



ESG Reporting: 2024

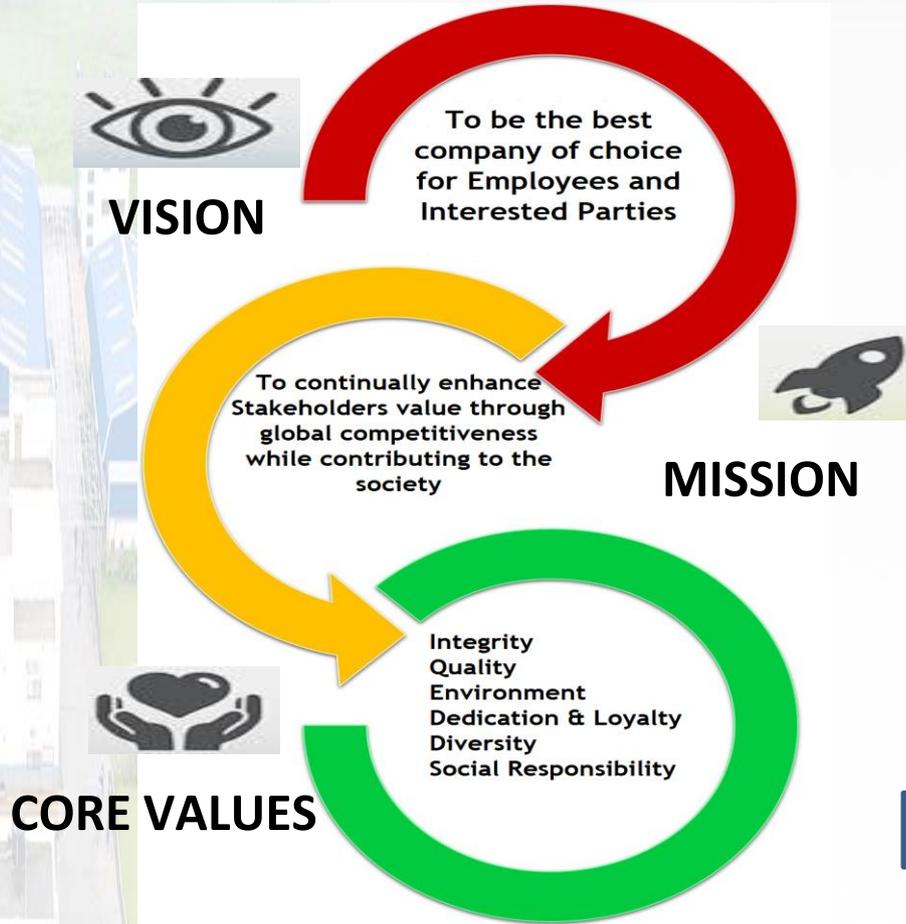
Introduction : Techno Waxchem Private Limited

- Techno Waxchem is technology leader in specialty resins, bonding chemicals and processing additives in the Indian sub-continent.
- 28 years of excellence in product development and manufacturing catering to requirements of customers in 35 countries globally
- State-of-the-art facility with production capacity of 20K TPA. Continuous engaged in de-bottle necking and building additional capacity to be advanced in meeting customers' growing requirement
- Possess required certification on Quality and Environment management. ISO 9001:2015, ISO 14001:2015 and IATF 16949:2016 certified
- Pre-empt in setting Sustainability standards
EcoVadis Rating : 2022 – SILVER Medal
2023 – GOLD Medal
2024 – Platinum Medal
- R&D based organisation, team of scientist engaged in development of new products for rubber industry.
- Financial stable organisation with zero debt.



OUR MISSION, VISION & CORE VALUES

The TWC Way



EXCEEDING EXPECTATION & SYNERGISING SUSTAINABILITY

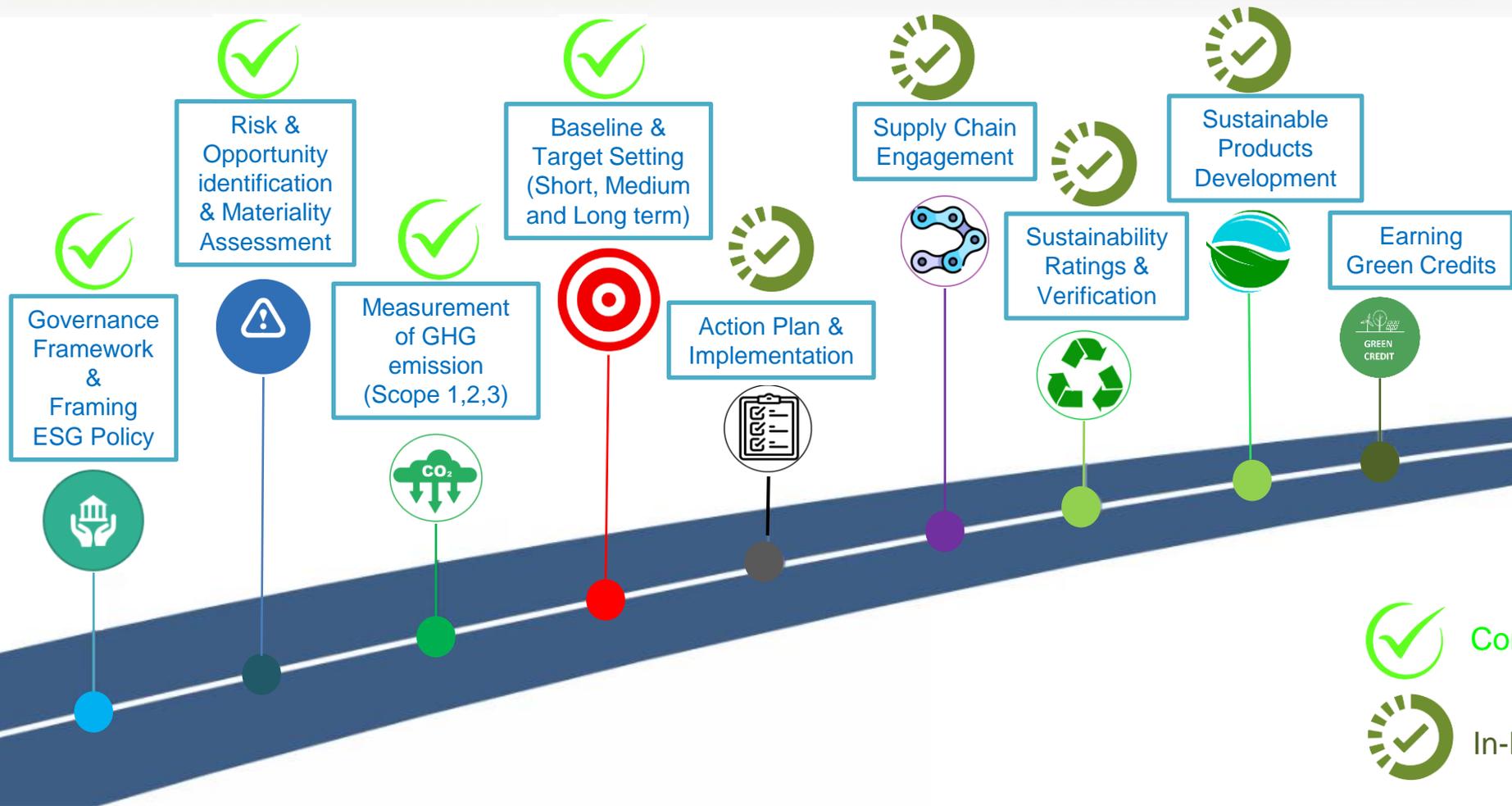


Highest EcoVadis CSR Award – **Platinum Medal !!!**

We are among the **Top 1%** of companies evaluated worldwide.

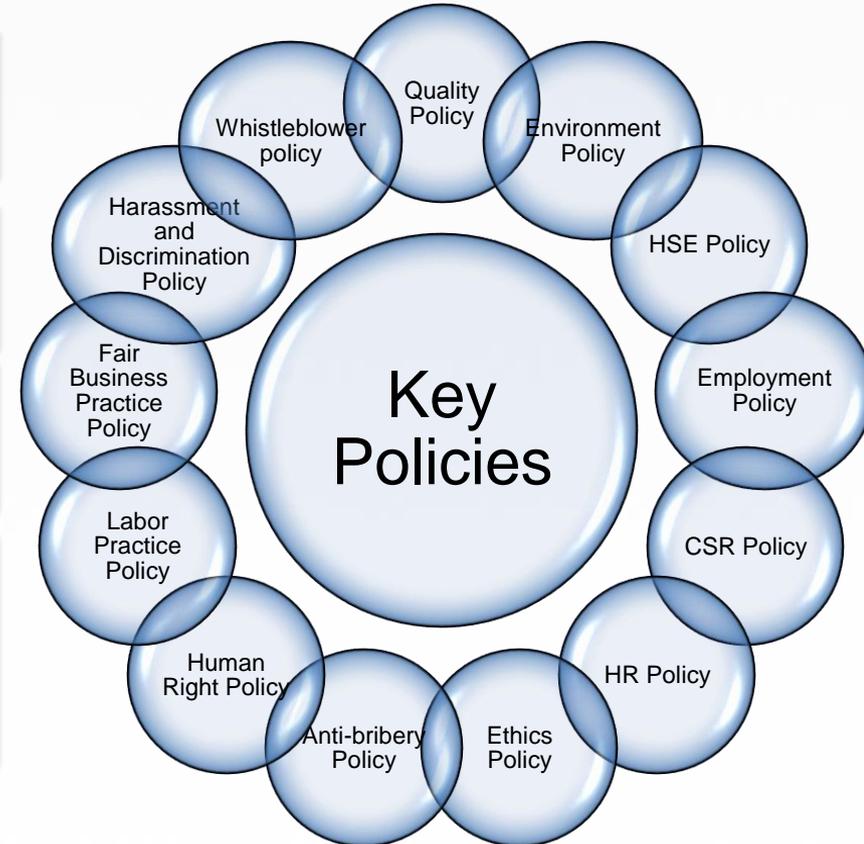
In 2024, Techno Waxchem is the **Only Indian company** in its assessed size category who receive this rare distinction from EcoVadis.

