical Business Practices
- Regulatory Compliance & Risk Management
- Corporate Transparency & Accountability
- Anti-corruption & Anti-bribery Policies
- Executive Compensation & Remuneration
- Stakeholder Engagement & Communication
- Internal Audits & Financial Controls
- Data Protection & Cybersecurity & Disclosure





## LEAST RELEVANT SOCIAL TOPICS:

- Promotion of Arts & Culture
- Sponsorship of Sports Events
- Public Relations Campaigns
- Recreational Activities for Non-Employees
- Charitable Activities Outside Operational Areas
- Volunteer Programs for Non-Related Causes
- Employee Entertainment & Leisure Facilities
- Promotion of Tourism in Local Areas
- Funding for Non-Operational Cultural Events
- Support for Unrelated Community Festivals



## MOST MATERIAL SOCIAL

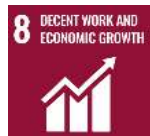
### TOPICS:

- Community Health & Wellness Initiatives
- Educational Support Programs
- Affordable Housing Support for Employees
- Local Employment Opportunities
- Employee Mental Health Support
- Partnerships with NGOs for Social Causes
- Gender Equality in Workforce
- Leadership Development Programs
- Transparency in Stakeholder Communications
- Support for Local Businesses and Vendors



# GOVERNANCE

## UN SDGs aligned





## UN SDGS ALIGNED



## SDG 3: GOOD HEALTH AND WELL-BEING

### COMPLETED ACTIONS N 2024

#### Employee Health and Safety Programs

This year, we enhanced our workplace safety measures by implementing regular health screenings, providing personal protective eqnt (PPE), uipme and conducting wellness programs. These initiatives aim to promote the physical and mental well-being of all employees.

#### Mental Health Support

We introduced a comprehensive mental health support program that includes counseling services, stress management workshops, and mental wellness campaigns. This initiative aims to promote emotional well-being within our workforce, providing employees with the tools and resources they need to manage stress, improve mental health, and foster a supportive work environment.

#### Health-Conscious Workplace Environment

We upgraded our office spaces to create healthier environments by incorporating ergonomic furniture, installing air purification systems, and offering more accessible healthy food options in our canteens. These improvements aim to enhance employee well-being, reduce discomfort, and promote a healthier, more productive work atmosphere.

#### COVID-19 Response Measures

In response to the ongoing pandemic, we implemented strict safety protocols, including remote working options, regular sanitization, and vaccination drives. These measures were designed to ensure the health and safety of our employees, minimize exposure risks, and maintain a safe and supportive work environment during challenging times.

#### Health Education and Awareness

We launched health education initiatives focused on lifestyle diseases, nutrition, and disease prevention. These programs empower employees to make informed health choices, promoting a healthier lifestyle and improving overall well-being. By providing valuable resources, we aim to enhance the quality of life and support long-term health for our workforce.

### FUTURE ACTION PLANED FOR 2025

#### Expand Health Benefits for Employees

Next year, we plan to expand our health benefits package to include mental health resources, preventive healthcare services, and family health coverage. This initiative will ensure comprehensive well-being for our employees, addressing both physical and mental health needs and supporting their overall health and work-life balance.

#### Health Promotion in Communities

We will increase our community outreach by supporting local health initiatives, including free medical camps, wellness workshops, and health education programs. These efforts aim to promote public health, raise awareness about preventative care, and provide accessible health resources to underserved communities, improving overall well-being and health outcomes.

#### Support for Work-Life Balance

We aim to implement flexible working hours and work-from-home options to help employees achieve a better work-life balance. This initiative will reduce stress, increase job satisfaction, and enhance overall well-being by allowing employees to manage their personal and professional responsibilities more effectively.

#### Sustainable Health Programs

We plan to partner with health organizations to promote sustainability in healthcare practices. Our focus will be on reducing waste in medical supplies and improving the overall environmental impact of healthcare services. This collaboration aims to enhance eco-friendly practices while ensuring quality care and sustainability in the healthcare sector

#### Health Risk Management and Prevention

We will enhance our employee health risk management strategy by introducing regular health assessments and preventive programs, including vaccination campaigns and early detection screenings. These initiatives aim to reduce workplace illness, promote proactive health management, and ensure a healthier workforce, contributing to a more productive and supportive work environment



## SDG 4: QUALITY EDUCATION

### COMPLETED ACTIONS IN 2024



#### Employee Training and Development Programs

This year, we introduced various skill development programs, offering workshops and online courses to enhance employees' technical and leadership abilities. These initiatives promote continuous learning and personal growth.



#### Support for Education Initiatives

We partnered with local schools and colleges to provide scholarships for underprivileged students pursuing education in STEM fields. This initiative aims to promote access to quality education in our community.



#### Digital Learning Platforms

We launched an internal digital learning platform that provides employees with on-demand access to educational resources, enabling flexible learning opportunities to upskill and develop professionally.



#### Internship and Apprenticeship Opportunities

This year, we offered internships and apprenticeships to students, providing hands-on experience and mentorship to foster their career development and enhance practical learning.



#### Promoting STEM Education for Youth

We sponsored and organized local STEM education programs, providing workshops, mentorship, and resources to young students, encouraging them to pursue careers in science, technology, engineering, and mathematics.

### FUTURE ACTION PLANED FOR 2025



#### Expand Employee Training Initiatives

In the next year, we plan to introduce more advanced training programs, including certifications and leadership development opportunities, to enhance employees' skills and career prospects.



#### Enhance Educational Partnerships

We aim to expand our partnerships with educational institutions, offering more scholarships and funding for educational programs that promote quality learning for marginalized groups in our community.



#### Launch a Mentorship Program

We will launch a mentorship program to connect employees with younger students or recent graduates, providing guidance and career advice to help them navigate their professional journeys.



#### Community Education Support

Next year, we plan to support local community education initiatives by providing resources, equipment, and volunteering time to enhance the quality of education in underserved areas. encouraging employees to take part in skill-enhancing activity



#### Promote Lifelong Learning Culture

We will foster a culture of lifelong learning within the company by offering incentives for continuous education and es, both professionally and personally.





## SDG 5: GENDER EQUALITY

### COMPLETED ACTIONS IN 2024



#### Gender Equality in Hiring Practices

This year, we strengthened our recruitment processes to ensure gender-neutral job descriptions and fair hiring practices, resulting in a more diverse workforce with an increased representation of women in leadership roles.



#### Gender Sensitivity Training

We introduced mandatory gender sensitivity training for all employees to foster an inclusive and respectful work environment. This initiative aims to reduce unconscious bias and ensure equal opportunities for all genders.



#### Equal Pay for Equal Work

We conducted a comprehensive salary audit and took necessary actions to ensure pay equity across all genders for equivalent roles, aligning our compensation practices with industry standards for gender fairness.



#### Support for Women in Leadership

We implemented leadership development programs specifically designed to mentor and empower women employees, providing them with the tools and opportunities to progress in their careers.



#### Flexible Work Policies

We introduced flexible work hours and remote work options to help employees balance their professional and personal responsibilities, with a particular focus on supporting women caregivers and working parents.

### FUTURE ACTION PLANED FOR 2025



#### Increase Female Representation in Senior Roles

Next year, we aim to increase female representation in senior management by implementing targeted mentorship and leadership development programs designed to prepare women for higher positions.



#### Enhance Gender Pay Transparency

We will introduce more transparent salary reporting systems and conduct regular gender pay gap audits to ensure that any discrepancies in pay are promptly addressed.



#### Address Gender-based Violence in the Workplace

We will establish a comprehensive policy to prevent and respond to gender-based violence, including workplace support systems for victims and zero-tolerance policies against harassment.



#### Expand Maternity and Paternity Benefits

We plan to expand our maternity and paternity leave policies to ensure equal parental leave opportunities. This initiative will support both mothers and fathers in their caregiving roles, promoting work-life balance, gender equality, and a supportive environment for all employees during their important family milestones.



#### Promote Gender Equality in Supply Chain

We will assess and collaborate with our suppliers to ensure they adopt gender-inclusive practices. By promoting equal opportunities for women throughout the supply chain, we aim to foster a more inclusive and diverse workforce, creating a positive impact on gender equality and empowering women in all stages of the supply chain.



## SDG 6: CLEAN WATER AND SANITATION

### COMPLETED ACTIONS IN 2024

### FUTURE ACTION PLANNED FOR 2025



#### Effluent Treatment Facility Upgrade

This year, we upgraded our effluent treatment plant to meet stricter water quality standards, ensuring that no untreated wastewater enters local water bodies. Advanced filtration and monitoring systems were installed to minimize contaminants and improve water reuse efficiency within our facility.



#### Water Use Optimization Program

We implemented a water audit to identify areas of high consumption and reduce waste. New recycling technologies have allowed us to reuse 30% of process water, significantly reducing freshwater withdrawals.



#### Employee Awareness Campaign

A water conservation awareness campaign was launched for employees, focusing on reducing water usage in day-to-day operations and fostering a water-conscious culture across the organization.



#### Community Support Initiatives

We partnered with local authorities to improve water access in nearby communities, installing water filtration systems that provide clean drinking water to over 500 families.



#### Compliance and Monitoring

We maintained 100% compliance with water discharge regulations and adopted real-time monitoring systems to track water usage and ensure sustainable practices in our operations.



#### Zero-Liquid Discharge Initiative

We aim to implement a zero-liquid discharge (ZLD) system at our facility, ensuring that no wastewater is discharged off-site. This system will maximize water recovery, treat all effluents, and facilitate their reuse, promoting sustainable water management and minimizing our environmental impact.



#### Rainwater Harvesting Project

Plans are underway to develop rainwater harvesting infrastructure at our manufacturing site. This initiative will capture and store rainwater, reducing our dependence on freshwater sources and promoting sustainable water use. The system aims to enhance water conservation, support operational efficiency, and minimize environmental impact.



#### Supplier Collaboration on Water Efficiency

We will collaborate with our suppliers to promote water-efficient processes and encourage the adoption of sustainable water management practices throughout the supply chain. This initiative aims to reduce water consumption, enhance resource efficiency, and support our collective commitment to environmental sustainability and responsible water use.



#### Advanced Water Recycling Technologies

We plan to invest in cutting-edge water recycling technologies to significantly reduce water consumption. This investment will enhance the quality of recycled water, making it suitable for a variety of applications within our operations, supporting both sustainability goals and operational efficiency.



#### Expanding Community Water Programs

Building on our success, we will expand community water initiatives by installing additional filtration systems and providing education on clean water practices to 1,000 more households. This initiative aims to improve access to clean water, promote health, and enhance sustainable water practices within local communities.



## SDG 7: AFFORDABLE AND CLEAN ENERGY

### COMPLETED ACTIONS IN 2024



#### Energy Efficiency Initiatives

This year, we conducted energy audits across our facilities to identify inefficiencies in our processes. As a result, we optimized equipment operations and implemented energy-efficient technologies such as LED lighting and high-efficiency motors. These changes have reduced energy consumption by 15%, aligning with our commitment to sustainable energy use.



#### Renewable Energy Integration

We installed solar panels at our main manufacturing site, which now generate 20% of our total electricity needs. This transition not only decreased our reliance on non-renewable sources but also reduced our carbon footprint by approximately 500 tons of CO<sub>2</sub> annually.



#### Awareness Programs

We conducted energy conservation workshops for employees to promote sustainable practices both at work and at home. The sessions emphasized the significance of affordable and clean energy in combating climate change, resulting in enhanced employee engagement in energy-saving initiatives.



#### Partnerships with Energy Providers

Collaborating with local renewable energy providers, we procured green energy to power a significant portion of our operations. This partnership has strengthened our commitment to advancing clean energy adoption in our supply chain.



#### Monitoring and Reporting

We introduced a real-time energy monitoring system to track and analyze energy usage across all facilities. This initiative helped us identify areas for further improvement and increased transparency in reporting our energy performance.

### FUTURE ACTION PLANED FOR 2025



#### Expansion of Renewable Energy Use

We plan to increase our solar energy capacity to meet 50% of our electricity demand by installing additional panels at two more sites. This investment will further reduce greenhouse gas emissions and align with global clean energy goals.



#### Adoption of Advanced Technologies

We aim to introduce advanced process automation and energy recovery systems in manufacturing to improve energy efficiency. By adopting cutting-edge technologies, we expect to reduce energy wastage by an additional 10%.



#### Employee Incentive Programs

Next year, we will launch incentive programs to reward employees for innovative ideas that contribute to energy efficiency. This initiative aims to foster a culture of sustainability within the organization.



#### Community Engagement Projects

We will collaborate with local communities to implement small-scale renewable energy solutions, such as solar lighting systems for underprivileged areas. This aligns with our goal to make clean energy accessible and affordable for all.



#### Certification and Advocacy

We aim to achieve ISO 50001 certification for energy management, demonstrating our commitment to global energy standards. Additionally, we will advocate for clean energy policies and participate in industry forums to share best practices and drive systemic change.





## SDG 8: DECENT WORK AND ECONOMIC GROWTH

### COMPLETED ACTIONS IN 2024



#### Job Creation and Local Employment

This year, we focused on creating new job opportunities in local communities by expanding our operations and investing in new technologies. We prioritized hiring from underserved areas to contribute to regional economic growth.



#### Fair Wages and Employee Benefits

We ensured that all employees receive fair wages, in line with or above industry standards. Additionally, we introduced comprehensive employee benefits, including healthcare, paid leave, and retirement plans, ensuring a decent standard of living.



#### Employee Skill Development

We introduced various training and development programs to help employees enhance their skills, ensuring they are better equipped to meet the demands of the changing job market and encouraging upward mobility within the company.



#### Safe and Healthy Work Environment

We implemented measures to ensure the safety and well-being of all employees, including enhanced workplace safety protocols and regular health assessments. This supports both productivity and long-term economic growth.



#### Support for Small and Medium Enterprises (SMEs)

We partnered with local SMEs, providing them with access to resources, training, and networks. This support helps them grow their businesses, fostering a more dynamic and inclusive local economy.

### FUTURE ACTION PLANED FOR 2025



#### Expansion of Job Opportunities

Next year, we plan to expand our workforce by 15% by opening new positions and improving the hiring process to ensure inclusivity, providing local communities with more job opportunities.



#### Enhance Workforce Training Programs

We will increase our investment in employee skill development programs, focusing on high-demand fields like digital skills, leadership, and sustainability, to ensure our workforce stays competitive and adaptable.



#### Promote Fair Working Conditions

We will strengthen our labor rights policies, ensuring fair working hours, the elimination of unpaid labor, and clear channels for employees to report grievances, guaranteeing decent work standards for all.



#### Encourage Entrepreneurship

We will support entrepreneurship by offering mentorship programs, grants, and networking opportunities for aspiring entrepreneurs, particularly women and youth, to drive innovation and economic growth in our community.



#### Economic Inclusion Programs

We will focus on improving economic inclusion by offering training and employment opportunities for marginalized groups, such as people with disabilities and long-term unemployed individuals, promoting equal access to decent work.



## SDG 9: INDUSTRY, INNOVATION, AND INFRASTRUCTURE

### COMPLETED ACTIONS IN 2024



#### Investment in Infrastructure Development

This year, we invested in modernizing our production facilities with state-of-the-art equipment, improving overall efficiency and quality. This infrastructure upgrade supports the sustainable growth of our operations while reducing environmental impact.



#### Adoption of Innovative Technologies

We implemented advanced manufacturing technologies, including automation and AI-driven systems, to enhance productivity, reduce waste, and promote innovation within our industry, helping us stay competitive in the market.



#### Collaboration with Research and Development (R&D)

We partnered with academic institutions and R&D centers to develop new sustainable products, focusing on innovative processes that minimize resource consumption and environmental footprints.



