Partnering for Value Chain Sustainability

Sustainability Report 2024-25

Nakoda Chemicals Limited

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Message from the Managing Director

Dear Stakeholders,

I am pleased to communicate that **Nakoda Chemicals Limited** supports Nine Thematic Pillars of Business Responsibility under India's National Guidelines on Responsible Business Conduct **(NGRBC)**, Ten Principles of the United Nations Global Compact **(UNGC)**, The Pharmaceutical Supply Chain Initiative **(PSCI)** Principles for Responsible Supply Chain Management covering environment, occupational health & safety, human rights, labour rights, anti-corruption and governance as part of Environment Social Governance **(ESG)**.

With this communication, we express our commitment to making the NGRBC and UNGC and their ESG Principles part of our strategy, policies, processes, reviews, objectives, targets and work culture in day-to-day operations and to engage in collaborative initiatives with our value chain partners to advance the Sustainable Development Goals.

Our company, being participants in the NGRBC and the UNGC, has endeavoured to present its maiden Sustainability Report FY2024-25 highlighting its commitment, actions and progress made through implementation of these National and International EGS Principles through appropriate management systems in our operations and value chain partners.

As a responsible corporate, we support accountability and transparency and commit to report the continuous efforts made in our common journey towards Sustainability through this Annual Communication by disclosing our performances in the areas of **environment, occupational health & safety, human rights, labour rights, anti-corruption and governance.**

I sincerely hope that our continued commitment to the NGRBC and the UNGC ESG Principles would strengthen our collective resolve to **create responsible and sustainable value chains through "Partnering for Value Chain Sustainability".**

Sincerely yours,
R. K. Agrawal
Managing Director

Set ambitious Near-Term SBTi targets of 63% reduction in Scope 1 & Scope 2 GHG emissions by 2035, which is under validation by SBTi and planning for Long-Term Net Zero GHG Emissions by 2050.

About Our Company

Nakoda Chemicals Limited reflects itself internationally, as one of the major companies which are in the business of Manufacturing and Marketing Bulk Active Pharmaceutical Ingredients (APIs), Intermediates, Specialty Chemicals, and Custom Synthesis Products. Incorporated in the Year 1989, the company has over three decades of experience in catering to the needs of both domestic and international markets including the highly demanding regulated markets.

Propelled by Mr. R.K. Agrawal - Managing Director, a B. Tech. Chemical Engineer with more than 40 years of experience in Chemical and Process Industries and an eminent personality who has won prestigious awards for his contribution to the industry in particular and society at large, the company is forging ahead with its Impeccable Team, GMP Compliance manufacturing facilities, validated process technology and overall, the Vision, Mission, and Philosophies over which it is pillared to meet the global standards.

100+	25+	30+
SPECIALISTS	PRODUCTS	YEARS OF EXPERIENCE

About Our Company

➤ Located in a designated Industrial Development Area IDA Jeedimetla, Hyderabad, Telangana, India – the Company speaks of its success through its principles and standards in maintaining Quality at every level & Customized Product development from lab level to commercial level, and its competency in delivering High-Quality products within the stipulated Time Limit.

➤ The Company is run by qualified and well-experienced management professionals to ensure that all operations are reliable, stable, and excellent in quality.

➤ Besides WHO-GMP certification, the Company is also inspected and approved by various regulatory agencies such as US-FDA, Korean FDA, TGA, and PMDA for GMP Compliance.

➤ **ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 50001:2018 Certified API Manufacturing Company**

➤ **An SA8000:2014 Compliance Certified API Manufacturing Company**

➤ **World-Class Infrastructure**

➤ **Inspected & Approved by US-FDA | TGA | MFDS | PMDA**

70+ COUNTRIES

200+ EMPLOYEES

15+ CERTIFICATIONS

How We Work

How We **Work**

Organizational Management

Focus on Goals

Developing New Products

Vision

To be a reliable API supplier by catering to every need of customers regarding API and co-related products through research & Development.

Mission

To strengthen the trust & Confidence of our esteemed clientele by maintaining high standards in terms of Quality Documentation and Service

Quality Control

The responsibility begins with framing specifications for raw materials and vendor selection and then goes on to production processes

Sustainability & ESG
Committed to Responsible Business Practices as envisaged under the NGRBC, UNGC, PSCI, ETI Code, GHG Protocols, SBTi & GRI Standards.

United Nations Global Compact

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

GREENHOUSE GAS PROTOCOL

GRI

INDIA GHG PROGRAM
Promoting profitable, sustainable and competitive businesses.

About The Report

This report outlines our non-financial performances for the Environmental and Social Pillars of Sustainability including Business Ethics for the Financial Year 2024-25 starting from 01 Apr 2024 to 31 Mar 2025. As part of our commitment to transparency and accountability, we publish this report annually to ensure that our valued stakeholders receive a comprehensive and up-to-date overview of our Sustainability & ESG initiatives, progress, achievements and ambitions.

We value open communication and actively seek feedback from our valued stakeholders. If you have any feedback on this report, please reach out to us at esg@nakodachemicals.com.

Objective

We are happy to share NCL's maiden Sustainability Report FY2024-25 with the objective of communicating our ESG related strategy, policies, processes, outcomes on continual improvement journey with our valued Stakeholders. This report presents an overview of the implemented ESG Governance & Management Systems Framework aligned with our Purpose **"Partnering for Value Chain Sustainability", and Our** Performances in the areas of Ethics, Human Rights, Labour Rights, Occupational Health & Safety, Environmental Sustainability and Supplier Sustainability.

Reporting Principles

Our Sustainability Report FY2024-25 is prepared in accordance with the requirements of NGRBC, UNGC, SBTi, PSCI, RCGC and AMR highlighting key milestones in our ongoing commitment to sustainability. In our effort to plan for actions, we have adopted Global Reporting Initiatives (GRI) linked to relevant SDGs under NGRBC and UNGC to set our goals under the sustainability framework.

We have incorporated our **ESG Management Systems Framework** encompassing the following core focus areas **to support our purpose "Partnering for Value Chain Sustainability"**:

- Sustainable Health & Safety
- Sustainable Social Standing
- Sustainable Environment
- Sustainable Procurement

About The Report

Scope & Boundary
Our efforts towards Sustainability cover our Operations and R&D located at:
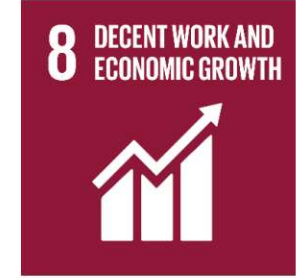
Nakoda Chemicals Limited
Plot No: 64/A & 65/B, Phase 1
IDA Jeedimetla, Hyderabad
Telangana 500055, INDIA

Reporting Period:
Apr 2024 – Mar 2025

Reporting Cycle:
Annual

Sustainable Development Goals for FY2024-25
NCL identifies and prioritizes the SDGs which are most relevant to its business operations and value chain partners. This alignment is in line with our commitment to NGRBC and UNGC to drive our strategic initiatives and create positive impacts on environment and social pillars of sustainability supporting NCL's sustainable growth as a responsible corporate.

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Our ESG Governance Management Systems Framework

Leadership Commitments
- Focus on ESG Expectations of Stakeholders
- ESG Policies & Endorsements
- Organization, Roles, Responsibilities & Authorities
- Consultation & Participation of Employees
- ESG Committee Meetings

PLAN
- **PLANNING Processes**
- Address Compliance Obligations & ESG Risks, Opportunities Proactively.
- ESG Objectives & Planning to Achieve ESG Objectives.

DO
- **SUPPORT Processes (**Resources, Competence & Awareness, Communication (Internal & External), Documented Information
- **OPERATION Processes (**Operational Planning & Control, Management of Change, Sustainable Procurement, Emergency Preparedness & Response

CHECK
- **PERFORMANCE EVALUATION Processes**
- Monitoring, Measurement, Analysis & Performance Evaluation.
- Internal Audit.
- Management Review.

ACT
- **CONTINUAL IMPROVEMENT Processes**
- Incidents, Nonconformities & Corrective Actions.

Intended Outcomes–ESG Goals 2025-35

Meeting ESG Expectations of Stakeholders

NCL has implemented EHS, Labour Rights, Human Rights, Ethics and Sustainable Procurement related Management Systems (ISO 14001:2015 Environment, ISO 50001:2018 Energy, ISO 45001:2018 Occupational Health & Safety & SA 8000:2014 Social Accountability) & obtained Third Party Certifications.

Our Performances for FY2024-25 vs Targets FY2034-35 to Achieve Relevant SDGs

Energy & GHG Reductions

Material Topic-Energy & GHG Reductions

- **Policy Commitment**

a) Monitor and reduce GHG emissions and support its suppliers to do the same.

b) Commit to the SBTi and support climate change mitigation in the value chains in a phased manner through Near-term and Net-zero Science Based Targets (SBTs).

c) Submitted Near-Term SBTi Committed to reduce 63% Scope 1 and Scope 2 GHG Emissions (SBTs) by 2025. Currently SBTs is under validation stage by SBTi Target Analyst Team.
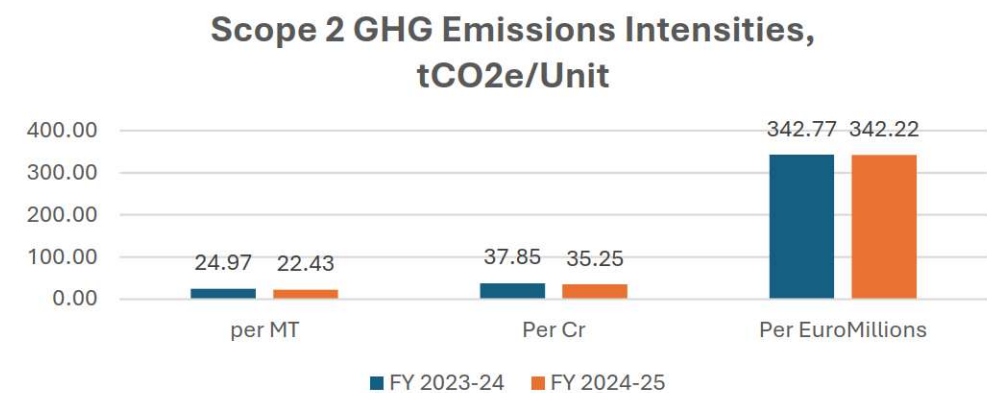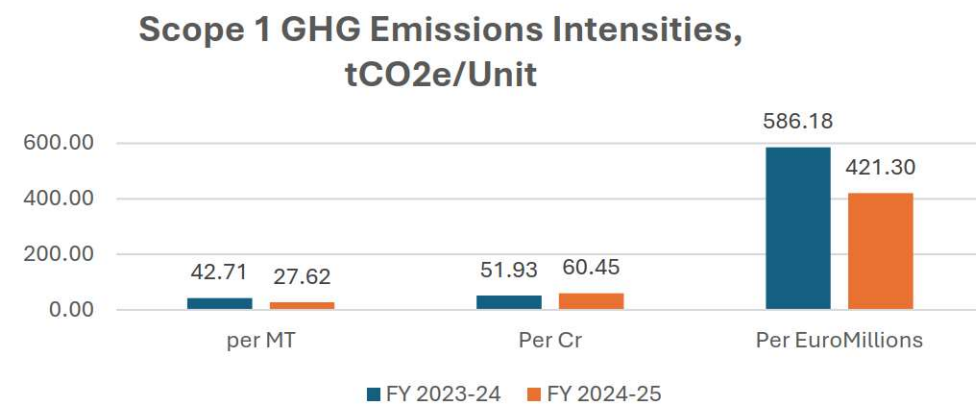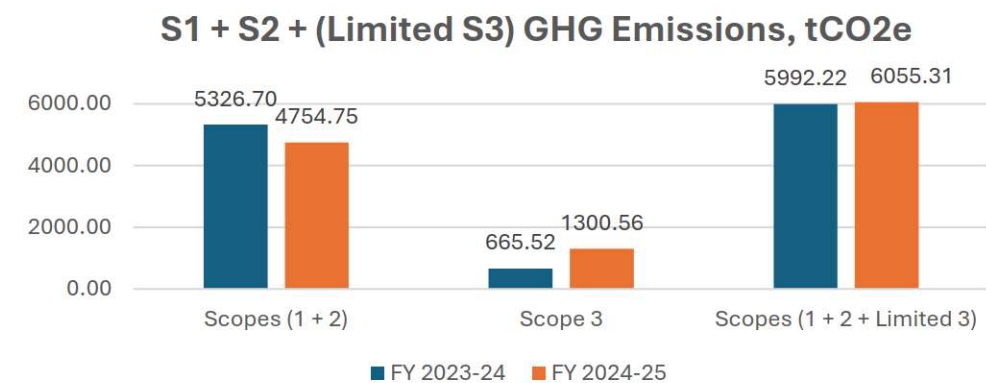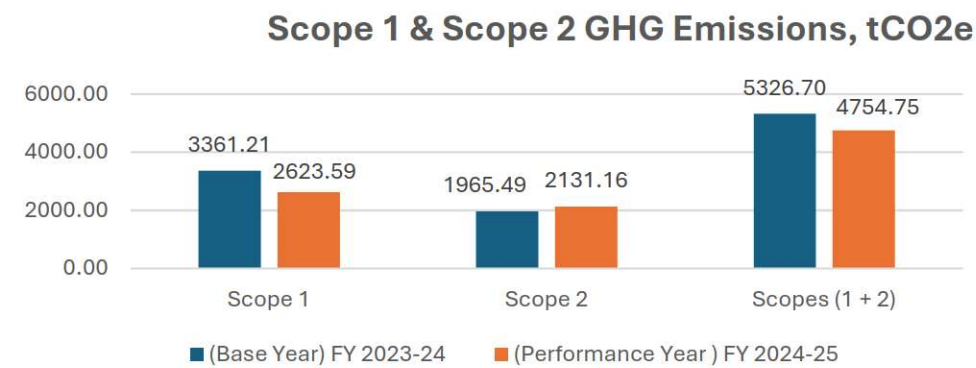
SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

GREENHOUSE GAS PROTOCOL

INDIA GHG PROGRAM
Promoting profitable, sustainable and competitive businesses.

United Nations Global Compact

- **Actions implemented**

a) Implemented Energy Management Systems (EnMS) and set EnMS objectives at relevant functions, level, and processes.

b) Plans are in place to achieve management objective including the roadmap, responsibility with targets and availability of resources.
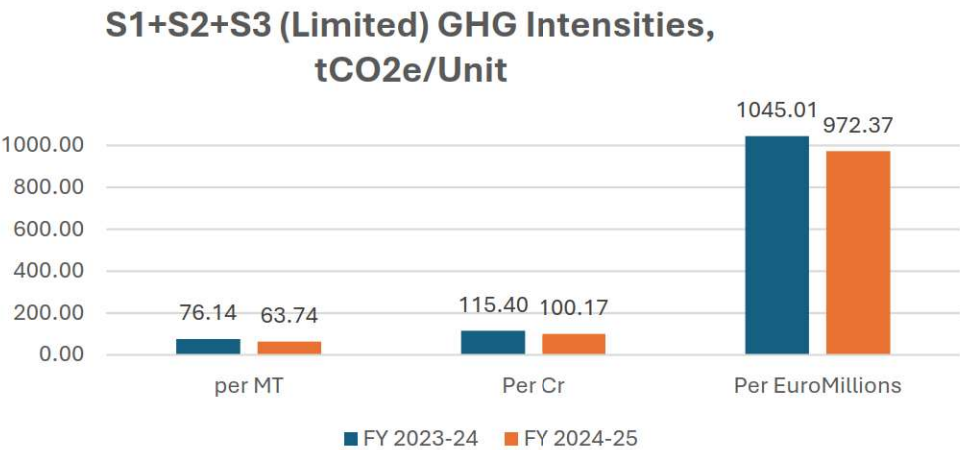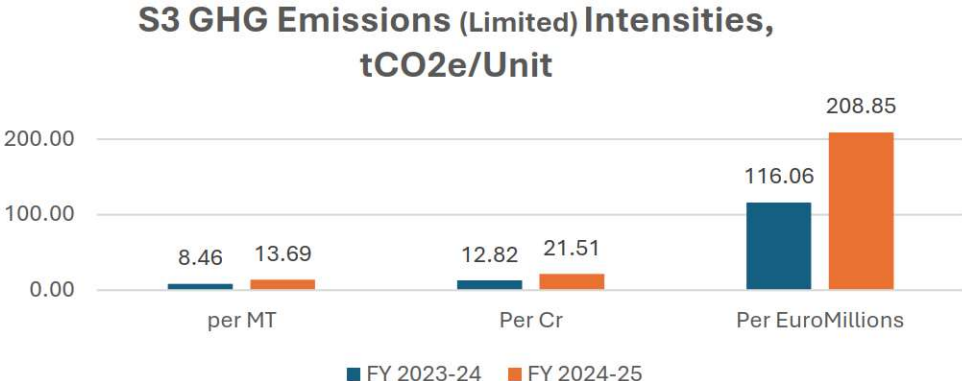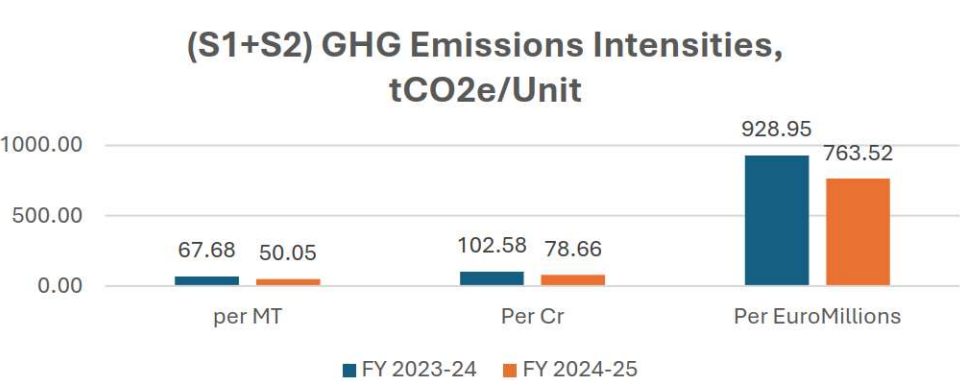
Material Topic-Energy & GHG Reductions

