

GRI Index



GRI Standard Number	Description	Section/Sub-section Title	Page No.
GRI 2 – General Disclosure	2-1 Organisational details	About the Report	1
	2-2 Entities included in the organisation's sustainability reporting	Scope and Reporting Boundary	1, 99
	2-3 Reporting period, frequency, and contact point	About the Report	1
	2-5 External assurance	External Assurance	1
	2-6 Activities, value chain and other business relationships	Our Company, An Overview of Our Supply Chain Operations	10, 50
	2-7 Employees	Total Global Consolidated Workforce	73
	2-8 Workers who are not employees	Total Global Consolidated Workforce	73
	2-9 Governance structure and composition	Corporate Governance	17
	2-10 Nomination and selection of the highest governance body	Board Committees	18
	2-11 Chair of the highest governance body	Board of Directors	17
	2-12 Role of the highest governance body in overseeing the management of impacts	Board Committees	18, 19
	2-13 Delegation of responsibility for managing impacts	Board Committees, Board of Nomination and Remuneration	18, 19
	2-14 Role of the highest governance body in sustainability reporting	Board Committees, Board of Nomination and Remuneration	18, 19
	2-15 Conflicts of interest	Board of Nomination and Remuneration	19,20
	2-16 Communication of critical concerns	Board Committees	18
	2-17 Collective knowledge of the highest governance body	Corporate Governance	18
	2-18 Evaluation of the performance of the highest governance body	Board Evaluation, Board of Nomination and Remuneration	19
	2-19 Remuneration policies	Board of Nomination and Remuneration	19
	2-20 Process to determine remuneration	Board of Nomination and Remuneration	18, 19 81
	2-21 Annual total compensation ratio	Remuneration Paid/Payable to the Directors of the Company for FY25	19
	2-22 Statement on sustainable development strategy	Message from the Chairman and Managing Director	6
	2-23 Policy commitments	Policies, Global Code of Conduct	20
	2-24 Embedding policy commitments	Policies, Global Code of Conduct	20
	2-25 Processes to remediate negative impacts	Grievance Redressal	20
	2-26 Mechanisms for seeking advice and raising concerns	Grievance Redressal	20

GRI Index



GRI Standard Number	Description	Section/Sub-section Title	Page No.
	2-27	Compliance with laws and regulations	Grievance Redressal, Environmental Governance Framework 20, 54
	2-28	Membership associations	Memberships of Associations 103
	2-29	Approach to stakeholder engagement	Gaining Insights: Our Stakeholder Engagement Approach 34
	2-30	Collective bargaining agreements	Commitment to Human Rights 83
GRI 3 – Material Topics	3-1	Process to determine material topics	Assessing Materiality: Evaluating Impact and Importance 37
	3-2	List of material topics	Materiality Matrix – FY25 38
	3-3	Management of material topics	Assessing Materiality: Evaluating Impact and Importance 37, 40, 43, 47, 50, 56, 59, 61, 63, 76, 78, 79, 84, 91
GRI 201 – Economic Performance	201-1	Direct economic value generated and distributed	Financial Performance 12
	201-2	Financial implications and other risks and opportunities due to climate change	Climate Risk Management 67
	201-3	Defined benefit plans, obligations and other retirement plans	Employee Benefits 82
GRI 202 – Market Presence	202-1	Ratios of standard entry-level wages by gender compared to the local minimum wage	Equal Pay Assessment 81
GRI 203 – Indirect Economic Impacts	203-1	Infrastructure investments and services supported	Key Initiatives in FY25 97
GRI 204 – Procurement Practices	3-3	Management of material topics	Sustainable Supply Chain 50
	204-1	Proportion of spending on local suppliers	Local Sourcing 51
GRI 205 – Anti-corruption	205-1	Operations assessed for risks related to corruption	Whistleblower Mechanism 20
	205-2	Communication and training about anti-corruption policies and procedures	Global Code of Conduct 20
	205-3	Confirmed incidents of corruption and actions taken	Whistleblower Mechanism 20
GRI 206 – Anti-competitive Behaviour	206-1	Legal actions for anticompetitive behaviour, antitrust, and monopoly practices	Global Code of Conduct 20
GRI 302 – Energy	3-3	Management of material topics	Energy Consumption 56
	302-1	Energy consumption within the organisation	Energy Consumption 56
	302-3	Energy intensity	Total Energy Consumption Intensity 56
	302-4	Reduction of energy consumption	Energy-efficiency Measures 53, 58