OUR STRATEGIC ESG ROADMAP



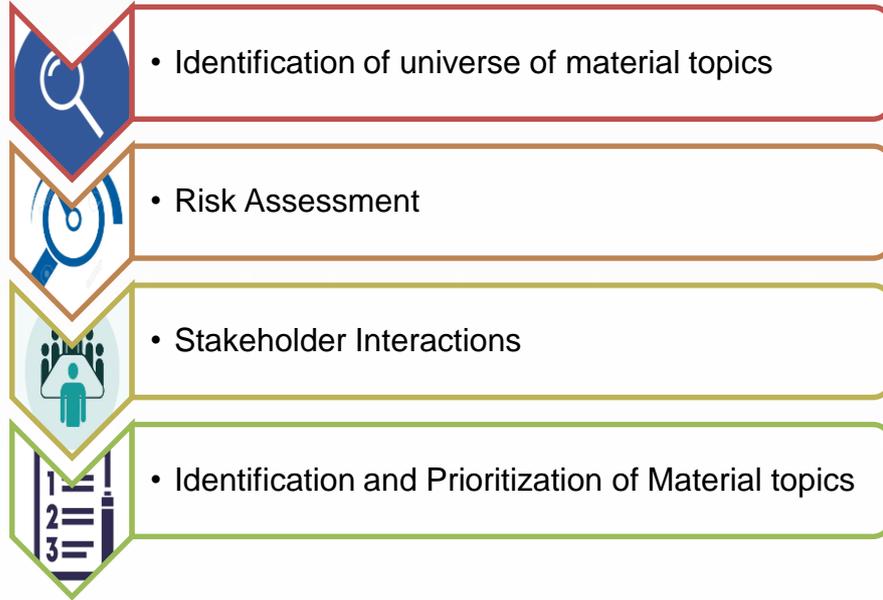
Policies Focused Towards Sustainability

Purpose	Inculcate the principles of safety, health and environmental care in our processes				
Sustainability Policies	HSE POLICY	ENVIRONMENT POLICY	QUALITY POLICY	HR POLICY	SUSTAINABLE PROCUREMENT POLICY
Objective	Assist the Management in carrying out its responsibility for the formulation, execution, and monitoring of the Company's sustainability activities.				
Sustainability Team	Management: CEO	Operating Team: MS Head, R&D Head, QC Head, Plant Head, HR Manager, Purchase Head, Marketing Head, Logistic Manager			

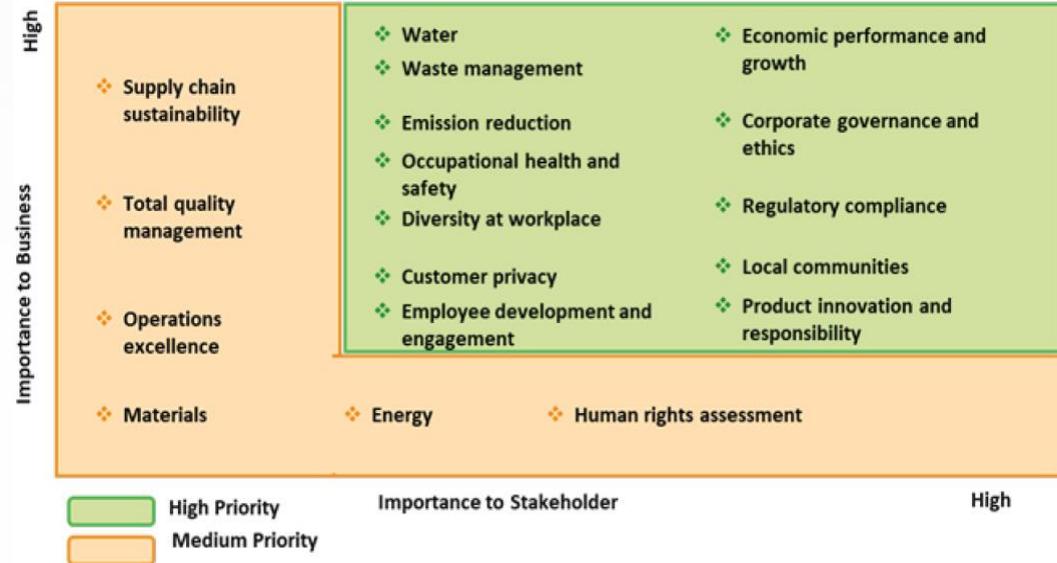


All about a Greener Future – Our Materiality Assessment

Materiality Assessment Process



TWC's Materiality Map



Our Governance KPI

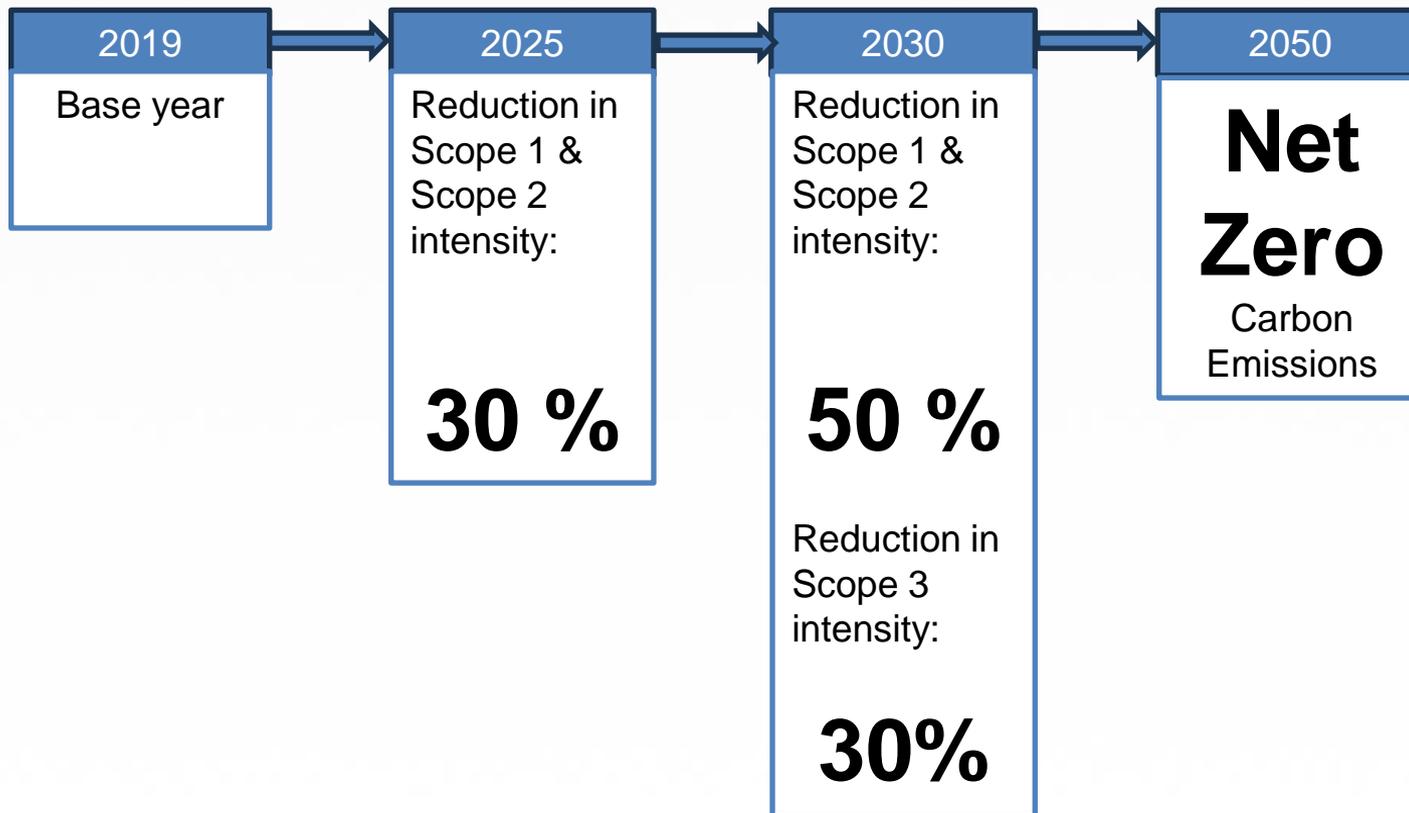
Governance Monitoring Parameters Reporting 2019 - 2023