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

Scope 1 & Scope 2 GHG Emissions, tCO2e

Scope 1: 3361.21 (Base Year FY 2023-24), 2623.59 (Performance Year FY 2024-25)
Scope 2: 1965.49, 2131.16
Scopes (1 + 2): 5326.70, 4754.75

Legend: ■ (Base Year) FY 2023-24   ■ (Performance Year) FY 2024-25

S1 + S2 + (Limited S3) GHG Emissions, tCO2e

Scopes (1 + 2): 5326.70, 4754.75
Scope 3: 665.52, 1300.56
Scopes (1 + 2 + Limited 3): 5992.22, 6055.31

Legend: ■ FY 2023-24   ■ FY 2024-25

Scope 1 GHG Emissions Intensities, tCO2e/Unit

per MT: 42.71, 27.62
Per Cr: 51.93, 60.45
Per EuroMillions: 586.18, 421.30

Legend: ■ FY 2023-24   ■ FY 2024-25

Scope 2 GHG Emissions Intensities, tCO2e/Unit

per MT: 24.97, 22.43
Per Cr: 37.85, 35.25
Per EuroMillions: 342.77, 342.22

Legend: ■ FY 2023-24   ■ FY 2024-25

Material Topic-Energy & GHG Reductions

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

(S1+S2) GHG Emissions Intensities, tCO2e/Unit

	per MT	Per Cr	Per EuroMillions
FY 2023-24	67.68	102.58	928.95
FY 2024-25	50.05	78.66	763.52

S3 GHG Emissions (Limited) Intensities, tCO2e/Unit

	per MT	Per Cr	Per EuroMillions
FY 2023-24	8.46	12.82	116.06
FY 2024-25	13.69	21.51	208.85

S1+S2+S3 (Limited) GHG Intensities, tCO2e/Unit

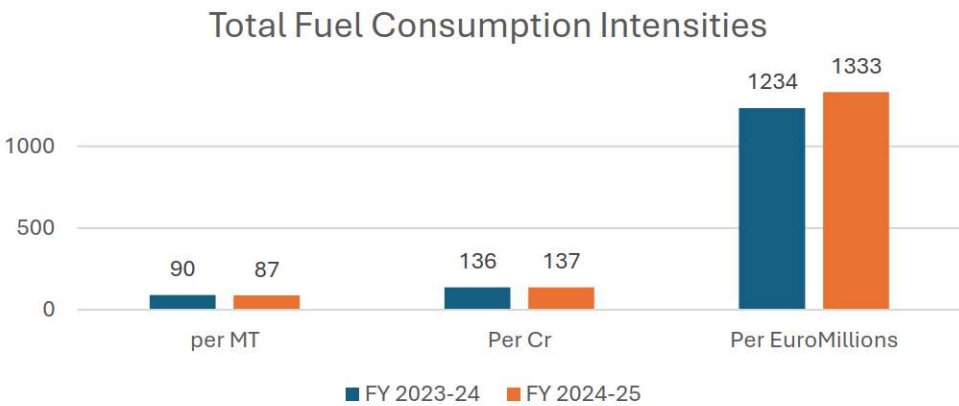|	per MT	Per Cr	Per EuroMillions
FY 2023-24	76.14	115.40	1045.01
FY 2024-25	63.74	100.17	972.37

Material Topic-Energy & GHG Reductions

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

Fuel Consumption, GJ

Renewable Fuel Consumption Intensities

Non-Renewable Fuel Consumption Intensities

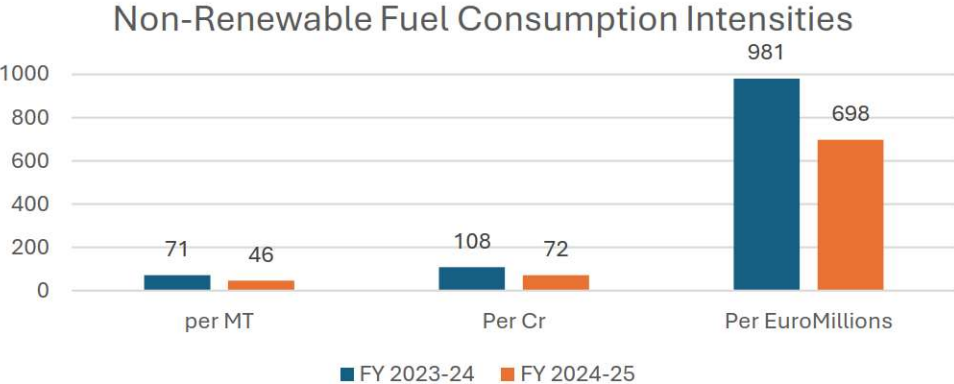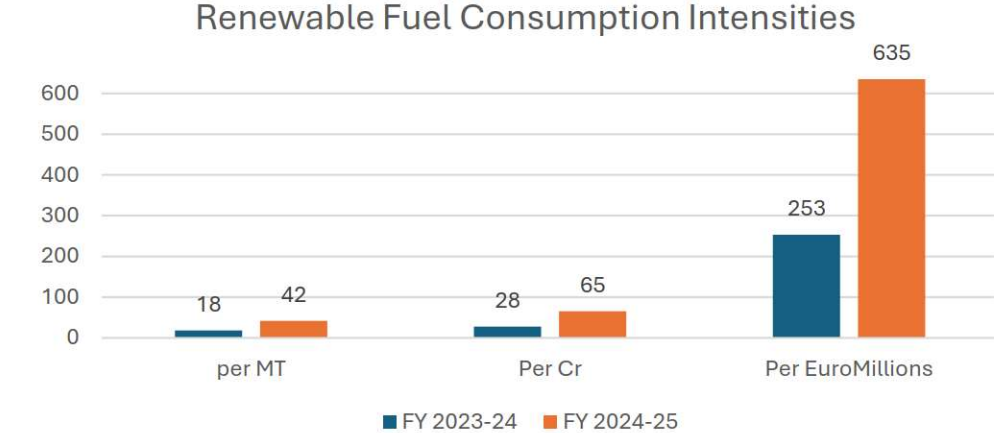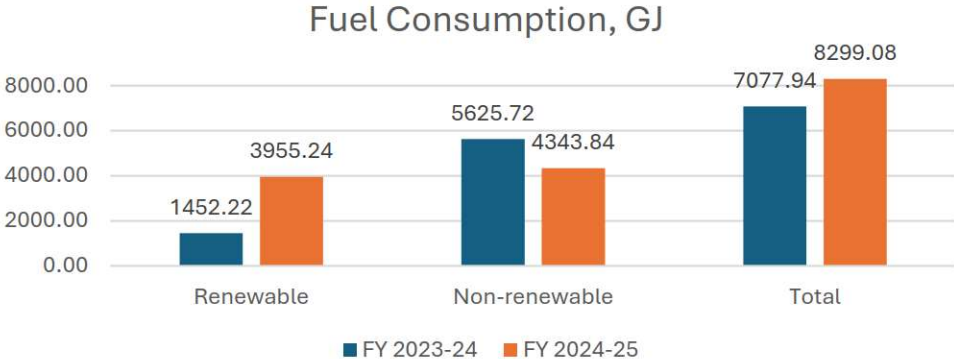Total Fuel Consumption Intensities

Material Topic-Energy & GHG Reductions

- **Outcomes achieved**
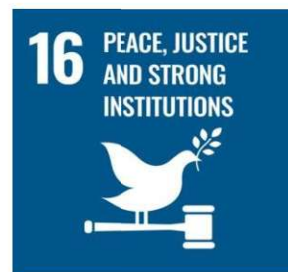- Performances for FY2023-24 & FY2024-25 are shown below:

Total Energy Consumption, GJ

	Fuel Energy	Electrical Energy	Total Energy
FY 2023-24	7078	9882	16960
FY 2024-25	8299	10715	19014

Electricity Consumption Intensities

	per MT	Per Cr	Per EuroMillions
FY 2023-24	125.57	190.32	1723.43
FY 2024-25	112.79	177.26	1720.68

Total Energy Consumption Intensities

	per MT	Per Cr	Per EuroMillions
FY 2023-24	215.51	326.62	2957.78
FY 2024-25	200.15	314.55	3053.36

Material Topic-Energy & GHG Reductions

- **Continual improvement plans as per Targets FY2034-35 are as follows:**

KPI No	Metric	UoM	KPI-Target FY2034-35	KPI-Base Line FY2023-24	KPI-Achieved FY2024-25
KPI-CAR-04	Near-Term (2035) Science Based Targets (NT-SBTs)	Number	NT-SBTs	2035	Applied	Validation Process Started
KPI-CAR-05	Long-Term Net Zero (2050) Science Based Targets (LT-SBTs)	Number	LT-SBTs	2050	Validation by 2035	Achieve by 2050
KPI-CAR-06	Total gross Scope 1 GHG emissions	tCO2eq	65% Reduction w.r.t. Base Year as per SBTi	1176.42	3361.21	2623.59
KPI-CAR-10	Total gross Scope 2 GHG emissions (market or location based)	tCO2eq	65% Reduction w.r.t. Base Year as per SBTi	687.92	1965.49	2131.16
KPI-CAR-14	Total gross Scope 3 Upstream GHG emissions (Limited, Cat 1, 3, 5, 6, 7, 8)	tCO2eq	NA	NA	100.72	216.89
KPI-CAR-15	Total gross Scope 3 Downstream GHG emissions (Limited, Cat 9)	tCO2eq	NA	NA	564.8	1083.67
KPI-CAR-16	Total gross Scope 3 GHG emissions (Limited, Cat 1, 3, 5, 6, 7, 8, 9)	tCO2eq	NA	NA	665.52	1300.56
KPI-CAR-20	Total gross (Scope 1 + Scope 2) GHG emissions	tCO2eq	65% Reduction w.r.t. Base Year as per SBTi	1864.35	5326.7	4754.75
KPI-CAR-24	Total gross Scope 1 + Scope 2 + Scope 3 (Limited) GHG emissions	tCO2eq	NA	NA	5992.22	6055.31
KPI-CAR-55	% of renewable energy consumption	%	65% Renewable Energy w.r.t. Base Year	65%	8.56%	20.80%
KPI-CAR-56	Average hours of training per direct workforce for EHS (including Energy & GHG Reductions)	Hrs / person	Hrs / person	12.00	6.00	5.48
KPI-CAR-57	Average hours of training per contract workforce for EHS (including Energy & GHG Reductions)	Hrs / person	Hrs / person	6.00	3.00	2.56
KPI-CAR-58	Average hours of training per combined workforce for EHS (including Energy & GHG Reductions)	Hrs / person	Hrs / person	9.47	4.00	4.25

Our Performances for FY2024-25 vs Targets FY2034-35 to Achieve Relevant SDGs

Environmental Sustainability

Material Topic-Water & Wastewater

- **Policy Commitment**

Appropriately manage, control, treat prior to release into the environment all waste, wastewater, or emissions which has potential to adversely impact human or environmental health. This includes managing releases of active pharmaceuticals into the environment (PiE), which is not applicable as NCL currently operates Zero Liquid Discharge (ZLD) facility recycling entire volume of treated wastewater.
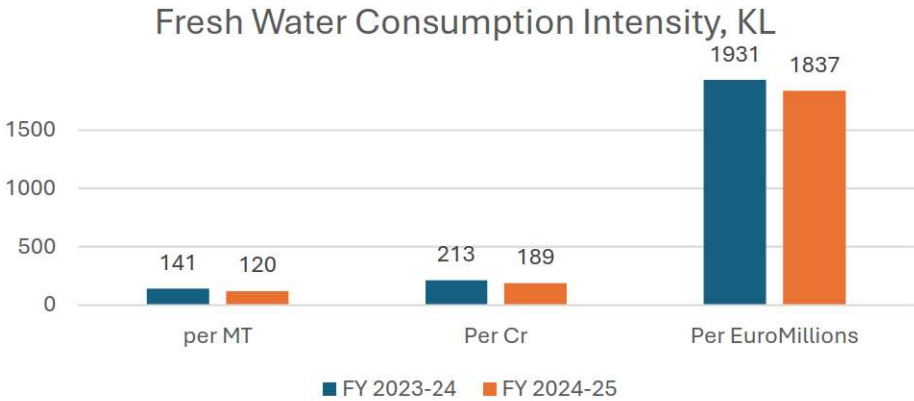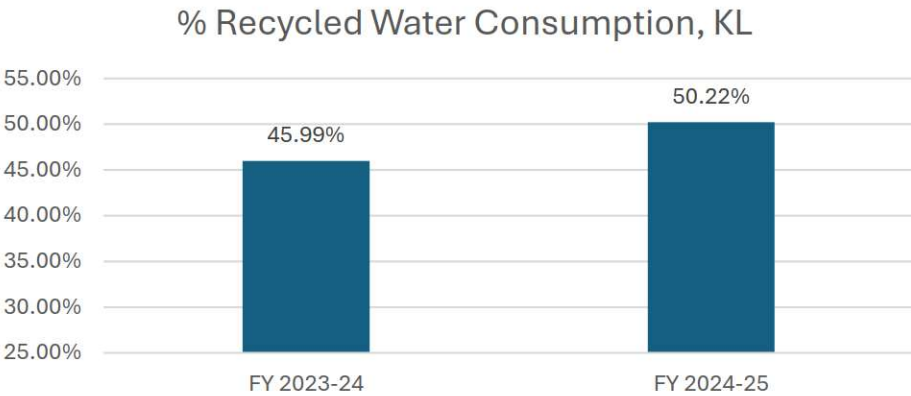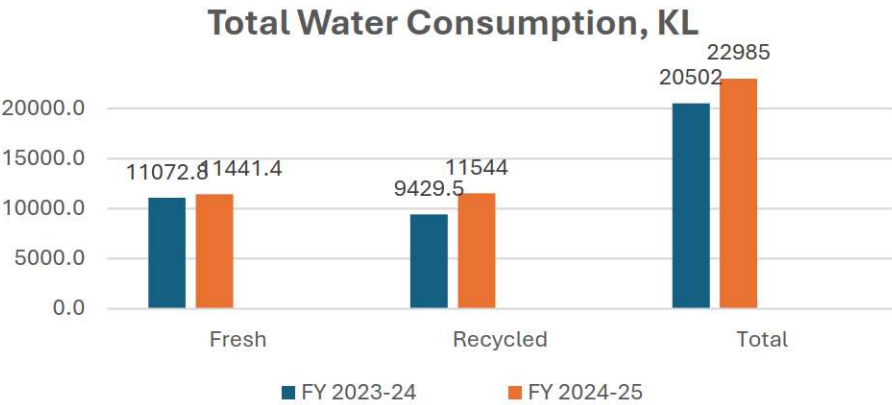

- **Actions implemented**

a) Implemented ISO 14001 Environmental Management Systems (EMS) and set Environmental Sustainability objectives at relevant functions, level, and processes.
b) Plans are in place to achieve management objective including the roadmap, responsibility with targets and availability of resources.

