



# Maxop

## Engineering Co. Pvt. Ltd.



### Sustainability Report 2024-25



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# Message from Managing Director

“ Dear Stakeholders,

It is with great pride that I present MECPL's inaugural Sustainability Report, a testament to our unwavering commitment to Environmental, Social, and Governance (ESG) principles. This report is not just a reflection of our achievements but also a roadmap for our journey towards a more sustainable and inclusive future.

**Prioritizing Environmental Stewardship:** At Maxop, we are committed to reducing our environmental footprint through innovation and responsible manufacturing. Our focus on producing structural EV components highlights our dedication to supporting the global transition to clean energy and sustainable mobility. To accomplish our long-term objective of net-zero emissions and significant reduction of greenhouse gas emissions through investments in renewable energy, waste management, and resource efficiency.

**Advancing Social Impact:** Our people and communities are at the heart of our success. Maxop prioritizes employee well-being, fostering a culture of inclusivity, diversity, and continuous learning. By empowering our workforce with skill development programs and promoting a healthy work-life balance, we are building a resilient and motivated team. Additionally, our community engagement initiatives aim to create meaningful and lasting impacts, ensuring that our growth aligns with the betterment of society.

**Strengthening Governance and Transparency:** Strong governance is the cornerstone of Maxop's operations. Our partnership with Fairfax India underscores our commitment to ethical business practices, accountability, and long-term value creation. We adhere to the highest standards of transparency and compliance, ensuring that our stakeholders are consistently informed and engaged in our journey.

**Shaping a Sustainable Tomorrow:** As a global leader in precision engineering, Maxop is uniquely positioned to integrate ESG principles into every facet of our business. With operations spanning over 20+ countries and a diverse clientele, our efforts to embed sustainability in our processes will drive innovation, enhance stakeholder value, and contribute to a better future.

We are excited to embark on this transformative journey, and I thank each of you—our employees, partners, and stakeholders—for your trust and support. Together, we will continue to push boundaries and create a lasting positive impact. ”

Shailesh Arora  
Managing Director



## About the report

MECPL believes that sharing insights into our progress, milestones, challenges and prospects with all our valued stakeholders is very crucial in our journey towards building a sustainable future for all.

This report is the initial Sustainability Report of **Maxop Engineering Co. Pvt. Ltd.** (MECPL) Automotive Limited. It marks the continuation of a formal process to communicate our sustainability commitment and progress on material issues with our various stakeholders, including employees, investors, consumers, business partners, suppliers, the community, and the government. The sustainability Report for FY 2024-25 is an initial publication and supplies material information relating to our sustainability strategy, operating context, material aspects, performance, prospects and governance outlining our actions and achievements across all the units to achieve our mission to be a global level excellence aluminium die-casting parts manufacturers company.

We strive for transparent, accountable, and structured communication with our stakeholders, and this report provides them with non-financial information as well as outline and show how we create long term value for our stakeholders while achieving consistent organizational growth through a well-defined business model.

### Reporting scope & boundary

The report is structured with the material issues identified in the materiality matrix and divided under Economics, Environment and Social for the Financial year 2024-2025. It defines our approach and disclosure towards the triple bottom line - People, Planet and Prosperity for the reporting period of this report. The report is confined to MECPL (Unit I, Unit II, Unit III, Unit IV, Unit IV E, Unit V, Unit VI, & Unit VII). This report has been prepared in reference with the "Global Reporting Initiative (GRI) Standards". The aspect boundaries and content were defined using reporting principles prescribed in the GRI Sustainability Reporting Standards 2021 and follow the principles of comprehensiveness, materiality, sustainable context, and stakeholder inclusion. Materials topics were identified in consultation with

department heads and external stakeholders and was rated considering their importance and impact on business and stakeholder's interests. Based on the material topics, we present the associated performance of this reporting year. We uphold and follow the principles of the UN Global Compact, the Global Reporting Initiative, the UN Sustainable Development Goals, and the Indian National Voluntary Guidelines. When presenting information on the GRI indicator standards, we have whenever required clarified the underlying presumptions and/or exclusions. In keeping with sustainable development, MECPL is committed to produce the sustainability report henceforth, aligning it to the extent possible with its reporting cycle.

### Participation in sustainability & ESG indexes



We are pleased to share our efforts that top rating and ranking organizations in the industry have acknowledged us in the sustainable development.  
• EcoVadis

We are awarded a committed badge with a score of 52 out of 100 in recognition of our performance in sustainability, placing us in the 51<sup>st</sup> percentile.

• SAQ (Supplier assessment Questionnaire)  
We are awarded a score of 76% in SAQ 5.0 with respect to supplier performance on CSR and sustainability.

SAQ 5.0  
 HQ: Maxop Engineering Company Private Limited (Unit-1), IMT Maresar, Gurgaon, Haryana, 122050 India  
 Last updated 3 weeks ago  
 Risk [Progress Bar]  
 Rating: **C 76**  
 Industry: 29.32 - Manufacture of other parts and accessories for motor vehicles - Production  
 DUNS: 071706061  
 Site/Group headcount: 100-249 / 2,000-2,999  
 User: Sarvesh Kumar

## Maxop Engineering Co. Pvt. Ltd.

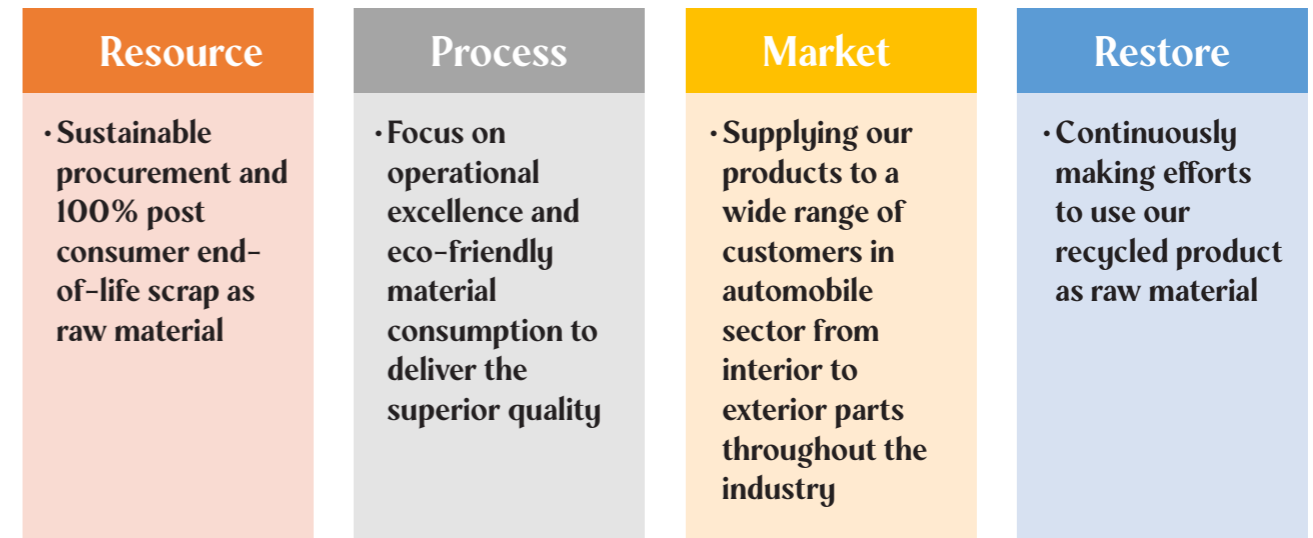
MECPL is one of the growing aluminium die-casting parts manufacturers in India, we have expanded our capabilities with Gravity Die-Casting (GDC), Alloy Manufacturing, and Aluminium Extrusion, diversifying to serve other industries and expanding our customer base using innovative manufacturing practices. With complete machining solutions, related assemblies, and in-house die design, simulations, and manufacturing of tools and dies for such parts, we are well-equipped to meet varied demands. Additionally, we have developed special in-house alloys formulated for Electric Vehicles (EVs), positioning us as a key



### OUR Vision

To be the complete solution provider, delivering value & quality to our customers, while implementing sustainable practices and reducing our carbon footprint.

### Value Chain



player in the future of sustainable transportation. To accomplish our mission, we continuously evaluate and mitigate risks involved in the sustenance of the company's business, properly comply with all the regulations in letter and spirit and achieve exemplary corporate governance. Apart from this, we support the local communities in education, cleanliness, and beautification.

At MECPL, we aim to consistently deliver superior value to our shareholders while being environment-friendly through our robust Environmental, Social, and Governance practices and inclusive growth strategy



### Our Mission

We are committed to being a reliable partner by supplying products of the highest quality, through constant innovation, operational excellence & teamwork.

The values of our organization strengthen our strategic objectives and business activities. These values inspire us to lead the way in achieving our business objectives through our strategies. The values which guide us at MECPL are:



**Integrity:** Being transparent, and maintaining ethical standards in all dealings is a pre-requisite to working here. It defines us as a company and builds trust in our clients and employees.



**Teamwork:** There is no "I" in team, willingness to share ideas leads to effective and quick decisions. Complexities and pending solutions can all be achieved when various people from the organization collaborate together toward a common shared goal.



**Innovation:** In order to achieve excellence, innovation must be allowed to thrive. It is through newer ideas that we can continuously upgrade our technology and deliver solutions at a faster rate, keeping quality as a top priority.



**Frugality:** Committing resources efficiently to provide our customers with economical products of the highest quality. It is an important pillar in our journey towards sustainable development.

## Management Principle

- Take the initiative for continuous improvement through change and challenge
- Foster corporate culture that enhances individual creativity and values cooperation and teamwork
- Passionately satisfy the customer through the attractive quality of products and services
- Invest in Green Energy and sustainable technology.
- Preserve the environment and maintain harmony with society.
- Ideas, suggestions, kaizens must always be an essential part of daily activity.

## Maxop Footprints

### MECPL Group has its presence across India and abroad

more than 20 countries, 10+ manufacturing facilities, and a workforce exceeding 3000, Maxop is dedicated

to delivering sustainable automotive innovative solutions and in component manufacturing.



● Our Customers			Warehouse Facility
<b>EUROPE</b>	<b>ASIA</b>	<b>NORTH AMERICA</b>	<ul style="list-style-type: none"> <li>• United States</li> <li>• Mexico</li> <li>• Gujarat</li> <li>• Germany</li> </ul>
<ul style="list-style-type: none"> <li>• Czech Republic</li> <li>• France</li> <li>• Germany</li> <li>• Italy</li> <li>• Portugal</li> <li>• Poland</li> <li>• Romania</li> <li>• Sweden</li> <li>• Spain</li> </ul>	<ul style="list-style-type: none"> <li>• India</li> <li>• China</li> <li>• Japan</li> <li>• Thailand</li> <li>• Turkey</li> <li>• South Korea</li> <li>• Singapore</li> </ul>	<ul style="list-style-type: none"> <li>• United States</li> <li>• Mexico</li> </ul>	<b>Manufacturing Location</b> <ul style="list-style-type: none"> <li>• Manesar</li> <li>• Jaipur</li> </ul>

## Sustainability Highlights

EMPLOYEES	PLANET	PROSPERITY
<b>3000+</b> Employee	<b>2946 GJ, 2% of Scope-2</b> Renewable Energy (Biomass)	<b>861.76 Cr.</b> Total Revenue Generated
<b>19.89 Hours</b> Training imparted per employee	<b>14.52% Cleaner Fuel (PNG)</b> Cleaner Fuel	<b>1.29 Cr.</b> Total CSR Contribution
<b>Zero</b> Major accidents and Fatalities	<b>3235 tCO<sub>2</sub>e</b> Emission Saving	<b>155.25 Cr.</b> Employee Wages and Benefits
<b>ISO 45001 Certified</b>	<b>2.38 kgCO<sub>2</sub>e</b> Per kg Production GHG Intensity	
	<b>ISO 14001 Certified</b>	

