



NIKSHI MULTIPRODUCTS PVT. LTD.

ADHERENCE TO QUALITY

2025

ESG Sustainability Performance Report



15/09/2025

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1.0 Director's Message

We at NMPL is committed to meet the global requirements towards the climate change and its control. We have seen major changes in climate due to the global warming effect. We have been educated from various resources of information regarding danger of such climate change and also regarding our initiative towards the control mechanism which is in line with the global expectations and global standards.

We have started monitoring of our contribution towards GHG emissions and also started control mechanism so that ghg emissions can be set off. We have increased the awareness among the employees and we have encouraged them to contribute in whatever way from their individual capacity and their communities. NMPL is committed to provide all possible help to all the employees which can contribute towards climate control.

We are also responsible for our duties towards social and governance parameters. In coming days our vision is to grow along with highest level of contribution towards ESG. We are also committed to fulfil all requirements coming from our customers and government.

We will keep improving our inhouse awareness, knowledge and technology as well as at suitable stages we will advise our suppliers also so that overall effectiveness towards climate control can be improved.

A handwritten signature in black ink that reads "Chanchal". The signature is written in a cursive style with a large loop at the end of the word. Below the signature is a horizontal line.

Director
Ms Chanchal Soni

2.0 Objective

We at Nikshe Multiproducts Pvt. Ltd. follows the practices of periodically identifying, measuring, disclosing and being accountable to internal and external stakeholders for organizational performance towards Environmental, Social, Labor and Governance Issues and our goal of sustainable development.

3.0 Organization's Reporting Boundary

Manufacturing Site : Block No. 101-104 / 107-110, Kajalwala Industrial Estate, B/h. Noor Masjid, Piplaj Pirana Road, Ahmedabad – 382315. Gujarat (India).

4.0 Reporting Period

From 01-01-2024 to 31-08-2025

5.0 References

National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements

[NationalGuideline 15032019.pdf \(mca.gov.in\)-](#)

United Nations Sustainable Development Goals [THE 17 GOALS | Sustainable Development \(un.org\)](#)

United Nations India Sustainable Development Goals [Sustainable Development Goals | United Nations in India](#)

ISO 26000-2010 Guidance on Social Responsibility

6.0 Social Disclosures

Social disclosures refer to how our company communicates its **impact on people and society**—including employees, communities, customers, and supply chains. These disclosures help stakeholders understand whether the company is ethical, inclusive, and socially responsible.

6.1 Employee Turn Over Rate



6.2 Total Working Hours



6.3 Loss of Working Days



6.4 Number of Work-related Accidents



6.5 Trainings Delivered

TCC – Training Completion Certificate from Third Party

Sr. No.	Topic of the Training	Duration Hours	Date of Training	Employees Covered	Reference Records
01	Awareness on ISO 45001-2018	08	02-01-2025	90	TCC
02	General Health & Safety at Workplace	04	18-01-2025	90	TCC
03	Safe Working Practices during Production	04	25-01-2025	75	TCC
04	Time Management Skills	02	04-02-2025	75	TCC
05	Effective Communications Skills	02	16-02-2025	78	TCC
06	Grievance Mechanism	02	10-03-2025	54	TCC
07	Zero Defects Production Skills	04	19-03-2025	72	TCC
08	DEI	02	05-04-2025	45	TCC
09	POSH	02	20-04-2025	51	TCC
10	Production Planning	04	22-04-2025	15	TCC
11	Dispatch Planning	03	24-05-2025	54	TCC
12	Safety in Handling Hazardous Materials	02	05-06-2025	90	TCC
13	Child Labor, Forced Labor & Human Trafficking	04	07-01-2025	45	TCC
14	Employee Health & Safety Policy	04	22-03-2025	75	TCC
15	Working conditions Policy	04	16-04-2025	75	TCC
16	Sustainability Policy	04	29-04-2025	60	TCC
17	Fair & Ethical Practices Policy	04	06-05-2025	90	TCC
18	Prevention of discrimination and harassment	04	17-05-2025	51	TCC
19	Prevention of Corruption & Bribery	04	12-06-2025	60	TCC
20	Awareness on ISO 14001-2015	08	05-01-2025	45	TCC
21	Climate change – Causes, Impact & Mitigation	08	16-01-2025	45	TCC
22	Energy Conservation	03	28-01-2025	51	TCC
23	Water Conservation	03	11-02-2025	51	TCC
24	Reduce, Reuse & Recycle	04	20-02-2025	75	TCC
25	Waste Reduction	04	03-03-2025	51	TCC
26	Awareness on Greenhouse Gases – Causes, Impacts & Mitigation	04	06-06-2025	45	TCC