Material Topic-Water & Wastewater

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

Total Water Consumption, KL

	Fresh	Recycled	Total
FY 2023-24	11072.8	9429.5	20502
FY 2024-25	11441.4	11544	22985

% Recycled Water Consumption, KL

	FY 2023-24	FY 2024-25
	45.99%	50.22%

Fresh Water Consumption Intensity, KL

	per MT	Per Cr	Per EuroMillions
FY 2023-24	141	213	1931
FY 2024-25	120	189	1837

Material Topic-Water & Wastewater

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

Recycled Water Consumption Intensity, KL

	per MT	Per Cr	Per EuroMillions
FY 2023-24	120	182	1644
FY 2024-25	122	191	1854

Total Water Consumption Intensity, KL

	per MT	Per Cr	Per EuroMillions
Series1	261	395	3575
Series2	242	380	3691

Material Topic-Water & Wastewater

- **Continual improvement plans as per Targets FY2034-35 are as follows:**

KPI No	Metric	UoM	KPI-Target FY2034-35		KPI-Base Line FY2023-24	KPI-Achieved FY2024-25
KPI-EHS-43	Total fresh water consumption	KL	10% Reduction w.r.t. Base Year	9966	11073	11441
KPI-EHS-44	Total fresh water consumption	KL / MT	20% Reduction w.r.t. Base Year	113	140.70	120.44
KPI-EHS-45	Total fresh water consumption	KL / Cr INR	20% Reduction w.r.t. Base Year	171	213.24	189.27
KPI-EHS-46	Total fresh water consumption	KL / mn Euro	20% Reduction w.r.t. Base Year	1545	1931.04	1837.27
KPI-EHS-47	Total amount of treated water recycled	MT	10% Increase w.r.t. Base Year	10372.45	9429.5	11543.52
KPI-EHS-48	Total amount of treated water recycled	KL / MT	20% Increase w.r.t. Base Year	143.78	119.82	121.51
KPI-EHS-49	Total amount of treated water recycled	KL / Cr INR	20% Increase w.r.t. Base Year	217.91	181.59	190.96
KPI-EHS-50	Total amount of treated water recycled	KL / mn Euro	20% Increase w.r.t. Base Year	1973.34	1644.45	1853.67
KPI-EHS-51	Total water consumption (fresh+recycled)	KL	10% Reduction w.r.t. Base Year	18452	20502	22985
KPI-EHS-52	Total water consumption (fresh+recycled)	KL / MT	20% Reduction w.r.t. Base Year	208	260.51	241.95
KPI-EHS-53	Total water consumption (fresh+recycled)	KL / Cr INR	20% Reduction w.r.t. Base Year	316	394.84	380.23
KPI-EHS-54	Total water consumption (fresh+recycled)	KL / mn Euro	20% Reduction w.r.t. Base Year	2860	3575.50	3690.94
KPI-EHS-55	Total weight of pollutants emitted to water	MT	100% wastewater recycle through Zero Liquid Discharge Facility	0	0	0

Material Topic-Materials, Chemicals & Wastes

- **Policy Commitment**

a) Appropriately manage, control, treat prior to release into the environment all waste, wastewater, or emissions which has potential to adversely impact human or environmental health. This includes managing releases of active pharmaceuticals into the environment (PiE), which is not applicable as NCL currently operates Zero Liquid Discharge (ZLD) facility recycling entire volume of treated wastewater.
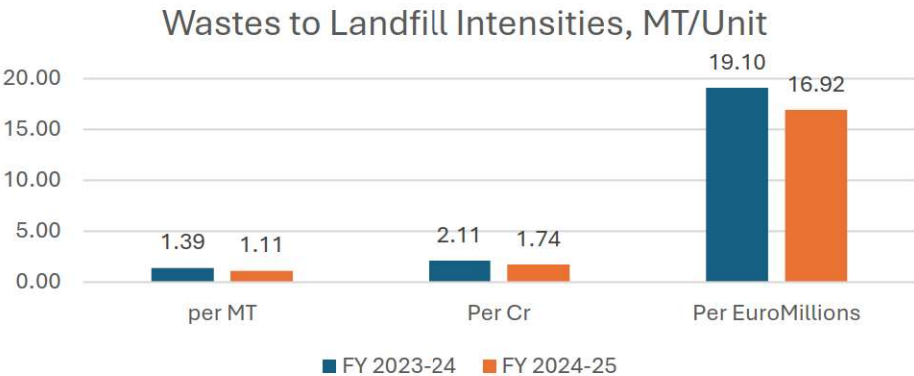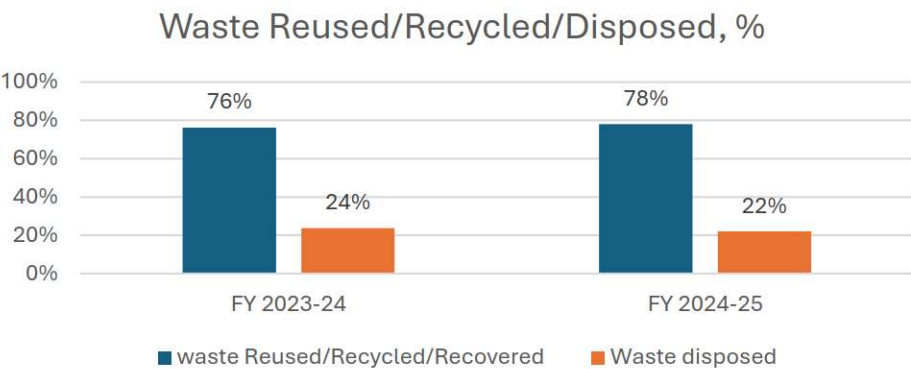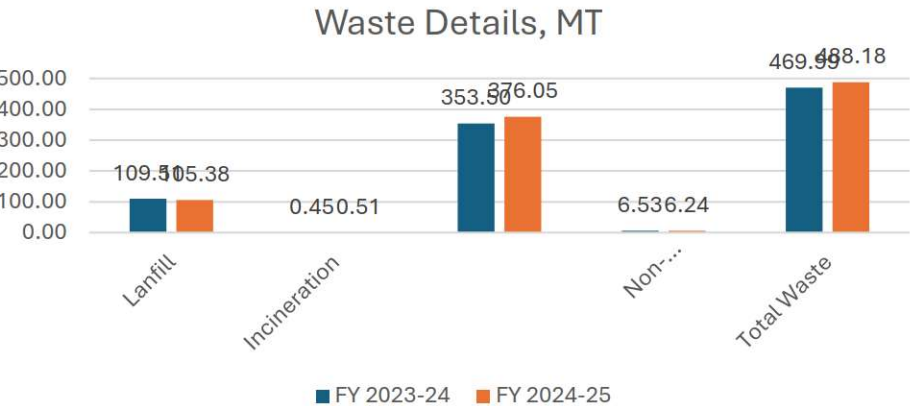

- **Actions implemented**

a) Implemented ISO 14001 Environmental Management Systems (EMS) and set Environmental Sustainability objectives at relevant functions, level, and processes.
b) Plans are in place to achieve management objective including the roadmap, responsibility with targets and availability of resources.
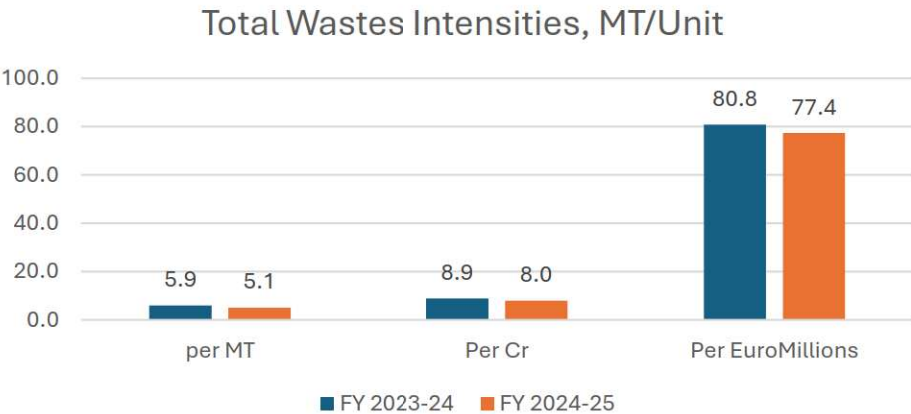
Material Topic-Materials, Chemicals & Wastes

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

Waste Details, MT

Legend: FY 2023-24, FY 2024-25

Categories: Lanfill (109.5 / 105.38), Incineration (0.45 / 0.51), Non-... (6.53 / 6.24), Total Waste (469.99 / 488.18), and 353.50 / 376.05

Waste Reused/Recycled/Disposed, %

FY 2023-24: 76% / 24%
FY 2024-25: 78% / 22%

Legend: waste Reused/Recycled/Recovered, Waste disposed

Wastes to Landfill Intensities, MT/Unit

per MT: 1.39 / 1.11
Per Cr: 2.11 / 1.74
Per EuroMillions: 19.10 / 16.92

Legend: FY 2023-24, FY 2024-25

Material Topic-Materials, Chemicals & Wastes

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

Wastes Reused/Recycled Intensities, MT/Unit

Unit	FY 2023-24	FY 2024-25
per MT	4.5	4.0
Per Cr	6.8	6.2
Per EuroMillions	61.6	60.4

Total Non-Hazardous Wastes Intensities, MT/Unit

Unit	FY 2023-24	FY 2024-25
per MT	0.08	0.07
Per Cr	0.13	0.10
Per EuroMillions	1.14	1.00

Total Wastes Intensities, MT/Unit

Unit	FY 2023-24	FY 2024-25
per MT	5.9	5.1
Per Cr	8.9	8.0
Per EuroMillions	80.8	77.4

Material Topic-Materials, Chemicals & Wastes

- **Continual improvement plans as per Targets FY2034-35 are as follows:**

KPI No	Metric	UoM Type	UoM	KPI-Target FY2034-35		KPI-Base Line FY2023-24	KPI-Achieved FY2024-25
KPI-EHS-17	Total waste disposed to landfill	Absolute	MT	10% Reduction w.r.t. Base Year	98.56	109.51	105.38
KPI-EHS-18	Total waste disposed to landfill	Intensity per unit of production	MT / MT	20% Reduction w.r.t. Base Year	1.11	1.39	1.11
KPI-EHS-19	Total waste disposed to landfill	Intensity per unit INR	MT / Cr INR	20% Reduction w.r.t. Base Year	1.69	2.11	1.74
KPI-EHS-20	Total waste disposed to landfill	Intensity per unit of Euro	MT / mn Euro	20% Reduction w.r.t. Base Year	15.28	19.10	16.92
KPI-EHS-21	Total waste incinerated	Absolute	MT	10% Reduction w.r.t. Base Year	0.41	0.45	0.51
KPI-EHS-22	Total waste incinerated	Intensity per unit of production	MT / MT	20% Reduction w.r.t. Base Year	0.0046	0.0057	0.0054
KPI-EHS-23	Total waste incinerated	Intensity per unit INR	MT / Cr INR	20% Reduction w.r.t. Base Year	0.0069	0.0087	0.0084
KPI-EHS-24	Total waste incinerated	Intensity per unit of Euro	MT / mn Euro	20% Reduction w.r.t. Base Year	0.0628	0.0785	0.0819
KPI-EHS-25	Total waste reused/recycled	Absolute	MT	10% Increase w.r.t. Base Year	388.85	353.5	376.05
KPI-EHS-26	Total waste reused/recycled	Intensity per unit of production	MT / MT	20% Increase w.r.t. Base Year	5.39	4.49	3.96
KPI-EHS-27	Total waste reused/recycled	Intensity per unit INR	MT / Cr INR	20% Increase w.r.t. Base Year	8.17	6.81	6.22
KPI-EHS-28	Total waste reused/recycled	Intensity per unit of Euro	MT / mn Euro	20% Increase w.r.t. Base Year	73.98	61.65	60.39
KPI-EHS-29	Total weight of hazardous waste	Absolute	MT	10% Reduction w.r.t. Base Year	417.11	463.46	481.94
KPI-EHS-30	Total weight of hazardous waste	Intensity per unit of production	MT / MT	20% Reduction w.r.t. Base Year	4.7112	5.89	5.07

Material Topic-Materials, Chemicals & Wastes

- Continual improvement plans as per Targets FY2034-35 are as follows:

KPI No	Metric	UoM Type	UoM	KPI-Target FY2034-35		KPI-Base Line FY2023-24	KPI-Achieved FY2024-25
KPI-EHS-31	Total weight of hazardous waste	Intensity per unit INR	MT / Cr INR	20% Reduction w.r.t. Base Year	7.1403	8.93	7.97
KPI-EHS-32	Total weight of hazardous waste	Intensity per unit of Euro	MT / mn Euro	20% Reduction w.r.t. Base Year	64.6599	80.82	77.39
KPI-EHS-33	Total weight of non-hazardous waste	Absolute	MT	10% Reduction w.r.t. Base Year	5.88	6.53	6.24
KPI-EHS-34	Total weight of non-hazardous waste	Intensity per unit of production	MT / MT	20% Reduction w.r.t. Base Year	0.0664	0.08	0.07
KPI-EHS-35	Total weight of non-hazardous waste	Intensity per unit INR	MT / Cr INR	20% Reduction w.r.t. Base Year	0.1006	0.13	0.10
KPI-EHS-36	Total weight of non-hazardous waste	Intensity per unit of Euro	MT / mn Euro	20% Reduction w.r.t. Base Year	0.9110	1.14	1.00
KPI-EHS-37	Total weight of hazardous waste recovered / reused / recycled	Absolute	MT	NA	NA	346.97	369.81
KPI-EHS-38	% of Total hazardous waste recovered / reused / recycled	Absolute	%	85% Waste Recovery / Reuse / Recycle w.r.t. Base Year	85%	75.94%	77.74%
KPI-EHS-39	Total weight of non-hazardous waste recovered / reused / recycled	Absolute	MT	NA	NA	6.53	6.24
KPI-EHS-40	% of Total non-hazardous waste recovered / reused / recycled	Absolute	%	85% Waste Recovery / Reuse / Recycle w.r.t. Base Year	100%	100%	100%
KPI-EHS-41	Total weight of waste recovered / reused / recycled	Absolute	MT	NA	NA	353.50	376.05
KPI-EHS-42	% of Total weight of waste recovered / reused / recycled	Absolute	%	85% Waste Recovery / Reuse / Recycle w.r.t. Base Year	100%	76.27%	78.03%

Material Topic-Air Emissions

- **Policy Commitment**

Appropriately manage, control, treat prior to release into the environment all waste, wastewater, or emissions which has potential to adversely impact human or environmental health. This includes managing releases of active pharmaceuticals into the environment (PiE), which is not applicable as NCL currently operates Zero Liquid Discharge (ZLD) facility recycling entire volume of treated wastewater.
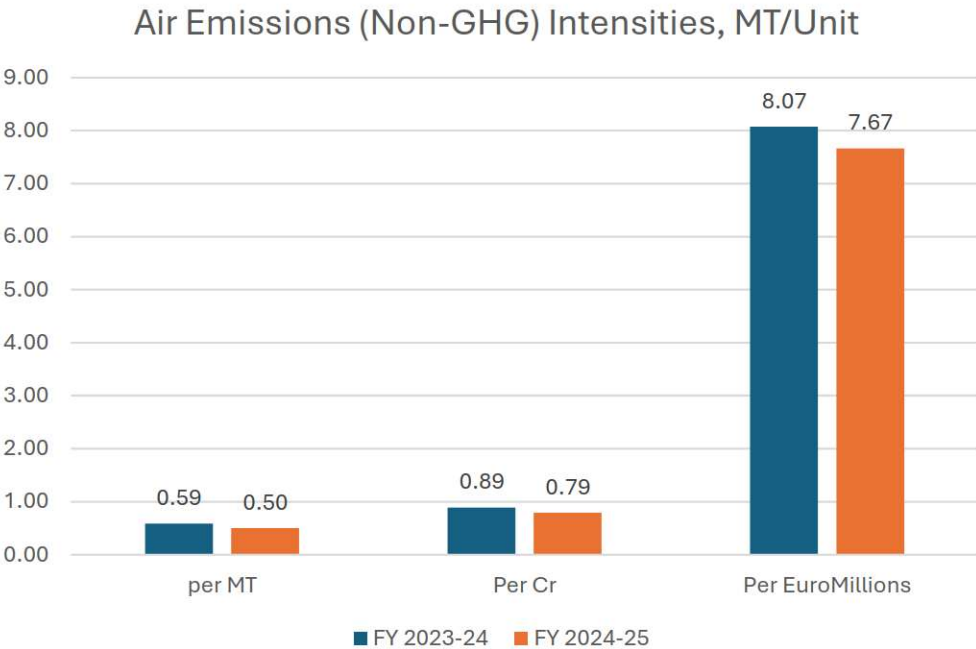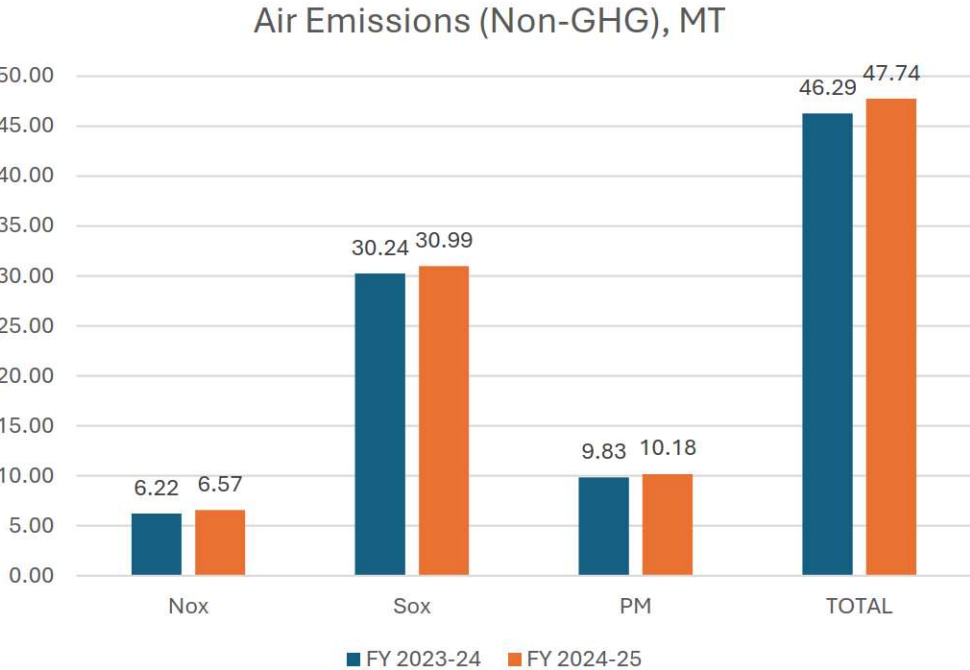
- **Actions implemented**

a) Implemented ISO 14001 Environmental Management Systems (EMS) and set Environmental Sustainability objectives at relevant functions, level, and processes.