KPI	UOM	2023	2022	2021	2020	2019	Sustainability Goal 2025
Number of violation of statutory and legal compliances	number	0	0	0	0	0	0
% of employees being trained in ethical behavior policies (code of conduct, whistleblower , anti-corruption, anti-bribery, confidentiality information security etc.)	%	100	100	100	100	100	100
Number of material breaches of ethical behavior policies	number	0	0	0	0	0	0
% of TWC operations for all sites to have effective crisis management and business continuity plans in place	%	100	100	100	-	-	100





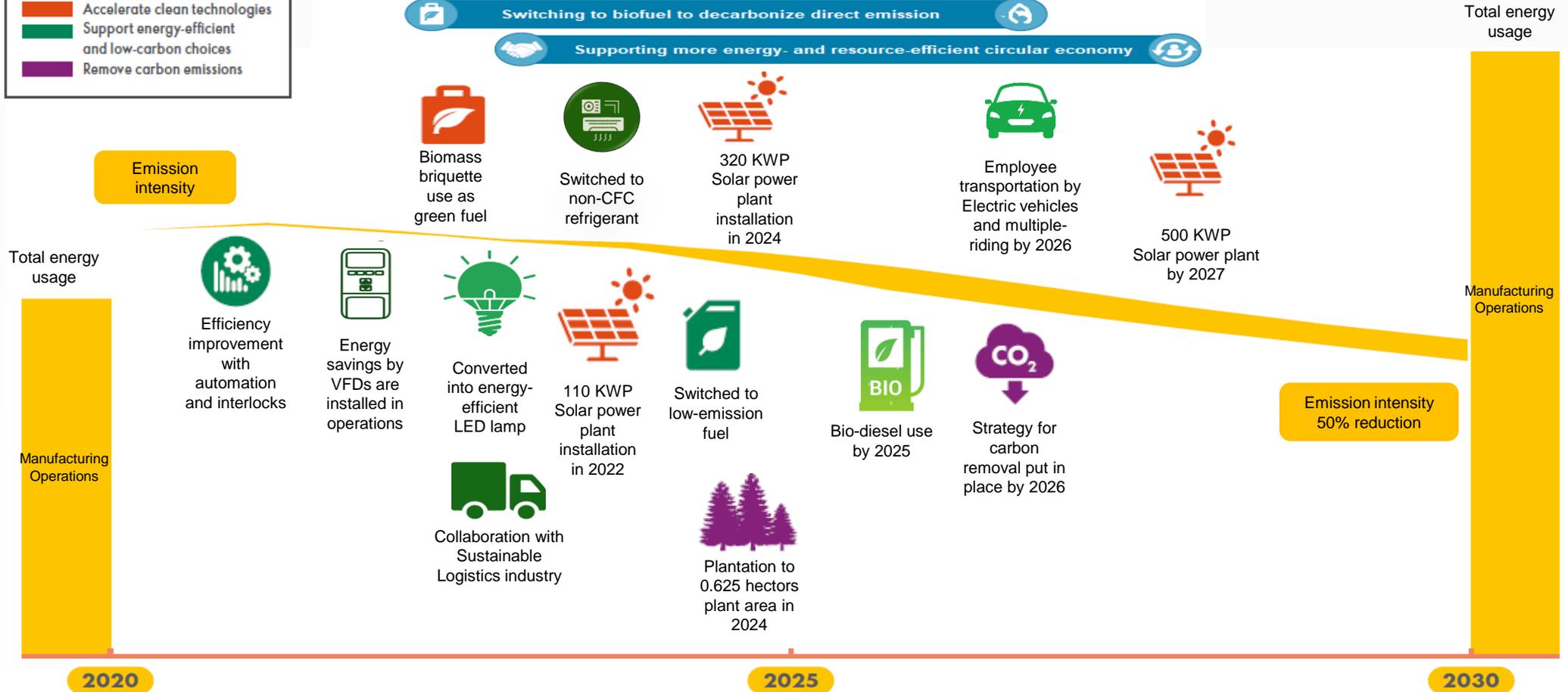
Our Commitment to decarbonization



SUSTAINABILITY MILESTONES AND FUTURE PLANS: 2020 - 2030

Actions taken and future plans

- Accelerate clean technologies
- Support energy-efficient and low-carbon choices
- Remove carbon emissions



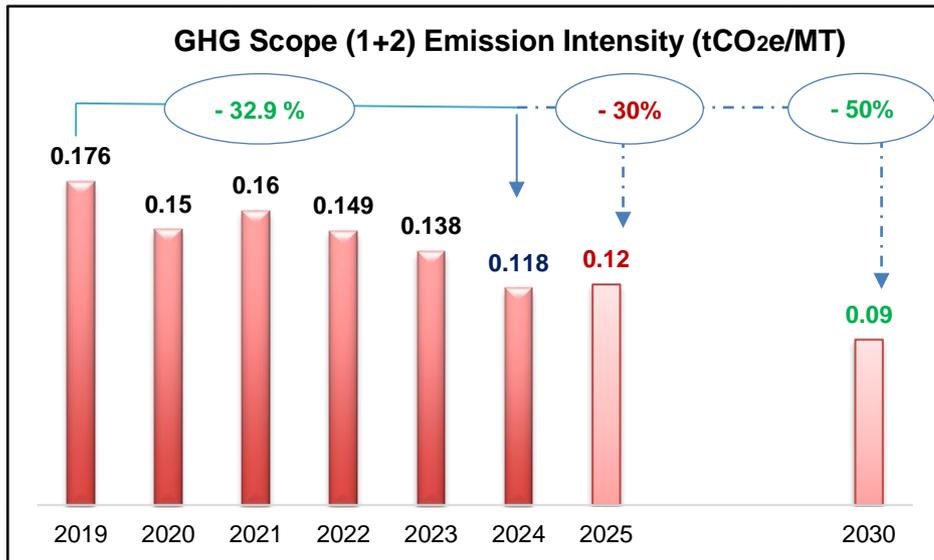
On Our Way to Low Carbon – Achievements in CO₂ Reduction



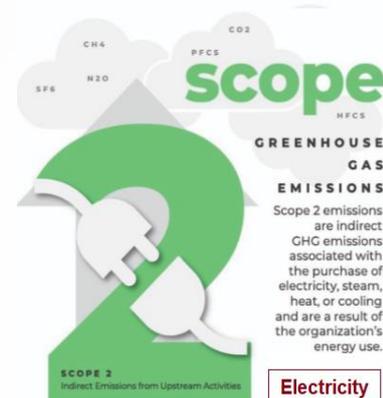
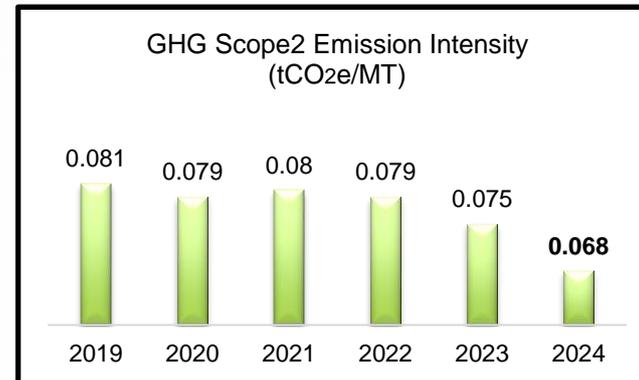
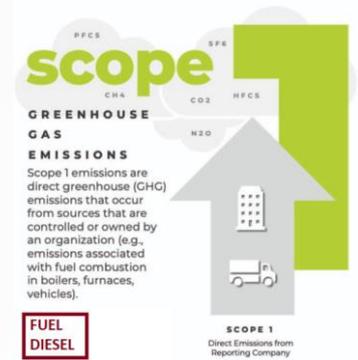
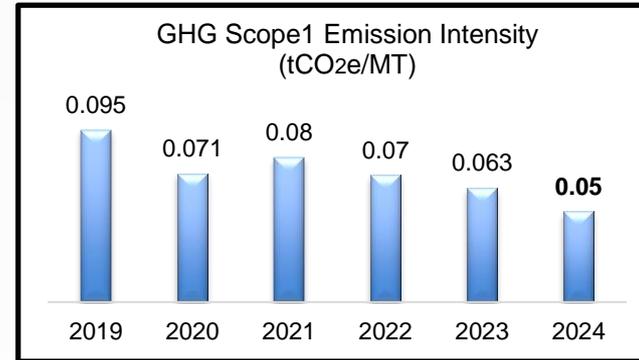
Scope 1 & Scope 2 emissions