GRI Index



GRI Standard Number	Description	Section/Sub-section Title	Page No.
GRI 303 – Water and Effluents	3-3 Management of material topics	Water Stewardship	63
	303-1 Interactions with water as a shared resource	Water Stewardship	63
	303-2 Management of water discharge-related impacts	Water Stewardship	63
	303-3 Total water withdrawal by source	Water Withdrawal by Sources	63
	303-4 Water discharge	Water Discharge	64
	303-5 Water consumption	Water Consumption	64
GRI 305 – Emissions	3-3 Management of material topics	Emission Management	59
	305-1 Direct (Scope 1) GHG emissions	Scope 1 GHG Emissions	59
	305-2 Energy indirect (Scope 2) GHG emissions	Scope 2 GHG Emissions	59
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 GHG Emissions	60
	305-4 GHG emissions intensity	Scope 1 GHG Emissions, Scope 2 GHG Emissions	59
	305-5 Reduction of GHG emissions	Environmental Performance FY25 Minimise and Decarbonise	58
	305-6 Emissions of ozone-depleting substances (ODS)	Emission of Ozone-depleting Substances (ODS)	60
GRI 306 – Waste	3-3 Management of material topics	Waste Management	61
	306-1 Waste generation and significant waste-related impacts	Waste Management	61
	306-2 Management of significant waste-related impacts	Waste Management	61
	306-3 Waste generated	Type of Waste Generated	61
	306-4 Waste diverted from disposal	Waste Diverted from Disposal	61
	306-5 Waste directed to disposal	Waste Directed to Disposal	62
GRI 401 – Employment	3-3 Management of material topics	Talent Management	78
	401-1 New employees hired and employee turnover	New Hires for FY25	78
	401-2 Benefits provided to full-time employees	Employee Benefits	82
	401-3 Parental leaves	Employee Benefits	82

GRI Index



GRI Standard Number	Description	Section/Sub-section Title	Page No.
GRI 403 – Occupational Health and Safety	3-3	Management of material topics	Our Proactive Approach to Occupational Health and Safety 84
	403-1	Occupational health and safety management system	Our Proactive Approach to Occupational Health and Safety 84
	403-2	Hazard identification, risk assessment, and incident investigation	Hazard Identification, Risk Assessment, and Incident Investigation 86
	403-3	Occupational health and safety	Employee Health Management System 88
	403-4	Worker participation, consultation and communication on occupational health and safety	Instilling Culture and Mindset of Safety 88
	403-5	Worker training on occupational health and safety	Five Pillars of Our OHS Management System 84
	403-6	Promotion of worker health	Employee Health Management System 88
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Hazard Identification, Risk Assessment, and Incident Investigation 84, 86
	403-8	Workers covered by an occupational health and safety management system	Employees Covered by OHS Management System 84
	403-9	Work-related injuries	Safety Performance in FY25 89
	403-10	Work-related ill health	Safety Performance in FY25 89
GRI 404 – Training and Education	3-3	Management of material topics	Talent Management and Continuous Learning 79
	404-1	Average hours of training per year per employee	Average Training Hours for FY25 79
	404-2	Programs for upgrading employee skills and transition assistance programmes	Workforce Resilience and Well-Being 79
	404-3	Percentage of employees receiving regular performance and career development reviews	Annual Assessments for Performance Management 79
GRI 405 – Diversity and Equal Opportunity	3-3	Management of material topics	Workforce Resilience and Well-Being 73
	405-1	Diversity of governance bodies and employees	Building Empowered Teams 73
	405-2	Ratio of basic salary and remuneration of women to men	Equal Pay Assessment 81
GRI 406 – Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Commitment to Human Rights 83
GRI 407 – Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Commitment to Human Rights 83
GRI 408 – Child Labour	408-1	Operations and suppliers at significant risk for incidents of child labour	Commitment to Human Rights 83
GRI 409 – Forced or Compulsory Labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Commitment to Human Rights 83

GRI Index



GRI Standard Number	Description	Section/Sub-section Title	Page No.
GRI 410 – Security Practices	410-1 Security personnel trained in human rights policies or procedures	Commitment to Human Rights	83
GRI 413 – Local Communities	3-3 Management of material topics	Communities	91
	413-1 Operations with local community engagement, impact assessments, and development programmes	Driving Social Progress, Health and Well-being	93
	413-2 Operations with significant actual and potential negative impacts on local communities	Driving Social Progress	93
	3-3 Management of material topics	Patient Safety	40
GRI 416 – Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	Patient Safety	40
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Patient Safety	40
GRI 417 – Marketing and Labelling	3-3 Management of material topics	Responsible Product Stewardship	43
	417-1 Requirements for product and service information and labelling	Responsible Product Stewardship	43
	417-2 Incidents of non-compliance concerning product and service information and labelling	Responsible Product Stewardship	43
	417-3 Incidents of non-compliance concerning marketing communications	Responsible Product Stewardship	43
GRI 418 – Customer Privacy	3-3 Management of material topics	Innovation and Technology	47
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Innovation and Technology	47