#### Sustainability in Manufacturing Processes

This year, we improved our processes to reduce emissions and optimize energy use. By integrating sustainability into our core operations, we are driving both industry growth and environmental responsibility.



#### Strengthening Supply Chain Infrastructure

We enhanced our supply chain resilience by improving logistics infrastructure and investing in digital solutions to streamline operations and reduce delays, ensuring timely and cost-effective delivery of products.



#### Expansion of Green Infrastructure

Next year, we will continue investing in green infrastructure, including energy-efficient buildings and renewable energy systems, to reduce our carbon footprint and contribute to more sustainable industrial development.



#### Research and Development Focus on Sustainability

We plan to significantly increase our R&D efforts to develop eco-friendly alternatives to existing products, focusing on circular economy models and materials that are biodegradable or recyclable.



#### Promote Digital Transformation

We will further embrace digital transformation by adopting IoT, AI, and big data analytics to enhance operational efficiency, optimize resource use, and drive innovation across the company's processes.



#### Support for Small and Medium-Sized Enterprises (SMEs)

Next year, we aim to support local SMEs in our supply chain by offering digital infrastructure tools and training to help them innovate, enhance their capabilities, and grow sustainably.



#### Sustainable Product Development

We will accelerate the development of sustainable, innovative products that promote energy efficiency, waste reduction, and minimal environmental impact, reinforcing our commitment to industry advancement and environmental responsibility.

## SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

### COMPLETED ACTIONS IN 2024



#### Waste Reduction Initiatives

We implemented a comprehensive waste segregation system across our operations, focusing on reducing landfill waste by 20%. Our efforts included introducing recycling stations, composting organic waste, and conducting employee awareness campaigns. By collaborating with waste management partners, we ensured proper disposal and recycling of hazardous materials.



#### Sustainable Sourcing Practices

This year, we prioritized sourcing materials from suppliers adhering to sustainable production methods. Our supply chain audits verified adherence to eco-friendly standards, and 30% of our raw materials now come from certified sustainable sources.



#### Energy Efficiency Improvements

We upgraded manufacturing processes to adopt energy-efficient technologies, reducing energy consumption by 15%. These include installing LED lighting, optimizing equipment, and automating systems to minimize resource wastage.



#### Product Lifecycle Optimization

We redesigned packaging for our products to be 100% recyclable, reducing material usage by 25%. Additionally, we developed a product take-back program encouraging customers to return used items for repurposing.



#### Employee and Community Education

We conducted workshops on responsible consumption, reaching 5,000 employees and community members. Topics included reducing single-use plastics, conserving energy, and sustainable purchasing habits to foster environmentally conscious lifestyles.

### FUTURE ACTION PLANED FOR 2025



#### Circular Economy Integration

We aim to establish closed-loop systems in production, ensuring that 40% of materials are reused or recycled within our facilities. Partnerships with recycling organizations will be expanded to support this initiative.



#### Sustainable Product Innovation

Next year, we will launch a product line designed with minimal environmental impact, using biodegradable materials and eco-friendly production techniques. This includes reducing the carbon footprint of each product by 30%.



#### Digital Transformation for Resource Efficiency

We plan to implement advanced digital tools to monitor and optimize resource usage in real-time, targeting a 20% reduction in water and energy consumption. This includes predictive maintenance to prevent equipment inefficiencies.



#### Collaborations for Sustainable Supply Chains

We will work closely with our suppliers to ensure 100% compliance with environmental standards by 2025. Joint initiatives will include training programs on sustainable practices and introducing sustainability clauses in all contracts.



#### Community Outreach and Advocacy






We intend to scale our education programs to reach 10,000 individuals, focusing on topics like zero-waste lifestyles and eco-conscious consumption. Additionally, we will partner with schools to embed sustainability in curricula and promote responsible practices.










## SDG 13: CLIMATE ACTION

### COMPLETED ACTIONS IN 2024

-  **Energy Efficiency Upgrades**  
We implemented energy-efficient technologies across our production facilities, resulting in a 10% reduction in overall energy consumption. These upgrades, including energy-efficient lighting and optimized heating and cooling systems, help reduce our carbon footprint.
-  **Renewable Energy Integration**  
This year, we expanded our use of renewable energy sources, incorporating solar panels that now supply 15% of our energy needs. This initiative contributes to reducing our reliance on fossil fuels and lowering greenhouse gas emissions.
-  **Carbon Emissions Reduction**  
We focused on reducing carbon emissions by 12% through process optimization and waste heat recovery systems. These changes have made a measurable impact on our emissions and our contribution to climate change mitigation.
-  **Sustainable Product Development**  
We introduced new eco-friendly product lines that utilize low-carbon materials. These products are designed to reduce environmental impact across their lifecycle, supporting our goal to promote sustainable consumption.
-  **Employee Climate Education**  
We organized climate action workshops for our employees, fostering awareness and engagement in sustainability practices. These sessions covered energy conservation, waste reduction, and the importance of reducing our collective carbon footprint.

### FUTURE ACTION PLANED FOR 2025

-  **Increase Renewable Energy Share**  
We aim to increase our use of renewable energy to 30% by next year. Plans include installing additional solar panels and exploring other green energy sources. This initiative will help further reduce our carbon emissions, contributing to our sustainability goals and advancing our commitment to environmental responsibility.
-  **Achieve Carbon Neutrality by 2035**  
Our goal is to develop a roadmap for carbon neutrality by 2035. This will involve reducing emissions, enhancing energy efficiency, and investing in carbon offset programs, including reforestation projects. These efforts will support our long-term sustainability objectives and significantly reduce our environmental impact.
-  **Sustainable Supply Chain Practices**  
We plan to engage with suppliers to ensure that 50% of our raw materials come from sustainable sources. This initiative will help reduce the carbon footprint of our supply chain, promote responsible sourcing practices, and contribute to our overall sustainability goals.
-  **Carbon Footprint Transparency**  
We will implement a new carbon tracking system to monitor and report our emissions in real time. This system will enhance transparency, providing accurate data to evaluate our carbon footprint and allowing us to adjust our practices promptly for better environmental impact management and sustainability.
-  **Employee Carbon Reduction Initiatives**  
We will introduce a company-wide carbon reduction challenge, offering incentives for employees who adopt sustainable practices, such as reducing waste and conserving energy both at work and home. This initiative aims to engage employees in our sustainability efforts and foster a culture of environmental responsibility across the organization.



## SDG 14: LIFE BELOW WATER

### COMPLETED ACTIONS IN 2024



#### Wastewater Treatment Improvements

This year, we upgraded our wastewater treatment systems to ensure that all discharge meets the highest environmental standards. The implementation of advanced filtration technology has significantly reduced the release of harmful chemicals into water sources, protecting aquatic life.



#### Reduction of Chemical Runoff

We introduced new practices in our production processes to minimize chemical runoff. By using closed-loop systems and improved waste management, we have drastically reduced the risk of chemicals reaching water bodies, helping safeguard marine ecosystems.



#### Sustainable Packaging Solutions

We transitioned to biodegradable packaging for our products, reducing plastic waste and preventing it from ending up in oceans and waterways. This initiative aligns with global efforts to combat marine pollution and supports our commitment to sustainable practices, contributing to a cleaner, healthier environment for future generations.



#### Marine Pollution Awareness Programs

This year, we launched an internal awareness campaign to educate employees about the impact of water pollution on marine life. We also supported local communities in beach clean-up initiatives, further emphasizing the importance of protecting aquatic ecosystems.



#### Collaboration with Environmental NGOs

We partnered with environmental NGOs dedicated to protecting marine life. Through funding and collaborative efforts, we supported initiatives focused on preserving coral reefs and reducing plastic waste in the ocean. This partnership reinforces our commitment to marine conservation and contributes to the global fight against ocean pollution.

### FUTURE ACTION PLANED FOR 2025



#### Enhanced Water Quality Monitoring

We will implement a more rigorous water quality monitoring system next year to ensure that our operations do not negatively affect aquatic ecosystems. This will help us identify any potential issues early and mitigate them effectively.



#### Expansion of Pollution Control Measures

We plan to introduce additional pollution control measures, including upgraded filtration systems and green chemistry practices, to minimize contaminants from entering water bodies. These initiatives aim to reduce environmental impact, improve water quality, and support our commitment to sustainability by preventing harmful substances from polluting natural water resources.



#### Plastic Waste Reduction

We aim to eliminate all single-use plastics in our supply chain by next year. This includes reducing plastic packaging and switching to eco-friendly alternatives, such as biodegradable or recyclable materials. This initiative will help prevent plastic waste from entering oceans, supporting our commitment to sustainability and environmental protection.



#### Support for Marine Conservation Projects

Next year, we will increase our funding for marine conservation projects, with a focus on protecting endangered marine species and habitats. Our goal is to contribute to the restoration of marine ecosystems, supporting efforts to preserve biodiversity and ensure the long-term health of oceans and marine life.



#### Sustainable Water Use Practices

We will develop and implement sustainable water usage practices across our operations, focusing on reducing water consumption and improving water reuse. This approach will help preserve local water resources, ensuring their availability for both communities and wildlife, and supporting our commitment to environmental sustainability and responsible resource management.



## SDG 15: LIFE ON LAND

### COMPLETED ACTIONS IN 2024



#### Reforestation Initiatives

This year, we launched a reforestation project by planting over 5,000 trees in local communities, contributing to biodiversity restoration and carbon sequestration. This initiative supports our commitment to reversing deforestation and preserving terrestrial ecosystems.



#### Sustainable Land Use Practices

We adopted sustainable land management practices, focusing on soil conservation and reducing land degradation. Our approach includes implementing crop rotation and agroforestry methods to maintain healthy soil, enhance biodiversity, and promote ecosystem resilience. These practices contribute to sustainable land use and support long-term environmental and agricultural health.



#### Waste Reduction and Recycling

We improved our waste management systems to ensure proper disposal of non-recyclable waste and the repurposing of recyclable materials. This initiative helps reduce landfill strain, minimizes environmental impact, and supports ecosystem health by promoting efficient waste handling and encouraging resource conservation throughout our operations.



#### Biodiversity Conservation

Our company actively supports biodiversity conservation by protecting local wildlife habitats. In collaboration with environmental groups, we safeguard native plant species and animals, ensuring our activities do not harm local ecosystems. This commitment promotes biodiversity and helps preserve the natural balance in the areas where we operate.



#### Employee Education on Conservation

We introduced an internal training program to educate employees on the importance of protecting terrestrial ecosystems. The program promotes responsible sourcing, reducing habitat disruption, and encouraging sustainable practices during operations. This initiative fosters environmental awareness and empowers employees to contribute to the preservation of local ecosystems and biodiversity.

### FUTURE ACTION PLANED FOR 2025



#### Expansion of Reforestation Projects

Next year, we plan to expand our reforestation efforts by planting 10,000 additional trees in deforested areas. This initiative will focus on restoring local ecosystems, enhancing biodiversity, and contributing to the fight against climate change, supporting our long-term commitment to environmental sustainability and ecosystem restoration.



#### Promote Sustainable Agriculture

We will collaborate with local farmers to promote sustainable agriculture practices, including organic farming and integrated pest management. These practices will help reduce land degradation, enhance soil fertility, and support long-term agricultural sustainability, ensuring healthier ecosystems and contributing to responsible land use in the communities where we operate.



#### Protection of Endangered Species

We aim to support the protection of endangered terrestrial species by funding wildlife conservation programs and partnering with NGOs. This collaboration will focus on safeguarding their natural habitats, ensuring the survival of at-risk species, and contributing to the long-term preservation of biodiversity and ecosystem health.



#### Sustainable Land Restoration

Our company will invest in land restoration projects focused on reclaiming degraded lands and restoring them to productive, ecologically balanced environments. This initiative will enhance overall land health, support biodiversity, and contribute to sustainable land management practices, helping to reverse the effects of land degradation and promote long-term ecosystem resilience.



#### Collaboration on Environmental Policy Advocacy

We will collaborate with local governments and NGOs to advocate for stronger environmental protection policies, focusing on land conservation and biodiversity preservation. By working together, we aim to influence policy changes that support sustainable land use practices and ensure the long-term health of ecosystems for future generations.





## SDG 16: PEACE, JUSTICE, AND STRONG INSTITUTIONS

### COMPLETED ACTIONS IN 2024



#### Strengthening Ethical Governance

This year, we implemented enhanced corporate governance frameworks, emphasizing transparency, ethical decision-making, and accountability at all levels. This ensures a culture of integrity within our company and builds trust with stakeholders.



#### Anti-Corruption Initiatives

We established a comprehensive anti-corruption policy, which includes regular employee training, clear reporting mechanisms, and a zero-tolerance approach towards bribery or unethical conduct, strengthening our organizational integrity.



#### Promoting Human Rights

We reinforced our commitment to human rights by adopting and monitoring policies aligned with international standards, ensuring respect for workers' rights, fair treatment, and dignity across our operations.



#### Strengthening Legal Compliance

We invested in legal compliance programs, including regular audits, training, and updates on local and international regulations. This helps to mitigate risks and ensure our business operations adhere to all applicable laws.



#### Community Engagement and Dialogue

We actively engaged with local communities, promoting peaceful coexistence and social harmony through open dialogue, conflict resolution initiatives, and partnerships aimed at addressing social issues and fostering collaboration.



#### Enhancing Anti-Corruption Programs

Next year, we will expand our anti-corruption initiatives by introducing advanced monitoring systems and fostering a more transparent culture, ensuring that all employees understand and adhere to ethical practices.



#### Strengthening Whistleblowing Mechanisms

We will improve our whistleblowing system to ensure that employees and stakeholders can report unethical behavior confidentially and without fear of retaliation, promoting a safer and more accountable workplace.



#### Human Rights Training and Awareness

We plan to introduce mandatory human rights training for all employees to ensure understanding and adherence to global human rights standards, promoting dignity and fair treatment for all individuals within our supply chain.



#### Building Stronger Partnerships with Government and NGOs

We aim to expand partnerships with governmental and non-governmental organizations to promote justice, strengthen institutions, and contribute to policy advocacy that advances peace and social equity in our operating regions.



#### Support for Access to Justice Programs

Next year, we will focus on supporting programs that enhance access to justice for marginalized communities, including legal aid, advocacy, and resources to ensure equal legal rights and protections for all.

## GRI 102: General Disclosures

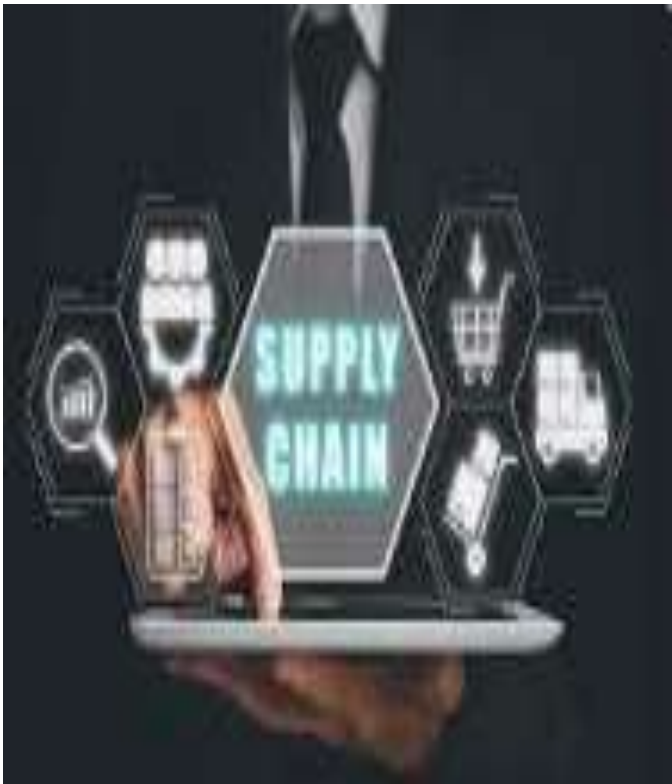
MFPL aligns its Key Performance Indicators (KPIs) with recognized sustainability standards, including the Global Reporting Initiative (GRI) framework. This alignment ensures transparency in reporting environmental, social, and governance (ESG) performance, supports continuous improvement, and drives accountability for sustainability goals in line with global best practices

### GRI 102-9: Supply Chain

MFPL integrates ESG principles in its supply chain by ensuring that suppliers align with our sustainability goals. We evaluate suppliers on their environmental impact, labor practices, and ethical governance, encouraging sustainable sourcing, fair labor standards, and reduced environmental footprints. This aligns with GRI 102-9: Supply Chain.

