

ESG FACTBOOK

For the year ended on 31 March 2024

CMR Green Technologies Private Limited



RE **DUCE**
USE
CYCLE

EVERY CYCLE COUNTS



Sustainability is embedded in our product itself

“

India's potential for significant growth in metal recycling is unique. At CMR, we are aligned with sustainability principles as they are deeply ingrained in our DNA. For us, sustainable development is all about implementing well-balanced strategies in the area of triple bottom line objectives, i.e., economic, environmental, and social, to ensure all-inclusive growth in the organization. ”

— Mr. Mohan Agarwal,
Managing Director, CMR



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CMR is the first Aluminium recycler in India to get the DSIR Certification for our R&D Centre



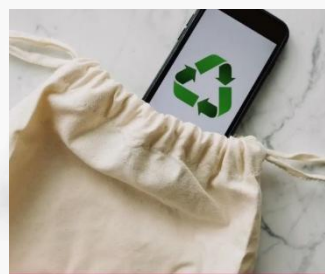
RECYCLE

We champion circular approaches, creating sustainable products to reduce carbon footprint and minimize landfill waste.



ANALYSIS

Investigating innovative solutions to capture and convert carbon emissions, utilizing cutting-edge technologies.



REDUCE

We aim to reduce our dependence on traditional manufacturing methods.



ADAPT

Our goal is to adopt innovative energy sources and technological advancements. We will concentrate on incorporating renewable energy solutions into our operations to diminish our carbon footprint.

1. Reporting Boundary

Being India’s leading producer of aluminum and zinc die-casting alloys with a combined annual capacity of approximately 4,50,000 MT, CMR Green Technologies Ltd. (hereinafter referred to as “CMR”) recognize the responsibility to the environment, communities, and future generations. The reporting boundary encompasses 12 operational plants owned by our organization. The environmental, social, and governance performance disclosures of the company—both quantitative and qualitative—are discussed in this report for the period from April 1, 2023, to March 31, 2024 for FY 24

Sustainability at CMR is multifaceted, embodying various essential aspects that highlight our unwavering commitment to responsible and environmentally friendly practices. Central to our approach is the affirmation of the financial sustainability of our recycling initiatives, paired with a focus on environmental stewardship to minimize adverse impacts, reduce waste, and conserve indispensable natural resources.

This document(factbook) includes the comprehensive quantitative and qualitative data concerning Environment, Social, Governance (ESG) indicators that pertain to our company’s operations. This information presented in the document is solely relevant to the CMR.

For more details on our ESG initiatives, please refer to our sustainability report FY 24: <https://cmr.co.in/wp-content/uploads/2025/02/CMR-Sustainability-Report-2023-24.pdf>

2. Company Overview– CMR Green Technologies Pvt. Ltd.

2.1 Revenue				
Reporting Year*		FY22	FY23	FY24
Reported Revenues	INR Cr.	5,009.58	5,868.51	5,952.44
Production Volume	Metric Tonnes	276,582	298,356	317,908
Total Employees	Number	517	472	553#

*1 April - 31 March
excludes permanent workmen

3. Environmental Data

3.1 Environmental Policy and Management Systems

	Description	Coverage (%)
EMS verified through international standards	CMR has Integrated Management Systems certification. The EMS is verified through the ISO 14001:2015 Environmental Management Systems.	100

3.2 Environmental Violations

	Unit	FY22	FY23	FY24
Violations of legal obligations/ regulations	Number			
Amount of fines/ penalties related to the above	INR		Nil	
Environmental liability accrued at the year end	INR			

3.3 Emission

	Unit	FY22	FY23	FY24
Total indirect GHG emissions (Scope 3)	metric tonnes of CO2 equivalents	1,21,688*	3,01,446	2,63,606

*5 Categories of Scope3 evaluated in FY 22 against 9 Categories in FY 23 & FY 24

3.4 Energy

	Unit	FY22	FY23	FY24
Total renewable energy	MwH	-	372.25	711.41

CMR SAVES 4.4M TONNES OF CO₂e IN A YEAR

= CO₂ absorbed by 26.4M trees in a year.

