

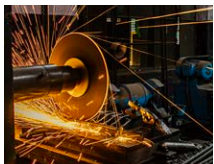
SAGE METALS GROUP

Sustainability Report

2022-23



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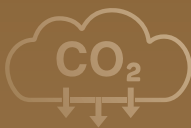


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Key Highlights



7890.01 tCO₂e
GHG Emissions
(scope 1 +2)



49
Number of
Employee Hires

4.8 %
Women in
Workforce



563
Number of Permanent
Employees



91%
Employee Retention



0
Work-related Injuries



86.42 ML
Water Withdrawal



2,35,93,669 kWh
Energy Consumption



34.1 MT
Waste diverted from Landfill

Awards and Recognitions



Best Mfg Transformation
SAP ACE WINNER 2022



International QC Circle
Winner Indonesia 2022



36th National Quality
Concept 2022



NCQC Quality Concepts
Certificate 2021



QCFI-2021 Gurugram
Gold Award



SM Kaizen
Award-2021



Appreciation
Award by Delphi



Annual Kaizen Contest
Award 2021



NCQC 2021
Meritorious Award



ABOUT THE REPORT

Sage Metals US Holdco is US based Holdco company and parent company to Gluhend India Private limited (GIPL) which bought and merged Sage Metals Private Limited in 2018.

Gluhend India Private Limited (GIPL) currently operates 3 Manufacturing Plants (2 in Haryana State and 1 in UP) and HO in Delhi and having its Registered office in Mumbai -India.

Gluhend India Private limited has 100% Subsidiary in US as Sage International INC (SII) which has further acquired companies Jayco Manufacturing and Trident Components LLC in 2018 & 2019.

Currently Sage International INC (US) operates 3 plants and 2 Warehouses in US also DBA Jayco Manufacturing and Trident Components.

Gluhend India Private Ltd (hereafter referred to as "Sage Metals Group") is thrilled to present its maiden Sustainability Report for the Financial Year spanning from 1st April 2022 to 31st March 2023. This report offers an overview of the key Environmental, Social, and Governance ("ESG") topics and their performance within the Group. This Report was prepared in reference with the internationally recognized Global Reporting Initiative ("GRI") Universal Standards 2021. The report aims to communicate the significant operational matters and existing

sustainability methods of Sage Metals Group. In general, this report highlights how Sage Metal's Group business activities align with optimal approaches in sustainable growth, achieving these goals through robust collaboration and partnerships. Our objective is to communicate our dedication to sustainability with a diverse range of stakeholders, encompassing employees, investors, customers, business associates, suppliers, lenders, the community, and governmental bodies. In this sustainability report, we present our progress, challenges, and aspirations concerning ESG topics. The report covers activities of the Group's India Operations including New Delhi HQ and three Manufacturing Plants in India.

Scope of the Report

This is our first sustainability report and offers essential details about our sustainability achievements, significant risks, and governance procedures for the entirety of our business in India. It encompasses the reporting duration spanning from 1st April 2022 to 31st March 2023. It furnishes comprehensive insights into Sage Metals Group and India operations.

Contact

If you have any questions about this report, email us at sustainability@sagemetals.com

This Report was prepared in reference with the internationally recognized Global Reporting Initiative ("GRI") Universal Standards 2021. The report aims to communicate the significant operational matters and existing sustainability methods of Sage Metals Group.

CEO's MESSAGE



MADHUR ANEJA

MD & CEO
Sage Metals Group of Companies

I am honoured to introduce our inaugural Sustainability Report of Sage Metals Group, a moment that fills me with immense pride. This report signifies our commitment to transparency and accountability in highlighting our sustainability efforts. Our journey towards sustainability is not merely a positive gesture; it is a strategically sound decision for our business. By seamlessly integrating sustainability into our core operations, we are reinforcing our position as a leading engineering solutions company in the metals manufacturing sector. This approach positions us to effectively respond to evolving societal expectations, regulatory standards, and market dynamics. Furthermore, it equips us with the ability to proactively manage potential risks while also opening doors to new avenues of growth and innovation.

“Companies should adopt sustainability practices because it’s the ethical choice, not just a regulatory requirement.”

At Sage Metals Group, we understand that sustainability is not just a choice but a responsibility in today’s world. This report reflects our dedication to a more sustainable and responsible future. We look forward to continued progress and collaboration with all our stakeholders as we strive to make a meaningful impact on both our industry and the planet. As we venture into the future, stretching beyond the horizon, we recognize the immense potential we hold to forge a positive impact on the world we inhabit. At Sage Metals Group, our commitment is unwavering, and we are resolute in our mission to infuse sustainability into the very core of our business strategy. Our perspective has evolved from merely addressing the business risks to harnessing the boundless opportunities present for the creation of sustainable products that resonate with new markets and discerning customers.

In our quest for sustainability this year (2022-2023), we initiated our inaugural materiality assessment. This endeavour aimed to gain insight into the

issues that matter most to our stakeholders and its influence on our company. Using the findings from this assessment, we formulated our Sustainability Strategy, which will serve as our roadmap towards a more sustainable future.

In the journey ahead, we pledge to intensify our efforts, striving to establish Sage Metals Group as an exemplar of Indian enterprise excellence. Our goal is to cultivate enduring value for all our stakeholders, encompassing our valued customers, dedicated employees, investors, lenders and the communities we touch. Moreover, we aspire to become torchbearers, illuminating the pathways to a brighter and more sustainable future for generations yet to come.

As we embark on this transformative journey, we extend our heartfelt gratitude for our stakeholders unwavering support, which has been the cornerstone of our success. Together, we will forge a future where sustainability not only thrives but flourishes, enriching lives and leaving an indelible mark on the world.

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ABOUT SAGE METALS GROUP

Sage Metals Group is built around strong commitments to customers, employers, shareholders and the environment. We are an engineering driven organization with world class manufacturing systems. With multiple manufacturing plants spread across USA and India, we are able to offer cost effective solutions to our customers.

We are an international supplier of manufactured products and metal forming, casting, and stamping services to several industries. We offer multiple surface treatment options, machining, fabrication and assembly options primarily to the PowerGrid/EWA, Plumbing Fixtures/Drainage, HVAC and Industrial markets. Founded in 1983, the company has grown to become a significant player in the manufacturing industry. With global headquarters in New Delhi, India, it operates six manufacturing facilities, three located in the USA and three in India. Sage Metals Group has a significant presence in the United States, where approximately 40 per cent of its products and services originate; but also maintains large-scale manufacturing capacity in India. The company has a workforce of over 2000 employees, contributing to its success and operational capabilities. The company's manufacturing process are highly diversified,

encompassing various techniques such as High-Pressure Die Casting (HPDC), Gravity Die Casting (GDC), Sand Casting, Investment Casting, Stamping, Forming and fabrication. This diverse range of processes allows the company to cater to a wide array of customer needs and produce high-quality products.

In addition to its diverse manufacturing processes, the company also works with a wide range of metals. It specializes in handling multiple alloys of Aluminum (AL), Zinc (Zn), Copper (Cu), Cast Iron, and Steel. This versatility enables the company to meet the demands of various industries and provide tailored solutions based on specific metal requirements. Overall, with its extensive experience, global presence, diversified processes, and expertise in handling various metals, the company stands as a reliable and capable manufacturing partner for clients worldwide.

We successfully met our production targets for the full year. This accomplishment demonstrates our ability to effectively execute our operational plans and meet our production goals across diversified metals. As a result, the company achieved impressive financial results, generating high revenue from its ongoing operations.

The company has a workforce of over 2000 employees, contributing to its success and operational capabilities. The company's manufacturing process are highly diversified, encompassing various techniques such as High-Pressure Die Casting (HPDC), Gravity Die Casting (GDC), Sand Casting, Investment Casting, Stamping, Forming and fabrication.

Vision



Our vision is to become the premier supplier of a wide range of engineering solutions encompassing various metals and alloys. We aim to achieve this status through the implementation of cutting-edge metal treatment techniques. Additionally, we aspire to be recognized as the supplier of choice, known for our unwavering commitment to social responsibility.

Values



At the core of our values, we embrace Integrity as the foundation of our actions. We foster Innovation to drive progress and excellence. Trust is the bond that unites us with our stakeholders, and we celebrate Diversity as a source of strength, enriching our collective perspective.