# Awards and Recognition



Zero Defect  
Borgwarner 2023



Best Performance in Quality  
Mitsubishi Electric



Award for Sustainable  
Development  
VALEO



Silver Award in Quality  
HONDA Cars India Limited



Gold Suppliers  
Regal Beloit Corporation



Best Quality Performance  
VALEO



QCI Awarded Platinum Award  
National Quality Enclave



Best Vendor Award  
Gami Motors India



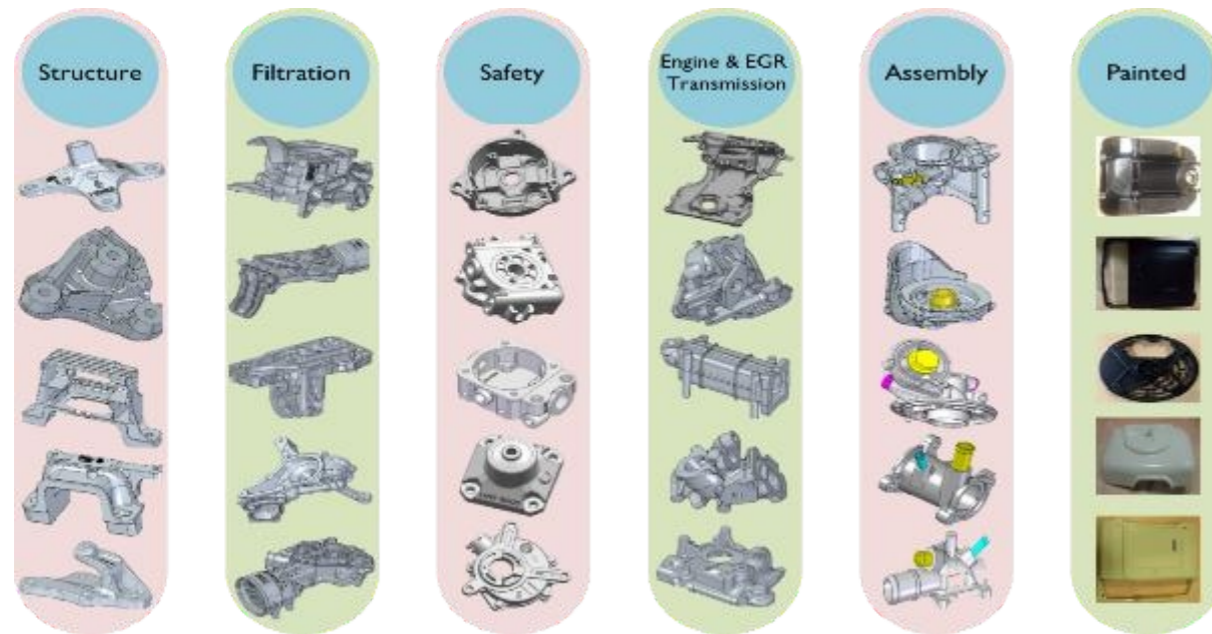
Speed and Agility Award  
Mann+Hummel



Business Growth Award  
YES Bank

# Product Portfolio

## Our Products

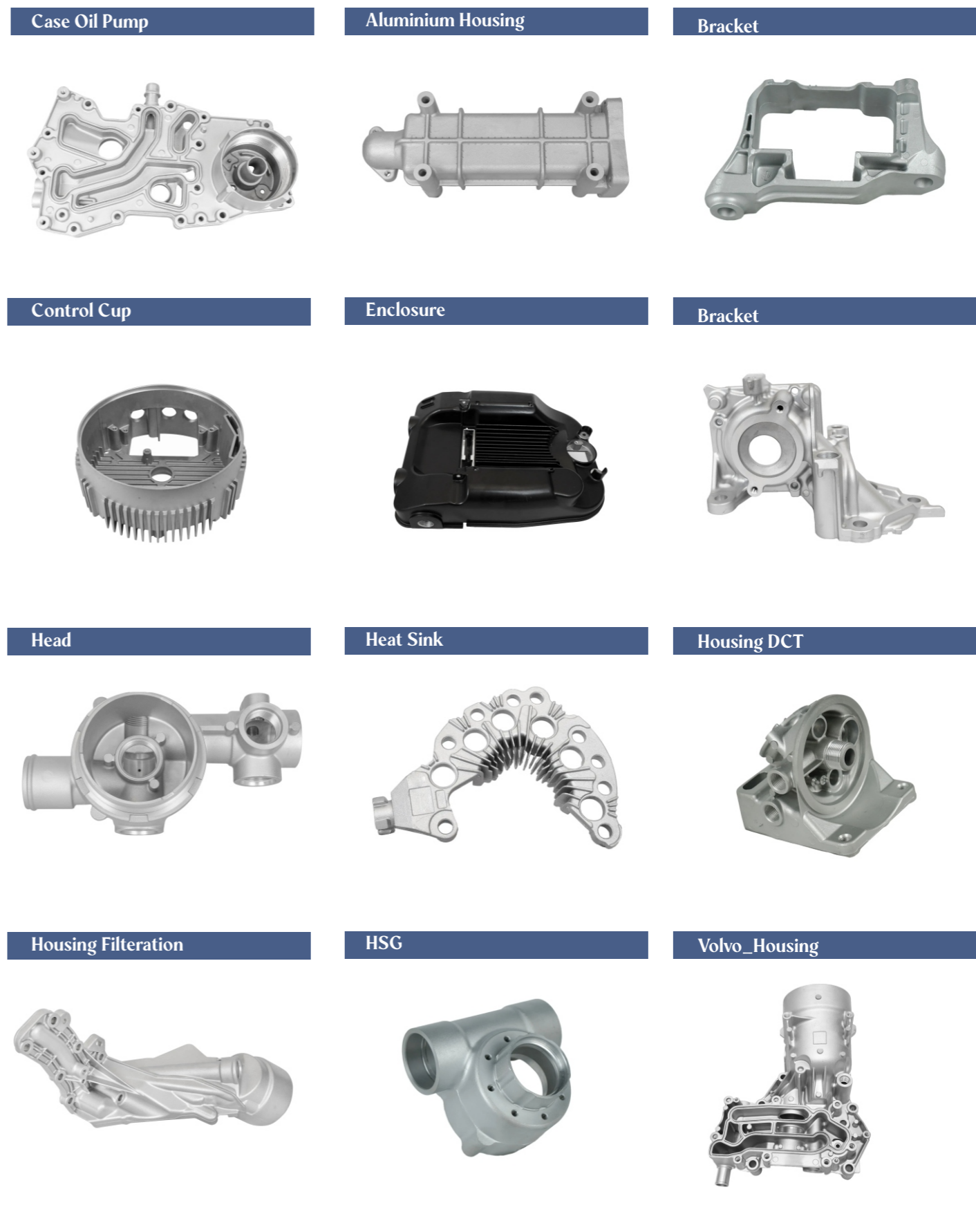
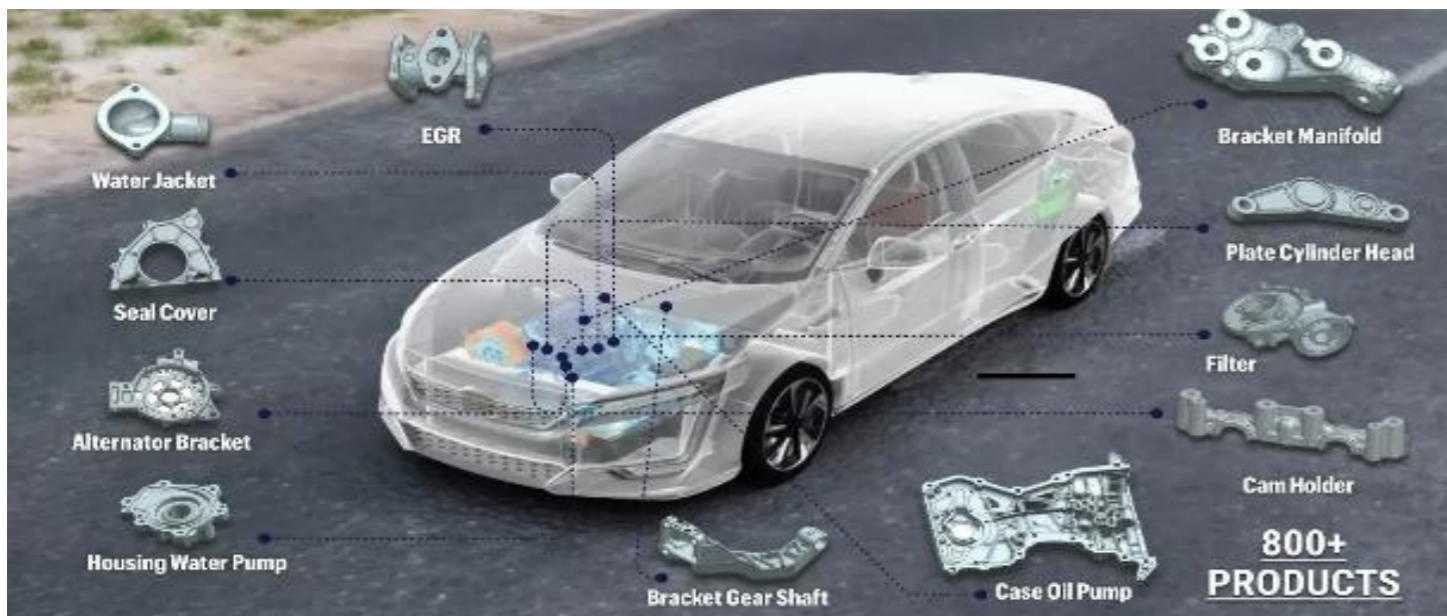


Maxop offers a diverse range of over 800 high-quality products designed to cater to the needs of the automotive industry and beyond.

These products exemplify our expertise in precision casting, tooling, and machining, ensuring high performance, durability, and sustainability. As part of our commitment to innovation, we continuously evolve our product line to meet the demands of emerging technologies like EVs and sustainable automotive solutions.

Maxop is a leading automotive component manufacturer in India, specializing in end-to-end casting solutions for OEM and Tier 1 clients across various industries. Our product portfolio includes critical, complex engineered products, with a focus on structural components for electric vehicles (EVs).

We offer comprehensive services in process designing, tooling, and machining to deliver high-quality products that meet the evolving needs of the automotive sector.

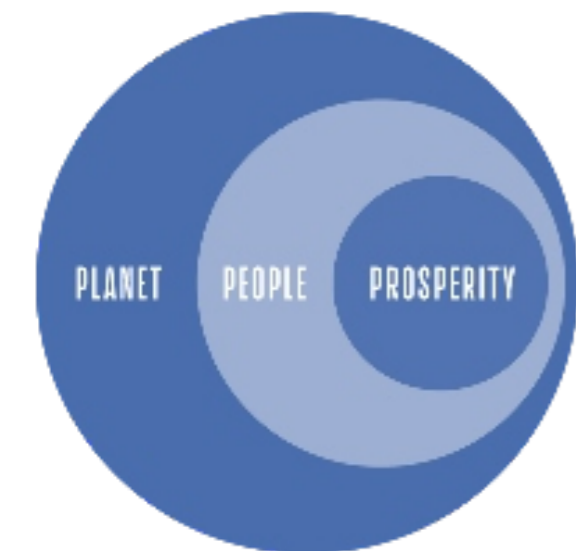


# Sustainability Approach & Strategy

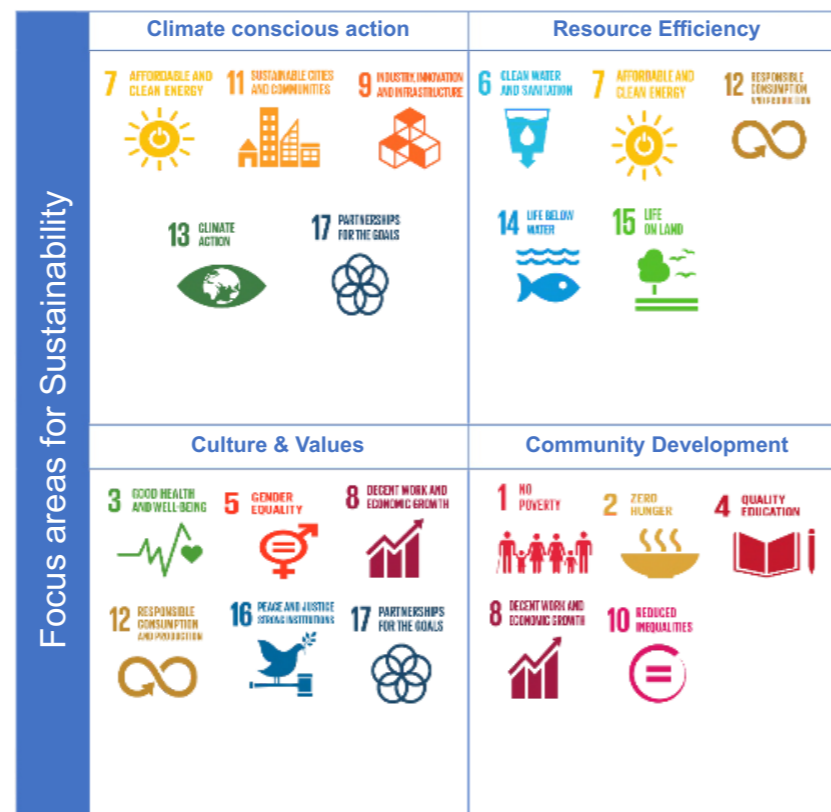
## Our commitment towards sustainability

At MECPL, a well-established sustainability framework is used across all facilities. We can consistently and effectively manage the essential elements of our sustainability strategy and significant material challenges affecting our facilities with this technique.

MECPL's sustainable business plan includes three essential components: A strong corporate governance framework that prioritizes people, planet, and prosperity.



These three components comprise our 17 key focus areas. We are committed to making our sustainability vision a reality. Our commitment is to sensitize supply chain as part of our Sustainability Strategy. This will serve as an impetus to develop, implement, and maintain the systems and structures that will not only deliver on our Sustainability Strategy in the short term, but deeply embed it into our long-term operations.



## Aligning SDGs with our Sustainability Framework and Focus areas

MECPL's sustainability strategy is closely aligned with the Sustainable Development Goals (SDGs) set in 2015 by the United Nations General Assembly. We strongly believe that SDGs are the roadmap for building a prosperous and sustainable future for all. The UN SDGs provide an ambitious, urgent call to action as well as a realistic framework for businesses to map their sustainable journey.

Most of our policies are aligned to various standards such as IATF 16949 (Quality Management System), ISO 14001 (Environment Management System), and ISO 45001 (Occupational Health & Safety Management System)

# Sustainability Approach & Strategy

## Sustainability Governance

Our sustainability strategy and goals are based on our sustainable governance. Our goal is to achieve social and environmental standards while maximizing economic benefits. As a result, continuous investment in social and environmental factors- which support long-term value creation- requires strong profitability. We established the ESG department to help our

facilities integrated sustainable business practices into their systems and procedures, fulfilling our commitment to providing long-term value to all of our stakeholders. By incorporating sustainability into our organization's operations, we have taken steps to support the peaceful and sustainable growth of society.



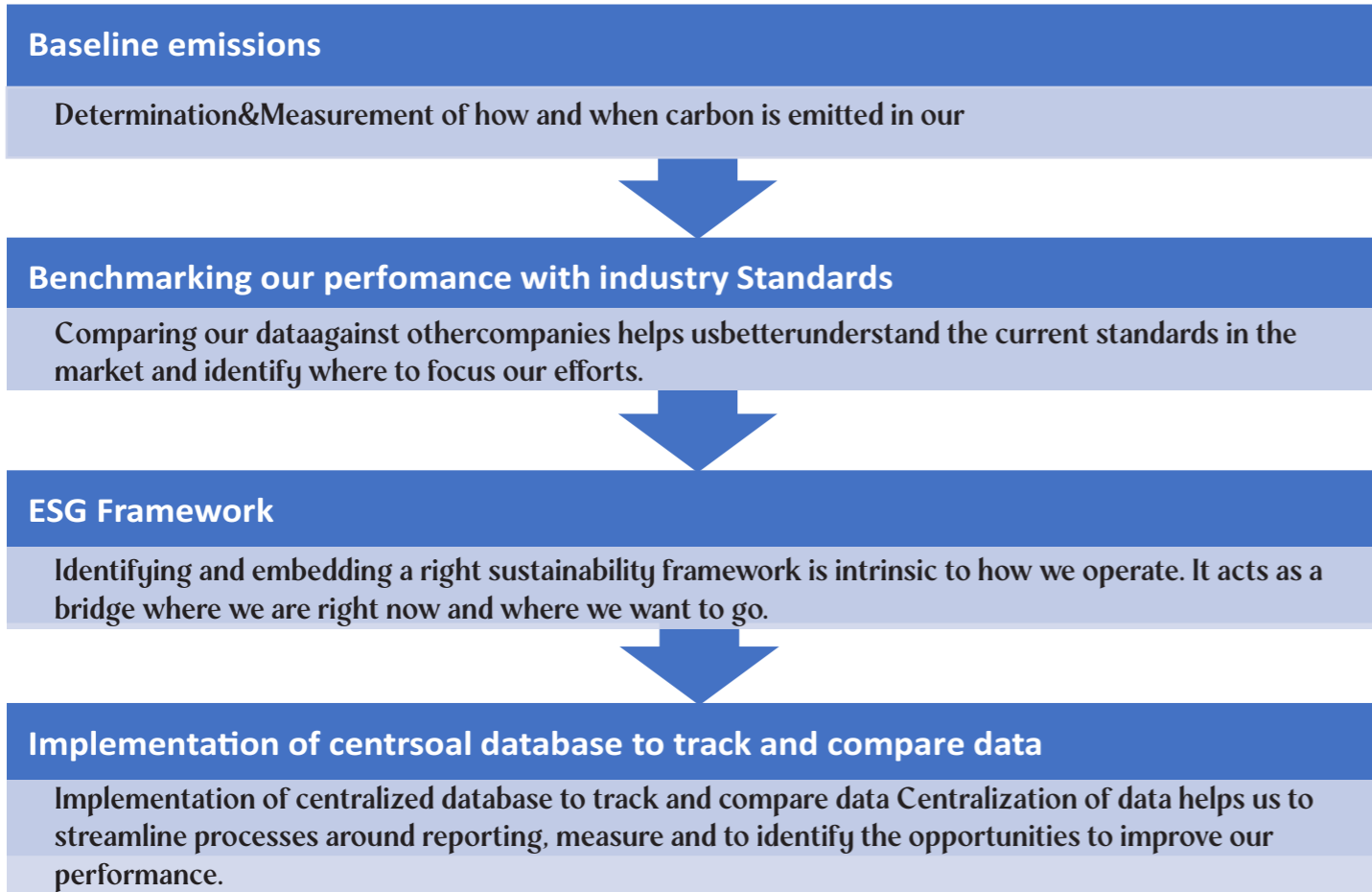
**ESG Department**  
Drives Sustainability through awareness and knowledge building across the Group. Makes all external disclosures.