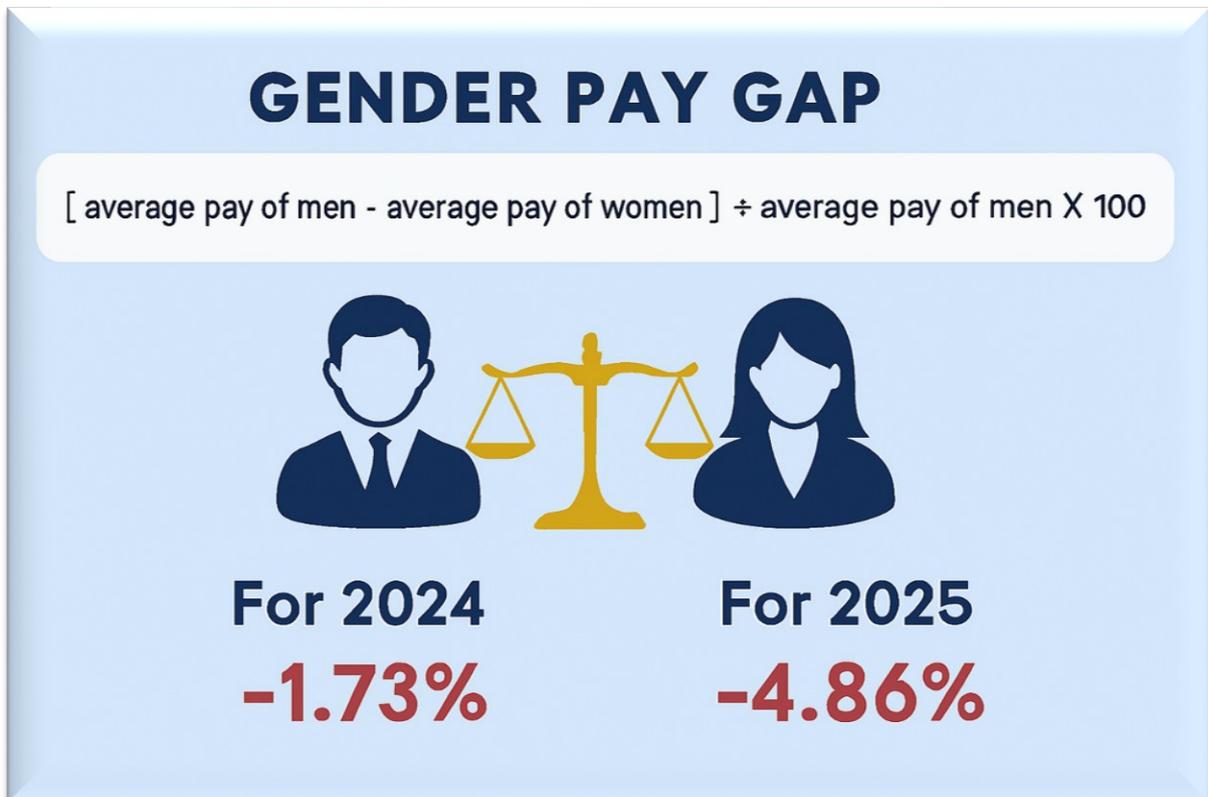


6.6 Employees

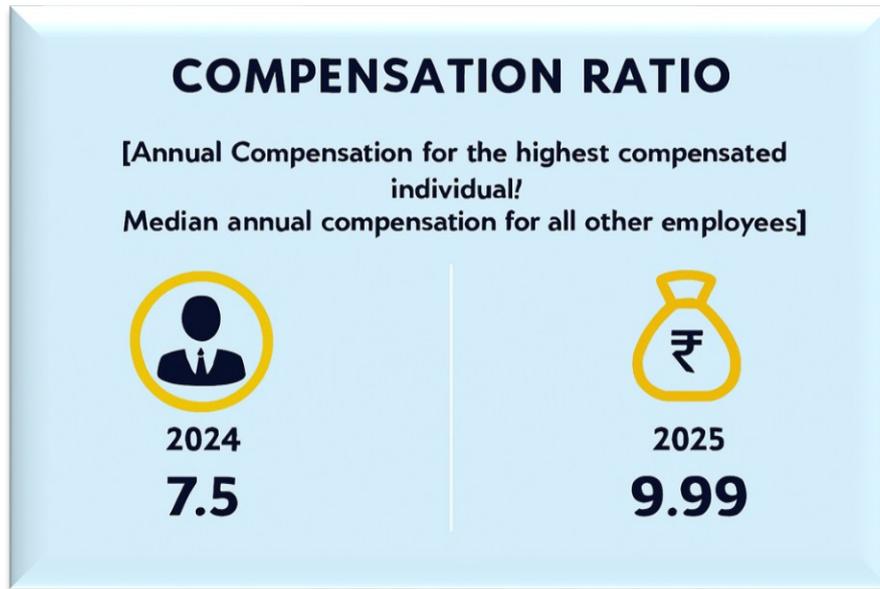
Year 2024	Total Employees	97
	Total Women Strength	10
	% of Women employed	11%
	% of employees from minority of vulnerable group	NIL
	% of employees with disability	NIL
	% of Child Labour employed	NIL
	% of employees covered under healthcare plan	NIL