**Exceeding Expectations: Sustainability Progress
2025 Goals, Achieved in 2024!**

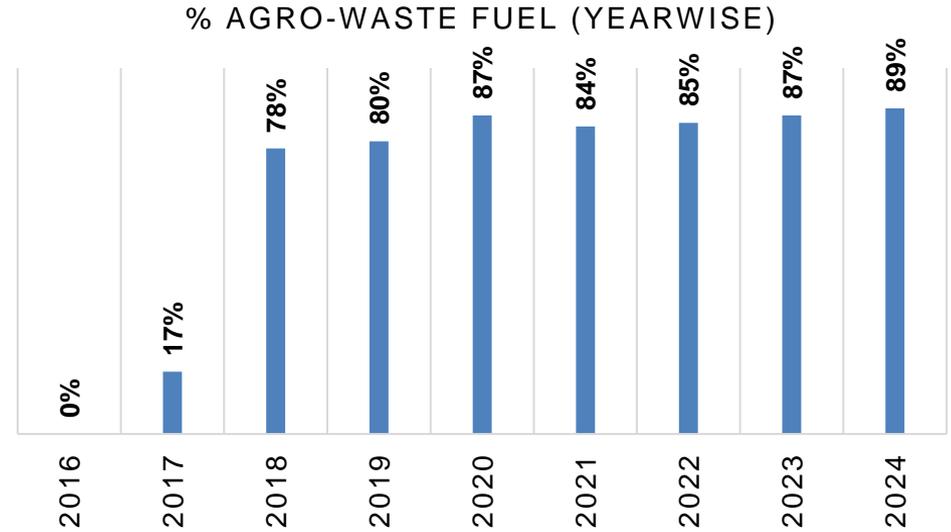
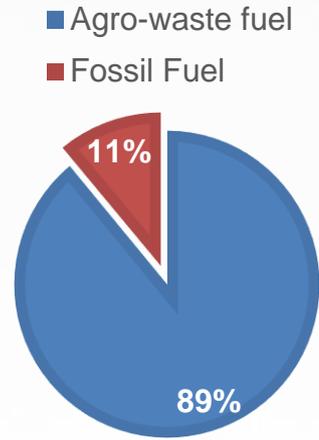
CO₂ emission intensity 2019 - 2024



Techno Waxchem Pvt. Ltd.



AGRO-WASTE TO SUSTAINABLE ENERGY



Our Solar Initiative for Clean Energy

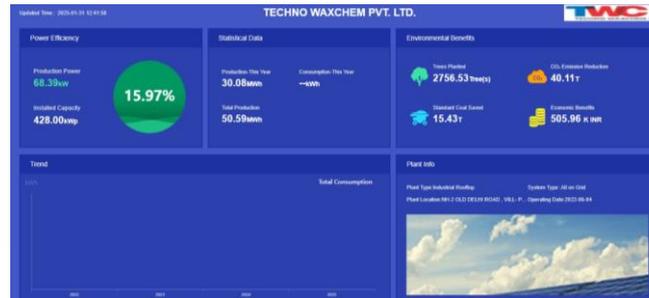
Solar Panel Installation:

- ✓ **110 kWp** in operation since Jun 2022.
- ✓ Online Monitoring of Solar power generation

Solar Power Utilisation: 2022 – 2024

- ✓ 2022 (Jun-Dec): 47,292 kWh (3.77% of Total Electricity Consumption)
- ✓ 2023: 83,762.11 kWh (5.92% of Total Electricity Consumption)
- ✓ 2024: 1,13,398 kWh (6.18% of Total Electricity Consumption)
- In Dec 2024, an additional **320 kWp** Solar panel in operation.

Target 2025: ~ 25 % Solar power utilization of Total consumed electricity



Spot **TWC** Solar Signature from Space!
(Google Map View)



Energy – Reduce and Redirect to Renewable

Energy consumption 2019 - 2024

KPI	UOM	2024	2023	2022	2021	2020	2019
Consumption of fossil fuel	TJ	5.939	5.282	4.907	4.935	3.335	4.626
Consumption of renewable fuel	TJ	16.824	12.330	10.257	9.558	8.173	7.116
Total direct energy	TJ	22.763	17.612	15.164	14.494	11.508	11.742
Consumption of non-renewable electricity	TJ	6.601	5.092	4.514	4.012	3.018	3.213
Consumption of renewable (solar) electricity	TJ	0.408	0.301	0.170	-	-	-
Total indirect energy	TJ	7.009	5.393	4.684	4.012	3.018	3.213
Total energy	TJ	29.772	23.005	19.848	18.506	14.526	14.955
Energy intensity	(TJ x 10 ⁻³)/MT	3.24	3.55	3.67	3.89	4.00	3.97

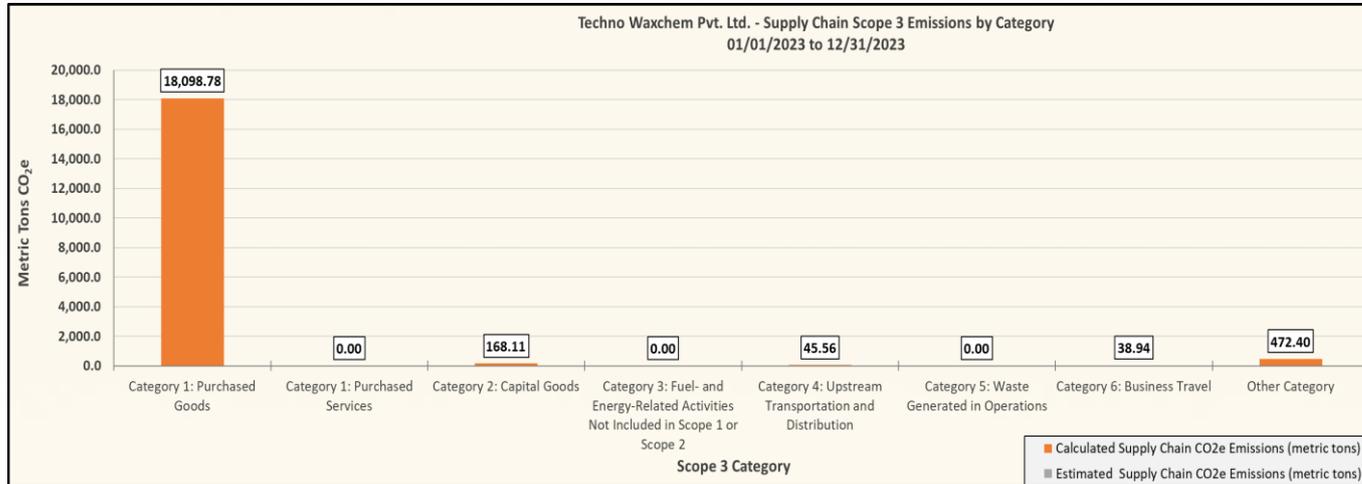
KPI	UOM	2024	2023	2022	2021	2020	2019	Sustainability Goal 2025
% of Renewable resources as fuel in Production	%	89	87	85	84	87	82	90
Specific Consumption of Grid Electricity	KWH/MT	199.9	218.8	232	234	231	236.9	200



Our value chains emissions – GHG Scope 3



EEIO Model



KPI	2023	2022	Target 2030 (30% Reduction 2022)
GHG Emission Scope 3 intensity (tCO ₂ e/MT)	2.912	4.055	2.83



Our value chains emissions – GHG Scope 3

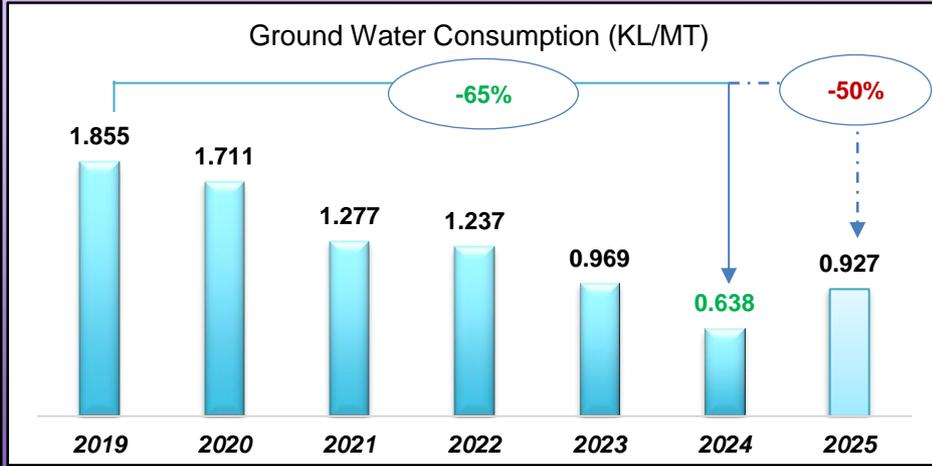
Scope3 emissions (in tCO₂e)

Scope 3 Category (as defined by the GHG Protocol)	2023	2022
Category 1: Purchased Goods and Services	18,098.78	21,012.44
Category 2: Capital Goods	168.11	122.88
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	NA	NA
Category 4: Upstream Transportation and Distribution	45.56	5.64
Category 5: Waste Generated in Operations	0	0
Category 6: Business Travel	38.94	70.71
Category 7: Employee Commuting	0.6	0.6
Category 8: Upstream leased assets	NA	NA
Category 9: Transportation and distribution	471.8	695.55
Category 10 : Processing of sold products	Not Reported	Not Reported
Category 11: Use of sold products	Not Reported	Not Reported
Category 12: End-of-life sold products	Not Reported	Not Reported
Category 13: Downstream leased assets	NA	NA
Category 14: Franchises	NA	NA
Category 15: Investments	NA	NA
Total	18823.8	21907.52



Going with a Thinner Flow – Improvements in Water Management

Techno Waxchem Pvt. Ltd.