# Sustainability Approach & Strategy

MECPL understands that natural resources must be conserved and recycled because of their finite nature. We remain focused on reducing resources in manufacturing products. Utilizing technologies to produce safe,

comfortable, and environmentally friendly automobile parts with a sustainable life cycle. We are always looking for ways to improve processes and technology, conserve water, reduce waste, and use alternate

energy sources. It enables our management to concentrate on the long-term goals and guarantee that sustainability concepts are incorporated into the criteria used for decision making.



# Stakeholder Engagement

## Creating long-term relationships

Involving stakeholders is essential to our innovation investments. Stakeholders are defined as organizations or people who are likely to be greatly impacted by the operations, goods, or services of the company. Stakeholders are also people whose activities may have an impact on the organization's capacity to carry out its plans or accomplish its goals.

Even though our organization has a wealth of knowledge regarding sustainability, we understand we still don't know everything. Because of this, every part of our business must find and interact with a wide variety of individuals and groups who are interested in what we do— these are known as our stakeholders. Understanding the many needs and expectations that our stakeholders could have of us is the first step in creating a plan that effectively satisfies them. Employees Customers We communicate with our stakeholders on a regular basis. We offer in-depth consultations with all interested parties and possible value producers. We acknowledge that when organizations fail to analyse or consider their long-term repercussions, there is a greater risk element involved. Businesses that successfully interact with their stakeholders can

foresee risks and prepare for possible disruptions. Strong stakeholder relationships also help us convey how company choices, actions, and outcomes are likely to be very interesting. Because of our meticulous approach to take holder engagement, we can map stakeholder expectations with accuracy. Their expectations and worries are considered and represented in our company choices.

The engagement approach aids in our ongoing development and helps us fulfil our goal of providing value to our stakeholders. A systematic system of engagement has been established to guarantee that each stakeholder group receives accurate

and useful information in a timely manner and that they are constantly in contact with each other. We work with our stakeholders to investigate every aspect of societal, environmental, and economic issues. Although we cherish each one of our stakeholders, we have highlighted the key issues and methods of participation for seven main stakeholder groups.

The company views concerns expressed during stakeholder engagements as both opportunities and threats. We come up with strategies to control risks and take advantage of opportunities.



## Approach to Stakeholder Engagement

Stakeholders	Purpose of engagement	Mode	Frequency
<b>Investors</b>	To attract excellent quality investors	Calls, mail, meetings	Quarterly, need based
<b>Board of Directors</b>	Compliance of law, Major decisions, day-to-day functioning	Board Meetings, One-to-one meetings, mails and phone calls	Quarterly, Twice or thrice a year, daily basis
<b>Legal Authorities</b>	Renewing consent orders, show cause notice, new projects, online application, Returns, Challans, license renewal, statutory compliance, Companies Act, GST, IT Assessment, GST Assessment, submitting Return of Income, answering questions, litigation in case of conflict, filing returns based on factory act, Greenfield projects, norms change, compliance of by-laws	Report, Notices, submission & inspection, assessment, meetings	Monthly, Annually, Need based
<b>Employees</b>	Employee engagement activities, suggestions, Execution of Business Objectives, Capital item requirement of different departments, Purchase requisition and installation, project status and pending projects, Motivational Schemes, Celebrations, Gauging motivation levels	Suggestions, award functions, annual functions, quarterly get-together, DWM, calls, mails, meetings, Awards ceremonies, celebrations, Plant Gemba	Monthly, yearly, Daily, weekly, once a month
<b>Suppliers/External Providers</b>	Abnormality Management, NG Material and Product Performance, Auditing of suppliers, verification and closure of a problem, Raw material for tooling, steel, aluminum, Building & construction, Monitoring schedule and actual, Negotiation & lead time reduction.	Meeting, mail, call & visit, Face-to-face discussions, Plant Audits, Buyer Net, Internet, Networking, Exhibition	Daily, Need based, Half-yearly, Monthly, weekly, Once a quarter
<b>Customers</b>	Key Account managers interact with customers to retain and capture more business, corporate gifting, Vendor Conference, Tech Show, CE Program, Zero Defect and other initiatives, Testing and validation Technical and business discussion, Data sharing, fitment & fixture, quotation & negotiation, Performance related to quality, delivery and new business, running projects, updating, problems of customers	Call, Mail, One-to-one meetings, tech shows, conference, technical spec meeting, trials and events. Personal visits	Need based, Daily interaction, weekly, annually, twice a year, as and when required
<b>Society</b>	Maxop CSR team/ group of employees interact with community to capture their needs and identify the areas where upliftment of society can be done with co-operative efforts and financial aid by Maxop in the sectors of health, education and environment of community	Call, Mail, One-to-one meetings, visit to community, arranging camps and	Need based as and when required, quarterly/ annually
<b>Third Party CB</b>	Verification and validation of plant and process as per various standards and guidelines from regulatory and customer requirements.	Meeting, mail, call & visit, Face-to-face discussions, Plant and Process Audits.	Need based as and when required, annual audits and certifications

# Materiality Assessment

We acknowledge that sustainability is a crucial part of our core business goals. We have always placed a high priority on resolving important material issues including community involvement, environmental management, and employee welfare and engagement to ensure long-term success.

At MECPL, we envisioned ourselves as a climate change focused organization that aimed to reduce carbon emissions by implementing a variety of cutting-edge solutions. To control supplier risks, we had also started the process of creating a supply chain sustainability model.

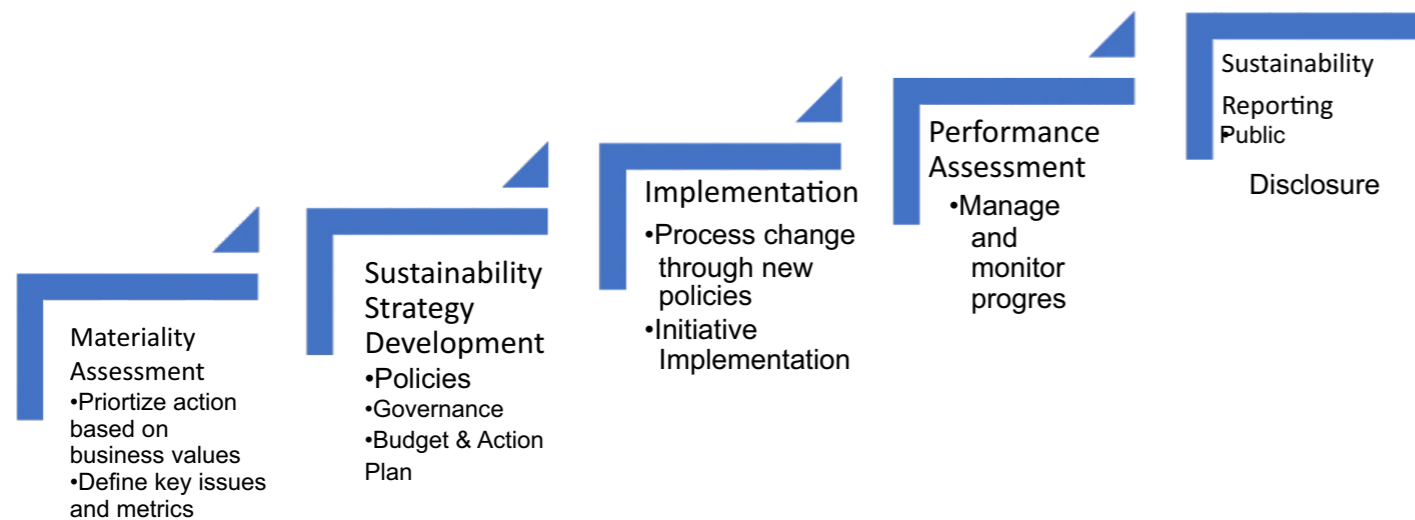
Using a comprehensive materiality assessment technique, we determined the most important sustainability concerns and developed a plan to overcome them. We keep evaluating our progress on existing sustainability issues and identifying new ones. It has become critical that we conduct frequent re-assessments of each of our material topics, as well as analyse initiatives to manage them on a regular basis. We conducted our first materiality assessment survey during

FY2024-25 to determine these concerns, in which we examined how important they were to stakeholders and how substantial

they were in terms of MECPL's economic, environmental, and social implications.

This survey considered several important concerns derived from international reporting regulations, such as the Global Reporting Index (GRI), as well as comparing our approach to that of peer companies. We then categorized these issues (as 'low' and 'high') to reflect their importance to MECPL and our internal and external stakeholders.

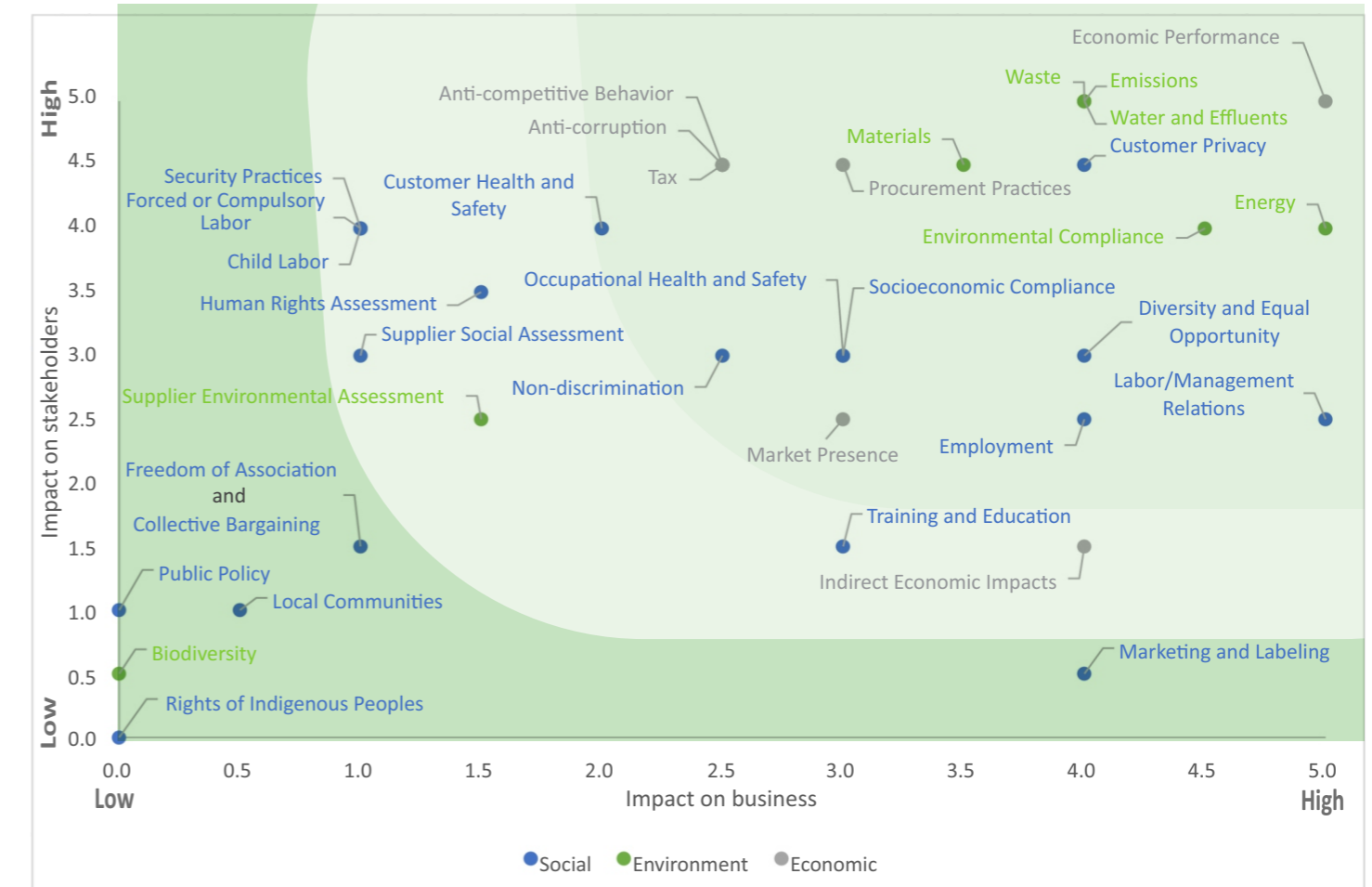
## Materiality Process



## Material Topics

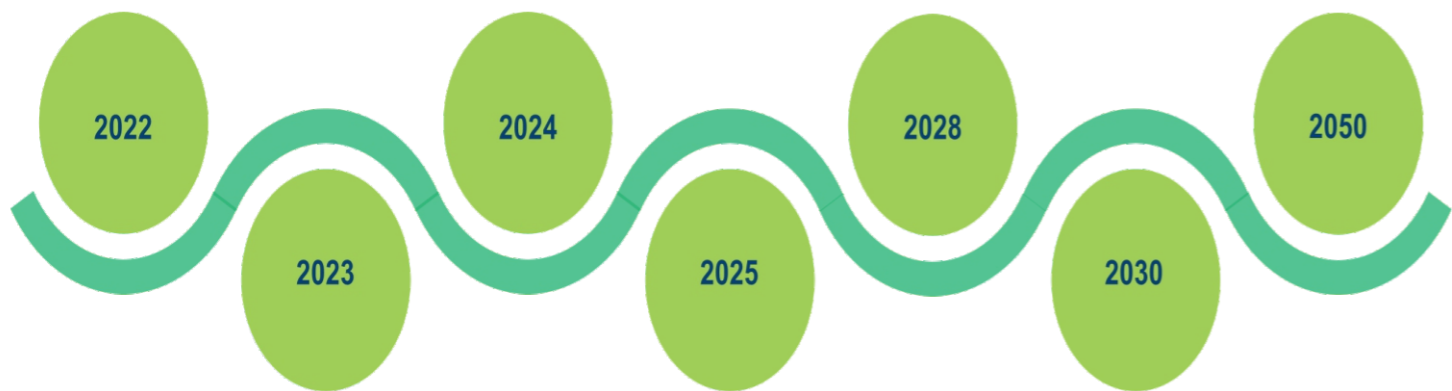
1. Economic Performance
2. Market Presence
3. Indirect Economic Impacts
4. Procurement Practices
5. Anti-Corruption
6. Anti-Competitive Behavior
7. **Materials**
8. **Energy**
9. **Water and Effluents**
10. **Biodiversity**
11. **Emissions**
12. **Waste**
13. **Environmental Compliance**
14. **Supplier Environmental Assessment**
15. **Employment**
16. **Labor/Management Relations**
17. **Occupational Health & Safety**
18. **Training and Education**
19. **Diversity and Equal Opportunity**
20. **Non-Discrimination**
21. **Freedom of Association and Collective Bargaining**
22. **Child Labor**
23. **Forced or Compulsory Labor**
24. **Security Practices**
25. **Rights of Indigenous Peoples**
26. **Human Rights Assessment**
27. **Local Communities**
28. **Supplier Social Assessment**
29. **Public Policy**
30. **Customer Health and Safety**
31. **Marketing and Labeling**
32. **Customer Privacy**
33. **Socioeconomic Compliance**