Integrity



Innovation



Trust

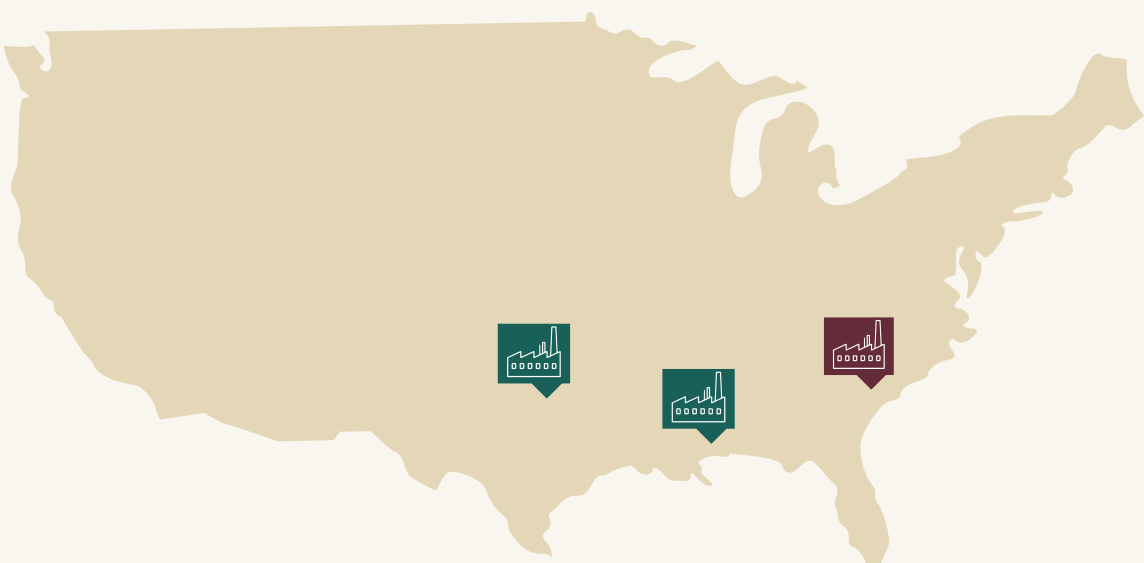
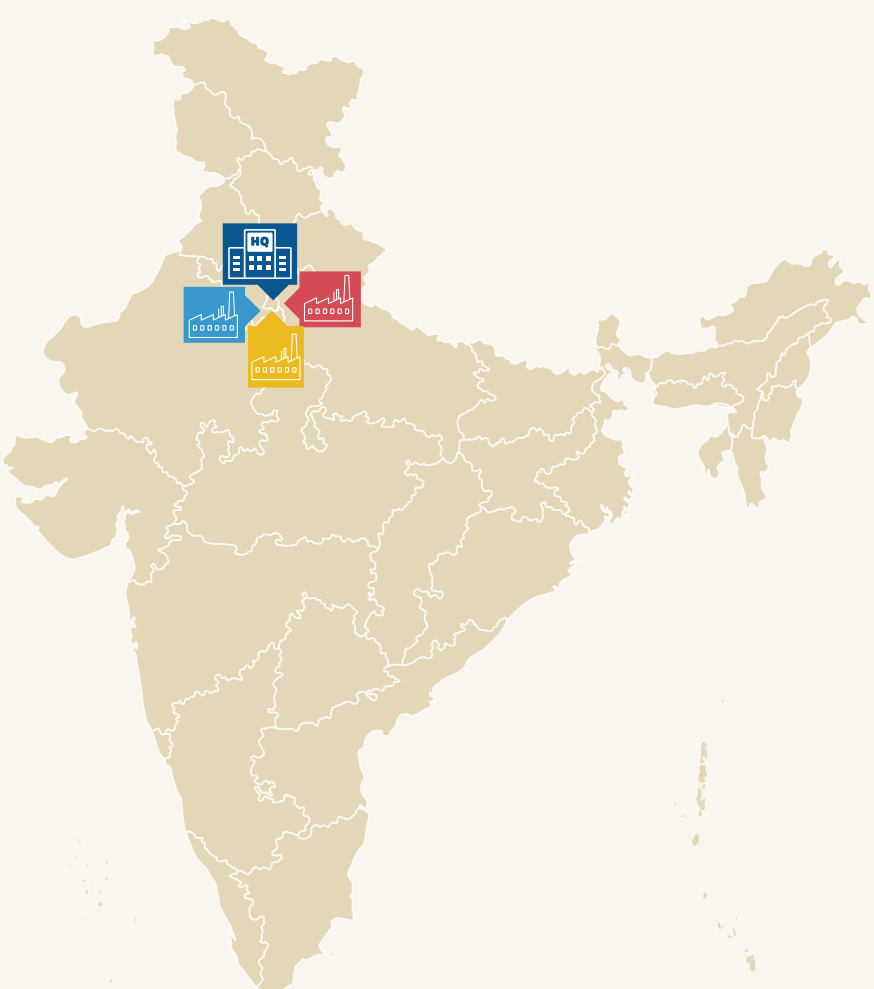


Diversity

Mission



Our mission is to offer advanced engineering solutions in metals and alloys, guided by unwavering principles, fostering creativity, building strong partnerships, and celebrating diverse perspectives, all while contributing to a socially responsible future.



HQ and Manufacturing Facilities



New Delhi, India

HQ, Sage Metals Group

*This report covers the HQ and manufacturing facilities in India.



Sahibabad, India

Overview: Located in Delhi NCR, this facility is spread across 4 acres of Land

Key Capabilities: Hot and Cold High-Pressure Die Casting, Gravity Die casting, Machining, Assembly and Surface treatment

Material Expertise: Zinc and Aluminum



Faridabad, India

Overview: Located in Delhi NCR, the Faridabad facility is spread across 3 acres of land

Key Capabilities: Sand casting, Investment casting and Gravity Die casting, Machining & Plating

Material Expertise: Copper, Iron, Steel and Aluminum



Bawal, India

Overview: Located in outskirts of Delhi NCR, the Bawal facility is spread across 4.2 acres of land

Key Capabilities: Stamping, Zn Plating, Pipe forming, Pipe cutting, Blanking, Roll threading, Machining & assembly

Material Expertise: AL & SS Sheets and Steel Metal forming pipes



Grand Prairie, Texas, US

Overview: Located in Grand Praire spanning across 100,000 sqft in total

Key Capabilities: Metal stamping, Fabrication, Welding, Laser Cutting, Machining and Rapid Prototyping

Material Expertise: AL, Copper, Brass and Stainless Steel



Fort Worth, Texas, US

Overview: Located in Fort Worth spanning across 35,000 sq ft in total

Key Capabilities: Powder coating, Silk Screen

Material Expertise: AL, Copper, Brass and Stainless Steel



Lugoff, South Carolina, US

Overview: Located in South Carolina Spanning 13500 sq ft.

Key Capabilities: Stamping, Laser Cutting, Welding, Fabrication, Machining, Assembly, Finishing, Packing, Warehousing

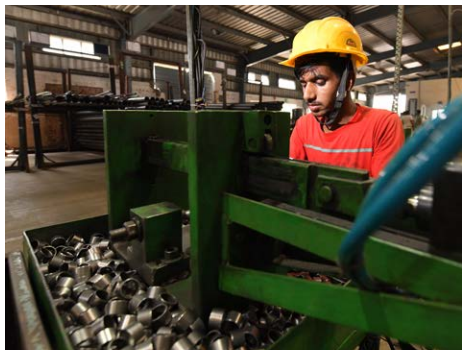
Material Expertise: AL, Copper, Brass and Stainless Steel

*Map not to scale



OUR APPROACH TO SUSTAINABILITY

We hold sustainability as one of our core values, and we are fully committed to being a catalyst for positive change and sustainable development. Our approach involves leading environmental stewardship, practicing social responsibility, and upholding strong governance principles. By prioritizing these aspects, we aim to make a meaningful and lasting impact on the environment and communities, working towards a sustainable future for all. We actively engage with key stakeholders and strive to enhance performance by setting clear targets, fostering open communication, and ensuring transparent reporting. By collaborating with our stakeholders, we aim to align our objectives, exchange valuable insights, and collectively drive progress. Through this collaborative approach, we promote accountability, facilitate informed decision-making, and maintain trust with our stakeholders. By setting measurable targets, promoting open and honest communication, and providing transparent reporting, we are committed to



achieving continuous improvement and delivering value to all those involved.

Sustainability Strategy

At Sage Metals Group sustainability is at the core of our business strategy. We recognize that as a prominent player in the metal industry, we need to take responsibility for minimizing our environmental impact, fostering social well-being and upholding strong governance practices to ensure our long-term economic viability. Our commitment to sustainability is deeply integrated in our corporate culture and we have set forth a comprehensive strategy to guide our efforts.

Our vision is to be a sustainability driven engineering company recognized for excellence in sustainable practices, innovation and customer-centric solutions.

Our mission is to responsibly produce advanced engineering products while minimizing our environmental footprint, fostering a safe and inclusive workplace, and empowering the communities we serve. We strive to deliver innovative product solutions that enable progress and sustainable development for a better future. We are proud to present our strategy in the following illustration.

We actively engage with key stakeholders and strive to enhance performance by setting clear targets, fostering open communication, and ensuring transparent reporting.

Vision: Striving to be a worldwide pioneer in cutting-edge technology solutions, our commitment extends beyond innovation – we aim to lead in environmental sustainability and social responsibility.

Mission: Our mission is to provide cutting-edge engineering solutions in metals and alloys, emphasizing sustainability as we foster creativity, build strong partnerships, and celebrate diverse perspectives. Committed to a socially responsible future, we strive to lead in sustainable practices.

Strategic Pillars	Creating value through our uniquely responsible and sustainable operation	Diversification of product profile and customer base	Transforming for a sustainable and resilient endeavoring future
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Strategic Aims	Achieving cost efficiency and maximizing resource utilization through variety of intervention across operation, fostering the health and well-being of people through our products and business.	Through our increasingly consumer-oriented business and a growing portfolio of sustainable products, we continuously innovate and adopt eco-friendly materials and production processes, enable circularity of operation to offer sustainable solutions to meet the demand of new market	To contribute to a low-carbon economy and enhance quality of life through innovated and integrated metal business that uplifts all stakeholders including local communities.
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ESG Focus	Reducing our environmental footprint	Empowering our employees and community	Upholding Responsible Business	Creating Sustainable Product solution	
ESG AIMS	<ul style="list-style-type: none">• Reduce GHG emission and overall energy consumption, through energy efficiencies initiatives and integration of renewable resources• Reduce waste generation, effectively manage hazardous waste through proper treatment and disposal and promote recycling• Reduce water consumption by exploring less water-intensive technologies.• Decarbonization of the value chain to achieve carbon neutrality at Sage Metals Group	<ul style="list-style-type: none">• Protect labour rights and promote safety, health and well-being of our employees and contract workers.• Improve quality of life of local communities through our community development programmes	<ul style="list-style-type: none">• Adhere to global business standards of corporate governance• Taking responsibility in solving climate issues by integrating climate related aspects into business strategy.	<ul style="list-style-type: none">• Accelerate performance-based R&D to capture new markets• Increased use of renewable feedstock and secondary materials• Increase usage of alternative water resource to reduce dependencies on freshwater• Enabling circularity of operations	
SDG Alignment	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>	
Material Topics	<div>Climate Change and Energy Management</div> <div>Waste Management</div>	<div>Water & Effluent Management</div> <div>Air Emissions</div>	<div>Human & Labor Rights</div> <div>Occupational Health & Safety</div> <div>Community Development</div>	<div>Employee Engagement & Well Being</div> <div>Gender Diversity & Inclusion</div>	<div>Corporate Governance</div> <div>Supply Chain Management</div> <div>• Product Innovation</div>

As we move forward, we remain dedicated to continuous improvement. We understand that the sustainability landscape is dynamic, and we are committed to adapting to emerging challenges and opportunities.

We understand that sustainability is not just a goal. It is a fundamental principle that guides our actions and definitions. By pursuing our sustainability strategy diligently, we aim to not only make a positive impact on the environment and society but also secure a resilient and prosperous future for Sage Metals Group.