Year 2025	Total Employees	98
	Total Women Strength	13
	% of Women employed	13%
	% of employees from minority of vulnerable group	NIL
	% of employees with disability	NIL
	% of Child Labour employed	NIL
	% of employees covered under healthcare plan	NIL

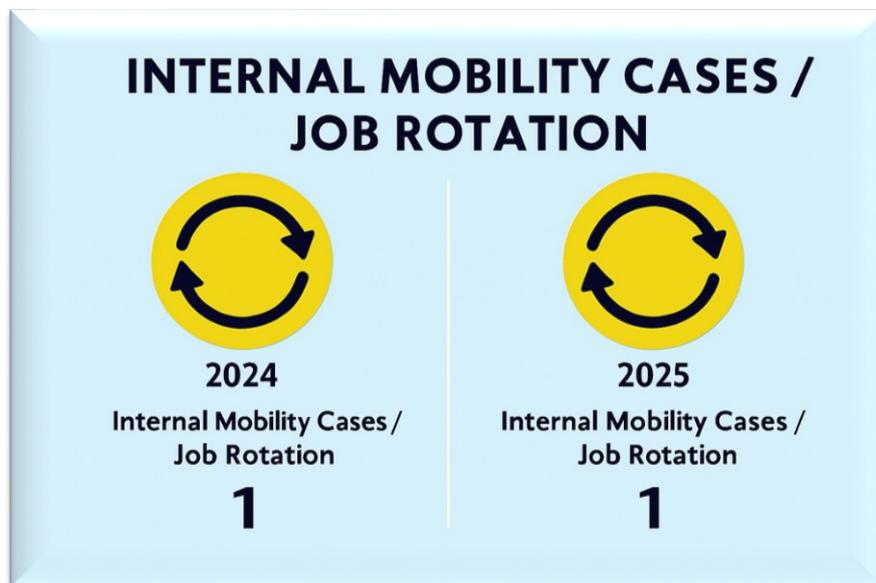
6.7 Gender Pay Gap (Male Vs Female)