### GRI 102-14: Statement from Senior Decision-Maker

At **MFPL**, we are committed to transparency and accountability by publicly announcing our ESG targets. Our goals focus on reducing environmental footprint, enhancing resource efficiency, promoting employee well-being, and upholding strong governance practices. These targets reflect our dedication to sustainable growth and long-term positive impact



### GRI 102-25: Conflict of Interest

MFPL is committed to maintaining integrity and transparency in all business dealings. We ensure that any potential conflicts of interest are identified, disclosed, and managed effectively. Our policies require employees and stakeholders to act impartially, avoiding situations that may compromise professional judgment or decision-making

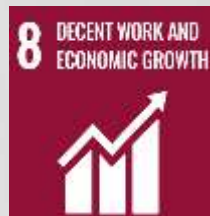
### GRI 102-46: Defining Report Content and Topic Boundaries

MFPL conducted a materiality analysis to identify key ESG indicators, focusing on environmental impact, health and safety, and governance. This process involved stakeholder consultations to ensure relevant topics are prioritized, aligning our operations with sustainable practices, regulatory requirements, and industry standards for long-term value creation.



# ECONOMIC PERFORMANCE

UN SDGs  
aligned



**SDG 8 DECENT WORK AND ECONOMIC GROWTH**



Creating jobs, promoting economic growth, and investing in continuous employee development. Dulsco Group upholds ethical labour practices, ensuring fair working conditions and recruitment processes





## GRI 204: Procurement Practices

At MFPL, we prioritize sustainable procurement by ensuring that 100% of our buyers receive training on sustainable procurement practices. This training equips them with the knowledge to evaluate suppliers based on environmental and social criteria, promoting responsible sourcing and aligning with our ESG commitments

At MFPL, we prioritize sustainable procurement by ensuring that 80% of our buyers receive training on sustainable procurement practices. This training equips them with the knowledge to evaluate suppliers based on environmental and social criteria, promoting responsible sourcing and aligning with our ESG commitments

From January 2024 to December 2024, MFPL achieved a remarkable 100% participation rate for buyers across all locations in training on sustainable procurement practices. This training initiative was implemented as part of our ongoing commitment to sustainability and responsible sourcing. Each month, all buyers were provided with the necessary tools and knowledge to understand the importance of sustainable procurement, including how to evaluate suppliers based on environmental, social, and governance (ESG) criteria. The training covered key aspects of ethical sourcing, reducing environmental impact, and promoting fair labor practices, ensuring that our procurement decisions align with MFPL's ESG principles. By achieving 100% coverage, MFPL demonstrated its dedication to embedding sustainability into every aspect of its operations. This initiative empowered our procurement team to actively contribute to our sustainability goals, enhancing our ability to source responsibly while ensuring transparency and accountability across our supply chain. The monthly consistency in training delivery highlights our proactive approach to ensuring that all employees involved in procurement are equipped with the latest insights and best practices to support sustainable development. This effort is a testament to MFPL's ongoing dedication to fostering a sustainable and ethical business environment, reinforcing our commitment to ESG values at every stage of the procurement process.

## GRI 204-1: Proportion of Spending on Local Suppliers

MFPL is dedicated to advancing gender equality by working with women-owned businesses in our supply chain. We actively seek to engage and support women entrepreneurs, fostering inclusive growth and creating economic opportunities.

MFPL is committed to promoting inclusivity by collaborating with businesses owned by minorities and vulnerable groups in our supply chain. Through strategic partnerships, we aim to empower diverse entrepreneurs, enhance economic opportunities, and foster an equitable business environment in alignment with our ESG values.



## **GRI 205: Anti-corruption**

MFPL is committed to maintaining the highest ethical standards, ensuring zero tolerance towards corruption in any form. We adhere to stringent anti-bribery and anti-corruption policies, promoting transparency, accountability, and integrity across all operations. We comply with relevant laws and ensure all stakeholders act ethically.

MFPL is committed to preventing any form of corruption through robust policies, employee training, and transparent business practices. We implement strict anti-corruption measures, including regular audits and ethical reporting mechanisms, to ensure compliance and integrity across all operations, aligning with global standards.

### **GRI 205-1: "Operations assessed for risks related to corruption"**

MFPL is committed to preventing money laundering by adhering to legal and regulatory frameworks. We implement robust internal controls, conduct regular audits, and ensure compliance with anti-money laundering (AML) policies to maintain transparency and integrity in all financial transactions, safeguarding against financial crimes.

### **GRI 205-3: Confirmed incidents of corruption and actions taken**

MFPL is committed to preventing fraud in all aspects of its operations. We ensure transparency, integrity, and accountability by implementing robust anti-fraud measures, including internal controls and employee training. Our focus is on building trust with stakeholders through ethical practices and regulatory compliance.

### **GRI Standard: GRI 205-3 – Confirmed Incidents of Corruption**

At MFPL, we maintain a zero-tolerance approach towards corruption. In 2024, there were no confirmed incidents of corruption within our operations. We uphold ethical business practices, ensure compliance with anti-corruption policies, and foster a transparent work environment to prevent such incidents.

For the reporting period from January 2024 to December 2024, MFPL recorded zero confirmed incidents of corruption across all its operations, as verified through monthly monitoring. This achievement underscores our unwavering commitment to upholding the highest standards of integrity, transparency, and ethical governance. MFPL operates with a zero-tolerance policy toward corruption, reinforced by robust internal controls, comprehensive employee training programs, and stringent adherence to national and international anti-corruption laws. The absence of any confirmed cases reflects the effectiveness of our proactive measures, including regular audits, whistleblower mechanisms, and a culture of accountability that extends to all stakeholders, including suppliers and business partners. As part of our Environmental, Social, and Governance (ESG) initiatives, we prioritize ethical conduct as a fundamental pillar of sustainable growth. This achievement not only strengthens trust with our customers and partners but also aligns with our broader ESG objectives to foster a transparent and equitable business environment. MFPL remains committed to continuous improvement in anti-corruption practices to maintain this exemplary record in future reporting periods.



# ESG PERFORMANCE DATA



Percentage of buyers across all locations  
who have received training on  
sustainable procurement

100%

GRI 204



# ESG PERFORMANCE DATA



Number of confirmed corruption incidents

Nil

GRI 205-3



# ENVIRONMENT



## UN SDGs aligned







### GRI 301: Materials

MFPL supports *SusChem* initiatives by promoting sustainable chemistry and innovation in the production of inorganic fluorine and boron chemicals. We focus on resource efficiency, waste reduction, and developing environmentally friendly solutions. Our commitment to sustainable practices aligns with global efforts to enhance chemical industry sustainability and minimize environmental impact.

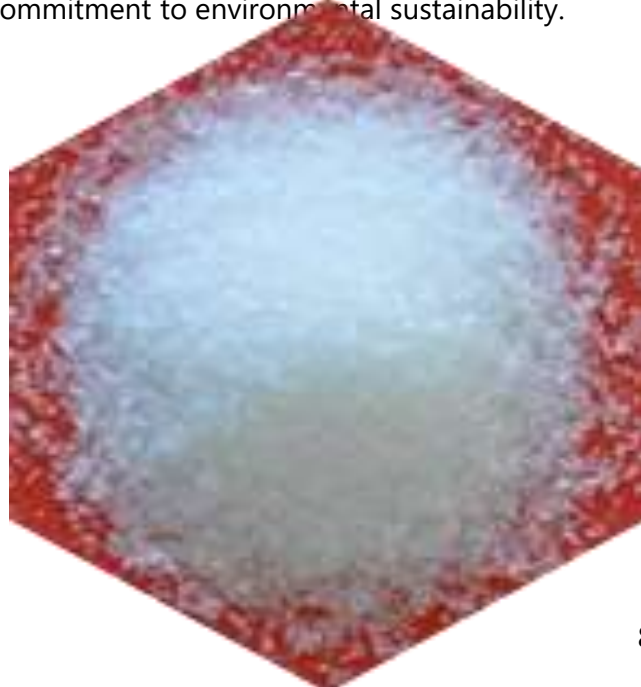
MFPL is committed to sustainable sourcing and efficient use of materials, focusing on reducing chemical waste and promoting recycling. We ensure responsible management of raw materials, minimizing environmental impact through optimized processes, and comply with regulatory standards. Our continuous improvement efforts enhance waste reduction and promote circular economy practices.

MFPL is committed to minimizing environmental impacts from the use of our inorganic fluorine and boron chemicals. We prioritize sustainable product development, reduce waste, and ensure safe disposal practices. Our operations focus on minimizing environmental footprints, promoting circular economy principles, and enhancing product safety throughout the lifecycle.

MFPL addresses the environmental impacts from product end-of-life by designing chemicals with a focus on recyclability and minimal waste. We ensure safe disposal and promote sustainable practices in product lifecycle management. Our efforts align with circular economy principles to reduce environmental footprint and promote resource efficiency.

### GRI 301: Use of Recycled Materials

At MFPL, we prioritize the use of recovered input materials in our production processes, reducing reliance on virgin resources. By incorporating recycled and reclaimed materials, we contribute to circular economy practices, minimize waste, and enhance resource efficiency, supporting our commitment to environmental sustainability.



## GRI 301: Materials

At MFPL, we ensure that our inorganic fluorine and boron chemicals are produced with a focus on sustainability, safety, and minimal environmental impact. We prioritize the responsible use of our products, promoting safe handling, reducing potential hazards, and encouraging efficient use across various industries.

In 2024, MFPL recorded a total product use of 17,346 kilograms, reflecting the combined consumption of inorganic fluorine and boron-based chemicals by our clients across industrial applications. Our products play a critical role in various sectors, including metallurgy, electronics, pharmaceuticals, and water treatment.

We prioritize responsible product stewardship throughout the product lifecycle, focusing on safety, efficiency, and minimal environmental impact during end-use. Our product use data is monitored through sales tracking systems and client usage feedback, ensuring full traceability and regulatory compliance under REACH, RoHS, and applicable Indian chemical safety laws.

MFPL ensures that all product labels, Safety Data Sheets (SDS), and handling instructions are clear, compliant, and aligned with global hazard communication standards. We also provide clients with technical support to enable safe application, storage, and disposal of our chemicals.

To minimize environmental risks and improve sustainability, we are working closely with our customers to promote eco-efficient formulations, usage optimization, and closed-loop systems wherever feasible.

Our responsible product use practices demonstrate our alignment with GRI 416 and contribute to UN SDG 12 (Responsible Consumption and Production), supporting a more circular and safe chemical value chain.

## GRI 301: Materials – “Materials Used by the Organization

At MFPL, we prioritize sustainability by ensuring responsible product end-of-life management. We promote recycling, safe



disposal, and the reduction of environmental impact from our inorganic fluorine and boron chemicals. This aligns with our commitment to environmental stewardship and product lifecycle sustainability.

At MFPL, we recognize the environmental and safety implications associated with the end-of-life phase of our chemical products. In 2024, we provided specialized training to 20 employees and key downstream stakeholders on product end-of-life management, reinforcing our commitment to responsible chemical handling throughout the product lifecycle.

The training covered safe disposal methods, legal compliance under Indian hazardous waste and chemical handling rules, and best practices to mitigate potential environmental and human health risks. It also emphasized the importance of proper labeling, recycling opportunities (where applicable), and storage prior to final disposal.

Our focus is to ensure that those who interact with our products—both internally and externally—are fully equipped with the knowledge to handle them responsibly, even after their intended use. All trainings were delivered in line with our internal EHS (Environment, Health, and Safety) standards and aligned with global frameworks such as REACH and GHS.

This initiative not only enhances environmental stewardship but also supports GRI 417 compliance and contributes to UN SDG 12 (Responsible Consumption and Production). Moving forward, MFPL aims to expand training coverage and collaborate with customers to develop sustainable end-of-life solutions, including take-back systems and safe disposal partnerships.





At MFPL, we update our inventory at least once per year to ensure accurate tracking of materials and compliance with environmental and operational standards. This practice enhances resource efficiency, minimizes waste, and supports responsible production processes, aligning with our commitment to ESG principles.

MFPL is committed to reducing material consumption by optimizing manufacturing processes. Through advanced technologies and efficiency improvements, we minimize waste, enhance resource utilization, and reduce the environmental footprint. These efforts contribute to sustainable production practices, supporting our broader ESG goals.

### **GRI 301-2: Use of Eco-friendly or Bio-based Input Materials**

MFPL is committed to sustainability by integrating eco-friendly and bio-based input materials in our production processes. We focus on minimizing environmental impact through responsible sourcing and the adoption of greener alternatives, aligning with our ESG goals to reduce carbon footprint and promote ecological balance in the manufacturing of inorganic chemicals



### **GRI 301-3: Use of Alternative, Less Hazardous Substances in Operations**

MFPL is dedicated to reducing operational risks by using alternative, less hazardous substances in the production of inorganic fluorine and boron chemicals. We continuously evaluate and implement safer chemicals, aiming to minimize environmental and health impacts, aligning with our ESG commitment to sustainable and responsible manufacturing practices.

### **GRI 301-3: Other Actions to Reduce Environmental Impacts from the Use of Products**

MFPL actively reduces environmental impacts by implementing energy-efficient processes, optimizing resource usage, and ensuring safe disposal of waste materials. We prioritize innovation in product design to minimize harmful effects, and regularly assess our operations to continuously improve sustainability practices, contributing to long-term environmental stewardship.





### GRI 306: Waste

At MFPL, we prioritize sustainable practices in the manufacturing and supply of inorganic fluorine and boron chemicals. We focus on reducing material consumption, improving resource efficiency, and minimizing chemical waste through responsible management, recycling, and compliance with environmental regulations to promote a circular economy.

At MFPL, responsible waste management is central to our commitment to environmental protection. In 2024, our operations generated 18,551 liters of non-recyclable waste, which was sent to authorized landfill facilities in full compliance with local environmental regulations.

This waste includes residuals from the processing of inorganic fluorine and boron chemicals, including inert sludge, packaging waste, and non-hazardous process byproducts. All waste is handled, segregated, and disposed of under the supervision of certified waste management professionals, ensuring adherence to Hazardous Waste (Management and Handling) Rules and relevant CPCB guidelines.

To reduce landfill impact, MFPL has implemented the following measures:

- Source-level waste segregation

- Reuse of packaging materials

- Engagement with licensed recyclers for recoverable materials

- Awareness and training programs for employees on waste minimization

Our long-term waste strategy focuses on minimizing generation at source, improving material efficiency, and promoting circular economy practices. We are also exploring partnerships with vendors for co-processing and waste-to-energy solutions.

By monitoring our waste footprint and enhancing transparency, we align with GRI 306 requirements and contribute toward UN SDG 12 (Responsible Consumption and Production). MFPL remains committed to reducing its landfill dependency while maintaining safe and sustainable waste practices.