## Materiality Matrix



# Sustainability Roadmap

- Installation of Solar Panel (470 KWP) at one Plant
- Five Plants Certified ISO9001, IATF 16949, ISO14001, ISO45001
- All Plants has certified with ISO 9001, IATF 16949, ISO 14001, ISO 45001
- Installation of Solar Power in two more Unit 1- 223 KWP & Unit 2- 260 KWP
- Ecovadis Score: 52 (committed organization)
- SAQ 5.0 score-76
- RBA and ASI Stage 1 audits completed.
- Scope 1 & 2 CO<sub>2</sub> Emission Reduced 8.1%
- Green Building LEED Certification of new projects
- ISMS ISO 27001 Certification of group
- ASI Certification all 11 Principles
- Ecovadis Score : 70+
- cope 1 & 2 CO<sub>2</sub> Emission Reduction by 15%



- Leadership Team added in ESG Department
- GHG Emission measurement (Scope-1&2)
- Use of cleaner fuels-PNG for Melting Furnace and DG Set (Centralized Melting facility - eliminated multiple units melting furnaces at HSD)
- ASI Certification- 4 Principles RBA Score 169/200
- Scope 1 & 2 CO<sub>2</sub> Emission Reduction by 10.9%
- Green Energy Open Access- Green Grid Connection
- EnMS ISO 50001 Certification of group
- GHG Emission Assurance- ISO14064 & ISO14067
- Ecovadis Score: 60+
- All Plants Coverage for solar power and Green
- Energy Open Access
- Cleaner fuel-PNG in all new projects
- Scope 1 & 2 CO<sub>2</sub> Emission Reduction by 50%
- Ecovadis Score : 80+

■ Completed  
■ Planned

Carbon Neutral

## Environment

At Maxop, we are committed to environmental sustainability, integrating eco-friendly practices across all operations. Our initiatives focus on energy efficiency through renewable energy adoption, waste reduction via robust recycling programs. And water conservation using advanced recycling systems.

We prioritize emission reduction by employing cleaner production methods and innovative technologies, alongside sustainable sourcing from ethical suppliers. Adhering strictly to environmental regulations, we conduct

regular audits to enhance or environmental performance. By embedding sustainability into our core values, Maxop strives contribute to a sustainable future.

Climate change is, in our opinion, one of the most significant issues of our day. Today's most urgent needs are to protect our natural resources and stop future environmental damage. To improve our environmental performance, we are constantly striving to build a best in-class infrastructure and upgrade our current operational facilities.

- 2398 GJ Renewable Energy (Solar)
- 2414 tCo<sub>2</sub>e Emission Saving due to Process Efficiency
- 1,21,817 KL Water Used
- 100% Post Consumer End-of-Life Scrap Raw Material

To create value for all of our stakeholders, we make informed decisions and conduct business in an ethical and effective manner when incorporating sustainability into our operations.

We are constantly striving to reduce our environmental effect, and we have established goals to reduce trash output, energy use, and freshwater use. We evaluate

and revise our environmental management and monitoring programs on a regular basis. We have been addressing certain issues that have surfaced as a result of our recognition of our responsibility to reduce the risks posed by climate change. Furthermore, every one of our plants complies with ISO 14001 and 45001 standards.

All our plants are committed to operating in a way that maximizes energy efficiency and complies with any legal and statutory energy management standards. Our efforts to improve plant dependability and efficiency are guided by energy conservation, best resource utilization, minimized environmental consequences.

**Contributing to a sustainable environment**

Response to climate change



Sustainable procurement of raw material



Water & Waste reduction



Innovation and R&D for environment sound products



## Energy & GHG emission

### ENERGY CONSUMPTION

We prioritize emission reduction by employing cleaner production methods and innovative technologies, long side sustainable sourcing from ethical suppliers. Adhering strictly to environmental regulations, we conduct regular audits to enhance or environmental performance. By embedding sustainability into our core values, Maxop strives contribute to a sustainable future.

### GHG Emission

We calculate and report green house gas (GHG) inventories in accordance with Scope 1 ( process emissions and other direct emissions) Scope 2 (purchased electricity), and Scope 3 (Upstream and Downstream transportation) GHG Protocols established by the World Business Council for Sustainable Development (WBCSD) and the World Resource Institute (WRI). In FY 2024-25, MECPL accounted for 11578 tCO<sub>2</sub>e Scope-1 emission, 24308 tCO<sub>2</sub>e Scope-2 emission, & 33,547 tCO<sub>2</sub>e Scope-3 emission (26511 tCO<sub>2</sub>e upstream, 7036 tCO<sub>2</sub>e downstream).

11,578 tCO<sub>2</sub>e



Scope-1 Emission

24,308 tCO<sub>2</sub>e



Scope-2 Emission

33,547 tCO<sub>2</sub>e

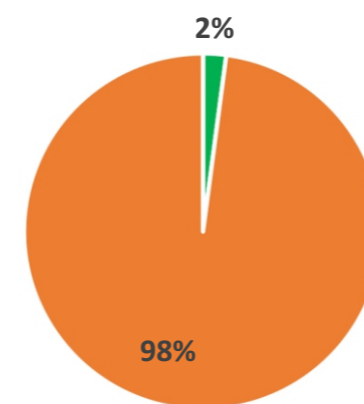


Scope-3 Emission

### GHG Intensity

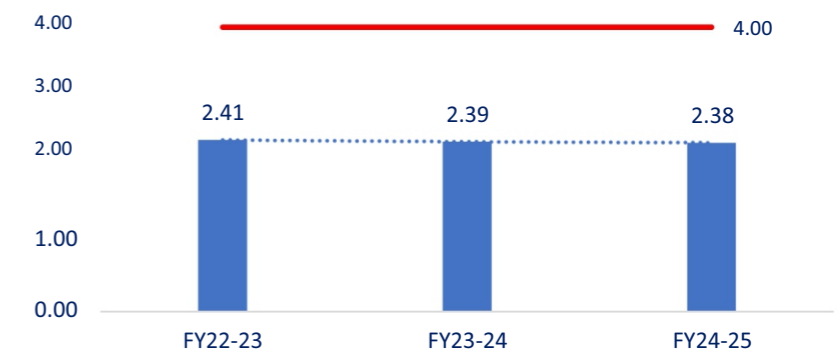
In context with the intensity ratios for defining GHG emissions level w.r.t the organization-specific metrics, ECPL has a significant tracking criterion for evaluating environmental performance to identify intensity ratios, often called normalized environmental impact data. GHG emissions intensity expresses GHG emissions per unit of revenue and production. The GHG emissions intensity helps us to manage, monitor and implement GHG reduction activities to minimize our overall footprint.

Maxop Group % Solar Power



■ Solar kWh ■ Grid Electricity kWh

Maxop Group GHG Intensity-kgCO<sub>2</sub>e/ kg AL



## Energy Saving Initiatives

As part of our sustainability journey, we have implemented several energy-saving initiatives across our facilities to reduce our carbon footprint, enhance energy efficiency. And promote the use of cleaner technologies. A milestone in this journey is the installation of solar panel with a capacity of 223 kWp at Unit-I, 260 kWp at Unit-II, and 478 kWp at Unit-IV in Jaipur.

A centralized melting furnace has been introduced in Plant III for molten material transfer. This upgrade not only minimizes energy wastage but also ensures consistent and reliable operations.



In addition, energy-efficient Brush less Direct Current (BLDC) fans have been installed across operational areas. These fans are known for their low energy consumption and extended life span, enabling us to optimize energy use while maintaining superior performance standards.

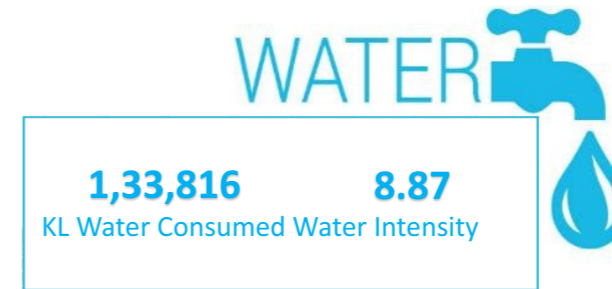
MECPL has also embraced green technologies in material handling by deploying battery operated forklifts in place of traditional fuel-powered models. These initiatives are a testament to our commitment to sustainability, balancing operational excellence with environmental stewardship. Through these efforts, we continue to contribute to a sustainable future.

## Water Resource Management

### Water Consumption

We rely on water from third party i.e. municipal supply only. We emphasize reducing our usage of freshwater through rainwater harvesting and water conservation measures. We started using wastewater coming from

the cooling tower for gardening. During FY 2024-25, our total water withdrawal was 133816 KL.



### Water Discharge

MECPL has implemented a mechanism for Zero Liquid Discharge. The wastewater generated from cooling towers was previously drained out in municipal drains, it is currently used for gardening.

The wastewater is recycled via in-house ETP and reused from the cooling extrusion for the green belt development and horticulture. Rainwater harvesting tanks are installed to recharge the groundwater.

### Air Emission

MECPL is dedicated to minimizing its environmental impact through the implementation of advanced air pollution control systems across its manufacturing facilities. These state-of-the-art machines are designed to capture and filter particulate matter, harmful emissions, and volatile organic compounds (VOCs), ensuring cleaner air quality within and

beyond our operations. By adhering to stringent environmental standards, these systems play a vital role in reducing greenhouse gas emissions. This commitment reflects our proactive approach to environmental stewardship, contributing to healthier communities and aligning without overarching sustainability objectives.



## Waste Management & Recycling Strategy

MECPL has set up an efficient waste management system for both hazardous and non-hazardous waste.

Non-hazardous waste consists of aluminum, empty tin, corrugated boxes, plastic, wooden pallets, paper and canteen waste generated and can be easily recycled.

Waste oil, abandoned containers, sludge and filter, ETP sludge, oil soaked cotton Rags, and e-Waste from devices such desktops and laptop computers as well as other offices and IT equipment are the categories of hazardous waste.

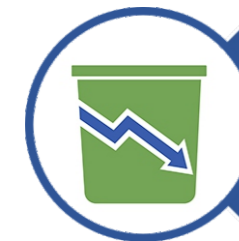
We practice waste management by provision of adequate, isolated & safe storage with secondary containment while collecting and handling such hazardous wastes.

Utilizing appropriate technology, we have adopted a hierarchical approach to waste management with the goal of minimizing, reusing, recycling, eco vering as much as feasible. Additionally, we lessen the quantity of waste that is dumped in landfills.



### Post Consumer Aluminium Scrap as Raw Material

Purchased scraps undergo melting and purification processes to eliminate impurities and ensure the recycled aluminium meets quality standards



### Material Reuse

Recycling in die casting involves collecting and reusing aluminium scraps generated during manufacturing processes, diverting them from landfills



## Material

We track material usage, waste reduction, and improve the utilization of recycled material with a view to maximizing resource management. We identify the key concerns shaping the current market landscape as well as obstacles that may affect our organization in the long run.

At Maxop, we are committed to sustainability through the responsible sourcing and efficient use of materials. A key pillar of our approach is the use of 100% end-of-life, post-consumer scrap aluminium as our primary raw material. This refers to aluminium recovered entirely from discarded products after their lifecycle, such as cabs, vehicles, or building materials, and recycled into new products. This process reduces the need for virgin resources as well as



environmental impact, as recycling aluminium uses only 5% of the energy required for primary production. This also supports a circular economy by recycling aluminium at the end of its life cycle into high-quality components.

Our material innovation focuses on lightweight, durable alloys that enhance product efficiency and performance while minimizing environmental

impact. By collaborating with ethical and sustainable suppliers and employing advanced manufacturing techniques, we ensure optimal material utilization, significantly reducing waste during production. MECPL's dedication to using recycled materials reflects our commitment to creating environmentally responsible products and fostering a sustainable future.

## Biodiversity

Maxop strive to support ecosystem health and reduce pollution. By managing resources responsibly and promoting biodiversity, Maxop's operations are confined to established industrial zones and existing agricultural supply chains. No facilities are located within or adjacent to ecologically sensitive areas such as national parks, wildlife sanctuaries, or biodiversity hot spots.

Maxop is committed to transparent environmental reporting and continuous improvement. Maxop conduct regular environmental audits and impact assessments to track progress and identify opportunities for greater efficiency. Through collaboration with stakeholders—including suppliers, employees, and communities—Maxop aim to foster shared responsibility and resilience. Our dedication to environmental stewardship reflects our belief that sustainable business practices are essential to creating lasting value for society and the planet.