Water Savings: See the Impact: 65% Reduction!

KPI	UOM	2024	2023	2022	2021	2020	2019
% reduction of Ground water usage intensity over 2019	%	65.62	47.74	33.29	31.17	7.78	Baseline Year

Rainwater collection and utilization, 2024

KPI	UOM	2024
Rainwater collection	KL	922.35



Installation Rain Water Usage System



Continuous monitoring of water consumption



EIA study to prevent ground water pollution

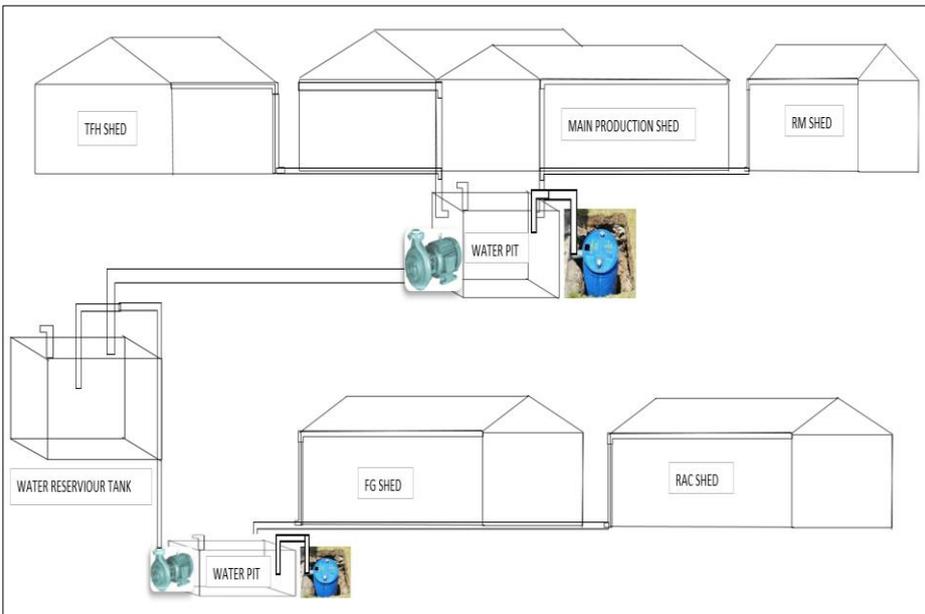


Interlocking of pump with storage tank capacity level to stop chances of overflow

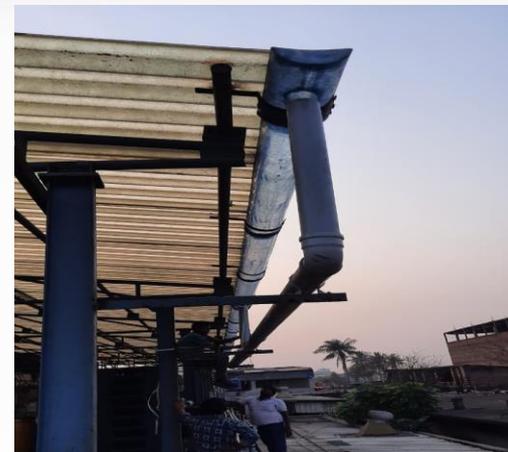


Closed Loop water circulation system

Exploring Our Rainwater Conservation Infrastructure

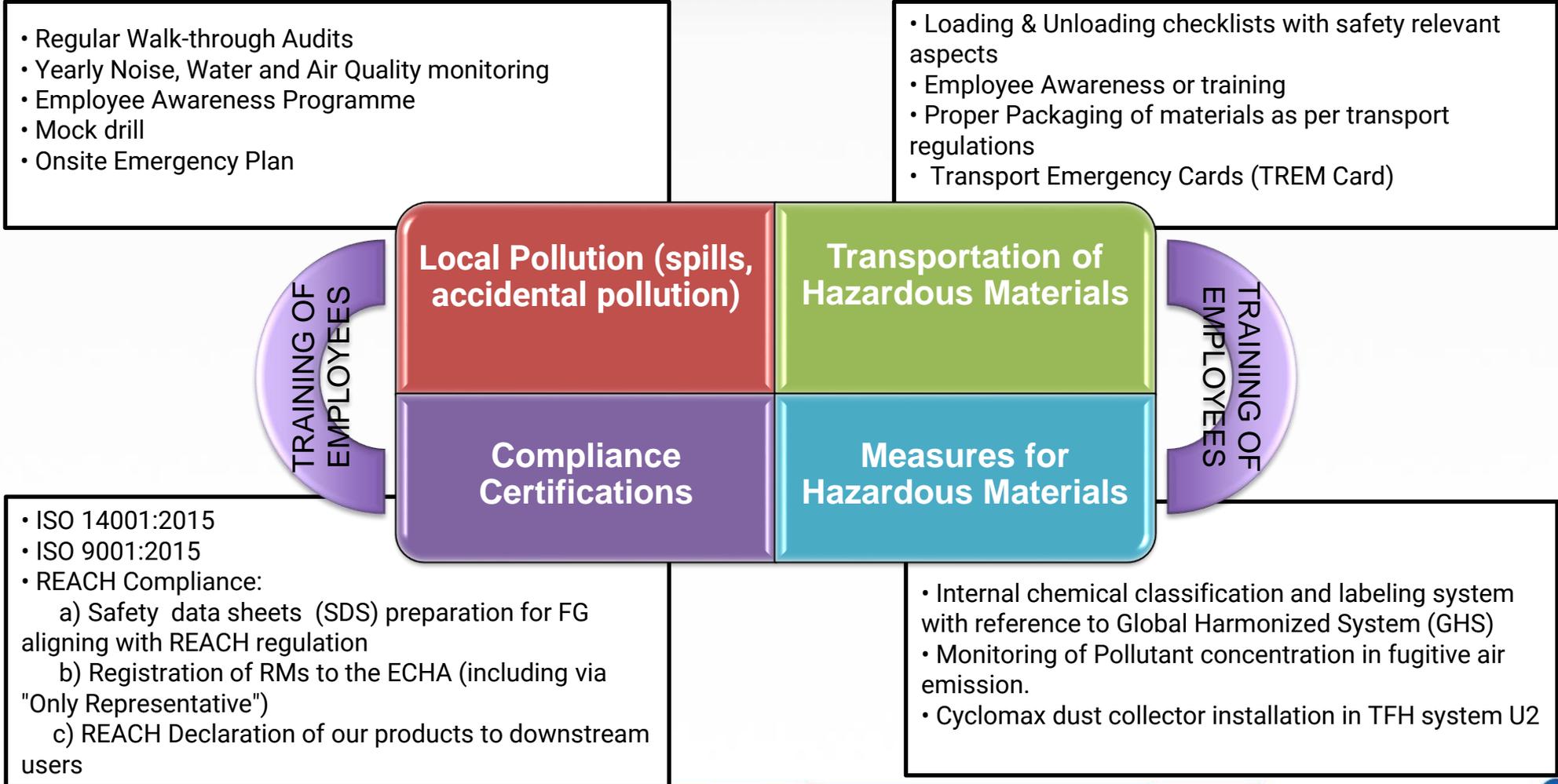


Schematic Diagram of Rainwater Storage System



4,50,000 Ltr. Underground rain water storage tank

Pollution Prevention - The TWC Way



Creating a Green Oasis: Green Belt Development

Techno Waxchem is developing a 0.625-hectare green belt to enhance biodiversity and create a more sustainable landscape.





SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Techno Waxchem has joined the SBTi in 2024 and is actively working to define ambitious, science-based emissions reduction targets, aligning our emissions reduction goals with the Paris Agreement.

Committed to Near Term Target and Net-Zero emissions.