Sustainability Governance



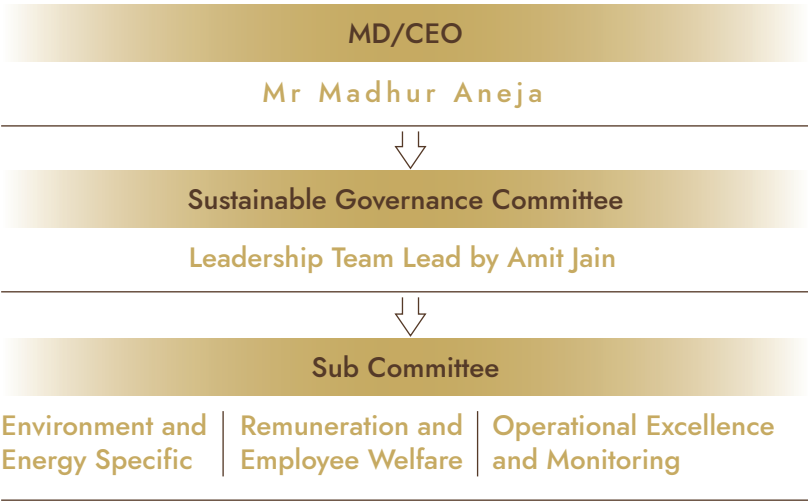
We have established a robust governance structure to ensure effective oversight of our sustainability agenda and the priority areas related to Environmental, Social, and Governance (ESG) issues. Our sustainability governance framework aims to harmonize our sustainability ambitions with the overarching corporate business strategy and objectives. This model is designed to ensure that sustainability is not a separate entity but an integral part of our strategic direction, seamlessly integrated to contribute to our broader organizational goals and vision.

The MD/CEO of the company holds the responsibility of managing the company, which encompasses offering strategic direction and counsel, evaluating opportunities, as well as identifying and implementing measures to manage risks.

Additionally, the MD/CEO supervises the company's governance, risk management, compliance processes, and sustainability achievements.

The overall responsibility for sustainability lies with the MD/CEO and the Sustainable Governance Committee. They are supported by the sub-committee, who carry out the implementation of the sustainability initiatives at corporate and plant sites.

Our sustainability governance framework aims to harmonize our sustainability ambitions with the overarching corporate business strategy and objectives.



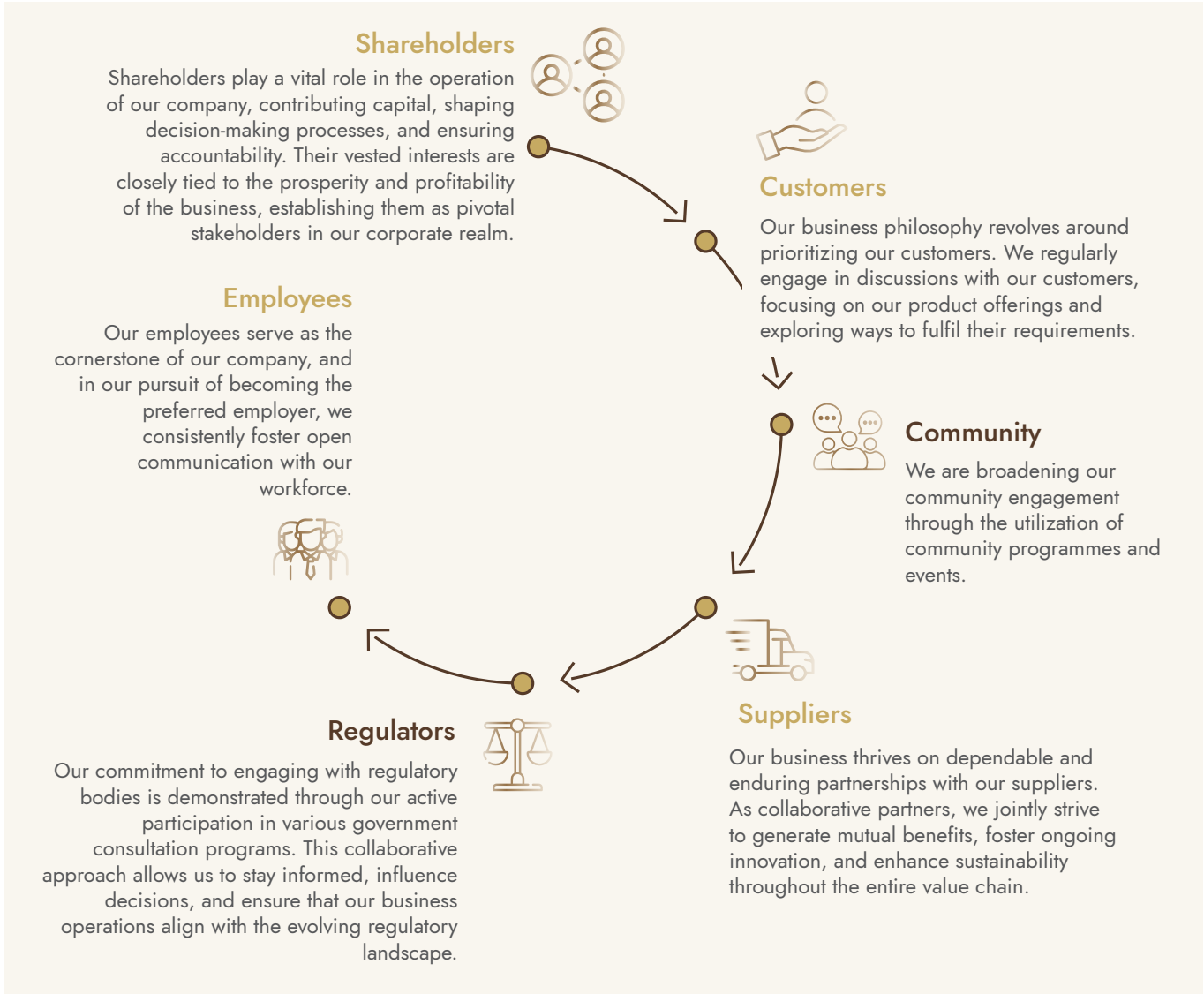


STAKEHOLDER ENGAGEMENT

We adopt a broad perspective when identifying stakeholders, acknowledging that their perspectives, interests, and concerns are significant. By considering the diverse range of stakeholders, we aim to foster positive relationships, understand their needs, and engage in meaningful dialogue to address their expectations. This inclusive approach allows us to consider the wider impact of our actions and work collaboratively towards

sustainable outcomes. We understand that each stakeholder has unique areas of interest and preferences for engagement. Therefore, our method, approach, and frequency of engagement are tailored accordingly. In this report, we provide an overview of our approach to engaging with our main stakeholders, and more detailed information can be found throughout the document.

This inclusive approach allows us to consider the wider impact of our actions and work collaboratively towards sustainable outcomes.





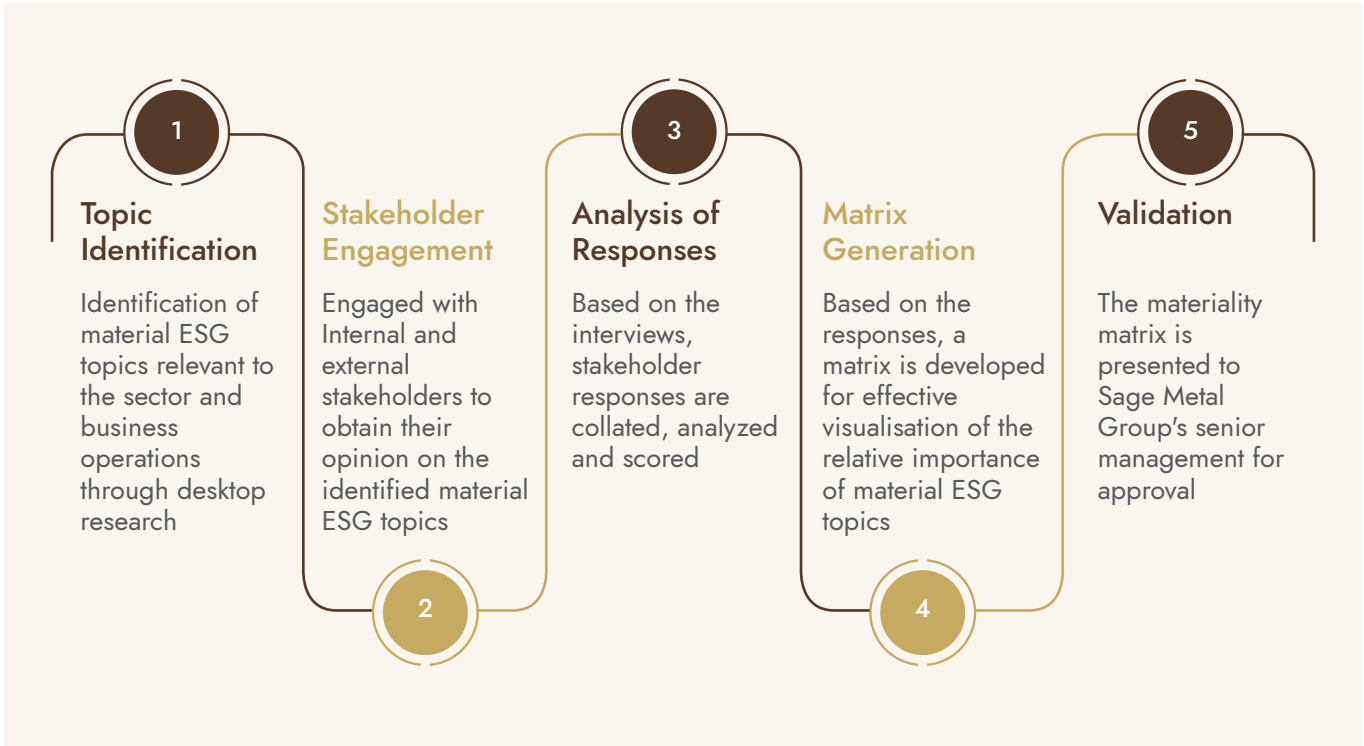
MATERIALITY

The Materiality Assessment Process: A '5' Part Approach

In 2023, we undertook our first materiality assessment to understand topics that are important to our stakeholders and to our business, that have the potential to significantly impact our business or external environment in alignment with the guidance outlined in the Global Reporting Initiative (GRI) Standards. Incorporating comprehensive interviews with a variety of internal and external stakeholders, the materiality process encompassed desktop research along with an external consultation survey. By referencing ESG Frameworks and conducting thorough desktop research on ESG material topics