## Local and Accidental Pollution

Maxop is committed to minimizing air emissions through the adoption of cleaner production technologies and strict operational controls. In Maxop continuously monitoring of key pollutants such as particulate matter, volatile organic compounds (VOCs) along with all ambient air and work zone air testing parameters are done on regular basis by third party NABL accredited laboratory and reports analysis is done by concerned department head to ensure compliance with environmental regulations and industry standards. By phasing out coal and transitioning to cleaner fuels and renewable energy sources, Maxop have significantly reduced our carbon footprint and improved air quality around our facilities. Our efforts to control emissions not only protect the environment but also safeguard the health and wellbeing of our employees and local communities

## Material and Chemical Waste

Maxop Engineering Limited, Manesar, generates material and chemical waste primarily from aluminium die casting, fettling, and maintenance activities. Aluminium dross, slag, used oil, grease, and contaminated materials are classified as hazardous waste and managed in compliance with the Hazardous Waste Management Rules, 2016. All wastes are properly segregated, labeled, and stored in impervious, covered areas before being sent to authorized recyclers or TSDF facilities. Spill kits and secondary containment systems are provided to prevent soil or water contamination. Regular monitoring, vendor audits, and staff training ensure safe handling and environmentally responsible disposal of all material and chemical wastes.

## Product Use

Maxop Engineering Limited, Manesar, manufactures precision aluminium die-cast components primarily used in the automotive industry. These products serve critical applications in engine assemblies, transmission systems, braking mechanisms, and structural parts of vehicles. Designed for high strength, lightweight performance, and durability, the components contribute to improved fuel efficiency and reduced emissions. The company ensures that all products meet stringent quality, safety, and environmental standards required by leading automotive OEMs. Through advanced manufacturing, surface finishing, and quality control processes, Maxop delivers reliable, high-performance aluminium die-cast products that support sustainable and efficient vehicle design and operation.

## Product End-of-Life

At the end of their service life, aluminium die-cast automotive components manufactured by Maxop Engineering Limited, Manesar, follow a sustainable end-of-life pathway that emphasizes recyclability and resource recovery. These components, used in critical vehicle systems such as engines, transmissions, and chassis assemblies, retain their material integrity and can be efficiently recovered, re-melted, and reused without degradation of quality. During vehicle dismantling, the aluminium parts are segregated and sent to authorized recyclers or smelters, where they are processed into secondary aluminium for use in new castings. Maxop promotes the use of recyclable aluminium alloys and eco-friendly coatings to ensure minimal environmental impact during disposal or recycling. By supporting material recovery and reducing dependence on virgin resources, Maxop contributes to a circular economy, lowering carbon emissions and overall waste generation. This responsible end-of-life approach aligns with sustainable manufacturing practices and the company's commitment to environmental stewardship.

## Customer Health & Safety

Maxop Engineering Limited, Manesar, places the highest priority on customer health and safety throughout the design, manufacturing, and delivery of its aluminium die-cast automotive components. All products are developed and produced under strict quality control systems compliant with IATF 16949 and ISO 9001 standards to ensure reliability, durability, and safety in vehicle applications. The company uses certified raw materials and environmentally safe surface treatments to prevent any potential hazards during product use. Each component undergoes rigorous testing for strength, dimensional accuracy, and performance to meet the stringent safety requirements of automotive OEMs. Maxop ensures full traceability and adherence to customer-specific safety standards, minimizing risks of malfunction or failure. Continuous product improvement, compliance with regulatory norms, and a proactive approach to defect prevention demonstrate Maxop's commitment to delivering safe, high-quality components that support the overall safety and well-being of end users and vehicle occupants.

## Environmental Services and Advocacy

Maxop is committed to advancing sustainable aluminium parts production through a comprehensive strategy that encompasses ethical sourcing, environmental stewardship, and community empowerment.

### Ethical and Sustainable Aluminium parts production

Maxop introduce high-yielding aluminium alloys, enhancing productivity and profitability.

**Traceable Supply Chain:** The company ensures full traceability from post consumer scrap to final product, maintaining transparency and accountability in its supply chain. This approach supports ethical practices and guarantees the quality and sustainability of its aluminium products.

### Environmental Responsibility

**Coal-Free Operations:** Maxop has committed to 100% coal-free operations, significantly reducing its carbon footprint and reliance on fossil fuels.

**Energy Efficiency:** The company focuses on minimizing waste and emissions through energy-efficient operations, contributing to environmental conservation.

**Waste Reduction:** Efforts are made to reduce waste generation and promote recycling within manufacturing processes, aligning with global sustainability goals and aluminium stewardship initiative.

### Social Impact and Inclusivity

**Equal Opportunity Employer:** Maxop upholds a zero-tolerance policy towards discrimination based on gender, caste, class, region, language, or ethnicity. The company strives for equal pay and actively encourages women's participation in the workforce.

**Community Engagement:** Through its sustainable practices, Maxop positively impacts local communities, fostering economic development and improving livelihoods in aluminium products customer and supplier regions.

# Sustainable Procurement

## Value Chain Sustainability

At MECPL, we consider our suppliers to be partners in our expansion and value their role highly. Since finding a suitable supplier base is essential to meeting our business needs, we always work to establish relationships with our suppliers that are founded on trust and strong bonds. We often interact with our vendors and share our goals and difficulties with them. We uphold a fair selection

procedure for suppliers, contractors, and service providers that is devoid of any internal or external intervention in order to evaluate and manage risks across the supply chain. Throughout our value chain, we constantly strive to uphold our commitment to sustainability.

We urged our vendors to follow the MECPL's Supplier Code of Conduct. One of our main

points of emphasis is the idea that the best way to build a durable, transparent, and trustworthy relationship to manage our supply chain's operations is through constant involvement.

4. Third-Party Sustainability Ratings Using platforms like EcoVadis, which rate suppliers on ESG performance.

5. Performance indicators & metrics collecting data on GHG emissions, renewable energy use, waste diversion, accident rates, employee turnover, gender ratios, etc.

6. Stakeholder Feedback & Grievance Mechanisms Collecting feedback from employees, local communities, and NGO's regarding supplier practices.

7. Risk-based mapping & screening using country risk indices, sector risk analysis, and supply chain mapping to identify high-risk suppliers needing deeper assessment.

8. Continuous Monitoring & Improvement Plans Ongoing data collection, periodic re-assessments, and supplier capacity-building/training.

**Supplier social & environmental assessment is about evaluating suppliers' ethical, labor, and environmental**

## Supplier Social and Environment Assessment

Supplier Social & Environmental Assessment is a systematic process organizations use to evaluate the social and environmental practices, impacts, and risks of their suppliers across the supply chain. The purpose is to ensure that suppliers comply with ethical, labor, human rights, environmental sustainability, and legal standards, while aligning with the buyer company's ESG (Environmental, Social, Governance) commitments. It is widely referenced in GRI (Global Reporting Initiative – Disclosure 414, 308), ISO standards, and frameworks like UNGC (UN Global Compact).

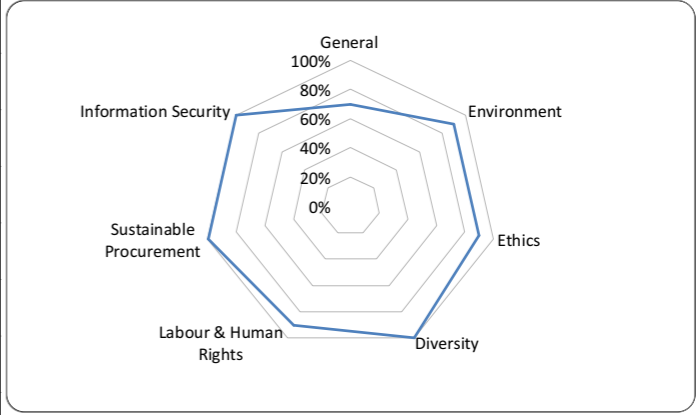
**Supplier Social & Environmental Assessment- Social Assessment:** Evaluates how suppliers manage issues like fair wages, labor rights, health & safety, diversity & inclusion, working conditions, human rights, and community impacts.

**Environmental Assessment:** Evaluates suppliers' environmental performance such as emissions, energy usage, water consumption, waste management,

pollution control, circularity, and compliance with environmental laws. Together, they help a company:  
 -Reduce risks of non-compliance, reputational damage, and supply disruptions.  
 -Promote sustainable and ethical supply chains.  
 -Align with ESG reporting, certifications, and stakeholder expectations.

### Methods of Supplier Social & Environmental Assessment

1. Supplier Self-Assessment Questionnaires (SAQs) suppliers fill standardized questionnaires covering labor practices, health & safety, emissions, resource use, certifications, etc. useful for initial screening.
2. Document & Policy review checking supplier policies, certifications (ISO 14001, 45001, RBA etc.), audit reports, and compliance records.
3. On-site Audits & inspections independent or internal audits at supplier facilities to verify working conditions, safety standards, waste disposal, energy use, etc. Often done by third parties.

SUPPLIER SUSTAINABILITY ASSESSMENT					
Supplier Information					
Supplier Name	Balmer Lawrie & Co. Ltd				
Contact Name	Allu Sai Srinivas				
Title/ Position	Manager -Sales & Marketing				
Contact No	9650073468				
Email	<a href="mailto:allu.ss@balmerlawrie.com">allu.ss@balmerlawrie.com</a>				
Date of Assessment	12.06.2025				
Assessed By	Manjeet Kumar Yadav				
Score Total					
Performance Summary					
Sl No	Overall Requirement	Achieved Score	Total Score	Performance	
1	General	70%	100%		
2	Environment	90%	100%		
3	Ethics	90%	100%		
4	Diversity	100%	100%		
5	Labour & Human Rights	90%	100%		
6	Sustainable Procurement	100%	100%		
7	Information Security	100%	100%		
<b>Final Score</b>		<b>90%</b>	<b>100</b>		
Assessment Key					
0% < Final Score < 60%			Requires Procurement Manager Approval for onboarding		
61% < Final Score < 85%			Requires Development		
85% < Final Score < 100%			Best in Class		



## Social

At Maxop, we believe that our people, communities, and stakeholders are at the heart of our sustainability journey. Our social initiatives focus on fostering an inclusive workplace, empowering employees through training and development, while ensuring health and well being. We are committed to promoting

diversity, equity, and inclusion, creating opportunities for all individuals to thrive.

Beyond our organization, we engage with various stakeholders through impactful programs in education, healthcare, and skill development, aiming to uplift lives and create lasting value. Maxop also prioritizes

ethical business practices, ensuring fair labour standards and respect for human rights across our operations and supply chain. Through these efforts, we aim to build a resilient and socially responsible business that contributes meaningfully to society.

<b>3000+</b> Employees	<b>19.89 Hours</b> Training Employee/Year	<b>Zero</b> Major Accidents	<b>1.29 Cr.</b> Spent on CSR
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We have prioritized social development since our inception as it is a crucial element of long-term, sustainable business growth. At MECPL, our corporate objectives place a high priority on community service and social development. An improvement in a population's standard of living is what we mean when we talk about social development. We believe that by supporting social development and fostering greater community involvement, we can contribute to job creation, the introduction and growth of education and skill building programs, the provisions and promotion of community health services and initiatives, and the preservation of local arts and culture. The broad community benefits that are necessary for long term sustainable growth are produced by such donations.

Our continuous focus on fostering entrepreneurship and innovation has produced a work environment that adds value to the company while maintaining cohesion, engagement, and commitment. Benefits and engagement for employees. To create strong processes, policies, and projects, we routinely gather input from our 3000+ employees. Induction training is the first step in MECPL's emphasis on employee involvement, which starts on day one. We then use a range of engagement tactics. The comfort, security, and safety of all our employees are the top priorities in the ergonomic design of our workplaces.

We also have in place compensation and employee benefit practices that are intended to be competitive in the regions in

which we operate. The benefits include Group Medical Insurance, Group Term Life Insurance, maternity leave, and employee awards for our full-time employees in India, which include Provident Fund, Gratuity, Medical, and Pension Benefits, where applicable. We also make certain that we always meet or exceed salary and working hour guidelines. We have paved our way to becoming a socially responsible organization in a pragmatic and socially responsible manner by complying with existing laws and regulations and incorporating a community engagement Corporate social responsibility zero-tolerance policy into our systems against any non-compliance.

**Contributing to social development**

<b>Occupational Health &amp; Safety</b>	<b>3 GOOD HEALTH AND WELL-BEING</b> 	<b>8 DECENT WORK AND ECONOMIC GROWTH</b> 	<b>SUSTAINABLE DEVELOPMENT GOALS</b> 
<b>Promotion of Human Rights and Diversity</b>	<b>5 GENDER EQUALITY</b> 	<b>10 REDUCED INEQUALITIES</b> 	
<b>Training &amp; Development</b>	<b>4 QUALITY EDUCATION</b> 	<b>8 DECENT WORK AND ECONOMIC GROWTH</b> 	
<b>Enhanced customer satisfaction</b>	<b>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</b> 	<b>16 PEACE AND JUSTICE STRONG INSTITUTIONS</b> 	<b>17 PARTNERSHIPS FOR THE GOALS</b> 
<b>Community Development</b>	<b>1 NO POVERTY</b> 	<b>2 ZERO HUNGER</b> 	

## Employee Health & Safety

At MECPL are committed to being recognized as an organization that prioritizes its workers' health, safety, and over all well-being of our employees. Making MECPL healthy and safe to work is the goal of our EHS policy, objectives, standards, and working practices. At all our facilities, we are dedicated to fostering a safe and ethical working environment. operations as part We have established a goal to achieve zero reportable injuries across all our of our ongoing efforts to achieve "Zero Harm". Safety is the first step in every action at MECPL. Our well-organized safety organization oversees performing safety,

electrical, and fire audits, risk assessments, safety meetings, and implementing appropriate safety measures to identify harmful conditions and unsafe acts (at risk behaviors). The hierarchy of control is applied to hazard elimination, substitution, engineering control, administrative and the supply of personal protective equipment, is used to eradicate any harmful behavior or condition. The safety team trains the employees on a regular basis and periodically conducts simulated mock drills. MECPL ensures that all safety rules and guidelines are followed at all operations and all levels. For our

safety management, we strictly adhere to international safety standards and enhance our systems on a proactive basis. As a responsible organization, we regard health and safety standards as key components of our development. We have also built a rigorous approach to addressing safety risks to eliminate occupational hazards and workplace injuries for our workers and contractors that work on our premises. The job and responsibilities are defined, and management reviews are used to conduct regular monitoring. All MECPL plants are certified as ISO 45001.

