

Rubamin ESG Targets

At Rubamin - India, our ESG (Environment, Social, and Governance) commitments apply across **all our sites and operations**. These targets reflect our long-term sustainability vision and our responsibility toward climate action, resource efficiency, employee well-being, and community development.

ENVIRONMENT TARGETS

Short-Term Targets

1. GHG Reduction: Achieve a 5% reduction in Scope 1 and Scope 2 greenhouse gas emissions (including Coal, Furnace Oil, Diesel, CNG, Biomass, and Purchased Electricity) compared to absolute FY24 numbers.
2. Water Usage and Effluent Generation: Reduce water usage and effluent generation by 5% by FY26 relative to absolute FY24 figures.
3. Solid Waste to Landfill: Decrease the amount of solid waste sent to landfills by 10% by FY26 based on absolute FY24 numbers.
4. Biodiversity: Complete Biodiversity assessment of all sites and prepare biodiversity improvement plan by end Dec 2025.

Long-Term Targets

1. Net Zero: Achieve Net Zero by 2050.
2. Water Stewardship: Achieve Zero Effluent Discharge and Water Neutrality by 2035 using sustainable water practices.
3. Solid Waste: Achieve Zero Solid Waste to Landfill by 2040.
4. Technology Development: Develop new technologies and improve existing ones for recycling and for the manufacture of value-added products.

SOCIAL TARGETS

Short-Term Targets

1. Gender Diversity: Attain a 7% gender diversity by FY26.
2. Safety: Reduce TRIR to achieve best-in-class for Chemical Industry i.e. <0.1.
3. CSR Impact Evaluation: Conduct a 3rd-party assessment of our CSR efforts, and work toward positively impacting 1 million lives by 2025.

Long-Term Targets

1. Workplace Diversity: 25% women employees by 2040.
2. Safety Culture: Striving towards a Zero Harm work environment, Zero Recordables, and best-in-class TRIR performance.
3. Community Impact: Positive impact on 1 million lives / Community Engagement Index monitoring.

GOVERNANCE TARGETS

Short-Term Targets

1. Digitalize ESG Reporting: Digitizing ESG reporting with online software to automate data collection, reduce manual effort, and enhance accuracy.

Long-Term Targets

1. Maintain transparent and credible ESG disclosures by ensuring zero greenwashing through regular third-party audits and independent verification of all sustainability claims.