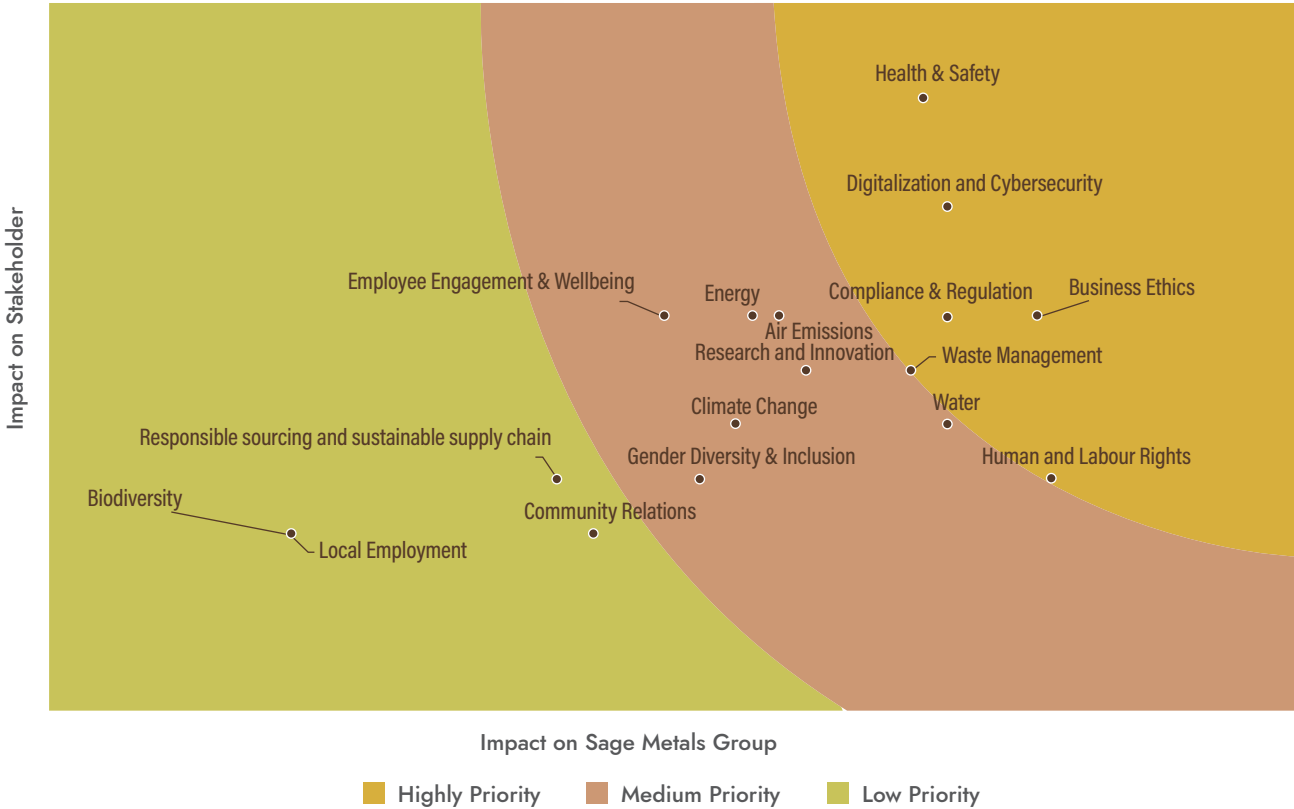
from peers and customers, an initial list of 23 topics were identified. After a review of peer best practices, global initiatives and frameworks, the list was narrowed to 18 topics. Next, we interacted with our internal and external stakeholders to understand material topics deemed important. We engaged with our top global customers to gain insights into material topics that matter most to their relationship with us and their long-term business success. We then prioritized the relevant sustainability topics, which were discussed with and confirmed by the Senior Management at Sage Metals Group.

We engaged with our top global customers to gain insights into material topics that matter most to their relationship with us and their long-term business success.



Materiality Matrix

This matrix is based on referenced sustainability frameworks and standards (GRI, SASB) and interviewing results of internal and external stakeholders and benchmarked peer practices.



Reducing our Environmental Footprint

While managing the environmental impact of our business operations across the entire value chain, we aim to surpass the legal obligations. We recognize that our activities influence the environment, whether it is related to sourcing materials for our products, managing our supply chain and production processes, or considering the utilization, recycling, and proper disposal of those products. Environmental Policy at Sage Metals Group governs our approach to environmental practices.

The dissemination of environmental information among members and the promotion of awareness involve organizing inter-department and inter-unit competitions and contests throughout the year. This effort is especially emphasized on World Environment Day, celebrated annually on June 5th.



Climate Change and Energy Management

Climate change and the deterioration of ecosystems are currently having adverse effects on human health and are eroding the effectiveness of healthcare systems. Addressing these environmental challenges requires a comprehensive approach at the systems level to achieve improved healthcare outcomes while minimizing the environmental impact. The sixth Assessment Report (AR6) issued by the United Nations' Intergovernmental Panel on Climate Change (IPCC) presents a stark reality: global temperatures have already surged by 1.1 degrees Celsius. This temperature rise has triggered a noticeable surge in the frequency and intensity of extreme weather events worldwide. As a result, Climate Change has evolved into a pressing existential risk that demands a concerted response from all stakeholders.

Confronting climate change requires an unyielding partnership between government and industry. The private sector's growing contribution is instrumental in steering us from words to impactful actions.

Climate change stands as one of the paramount challenges of our era, requiring immediate and concerted action across industries. Sage Metals Group recognizes the pressing global challenge of climate change and our commitment to responsible business extends to addressing the impacts of climate change and reducing our carbon footprint. As we navigate a world marked by changing climate patterns, our organization remains steadfast in its commitment to responsible business practices. Moreover, we consistently provide training to our employees on energy conservation.

Material Issue
Climate Change
Energy Management

SDG



Our Approach

Our efforts include implementing energy-efficient technologies, optimizing resource consumption, and installing three solar power set up for sourcing renewable energy. We have increased our energy efficiency by switching High Speed Diesel to Piped Natural Gas, Solar lights and replaced old pump with new grundfos pump. By embracing innovation and continuous improvement, we aim to minimize greenhouse gas emissions across our value chain. Going forward, we intend to actively engage with stakeholders, industry partners, and communities to foster knowledge sharing. In the upcoming years, we aim to adopt a comprehensive and multifaceted climate strategy through implementation of location-specific adaptation strategies

Our facilities in Faridabad, Bawal, and Sahibabad have implemented solar energy systems (total capacity 912 KW) to generate electricity, which is then utilized in our manufacturing processes.

We disclose our greenhouse gas emissions using the Greenhouse Gas (GHG) Protocol corporate standard, which is issued by the World Business Council for Sustainable Development (WBCSD). Our direct greenhouse gas emissions (Scope 1) stem from sources within our possession or control, while indirect greenhouse gas emissions (Scope 2) result from the utilization of purchased electricity and heating.

Highlight

We have installed Solar Energy Plant having 150KW at our Faridabad Plant, 462 KW at Bawal Plant and 300KW at Sahibabad Plant.

We have implemented a Dual Fuel PNG Kit in all our DG sets to align with government guidelines and minimize pollution at all plants.

“Green fuels can be key to reduce environmental footprint”



Performance

GHG Emissions (tCO₂e)