A VICTORY FOR THE ENVIRONMENT



3.5 Waste

	Unit	FY23*	FY24
Total waste recycled/ reused	metric tonnes	15915	17387
Landfill	metric tonnes	14	16
Incinerated	metric tonnes	-	-
Total waste disposed	metric tonnes	14	16

* restated in SR FY 23-24.

3.6 Water

	Unit	FY23	FY24
Municipal water use	million cubic meters	0.044	0.034
Groundwater	million cubic meters	0.041	0.059
Total net freshwater consumption	million cubic meters	0.085	0.092
Total Water Consumption Intensity	KL/tonne	0.35	0.31

Note: All CMR Green sites are in water-stressed areas as per the WRI Water Risk Atlas.

LETTING EARTH REMAIN A BLUE PLANET!

Water Stewardship at CMR

- ▶▶ 26 rainwater harvesting projects across all Plants ensuring sustainable water use
- ▶▶ Sewage Treatment Plants (STPs) integrated across plants to ensure treated wastewater is safely returned to nature
- ▶▶ Closed Loop Water Circulation introduced in Plants to reduce wastage



4. Social Data

4.1 Workforce#

	Cadre/level	FY22		FY23		FY24	
		Male	Female	Male	Female	Male	Female
Headcount by Management Level	Senior Management	17	0	17	0	14	0
	Middle Management	118	7	99	7	123	5
	Junior Management	361	14	332	17	389	22
	Others	-	-	-	-	0	0
	Total	496	21	448	24	526	27

excludes permanent workmen

4.2 Gender Diversity

A REAFFIRMATION OF OUR COMMITMENT TO EQUALITY, EMPOWERMENT, AND AN ENABLING ENVIRONMENT.		Unit	FY22	FY23	FY24	
	Female Workforce Permanent	Nos	21	24	27	
	Female workforce in Departments in FY 24	Revenue Generation	%	15%		
		STEM Functions	%	9%		
	Female Workforce at Management Level	Senior Management	Nos	0	0	0
		Middle Management	Nos	7	7	5
		Junior Management	Nos	14	17	22
Female Workforce at Leadership Level	Board members	Nos	1	1	1	

4.3 Discrimination and Harassment

		FY22	FY23	FY24
Discrimination and Harassment Incidents	Number	0	0	0

4.4 Hiring

		FY22	FY23	FY24
Annual Hiring	Number	244	222	229
Percentage of open positions filled by internal candidates (internal hires)	%	20	11	21
Average hiring cost/FTE	INR	52,960	43,982	29,777

4.5 Employee Turnover

		FY22 (%)	FY23 (%)	FY24 (%)
Total Employee Turnover rate	Total	25.38	25.91	24.0
Employee Turnover Rate- by Gender	Male	25.61	24.81	16.0
	Female	19.12	1.29	26.0
Total Voluntary Turnover rate	Total	25.38	25.91	24.0
	Male	25.61	24.81	16.0
	Female	19.21	1.29	26.0

4.6 Employee Engagement

		FY22 (%)	FY23 (%)	FY24 (%)
Employee Satisfaction Percentage	Total	Nil	82	91

4.7 Human Capital Return on Investment

		FY23*	FY24
Total Revenue	INR Million	58,685	59,524
Total Operating Expenses	INR Million	56,555	57,315
Total employee-related expenses (salaries and benefits)	INR Million	485	516
Resulting HC ROI		5.39	5.27

* restated in SR FY 23-24.

4.8 Gender Pay Indicators

Employee Level	Unit	Average Women Salary	Average Men Salary
Executive level (base salary only)	INR Lakh	-	35.78
Management level (base salary only)	INR Lakh	6.90	6.04
Non-management level (base salary only)	INR Lakh	2.06	2.83

4.9 Employee Support Programs

- **Flexible hours:** We provide flexibility in working hours to employees that offer a better balance to their personal and professional commitments, enhancing overall job satisfaction and productivity.
- We conduct **workplace stress management activities** that aim to create a healthier work environment, reducing stress levels and promoting employee well-being and mental health.
- We provide our employees the **childcare facilities** or support in order to manage their parental responsibilities more effectively, fostering a supportive and family-friendly workplace culture
- We offer **paid parental leave** for primary caregivers, along with indicating the number of weeks provided with pay, demonstrates the company's commitment to supporting employees during significant life events and promoting work-life balance.
- We organise sports-related activities for our employees to **promote physical fitness** and build a stress-relief environment, improved mental well-being, and a positive work culture