b) Plans are in place to achieve management objective including the roadmap, responsibility with targets and availability of resources.
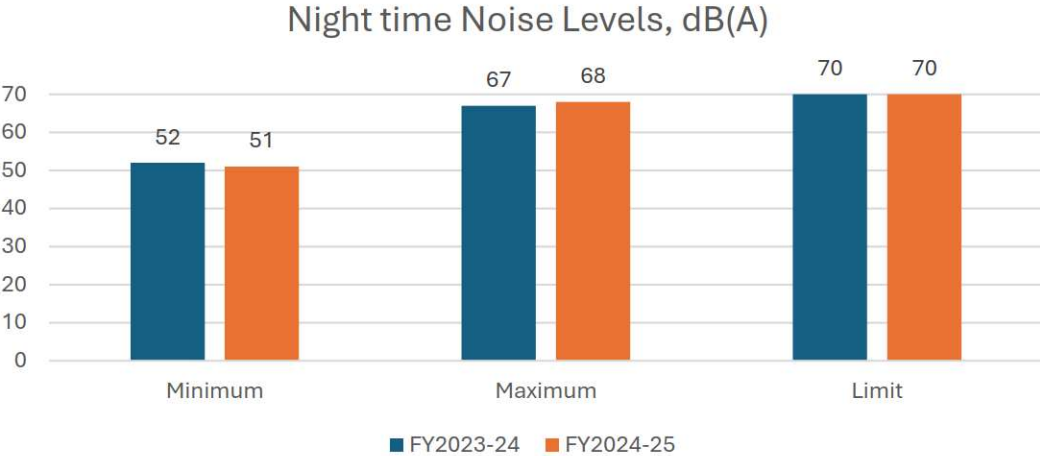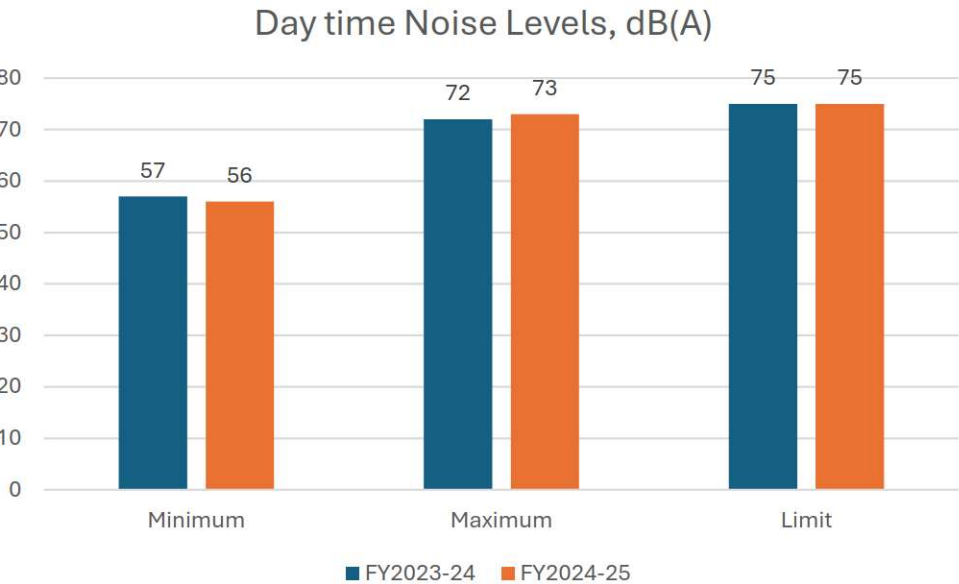
Material Topic-Air Emissions

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

Air Emissions (Non-GHG), MT

Air Emissions (Non-GHG) Intensities, MT/Unit

Material Topic-Air Emissions

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

Day time Noise Levels, dB(A)

	Minimum	Maximum	Limit
FY2023-24	57	72	75
FY2024-25	56	73	75

Night time Noise Levels, dB(A)

	Minimum	Maximum	Limit
FY2023-24	52	67	70
FY2024-25	51	68	70

Material Topic-Air Emissions

- **Continual improvement plans as per Targets FY2034-35 are as follows:**

KPI No	Metric	UoM	KPI-Target FY2034-35		KPI-Base Line FY2023-24	KPI-Achieved FY2024-25
KPI-EHS-10	Total weight of air pollutants	MT	10% Reduction w.r.t. Base Year	41.66	46.29	47.74
KPI-EHS-11	Total weight of air pollutants	MT / MT	20% Reduction w.r.t. Base Year	0.47	0.59	0.50
KPI-EHS-12	Total weight of air pollutants	MT / Cr INR	20% Reduction w.r.t. Base Year	0.71	0.89	0.79
KPI-EHS-13	Total weight of air pollutants	MT / mn Euro	20% Reduction w.r.t. Base Year	6.46	8.07	7.67
KPI-EHS-14	Periodic workplace illumination level monitoring	Number	12 times / year	12	12	12
KPI-EHS-15	Periodic workplace daytime noise level monitoring	dB(A)	Max 75 dB(A)	Max 75 dB(A)	57-72	56-73
KPI-EHS-16	Periodic workplace nighttime noise level monitoring	dB(A)	Max 70 dB(A)	Max 70 dB(A)	52-67	51-68

Our Performances for FY2024-25 vs Targets FY2034-35 to Achieve Relevant SDGs

Health & Safety
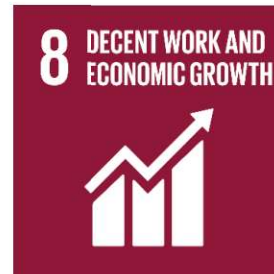
Material Topic-Occupational Health & Safety

- **Policy Commitment**

a) Ensure adequate risk assessments and emergency plans are in place to ensure the safety of the work environment. Safety information relating to hazardous materials — including pharmaceutical compounds and pharmaceutical intermediate materials — shall be available and used to educate, train, and protect workers from hazards. NCL shall demonstrate good housekeeping practice and a proactive safety culture.

b) Protect workers from over exposure to chemical, biological, and physical hazards by providing appropriate equipment, facilities, and services to support worker safety, health, and wellbeing.
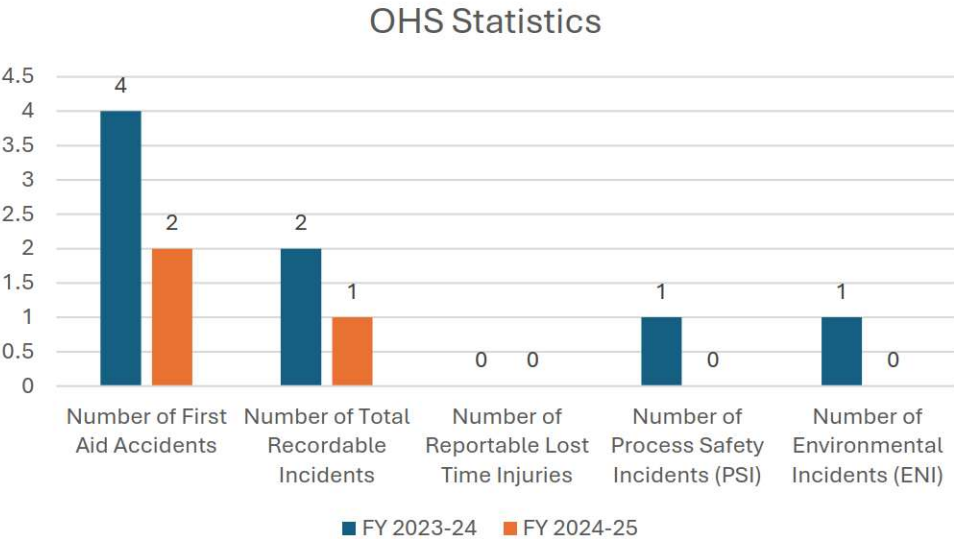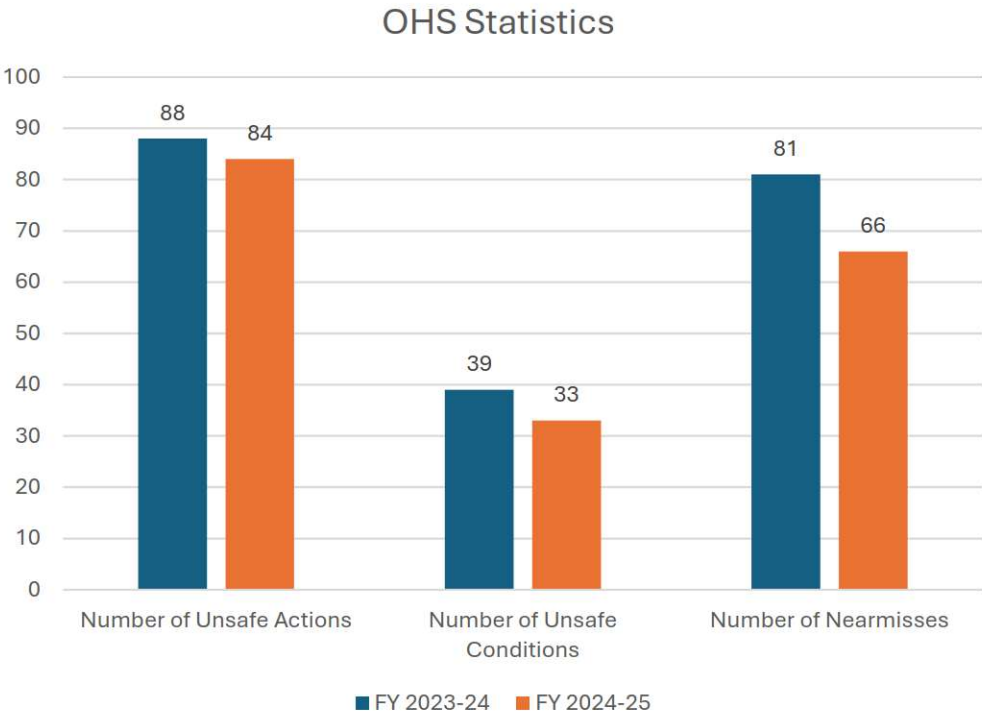
- **Actions implemented**

a) Implemented ISO 14001: Environmental Management Systems (EMS). ISO 45001: Occupational Health & Safety Management System (OHSMS) and set Occupational Health and safety objectives at relevant functions, level, and processes.

b) Plans are in place to achieve management objective including the roadmap, responsibility with targets and availability of resources.
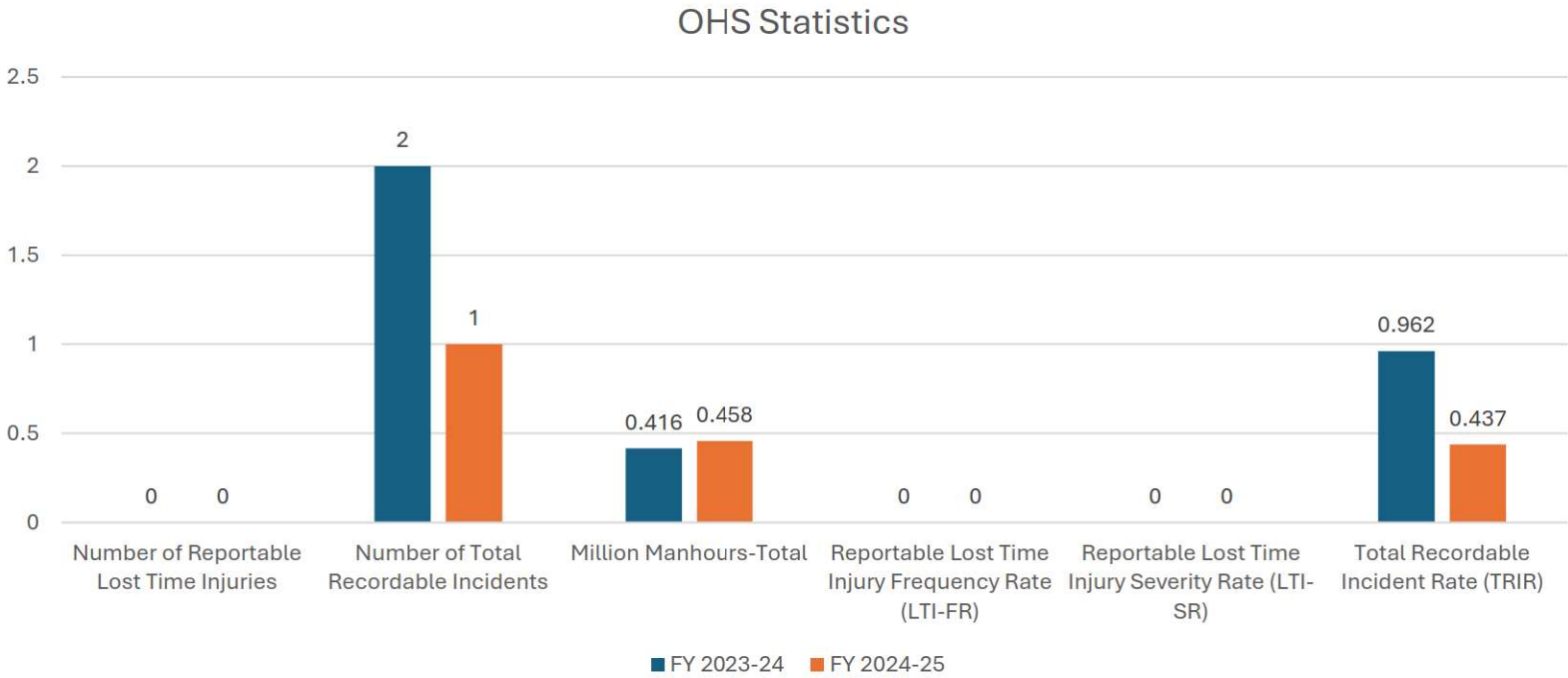
Material Topic-Occupational Health & Safety

- **Outcomes achieved**

- Performances for FY2023-24 & FY2024-25 are shown below:

OHS Statistics

OHS Statistics

Material Topic-Occupational Health & Safety

- **Outcomes achieved**

- Performances for FY2023-24 & FY2024-25 are shown below:

OHS Statistics

Legend: FY 2023-24 | FY 2024-25

| Category	FY 2023-24	FY 2024-25
Number of Reportable Lost Time Injuries	0	0
Number of Total Recordable Incidents	2	1
Million Manhours-Total	0.416	0.458
Reportable Lost Time Injury Frequency Rate (LTI-FR)	0	0
Reportable Lost Time Injury Severity Rate (LTI-SR)	0	0
Total Recordable Incident Rate (TRIR)	0.962	0.437

Material Topic-Occupational Health & Safety

- Continual improvement plans as per Targets FY2034-35 are as follows:

KPI No	Metric	UoM	KPI-Target FY2034-35		KPI-Base Line FY2023-24	KPI-Achieved FY2024-25
KPI-EHS-57	Number of unsafe actions	Number	NA	NA	88	84
KPI-EHS-58	Number of unsafe conditions	Number	NA	NA	39	33
KPI-EHS-59	Number of near miss	Number	NA	NA	81	66
KPI-EHS-60	Number of first aid cases	Number	NA	NA	4	2
KPI-EHS-61	Number of total recordable cases	Number	NA	NA	2	1
KPI-EHS-62	Number of lost workday cases	Number	Zero lost workday case	0	0	0
KPI-EHS-63	Total number of work-related accidents	Number	NA	NA	6	3
KPI-EHS-64	Number of work-related ill health cases	Number	Zero ill health	0	0	0
KPI-EHS-65	Number of man-hours worked	Man-hours	NA	NA	415988	457650
KPI-EHS-66	Number of days lost to work-related injuries and fatalities	Man-days	Zero lost day	0	0	0
KPI-EHS-67	Number of days lost to work-related ill health	Man-days	Zero lost day	0	0	0
KPI-EHS-68	Lost time injury (LTI) frequency rate	LTIFR	LTIFR	<0.5	0	0
KPI-EHS-69	Lost time injury (LTI) severity rate	LTISR	LTISR	<2	0	0
KPI-EHS-70	Total Recordable Incident Rate	TRIR	TRIR	<1	0.9616	0.437
KPI-EHS-71	Process Safety Incident (PSI)	Number	Zero PSI	0	1	0
KPI-EHS-72	Environmental Incident (ENI)	Number	Zero ENI	0	1	0

Our Performances for FY2024-25 vs Targets FY2034-35 to Achieve Relevant SDGs
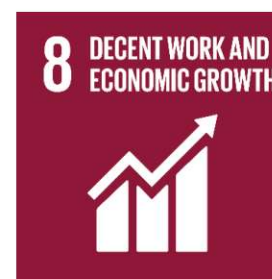
Labour & Human Rights

Material Topic-Labour & Human Rights

- **Policy Commitment**

a) Committed to respect the labour & human rights of internal and external stakeholders ensuring to treat them with dignity and respect as per the relevant requirements of The National Guidelines on Responsible Business Conduct (NGRBC), The UNGC Principles, The PSCI Principles, The ETI Base Code and The SA8000 & GRI International Standards.

b) Regularly assess any adverse labour & human rights impacts they may cause or contribute to, through own operations and value chains.