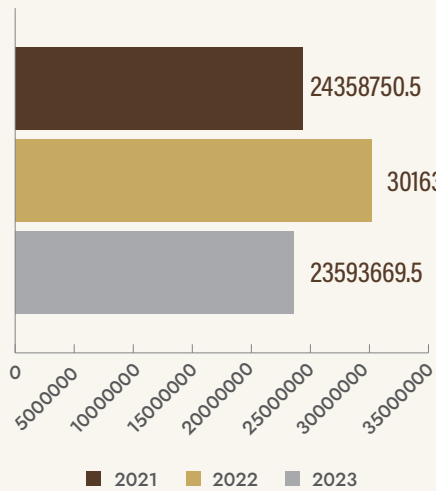
1028 tCO₂e
Scope 1 Emissions

6862 tCO₂e
Scope 2 Emissions

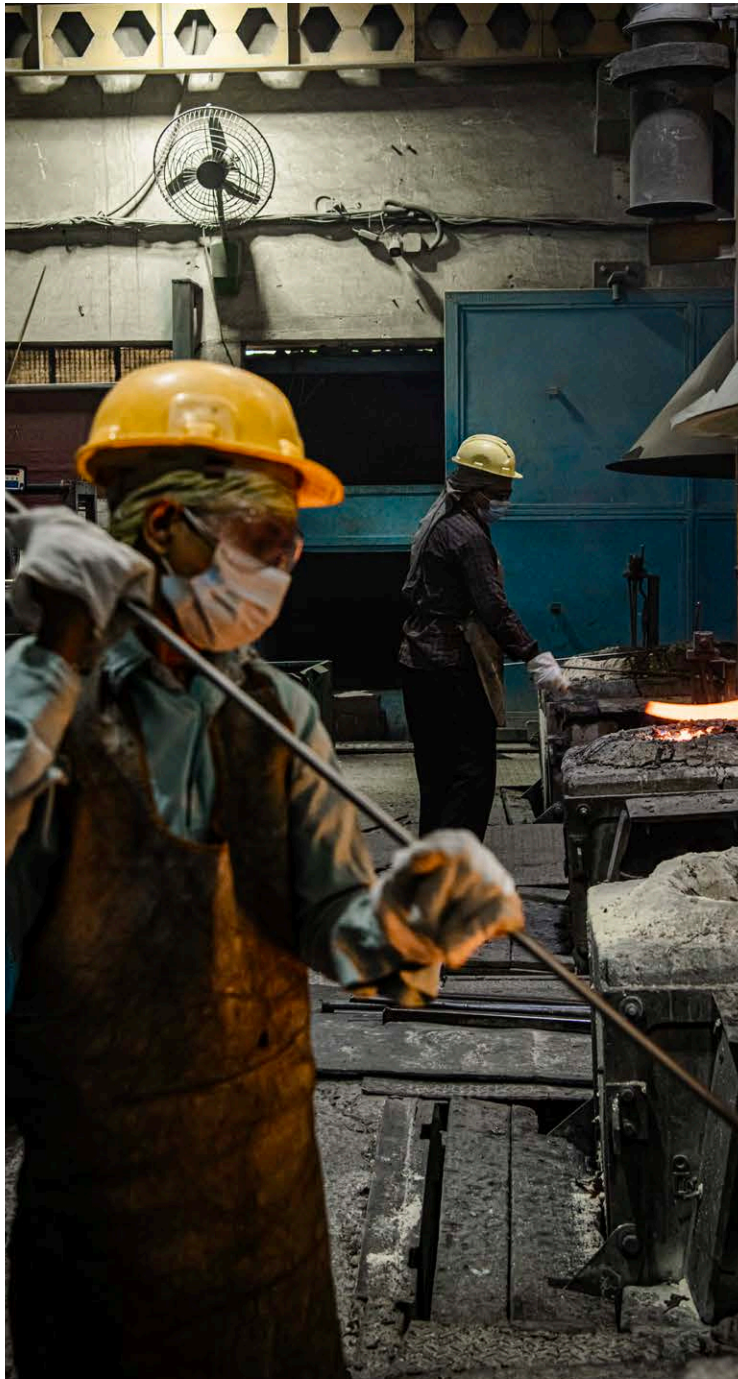
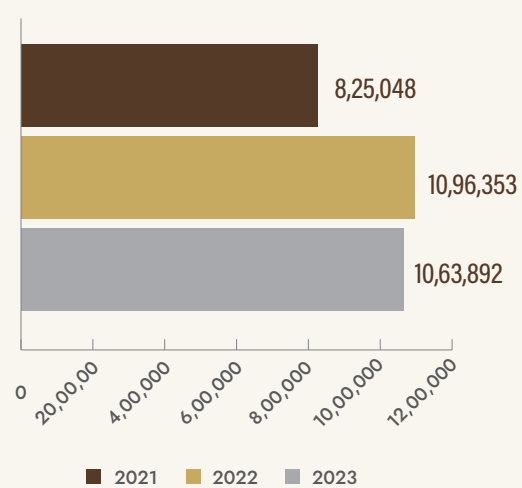
7890 tCO₂e
Total Emissions

	Unit	2020	2021	2022	2023
Scope 1	tCO ₂ e	1217.901	1041.671	1109.009	1028.016
Scope 2	tCO ₂ e	8092	6349	7547	6862
Total	tCO ₂ e	9309.901	7390.671	8656.009	7890.016

Total Energy Consumption (KWH)



Total Renewable Energy Consumption (KWH)



Waste Management

As per World Economic Forum Global waste generation is estimated to increase to 2.2 billion tonnes per year by 2025 and only 15-20% of the waste generated globally is recycled. In India as well waste production has increased because of a growing population, fast-paced urban development, and higher levels of consumption. This, combined with insufficient sorting of waste at its source and a lack of proper infrastructure, has led to a significant challenge in managing waste, particularly when it comes to plastic waste.

Resource consumption can be reduced if materials are kept within the cycles of the economy for as long as possible. At Sage Metals Group, we acknowledge the significance of embracing circularity and fully recognize the potential it offers. Given that we are in the metals business reuse and recycle of metals becomes very imperative and our goal is to incorporate materials sourced sustainably that can be repurposed as raw materials for new products, thus completing the cycle of materials.

Material Issue
Waste Management
SDG



Our Approach

Our imperative is to revolutionize every facet of our existing take-make-waste system. This comprehensive transformation entails reevaluating how we manage resources, how we produce and utilize products, and our approach to handling materials in their post-use stage. This shift reflects our commitment to adopting a more sustainable and circular model for resource management and product life cycles.

We have implemented a waste management and reduction programs encompassing the principles of the 3R approach, which includes Reduce, Reuse, and Recycle, across all our operational sites. To prioritize the implementation of these

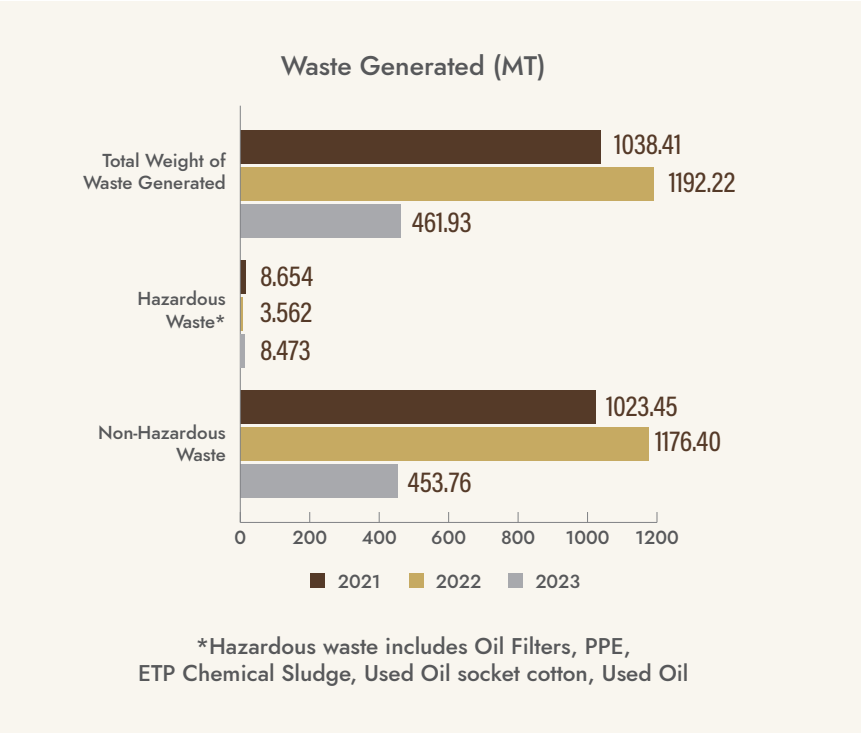
programs, we assess sites based on factors such as the volume of waste generated, the level of hazard associated with the waste, and the potential value that can be reclaimed from the waste. This approach ensures the efficient utilization of resources and materials while simultaneously intensifying our efforts to promote reuse and recycling across our operations.

As part of our commitment to environmental responsibility, we rigorously monitor and responsibly dispose of hazardous waste by collaborating with state-authorized recyclers and ensuring strict compliance with the guidelines set forth by the State Pollution Control Board.

In addition to this, we have implemented the 5S process, which involves the segregation of hazardous and non-hazardous materials using designated segregation bins. This structured approach allows us to efficiently separate and manage waste streams.

Furthermore, we maintain separate hazardous waste collection yards, ensuring that hazardous materials are handled and stored in a dedicated and secure environment, adhering to all safety and regulatory requirements.

Performance



Water and Effluents Management

Managing water consumption and ensuring a secure water supply is essential for the success of our organization. Water, being a critical natural resource, plays a vital role in the manufacturing activities of Sage Metals Group, as well as in the company's future growth and development. Potable water is a crucial resource for Sage Metals Groups' employees and the communities in which the company operates. Therefore, it is imperative for the organization to effectively manage and mitigate any impact on water catchments, ensuring that water quality is not compromised and the volume of potable water available to surrounding areas is not reduced. This is crucial to maintain the company's social license to operate.

We process water from the plant through an Effluent Treatment Plant (ETP), and sewage water is treated via a Sewage Treatment Plant (STP). The treated water is utilized for gardening purposes.

We actively monitor the Total Dissolved Solids (TDS) and pH levels of the water on a daily basis.

Material Issue

Water and Effluents Management

SDG



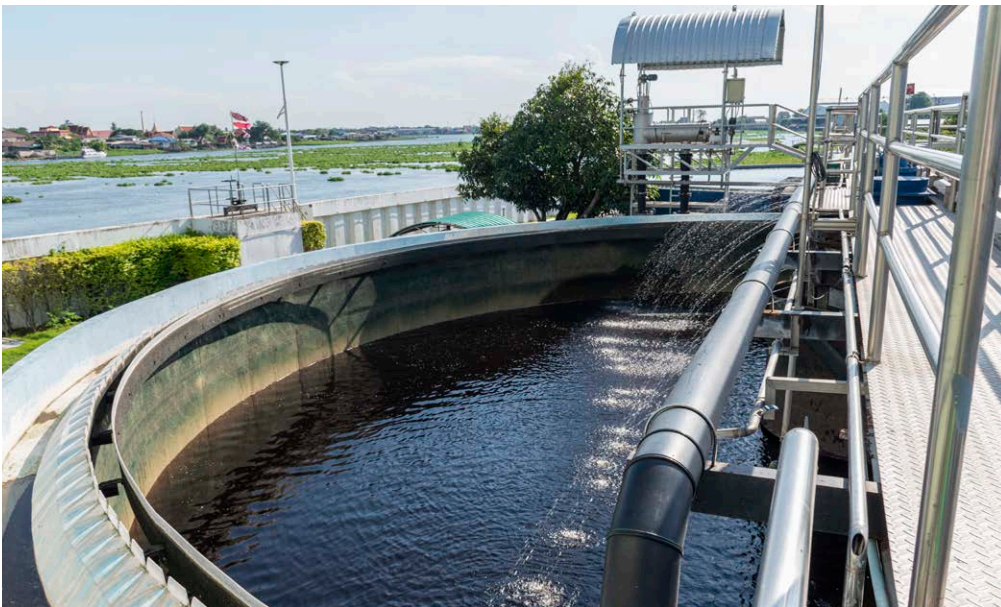
We are committed to rigorous compliance with the regulatory guidelines established by the relevant regulatory bodies in the regions where we operate.

We conduct annual audits of our water management processes to ensure their effectiveness. As part of our ongoing monitoring efforts, we closely track the monthly water consumption of our key business units. This proactive approach allows us to promptly identify and address any sudden increases in water usage, contributing to our commitment to responsible water resource management.