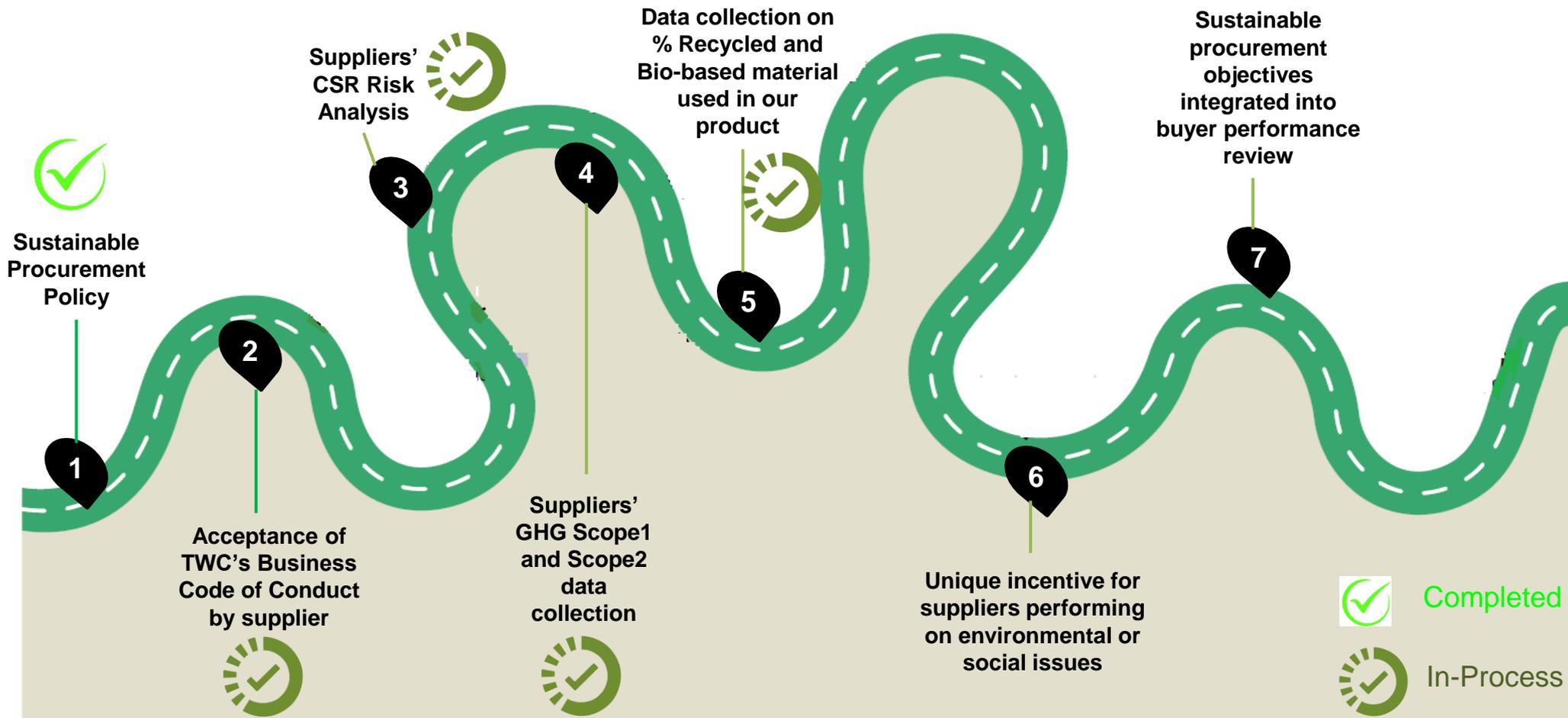
The screenshot shows the Science Based Targets dashboard for Techno Waxchem Private Limited. The dashboard includes a search bar, filters, and a table of targets. The table shows that the company is committed to both near-term and net-zero targets.

COMPANY/FINANCIAL INSTITUTION	TARGETS			ORGANIZATION TYPE	
	NEAR TERM	LONG TERM	NET-ZERO		
Techno Waxchem Private Limited India, Asia	COMMITTED	-	COMMITTED	Company	View less ^

Date published/updated: 2024
Sector: Chemicals
Target summary:
Near term: Committed
Net zero: Committed



ROADMAP TO RESPONSIBLE SOURCING



SUSTAINABLE PROCUREMENT POLICY



TWC Group initiates and practices global sustainability programme through its material procurement chain for creating long-term environmental, social and economic benefits for all stakeholders. The long term sustainability programme is possible through a strong bonding and mutual understanding between us and our supply chain partners. The policy is a guideline towards our goal through some specific pathways and measures to overcome the hurdles.

The policy also helps to identify and evaluate qualified suppliers, promote best practices and serve as a communication and improvement tool for the industry. The way we manage our procurement and supply chain makes a huge difference to our profitability, our reputation and our success in meeting our sustainability objectives.

The objectives of this policy are to:

- Make sure that suppliers comply with our supplier code of conduct, our policies and other legal requirements (including finance, health and safety, human rights and labour standards, and employment laws);
- Identify the risks associated with using suppliers and manage these risks to an acceptable level;
- Comply with all relevant legislation and regulatory requirements;
- Ensure that the roles and responsibilities of suppliers are clearly defined and adhered to; and
- Ensure that the way we supply and develop our products and services reflects our sustainability objectives and those of our customers.

Our approach to procurement is based on four principles:

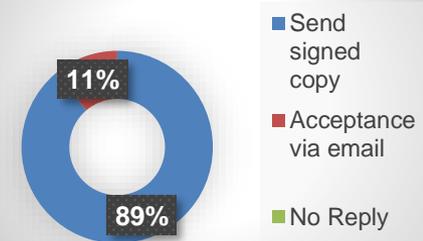
- We uphold ethical business practices and comply with legislation;
- We are an intelligent customer. We understand the risks and complexities of the services we procure and are able to respond to performance issues appropriately;
- We influence the priorities of our key suppliers so that they align with ours and those of our clients, to ensure a sustainable service to our clients; and
- We ensure diversity is embedded within our supply chain.

Abhishek K Agarwal
CEO, TWC Group
01.04.2021

Abhishek K Agarwal
CEO, TWC Group
01.04.2021



% of Suppliers agreed Code of Conduct



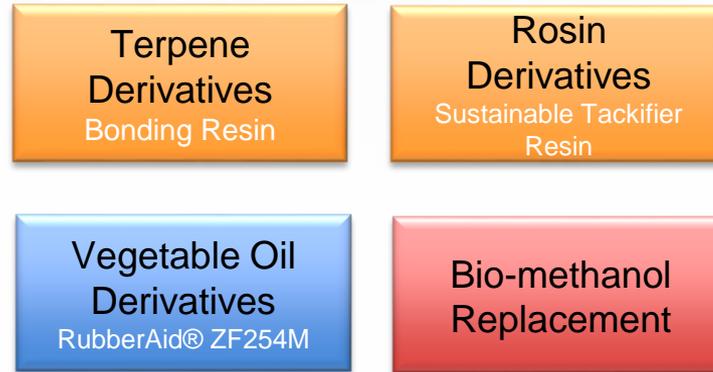
Meet Our Innovative Products – Our Sustainable Products

TWC Group Eco-friendly Products: Our Green Approaches

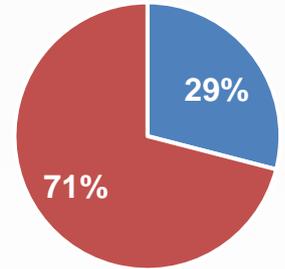
- Commercially available
- Pilot Stage
- R&D Stage