- **Actions implemented**

a) Implemented Energy Management Systems (EnMS) and set EnMS objectives at relevant functions, level, and processes.
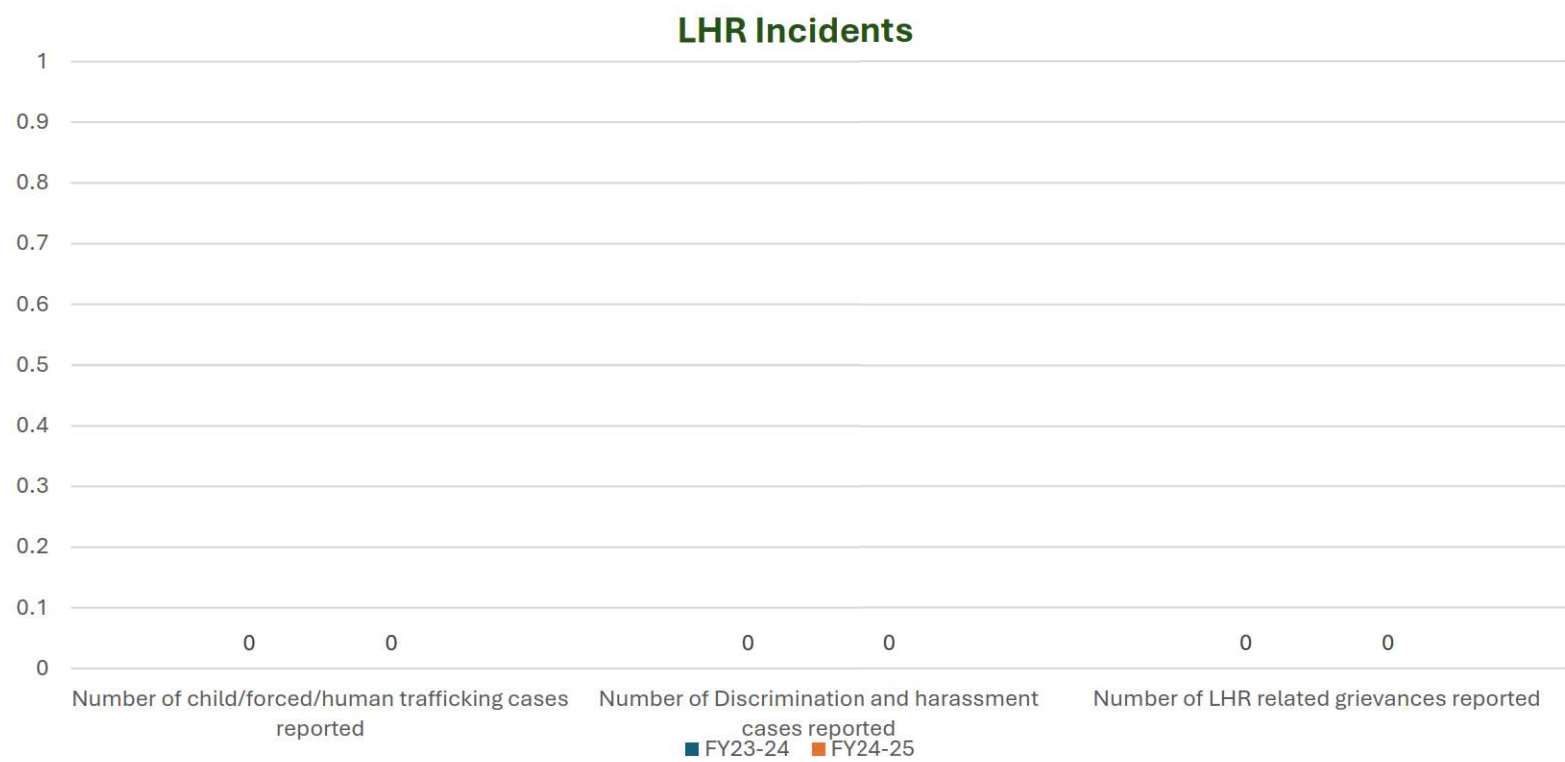
b) Plans are in place to achieve management objective including the roadmap, responsibility with targets and availability of resources.

c) Ref: Energy Management & GHG Reduction Booklet, Section 6.2

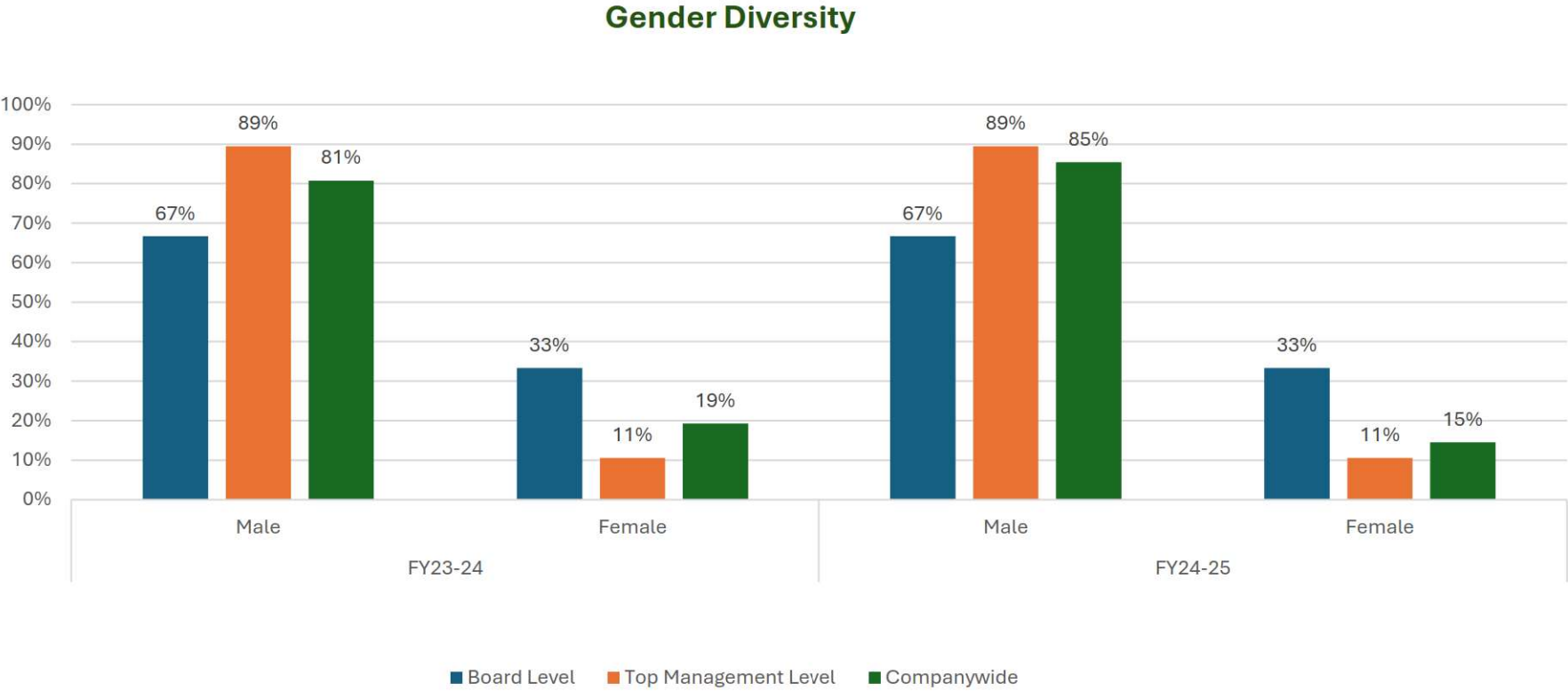# Material Topic-Child & Forced Labour, Human Trafficking

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 w.r.t. Labour & Human Rights (LHR) related are shown below:

LHR Incidents

Chart showing LHR Incidents for FY23-24 and FY24-25:
- Number of child/forced/human trafficking cases reported: 0, 0
- Number of Discrimination and harassment cases reported: 0, 0
- Number of LHR related grievances reported: 0, 0

Legend: FY23-24, FY24-25

Material Topic-Diversity, Equity & Inclusion

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

Gender Diversity

Legend: ■ Board Level ■ Top Management Level ■ Companywide

Material Topic-Diversity, Equity & Inclusion

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

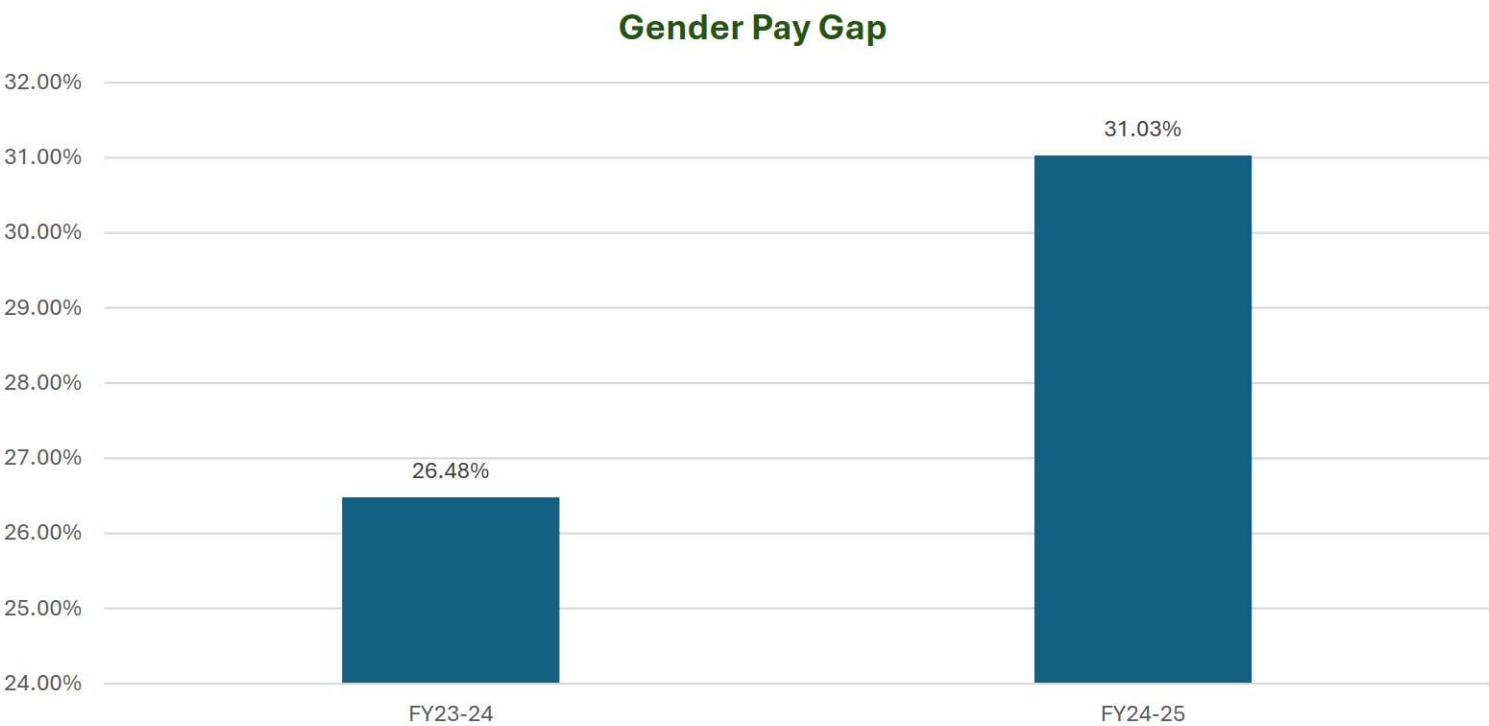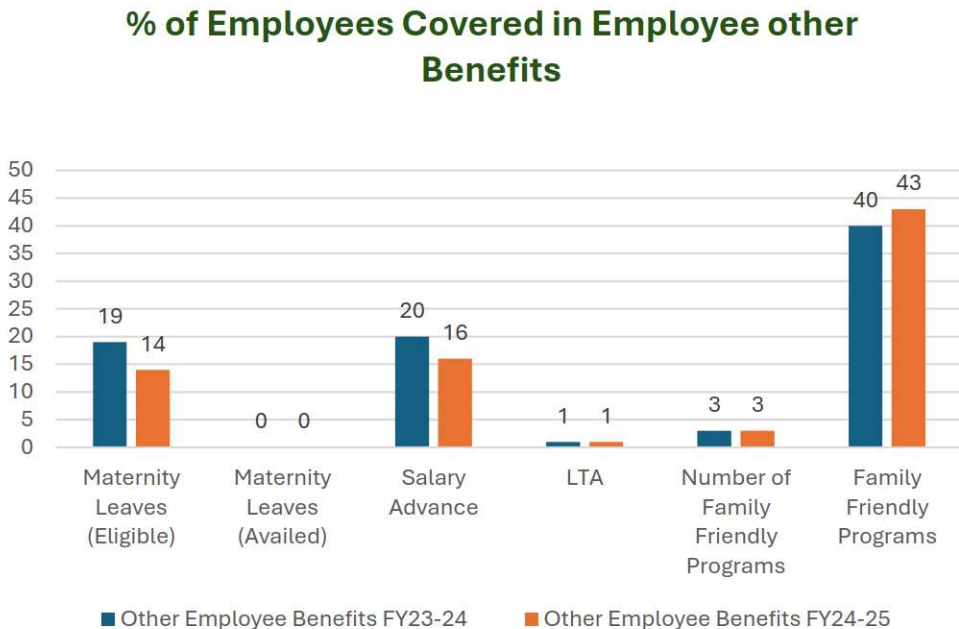Performance on Diversity, Equity & Inclusion

FY23-24: 13, FY24-25: 14

No of workers from minority/vulnerable groups

Performance on Diversity, Equity & Inclusion

FY23-24: 11.9%, FY24-25: 12.7%

% of workers from minority/vulnerable groups
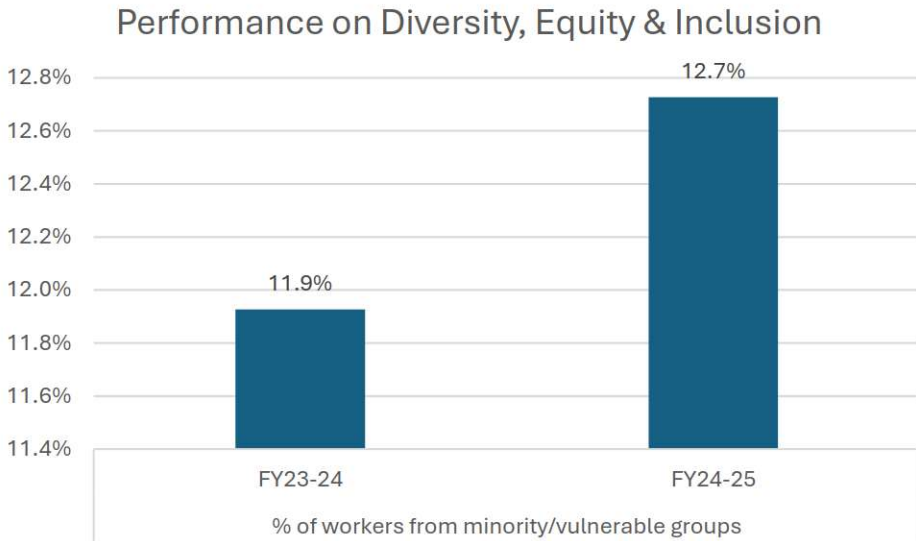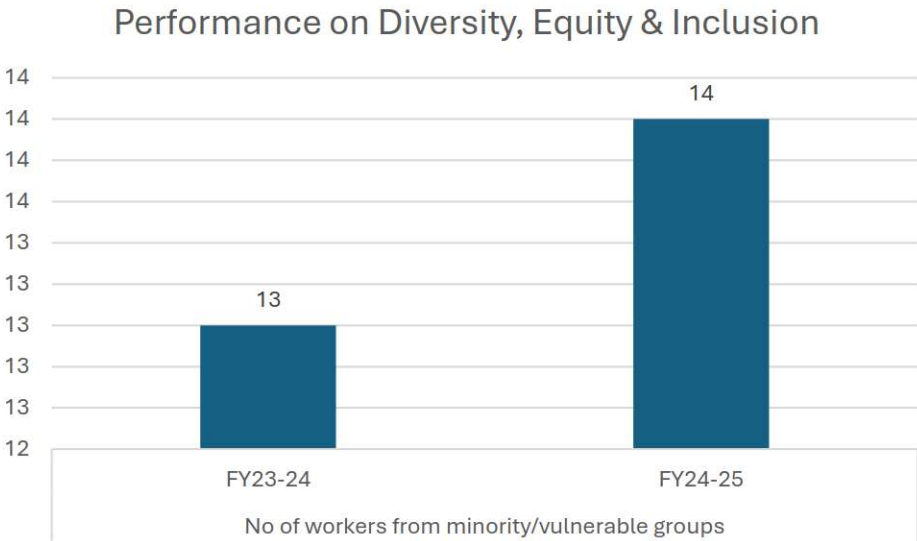
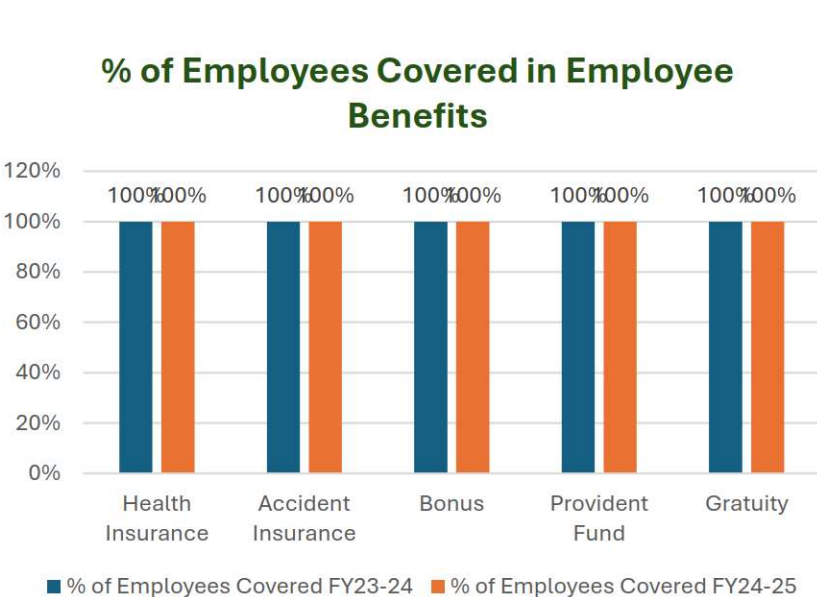# Material Topic-Diversity, Equity & Inclusion