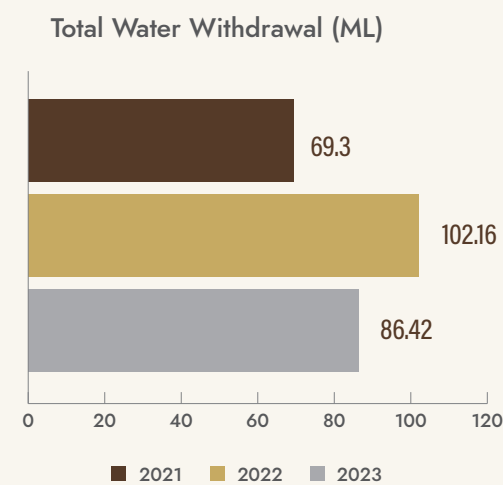
Our Approach

In alignment to global best practices, we undertake various initiatives to bolster water security and reduce our water consumption.

We did not have any water related non-compliance in any area of our operations in FY 2023.



Performance



Treated water, which has undergone a purification process to ensure its quality and safety, is being utilized for the practice of gardening.



Air Emissions

Effective oversight and continuous monitoring of air quality management and emissions control are crucial because they affect various stakeholders. This involves not only regulating emissions from our facilities but also evaluating their impact on the air quality in the vicinity, a key component of our sustainability plan. Additionally, it holds significant importance in fostering and sustaining positive relationships with our neighbouring communities. Managing air quality effectively is an essential part of our sustainability strategy and contributes significantly to nurturing favourable relations with the nearby communities. Our primary objective is to constantly enhance air quality and minimize dust emissions in areas influenced by our operations, benefiting our employees, the communities we operate in, and the environment.



Our Approach

Our operations result in the release of various air pollutants like sulphur dioxide (SO₂), nitrogen oxide (NO_x), and particulate matter. We manage these emissions in strict accordance with our environmental permits and regulatory compliance. Each of our facilities is obligated to obtain and adhere to regulatory- approved air quality limits and permits. This commitment is reinforced by continuous monitoring and

through these efforts, we strive to minimize the impact of these emissions on local communities and the surrounding environment. We monitor and conduct stack test of our DG sets to minimise the air pollution.

Moreover, we are currently implementing a fume collector to gather heat fumes, and a dust collector for effective dust collection.

Material Issue

Air Emission

SDG





Empowering Our Employees & Communities

At Sage Metals Group, we recognize that our workforce is our greatest strength. We are committed to fostering a culture characterized by exceptional performance, meritocracy, and inclusivity, enabling our employees to flourish. With a company-wide commitment to diversity, equity, and inclusion, we are actively engaged in cultivating a workforce that not only reflects our values but also nurtures innovation and drives sustainable growth.

Occupational Health and Safety

Ensuring the well-being of our employees is of utmost importance, given the inherent risks associated with heavy machinery and hazardous materials in our industry. It is not just a matter of ethical and legal obligations but also a practical necessity to avoid disruptions in production, increased costs, and potential legal obligations. Prioritizing health and safety is integral to our operational excellence, and responsible business practices.

The health and safety of every individual is our top priority. We firmly believe that a safe and healthy work environment is not just a goal but a fundamental right. To uphold this commitment, we have implemented stringent safety protocols, regularly updated training programs, and comprehensive risk assessments across all our operations. We encourage a culture of vigilance, accountability, and continuous

improvement, where every team member plays an active role in identifying and mitigating potential hazards.

Our Approach

At Sage Metals Group "Ignorance is no excuse", health and safety stand as legal and moral responsibility towards our employees.

Our continual commitment goes beyond averting serious accident; it encompasses the prevention of any unsafe activities that could potentially lead to accidents, near misses, or necessitate first aid interventions. We are in the process of implementing ISO 45001 at all our operational sites in India by FY 23-24.

We have established stringent procedures that enforce a Zero Tolerance policy towards unsafe conditions and

behaviors, which could pose risks to employee well-being or infrastructure. We are mindful of our responsibility towards safety of individuals in the workplace. Hence, Risk Assessments, planned and unplanned job observations, safe operating procedures and technical instructions, are but a few of the management systems in place as part of the overall Environment Health and Safety (HSE) program.

Furthermore, we have installed fire extinguisher, water sprinkler to prevent any emergency situation. Dedicated team inspects it time to time.

Preventing Noise Pollution

We regularly assess Lux levels and sound levels each quarter to prevent accidents and promote overall health and safety.



Material Issue

Health and Safety

SDG



Zero Tolerance Procedure applies to all, and includes but is not limited to:

- Zero - Accidents
- Zero - Amputations
- Zero - Tolerance to unsafe conditions and behaviour
- Zero - Tolerance to personal protective equipment non-compliance
- Zero - Tolerance for failing to comply with lock-out procedures
- Zero - Tolerance for failing to adhere and comply with Environmental Health and Safety Standards and Procedures
- Zero - Tolerance for failing to adhere all relevant Legal and Other Requirements.

Performance

Contractors	FY 2020		FY 2021		FY 2022		FY 2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Number of fatalities as a result of work-related injury	0	0	0	0	0	0	0	0
Number of high-consequence work-related injuries	0	0	0	0	0	0	0	0
Number of dangerous occurrences / Near misses	68	0	44	0	21	0	24	0

Employees	FY 2020		FY 2021		FY 2022		FY 2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Number of fatalities as a result of work-related injury	0	0	0	0	0	0	0	0
Number of high-consequence work-related injuries	0	0	0	0	0	0	0	0
Number of dangerous occurrences / near misses	0	0	0	0	0	0	0	0



An occupational health and safety management system has been implemented at Sage Metals Group, in accordance with legal requirements. The implementation of this system is a response to specific legal obligations. To meet these requirements, we maintain a legal register and utilize legatrix software to ensure comprehensive compliance with relevant legislation and regulations.

Our company takes the matter of hazard identification, risk assessment, and incident

investigation seriously. A dedicated team led by ERT plays a crucial role in ensuring safety and compliance. The team is responsible for hazardous waste monitoring and ensuring its proper and timely disposal to state-authorized recyclers in compliance with the regulations set forth by the State Pollution Control Board. As a result of our 100% compliance with environmental regulations, the pollution department has not issued a single notice regarding hazardous materials.

As per Factory Act, 1948, we are compliant with the regulations and requirements of the following aspects:



Procedure for reporting health and safety incidents

Our plant HR is responsible for handling health and safety incident reports at our headquarters. Additionally, at each Plant, we have a designated area specifically for health emergencies, equipped with medical professionals and stocked with necessary medications. An ambulance is readily available for any severe conditions.

Safety

Safety measures and protocols have been implemented to protect employees from workplace hazards and accidents.

Health

Addressing health-related concerns and promoting the well-being of our employees

Good Working Condition

We provide work environment that meets the prescribed standards for safety, cleanliness, and overall working conditions.

Employee Welfare

We are taking measures to ensure provisions for rest, sanitation, and other facilities to enhance the well-being of the workforce.

Our commitment to safety and hazard mitigation is demonstrated through a comprehensive set of practices and initiatives:

- a) We proactively identify potential hazards through internal audits and ensure their swift resolution, thanks to the diligent efforts of our HR team.
- b) Job risk assessments and health check-ups, guided by a robust Health Matrix, help us monitor and manage risks associated with our operations.
- c) We strictly adhere to a PPE (Personal Protective Equipment) Matrix to ensure the safety of our workforce.
- d) Clear guidelines for incident and accident reporting have been established, complete with a structured investigation format and corrective and preventive action (CAPA) procedures.
- e) In anticipation of emergencies, we have introduced an Emergency Response Team (ERT) that is well-prepared to handle any unforeseen situations. We utilize online monitoring systems like OCEMS at our Effluent Treatment Plant (ETP), employ safety sensors, and regularly conduct

environmental testing and calibration to maintain the highest standards of safety and compliance.

We also have a comprehensive occupational health and safety training program designed to address various aspects of worker safety.

- 1. Basic life support
- 2. Fire fitting
- 3. Safety awareness
- 4. Chemical Handling,
- 5. Waste Disposal System
- 6. Ergonomic work condition
- 7. Personal Protective Equipment (PPE)

- 8. Mock-drill on oil spills, chemical spills, and fires
- 9. Unsafe Acts & Conditions
- 10. Work instruction at machines/area
- 11. Behaviour-based safety

Moving forward, we are committed to upholding our safety vision by dedicating resources to enhance our systems, standards, and workforce. Through the utilization of digital innovations and cutting-edge systems, our aim is to proactively identify and mitigate risks, with a strong focus on becoming a leader in innovative safety practices.



Community Development

The interactions, partnerships, and initiatives established between our businesses and the communities in which we operate are aimed at fostering positive relationships, addressing community concerns, and contributing to the overall well-being and development of the surrounding area.

Our comprehensive community engagement strategy revolves around catalyzing economic development and bolstering social progress. A pivotal element in this strategy is our ambition to creating meaningful employment opportunities within the industry and community at large in the future. Besides giving priority to local employment, allows us to not only progress towards improving the livelihood of community members but also making substantial contributions to the local economy. Furthermore, it is our approach to align seamlessly with regional labor regulations and workforce development initiatives, reinforcing our commitment to harmoniously integrate our operations with the communities we serve.

Material Issue

Community Relations

Local Employment

SDG



Our Approach

At Sage Metals Group our interactions with the communities where we operate are driven by a

strong commitment to corporate social responsibility with the primary objective of nurturing positive relationships, addressing community concerns, and contributing to the overall well-being and development of the areas in which we are present. Central to this approach is community engagement, where we actively seek input through various channels to understand their needs and preferences. Our philanthropic efforts extend to supporting healthcare institutions, while our commitment to environmental stewardship ensures that our operations are conducted with minimal impact on the surroundings.



Performance

Number of initiatives implemented that includes	FY 2020	FY 2021	FY 2022	FY 2023
Social impact assessments, including gender impact assessments, based on participatory processes	0	0	1	1
Environmental impact assessments and ongoing monitoring	1	1	2	2
Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts	2	2	4	4
Formal local community grievance processes	1	1	4	4

Our commitment to community well-being and environmental stewardship is demonstrated through initiatives like vaccination drives, blood donation camps, and health check-ups in collaboration with organizations like the Rotary Club, Government Hospital, and ESIC (Employees' State Insurance Corporation). These efforts contribute significantly to public health and ensure that individuals in the community have access to essential healthcare services.