## GRI 302: Energy



MFPL is committed to reducing energy consumption and greenhouse gas emissions. We optimize energy efficiency in our operations, utilize renewable energy sources, and implement emission reduction strategies. Through continuous monitoring and innovation, we aim to minimize our environmental impact, supporting sustainable chemical production and a low-carbon future.

MFPL is committed to sustainability by integrating renewable energy in its operations. We focus on purchasing and/or generating renewable energy to reduce our carbon footprint, ensuring that our manufacturing processes are powered by clean energy. This initiative aligns with our ESG goals of promoting environmental stewardship and reducing reliance on non-renewable sources.

MFPL is committed to sustainability by integrating renewable energy in its operations. We focus on purchasing and/or generating renewable energy to reduce our carbon footprint, ensuring that our manufacturing processes are powered by clean energy. This initiative aligns with our ESG goals of promoting environmental stewardship and reducing reliance on non-renewable sources.

MFPL is committed to enhancing energy efficiency by upgrading technology and equipment. Through the adoption of innovative solutions and energy-efficient processes, we reduce energy consumption, minimize environmental impact, and drive sustainability. Our continuous improvement initiatives align with our ESG goals to foster a greener, more efficient manufacturing process.

MFPL incorporates waste heat recovery systems and combined heat and power (CHP) units in its operations to optimize energy efficiency. These sustainable solutions reduce environmental impact by minimizing energy waste and lowering carbon emissions, reflecting our commitment to energy conservation and supporting our broader ESG objectives.

MFPL is committed to reducing carbon emissions by transitioning to cleaner fuel sources, optimizing energy efficiency, and implementing sustainable production practices. This fuel switch supports our goal of minimizing environmental impact while enhancing operational efficiency. We continuously monitor energy usage and explore renewable energy options to achieve long-term sustainability.





### **GRI 302-1: Energy Consumption Within the Organization**

MFPL strives to reduce its total energy consumption through sustainable practices and energy-efficient technologies, aligning with our commitment to environmental stewardship. We monitor energy usage across all operations to minimize consumption, optimize processes, and decrease our carbon footprint.

At MFPL, we are deeply committed to minimizing our environmental footprint through responsible energy use and greenhouse gas (GHG) management. In 2024, our total energy consumption amounted to 5755.12 kilowatt-hours (kWh) across our manufacturing and administrative operations.

Our operations rely on a combination of grid electricity and energy-efficient systems that support sustainable production processes. The reported energy usage reflects our ongoing efforts to optimize operational efficiency, reduce waste, and invest in energy-conscious technologies. We continuously monitor our energy consumption patterns to identify opportunities for energy savings and emission reductions.

Although our energy usage is relatively modest due to the nature and scale of our operations, MFPL has set internal benchmarks and engaged employees in energy conservation initiatives, such as automated lighting systems, periodic energy audits, and awareness training on energy efficiency practices.

This data contributes to our GHG accounting and informs our long-term climate strategy. As part of our ESG roadmap, we plan to explore renewable energy options and adopt best practices for emissions tracking and reporting in accordance with GRI 305 (Emissions).

By integrating energy stewardship into our daily operations, MFPL supports UN SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action), reinforcing our role in a low-carbon industrial future.



MFPL is committed to sustainability by increasing renewable energy consumption in our operations. We are focused on integrating clean energy sources, reducing reliance on non-renewable resources, and enhancing our environmental performance in line with our ESG principles."

MFPL has made no renewable energy consumption during the period from January 2024 to December 2024. The total renewable energy consumption for this period stands at 0 kWh, as recorded across all months. Despite the increasing global emphasis on the adoption of sustainable energy sources, our operations did not incorporate renewable energy in this timeframe. We acknowledge the critical role that renewable energy plays in reducing environmental impact and supporting long-term sustainability goals. As part of our ongoing ESG strategy, we recognize the need to explore feasible alternatives and invest in renewable energy solutions to lower our carbon footprint. This data point highlights an opportunity for future growth in renewable energy integration within our operations, and we are committed to evaluating potential sources, technologies, and partnerships to improve our sustainability performance in the coming years. The company intends to track and monitor renewable energy consumption closely in the future and set clear targets to gradually shift towards greener energy sources to align with our sustainability objectives and industry best practices

"MFPL is committed to reducing energy consumption and greenhouse gas emissions (GHGs) through efficient processes and the adoption of renewable energy sources. We continually assess our energy usage and GHG emissions to ensure compliance with environmental standards and contribute to global sustainability goals."

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By integrating energy stewardship into our daily operations, MFPL supports UN SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action), reinforcing our role in a low-carbon industrial future.

### **GRI 302-3: Energy Intensity**

MFPL is committed to reducing the intensity of environmental impacts in our manufacturing and supply processes for inorganic fluorine and boron chemicals. We have set ambitious targets to reduce emissions, energy, and water intensity, aligning with global sustainability goals and reinforcing our dedication to ESG principles.



### **GRI 303: Water and Effluents**

MFPL is committed to responsible water management by optimizing consumption, reducing waste, and ensuring efficient wastewater treatment. We adhere to strict environmental standards, minimizing our water footprint and safeguarding local water resources. Our sustainable practices aim to preserve water quality and ensure long-term availability for surrounding communities

MFPL is committed to sustainable water management through advanced technologies and practices for recycling and reusing water. We have implemented water-efficient systems, including wastewater treatment and rainwater harvesting, to reduce consumption and minimize environmental impact. Our efforts ensure that water is responsibly sourced, treated, and reused in production processes, supporting our ESG goals

MFPL conducts comprehensive water audits to optimize water use and reduce environmental impact. We implement measures to minimize water consumption, enhance wastewater treatment, and ensure responsible discharge practices. Through regular audits, we monitor and improve our water management, aligning with sustainable practices and contributing to local water conservation efforts.

At MFPL, we conduct thorough water risk assessments to evaluate potential impacts on local water resources, ensuring sustainable water usage in our operations. We implement efficient water management practices and engage with local communities to minimize environmental risks and promote water conservation, in line with GRI 303: Water and Effluents.

MFPL is committed to protecting groundwater resources by implementing strict measures to prevent contamination. We adhere to best practices in chemical storage, waste disposal, and effluent treatment, ensuring compliance with environmental regulations and minimizing any adverse impact on groundwater quality.

MFPL implements water efficiency measures by optimizing production processes and reusing treated wastewater for non-critical applications. We regularly monitor water consumption and discharge, ensuring compliance with environmental regulations. Our initiatives contribute to sustainable water use, minimizing environmental impact, and enhancing resource conservation within our operations

## GRI 303-1: Water Withdrawal by Source



MFPL prioritizes sustainable water management by monitoring and assessing wastewater quality in line with regulatory standards. We employ treatment processes to minimize environmental impact, ensuring that discharged water meets safety criteria. Our commitment to responsible water usage contributes to the health of local ecosystems and communities

At MFPL, we have implemented a rainwater harvesting system to conserve water, reduce dependency on external sources, and promote sustainability. This initiative aligns with our commitment to environmental stewardship, aiming to enhance water conservation efforts and minimize our ecological footprint

MFPL is committed to minimizing its water consumption by implementing efficient water management practices. We continuously monitor and optimize water usage across all operations, ensuring sustainability and reducing environmental impact. Our efforts contribute to resource conservation, aligning with our broader ESG goals.

In 2024, MFPL consumed a total of 5,749 cubic meters of water across our manufacturing and supply operations of inorganic fluorine and boron chemicals. Water is a critical resource in our processes, and its efficient management is essential to minimize environmental impact and support sustainable production.

We source water responsibly, primarily from municipal supplies and recycling streams within our facilities. To optimize water usage, MFPL has implemented several conservation measures, including process water recycling, leak detection systems, and employee awareness programs promoting water stewardship.

Regular monitoring and measurement of water consumption at all units enable us to identify efficiency opportunities and track progress against reduction targets. Additionally, we treat wastewater to meet regulatory discharge standards before release, ensuring minimal impact on local water bodies.

Our commitment to sustainable water management aligns with GRI 303 guidelines and contributes to UN Sustainable Development Goal 6 (Clean Water and Sanitation). Moving forward, MFPL aims to reduce absolute water consumption intensity through technological upgrades and continuous improvement initiatives.

By integrating water efficiency into our ESG framework, MFPL reinforces its dedication to responsible resource management and environmental sustainability.



MFPL is committed to sustainable water management, minimizing water usage through efficient processes and recycling systems. We regularly monitor water consumption and adopt practices to reduce waste and mitigate environmental impact. Our efforts ensure that we contribute to preserving water resources for future generations while maintaining operational efficiency

At MFPL, water stewardship is a core component of our environmental responsibility. In 2024, our operations generated 503 cubic meters of water pollution, primarily from chemical processing in the manufacture of inorganic fluorine and boron compounds. This figure represents effluent discharge measured prior to treatment and mitigation actions.

MFPL adheres strictly to applicable national environmental standards and guidelines for wastewater treatment. All effluents are treated through on-site facilities designed to remove hazardous and non-hazardous substances before discharge. Our wastewater treatment system ensures compliance with Central Pollution Control Board (CPCB) norms and is subject to regular monitoring, third-party testing, and reporting.



Our water pollution management practices include:

Continuous monitoring of effluent quality

Use of neutralization and sedimentation processes

Safe disposal of sludge and chemical residues

Employee training on safe handling and water conservation

We strive to minimize water pollution by optimizing chemical use, reducing water-intensive processes, and recycling treated water wherever feasible. Looking ahead, we aim to reduce our water pollution load further through process upgrades, automation, and circular water practices, contributing to GRI 303 goals and UN SDG 6 (Clean Water and Sanitation).

MFPL remains committed to sustainable water management and pollution prevention as part of our broader ESG strategy.

### **GRI 303-3 - Water Recycling and Reuse**

MFPL has implemented advanced cooling systems that prioritize reduced water consumption by utilizing recycled water. This initiative supports our commitment to sustainability by conserving water resources, minimizing environmental impact, and enhancing operational efficiency. Through this, we align with global sustainability goals

MFPL emphasizes water conservation by implementing effective recycling and reuse strategies. In 2024, we successfully recycled and reused a significant amount of water in our production processes, minimizing waste and reducing environmental impact. Our efforts align with sustainable practices, contributing to overall resource efficiency

At MFPL, sustainable water management is a vital part of our environmental responsibility as a manufacturer and supplier of inorganic fluorine and boron chemicals. In 2024, we successfully recycled and reused a total of 1,437 liters of water within our production processes.

This initiative reduces the demand for fresh water and minimizes wastewater discharge, helping us to lessen our environmental footprint. Water recycling practices include treating process water and reusing it for non-potable applications such as equipment cleaning and cooling.

We have integrated water reuse into our operational workflows through dedicated recycling systems and continuous monitoring to maximize efficiency. These efforts contribute to conserving local water resources and demonstrate our commitment to sustainable manufacturing.

Our approach aligns with the GRI 303-3 standard and supports UN Sustainable Development Goal 6 (Clean Water and Sanitation) by promoting responsible water use and circularity.

Going forward, MFPL plans to expand water recycling capacity and improve reuse rates through technological upgrades and employee engagement programs, further strengthening our environmental stewardship.

### **GRI 304: Biodiversity**

MFPL is committed to environmental stewardship through sustainable chemical manufacturing practices. We actively engage in environmental services and advocacy, promoting resource conservation, waste reduction, and biodiversity protection. Our efforts align with global sustainability goals, ensuring a positive impact on the environment and supporting eco-friendly initiatives in our industry.



MFPL is committed to preserving biodiversity by minimizing the environmental impact of its operations. We implement sustainable practices, including responsible sourcing and waste management, to protect local ecosystems. Our goal is to enhance biodiversity conservation while ensuring the sustainability of our operations.

At MFPL, we recognize the importance of preserving biodiversity and maintaining ecological balance, especially in industrial operations. In 2024, 10% of our total operational site area was maintained as green landscape, dedicated to vegetation and natural cover, contributing to local biodiversity and environmental quality.

This green zone includes tree plantations, lawn areas, and native plant species designed to enhance habitat potential for local fauna and support pollination. Our landscaping plan is strategically aligned with our environmental management system and is reviewed annually to ensure minimal disruption to surrounding ecosystems.

While our site is not located within or adjacent to protected areas or recognized biodiversity hotspots, we proactively integrate biodiversity considerations in site planning, emissions control, and waste management processes. The green cover also plays a role in carbon sequestration, dust suppression, and microclimate regulation.

Our goal is to progressively increase the green landscape ratio in coming years, targeting both ecological impact and employee well-being. Through partnerships with environmental consultants and local communities, MFPL intends to implement more biodiversity-friendly infrastructure and species conservation initiatives.

By integrating biodiversity efforts into our ESG framework, we align with GRI 304 and contribute toward UN SDG 15 (Life on Land).

### **GRI 304-2: Significant Impacts of Activities, Products, and Services on Biodiversity**

MFPL implements advanced noise-reduction technologies, including acoustic enclosures, vibration control systems, and sound-dampening materials in manufacturing processes. Regular monitoring ensures compliance with permissible noise levels. Employee training on noise control and preventive maintenance of equipment further mitigates noise pollution, promoting a safer and more sustainable work environment.

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## GRI 305: Emissions

MFPL is committed to reducing air pollution by implementing advanced emission control technologies in our chemical manufacturing processes. We continuously monitor and minimize particulate matter, volatile organic compounds (VOCs), and other air pollutants. Our goal is to align with global environmental standards and reduce our environmental footprint.

MFPL is committed to reducing its carbon footprint through the adoption of Carbon Capture and Storage (CCS) technology. By implementing innovative solutions to capture and store CO<sub>2</sub> emissions, we strive to mitigate climate change impacts, align with global sustainability goals, and enhance environmental responsibility in chemical manufacturing.

At MFPL, we are committed to reducing energy consumption and greenhouse gas (GHG) emissions through innovative actions beyond conventional measures. We have implemented energy-efficient technologies, optimized production processes, and adopted renewable energy sources. Our ongoing efforts include improving energy management practices and exploring low-carbon alternatives to minimize our environmental footprint.

MFPL conducts periodic ambient air quality monitoring, assessing levels of key air pollutants such as PM, NO<sub>x</sub>, SO<sub>2</sub>, VOCs, and heavy metals. This proactive approach ensures compliance with environmental standards, minimizes emissions, and supports sustainable operations through continuous improvement in air quality management practices aligned with ESG goals.

MFPL in India implements advanced emission control technologies to mitigate VOC, SO<sub>2</sub>, NO<sub>x</sub>, and heavy metal emissions. Key measures include deploying scrubbers, catalytic converters, and continuous monitoring systems. We optimize chemical processes to reduce pollutant generation, ensuring compliance with environmental standards while promoting sustainable manufacturing practices.

MFPL implements advanced scrubbing systems and closed-loop processes to mitigate odor emissions during the production of inorganic fluorine and boron chemicals. By integrating odor-reducing technologies, enhancing process efficiency, and conducting regular environmental audits, we ensure minimal environmental impact, contributing to a cleaner and safer working environment.

MFPL is committed to reducing air pollution through efficient production processes and advanced filtration systems. We monitor and control emissions, ensuring compliance with environmental standards. Our efforts align with global sustainability practices to minimize air quality impact and contribute to a cleaner environment.