6.8 Compensation Ratio



6.9 Internal Mobility Cases



6.10 Employee Satisfaction Survey



7.0 Environmental Disclosures

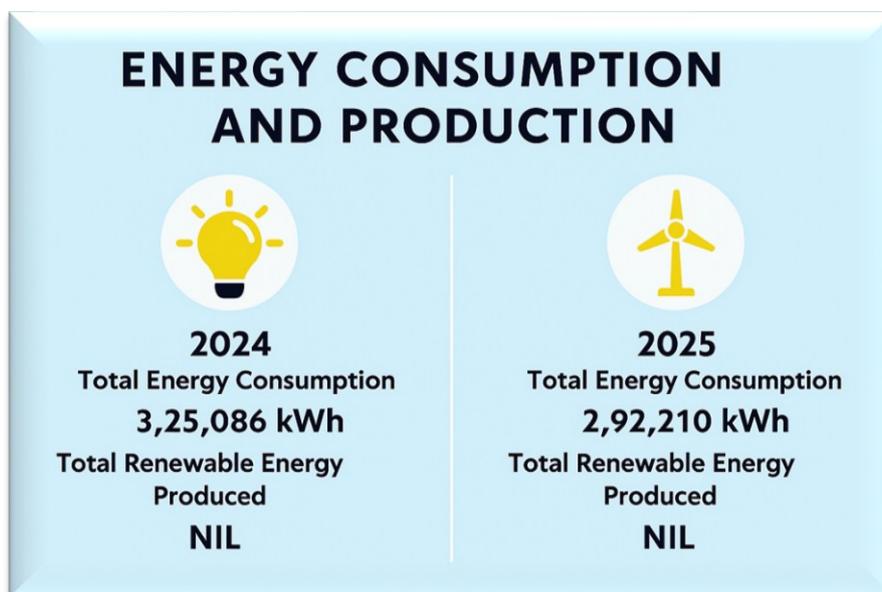
Environmental disclosures refer to transparent communication of a company’s environmental impact, risks, and sustainability practices. We have declared our metrics for environmental significant issues and reported.

7.1 Significant Material Issues

Reference : Materiality Assessment Report dated 05-01-2025



7.2 Energy Consumption & Renewable Energy



7.3 Water consumption & Recycle



7.4 Waste Generation & recycle

Type of Waste	Waste Generated in 2024, In Kg	Waste Recycled, In Kg
Paper Waste	NIL	NIL
Plastic Waste	16636 Kg	16272 Kg
E-Waste	NIL	NIL
Chemical Hazardous Waste	NIL	NIL

Type of Waste	Waste Generated in 2025, In Kg	Waste Recycled, In Kg
Paper Waste	NIL	NIL
Plastic Waste	7975 Kg	7775 Kg
E-Waste	NIL	NIL
Chemical Hazardous Waste	NIL	NIL

7.5 GHG Emissions

Year : 2024			
Category	Type	Source	MTCO2e
Scope 1	Direct	Owned & Controlled Assets	5.23
Scope 2	Indirect	Purchased Electricity	236.33
Scope 3.6	Indirect	Business Travels	0.72
Scope 3.7	Indirect	Employee Commuting	36.58
Scope 3.8	Indirect	Upstream Leased Assets	1.63
Total			280.49

Year : 2025			
Category	Type	Source	MTCO2e
Scope 1	Direct	Owned & Controlled Assets	6.7
Scope 2	Indirect	Purchased Electricity	249.7
Scope 3.6	Indirect	Business Travels	0.92
Scope 3.7	Indirect	Employee Commuting	34.2
Scope 3.8	Indirect	Upstream Leased Assets	1.5
Total			293.02

7.6 Air Pollutants

Pollutants	Safe Range	Observed 2024	Observed 2024	Status
Noise	< 90 dB	83 dB	80 dB	Safe
Light	650 to 750 Lux	700 Lux	710 Lux	Safe

8.0 Governance Disclosures

Our governance disclosures aim to demonstrate how our leadership and oversight are embedded in our sustainability journey—from policy formulation to performance evaluation. This foundation enables us to act responsibly, innovate ethically, and contribute meaningfully to the global climate and social agenda.