We also organised annual tree plantation in the local area as a part of our commitment to environmental sustainability. We firmly believe in transparent communication, sharing information about our activities, environmental impact assessments, and safety measures, which fosters trust and confidence within the community. Ultimately, our goal is to cultivate a

collaborative and mutually beneficial environment where both Sage Metals Group and the community can prosper

together, reflecting our dedication to being a responsible and caring corporate citizen.



Human and Labor Rights

The universal Human Rights based approach encourages businesses and organizations to adopt sustainable and socially responsible policies and practices. Respecting and upholding human and labor rights is a foundational principle that lies at the core of our values and operations.

Prioritizing human and labor rights is a matter of ethical conduct and long-term sustainability. Metals companies like ours operating in complex global supply chains, must ensure that our own operations and those of our suppliers uphold these principles.

Elimination of Forced and Compulsory Labor

Uphold the elimination of all forms of forced and compulsory labor, including modern slavery and human trafficking.

Abolition of Child Labor

Take actions to eliminate child labor in regions of operations and within the supply chain.



Material Issue

Human and Labor Rights

SDG



conditions for our employees. Upholding human and labor rights is not just a legal requirement; it is a moral imperative that defines our approach to responsible and ethical business practices.

Sage Metals Group seeks to identify, assess, and manage human rights impacts within our value chain in line with the principles of non-discrimination and equal opportunity, forced labor, human trafficking, and child labor. We prohibit all forms of child and forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking in our operations and supply chain.

Our Approach

We commit to providing equal opportunities to all, free from discrimination, while ensuring fair wages, benefits, and safe working

Performance

	FY 2020	FY 2021	FY 2022	FY 2023
Operations and suppliers at significant risk for incidents of child labor	0	0	0	0
Operations and suppliers at significant risk for incidents of forced labor	0	0	0	0

Here is a breakdown of our efforts collectively contributing to creation of a safe, respectful, and ethical work environment:

Age Verification at Entry

We do not hire individuals below 18 years of age, as an effective preventive measure individuals' dates of birth is verified at the entrance.

Document Verification

Checking Aadhar cards and accepting only those with age verification by the HR team at two stages during joining is a robust way to ensure that all employees are adults.

Clear Signage

"CHILD LABOUR PROHIBITED" sign is displayed at the main gate to send a strong message and reinforce our commitment to the policy.

Stress Management

We promote employee participation in recreational activities such as table tennis, carom, chess, etc., which proves beneficial in alleviating stress and fostering a sense of energy and happiness. Additionally, we organize sessions on meditation, yoga, and employee counseling to further support their well-being.

Reasonable Working Hours

Working hours are limited to 8 hours per day and Sunday is observed as a holiday in alignment with labor standards, ensuring a healthy work-life balance.

We do not promote extra working hours policy in Head office but in Plants we pay them as per minimum wages.

Working Conditions

We always focus to maintain the work environment positive, in this regards we randomly collect suggestion and feedback from them. We always adhere government approved minimum wages policies.

Furthermore, we conduct annual employees job satisfactory survey.

Flexible Working Hours

In certain exceptional circumstances, flexibility in working hours may be granted, subject to approval by the Head of the relevant department.

Continual Training

Employees are trained regularly to raise awareness about child labor and forced

labor, empowering our workforce to identify and report any violations they may come across.

Insurance

We provide employees medical and accidental insurance as per the company policy.

At present, 313 employees are covered under this insurance.

Policy Publication

Publishing our policy against forced labor at the main gate serves as a reminder of our commitment to ethical practices.

Employee Performance Process

We distribute a self-assessment form to employees, which they complete. Subsequently, the Head of the Department (HOD) reviews the assessments, and the forms are then submitted to the HR personnel for further processing.

Promotions are solely based on individual performance, ensuring a fair and discrimination-free evaluation process for all employees.



Employee Engagement & Well-being

Our employees are our brand ambassadors. Employee engagement is critical aspect of our business, it goes beyond mere job satisfaction and delves into the emotional commitment and enthusiasm that employees bring to their roles.

Engaged employees are more likely to be motivated, productive, and dedicated to their work, which, in turn, leads to higher overall performance and better business outcomes. We ensure that they are effectively utilised and rewarded for meeting the current and future needs of the organisation. To that end, fostering employee engagement becomes an essential goal for companies looking to thrive in today's competitive landscape.



Material Issue

Employee Engagement and Well-being

SDG



Our Approach

Our approach to employee engagement and well-being is rooted in creating a workplace that nurtures the holistic needs of our workforce. This includes prioritizing the welfare of our employees, establishing clear and transparent communication channels, enabling open dialogue and feedback. We invest in health and wellness programs, offering physical and mental

well-being resources, while also embracing flexible work arrangements to accommodate diverse needs. These efforts towards employee work-life balance, performance management, and celebrating milestones rounds out our comprehensive approach, ensuring that our employees flourish both professionally and personally.

Performance

Total no. of employees by employee category and gender	FY 2020		FY 2021		FY 2022		FY 2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Senior management	12	0	13	0	14	0	10	0
Middle management	67	5	73	5	54	6	51	5
Staff	290	2	261	3	195	6	262	4
Total	376		355		349		332	

Employee Hires and Turnover

New hires, by age group	FY 2020			FY 2021			FY 2022			FY 2023		
	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years	< 30 years	30-50 years	> 50 years
No. of new hires*	33	56	2	17	28	6	7	28	0	14	24	1
Total*	91			51			35			39		

*This does not include data for Sahibabad location

New hires, by gender	FY 2020		FY 2021		FY 2022		FY 2023	
	Male	Female	Male	Female	Male	Female	Male	Female
No. of new hires	105	8	61	3	55	4	47	2

Training and Education

Average Training Hours per employee, by gender	FY 2020		FY 2021		FY 2022		FY 2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Senior management	1	0	21	0	20	0	26	0
Middle management	157.35	8	235.3	12	162	5	108.6	12
Staff	156.59	0	124.6	16	76.5	17	55.16	7.25
Average Training Hours	107.64		136.32		74.33		61.67	

*This does not include data for Faridabad location

Average Training Hours per employee, by gender	FY 2020		FY 2021		FY 2022		FY 2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Total number of training hours provided to employees	76.83	2.66	494.7	7	166.5	5	35.87	4.64

*This does not include data for Bawal location

Category	FY 2023	
	Number of people imparted skill upgradation	
Employees- Male	48	
Employees- Female	4	
Workers- Male	74	
Workers- Female	0	

Return to work/retention rate of permanent employees/workers that took parental leave in FY 2023	Return to work rate (%)	Retention rate (%)
	100	100
Male		
Female	100	100



Employee Referral Program

We have implemented a policy that rewards eligible employees who successfully refer candidates to join Sage Metals Group for full-time regular job openings at all staff levels.

Maternity Leave

We provide maternity leave to the female staff as per policy.

Enhanced Leave Benefits

We have introduced comprehensive leave rules to support our employees in maintaining a healthy work-life balance. This includes provisions for casual leaves, sick leaves, and earned leaves.

Leave Encashment

At the end of the year, any unused casual leaves by permanent employees are eligible for encashment, providing an additional benefit.

Local Conveyance Entitlement

When employees travel for official work without being allocated an official vehicle, they are entitled to have their travel expenses covered by the company.

Continuous learning and professional development opportunities empower our employees to thrive.

Programmes for upgrading employee skills and transition assistance programmes

- Negotiation & Influencing Skills Training
- Urga Calendar - Events: Organizing a calendar of events and workshops to facilitate skill development and knowledge sharing among employees.
- On-the-Job and Classroom Training
- Benchmarking - Operations and Machine
- Job Rotation: Providing opportunities for employees to rotate through different roles or departments to broaden their skill sets and perspectives.
- Team Building and Result-Oriented Activities
- Leadership and Management Development Programs
- Supervisory Development Program
- Mentoring and Coaching for Middle Management
- Communication and Presentation Skills Training

These programs not only upgrade employee skills but also promote professional growth and development, making employees more adaptable and prepared for transitions within the organization.

Gender Diversity & Inclusion

Protecting employees from all forms of discrimination and harassment in the workplace is imperative. Companies are incumbent to assume the responsibility of establishing a safe and inclusive workspace for everyone and actively strive to eliminate any form of harassment or discrimination.

Being an Equal Opportunity Employer is a fundamental aspect of our organizational ethos. Ensuring that discrimination based on various characteristics, including age, disability, ethnicity, marital or family status, military veteran status, national origin, race, color, religion, gender, gender identity, sexual orientation, or

any other characteristic protected by law, has no place in our workplace. We seek to foster an inclusive environment that drives new ideas, products, and services, and better enables us to be the customer's first choice.

Material Issue

Gender Diversity & Inclusion

SDG

5 GENDER EQUALITY

10 REDUCED INEQUALITIES



Our Approach

We are committed to building and sustaining a diverse and inclusive workplace culture that unlocks the full potential of our employees. We champion the uniqueness each employee brings to the workplace and recognize diversity extends beyond protected classes like race and gender to include differences in background, skill sets and experience.

Sage Metals Group has a policy of zero tolerance against any kind of Sexual Harassment or discrimination caused by any employee¹ during their tenure towards any women being an employee, Client, Vendor and Contractor in Company premises or elsewhere in India or abroad. We firmly adhere to a merit-based approach where all employment decisions are solely rooted in individuals' qualifications and their relevant job-related experiences.

¹ Employee — means a person employed by Sage (GIPL) for any work on regular, temporary, ad hoc or daily wage basis, either directly or through an agent, including a contractor, with or, without knowledge, whether for remuneration or not, or working on a voluntary basis or otherwise, whether the terms of employment are expressed or implied and includes a co-worker, a contract worker, probationer, trainee, apprentice or called by any other such name.

Performance

FY 2021				FY 2022			FY 2023		
Percentage of individuals within the organization’s governance bodies, by gender	Male	Female		Male	Female		Male	Female	
	25%	75%		50%	50%		50%	50%	

FY 2021				FY 2022			FY 2023		
Percentage of individuals within the organization’s governance bodies, by age group	< 30 years old	30-50 years old	> 50 years old	< 30 years old	30-50 years old	> 50 years old	< 30 years old	30-50 years old	> 50 years old
	50%	50%	0	25%	75%	0	25%	75%	0

FY 2021		FY 2022		FY 2023		
Percentage of Permanent Employees	Male	Female	Male	Female	Male	Female
	98%	2%	98%	2%	98%	2%



Creating Sustainable Product Solution

Product Quality and Innovation drives competitiveness, customer satisfaction, and business growth. Quality is defined as the extent to which a product fulfills or surpasses customer expectations and specified standards concerning reliability, durability, performance, safety, and consistency. It serves as the cornerstone for establishing customer trust and fostering loyalty.