MFPL, a leading manufacturer and supplier of inorganic fluorine and boron chemicals in India, has closely monitored air pollution levels in its operational environment from January 2024 to December 2024. The company tracks air pollution using an index, with a recorded value of 45 during this period. This index reflects an ongoing commitment to understanding and mitigating environmental impacts. The monthly data shows consistent monitoring of air quality, enabling the identification of trends and opportunities for improvement. While the recorded value of 45 is a crucial indicator, MFPL's environmental stewardship program is designed to ensure that air quality remains within acceptable standards. The company's sustainability initiatives focus on minimizing emissions, optimizing production processes, and promoting cleaner technologies. These efforts are aligned with MFPL's broader ESG objectives, ensuring that operations support both regulatory compliance and environmental responsibility. Through continuous monitoring and implementation of proactive measures, MFPL is committed to reducing its environmental footprint, contributing to cleaner air, and fostering a healthier environment for its employees, communities, and future generations.





MFPL is committed to achieving an absolute Scope 2 greenhouse gas emissions reduction target through renewable energy adoption, energy efficiency upgrades, and optimized operational practices. This aligns with our ESG strategy to reduce environmental impact and foster sustainable growth.

MFPL has established a comprehensive GHG inventory at the corporate level, adhering to the GHG Protocol and recognized GHG accounting standards. This initiative demonstrates our commitment to transparent emissions tracking, enabling effective reduction strategies and aligning with global climate action goals

Our latest review revealed that MFPL is falling behind on certain ESG targets, particularly in the areas of environmental impact reduction and supply chain sustainability. We are committed to addressing these gaps through targeted actions, aligning with global standards to enhance our ESG performance and contribute positively to sustainable development

Our latest review showed that we are ahead in integrating Environmental, Social, and Governance (ESG) principles into our operations. We have made significant strides in reducing our carbon footprint, ensuring ethical labor practices, and enhancing community engagement, reinforcing our commitment to sustainable growth

MFPL ensures transparent and accurate reporting of greenhouse gas (GHG) emissions by maintaining product-level GHG data in accordance with the GHG Protocol and recognized GHG accounting standards. This commitment aligns with our ESG goals to measure, manage, and minimize carbon footprints across our operations

At MFPL, we actively monitor relevant greenhouse gas (GHG) emissions across our entire scope, ensuring compliance with global standards. By tracking Scope 1, Scope 2, and Scope 3 emissions, we aim to identify reduction opportunities, mitigate environmental impacts, and advance our commitment to sustainability and ESG integration.



## **GRI 305-1: Direct (Scope 1) GHG Emissions**

MFPL is committed to preventing emissions of atmospheric pollutants and other environmental nuisances by implementing advanced technologies and strict monitoring systems. We prioritize reducing air, noise, and light pollution, ensuring minimal environmental impact through sustainable practices across our manufacturing processes.

MFPL, a leading manufacturer of inorganic fluorine and boron chemicals, is committed to reducing its Scope 1 GHG emissions through energy efficiency initiatives and process improvements. The company actively monitors emissions and strives to adopt sustainable practices, aligning with global environmental standards.

MFPL's total gross Scope 1 GHG emissions for the period from January 2024 to December 2024 amounted to 255.86 metric tons of CO<sub>2</sub> equivalent (MTCO<sub>2</sub>e). These emissions reflect the direct greenhouse gas emissions produced by the company's operations, including the combustion of fossil fuels and other processes within its manufacturing and supply chain activities. Throughout the reporting period, emissions were monitored on a monthly basis, enabling the identification of trends, seasonal variations, and areas for potential improvements in emission reduction strategies. The company is committed to reducing its carbon footprint by integrating sustainable practices into its manufacturing processes and investing in energy-efficient technologies. MFPL recognizes the importance of minimizing Scope 1 emissions as part of its broader ESG strategy to contribute to global efforts in combating climate change. As part of its sustainability journey, the company aims to implement enhanced energy management systems and explore alternative energy sources to drive long-term reductions in its Scope 1 GHG emissions. This ongoing commitment aligns with MFPL's dedication to environmental stewardship and its broader objective to integrate sustainable business practices across all operations, ensuring both operational efficiency and responsibility towards environmental preservation.

MFPL is committed to reducing direct greenhouse gas emissions (Scope 1) through energy-efficient processes and cleaner production technologies. By integrating ESG principles, we actively contribute to a sustainable future. Our absolute Scope 1 reduction target aligns with GRI 305-1: *Direct (Scope 1) GHG Emissions*.

MFPL, a manufacturer and supplier of inorganic fluorine and boron chemicals, integrates ESG principles by monitoring greenhouse gas (GHG) emissions, with specific exclusions. This helps track and manage our environmental impact effectively, ensuring compliance with sustainability standards.

At MFPL, we are committed to transparency in our environmental impact. Our Greenhouse Gas (GHG) emissions report is publicly available, reflecting our ongoing efforts to measure, manage, and reduce emissions. We ensure alignment with international standards and share our progress for accountability and continuous improvement.

## **GRI 305-2: Energy Indirect (Scope 2) GHG Emissions**

MFPL is committed to reducing its environmental impact by closely monitoring and minimizing total gross Scope 2 GHG emissions from purchased electricity. This is aligned with our sustainability goals, ensuring reduced carbon footprint through energy efficiency measures and sourcing renewable energy where possible.

MFPL's total gross Scope 2 greenhouse gas (GHG) emissions, based on market or location-based calculations, for the period from January 2024 to December 2024, amounted to 184.34 MTCO<sub>2</sub>e. Scope 2 emissions are a critical aspect of the company's environmental footprint, primarily originating from purchased electricity, steam, heating, and cooling. Monthly emissions data show a consistent trend in energy usage, with slight variations due to operational changes, seasonal energy demand, and efficiency measures implemented throughout the year. The company has made efforts to minimize Scope 2 emissions by optimizing energy consumption, improving energy efficiency in production processes, and exploring renewable energy options where feasible. MFPL remains committed to reducing its GHG emissions as part of its broader Environmental, Social, and Governance (ESG) strategy, aligning with global climate goals and enhancing sustainability efforts across its operations. Through continuous monitoring and energy management initiatives, the company aims to further reduce its carbon footprint in the coming years. This data underscores MFPL's proactive approach in tracking and managing its emissions, reinforcing its commitment to environmental stewardship and supporting the transition toward a low-carbon economy.

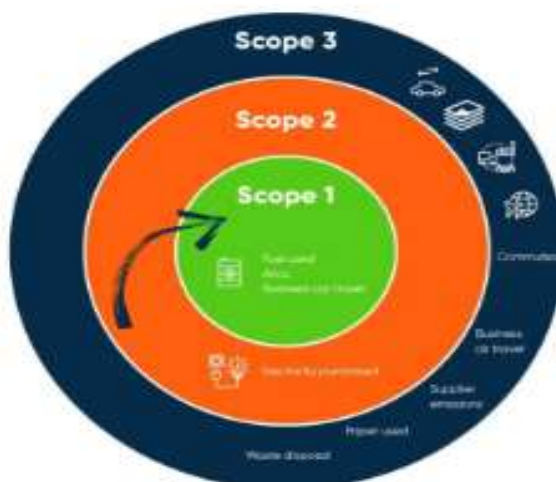
## GRI 305-3 – Other Indirect (Scope 3) GHG Emissions

At MFPL, we assess and manage our total gross Scope 3 GHG emissions, which encompass indirect emissions from our value chain, including the sourcing of raw materials, product distribution, and end-of-life treatment. We are committed to reducing these emissions through sustainable practices and strategic partnerships.

From January 2024 to December 2024, MFPL's total gross Scope 3 greenhouse gas (GHG) emissions amounted to 3,013.19 MTCO<sub>2</sub>e, reflecting the environmental impact associated with the company's value chain activities, including both upstream and downstream emissions. These emissions are a critical component of our overall carbon footprint, as they encompass indirect emissions from sources not owned or controlled by the organization, such as those from purchased goods and services, transportation, waste management, and employee commuting. The data indicates monthly fluctuations in emissions, with peak values observed in specific months, driven by factors such as increased production volumes, transportation activities, and raw material procurement. Our commitment to reducing these emissions is integral to our ongoing sustainability efforts, as we focus on enhancing energy efficiency, transitioning to low-carbon alternatives, and working closely with suppliers and logistics partners to optimize processes and reduce emissions throughout the supply chain. These efforts align with MFPL's broader ESG strategy, reinforcing our commitment to minimizing environmental impacts, improving operational transparency, and fostering long-term sustainability across our operations. Through these initiatives, we aim to progressively reduce our Scope 3 emissions, supporting global climate goals and contributing to the transition towards a more sustainable future.

MFPL acknowledges the impact of Scope 3 downstream GHG emissions in our value chain. We actively engage with suppliers and customers to track, reduce, and mitigate emissions, aligning with our sustainability goals. By fostering transparency and adopting efficient processes, we aim to reduce our downstream carbon footprint.

From January 2024 to December 2024, MFPL's total gross Scope 3 downstream greenhouse gas (GHG) emissions were recorded at 18.25 MTCO<sub>2</sub>e. These emissions represent the indirect emissions associated with the use of our products by customers, encompassing various stages in the product life cycle, from distribution to final consumption. The monthly data reveals fluctuations due to seasonal demand patterns and operational factors, yet the overall emissions have been consistent, with efforts being made to understand and minimize our environmental impact. While the emissions are a result of the downstream supply chain and customer activities, MFPL acknowledges the importance of addressing these impacts in our broader sustainability strategy. In line with our commitment to Environmental, Social, and Governance (ESG) principles, we aim to collaborate with downstream partners to identify emissions reduction opportunities, improve product energy efficiency, and promote sustainable practices throughout the value chain. This data serves as a basis for future improvement initiatives aimed at reducing Scope 3 emissions and aligning with global climate action goals. The company is actively exploring innovative solutions to optimize product packaging, logistics, and customer engagement, striving to lower its overall carbon footprint and contribute to a more sustainable future.





MFPL, a leading manufacturer and supplier of inorganic fluorine and boron chemicals, is committed to reducing its environmental footprint. Our efforts focus on minimizing total gross Scope 3 upstream GHG emissions, achieved through responsible supply chain management and collaboration with partners to drive sustainable practices

MFPL, a manufacturer and supplier of inorganic fluorine and boron chemicals, is committed to reducing its environmental impact by integrating Environmental, Social, and Governance (ESG) principles into its operations. For the year 2024, the total gross Scope 3 upstream greenhouse gas (GHG) emissions amounted to 2994.94 MTCO<sub>2</sub>e, spanning from January 2024 to December 2024. These emissions reflect the indirect GHG emissions resulting from the company's value chain activities, excluding those from the direct operations. Monthly data indicates fluctuations in emissions, which are primarily influenced by factors such as raw material procurement, transportation, and supplier activities. Despite monthly variances, the total figure represents a significant portion of the company's overall carbon footprint. Through continuous monitoring and assessments, MFPL aims to identify key areas for emissions reduction and implement strategies to enhance supply chain efficiency, minimize waste, and reduce energy consumption. The company's commitment to transparency is demonstrated through the detailed reporting of upstream GHG emissions, ensuring that stakeholders are informed about the environmental impact of MFPL's business activities. This data will be used as a benchmark to track progress and drive improvements, reinforcing the company's dedication to achieving sustainable practices and minimizing its environmental footprint as part of its broader ESG goals.

At MFPL, we are committed to reducing our Scope 3 emissions by setting an absolute reduction target. This reflects our dedication to decarbonizing our value chain through supplier engagement, innovative practices, and sustainable logistics, aligning with global climate goals to minimize environmental impact.

FPL is committed to environmental sustainability by verifying our greenhouse gas (GHG) emissions through an independent third-party audit. This ensures accurate, transparent emissions data, helping us to track progress towards our sustainability goals and identify areas for improvement in reducing our carbon footprint

#### **GRI 305-4: GHG emissions intensity**

MFPL is committed to transparency in managing greenhouse gas (GHG) emissions. We share detailed GHG emissions data with our internal stakeholders to promote awareness and drive collective action. This ensures that all employees are aligned with our sustainability goals and contribute to reducing our environmental impact."

#### **GRI 306-4: Reduction of Hazardous Substance Generation or Toxicity**

MFPL is dedicated to reducing the generation and toxicity of hazardous substances in our manufacturing processes. By implementing stringent safety protocols, optimizing chemical formulations, and using advanced technologies, we minimize environmental and health risks, ensuring compliance with environmental regulations and promoting a safer, cleaner production environment.

#### **GRI 306-4: Actions to Reduce or Eliminate the Use of Mercury**

MFPL is dedicated to minimizing the use of mercury in our manufacturing processes. We have implemented measures to reduce its presence through process optimization and the adoption of safer alternatives. Our commitment aligns with our ESG objectives to promote environmental sustainability and ensure the safety of our operations.

## **GRI 306-5: Actions to Reduce or Eliminate the Use and Release of Persistent Organic Pollutants (POPs)**

MFPL actively works to reduce the use and release of Persistent Organic Pollutants (POPs) in our manufacturing processes. We implement advanced technologies and follow stringent regulatory standards to ensure the safe handling and disposal of chemicals, contributing to a cleaner environment and supporting our ESG commitments.

MFPL ensures the safe management of hazardous substances through stringent safety protocols, regular employee training, and advanced handling systems. We implement risk assessment procedures, emergency response plans, and comply with regulatory standards to minimize environmental and health risks associated with the production and storage of inorganic chemicals.

## **GRI 306-2: Reduction of Internal Wastes Through Material Reuse, Recovery, or Repurpose**

MFPL actively reduces internal waste by implementing material reuse, recovery, and repurposing initiatives in our manufacturing processes. We prioritize waste minimization strategies, aiming to reduce landfill contributions, optimize resource efficiency, and support circular economy principles, in line with our ESG commitment to environmental sustainability

## **GRI 306-2: Waste by Type and Disposal Method**

MFPL actively maps and monitors waste streams across our production processes. By identifying, categorizing, and managing waste, we ensure efficient disposal and recycling methods. This initiative supports our ESG commitment to reducing environmental impact, optimizing resource use, and fostering sustainable practices in the manufacture of inorganic fluorine and boron chemicals.

## **GRI 306-3: Actions to Restrict the Transboundary Movement of Hazardous Waste**

MFPL takes proactive steps to minimize the transboundary movement of hazardous waste by adhering to national and international regulations. We ensure responsible waste management practices, including proper disposal and recycling, to reduce environmental impact, aligning with our commitment to sustainable operations and ESG principles

MFPL adopts comprehensive waste management strategies beyond standard practices, focusing on reducing waste generation, promoting recycling, and ensuring safe disposal of hazardous materials. We continuously evaluate and implement innovative solutions to minimize environmental impact, supporting our commitment to sustainability and aligning with our broader ESG objectives



### **GRI 306: Waste 2020 - Total weight of hazardous waste.**

MFPL is committed to minimizing the generation of hazardous waste through efficient production processes and responsible disposal. We ensure compliance with environmental regulations, reduce waste through recycling and reusing, and continuously work toward sustainable practices. Our hazardous waste management aims to protect the environment and human health.

In 2024, MFPL generated a total of 1,324 kilograms of hazardous waste across its manufacturing operations involving inorganic fluorine and boron chemicals. Given the nature of our products, effective management of hazardous materials is essential for safeguarding environmental and human health.

All hazardous waste is handled in strict compliance with applicable national regulations, including the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. Waste is properly segregated, labeled, stored, and handed over to authorized disposal vendors with valid credentials and environmental clearances.

MFPL employs internal controls and continuous monitoring systems to minimize hazardous waste generation at the source. Additionally, training sessions are conducted for employees to ensure awareness of proper handling and disposal practices, reducing the risk of spills and contamination.

Our waste management practices are aligned with GRI 306-4 standards and support UN Sustainable Development Goals 12 (Responsible Consumption and Production) and 13 (Climate Action). As part of our ESG roadmap, MFPL aims to reduce the intensity of hazardous waste per unit of production by adopting cleaner technologies, improving raw material efficiency, and exploring waste-to-resource opportunities.