8.1 Governance related Metrics

Incident related to Legal Complaints in Public	NIL
Incident related to complaint from suppliers	NIL
Incident related to Sexual Harassment	NIL
Incident related to Corruption	NIL
Incident related to loss of sensitive & confidential data or information	NIL
Incident related to Information Security Breaches	NIL
Incident related to Whistle Blower	NIL
Incident related to Bribe	NIL
Incident related to Discrimination	NIL
Incident related to Harassment	NIL
Incident related to Child Labour	NIL
Incident related to Forced Labour	NIL
Incident related to Human Trafficking	NIL

8.2 Social Contributions

Sr. No.	Type of CSR Activities	NGO/ Organization / Institute / Government	Approx Quantum of Beneficiary
1	Education	Friends of Tribal Society	30 students
2	Education	Kajorimal Basantilal Nagori Charitable Trust	50 students

8.3 POSH Committee

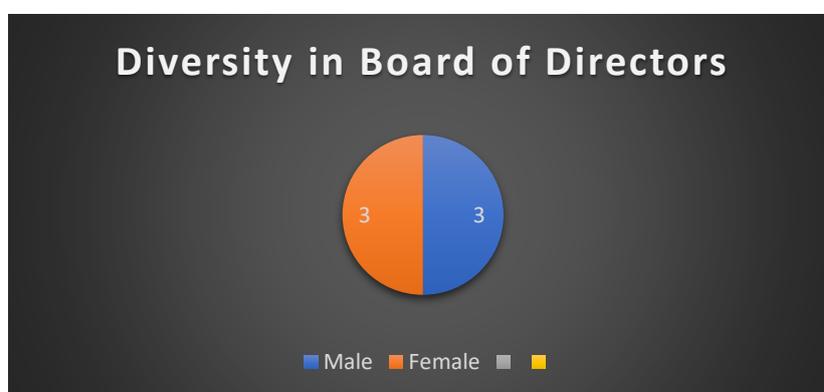
SR. No.	Name of the Person	Designation	Gender
01	Mr. Karan Soni	Director	Male
02	Ms Chanchal Soni	Director	Female
03	Mr. Dhaval Panchal	Admin Head	Male

8.4 Health & Safety Committee

SR. No.	Name of the Person	Designation	Gender
01	Mr. Chirag Kabra	Director	Male
02	Ms Chanchal Soni	Director	Female
03	Mr. Dhaval Panchal	Admin Head	Male

8.5 Board Diversity

SR. No.	Name of the Person	Designation	Gender
01	Sheena Chirag Kabra	Director	Female
02	Chanchal Soni Karan	Director	Female
03	Shantilal Madanlal Kabra	Director	Male
04	Geeta Shantilal Kabra	Director	Female
05	Chirag Shantilal Kabra	Director	Male
06	Karan Dharmendra Soni	Director	Male



8.6 ESG Committee

SR. No.	Name of the Person	Designation	Gender
01	Mr. Chirag Kabra	Director	Male
02	Ms Chanchal Soni	Director	Female
03	Mr. Dhaval Panchal	Admin Head	Male