- **Outcomes achieved**

- Performances for FY2023-24 & FY2024-25 is shown below:

Gender Pay Gap

Material Topic-Working Conditions

- **Outcomes achieved**

- Performances for FY2023-24 & FY2024-25 are shown below:

% of Employees Covered in Employee Benefits

(Health Insurance, Accident Insurance, Bonus, Provident Fund, Gratuity — all 100%/100% for FY23-24 and FY24-25)

% of Employees Covered in Employee other Benefits

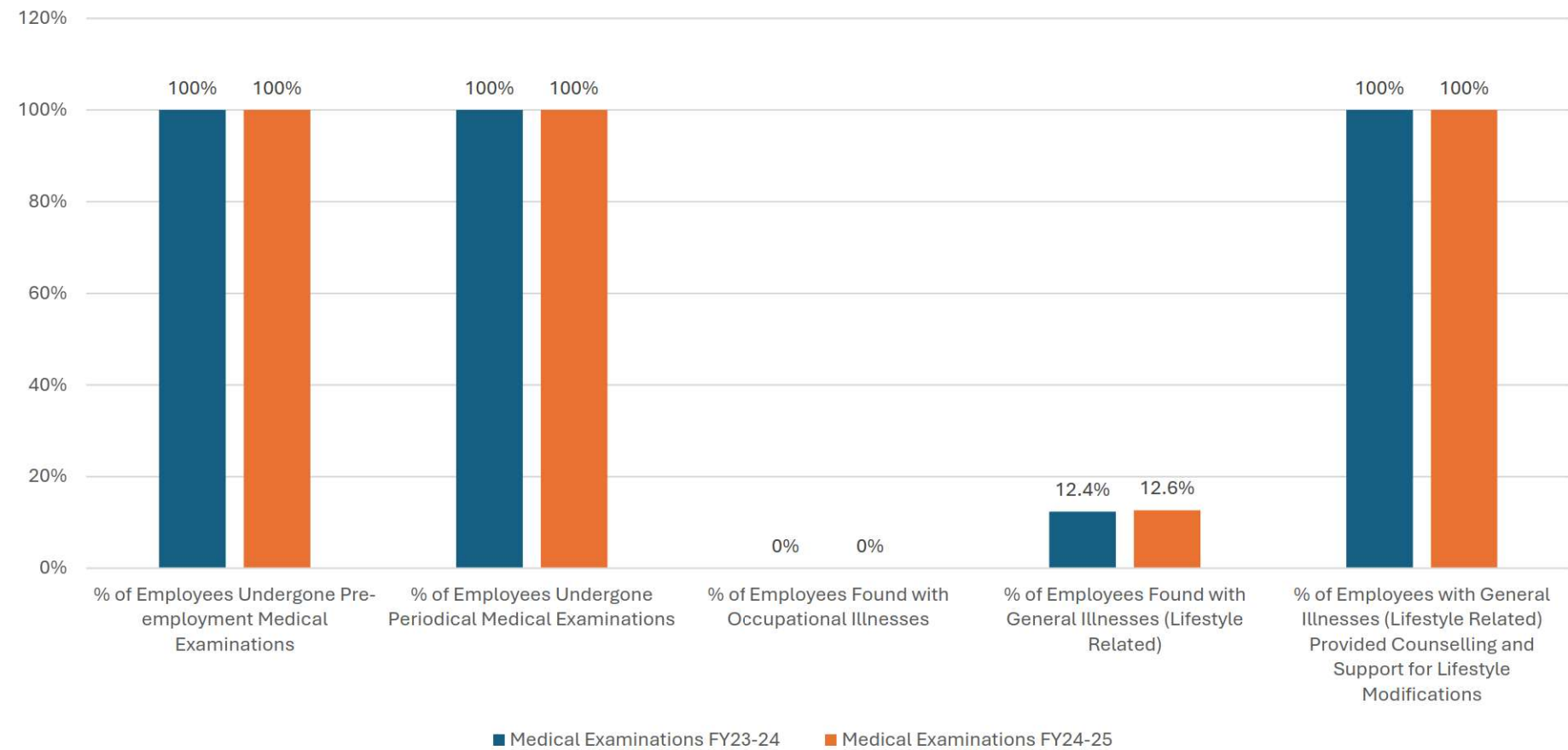| Category	Other Employee Benefits FY23-24	Other Employee Benefits FY24-25
Maternity Leaves (Eligible)	19	14
Maternity Leaves (Availed)	0	0
Salary Advance	20	16
LTA	1	1
Number of Family Friendly Programs	3	3
Family Friendly Programs	40	43

Material Topic-Working Conditions

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

Employees Medical Examinations

Chart: Employees Medical Examinations (Medical Examinations FY23-24 vs Medical Examinations FY24-25)

| Category	FY23-24	FY24-25
% of Employees Undergone Pre-employment Medical Examinations	100%	100%
% of Employees Undergone Periodical Medical Examinations	100%	100%
% of Employees Found with Occupational Illnesses	0%	0%
% of Employees Found with General Illnesses (Lifestyle Related)	12.4%	12.6%
% of Employees with General Illnesses (Lifestyle Related) Provided Counselling and Support for Lifestyle Modifications	100%	100%

■ Medical Examinations FY23-24   ■ Medical Examinations FY24-25

Material Topic-Career Management & Training

- **Outcomes achieved**

- Performances for FY2023-24 & FY2024-25 are shown below:

% of Employees Covered under PMS

Learning & Development & Promotions
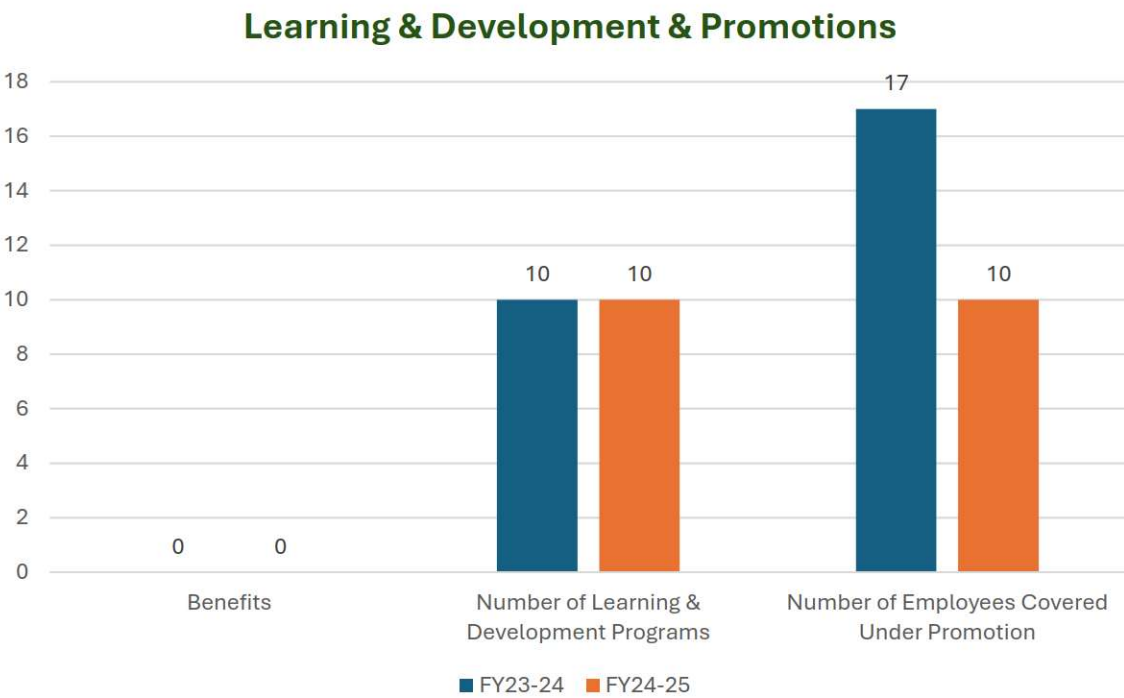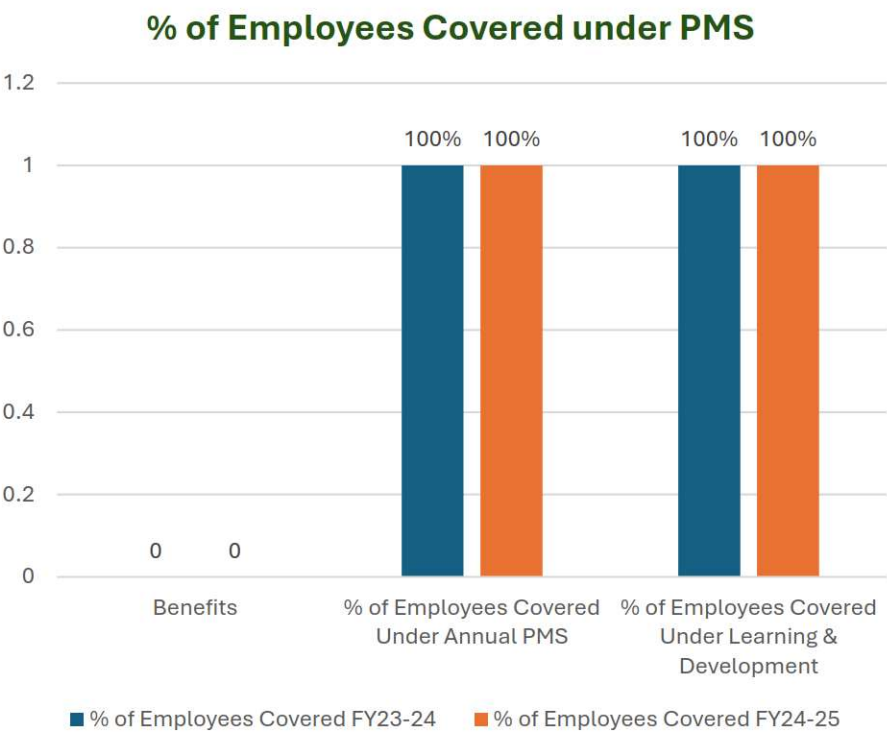
Material Topic-Working Hours & Safe Man-hours

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 w.r.t. working hours and safe working hours are shown below:

Man-hours worked

Material Topic-Labour & Human Rights

- **Continual improvement plans as per Targets FY2034-35 are as follows:**

KPI No	Metric	UoM	KPI-Target FY2034-35		KPI-Base Line FY2023-24	KPI-Achieved FY2024-25
KPI-LHR-05	Average unadjusted gender pay gap	%	Minimise Pay Gap	25%	26.48%	31.03%
KPI-LHR-06	Percentage of women at top management level	%	15%	10%	10.53%	10.53%
KPI-LHR-07	Percentage of women employed in the whole organization	%	15%	10%	19.27%	14.45%
KPI-LHR-08	Percentage of women within the organization's board	%	30%	30%	33.33%	33.33%
KPI-LHR-09	Number of differently abled workers employed	Number	NA		1	1
KPI-LHR-10	Number of workers from minority groups and/or vulnerable workers employed in relation to the whole organization	Number	NA	10%	13	14
KPI-LHR-11	Percentage of workers from minority groups and/or vulnerable workers employed in managerial roles (excluding boards of directors)	Number	NA		11.9%	12.7%
KPI-LHR-14	Average hours of training per direct workforce for LHR	Hrs / person	Hrs / person	5.00	1.50	2.08
KPI-LHR-15	Average hours of training per contract workforce for LHR	Hrs / person	Hrs / person	2.50	1.50	0.88
KPI-LHR-16	Average hours of training per direct workforce	Hrs / person	Hrs / person	23.45	9.00	10.54
KPI-LHR-17	Average hours of training per contract workforce	Hrs / person	Hrs / person	8.5	1.00	3.40

Our Performances for FY2024-25 vs Targets FY2034-35 to Achieve Relevant SDGs

Sustainable Procurement

Material Topic-Sustainable Procurement

- **Policy Commitment**

a) Integrate the requirements of applicable national and regulations and internationally recognized principles / standards like UNGC principles, Sustainable Development Goals and PSCI principles, ISO 14001, ISO 20400, ISO 45001, ISO 50001, SA 8000, SBTi, Responsible Care Global Charter, AMR Industry Alliance regarding environmental & Social pillars of sustainability in the supply chain.

- **Actions implemented**

a) Implemented sustainable procurement framework as per the requirements of ISO 20400 and ISO 45001 international standards to promote positive outcomes for economy, environment, and society to contribute for environmental (Social pillars of sustainability in the supply chain.

b) Plans are in place to achieve management objective including the roadmap, responsibility with targets and availability of resources.

# Material Topic-Supplier Environmental & Social Assessments

- **Outcomes achieved**

- Performances for FY2023-24 & FY2024-25 are shown below:

Sustainable Procurement (SUP) Performance

Sustainable Procurement (SUP) Performance

Material Topic-Supplier Environmental & Social Assessments

- **Outcomes achieved**

- Performances for FY2023-24 & FY2024-25 are shown below:

Sustainable Procurement (SUP) Performance
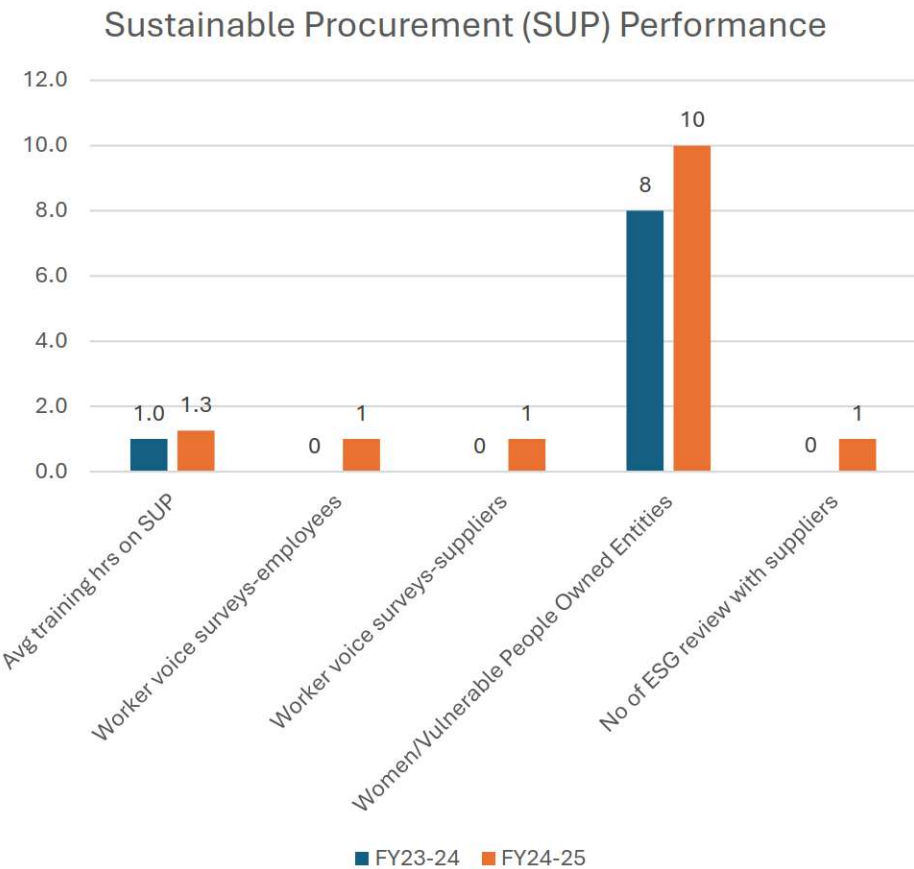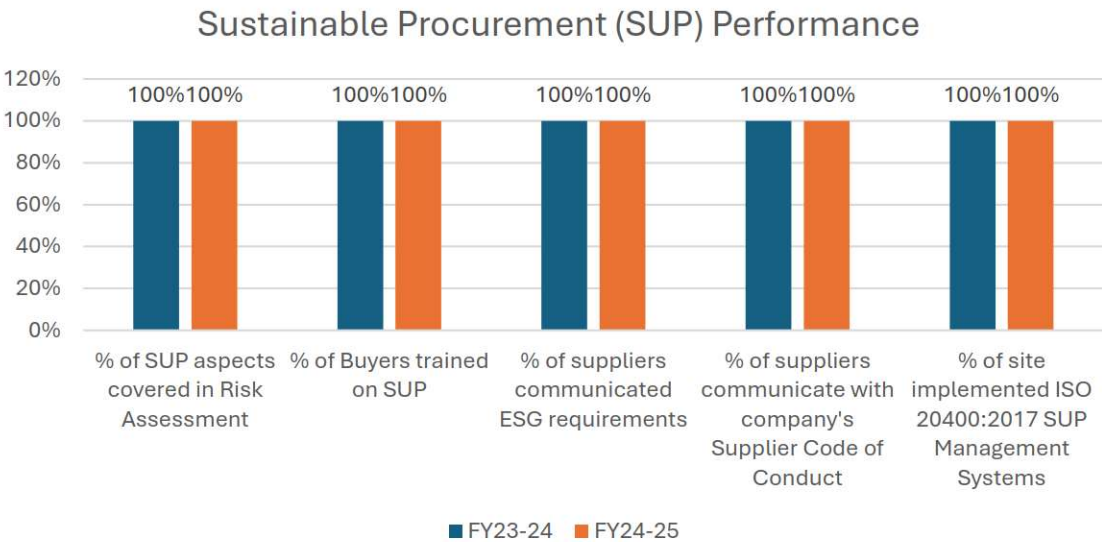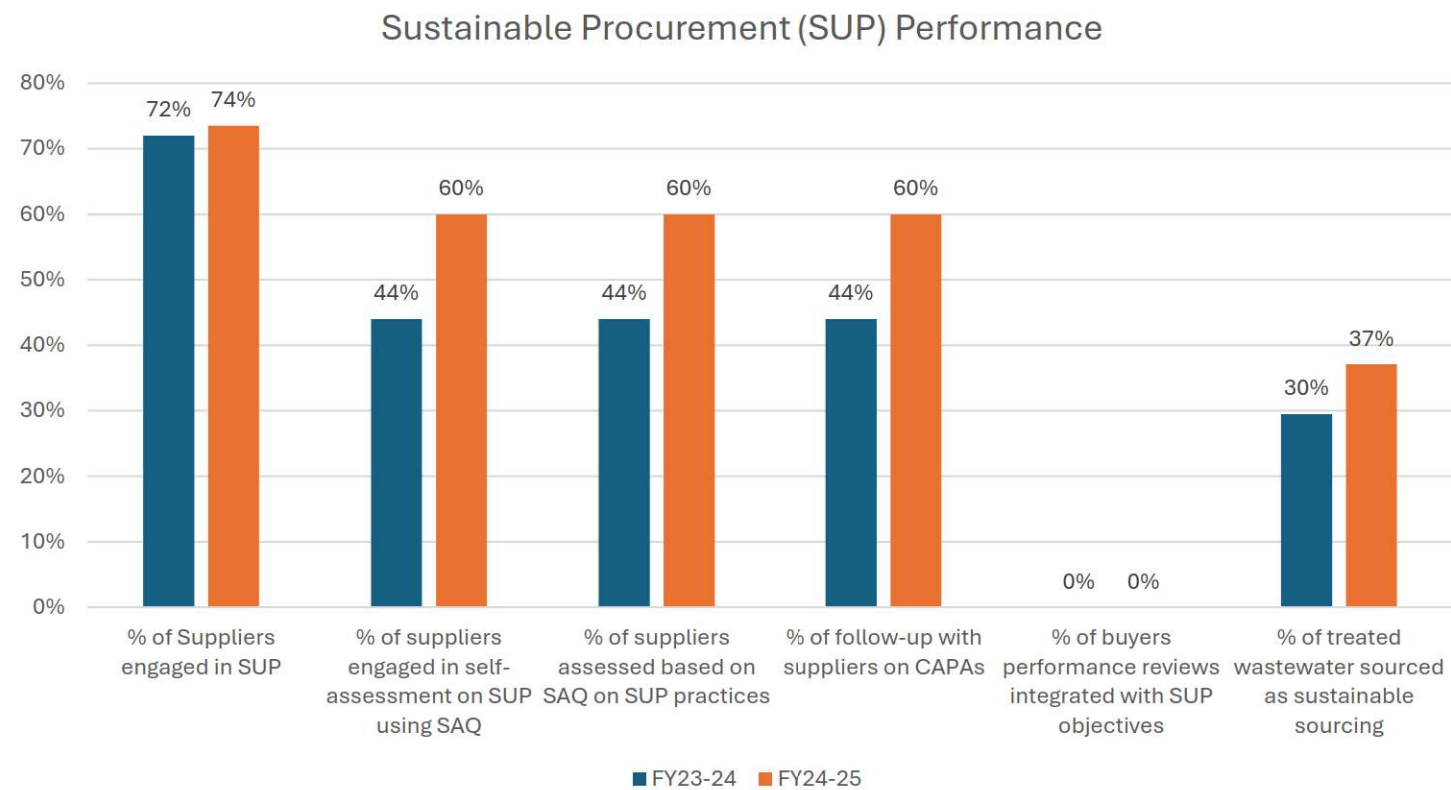
Our Performances for FY2024-25 vs Targets FY2034-35 to Achieve Relevant SDGs Governance & Ethics

Material Topic-Governance & Ethics

- **Policy Commitment**

a) Comply with the requirements of national laws & regulations and internationally recognized Principles like UNGC, PSCI and Social Accountability Standard SA 8000:2014 regarding Health & Safety, Working Hours, Remuneration, other environmental and social requirements.
b) Promote equal opportunity employment for managing recruitment and employee's career management.

- **Actions implemented**

a) Implemented compliance certified SA 8000 Social Accountability standard and set Social and Governance objectives at relevant functions, level, and processes.
b) Implemented ISO 27001 Information Security Management System (ISMS) & ISO 37001 Anti-Bribery Management System (ABMS) and set Governance, Ethics & Information Security management objectives at relevant functions, level, and processes.
c) Plans are in place to achieve management objective including the roadmap, responsibility with targets and availability of resources.
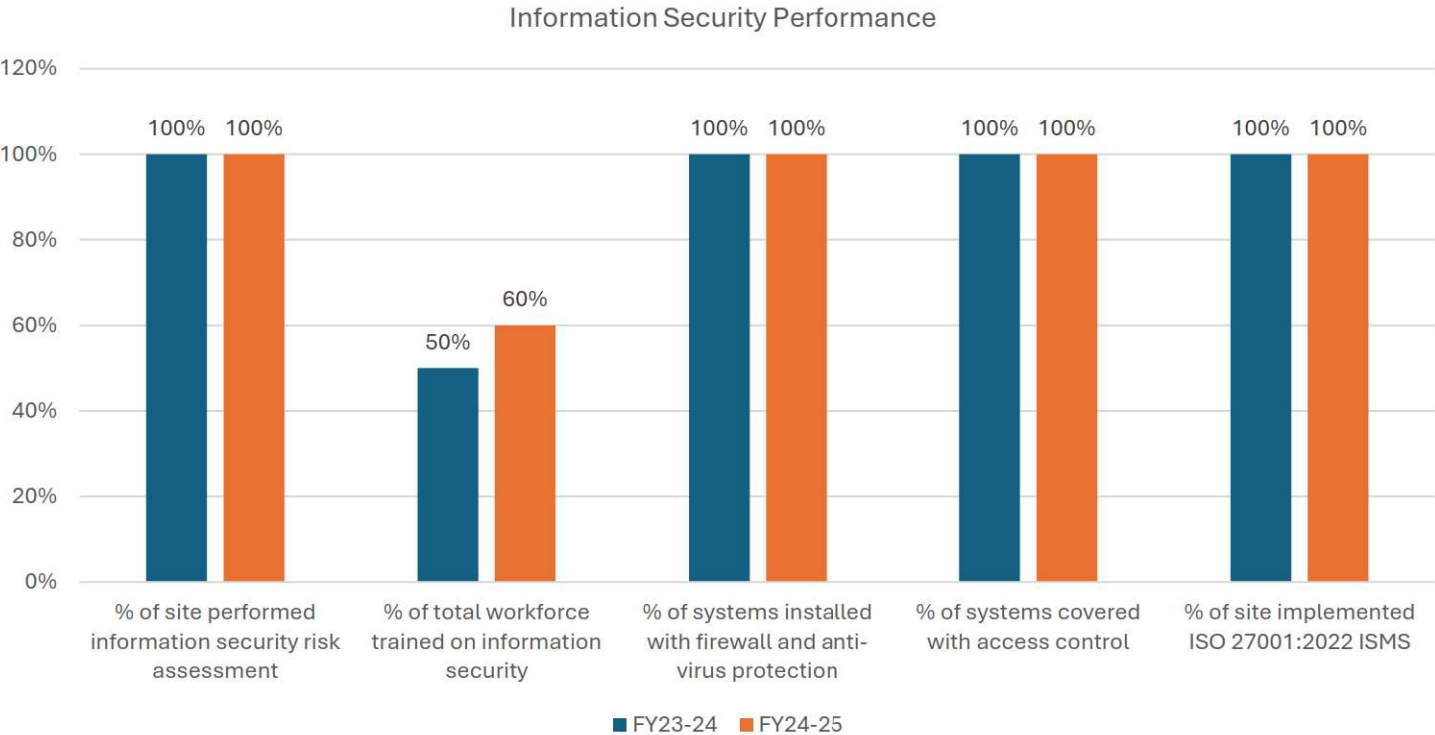
Material Topic-Governance & Ethics

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 vs Targets FY2034-35 are shown below:

Governance & Ethics Performance

Material Topic- Governance & Ethics

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 vs Targets FY2034-35 are shown below:

Information Security Performance

Material Topic- Governance & Ethics

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 vs Targets FY2034-35 are shown below:
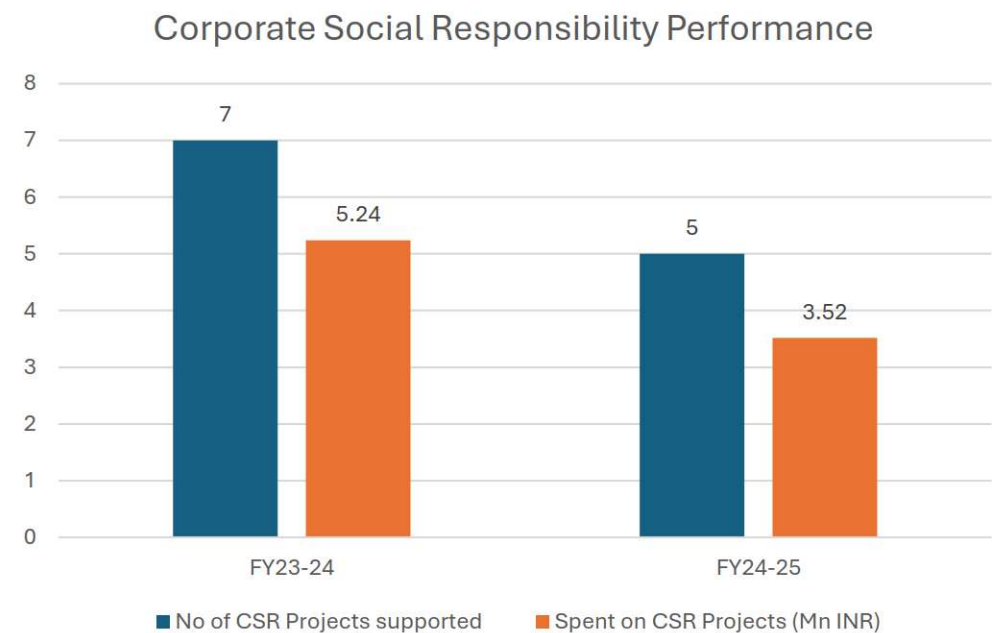

Governance & Ethics Performance

Corporate Social Responsibility Performance

Material Topic- Governance & Ethics

- **Continual improvement plans as per Targets FY2034-35 are as follows:**

Material Topics	KPI No	Metric	UoM Type	UoM	KPI-Target FY2034-35		KPI-Base Line FY2023-24	KPI-Achieved FY2024-25
Career Management & Training	KPI-GOV-03	Average hours of training per direct workforce and suppliers for Governance & Ethics	Absolute	Hrs / person	Hrs / person	2.05	1.00	1.26
Governance & Ethics	KPI-GOV-04	% of total workforce trained on governance & ethics issues	Absolute	%	All employees	100%	50%	60%
Anti-Corruption & Anti-Bribery	KPI-GOV-08	Suppliers Covered by Due Diligence on Corruption through Supplier Code of Conduct (SCoC)	Absolute	%	1 per year	1	0	0
Governance & Ethics Certifications and Awards	KPI-GOV-15	Implement ISO 37001:2016 Anti-Bribery Management Systems	Absolute	Number	Company	1	1	1
Information Security	KPI-GOV-17	% of total workforce trained on information security	Absolute	%	All employees	100%	50%	60%
Information Security	KPI-GOV-21	Number of key suppliers/trading partners covered by information security due diligence	Absolute	Number	1 per year	1	0	0
Governance & Ethics Certifications and Awards	KPI-GOV-22	Implement ISO 27001:2022 Information Security Management Systems	Absolute	Number	Company	1	1	1
Corporate Social Responsibility (CSR)	KPI-GOV-23	Number of NGOs/Agencies/CSR Projects supported	Absolute	Number	NA	NA	7	5
Corporate Social Responsibility (CSR)	KPI-GOV-24	Amount spent on CSR Projects	Absolute	Mn INR	NA	NA	5.24	3.52

Our Performances for FY2024-25 vs Targets FY2034-35 to Achieve Relevant SDGs
Awareness Training on ESG

Material Topic-Awareness Training

Training Hours for Environment, Energy & GHG Reduction, Occupational Health & Safety

Training Hrs (Employees): Targets FY2034-35 = 1320, Performance FY2024-25 = 603
Training Hrs (Contractors): Targets FY2034-35 = 480, Performance FY2024-25 = 205
Training Hrs (Combined): Targets FY2034-35 = 1800, Performance FY2024-25 = 808

■ Targets FY2034-35 ■ Performance FY2024-25

Training Hours/Employee/Year for Environment, Energy & GHG, Occupational Health & Safety

Hrs/Emp/Year (Emp): Targets FY2034-35 = 12.00, Performance FY2024-25 = 5.48
Hrs/Emp/Year (Contr): Targets FY2034-35 = 6.00, Performance FY2024-25 = 2.56
Hrs/Emp/Year (Combined): Targets FY2034-35 = 9.47, Performance FY2024-25 = 4.25

■ Targets FY2034-35 ■ Performance FY2024-25

Material Topic-Awareness Training

Training Hours for Labour & Human Rights

	Targets FY2034-35	Performance FY2024-25
Training Hrs (Employees)	550	229
Training Hrs (Contractors)	200	70
Training Hrs (Combined)	750	299

Training Hours /Employee/Year for Labour & Human Rights

	Targets FY2034-35	Performance FY2024-25
Hrs/Emp/Year (Emp)	5.00	2.08
Hrs/Emp/Year (Contr)	2.50	0.88
Hrs/Emp/Year (Combined)	3.95	1.57

Material Topic-Awareness Training

Training Hours for Sustainable Procurement

226	139

Training Hrs (Employees)

■ Targets FY2034-35   ■ Performance FY2024-25

Training Hours/Employee/Year for Sustainable Procurement

2.05	1.26

Hrs/Emp/Year (Emp)

■ Targets FY2034-35   ■ Performance FY2024-25

Material Topic-Awareness Training

Training Hours for Governance & Ethics

600
400
200
0

484

189

Training Hrs (Employees)

■ Targets FY2034-35   ■ Performance FY2024-25

Training Hours/Employee/Year for Governance & Ethics

6.00
4.00
2.00
0.00

4.40

1.72

Hrs/Emp/Year (Emp)

■ Targets FY2034-35   ■ Performance FY2024-25

Material Topic-Awareness Training

Training Hours for Sustainability & ESG

Training Hrs (Employees)	2580	1160
Training Hrs (Contractors)	680	275
Training Hrs (Combined)	2550	1107

■ Targets FY2034-35 ■ Performance FY2024-25

Training Hours/Employee/Year for Sustainability & ESG

Hrs/Emp/Year (Emp)	23.45	10.54
Hrs/Emp/Year (Contr)	8.50	3.40
Hrs/Emp/Year (Combined)	13.40	5.80