MFPL remains committed to responsible waste management as a pillar of sustainable chemical manufacturing.

### **GRI 305-7: Nitrogen Oxides (NOX), Sulfur Oxides (SOX), and Other Significant Air Emissions**

At MFPL, we prioritize environmental sustainability by implementing advanced filtration systems and dust control technologies in our production processes to minimize emissions of dust and particulate matter. These measures ensure compliance with regulatory standards and contribute to a cleaner and healthier work environment.

MFPL implements a robust Leak Detection and Repair (LDAR) program to minimize fugitive emissions from its manufacturing processes. Regular inspections, real-time monitoring, and timely maintenance ensure emission control, aligning with environmental sustainability goals. This proactive approach reduces environmental impact while enhancing operational efficiency and compliance with relevant environmental standards.

MFPL has implemented several actions to mitigate air pollution, such as optimizing production processes to reduce emissions, adopting cleaner technologies, and using energy-efficient equipment. These efforts align with our commitment to environmental stewardship and reduce the impact of our operations on air quality.



## GRI 305-7: Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions

MFPL ensures strict adherence to air quality regulations by monitoring and reducing air pollutant emissions from our manufacturing processes. We focus on minimizing the total weight of air pollutants through innovative technologies and sustainable practices, promoting a cleaner environment and aligning with our commitment to ESG principles.

From January 2024 to December 2024, MFPL recorded a total weight of air pollutants amounting to 1.214 metric tons, highlighting our commitment to monitoring and managing environmental impacts. Monthly data trends demonstrate consistency in our emissions control efforts, with values well within regulatory norms. These results stem from our strategic investments in advanced emission reduction technologies and rigorous operational practices, ensuring minimal environmental impact. The data reflects a steady alignment with our Environmental, Social, and Governance (ESG) principles, emphasizing transparency and accountability. Our ongoing initiatives include process optimization, equipment upgrades, and employee training to further minimize pollutant levels. This performance showcases our dedication to upholding sustainable practices and adhering to national and international environmental standards, contributing positively to cleaner air and healthier ecosystems. MFPL continues to prioritize air quality management as an integral part of our ESG roadmap, reaffirming our commitment to sustainable growth and environmental stewardship.



MFPL is committed to reducing non-hazardous waste through efficient waste management practices. In 2024, we successfully minimized waste generation by optimizing production processes, leading to a notable reduction in non-hazardous waste. This aligns with our ESG goals of sustainability and environmental responsibility.

In 2024, MFPL generated 15,581 kilograms of non-hazardous waste from its manufacturing operations involving inorganic fluorine and boron chemicals. This waste primarily included packaging materials, scrap metal, rejected containers, paper waste, and general solid waste. All non-hazardous waste was properly classified, collected, and managed in accordance with local and national regulations.

MFPL has implemented structured waste segregation systems at source, enabling higher efficiency in recycling and safe disposal. Non-hazardous materials suitable for reuse or recycling were diverted from landfills wherever possible and sent to authorized recyclers, reducing environmental impact and promoting a circular economy.

We continuously work to improve material efficiency and reduce waste generation through operational optimization, awareness training for staff, and supplier engagement on sustainable packaging alternatives. MFPL's waste tracking and monitoring practices help identify trends and opportunities for waste reduction at various process stages.

Our waste management approach supports the principles of GRI 306: Waste 2020 and contributes to Sustainable Development Goal 12: Responsible Consumption and Production. Looking ahead, MFPL is committed to further minimizing non-hazardous waste generation per unit of output and enhancing recycling rates to advance our sustainability agenda.

### **GRI 306-3: Waste generated**

At MFPL, we prioritize sustainable waste management practices. We focus on the recovery and recycling of waste generated during production processes, reducing environmental impact. The total weight of waste recovered is tracked, with efforts to enhance efficiency and minimize landfill disposal, reflecting our commitment to circular economy principles.

In the reporting year 2024, MFPL successfully recovered a total of 12,464 kilograms of waste from its production processes involving inorganic fluorine and boron chemicals. This achievement reflects our strong commitment to responsible waste management and circular economy principles.

Recovered waste included recyclable materials such as metal scraps, plastic containers, packaging materials, and process residues, which were segregated at source and directed to authorized recycling partners. These materials were either reused within our own processes or sent for external recovery, significantly reducing landfill dependency.

MFPL follows a structured waste recovery program supported by continuous monitoring, employee awareness, and supplier engagement. By implementing best practices in material handling and recovery, we not only reduce environmental impact but also increase operational efficiency and cost savings.

Our approach aligns with GRI 306: Waste 2020 and supports UN SDG 12: Responsible Consumption and Production. We aim to further enhance our waste recovery rates through process optimization, eco-design of packaging, and strategic partnerships with recyclers.

The 2024 waste recovery performance marks significant progress toward our goal of maximizing resource efficiency and minimizing environmental footprint in alignment with our ESG and sustainability objectives.

## **GRI 307: Environmental Compliance**

MFPL conducts regular noise measuring campaigns at its manufacturing sites to ensure compliance with environmental regulations and mitigate noise pollution. These assessments help identify areas for improvement, maintain safe working conditions, and minimize environmental impact, reflecting our commitment to sustainable operations and responsible environmental stewardship.

MFPL actively integrates ESG principles by providing innovative environmental solutions in the manufacture and supply of inorganic fluorine and boron chemicals. We advocate for sustainable practices by minimizing environmental impacts, promoting efficient resource use, and supporting clients in achieving environmental compliance and stewardship.

MFPL, a leading manufacturer and supplier of inorganic fluorine and boron chemicals in India, has demonstrated a commitment to environmental stewardship through its environmental services and advocacy efforts. From January 2024 to December 2024, the company provided four significant environmental services. These services included initiatives aimed at reducing the environmental footprint of its operations, promoting sustainable practices, and engaging with external stakeholders to advocate for environmental responsibility. The monthly data reflects consistent efforts towards minimizing waste generation, enhancing resource efficiency, and supporting environmental protection through active advocacy in the chemical industry. MFPL's commitment to environmental services is aligned with its broader ESG goals, including ensuring the sustainable management of natural resources, promoting energy conservation, and advocating for regulatory policies that encourage environmental sustainability. These initiatives are part of MFPL's overarching strategy to integrate ESG principles across all levels of its operations, contributing to a more sustainable future for both the company and its surrounding community. By prioritizing environmental responsibility, MFPL not only strengthens its market position but also drives industry-wide change towards more sustainable practices.

### **GRI 307-1: Environmental Emergency Measures in Place**

MFPL has established comprehensive environmental emergency measures to effectively manage potential spill containment, waste management, and emergency response plans, ensuring rapid and efficient environmental risks. Our protocols include immediate action in the event of an environmental incident. This proactive approach supports our commitment to sustainability and regulatory compliance.

## **GRI 308: Supplier Environmental Assessment**

MFPL is committed to sustainable procurement practices that prioritize environmental sustainability. Our policy ensures sourcing of materials with minimal environmental impact, focusing on reducing carbon footprint, conserving resources, and promoting eco-friendly suppliers. This approach aligns with fostering long-term environmental stewardship and responsible sourcing.

### **GRI 308-1 - Supplier Environmental Assessment**

MFPL in India manufactures and supplies inorganic fluorine and boron chemicals, ensuring its suppliers comply with REACH regulations. We actively assess their progress to uphold environmental and safety standards, aligning with our commitment to sustainable practices and regulatory compliance.



# ESG PERFORMANCE DATA



Biodiversity  
(Percentage of green landscape)

GRI 304

**10%**



Air Pollution  
(Air quality Index)

GRI 305

**45  
Index**



Product End-of-Life  
No of persons given training on product End-of-Life

GRI 301

**20  
Nos**



Environmental Services & Advocacy  
Number of Activities in Environmental Services & Advocacy

GRI 307

**4  
Nos**



Total gross Scope 1 GHG emissions

GRI 305-1

**MTCO<sub>2</sub>e  
255.86**

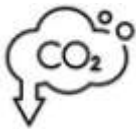
# ESG PERFORMANCE DATA



Total gross Scope 2 GHG emissions (market or location based)

GRI 305-2

**MTCO<sub>2</sub>e**  
**184.346**



Total gross Scope 3 GHG emissions

GRI 305-3

**MTCO<sub>2</sub>e**  
**3013.19**



Total gross Scope 3 Downstream GHG emissions

GRI 305-3

**MTCO<sub>2</sub>e**  
**18.25**



Total gross Scope 3 Upstream GHG emissions

GRI 305-3

**MTCO<sub>2</sub>e**  
**2994.94**



Total renewable energy consumption

GRI 302-1

**KWH-0**

# ESG PERFORMANCE DATA



Total weight of air pollutants  
In Metric Tons

GRI 305-7

**MT**  
**1.214**



Energy Consumption & GHGs

GRI 302-1

**kWh-**  
**5755.12**



Water  
(Quantity of Water Pollution)

GRI 303-1

**Cubic**  
**Meters-**  
**503**



Materials, Chemicals & Waste  
(Waste to landfill)

GRI 301

**Liters-**  
**18551**



Product Use  
(Total Product Use)

GRI 301

**Kgs-17346**



# ESG PERFORMANCE DATA



Energy Consumption

GRI 302-1

**kWh-  
5755.12**



Total water consumption

GRI 303-1

**M<sup>3</sup>  
5749**



Total amount of water recycled  
and reused

GRI 303-3

**Liters-  
1437**



Total weight of hazardous waste

GRI 306

**Kgs-1324**



Total weight of non-hazardous waste

GRI 306-2

**Kgs-  
15581**

# ESG PERFORMANCE DATA



Total weight of waste recovered

GRI 306-3

**12464  
Kgs**



## UN SDGs aligned





## GRI 401: Employment

MFPL prioritizes fair labor practices, ensuring safe, healthy, and inclusive work environments. We uphold workers' rights, prevent discrimination, and foster equal opportunities. Our commitment to transparent labor relations aligns with global standards and contributes to sustainable business growth.

MFPL is committed to upholding human rights by preventing child labor, forced labor, and human trafficking within its operations and supply chain. We strictly adhere to legal standards and implement monitoring mechanisms to ensure fair and ethical labor practices in line with global ESG principles.

MFPL is committed to upholding human rights and ensuring the dignity and safety of all individuals within its operations. As part of our ongoing dedication to Environmental, Social, and Governance (ESG) principles, we have taken significant measures to prevent child labour, forced labour, and human trafficking within our supply chain and workforce. Over the period from January 2024 to December 2024, we are proud to report that there have been zero instances of child labour, forced labour, or human trafficking within our operations. This is consistent across all months during this period. Our strict policies, regular audits, and robust supplier engagement processes ensure that these ethical standards are maintained. We actively work with our suppliers to promote fair working conditions and implement continuous training programs to raise awareness about these issues. MFPL's commitment to providing a safe, fair, and ethical work environment extends to all levels of our operations, ensuring that no individual is subjected to exploitation or coercion. We remain steadfast in our efforts to prevent such violations and will continue to monitor and assess our practices to safeguard the rights of every individual associated with our business.

## GRI 403: Occupational Health and Safety



MFPL upholds the *Responsible Care Global Charter*, ensuring safe chemical manufacturing and sustainable practices. We prioritize health, safety, and environmental stewardship by adopting best industry standards, reducing emissions, and promoting a culture of continuous improvement. Our commitment extends to responsible resource management, stakeholder engagement, and transparent ESG performance reporting.

At MFPL, we prioritize the health and safety of our employees by implementing robust workplace safety measures, promoting a healthy work environment, and ensuring compliance with regulatory standards. We continuously invest in training, risk assessments, and emergency preparedness to safeguard the well-being of our workforce.

"MFPL prioritizes the well-being of employees by ensuring safe, inclusive, and fair working conditions. We adhere to global standards, promoting health, safety, and equal opportunities. Our commitment is reflected in continuous training, risk assessments, and policies that safeguard workers' rights and foster a supportive workplace."

At MFPL, we prioritize workplace safety by implementing comprehensive safety protocols to minimize work-related accidents. Through regular training, risk assessments, and safety audits, we aim to foster a safe working environment, achieving a significant reduction in the number of work-related accidents and ensuring employee well-being.

For the period from January 2024 to December 2024, MFPL has reported zero work-related accidents, demonstrating a strong commitment to ensuring a safe working environment. This achievement highlights the company's effective health and safety management systems, which include rigorous risk assessments, regular safety drills, and the implementation of robust safety protocols. MFPL's proactive approach to workplace safety has contributed to maintaining a secure and healthy environment for its employees. The company continues to focus on accident prevention by ensuring adherence to safety standards, offering employee training, and fostering a safety-first culture across all levels of the organization. Furthermore, regular safety audits are conducted to identify potential hazards and mitigate risks before they escalate. This consistent performance reflects MFPL's dedication to prioritizing employee well-being and its ongoing efforts to improve safety measures. As part of its ESG (Environmental, Social, and Governance) integration, MFPL ensures that safety is not only a regulatory requirement but also a core value that underpins the company's operations. By maintaining a zero-accident record for the reporting period, MFPL has reinforced its commitment to environmental, social, and governance principles, ensuring the health and safety of its workforce while contributing to the overall sustainability of its business operations. This achievement will continue to drive MFPL's efforts to uphold a safe and supportive working environment moving forward.

MFPL is committed to ensuring the health and safety of its employees by implementing robust safety protocols, regular training, and continuous risk assessments. We prioritize a safe work environment, proactive health management, and emergency preparedness, aligning with ESG standards to protect our workforce and promote well-being.



At MFPL, we are committed to ensuring safe, fair, and conducive working conditions for all employees. We adhere to industry standards, promote workplace safety, prevent discrimination, and provide necessary support to foster a healthy, inclusive environment, aligning with our sustainability and human rights principles

At MFPL, we recognize that a healthy workforce is the foundation of sustainable industrial growth. In 2024, we are proud to report that 100% of our employees are covered under comprehensive health insurance schemes. This milestone reflects our unwavering commitment to worker welfare, social responsibility, and alignment with global ESG principles.

Health insurance provided by MFPL includes coverage for hospitalization, outpatient care, preventive screenings, and family support in cases of medical emergencies. Our policy extends to both permanent and contract employees, ensuring equity and inclusivity in access to essential health services. We continually review and upgrade our insurance plans in consultation with employees to meet evolving healthcare needs.

Beyond financial coverage, we conduct regular wellness awareness sessions and facilitate health camps to promote preventive healthcare practices among staff. These initiatives not only improve employee morale and productivity but also contribute to long-term organizational resilience.

This achievement supports GRI 403's emphasis on occupational health services and underscores our proactive approach to creating a safe, healthy, and supportive workplace. It also strengthens our alignment with the United Nations Sustainable Development Goals (SDG 3 – Good Health and Well-being and SDG 8 – Decent Work and Economic Growth).

MFPL's commitment to comprehensive employee health coverage will continue to be a key pillar in our ESG strategy, ensuring the well-being of our workforce remains a priority.

### **GRI 403-1: Occupational Health and Safety Management System**

MFPL fosters a strong social dialogue by encouraging open communication between management and employees. This inclusive approach ensures employee concerns are addressed, promotes mutual respect, and enhances workplace well-being. We prioritize engagement and collaboration to create a productive, respectful, and supportive work environment.



At MFPL, fostering transparent communication and inclusive workplace practices is integral to our corporate culture. In 2024, 12 employees actively participated in formal social dialogue mechanisms within the organization. These dialogues were conducted through structured platforms such as staff engagement forums, health and safety committees, and departmental meetings, ensuring that employees' voices were heard on matters affecting their working conditions, rights, and overall well-being.