We emphasize continuous improvement through Kaizen practices and implement Poka-Yoke (mistake-proofing) techniques to enhance operational safety and efficiency. This comprehensive approach to Hazard Identification & Risk Assessment not only safeguards or workplace but also aligns with our sustainability objectives, ensuring a

responsible and resilient work environment, Risk Management review is a regular activity. Furthermore, certified internal auditors conduct internal audits and management reviews to assure the quality of these processes. Employees have access to policies like the IMS policy, HIRA, and SOPs to enable them to become aware of the risks of injury or

illness at work. Accident and investigation procedures are used to investigate work-related events. Risk management addresses all occupational health and safety implications on company, and associated risks are addressed in accordance with the hierarchy of control.

## Hazard Identification & Risk Assessment (HIRA)

At MECPL, the Hazard Identification and Risk Assessment (HIRA) framework is a cornerstone of our commitment to Occupational health, safety, and sustainability. We systematically identify and evaluate risks associated with all routine and non-routine activities, ensuring that appropriate mitigation

measures are in place. For all external parties, a Permit-to-Work system is strictly enforced to maintain safety and compliance during onsite activities. Our approach includes an emergency preparedness plan designed to address potential incidents effectively and minimize their impact. Regular refresher

training and awareness programs are conducted for all personnel, fostering a safety-first culture. Employees are equipped with Personal Protective Equipment (PPE) and trained in its proper usage, complemented by engineering control that eliminate or reduce hazards at their source.

## Occupational Health Services

At MECPL, the health and well-being of our employees is utmost, and we have established robust Occupational Health Services to ensure a safe and supportive work environment. Doctor visits are conducted twice a week at the manufacturing facilities, and a fully

equipped first aid room is available, staffed with trained first aiders. First-aid boxes are strategically placed across various locations on the shop floor for immediate access. An annual health check-up is conducted for all employees, with a half-yearly

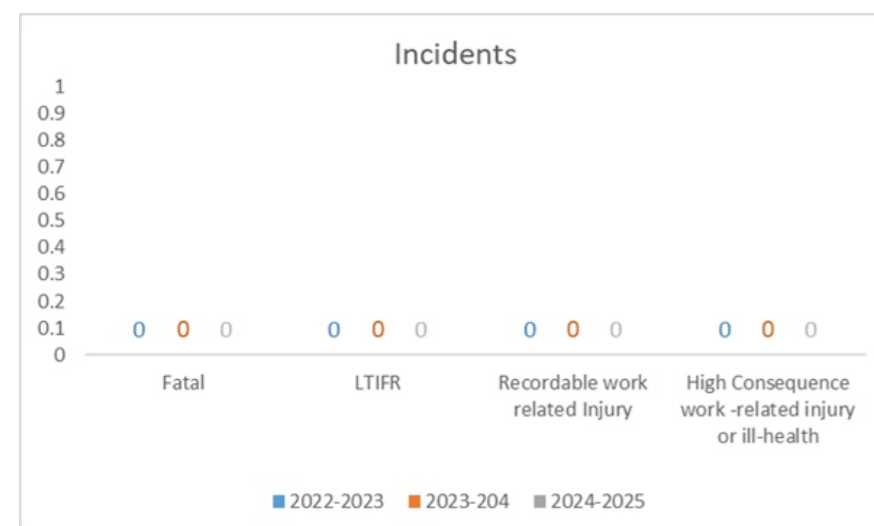
check-up specifically for workers involved in hazardous processes to monitor and mitigate potential risks. During the reporting period, no work-related health issues were reported, reflecting our commitment to maintaining a healthy and safe workplace.

## Monitoring, Evaluation and Leadership Accountability

MECPL has consistently monitored and strived to enhance safety performance over the years. The monitoring framework at MECPL is well-established, and it includes checks at all levels of the organizational hierarchy, from the shop floor to the business head. To

ensure that safe work practices and training are being used consistently, the unit conducts job risk assessments, permit-to-work inspections, toolbox talks, and weekly status checks. The Audit Committee meeting also recognized EHS as a critical risk

area for the firm, and the Committee is evaluating mitigation strategies. Permanent and Contractual employees are covered under the MECPL Occupational Health and Safety management system.



Fire Safety equipment



Use of PPE kits



### Working Conditions

Maxop provides comprehensive occupational health services to safeguard the physical and mental well-being of all employees. Our on-site medical support, periodic health screenings, and wellness programs are designed to detect,

prevent, and manage work-related health issues effectively. Maxop collaborate with certified health professionals to offer timely medical consultations, vaccinations, and emergency care, while also promoting healthy lifestyle practices

through awareness campaigns. These services are an integral part of our commitment to a safe and supportive work environment, ensuring our workforce remains healthy, productive, and resilient.

### Social Dialogue

Maxop recognizes social dialogue as a cornerstone for fostering a collaborative, transparent, and inclusive workplace. The company engages in structured communication channels with employees, trade unions, and external stakeholders to ensure that voices at all levels are heard and considered in decision-making processes. This approach aligns with GRI 2: General Disclosures (2021), emphasizing stakeholder engagement, labor practices, and human rights,

which focus on labor relations, fair working conditions, and ethical treatment of personnel. Internally, Maxop conducts regular employee consultations, feedback sessions, and grievance mechanisms, promoting mutual understanding and proactive resolution of workplace issues. Training programs are provided to enhance employees' awareness of labor rights, safety standards, and organizational policies, ensuring that social dialogue translates into practical outcomes.

Externally, the company collaborates with local communities, supplier networks, and supply chain partners, maintaining an open channel for dialogue regarding labor practices, ethical sourcing, and environmental stewardship. Maxop also evaluates stakeholder concerns and implements corrective actions where necessary, demonstrating accountability and continuous improvement.

## Career Management and Training

**The talents and dedication of our employees are integral to MECPL's success and leadership in the industry.**

Through comprehensive learning and development programs, we ensure continuous skill enhancement and career growth

for our workforce. Our training philosophy emphasizes fostering a culture of lifelong learning, where knowledge-sharing and

continuous improvement drive individual and organizational success.

### Training Culture

MECPL's training approach is built to ensure that employees gain

theoretical knowledge, practical experience, and the ability to

create solutions for complex challenges.

### Training is based on Learn, Apply and Innovate principle

**30%** Structured Learning: Through classroom sessions and e-learning platforms. **40%** Experiential Learning: Hands-on experience in real-world projects. **30%** Collaborative Learning: Peer-to-peer interactions, workshops, and group

problem-solving exercises. New recruits undergo a comprehensive on boarding and induction program to align with the company's goals and values. Refresher Training for existing employees is conducted regularly, tailored to specific

needs. A culture of self-learning is promoted, encouraging employees to explore resources on the latest industry trends and best practices, when they are then implemented in the facilities.

Firefighting Training



Training on Safety Basic & Advance



Planning), PPAP (Production Part Approval Process), FMEA (Failure Mode and Effects Analysis), and SPC (Statistical Process Control). Additionally, our Employee

Growth Initiative identifies and nurtures high-potential employees for leadership roles, providing opportunities for career advancement.

These efforts empower our workforce to achieve excellence, contribute effectively, and drive innovation within the organization.

**100%** Employees trained on human rights

Employees training on health & safety

**100%**

MECPL's "DOJO Centre" is a dedicated training room designed to empower employees with practical skills and technical expertise in a simulated work environment. It provides hands-on training in areas such as Standard Operating Procedures (SOPs), quality standards, safety protocols, and process optimization techniques. Equipped with interactive tools, visual aids, and skill-based training stations, the

Dojo Centre fosters a culture of continuous improvement. Over the years, we have undertaken significant efforts to ensure that our entire workforce receives comprehensive training to promote a safe working environment. These programs focus on enabling employees to make informed risk decisions, understand our safety standards, and share the best practices across the organization.

Additionally, Occupational Health & Safety is a core component of our induction and refresher training programs. We consistently strive to incorporate innovative ideas to achieve full training compliance, 100% participation, and valuable input for developing effective training modules that meet on-the-job requirements.

**Technical Trainings**



**POSH Training**



**Child Labour, Forced Labour and Human Trafficking**

Maxop Commitment to Ethical Labor Practices and Human Rights, Maxop is unwavering in its dedication to upholding the highest standards of human rights across all facets of its operations. The company has instituted comprehensive policies and practices to combat child labor, forced labor, and human trafficking, ensuring ethical conduct throughout its global supply chains.

Maxop comprehensive approach to combating child labor, forced labor, and human trafficking underscores its commitment to ethical business practices and respect for human rights. Through stringent policies, employee education, supplier compliance, community engagement, and a dedication to continuous improvement, the company sets a standard for corporate responsibility in the global marketplace.

1. Zero-Tolerance Policy on Child and Forced Labour Maxop enforces a strict zero-tolerance policy regarding child labour, forced labour, bonded labour and any modern slavery.
2. Comprehensive Employee & Contractor Training and Awareness Recognizing the importance of education in promoting ethical practices, Maxop provides its employees including security personnel with training programs that cover key human rights issues. These programs include modules on the freedom to choose employment, the rights of young workers, non-discrimination, and the elimination of harassment.
3. Rigorous Supplier Engagement and Compliance The company extends its ethical standards to its supply chain through the implementation of the Maxop Code of Conduct.
4. Advocacy and Community Engagement Beyond internal policies, Maxop actively participates in community initiatives aimed at combating human trafficking.
5. Commitment to Continuous Improvement Maxop is dedicated to the continuous enhancement of its policies and practices related to labor rights. The company regularly reviews and updates its policies to align with evolving international standards and best practices.

## Diversity, Discrimination and Harassment

One of our primary goals as an organization is to foster a creative, inclusive, and diverse environment within MECPL.



We are committed to fostering a culture of diversity and inclusion that celebrates the unique perspectives, experiences, and talents of all individuals. We believe

that a diverse workforce is essential to driving innovation, enhancing creativity, and achieving sustainable success. Our inclusive environment ensures that all

employees feel respected, valued, and empowered to contribute their best work

**2.44%**

### Gender Diversity

We actively promote diversity across all levels of the organization, embracing differences in race, gender, age, ethnicity, religion, disability, and background. Through various programs and initiatives, we work to create an environment where all voices are

heard, and opportunities for growth and advancement are accessible to everyone. MECPL also prioritizes unconscious bias training, inclusive leadership development, and mentorship programs to ensure that our employees are equipped with the skills to work in an

inclusive and collaborative environment. We continue to strive for a workplace where diversity is not only respected but celebrated, creating a positive and empowering atmosphere for all.

## Talent Acquisition & Performance Management

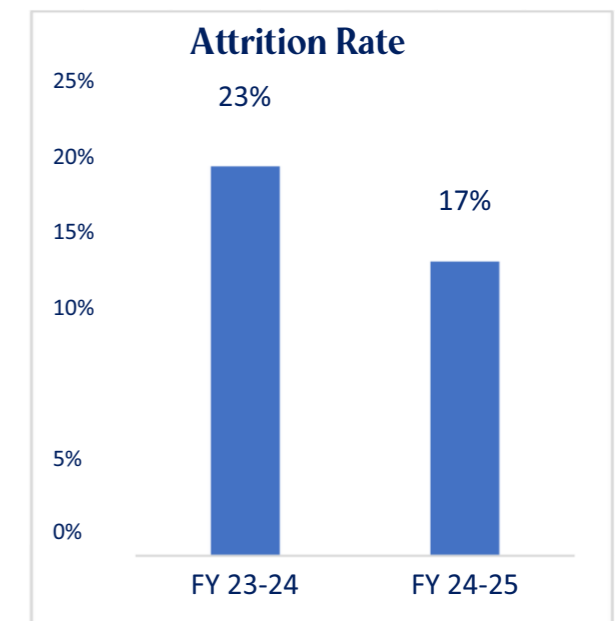
employees. Our Talent Acquisition process is designed to attract and hire individuals who not only have the skills and experience required for the role but also align with our company's values and culture. By utilizing a combination of traditional and innovative recruitment strategies, we ensure that we can attract top-tier talent from diverse backgrounds, fostering a workforce that is both skilled and versatile.

Once on board, we focus on Performance Management to continuously nurture and develop our employees. Our performance management system is designed to set clear expectations, provide regular feedback, and align individual goals with organizational objectives. We emphasize continuous development through appraisals, coaching, and constructive feedback, ensuring that employees have the support

they need to succeed and grow in their roles.

MECPL also invests in creating tailored development programs that help employees achieve their full potential, rewarding high performers and offering growth opportunities to those who seek to excel. This holistic approach to talent

COMPANY NAME	ELIGIBILITY	COMPANY NAME	ELIGIBILITY
RAJESH GROUP	10th, 12th	RAJESH GROUP	ANY QUALIFICATION
ANASS VENTURES PVT LTD	ITI	ANASS VENTURES PVT LTD	ITI
MAXOP ENGINEERING	ITI	MAXOP ENGINEERING	ITI
COMPANY PRIVATE LIMITED	ITI	COMPANY PRIVATE LIMITED	ITI
SHARADHILL LIFE	12th & ABOVE	SHARADHILL LIFE	12th & ABOVE
INSURANCE COMPANY	12th & ABOVE	INSURANCE COMPANY	12th & ABOVE
AMAR SKILL VENTURES PVT LTD	ELECTRICIAN, PAINTER, FITTER	AMAR SKILL VENTURES PVT LTD	ELECTRICIAN, PAINTER, FITTER
SARDANA SOHN AND ASSOCIATES	10th, 12th	SARDANA SOHN AND ASSOCIATES	10th, 12th



acquisition and performance management enables us to build a

highly engaged and motivated workforce, ultimately contributing

to the long-term success of the organization.

### Employee Welfare Initiative

People enjoy working for organizations that value their contributions, listen to their viewpoints, and engage with them both formally and casually. At MECPL, we work to create a welcoming environment that

encourages and rewards exceptional work, provides chances for reciprocal engagement, and produces good energy. Annual events, daily GEMBA's, Daily management meetings, and employee

engagement surveys are a few of internal communication channels. We have an effective interaction and communication structure in place that allows us to continuously engage with and provide feedback to our staff.

### Community Development

**MECPL is actively engaged in its CSR activities and community development through its trust "Saarthi".**

MECPL aims to develop society through a range of social and environmental interventions, enhancing skills and building social infrastructure to improve their

livelihood. Our Company is devoted to developing communities around the vicinity of the plants by improving education, health, hygiene and environment.

Our focus is on the upliftment of the economically weaker sections of society.