■ Targets FY2034-35 ■ Performance FY2024-25

Our Performances for FY2024-25 vs Targets FY2034-35 to Achieve Relevant SDGs

PSCI & Other ESG Audits Updates

Material Topic-PSCI & Other ESG Audits

- **Policy Commitment**

Comply with the requirements of national laws & regulations and internationally recognized Standards like ISO 14001, ISO 45001, ISO 50001, SA 8000, Science Based Target initiative (SBTi), Responsible Care Global Charter (RCGC), AMR Industry Alliance regarding EHS..
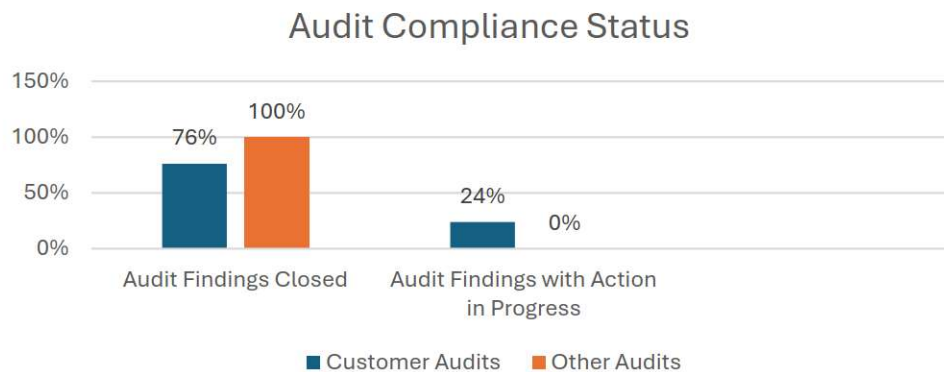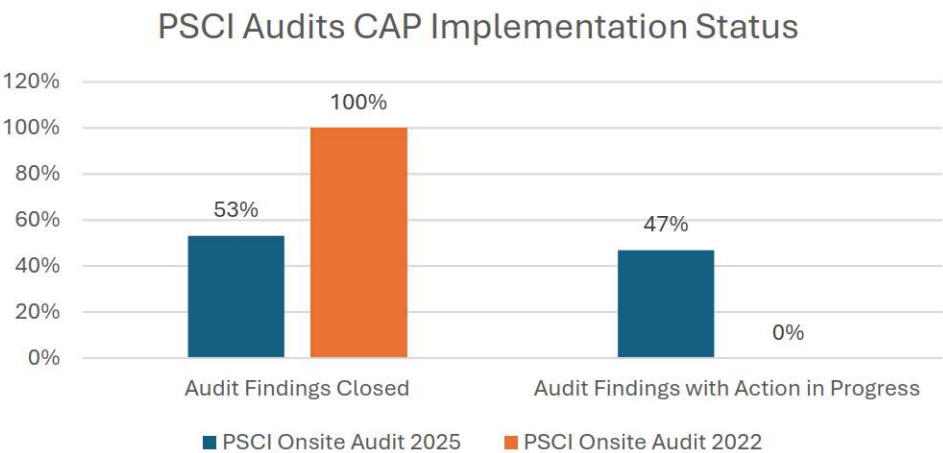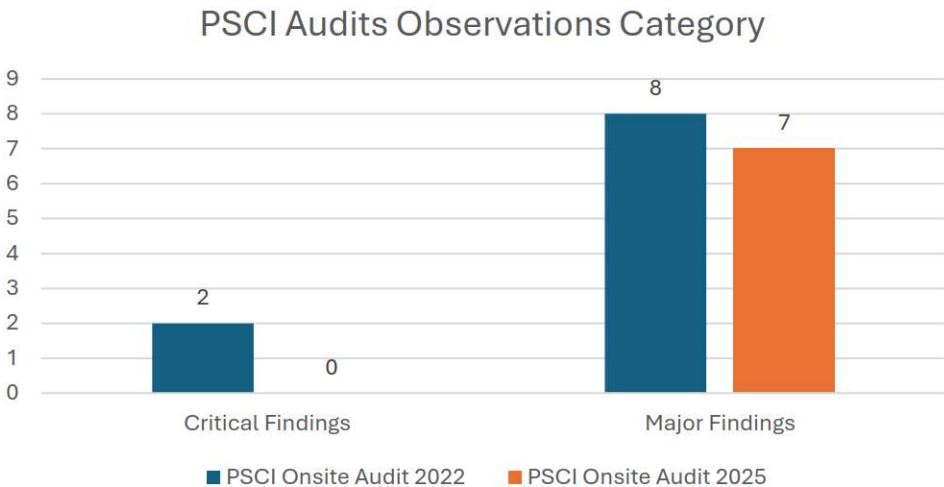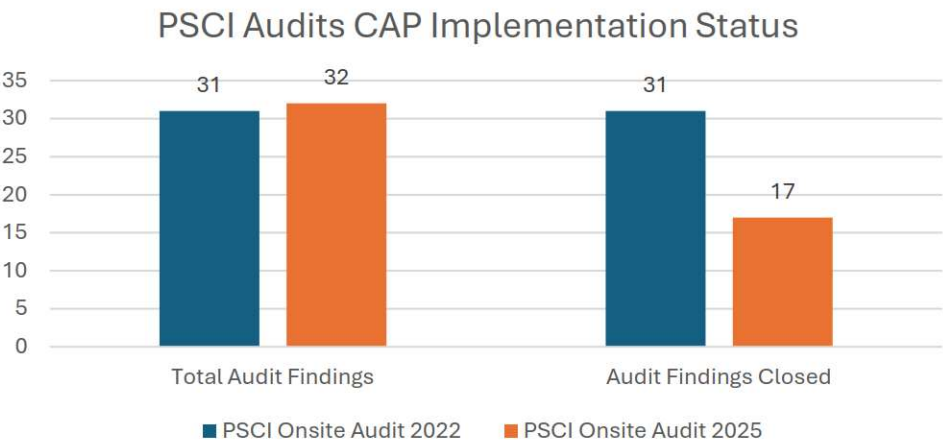

- **Actions implemented**

a) Implemented ISO 14001: Environmental Management Systems (EMS), ISO 45001: Occupational Health and Safety management System, ISO 50001: Energy Management system, SA 8000 ; Social Accountability standard and set objectives at relevant functions, level, and processes.
b) Plans are in place to achieve management objective including the roadmap, responsibility with targets and availability of resources.

Material Topic-PSCI & Other ESG Audits

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 are shown below:

PSCI Audits CAP Implementation Status

Legend: PSCI Onsite Audit 2022, PSCI Onsite Audit 2025

PSCI Audits Observations Category

Legend: PSCI Onsite Audit 2022, PSCI Onsite Audit 2025

PSCI Audits CAP Implementation Status

Legend: PSCI Onsite Audit 2025, PSCI Onsite Audit 2022

Audit Compliance Status

Legend: Customer Audits, Other Audits

Material Topic-PSCI & Other ESG Audits

- **Continual improvement plans as per Targets FY2034-35 are as follows:**

| Material Topics	KPI No	Metric	UoM	KPI-Target FY2034-35		KPI-Base Line FY2023-24	KPI-Achieved FY2024-25
PSCI ESG Audits & Corrective Actions	KPI-EHS-85	Number of Critical Observations	Number	Zero Critical Observation	0	2	0
PSCI ESG Audits & Corrective Actions (2022 & 2025)	KPI-EHS-86	% Closure of Corrective Actions	%	100%	100%	100%	57%
PSCI & Other ESG Audits & Corrective Actions	KPI-EHS-87	% Closure of Corrective Actions	%	100%	100%	100%	76%
Other ESG Audits & Corrective Actions	KPI-EHS-88	% Closure of Corrective Actions	%	100%	100%	100%	100%

Certifications & Awards on ESG
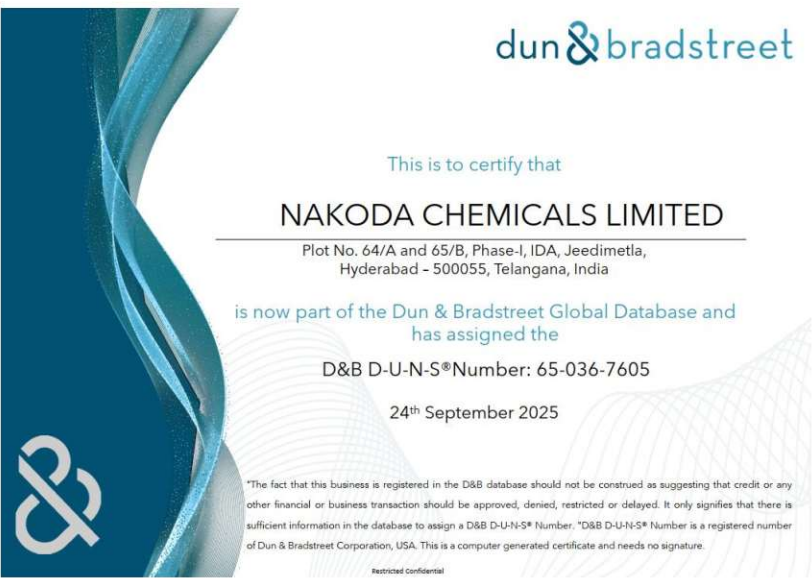
Certifications & Awards on ESG

Certifications & Awards on ESG
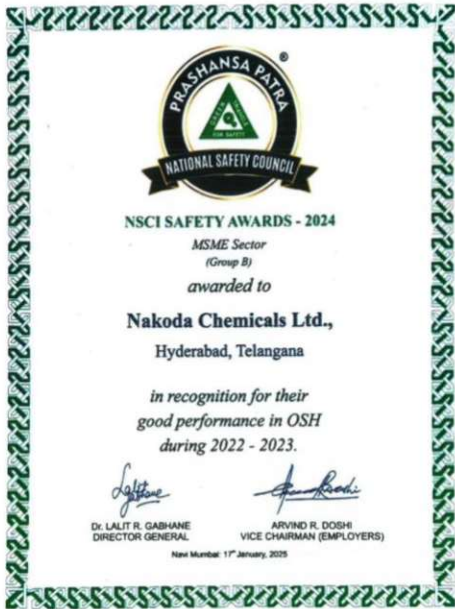
Certifications & Awards on ESG

Certifications & Awards on ESG

Certifications & Awards on ESG

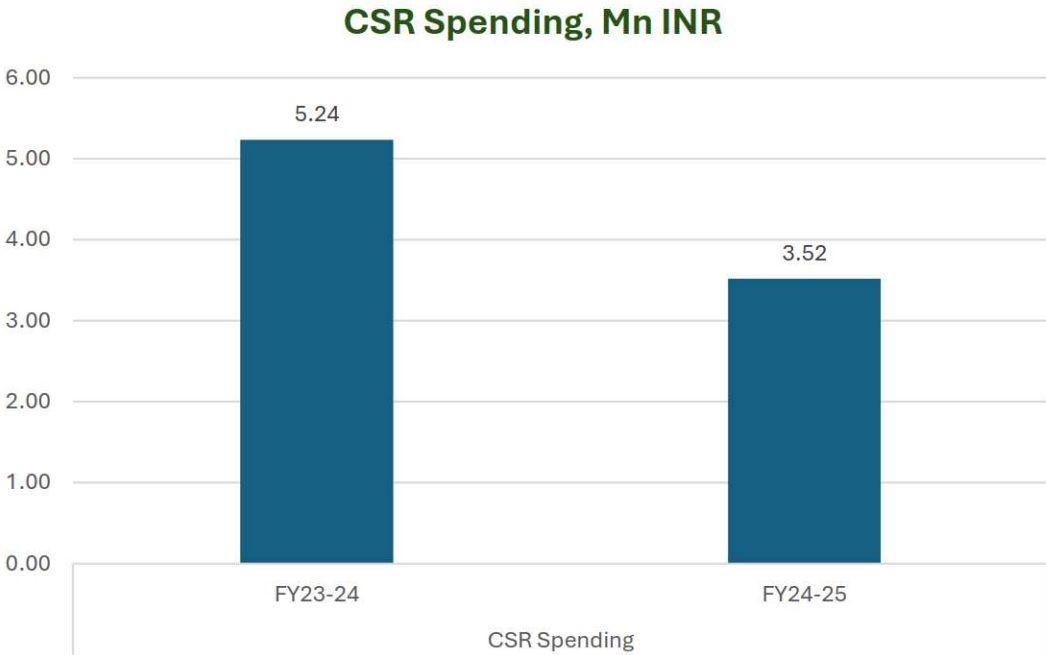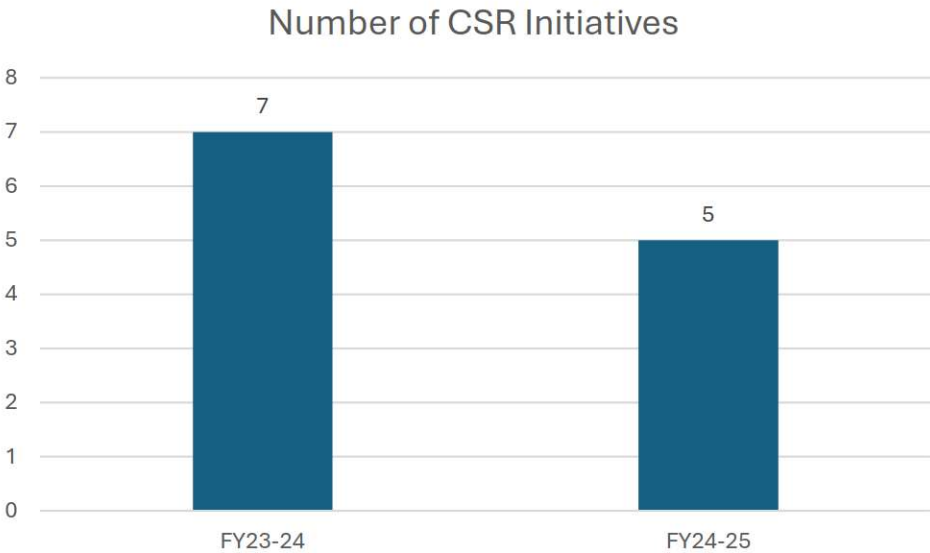# Our Corporate Social Responsibilities for SDGs Implementation

Our Corporate Social Responsibilities for SDGs Implementation

Our Corporate Social Responsibilities for SDGs Implementation

- **Outcomes achieved**
- Performances for FY2023-24 & FY2024-25 w.r.t. Corporate Social Responsibility (CSR) are shown below:

Number of CSR Initiatives

CSR Spending, Mn INR

Our CSR Responsibilities

We hereby affirm that the CSR Policy as approved by the board has been implemented and the CSR committee monitors the implementation of the projects and activities in compliance with our CSR objectives.

DIRECTORS' RESPONSIBILITY STATEMENT:

Pursuant to Section 134(5) of the Companies Act, 2013 with respect to the Directors' Responsibility Statement, the Board of Directors of the Company hereby confirms:

a) that in the preparation of the Annual Accounts, the applicable accounting standards had been followed and there are no material departures;

b) that they have selected such accounting policies and applied them consistently and made judgments and estimates that are reasonable and prudent so as to give a true and fair view of the state of affairs of the company at the end of the financial year and of the Profit of the Company for that period;

c) that they have taken proper and sufficient care for the maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets of the Company and for preventing and detecting fraud and other irregularities;

d) that they have prepared the annual accounts on a going concern basis; and

e) the directors, in the case of a listed company, had laid down internal financial controls to be followed by the company and that such internal financial controls are adequate and were operating effectively: **NOT APPLICABLE**

f) That they have devised proper systems to ensure compliance with the provisions of all applicable laws and that such systems were adequate and operating effectively.

ACKNOWLEDGEMENTS

Your Company will always keep interest of its customers, employees and the stakeholders as a priority and shall reciprocate their confidence reposed in the Company. It has been a mutually beneficial relationship and looks forward to their continued support.

An acknowledgement to all with whose help, cooperation and hard work the Company is able to achieve the results.

For and behalf of the Board of Director
For **NAKODA CHEMICALS LIMITED**

Place: Hyderabad
Date: 4TH July 2025

RAJKUMAR AGRAWAL
MANAGING DIRECTOR
DIN: 02488076

SAROJ AGARWAL
DIRECTOR
DIN: 02487534

Abbreviations

Abbreviations:

AMR	:	Anti-Microbial Resistance
CAPA	:	Corrective Action and Preventive Action
CoC	:	Code of Conduct
EHS	:	Environmental Health Safety
EMS	:	Environmental Management Systems
ENI	:	Environmental Incident
KPI	:	Key Performance Indicator
LTI	:	Lost Time Injury
MS	:	Management Systems
MT	:	Metric Ton
NCL	:	Nakoda Chemical Limited
NDA	:	Non-Disclosure Agreement
OHS	:	Occupational Health & Safety
PiE	:	Pharmaceuticals into Environment
PSCI	:	Pharmaceutical Supply Chain Initiative
PSI	:	Process Safety Incident
SA	:	Social Accountability
SAQ	:	Supplier Assessment Questionnaire
SBTi	:	Science Based Target initiatives
SCoC	:	Supplier Code of Conduct
SUP	:	Supplier
UNGC	:	United Nations Global Compact
ZLD	:	Zero Liquid Discharge

Contact us

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Dear Stakeholder,
You may reach us with your valuable feedback/suggestion at:
Nakoda ESG Team esg@nakodachemicals.com

https://nakodachemical.com/esg/