4.10 Training Data

Average hours per FTE of training and development in FY 24

Hrs

7.85

Average amount spent per FTE on training and development		Rs. Per Male	Rs. Per Female	Total spending	Average Spending (INR)
	Senior Management	16,271	-	2,89,182	1338
	Middle Management	2,248	38,243	2,67,708	
	Junior Management	1,090	28,350	3,89,812	

4.11 Type of Performance Appraisal

A strategic management methodology that combines goal setting and performance measurement. It focuses on defining clear objectives and key performance indicators (KPIs) to align our organization's operations with the overall mission and strategy. We provide the multidimensional performance appraisal, such as 360-degree feedback, by soliciting feedback from peers, supervisors, and subordinates, it offers a holistic view that goes beyond traditional top-down assessments, building professional development and growth.



4.12 Occupational Health and Safety

	Unit	FY 22	FY 23	FY 24
Fatalities - Employees	Number	Nil	Nil	Nil
Fatalities - Contractors	Number	Nil	Nil	1
Total Recordable Injury Frequency Rate (TRIFR) - Employee	n/million hours worked	2.41	0.00	0.00
Total Recordable Injury Frequency Rate (TRIFR) - Contractors	n/million hours worked	5.55	6.12	4.05
Lost Time Injury Frequency Rate (LTIFR) - Employee	n/million hours worked	0.00	0.00	0.00
Lost Time Injury Frequency Rate (LTIFR) - Contractors	n/million hours worked	1.47	0.52	0.74

Four Pillars of Safety

The foundation of every step we take!

1

Prepare

Advance preparation saves precious minutes during emergencies

2

Prevent

Proactive awareness helps prevent accident

3

Protect

Focusing on PPEs to protect

4

Respond

Emergency plans and trained first aiders help in swift response

4.13 Customer Satisfaction Measurement

	Unit	FY 22	FY 23	FY 24
Number of surveyed customers	Number	Nil	134	134
Number of respondents	Number		67	67
Percentage of satisfied customers in FY24				
Extremely Satisfied	Very Satisfied	Satisfied	Slightly Satisfied	Dissatisfied
34%	46%	19%	1%	0%



5. Governance and Economic Data

5.1 Board Effectiveness	Unit	FY24
Average board meeting attendance	Percentage	97.50%
Minimum attendance required of board members	Percentage	There is no specific meeting attendance requirement for Board members. However, to conduct a board meeting, a minimum quorum, which is 1/3 rd or 2 members, whichever is higher, of the total board strength, is mandated.
Average tenure of board members	Years	9.90 Years
Number of non-executive/ independent directors with 4 or less other mandates	Number	4
Please provide the names of the directors included in the above count	Description	Mr. Gyan Mohan, Mr. Balvinder Kumar, Mr. Satpal Kumar, Ms. Rashmi Verma
Performance assessment of board of directors/ supervisory board members	Description	The performance of the Board is evaluated after seeking inputs from all the Directors based on criteria such as board composition and structure, the effectiveness of board processes, information and functioning, its contribution in effective management of the company, etc. Based on the assessment, observations on the performance of the Board are discussed and key action areas for the Board, Committees and Directors are noted

**Sustaining Sustainability
for a Better
Tomorrow**

5.2 Code of Conduct

Systems and procedures for effective implementation of code of conduct

We provide our Code of Conduct on our intranet to ensure accessibility for all employees and directors. Everyone is acquainted with the importance of adhering to the Code and the potential disciplinary consequences for non-compliance. Additionally, our Human Resource team is available to address any concerns or doubts regarding the interpretation of any clause or provision within the Code.