8.7 Policies & Standard Operating Procedures

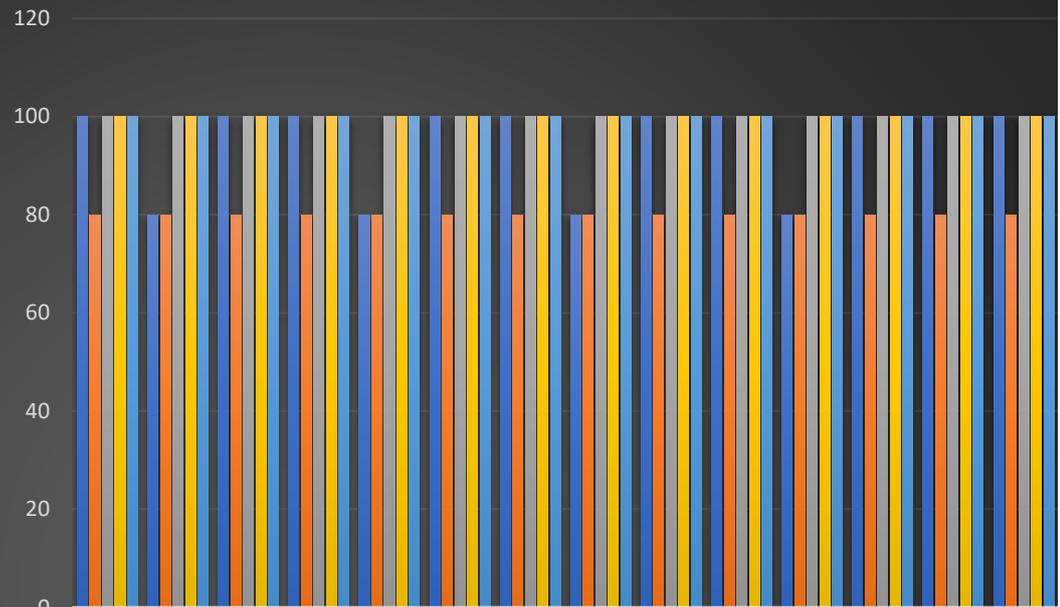
Description	Document No.	Review & Release Date
Policy on Fair & Ethical Practices	NMPL/CPH/2025	06-04-2025
Human Rights Policy	NMPL/CPH/2025	06-04-2025
Fair Treatment Policy	NMPL/CPH/2025	06-04-2025
Procedure for Grievance Redressal	NMPL/SOP/2025	18-02-2025
Procedure for Whistle Blower Handling	NMPL/SOP/2025	18-02-2025
Procedure for POSH	NMPL/SOP/2025	18-02-2025
Procedure for Handling Customer Complaint	NMPL/SOP/2025	18-02-2025

8.8 Supplier's Engagement

Sustainable Procurement Policy Document	Available. Doc No. : NMPL/SPP/2025, Dated : 06-04-2025
Supplier Code of Conduct	Available. Doc No. : NMPL/SCC/2025, Dated : 10-12-2024
Email Communications to Suppliers for Supplier code of conduct	Available.
Total Suppliers communicated for supplier code of conduct requirements	10
Total no. of Signed supplier code of conducts received from suppliers	08 i.e. 80%
Total no. Suppliers' Assessment Carried out. It is checklist based desktop assessment	08 i.e. 80%

9.0 Customer Satisfaction Survey

We conducted a customer satisfaction survey by distributing a structured questionnaire to our clients. Upon receiving their completed responses, we systematically analysed the data to assess key satisfaction indicators. The findings have been compiled and are presented in the table below. Overall, the results suggest that our customers are generally pleased with our products and services.



	Customer 1	Customer 2	Customer 3	Customer 4	Customer 5	Customer 6	Customer 7	Customer 8	Customer 9	Customer 10	Customer 11	Customer 12	Customer 13	Customer 14
■ How satisfied are you with our product/service?	100	80	100	100	80	100	100	80	100	100	80	100	100	100
■ How would you rate the quality of our product/service?	80	80	80	80	80	80	80	80	80	80	80	80	80	80
■ How would you rate the value for money of our product/service?	100	100	100	100	100	100	100	100	100	100	100	100	100	100
■ How would you rate your experience with our customer service?	100	100	100	100	100	100	100	100	100	100	100	100	100	100
■ How satisfied are you with the delivery time/response time?	100	100	100	100	100	100	100	100	100	100	100	100	100	100

10. Closing Statement by Management

As we conclude this year's ESG Performance Report, we reaffirm our unwavering commitment to responsible growth, ethical governance, and environmental stewardship. Our journey is guided not only by regulatory compliance and stakeholder expectations, but by a deeper purpose—to build a resilient, inclusive, and sustainable future.

This report reflects our progress, challenges, and aspirations. It is a testament to the collective efforts of our teams, partners, and communities who have embraced sustainability as a shared responsibility. From reducing greenhouse gas emissions to strengthening workplace ethics and enhancing transparency, we continue to evolve with integrity and intention.

Ms Chanchal Soni - Director