Product Innovation

As the industry is witnessing a positive shift towards sustainable practices that prioritize environmental stewardship and social responsibility, innovative solutions become essential not only for improving product quality but also for reducing the ecological footprint of metal production and consumption.

Material Issue

Product Quality

Research and Innovation

SDG



Our Approach

We are motivated to observe how breakthrough technologies transition from R&D programs to adoption by leveraging cutting-edge technologies and novel approaches, companies can achieve higher levels of precision, reliability, and performance in our metal produce. Although these innovative technologies are anticipated to integrate into our regular operations in the future, dedicating resources to innovation to meet market demand is essential for us to establish itself as a market leader in emerging technologies. Embracing innovation will not only help us meet stringent quality standards but also drive competitiveness and customer satisfaction in a rapidly evolving marketplace.

Digitalisation and Cybersecurity

Sage Metals Group is committed for Digitization all data to Drive Digital Transformation. Information Technology team work closely with business operation teams to identify the opportunities and find way to digitize the Automate the process via latest technologies.

Sage Metals spends significant amount every year to adopt latest technologies and improve the security posture of the organization.

In FY 2023, Sage Group have implemented significant projects i.e. Multi cloud environment, New Age firewalls, SAP S/4Hana, HRMS, ITSM and other important security applications.

We also focusing to acquire/replace our Manufacturing machines with latest PLC based CNC machines.

Material Issue

Digitalisation and Cybersecurity

SDG



Our Approach

We are committed to protection and use of information technology assets and resources within the organisation to ensure integrity, confidentiality and availability of data and assets. Our asset management policy, applicable to all IT asset users across our IT Team's offices and plants in India, encompasses a wide range of individuals, including employees, temporary employment agency workers, vendors, business partners, and contractor personnel. This policy is designed to uphold the responsible management of IT assets, focusing on crucial aspects such as identifying asset ownership, classifying assets, and assessing their Confidentiality, Integrity, and Availability.

We have also implemented an access control and password policy to define the security requirements for regulated access to all digital data resources. This policy is essential for ensuring that access to information, business data, email accounts, and our ERP system is strictly controlled. Access is granted based on business approvals and in accordance with specific security requirements, following a 'need-to-know' basis approach."

To guarantee that maintains adequate security controls throughout the acquisition, deployment, and maintenance of its information systems and services, a Software Acquisition Policy has been established. The primary objective of this policy is to educate employees on their obligations when procuring or acquiring IT software or services falling within the categories outlined in the Applicable Hardware/Software/Service section. This policy outlines the procedures and principles governing the procurement of such hardware, software, or services.

Sage Metals Group has implemented a comprehensive set of measures to safeguard its information security. This includes conducting regular phishing training campaigns lasting for 15 days and recurring every quarter. These campaigns involve sending employees phishing emails with links tailored to their interests, redirecting users to phishing training videos aimed at enhancing their preparedness for cyberattacks. Participation in these training sessions is mandatory for all employees. We are also in the process of obtaining ISO 27001

certification to further bolster our data security practices.

In addition, a third-party Vulnerability Assessment is conducted annually to identify and address any IT security risks. The assessment includes a detailed review of the report, followed by the resolution of identified issues and a rescan to ensure compliance with safe practices. We also maintain a formal records retention schedule, specifying the duration for retaining various types of third-party data. The protection of third-party data from unauthorized access or disclosure is under review.

Furthermore, we have established an access control policy, ensuring access to information systems is granted based on employees' job functions. Any deviations from the standard access require approval from the relevant function head or plant manager. The company is committed to upholding information security and continually enhancing our security measures. As a result, There have been zero instances concerning breach of customer privacy and loss of data during the reporting period.



Upholding Business Integrity

Corporate governance is a crucial aspect of how companies are managed and overseen. It involves a set of practices, rules, and processes by which a company is directed and controlled to ensure it operates in the best interest of its shareholders and stakeholders.

Corporate Governance

One of the primary responsibilities of corporate governance is to oversee the strategic direction of the company. This oversight involves various aspects, including the composition and independence of the Board of Directors, shareholder rights, executive compensation, and risk management.

Board Structure

The composition of the board is a critical to corporate governance at Sage Metals Group. A well-balanced board typically includes a mix of independent directors, executives, and sometimes representatives of major shareholders.

Board of Directors

Mr Madhur Aneja

Managing Director

Mr Sandeep Kumar Chotia

Director (Finance)

Mr Michael Rakiter

Director

Mr Sanjay Sanghooe

Director

Mr Matthew Constantino

Director

Mr Sanchit Jain

Nominee Director

Mr Ravi Singhvi

Nominee Director

Business Ethics

Business ethics are the guiding principles that define the moral compass of our operations. This encompasses principles of honesty, integrity, fairness, and respect for all stakeholders, shaping the conduct of business activities. Ethical business practices entail transparency, compliance with laws and regulations, and a commitment to social responsibility and sustainability.

Material Issue

Business Ethics
Compliance & Regulation

SDG



Our Code of Business Conduct and Ethics (the “Code”) serves as a guiding framework to ensure compliance with legal requirements and our standards of honest and ethical business conduct. It underlines the importance of accountability, conflict of interest management, and ethical leadership. Violation of this standard can result in disciplinary actions, including termination of employment.

Any actual or potential violation of the Code, however insignificant or perceived as such, would be a matter of serious concern for the Company. Consequently, we have developed the Whistleblower Policy (“the Policy”) to establish a channel through which our employees can voice their concerns regarding breaches of legal or regulatory mandates, as well as any incorrect or misrepresentation of any financial statements and reports, among other issues.

Compliance

Honest and ethical conduct are critical to our business. Compliance demonstrates a commitment to ethical and responsible business practices, fostering trust among customers, investors, and regulatory bodies, which is essential for long-term success of our company. ensure adherence to environmental standards, safety protocols, and industry-specific quality requirements. Failing to comply can result in hefty fines, reputational damage, and operational disruptions. All Representatives have a duty to comply with applicable law, both to the letter and in spirit, and we expect you to act in an honest, ethical, and professional manner.

We conduct annual awareness training to prevent corruption and bribery as per the approval of HOD.

Any issues of non-compliance are reported to:
Company Secretary, Whistle Officer
Head - Personnel & Administration,
Whistle officer

Designated Mail Ids:
compliance.gluhend@gmail.com,
hr@sagemetals.com

Supply Chain Management

Ethical and environmentally conscious procurement of materials ensures social and environmental impact is minimized throughout the supply chain. These practices encompass strategies aimed at reducing environmental footprint, enhancing social responsibility, and ensuring long-term viability of supply chain, often including resource conservation and ethical considerations that directly impact our operations and reputation. From resource conservation and regulatory compliance to market demand and risk mitigation, the relevance of responsible sourcing and sustainability cannot be overstated.

Material Issue

Responsible sourcing &
Sustainable Supply Chain

SDG



Our Approach

Sage Metals Group greatly values the contributions of our suppliers, contractors, and other business partners, collectively referred to as ‘Business Partners,’ as they play a crucial role in our success. In order to foster a collaborative environment where our Business Partners are motivated to engage with us, it is imperative that they have the assurance of being treated in a legal and ethical manner.

We purchase supplies, procure contract labour, and otherwise deal with Business Partners based on need, quality, service, price and terms and conditions. It is our policy to select high-quality Business Partners, who provide and create value for us and our stakeholders.

We engage in a competitive bidding process to establish

significant supplier agreements. In the process of selecting a business partner, principle of non-discrimination is adhered to. Regardless of race, color, religion, sex, national origin, age, sexual orientation, marital status, medical condition, veteran status, physical or mental disability, or any other characteristic protected by federal, state, or local law, all Business Partners are evaluated on their merits.

Typically, Business Partners retain the freedom to sell their products or services to any other party, including Restricted Entities. However, in instances where products or services are specifically designed, fabricated, or developed to the Company's specifications, contractual agreements may impose certain sales restrictions.



GRI Index

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2-3	Reporting period, frequency and contact point	About the Report
2-4	Restatements of information	This is our first sustainability report, hence, there has been no restatement of information.
2-5	External assurance	The report did not undergo an external assurance. The disclosures have been reviewed and assured internally by the board of directors.
2-6	Activities, value chain and other business relationships	About Sage Metals Group
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3-1	Process to determine material topics	Materiality
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3-3	Management of material topics	Employee Engagement & Well-being
401-1	New employee hires and employee turnover	Employee Engagement & Well-being
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Engagement & Well-being
401-3	Parental leave	Employee Engagement & Well-being

Ref No.	Disclosure	Section
Health & Safety		
3-3	Management of material topics	Health & Safety
403-2	Hazard identification, risk assessment, and incident investigation	Health & Safety
403-3	Occupational health services	Health & Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety
403-8	Workers covered by an occupational health and safety management system	Health & Safety
403-9	Work-related injuries	Health & Safety
403-10	Work-related ill health	Health & Safety
Training & Development		
3-3	Management of material topics	Employee Engagement & Well-being
404-1	Average hours of training per year per employee	Employee Engagement & Well-being
404-2	Programs for upgrading employee skills and transition assistance programs	Employee Engagement & Well-being
404-3	Percentage of employees receiving regular performance and career development reviews	Employee Engagement & Well-being
Diversity & Inclusivity		
3-3	Management of material topics	Gender Diversity & Inclusion
405-1	Diversity of governance bodies and employees	Gender Diversity & Inclusion
Child Labor		
408-1	Operations and suppliers at significant risk for incidents of child labour	Human and Labor Rights
Forced Labor		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human and Labor Rights

Ref No.	Disclosure	Section
Community		
3-3	Management of material topics	Community
413-1	Operations with local community engagement, impact assessments, and development programs	Community
413-2	Operations with significant actual and potential negative impacts on local communities	Community
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Digitisation and Cybersecurity



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