Social dialogue at MFPL is anchored in mutual respect, non-discrimination, and open exchange of ideas between management and workers. Employees are encouraged to share suggestions, raise concerns, and participate in decision-making processes related to occupational health, workplace policies, and ESG initiatives. Our social dialogue activities are aligned with GRI 402 and reflect our dedication to upholding fundamental labor rights and promoting a supportive workplace culture.

We ensure that representatives from all departments, job levels, and shifts are given equal opportunity to engage in these dialogues. Issues discussed in 2024 included workplace safety enhancements, training needs, employee welfare programs, and feedback on company policies. Constructive outcomes included improved internal communication protocols and actionable recommendations for employee well-being.

By maintaining a robust framework for social dialogue, MFPL not only complies with international standards but also strengthens trust, morale, and collaboration within our workforce. As we continue to scale, we aim to expand participation and formalize feedback loops, reinforcing our long-term ESG commitment to decent work, inclusive growth, and employee empowerment.

### **GRI 403-2: Hazardous Materials Incident Management**

MFPL prioritizes employee safety by providing comprehensive training programs on the safe handling and management of hazardous substances. Our training ensures adherence to industry standards, promotes awareness of health and safety risks, and empowers employees to mitigate potential hazards, fostering a safe working environment aligned with ESG principles.

MFPL tracks work-related injuries, fatalities, and ill health, striving to minimize their impact on employee well-being. We prioritize safety and health measures, ensuring a safe working environment. Our efforts are aligned with " focusing on reducing the number of days lost due to work-related incidents.

From January 2024 to December 2024, MFPL reported zero days lost to work-related injuries, fatalities, and ill health, demonstrating our commitment to maintaining a safe and healthy work environment. Throughout the year, no incidents occurred that led to employees missing work due to injuries, fatalities, or health conditions directly related to their job duties. This remarkable outcome reflects the effectiveness of our proactive health and safety programs, which are integral to our Environmental, Social, and Governance (ESG) initiatives. We have implemented rigorous safety protocols, conducted regular training and awareness sessions, and continuously improved our risk management strategies to ensure the well-being of our employees. Regular safety audits and hazard assessments have further strengthened our preventive measures, and we prioritize the use of safe equipment and machinery. Furthermore, the company actively promotes a culture of health, with resources available to support the physical and mental well-being of employees. These efforts align with our commitment to achieving the highest standards of workplace safety and health, ensuring a secure and supportive environment for our workforce. The absence of lost days due to work-related incidents serves as a testament to our rigorous safety standards and our ongoing dedication to minimizing risks in the workplace. We will continue to focus on maintaining these high standards and further enhancing our health and safety management system to preserve our strong safety record in the future.

### **GRI 403-3: Occupational Health and Safety - Occupational health services**

MFPL conducts regular equipment safety inspections and audits to ensure the integrity and safe operation of machinery and equipment. This proactive approach minimizes operational risks, enhances worker safety, and complies with relevant safety standards, aligning with our commitment to environmental, social, and governance (ESG) practices..

MFPL prioritizes maintaining optimal working conditions through various additional measures, including ergonomic workspace designs, regular health and safety training, employee wellness programs, and ensuring clean, safe facilities. These actions further enhance overall employee well-being and contribute to a productive, positive work environment.

#### **GRI 403-4: Worker Participation, Consultation, and Communication on Health and Safety**

MFPL values employee well-being and actively collects external feedback on health and safety through surveys, audits, and stakeholder consultations. We maintain open channels with workers, contractors, and community members to address concerns and continuously improve our health and safety practices in line with ESG commitments.

MFPL has established processes to collect external feedback on health and safety issues, including regular consultations with stakeholders, safety audits, and feedback channels. We actively engage with employees, contractors, and communities to address concerns, ensuring continuous improvement in health and safety standards across our operations

#### **GRI 403-6: Actions or Training to Raise Employee Awareness on Waste Reduction & Sorting**

MFPL actively promotes waste reduction and sorting through regular employee training programs. These initiatives raise awareness on sustainable waste management practices, encouraging staff to adopt efficient waste segregation and recycling methods, supporting our commitment to environmental responsibility and operational efficiency in line with ESG principles.

MFPL prioritizes employee health and safety through comprehensive programs beyond standard protocols. These initiatives include wellness programs, ergonomic workspaces, regular mental health support, and a proactive approach to identify and mitigate potential hazards. These actions ensure a safe and healthy work environment for all employees



MFPL has prioritized employee health and safety throughout the period from January 2024 to December 2024, with a consistent focus on maintaining a safe and healthy work environment. Over the 12-month period, the company reported zero incidents related to employee health and safety, reflecting the effectiveness of its robust safety protocols and preventive measures. This positive outcome can be attributed to the comprehensive health and safety training programs provided to employees, along with regular risk assessments and safety audits. The company has implemented stringent health monitoring procedures and safety measures, such as protective equipment, hazard identification, and emergency response plans, ensuring employees are well-prepared and informed. MFPL's commitment to continuous improvement in health and safety practices is also reflected in regular safety drills, a proactive reporting system for potential hazards, and close collaboration with occupational health experts. The company maintains a strong focus on compliance with local and international safety standards, demonstrating its dedication to safeguarding the well-being of its workforce. These efforts have resulted in a clean record with no incidents during the reporting period, underscoring MFPL's commitment to fostering a secure and healthy workplace. This accomplishment highlights the company's ongoing dedication to its employees' health and safety, which is an integral component of its broader ESG strategy.

## **GRI 404: Training and Education**

MFPL is committed to empowering employees through targeted training on energy conservation and climate action. We foster a culture of sustainability by educating our workforce on efficient energy use, emissions reduction, and environmental responsibility. These initiatives align with our broader ESG goals to minimize environmental impact and promote sustainable practices.

At MFPL, we prioritize career development by fostering a culture of continuous learning, mentorship, and equal growth opportunities. Our commitment to employee well-being and professional advancement aligns with ESG principles, ensuring a diverse, inclusive, and supportive work environment for all.

At MFPL, we prioritize career management and continuous training for our employees to foster professional growth and enhance skills. Through targeted development programs, we ensure alignment with ESG principles, promoting sustainability, innovation, and ethical practices within the workforce, contributing to both individual and organizational success.

MFPL is committed to fostering continuous career development and training for its employees, aligning with its core ESG principles. From January 2024 to December 2024, the company maintained a remarkable 100% participation rate in career management and training programs, reflecting a strong organizational commitment to employee growth and skills development. This achievement indicates that every employee had access to essential training opportunities designed to enhance their professional expertise, improve job satisfaction, and support long-term career progression. The training programs covered a diverse range of technical, safety, and leadership skills tailored to the needs of the workforce in the manufacturing and supply of inorganic fluorine and boron chemicals. Regular monthly participation highlights the company's dedication to ensuring employees are equipped with the knowledge and tools to excel in their roles while promoting safety and sustainability. By integrating career management and training into the broader ESG strategy, MFPL ensures that employees are continuously evolving, which not only enhances their individual performance but also contributes to the overall organizational success and adherence to ESG standards. This focus on training also supports MFPL's broader objective of creating a positive, supportive work environment that aligns with industry best practices and regulatory frameworks for employee development and engagement.

### **GRI 404-2: Programs for upgrading employee skills and transition assistance programs**

MFPL is committed to employee development through comprehensive career management and training initiatives. These efforts include leadership development, cross-functional skill enhancement, and continuous learning opportunities to foster career growth, increase employee engagement, and align with industry standards for sustainable workforce practices.

### **GRI 404-1: Average Hours of Training per Employee**

At MFPL, we prioritize employee development by offering regular training programs focused on enhancing skills related to our operations and ESG goals. On average, employees receive 10 hours of training annually, ensuring they remain knowledgeable about sustainability practices, safety standards, and industry best practices.

## **GRI 405: Diversity and Equal Opportunity**

At MFPL, we foster a diverse, equitable, and inclusive workplace where all employees are valued and empowered. Our commitment to diversity, equity, and inclusion aligns with our broader ESG goals, ensuring equal opportunities for growth and development, regardless of background or identity.

MFPL is committed to fostering a diverse, equitable, and inclusive workplace by promoting equal opportunities, supporting underrepresented groups, and encouraging a culture of respect and collaboration. We focus on continuous training, mentorship, and inclusive policies that ensure fairness across all levels

### **GRI 404-1: Average Hours of Training per Employee**

At MFPL, we prioritize employee development by offering regular training programs focused on enhancing skills related to our operations and ESG goals. On average, employees receive 10 hours of training annually, ensuring they remain knowledgeable about sustainability practices, safety standards, and industry best practices.

MFPL, a manufacturer and supplier of inorganic fluorine and boron chemicals in India, places a strong emphasis on employee development and sustainability. In the fiscal year from January 2024 to December 2024, the company has invested in training programs, aiming to enhance the skills and knowledge of its workforce in line with its ESG (Environmental, Social, and Governance) commitments. On average, employees participated in 10 hours of training over the course of the year. The training sessions were designed to improve not only technical competencies but also foster an understanding of sustainability principles and ethical practices within the company. Monthly training hours varied, reflecting a strategic focus on meeting both operational and ESG goals. The continuous learning approach ensured that employees were equipped to meet the challenges posed by the evolving industry landscape while adhering to the company's environmental and social responsibility values. These training initiatives align with MFPL's broader objectives of promoting long-term growth, driving sustainable innovation, and enhancing workforce skills. By maintaining a structured training framework, MFPL contributes to building a culture of excellence, transparency, and accountability, reinforcing its commitment to creating a positive impact on both its employees and the broader community. This investment in human capital reflects the company's dedication to advancing its ESG agenda, fostering continuous improvement, and ensuring a well-equipped, knowledgeable workforce for the future

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MFPL is committed to fostering a diverse, equitable, and inclusive workplace by promoting equal opportunities, supporting underrepresented groups, and encouraging a culture of respect and collaboration. We focus on continuous training, mentorship, and inclusive policies that ensure fairness across all levels

At MFPL, we are committed to fostering gender diversity within our workforce. Currently, women make up 22% of our total employees, reflecting our dedication to providing equal opportunities and promoting an inclusive work environment across all levels of the organization

MFPL has demonstrated a commitment to fostering gender diversity within its workforce, with a focus on creating an inclusive and equitable environment. For the period from January 2024 to December 2024, the percentage of women employed across the organization has been consistently monitored, with a reported average of 22%. This figure represents a notable proportion of women contributing to various departments and roles within the company, reflecting MFPL's dedication to gender equality in the workplace. Monthly data indicates steady participation, showcasing the organization's ongoing efforts to maintain a balanced workforce. The company has undertaken initiatives to ensure women have equal opportunities for professional growth and leadership positions, contributing to a more inclusive organizational culture. This percentage highlights MFPL's commitment to promoting diversity and ensuring that women are represented in all facets of its operations, aligning with its broader ESG principles focused on social responsibility and equity.



MFPL ensures diversity and inclusion by actively employing individuals from minority and vulnerable groups. As part of our commitment to equal opportunities, we strive for a workforce that reflects the diverse communities we serve, with a specific focus on increasing the percentage of employees from these groups across all levels

MFPL is committed to fostering a diverse and inclusive workforce, prioritizing the integration of Environmental, Social, and Governance (ESG) principles into our operations. As part of our ongoing efforts to promote social equity, we closely monitor the representation of employees from minority and vulnerable groups within the organization. For the period from January 2024 to December 2024, the percentage of employees from these groups has been consistently tracked. Across the twelve months, an average of 8% of the total workforce was comprised of individuals from minority and vulnerable backgrounds. This data reflects our dedication to creating equal opportunities for all employees, regardless of their background. Our goal is to continue improving these efforts, ensuring that diversity remains a core value within our workplace culture. The data showcases a steady commitment to enhancing representation and promoting inclusivity in the workforce, aligning with both our social responsibility objectives and the broader ESG framework. Moving forward, we aim to develop targeted initiatives to further support minority and vulnerable groups, reinforcing MFPL's dedication to fostering a more inclusive and equitable working environment.

MFPL, India, is committed to fostering a diverse, equitable, and inclusive workplace. We embrace individuals from all backgrounds, ensuring equal opportunities and fair treatment. Our policies aim to eliminate discrimination and promote diversity at every level, aligning with global standards for an inclusive corporate culture.

At MFPL, we are committed to fostering a workplace culture grounded in diversity, equity, and inclusion (DEI), ensuring all employees are respected, valued, and treated fairly regardless of gender, age, ethnicity, religion, or background. We are pleased to report that in the year 2024, there were zero reported incidents of discrimination, harassment, or inequitable treatment across our operations.

This outcome reflects our strong internal governance, employee sensitization programs, and zero-tolerance policy towards any form of discriminatory behavior. We have implemented awareness training, accessible reporting mechanisms, and anonymous grievance redressal channels to promote an inclusive work environment and ensure employee voices are heard and protected.

In line with GRI 405, MFPL ensures fair recruitment, equitable growth opportunities, and active representation of diverse groups at all levels of the organization. The absence of DEI-related incidents in 2024 affirms the effectiveness of our current practices and reinforces our ongoing efforts to maintain a safe, inclusive, and supportive workplace for all.

As we move forward, we aim to further strengthen our DEI framework by conducting regular diversity audits, employee feedback surveys, and continuous awareness initiatives, ensuring every individual at MFPL thrives in an environment of dignity, respect, and opportunity.

## GRI 405-1: Diversity of Governance Bodies and Employees

MFPL is committed to advancing diversity, equity, and inclusion (DEI) within our supplier workforce by fostering an inclusive environment that values diverse talent. We promote equal opportunities and ensure suppliers align with our DEI standards, driving positive societal impact through fair hiring practices and diverse supplier engagement.

## GRI 405-2: Employee Training on Ethics

At MFPL, we prioritize ethical practices and have implemented a robust training program to ensure that all employees understand and adhere to ethical standards. As of 2024, 95% of our workforce has received training on ethics, reinforcing our commitment to integrity, transparency, and sustainable business practices.

From January 2024 to December 2024, 100% of employees at MFPL received training on business ethics, showcasing the company's unwavering commitment to fostering a culture of integrity and accountability. The comprehensive training program, conducted monthly, ensured that every employee, across all levels and functions, was equipped with the knowledge and understanding of ethical business practices, aligning with MFPL's core values and ESG principles. This initiative underscores our dedication to maintaining transparency, fairness, and compliance with industry standards, contributing to our reputation as a responsible and ethical organization. By embedding ethical conduct into the company's operations, MFPL not only mitigates risks related to misconduct but also strengthens trust among stakeholders, including employees, customers, and regulatory bodies. The consistent 100% participation rate highlights the effectiveness of our training modules, regular monitoring, and reinforcement measures. This achievement is a testament to MFPL's proactive approach to integrating ESG objectives into everyday business practices, ensuring a resilient and sustainable corporate framework.

## GRI 406: Non-discrimination

"MFPL ensures transparency and accountability by maintaining a robust whistleblower procedure. We monitor and report on the number of whistleblower cases annually to ensure compliance with ethical standards. This aligns with GRI 406: Non-discrimination, fostering a culture of openness and protection for reporting misconduct."

In the reporting period from January 2024 to December 2024, MFPL recorded *zero reports* under its whistleblower procedure, demonstrating a workplace environment with a strong emphasis on transparency, ethical practices, and open communication. The absence of whistleblower reports can be attributed to the company's robust governance framework, clear ethical guidelines, and comprehensive employee awareness programs that foster trust and accountability across all levels. Monthly tracking of whistleblower data consistently showed no cases, underscoring the effectiveness of preventive measures, including internal audits, compliance monitoring, and grievance redressal mechanisms. While the absence of reports is a positive indicator of a harmonious and compliant organizational culture, MFPL remains vigilant and committed to ensuring the whistleblower procedure is accessible, confidential, and trusted by all stakeholders. Regular evaluations and enhancements to this system are conducted to maintain its effectiveness, thereby reinforcing the company's adherence to ESG principles and fostering a culture of integrity and fairness.