5.3 Reporting on breaches

Reporting areas	Number of breaches in FY 2024
Corruption or Bribery	NIL
Discrimination or Harassment	
Customer Privacy Data	
Conflicts of Interest	
Money Laundering or Insider trading	

5.4 Anti-Competitive Practices and Political Contributions

Fines and settlements	INR	NIL
Corruption and bribery cases	Number	
Lobbying	INR	
Political campaigns (local, regional or national)	INR	
Trade associations or tax-exempt groups (think tanks)	INR	

5.5 CEO-to-Employee Pay ratio

Indicators	Unit	FY 2024
Annual Compensation of the CEO/MD	INR	1,81,74,480
Employee Compensation (Mean)*	INR	7,06,889
The ratio between the total Annual Compensation of the MD and Mean	Ratio	25.71 : 1

* Excluding MD Compensation

5.6 Effective Tax Rate	Unit	FY 22	FY 23	FY 24
Earnings before Tax	'000 INR	47,04,399	13,78,764	12,95,353
Reported Taxes	'000 INR	11,35,218	3,33,698	3,11,120
Effective Tax Rate	%	24.13	24.20	24.02
Cash Taxes Paid	'000 INR	11,21,964	390,405	3,86,271

5.7 Material Issues for External Stakeholders

	Impact 1	Impact 2
Material Issue for External Stakeholders	Water and Effluents	Supply Chain management
Topic relevance on external stakeholders	<p>Negative Impact:</p> <p>Water and effluents are significant materials for aluminum recycling companies due to the nature of the aluminum production process. Aluminum recycling involves various stages that require water for cooling, cleaning, and chemical processing. Effluents, which are wastewater by-products of these processes, contain residues, contaminants, and chemicals used in the recycling process. The discharge of these effluents may potentially impact the surrounding ecosystem and environment, thereby affecting nearby communities.</p>	<p>Positive Impact:</p> <p>Suppliers face risks associated with volatile commodity prices, regulatory changes, and supply chain disruptions. By partnering with a company that prioritizes sustainability, suppliers can mitigate some of these risks. Sustainable supply chain practices, such as efficient resource utilization and waste reduction, contribute to cost savings and operational resilience, thereby reducing the financial risks for suppliers. Collaborating with a company known for its sustainable supply chain practices can enhance a supplier's reputation in the industry and among stakeholders. They can leverage their association with environmentally responsible partners to differentiate themselves from competitors and attract environmentally conscious customers.</p>

5.8 Supply Chain Management

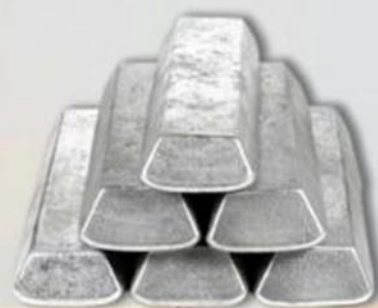
Components	Unit	FY23	FY 24
Absolute number of suppliers	Number	37	37
Supplier Screening			
Total number of Tier-1 suppliers	Number	17	17
Total number of significant suppliers in Tier-1	Number	17	17
% of total spend on significant suppliers in Tier-1	%		
Total number of significant suppliers in non-Tier1	Number	0	0
Total number of significant suppliers (Tier-1 and non-Tier-1)	Number	17	17
Supplier Assessment Methodology			
Total number of suppliers assessed via desk assessments/on-site assessments	Number	17	17
Number of suppliers assessed with substantial actual/potential negative impacts	Number	0	0
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	%	0	0
Number of suppliers with substantial actual/potential negative impacts that were terminated	Number	0	0
Target taken	%	50%	50%

Note: The number of suppliers we have assessed have not shown any substantial actual/potential negative impact till now.

5.9 Information Security

<p>Executive Management Responsibility</p>	<p>IT Head oversees the strategic direction of the organization's IT functions. IT head directly reports to the Executive director and is responsible for developing and implementing the cybersecurity strategies, policies, and procedures to protect the company's information assets from the cyber threats and vulnerabilities.</p>			
<p>Breaches of Information security</p>	<p>Total number of information security breaches in FY 24</p>	<p>Number 0</p>	<p>Total number of clients, customers and employees affected by the breaches in FY 24</p>	<p>Number 0</p>

Committed towards financial excellence and sustainable growth



CMR

For a better tomorrow



CIRCULARITY. CULTURE. CONSCIENCE.

The blueprint for a sustainable tomorrow