Value to Customers

Biobased Ingredients

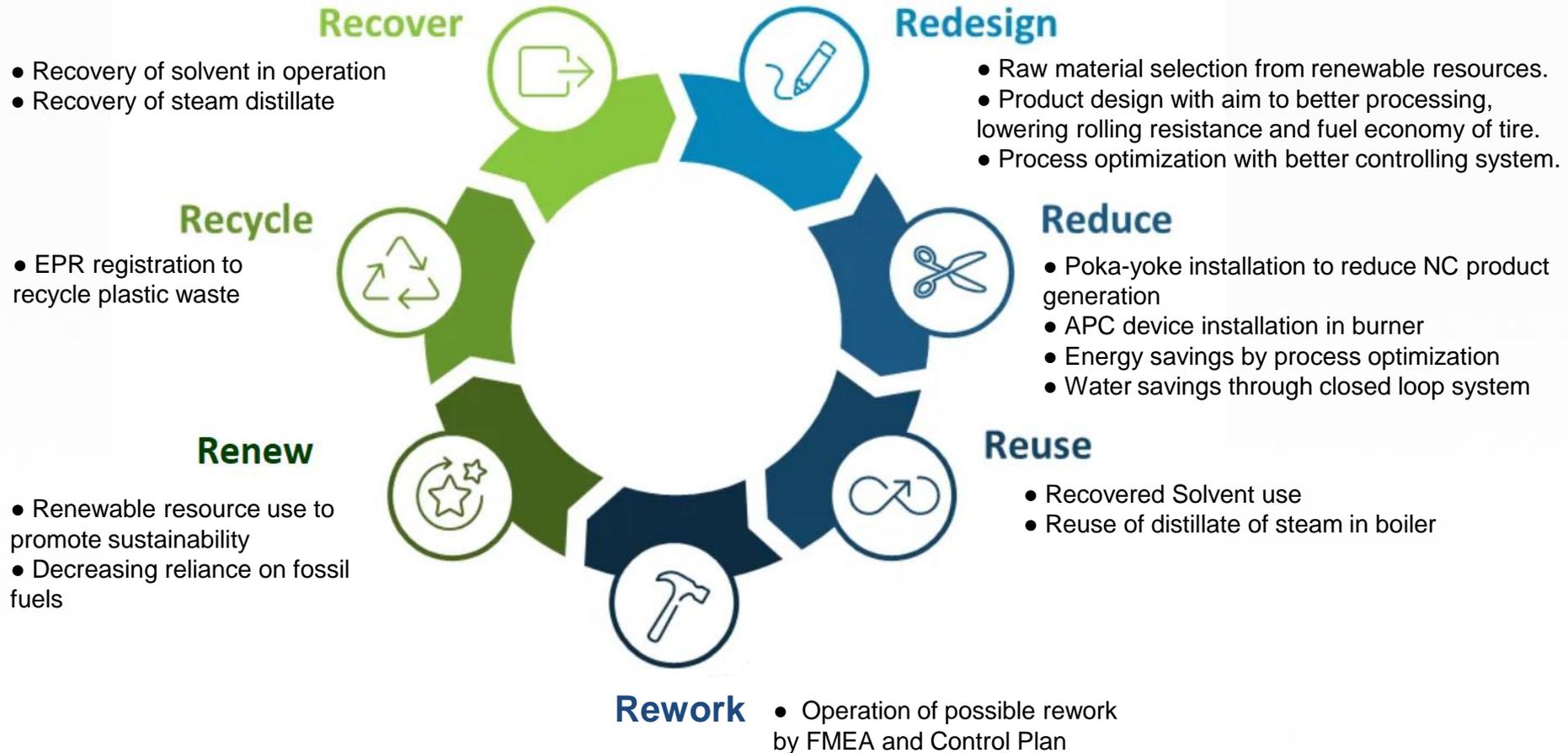


Production 2024



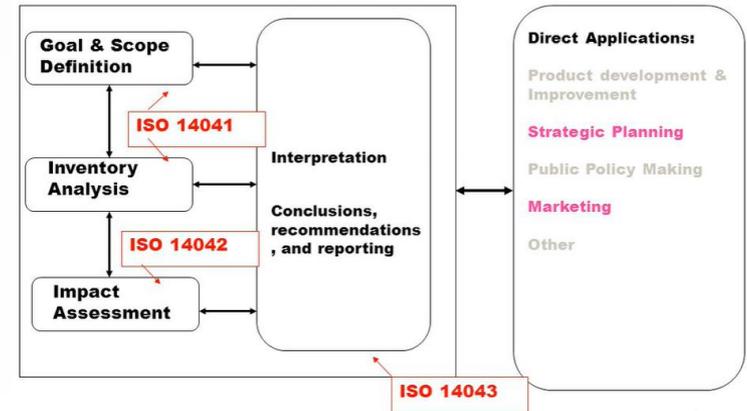
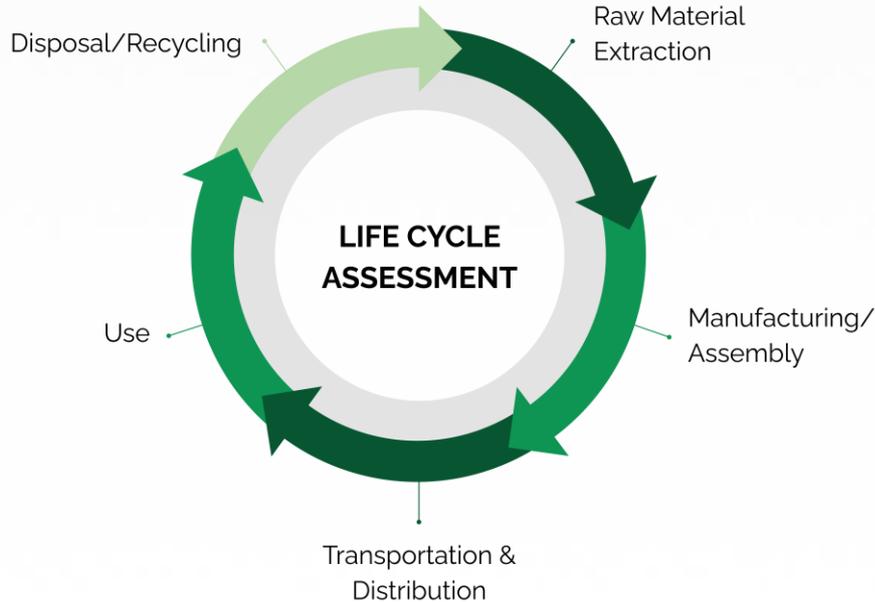
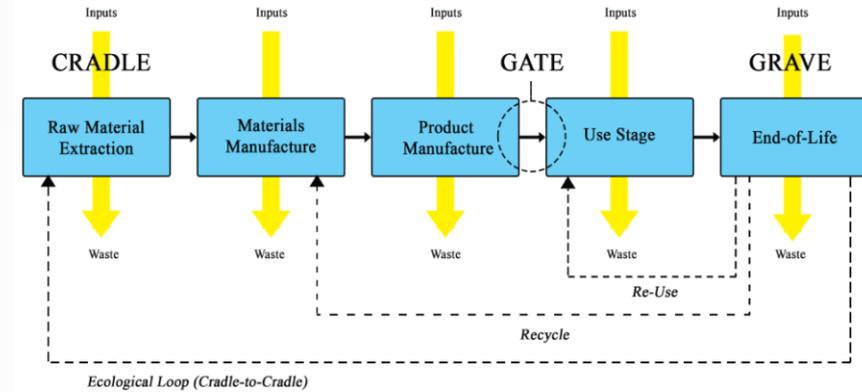
- Derivatives of bio-based products
- Other categories





LIFE CYCLE ASSESSMENT OF OUR PRODUCTS

- TWC calculated PCF and LCA of a few Products from Cradle to Gate + FG Transportation.
- On the process of third-party verification and validation by CII (Confederation of Indian Industry).



ISCC+ CERTIFICATION OF OUR PRODUCTS

Techno Waxchem pursuing ISCC PLUS certification of its products as a commitment to sustainable practices in their operations, starting from sustainable sourcing, production, and handling of bio-based, bio-circular and circular materials.

- Training is done on ISCC+ Certification by third party agency
- Audit Preparation was completed.
- Selection of Certification Body was completed.
- Registration completed with ISCC
- CB Audit on March 1st Week, 2025.



Committed to Our People



Process Safety



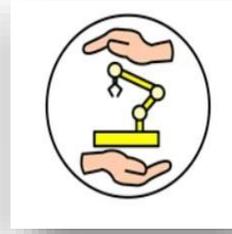
Hazard Identification & Process Risk Assessment



FMEA



SOP for All Operations



Practicing TPM



KAIZEN



POKA-YOKE



EIA



Calibration



Maintaining 5S



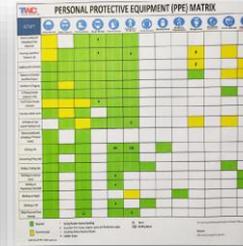
Awareness on MSDS



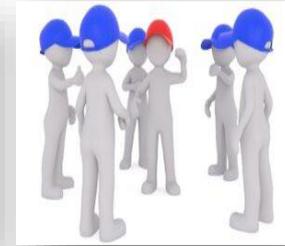
Onsite Emergency Plan



Incident Investigation



PPE Matrix & PPE Compliance



Safety Toolbox talks



PTW System

Fire Safety



Fire Extinguishers



Automatic Modular Type F.E



Smoke Detectors



Fire Alarm Control Panel



Fire Water Pump Station



Adequate Water Storage Facility



Fire Hydrant



Emergency Siren



Manual Call Point



Spark Arrestor for Vehicles



Fire Safety Training



Truncated Mock Drill

Benefits provided to full-time employees



Employee health check-up



Group Mediclaim/ ESI Facility



Providing PPE



Vaccination



Employee PF Scheme



Leave Encashment



Bonus Benefit



Healthy & hygienic meal



Telephone Allowance



Loan Provisions



Long Service Award



Achievement Award



Uniform



Financial assistance on marriage



Maternity/ Paternity Leave



Bereavement Leave



Transportation



Car Parking



Birthday Celebration



Picnic

SURVEYING OUR EMPLOYEES' SATISFACTION

2023 Highlights:



BUILDING A FUTURE READY WORKFORCE

- An attractive employer brand
- Supporting the development of our colleagues
- An adapted, extensive training program
- Supporting overall well-being and a healthy work-life balance
- It's Good to Talk



Training & Awareness Programs



Supporting diversity and inclusion



Benefits at TWC:

- Enhance decision making process
- Attracts – The Best talent
- Drives employee engagement

Employee Satisfaction Survey

“ There are equal opportunities in TWC for everybody no matter who you are ”