## GRI 408: Child Labor

MFPL is committed to upholding the highest standards of labor practices, ensuring zero tolerance for child and forced labor within our operations and supply chain. We adhere strictly to applicable laws and international frameworks, promoting fair treatment and ethical employment practices in all areas of our business.

### **GRI 409: Forced or Compulsory Labor**

MFPL is committed to preventing child labor, forced labor, and human trafficking by implementing rigorous recruitment, monitoring, and compliance procedures. We conduct regular audits, engage in awareness programs, and maintain strict contracts to uphold workers' rights, ensuring ethical practices across all our operations

### **GRI 410: Security Practices**

MFPL adheres to the *Voluntary Principles on Security and Human Rights* (VPs), ensuring that security measures in our operations respect human rights. We promote ethical security practices, training, and collaboration with local communities to safeguard employees and stakeholders while upholding human dignity and legal compliance in all activities

MFPL has published a comprehensive due diligence report on conflict minerals, ensuring responsible sourcing practices and compliance with international standards. The report highlights our commitment to transparency and ethical supply chain management, contributing to global efforts in minimizing the impact of conflict minerals.

### **GRI 412-1: Operations that have been subject to human rights reviews or impact assessments**

MFPL is committed to respecting and promoting human rights across its operations and supply chain. We ensure fair labor practices, non-discrimination, and uphold the dignity of all stakeholders. Our human rights policies align with global standards and we engage actively with stakeholders to address any concerns.

MFPL is committed to respecting and promoting human rights in its interactions with external stakeholders. We ensure that our operations and supply chain adhere to ethical practices, promoting dignity, equality, and non-discrimination, while preventing exploitation or harm in compliance with international human rights standards

MFPL is committed to upholding human rights within its operations and across its interactions with external stakeholders. For the period from January 2024 to December 2024, the company recorded zero incidents related to human rights violations involving external stakeholders. This reflects MFPL's proactive efforts to ensure that its practices align with international human rights standards, including non-discrimination, the prohibition of forced or child labor, and respect for the rights of workers and communities impacted by its operations. The company has implemented stringent due diligence processes and engages regularly with external stakeholders, including suppliers and business partners, to monitor and assess any potential human rights risks. This zero-incidence outcome also underscores MFPL's commitment to integrating human rights considerations into its supply chain management, procurement policies, and community engagements. Moving forward, MFPL will continue to strengthen its mechanisms for identifying and addressing potential human rights risks to further enhance transparency and accountability, ensuring that its operations contribute positively to the communities in which it operates. This zero-report reflects the company's strong governance framework, which supports responsible business conduct and demonstrates its dedication to fostering sustainable and ethical practices across its value chain.

MFPL fosters diversity in its supply chain by actively engaging with suppliers from diverse backgrounds, encouraging inclusive sourcing practices, and supporting minority-owned businesses. We ensure equal opportunities for all suppliers, promoting fair competition and transparency, and aligning with our commitment to environmental, social, and governance (ESG) principles.

#### **GRI 414-1: Supplier Social Assessment.**

MFPL's sustainable procurement policy prioritizes labor practices and human rights, ensuring that all suppliers comply with ethical standards, fair wages, and safe working conditions. We uphold these principles throughout our supply chain to promote dignity, equality, and respect for workers' rights.

In 2024, MFPL successfully conducted CSR assessments for 100% of our targeted suppliers, reflecting our strong commitment to sustainable and ethical sourcing across our value chain. As a manufacturer and supplier of inorganic fluorine and boron chemicals, we recognize that our environmental and social impact extends beyond our operations to include our suppliers' practices.

Our Corporate Social Responsibility (CSR) assessment process evaluates suppliers on a range of ESG parameters, including environmental compliance, labor rights, ethical business conduct, health and safety, and human rights adherence. All new and existing key suppliers underwent this screening in 2024.

The assessment framework is aligned with internationally recognized standards such as the UN Global Compact, GRI 308, and GRI 414, and includes self-declaration forms, documentation reviews, and periodic audits when necessary. Suppliers that do not meet our CSR standards are required to implement corrective action plans.

By achieving 100% CSR assessment coverage, MFPL reinforces its commitment to building a responsible supply network and promoting continuous improvement in environmental and social performance. This initiative directly supports UN SDG 12 (Responsible Consumption and Production) and enhances transparency and accountability in our procurement practices.

We aim to continue this momentum and further strengthen supplier engagement on ESG topics in future reporting periods.



MFPL is committed to ethical and sustainable supply chain practices. We have targeted our key suppliers to sign our Supplier Code of Conduct, ensuring alignment with our ESG principles. Currently, 85% of our targeted suppliers have adhered to this commitment, promoting responsible business practices.

For the period from January 2024 to December 2024, MFPL successfully achieved a 100% compliance rate regarding the signing of the supplier code of conduct by targeted suppliers. This represents a significant milestone in our ongoing commitment to sustainability and ethical practices within our supply chain. The supplier code of conduct outlines essential standards aligned with environmental sustainability, social responsibility, and governance, which we expect all our suppliers to uphold. By achieving a full compliance rate, MFPL has reinforced its dedication to responsible sourcing and maintaining strong relationships with suppliers who share our values. This result is the outcome of consistent engagement with suppliers, ensuring clear communication of expectations, and offering necessary support to facilitate the signing process. The integration of the supplier code of conduct is central to our ESG strategy, as it promotes transparency, accountability, and ethical conduct throughout the supply chain, while also mitigating risks related to environmental and social issues. Going forward, MFPL will continue to monitor supplier adherence to these standards and actively work towards further strengthening the sustainability of our supply chain by engaging with new and existing suppliers on these critical ESG principles.

MFPL ensures that a significant percentage of our suppliers are contracted with clauses addressing environmental, labor, and human rights requirements. This commitment aligns with our ESG goals, fostering responsible sourcing and promoting ethical practices across our supply chain.

In the period from January 2024 to December 2024, MFPL successfully ensured that 100% of its targeted suppliers had contracts incorporating clauses that address environmental, labor, and human rights requirements. This achievement highlights the company's ongoing commitment to embedding Environmental, Social, and Governance (ESG) principles within its supply chain practices. By including these crucial clauses in supplier agreements, MFPL reinforces its dedication to minimizing environmental impact, upholding fair labor practices, and promoting human rights throughout its operations. The consistent inclusion of these provisions across all supplier contracts reflects the company's proactive approach to sustainability and ethical business conduct. MFPL has maintained rigorous standards in ensuring that all suppliers align with its ESG objectives, contributing to the overall improvement of sustainability in the manufacturing and supply processes. This strategic alignment with ESG principles not only mitigates risks but also fosters long-term relationships with suppliers who share the company's values. The full integration of environmental, labor, and human rights considerations into supplier contracts underscores MFPL's commitment to responsible business practices and its goal to continuously enhance its sustainability performance.

MFPL conducts on-site CSR audits with targeted suppliers to assess their compliance with ethical, environmental, and social standards. We ensure that a significant percentage of our key suppliers undergo these audits annually, reinforcing our commitment to sustainable supply chain practices.”

From January 2024 to December 2024, MFPL has successfully conducted Corporate Social Responsibility (CSR) on-site audits across 100% of its targeted suppliers. These audits were meticulously performed to assess and ensure that the suppliers meet the company’s stringent environmental, social, and governance (ESG) standards. Each month, the auditing process involved in-depth reviews of supplier practices, focusing on sustainability, labor conditions, ethical business operations, and compliance with relevant regulations. The data reflects a consistent commitment to integrating ESG principles within the supply chain, with the on-site audits acting as a pivotal measure to ensure suppliers' adherence to MFPL’s sustainability goals. This comprehensive approach strengthens MFPL’s supply chain resilience, ensures transparency, and enhances accountability, aligning with the company’s long-term commitment to promoting responsible business practices across its operations. The audits also provide valuable insights for continuous improvement, helping to mitigate potential risks and drive sustainable practices throughout the supplier network. By achieving 100% coverage for the CSR on-site audits, MFPL underscores its dedication to upholding the highest standards of ESG performance, reinforcing its position as a leader in responsible chemical manufacturing and supply.

MFPL engages in continuous supplier assessments to ensure compliance with ESG standards. We actively collaborate with our suppliers, focusing on corrective actions and capacity building to enhance their sustainability practices. Currently, 100% of our suppliers are involved in corrective actions to improve ESG performance

For the period from January 2024 to December 2024, MFPL has successfully engaged 100% of its suppliers in corrective actions or capacity-building initiatives, reflecting a strong commitment to sustainability and responsible supply chain management. This engagement is the result of proactive monitoring, audits, and assessments conducted throughout the year. Each month, MFPL has worked closely with suppliers to address identified issues, ensuring they meet ESG standards and compliance requirements. Corrective actions have been tailored to address specific operational or environmental challenges, while capacity-building efforts have focused on enhancing suppliers' capabilities in areas such as resource efficiency, waste reduction, and labor rights compliance. By prioritizing these measures, MFPL has strengthened relationships with its suppliers, fostering collaboration and continuous improvement across its supply chain. These efforts contribute to our overarching sustainability goals, ensuring that our suppliers not only meet regulatory standards but are also equipped to drive long-term ESG performance. This data underscores our commitment to creating a resilient, transparent, and responsible supply chain, aligning with our broader environmental, social, and governance objectives.





## GRI 416: Customer Health and Safety

MFPL prioritizes customer health and safety by ensuring the highest standards in the production and supply of inorganic fluorine and boron chemicals. We implement stringent quality control measures and comply with relevant safety regulations, fostering responsible chemical use while minimizing risks to customer health

MFPL, as part of its commitment to Environmental, Social, and Governance (ESG) principles, places a strong emphasis on Customer Health & Safety. For the reporting period from January 2024 to December 2024, the company has maintained a consistent focus on ensuring the safety and well-being of its customers. The data collected during this period shows that there were zero reported incidents related to customer health and safety, reinforcing MFPL's robust safety measures and proactive approach to risk management. This achievement highlights the effectiveness of the company's safety protocols, which include thorough quality control processes, comprehensive hazard assessments, and rigorous adherence to industry safety standards. The company's commitment to continuous improvement in safety practices is evident in its regular training for employees, implementation of safety innovations, and active monitoring of customer safety concerns. By ensuring safe handling, usage, and distribution of its inorganic fluorine and boron chemicals, MFPL upholds its responsibility to safeguard the health of customers while contributing to the broader goal of sustainable business practices. The company remains dedicated to further enhancing its health and safety measures to maintain zero incidents and protect both its customers and the environment.

MFPL is committed to ensuring the health and safety of our customers by producing high-quality inorganic fluorine and boron chemicals that meet stringent safety standards. We prioritize product safety, provide comprehensive safety information, and collaborate with customers to minimize risks, ensuring their well-being and promoting sustainable practices

MFPL has implemented a formalized process to assess and document risks related to customer health and safety. This includes rigorous evaluation and monitoring of product safety, ensuring compliance with regulatory standards, and proactively addressing potential hazards associated with our inorganic fluorine and boron chemicals.

MFPL prioritizes customer health and safety by implementing stringent quality control measures, conducting regular safety audits, and providing clear product usage guidelines. We ensure compliance with safety standards and engage in continuous research to improve product safety, minimizing risks associated with our chemicals





## **GRI 416-2: Provision of Safety Data Sheets (SDS) Adapted for the REACH Regulation**

MFPL ensures the provision of Safety Data Sheets (SDS) compliant with the REACH regulation for all products. We prioritize transparency and safety by providing clear, accurate, and up-to-date information to our stakeholders, ensuring the responsible handling and use of our inorganic fluorine and boron chemicals in line with global standards

MFPL ensures full compliance with REACH regulations by implementing comprehensive safety protocols, conducting regular product testing, and maintaining transparent communication with suppliers. We actively engage in continuous training, documentation, and audits to adhere to REACH standards, minimizing risks and ensuring safe chemical practices across our operations

## **GRI 418: Customer Privacy**

MFPL prioritizes information security by implementing robust data protection practices, safeguarding intellectual property, and ensuring secure communication channels. We adhere to industry standards and continuously monitor risks to maintain the confidentiality, integrity, and availability of sensitive information, aligning with GRI 418: Customer Privacy

MFPL ensures information security through regular employee training on data protection, implementation of strong encryption protocols, and periodic audits. We maintain strict access control measures, ensuring only authorized personnel handle sensitive information. These actions align with our commitment to ethical and responsible management of data

MFPL has had zero confirmed information security incidents in the reporting period. We maintain robust cyber security measures, ensuring compliance with industry standards to protect data and prevent breaches, thereby safeguarding our stakeholders' privacy and data integrity as part of our ESG commitments.

MFPL maintained exceptional vigilance and robust measures to ensure the security of its information systems during the reporting period from January 2024 to December 2024. Notably, the company recorded zero confirmed information security incidents throughout this period, demonstrating its commitment to upholding the highest standards of data protection and cyber resilience. This achievement underscores the effectiveness of MFPL's comprehensive information security management framework, which includes advanced technologies, regular employee training, stringent access controls, and proactive monitoring of potential threats. The consistency of this performance across all months reflects the company's ongoing dedication to safeguarding sensitive information, maintaining stakeholder trust, and adhering to ESG principles. By aligning its information security practices with global standards and continually investing in cybersecurity infrastructure, MFPL reaffirms its position as a responsible and sustainable business. This zero-incident outcome not only highlights operational excellence but also strengthens MFPL's reputation as a reliable partner in the chemical industry, where data integrity and confidentiality are critical to maintaining compliance and fostering innovation.



# ESG PERFORMANCE DATA



Employee Health and Safety  
(Number of reportable incidents)

**0  
Nos**

GRI 403-6

**100%**

Working Condition  
(Percentage of Employees Covered  
Under Health Insurance)

GRI 403



Social Dialogue  
(Number of Employees  
Participated in Social Dialogue)

GRI 403-1

**12  
Nos**

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# ESG PERFORMANCE DATA



Career management / Training  
(Percentage of employees  
participating in career development  
programs)

**100%**

GRI 404

**0 Nos**

Child labour, Forced labour and  
Human trafficking  
(Number of labour / human rights  
incidents)



GRI 401



Diversity, Equity & Inclusion  
(No of Reported incidents of  
Diversity, Equity & Inclusion)

**0 Nos**

GRI 405-1

# ESG PERFORMANCE DATA



External Stakeholder Human Rights  
Number of Incidents

GRI 412-1

**0 Nos**

**0 Nos**

Customer Health & Safety  
Count of reported customer health  
and safety incidents



GRI 416



Number of confirmed  
information security incidents

GRI 418-1

**0 Nos**



**Nil**

Number of work-related accidents

GRI 403

**Nil**

Number of days lost to work-related injuries, fatalities and ill health

GRI 403-2

**100 %**

Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building

GRI 414-1

**100 %**

Percentage or number of targeted suppliers covered by a CSR on-site audit

GRI 414-1

**100 %**

Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements

GRI 414-1

**100 %**

Percentage of targeted suppliers who have signed the supplier code of conduct  
Percentage of supplier signed the code of conduct

GRI 414-1



**10  
HOURS**

Average Hours of Training Per Employee

GRI 404-1

**22%**

Percentage of women employed in the whole organization

GRI 405-1

**8 %**

Percentage of employees from a minority and/or vulnerable group in the whole organization

GRI 405-1

**100%**

Percentage of employees trained on business ethics

GRI 405-2

**Nil**

Number of reports related to whistleblower procedure

GRI 406