Employee Appreciation & Recognition Awards



Environment Day Celebration



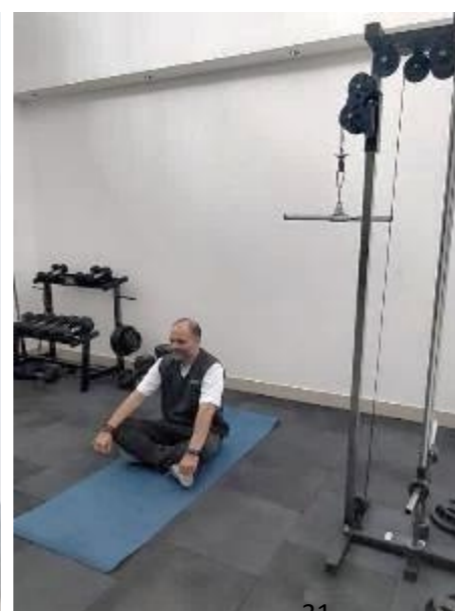
Independence Day Celebration



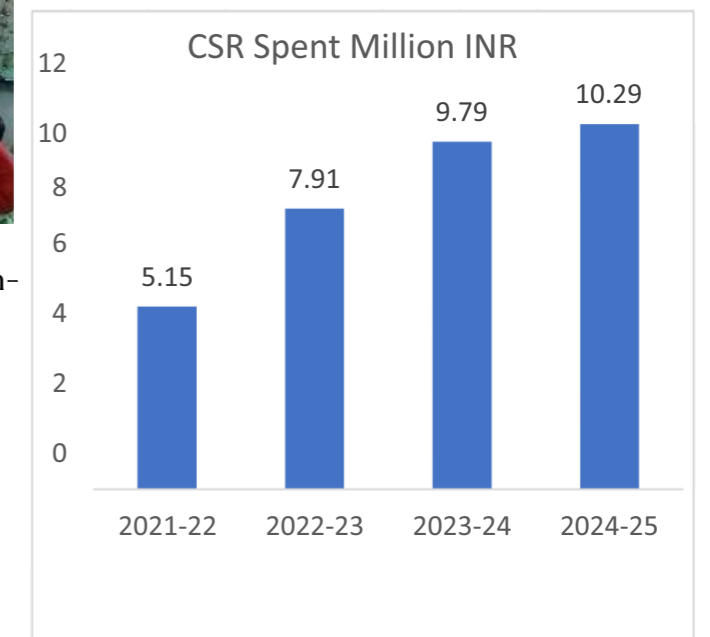
World health day celebration by blood donation



Health & Well-Being



Maxop's trust "Saarthi" is compassionately working for high-priority areas like:  
 Education  
 Sports  
 Healthcare  
 Maintenance of Orphans  
 Especially abled children and old age homes  
 Mid-Day Meal  
 Ration Provision  
 Infrastructure of schools



## External Stakeholder Human Rights

MECPL demonstrates a strong commitment to human rights in its operations, extending this ethos to its external stakeholders, including security service providers. The company adheres to the MECPL Group Charter of Corporate Behavior, which emphasizes respect for fundamental human rights and prohibits discriminatory practices, child labor, and forced labor. This commitment is reinforced through the Maxop Code of Conduct, which mandates that all business activities uphold the dignity of individuals and avoid complicity in human rights violations. While specific details about MECPL's security service providers are not publicly disclosed, the company's overarching policies suggest that it expects all external partners, including security services, to align with these human rights standards. This includes ensuring that security personnel are trained to respect human rights and operate within legal and ethical boundaries. Additionally, MECPL's commitment to transparency and ethical practices implies that it would take appropriate measures if any human rights concerns arise in its supply chain, including with security providers.

MECPL's human rights practices reflect a comprehensive approach that encompasses not only internal operations but also extends to its external stakeholders, ensuring a consistent and responsible business conduct throughout its value chain.



## Governance

and responsible business practices. Our governance framework is designed to uphold the highest standards of transparency, accountability, and ethical conduct across all operations.

Led by a dedicated Board of Directors and senior management, we ensure that the sustainability principles are integrated into strategic decision-making and operational processes. Regular audits, risk

assessments, and stakeholder engagements enable us to align our governance practices with global best practices and regulatory requirements. Through proactive governance, Maxop fosters a culture of integrity, innovation, and responsibility, ensuring long-term value creation for all stakeholders while advancing our sustainable goals.

**Zero**  
Fines or Monetary  
Sanctions due to  
Non-Compliance

**Zero**  
Breaches on  
Customer Privacy  
Issues

**Zero**  
Cases of  
Corruption

**Zero**  
Cases of Sexual  
Harrasment

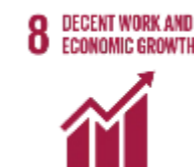
## Corporate Governance

A strong corporate governance structure is a must for any viable firm. Our ability to effectively manage risks is further demonstrated by our strong emphasis on good governance. Our success is based on moral and cooperative leadership. One of the main factors facilitating the development and improvement of long-term sustainable value for our stakeholders is corporate governance, which encompasses our workers, investors, clients, suppliers, vendors and public. We believe that achieving long-term growth requires strengthening corporate governance to ensure competent and effective business management. As a result, we are

creating and maintaining transparent, equitable management and organizational structures that can accurately adapt to changes in the environment. MECPL strongly believes that effective corporate governance procedures generate long-lasting, superior performance, attract human resources, and offers a strong foundation of confidence and trust. MECPL is constantly looking to improve all facets of its business operations. It seeks to turn challenges into opportunities by empowering and motivating human resources, allowing them to lead the company on a growth trajectory.

### Promotion of governance across entire MECPL group

Organizational  
Governance and  
Fair business  
Activities



## Board of Directors

The Board of Directors meets on a regular basis to discuss all areas of strategic, operational, and financial matters.

The Board also develops a fantastic culture in which it evolves and adheres to not just the specified corporate governance rules, but also global best practices. Our

Board of Directors, key management, and employees all share the same high standards of transparency, individual accountability, and ethical behavior in all our business interactions. The Leadership Team of our Company percolates the directions set by the Board throughout the

organization through policy deployment, accountability and responsibility, daily work management, etc. This structure ensures that the entire organization aligns with the common goal of challenging the status quo to achieve breakthrough results.



### Mr. Sumit Maheshwari Founder and Managing Director

Mr. Shallesh Arora founded Maxop in 2003. For more than 20 years, the company has grown under his visionary guidance, towards success. Early success in export market and networking with global customers have resulted in growing relationships with OEMs. He has been honored with BHARAT VIKAS AWARD by the International Business Council recognizing his contribution to the growing industry.

### Mr. Sumit Maheshwari Director

Mr. Sumit Maheshwari has been the Managing Director of Fartinge Capital since 2018. He is responsible to source and execute investment opportunities, as well as monitor the portfolio companies Mr. Maheshwari serves on the board of directors for many of Farlax's portfolio companies.



### Mr. Sanjeev Jha Director

Mr. Sanjeev Jha serves as a consultant with Fairfax Asia Limited He collaborates with Fairfax Group's insurance businesses across Asa. Until April 2021, Sanjeev was the Managing Director and CEO of Farfirst Insurance in Sri Lanka

## Business Ethics

MECPL has ingrained a culture in which its principles and values guide decision-making. Every employee follows the organization's policies and procedures because they are motivated by a strong set of core values. Maintaining consistency, openness and equity in interactions with its stakeholders is the goal of the Code of Conduct & Ethics. To reinforce its governance system and conduct business with ethical standards,

MECPL has implemented various other policies in addition to the Code of Conduct & Ethics, including Corporate Social Responsibility Policy, the IMS Policy, Vigil Mechanism Policy, etc. Ethics and integrity are material issues for both our stakeholders and the management. MECPL has a zero-tolerance stance against bribery, fraud and corruption. All the employees, including the Board and senior management personnel are subject to Code of Conduct & Ethics. All Board members and senior

management personnel have affirmed compliance with the said code of conduct & ethics. All stakeholders, including but not limited to employees, customers, value chain partners, and financial stakeholders, are guided and taken into consideration by the code, which guides them in the direction of the highest moral and ethical standards.

## Policies and Standards

Protecting employees from damage and fostering their health and well-being at work will increase worker happiness, boost output, and guarantee that we

draw in and keep the greatest talent. We want to in still health and safety as a value through out the organization. The management and

technical standards support this policy that guides our workforce into implementing safe operations.

## Grievance Handling

An employee who gets dissatisfied or has any issue must express their views verbally to their immediate superior/a person nominated by the management. The superior shall give a reply to

the aggrieved employee within 2 days of receiving the grievance. If things are beyond their scope, they immediately report the matter to their HOD. If required, HOD investigates the

issue, listens to the aggrieved team member and resolves the issue within 3 days. If the issue is still not resolved, then he should escalate the issue to the grievance committee.

## Prevention of Sexual Harassment

This policy applies to all company employees, including permanent management and workers, temporary trainees and contractual employees. The Company has zero tolerance for sexual harassment.

The Company has instituted an Internal Complaints Committee ("the Committee") for redressal of Sexual Harassment complaint and for ensuring time-bound treatment of such complaints. Any

aggrieved person may make, in writing, a complaint of Sexual Harassment at the workplace to the Committee giving details of the sexual harassment meted out to her/him.

## Transparency

Transparency fosters trust, and trust strengthens ties with all parties involved. One of MECPL's ideals is trust. To ensure mutual trust and respect, we passionately promote a culture of transparency

while interacting and promoting an open discussion. Another essential component of reporting is transparency. It assists shareholders, investors, and other interested parties in making well-

informed decisions regarding our business operations and other matters. Periodically, we release our yearly reports to inform and support all our stakeholders.

## Risk management framework

The strategy and operations of the organization depend heavily on risk management. Our risk management system was designed to aware of the hazards that could jeopardize the achievement of goals. To detect, evaluate, and minimize possible internal or external risks, MECPL has been proactive in identifying internal and external risks in our operations. The organization has developed a risk management system that enables frequent and active monitoring of business operations.

A Risk Management Committee has been constituted by The Board of Directors, along with the roles and responsibilities with delegation to monitor and review the risk management plan to the Committee. A risk management system has been put in place as a

precautionary measure to reduce risks. Every project, irrespective of its size or nature, is screened and evaluated for potential risks involved in it and authorized at different organizational levels before implementation. The respective functional / business heads are entrusted with identifying, mitigating and monitoring risk in their respective areas. The approach to manage and identify risk is through interaction and involvement across the businesses, which helps our Company explore new opportunities and ideas.

To recognize and comprehend global risk trends and their effects, we routinely consult with our strategic stakeholders and subject matter experts. As a result, we also periodically alter our risk

profiles, execution plans, and business models. Risk identification, mitigation, and monitoring are delegated to the functional/business head(s) in their respective domains. Risk management is a continuous activity that is integrated with operations and is crucial component of management. The company has a risk management policy in place to identify any risks that the board believes could jeopardize the company's survival. The primary goal of the company's risk management procedures is to guarantee that risks are promptly identified and that a mitigation action plan is developed and carried out on time.



## Economic Performance

A key element of sustainability is economic sustainability, which means that to create values that are durable and sustainable, we must use, preserve, and sustain resources- both material and human. In addition to providing long-term economic growth, MECPL is dedicated to supporting the stakeholders that are essential to our success.

Furthermore, we believe that we can close the gap between social and economic development by

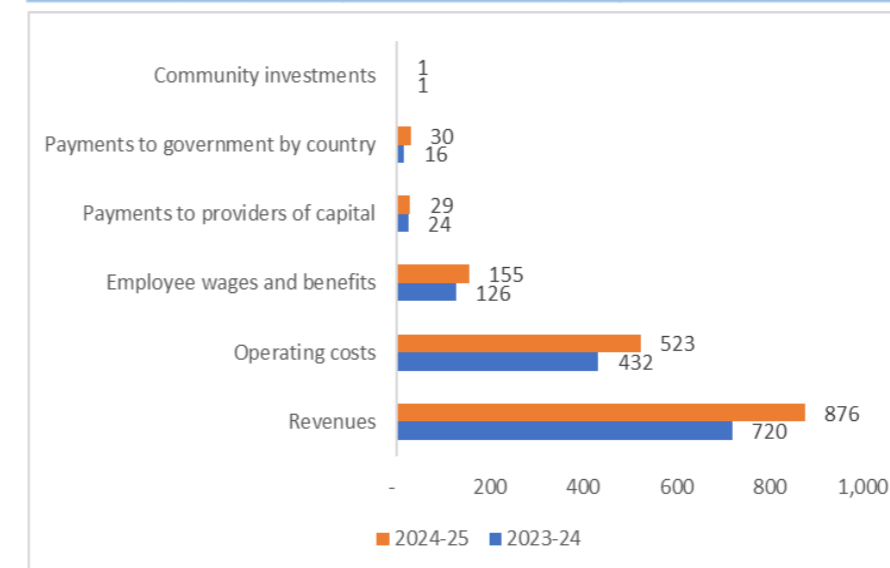
empowering the local community, investing in employees, creating direct or indirect employment, distributing wealth, and empowering the economy through our CSR initiatives- all of which are the cornerstones of the sustainability framework. Important economic performance data from the reporting period and our management plan are included in this part.

The impact we have on the financial situation of our stakeholders as well

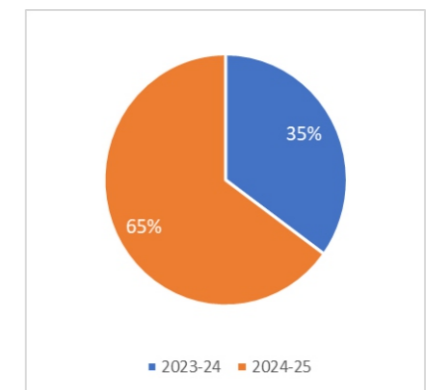
as the local, national, and global economic systems is the focus of the economic element of sustainability. We make sure that all relevant laws and regulations pertaining to the rights of shareholders are observed. Additionally, we maintain thorough records of our operations and report them in compliance with regulations and industry norms.

**Direct economic value generated and distributed (INR-Cr.)**

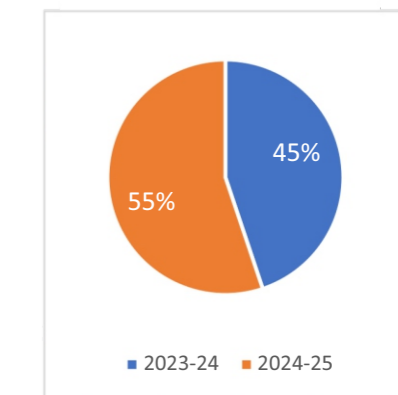
	2023-24	2024-25
<b>Revenues</b>	720	876
<b>Operating costs</b>	432	523
<b>Employee wages and benefits</b>	126	155
<b>Payments to providers of capital</b>		
<b>Payments to government by country</b>	24	29
<b>Community investments</b>	16	30
<b>Economic value retained</b>	1	1
	120	137



**Financial Incentives**



**Employee wages and benefits (INR)**



# Annexure

## External Assurance Statement

BR. No. 50260840

## Independent Assurance Statement

### To the Management and Stakeholders of Maxop Engineering Co. Pvt. Ltd.

DQS India Private Limited (DQS) have been engaged by Maxop Engineering Co. Pvt. Ltd. to provide limited assurance over the Maxop Engineering Co. Pvt. Ltd.'s Sustainability Report FY 2024-25. The engagement took place from May to October 2025 and concluded on November 10, 2025.