78

“ I understand why it is important for TWC to value diversity (to recognize and respect the value of difference in race, gender, age, etc.) ”

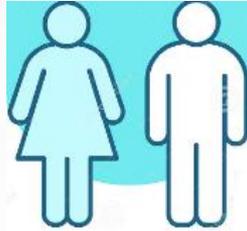
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Our Diverse and Inclusive Workforce, 2023



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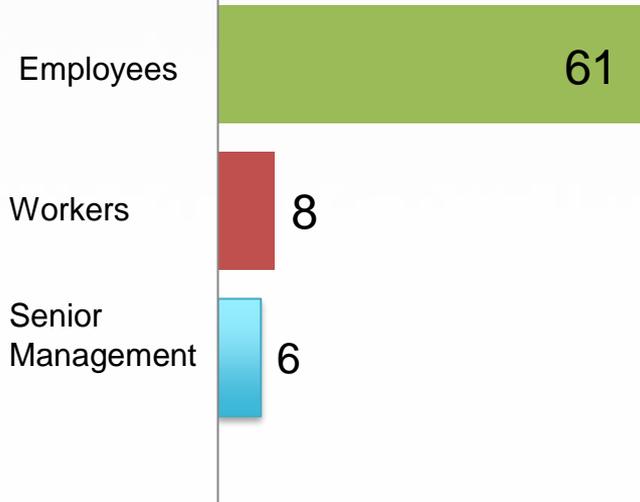
Workforce



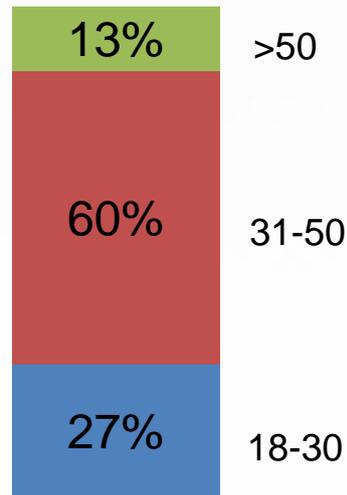
35%

Gender Diversity (H.O.)

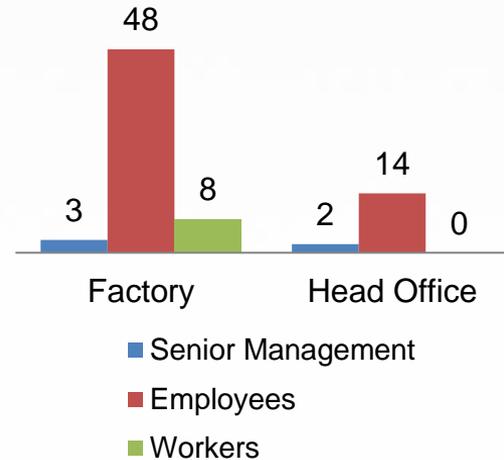
Workforce



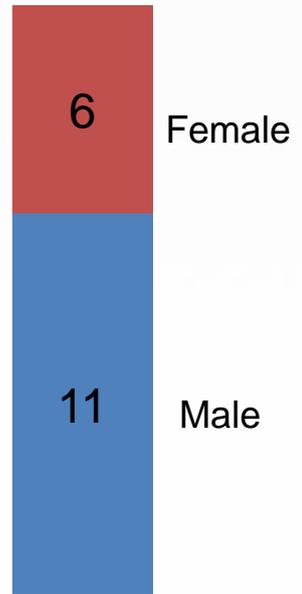
Workforce by Age



Workforce by Location



H.O Staffs by Gender



REINFORCING DIVERSITY AND EQUAL OPPORTUNITIES

Diversity in Board Members

Total Board Members and highest governance body	
Male (%)	50
Female (%)	50
Under 30 years old (%)	17
30-50 years old (%)	50
Above 50 years old (%)	33

KPI	UOM	2023	2022	2021	2020	2019	Sustainability Goal 2025
% of Female Employees at TWC Head Office	%	35	35	33	27	20	35



Forced Labour

(All of our employees work under mutually agreed-upon terms and conditions stated in the appointment document signed prior to the commencement of employment)

Child Labour

(Engagement of child labour, below 18 years age for any work is strictly prohibited in the company)

Key elements of our Human Right Policy

Equal Employment Opportunity

(TWC aims to ensure that no employee (or a job applicant) receives less favourable treatment, because of age, disability, gender, race, religion, or belief)

Freedom of Association

(TWC has Work Safety Committee with representation from workforce to jointly decide on measures to improve working conditions in the company)

Human rights continue to be at the heart of the Company's operations. Human rights risks are identified and managed by TWC, with a focus on employees, business partners (suppliers, contractors, and customers), and local communities where we operate.

No significant risks related to forced and child labour as well as violation of the right to freedom of association & equal employment opportunity have been identified at our locations.



RESPECTING HUMAN RIGHTS AT WORKPLACE

Ethical violence 2019-2023

KPI	UOM	2023	2022	2021	2020	2019	Sustainability Goal 2025
Number of material breaches of ethical behavior policies	Number	0	0	0	0	0	0

Human Rights Reporting 2019-2023

KPI	UOM	2023	2022	2021	2020	2019
Number of reported incident of child labour	Number	0	0	0	0	0
Number of reported incident of forced labour	Number	0	0	0	0	0
reported incident on violation of the right to freedom of association	Number	0	0	0	0	0
reported incident on violation of the right to equal employment opportunity	Number	0	0	0	0	0



Proud member of UN Global Compact Network India!



UNGC ID: 165,696

Certificate of Participation

THIS IS TO CERTIFY THAT

TECHNO WAXCHEM PRIVATE LIMITED

IS AN ANNUAL BUSINESS PARTICIPANT OF
UN GLOBAL COMPACT NETWORK (INDIA)

FOR THE PERIOD OF JULY 2024 TO MARCH 2025

Network India



Ratnesh
Executive Director
UN Global Compact Network India

As a proud member of the global business community, Techno Waxchem believe in aligning our operations with the Ten Principles of the UN Global Compact, encompassing human rights, labor standards, environment, and anti-corruption.

Techno Waxchem committed to integrating these principles into its core strategy, culture, and day-to-day operations.



NATIONAL SAFETY DAY CELEBRATION – 4th March



POSTER COMPETITIONS



QUIZ COMPETITIONS



EMPLOYEE RE-FUELLING PROGRAMMES

One Day Fun Cricket



Picnic & Tours of Employees



Motivational Games



Birthday Celebration



Felicitations to TWCians – BEST EMPLOYEE AWARD

Employee of the month

Mr. Dipankar Kayal has been nominated as **EMPLOYEE OF THE MONTH** for April' 2021



TWC		Employee of the Month	
Award Nomination Form			
Details of the Nominee - Employee			
Plant/Units	1066A/Name	Somnath	
Designation	Kayal		
Gender	M	Date of Joining in TWC	22.07.18
Emplication	Work man	Department	
Reporting Head: Mr. Ramakrishna			
Award Categories: Please select and quantify (Each criteria is 20 marks)			
Total Score in a scale of 100 is _____			
1. Skill Proficiency _____			
2. Skill Development _____			
3. Follows all necessary Safety Norms _____			
4. Maintains cordial relationship with Systems, Colleagues, Supervisors, Other Staffs & Visitors _____			
5. Overall Performance _____			
6. Others, please specify _____			
Any other remarks: "reasons for selecting the Employee as 'Employee Of the Month'"			
Mr. Ramakrishna		Signature of Unit Head	
Signature of Head HR		Signature of Managing Director	

Wish him all success in future



CSR – Corporate Social Responsibility

TWC spends 2% of average profit for social benefit. In the past 3 years, TWC has spent USD 2 million on various CSR initiatives. This includes healthcare services, education, old age care, animal welfare etc.



Health Care



Education



Women Empowerment



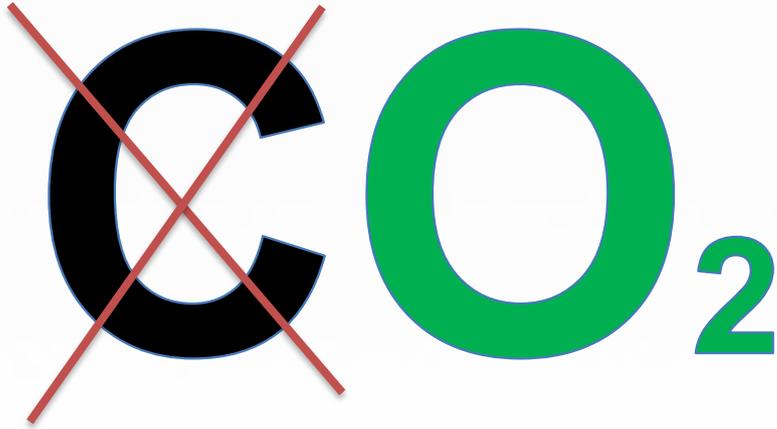
Social Service

** Some of the images used are representational purpose only*

Our Recognition on the Journey of ESG



Thank You



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