### Objectives

The objective of this assurance engagement was to independently assess and express conclusions on underlying reporting processes and validate qualitative and quantitative claims, so as to limit misstatement and increase the overall credibility of the reported information and data.

### Scope of Assurance

The assurance encompassed the entire Maxop Sustainability Report FY 2024-25 and focused on all figures, statements and claims related to sustainability during the reporting period 1, April 2024 to 31, March 2025. More specifically, this included:

- Non-financial statements, information and performance data contained within the Sustainability Report;
- Maxop's reported data and information as per the requirements of the Global Reporting Initiative Standards.

Information and performance data subject to assurance is limited to the content of the sustainability report only.

The assurance did not cover financial data, technical descriptions of buildings, equipment and production processes, non-material topics or other information not related to sustainability.

### Assurance Criteria and Level of Assurance

The Sustainability report of MAXOP has been self-declared to be 'with reference to' the requirements of the GRI Standards 2021.

The Assurance activities were provided following the requirements of **Limited level assurance** 'with reference to' **ISAE 3000 (Revised)**: International Standard on Assurance Engagements (Assurance on Non-Financial Information).

The assurance engagement is not a compliance audit and does not assess or evaluate compliance with applicable laws and regulations.

### Responsibility

The management of Maxop Engineering Co. Pvt. Ltd., the responsible party for this assignment, is responsible for the preparation and presentation of the Sustainability Report FY 2024-25. They are responsible for establishing and maintaining the internal controls and processes to ensure the collection, calculation, and reporting of accurate and reliable data for this sustainability report.

We, DQS India Private Limited, being the assessor of the report is responsible for expressing a limited level assurance conclusion based on the work performed regarding the accuracy and completeness of the data and information presented in the Maxop Engineering Co. Pvt. Ltd. Sustainability Report FY 2024-25.

### Deutsch Quality Systems (India) Private Limited

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Bellandur Gate, Sarjapur Main Road, Ambalipura,  
Bengaluru - 560102 Karnataka, India



# Annexure

## External Assurance Statement

BR. No. 50260840

### Assurance Quality control and Practices

We have applied International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the 'DQS India -Conflict of Interest and Code of Ethics Policy', which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior

### Assurance Methodology

The assurance procedures and principles used for this engagement were drawn from the ISAE 3000 standard and methodology developed by DQS, which consists of the following steps:

- Identifying statements and data sets, which are classified according to the relevant data owners and the type of evidence required for the verification process.
- Carrying out interviews with key functional managers and data owners to understand the process for collecting, collating and reporting the subject matter as per the requirements of Global Reporting Initiative (GRI) Standard General disclosures as well as the following disclosures of the material topics:
  - Environmental Indicators:
    - Material (301-3),
    - Energy (302-1, 302-3, 302-4,302-5),
    - Water (303-1, 303-2, 303-3,303-4,303-5),
    - Biodiversity (304-1, 304-2, 304-3,304-4),
    - Emissions (305-1, 305-2, 305-3, 305-4, 305-5,305-6,305-7),
    - Waste (306-1, 306-2, 306-3, 306-4, 306-5),
    - Supplier Environmental Assessment (308-1,308-2):
  - Social Indicators:
    - Employment (401-1, 401-2, 401-3),
    - Occupational Health and Safety (403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10),
    - Training & Education (404-1, 404-2, 404-3),
    - Diversity & Equal Opportunity (405-1),
    - Non-discrimination (406-1),
    - Freedom of association and collective bargaining (407-1),
    - Child labor (408-1),
  - Forced or compulsory labor (409-1),
  - Security Practices (410-1),
  - Local Communities (413-1,413-2),
  - Supplier Social Assessment (414-1, 414-2),
  - Marketing and labelling (417-1,417-2),
  - Customer policy (418-1)
  - Economic Indicators:
    - Economic Performance (201-1, 201-2, 201-3),
    - Market Presence (202-1,202-2),
    - Procurement practices (204-1),
    - Anti-corruption (205-1, 205-2, 205-3),
    - Anti-competitive behavior (206-1)
    - Tax 2019 (207-1, 207-2, 207-3, 207-4)

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# Annexure

## External Assurance Statement

BR. No. 50260840



- Undertook analytical review procedures to support the reasonableness of the data, through onsite and remote audits, on a selective test basis, for the following sites:
  - Unit -I: Plot No. 10 & 27, Sector -6, IMT Manesar, Gurugram, Haryana, 122 050
  - Unit -II: Plot No. 405 & 27, Sector -7, IMT Manesar, Gurugram, Haryana, 122 050
  - Unit III: Plot No 172, Sector 5, IMT Manesar, Gurugram, Haryana, 122 050
  - Unit IV & IV E: Plot No. PA-011-007,008 A & PA -010-013, Sector-SEZ, Mahindra World city, Jaipur, Rajasthan, India-302 037
  - Unit V: Plot No 13 A, Sector 2, IMT Manesar, Gurugram, Haryana, 122 050
  - Unit VI: Plot No. 25&26, Sector -2A, IMT Manesar, Gurugram, Haryana 122 052
  - Unit VII: Plot No. 30 A-1& 30 A-2, Sector -2A, IMT Manesar, Gurugram, Haryana 122 050
- Assessing the collected information and providing recommendations for immediate correction where required or for future improvement of the report content.
- Concluding after checking the revised report on its reliability and quality after implementation of the immediate corrections to meet requirements of the GRI standard.

### Observations and Findings

In addition to providing limited assurance, we noted the following observations during our engagement:

- Stakeholder Inclusivity:**  
We found no evidence of any key stakeholder groups being excluded from Maxop's stakeholder engagement process. Maxop has demonstrated a proactive and inclusive approach, ensuring that diverse stakeholder perspectives are considered throughout their sustainability strategy and reporting efforts.
- Materiality:**  
We are not aware of any significant material issues concerning Maxop's sustainability performance that have been omitted from the report. Maxop has thoroughly identified and addressed relevant material sustainability topics, ensuring transparency and alignment with both stakeholder expectations and industry standards.
- Responsiveness:**  
Maxop has established processes to effectively respond to stakeholder concerns and manage its material sustainability issues. However, the assessment was focused on the verification of the sustainability report and did not extend beyond the agreed scope of assurance.
- Impact:**  
Maxop has implemented effective processes to measure, evaluate, and manage the environmental and social impacts associated with its operations. These processes are aligned with key performance indicators (KPIs) relevant to the nature of its business and identified material sustainability issues.
- Reliability:**  
Data management systems are established and centralized for the collection and calculation of data associated with material sustainability topics. These systems provide an adequate foundation for the reliability of the reported data, though certain operational data depend on measurement arrangements at the site level.

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# Annexure

## External Assurance Statement

BR. No. 50260840



### Limitations and Exclusions

The following limitations should be noted:

- This limited assurance engagement relies on a risk-based selected sample of sustainability data and the associated limitations that this entails.
- The reliability of the reported data and information are dependent on the accuracy of metering and other production measurement arrangements employed at site level, which were not addressed as part of this assurance.
- This independent statement should not be relied upon to detect all errors, omissions, or misstatements that may exist.

### Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Maxop Sustainability Report for FY 2024–25, prepared 'with reference to' the Global Reporting Initiative (GRI) Standards, is not, in all material respects, fairly stated.

### Statement of Independence, Integrity, and Competence

DQS ensures that appropriately qualified individuals are selected for assurance engagements based on their qualifications, training, and experience. The outcome of all verification and assurance assessments is internally reviewed by senior management to ensure a rigorous and transparent approach is consistently applied. DQS provided assurance services to review Maxop's sustainability data and processes, ensuring alignment with relevant ISO standards and risk management principles. The assurance assessments are the only work undertaken by DQS for Maxop, thus safeguarding our independence and impartiality throughout the engagement.

On behalf of the assurance team

11 November 2025

Bengaluru, India



**Dr. Murugan Kandasamy**

CEO & Managing Director

Deutsch Quality Systems (India) Private Limited

### Deutsch Quality Systems (India) Private Limited

Vaishnavi Tech Park, Sy.No.16/1 and 17/2,  
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# Annexure

## GRI Content Index

<b>Statement of use</b>	MECPL has reported the information cited in this GRI content index for the period Start 1st April 2024 & End 31st March 2025 with reference to the GRI Standards 2021.
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Page Number
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GRI Standard	Disclosure	Location	Page Number
<b>GRI 1: General Disclosures 2021</b>	2-1 Organizational details	Out Footprints	4
	2-2 Entities included in the organization's sustainability reporting	Out Footprints	4
	2-3 Reporting period, frequency and contact point	Content index, Report Back Cover	27, 32
	2-4 Restatements of information	Assurance Statement	27
	2-5 External assurance	Assurance Statement	27
	2-6 Activities, value chain and other business relationships	Maxop Footprints	4
	2-7 Employees	Social	18
	2-8 Workers who are not employees	Social	18
	2-9 Governance structure and composition	Corporate Governance	24
	2-10 Nomination and selection of the highest governance body	Corporate Governance	24
	2-11 Chair of the highest governance body	Corporate Governance	24
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance	24
	2-13 Delegation of responsibility for managing impacts		
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance	24
	2-15 Conflicts of interest		24
	2-16 Communication of critical concerns	Risk Management	26
	2-17 Collective knowledge of the highest governance body	Corporate Governance	26
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance	26
	2-19 Remuneration policies	DEI	20
	2-20 Process to determine remuneration	DEI	20
	2-21 Annual total compensation ratio		
	2-22 Statement on sustainable development strategy	Sustainability Approach & Strategy	9
	2-23 Policy commitments	Policies and Standards	25
	2-24 Embedding policy commitments	Policies and Standards	25

GRI Standard	Disclosure	Location	Page Number
	2-25 Processes to remediate negative impacts	Risk Management	26
	2-26 Mechanisms for seeking advice and raising concerns	Grievance Handling	25
	2-27 Compliance with laws and regulations	Governance	24
	2-28 Membership associations		
	2-29 Approach to stakeholder engagement	Stakeholder Engagement	10
	2-30 Collective bargaining agreements		
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Materiality Assessment	11
	3-2 List of material topics	Materiality Matrix	11
	3-3 Management of material topics	Materiality Assessment	11
<b>GRI 101: Biodiversity 2024</b>	101-1 Policies to halt and reverse biodiversity loss	Environment	12
	101-2 Management of biodiversity impacts	Environment	15
	101-3 Access and benefit-sharing	Environment	15
	101-4 Identification of biodiversity impacts	Environment	15
	101-5 Locations with biodiversity impacts	Environment	15
	101-6 Direct drivers of biodiversity loss	Environment	15
	101-7 Changes to the state of biodiversity	Environment	15
	101-8 Ecosystem services	Environment	14
<b>GRI 102: Climate Change 2025</b>	102-1 Transition plan for climate change mitigation	Sustainability Roadmap	12
	102-2 Climate change adaptation plan	Sustainability Roadmap	12
	102-3 Just transition	Sustainability Roadmap	12
	102-4 GHG emissions reduction targets and progress	Energy & Emission	13
	102-5 Scope 1 GHG emissions	Energy & Emission	13
	102-6 Scope 2 GHG emissions	Energy & Emission	13
	102-7 Scope 3 GHG emissions	Energy & Emission	13
	102-8 GHG emissions intensity	Energy & Emission	13
	102-9 GHG removals in the value chain	Supplier Social and Environment Assessment	17
	102-10 Carbon credits		
<b>GRI 103: Energy 2025</b>	103-1 Energy policies and commitments	Energy	21
	103-2 Energy consumption and self-generation within the organization	Energy	20
	103-3 Upstream and downstream energy consumption	Energy	20
	103-4 Energy intensity	Energy	

GRI Standard	Disclosure	Location	Page Number
<b>GRI 201: Economic Performance 2016</b>	103-5 Reduction in energy consumption	Energy	17
	201-1 Direct economic value generated and distributed	Economic Performance	26
	201-2 Financial implications and other risks and opportunities due to climate change	Risk Management	26
	201-3 Defined benefit plan obligations and other retirement plans	Employee welfare initiative and benefits	23
	201-4 Financial assistance received from government		
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Employee welfare initiative and benefits	23
	202-2 Proportion of senior management hired from the local community	Governance	24
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported		
	203-2 Significant indirect economic impacts		
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Material	23
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Business Ethics	25
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics	25
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics	25
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics	25
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax		26
	207-2 Tax governance, control, and risk management		26
	207-3 Stakeholder engagement and management of concerns related to tax		26
	207-4 Country-by-country reporting		26
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume		
	301-2 Recycled input materials used		
	301-3 Reclaimed products and their packaging materials	Material	
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy	20
	302-2 Energy consumption outside of the organization		
	302-3 Energy intensity	Energy	20
	302-4 Reduction of energy consumption	Energy	21
	302-5 Reductions in energy requirements of products and services	Energy	21
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Water resource management	22
	303-2 Management of water discharge-related impacts	Water resource management	22

GRI Standard	Disclosure	Location	Page Number
	303-3 Water withdrawal	Water resource management	22
	303-4 Water discharge	Water resource management	22
	303-5 Water consumption	Water resource management	22
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Bio- Diversity	23
	304-2 Significant impacts of activities, products and services on biodiversity	Bio- Diversity	23
	304-3 Habitats protected or restored	Bio- Diversity	23
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Bio- Diversity	23
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	GHG Emission	20
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emission	20
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emission	20
	305-4 GHG emissions intensity	GHG Emission	20
	305-5 Reduction of GHG emissions	GHG Emission	20
	305-6 Emissions of ozone-depleting substances (ODS)	Local & Accidental Pollution	23
	305-7 Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant air emissions	Local & Accidental Pollution	23
<b>GRI 306: Effluents and Waste 2016</b>	306-3 Significant spills	Material	23
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Waste	23
	306-2 Management of significant waste-related impacts	Waste	23
	306-3 Waste generated	Waste	23
	306-4 Waste diverted from disposal	Waste	23
	306-5 Waste directed to disposal	Waste	23
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Supplier Social and Environment Assessment	17
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Procurement	17
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Social	26
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee welfare initiative and benefits	23
	401-3 Parental leave	Employee welfare initiative and benefits	23
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes		
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Employee Health & Safety	19
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health & Safety	19

GRI Standard	Disclosure	Location	Page Number	
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