

A photograph of a train traveling through a landscape at sunset. The train is on the left, moving towards the right. The sun is low on the horizon, casting a warm glow over the scene. The background features rolling hills and some palm trees.

# **Driving Towards Tomorrow: Your Trusted Partner in Sustainable Mobility Solutions**

**Sustainability Report 2023-24**

**INTEGRA**  
ENGINEERING

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## Message From CEO

It fills me with immense pride and pleasure to introduce INTEGRA's sustainability report. Over the past years, we have fortified our sustainability commitments and made significant strides toward our goals. I am delighted to share our journey with you in this report.

At INTEGRA Engineering India Ltd, as part of the broader INTEGRA Group, we already possess a profound understanding of sustainable operations. We remain steadfast in our commitment to enhancing the environmental, health, and safety aspects of our processes, products, and services continually.

The Sustainable Development Goals (SDGs) framework provides an excellent avenue for corporates to align their business strategies with global sustainability objectives. We recognize the importance of integrating SDGs into our core business strategies and CSR initiatives, ensuring our contributions towards a sustainable future are impactful and meaningful.

Our focus areas encompass employee empowerment, CO<sub>2</sub> emissions control, and enhanced resource management, all pivotal steps on our journey towards sustainability. Our pursuit of certifications such as 14001 & 45001 underscores our dedication to these objectives.

I extend a warm invitation to explore our sustainability program, achievements, and ambitions for the future through this report and our website. We are resolute in our purpose as a company and remain committed to progress, collaboration, and transparency.

I express my sincere gratitude to our stakeholders for their engagement and contributions, which are integral to realizing our sustainability vision. Continuous learning and improvement are at the core of our ethos, and your engagement is pivotal to our collective success as we diligently execute our strategy.



**Bhavin Kariya**  
**Chief Executive Officer**

## About INTEGRA Holding and Group companies

Integra Holding Ltd. stands as a leading Swiss management holding company, boasting a diverse portfolio spanning various markets both domestically and internationally. At present, the Integra portfolio encompasses investments in several sectors: **Real Estate, Flow Metering and Energy Measuring Technology, Life Science Laboratory Equipment Technologies, Road Signing and Marking Solution, and Mechanical and Electrical Engineering.**

Integra Holding's main shareholder is a foundation under Swiss law. Its foremost objective is to support innovative companies by co-financing future-oriented, new developments.

Integra Holding AG is a prominent Swiss management holding company with diversified shareholdings in markets worldwide. Through strategic investments and global presence, Integra Holding AG facilitates INTEGRA's growth trajectory, fostering innovation and excellence in engineering solutions on a global scale.





## About INTEGRA Engineering India Limited

INTEGRA Engineering India Limited (INTEGRA), established in the 1980s, has experienced significant expansion in past years. As a publicly listed company on the Bombay Stock Exchange, INTEGRA plays a key role in India's engineering landscape. It operates as a subsidiary of Integra Holding AG, headquartered in Switzerland.



**REGISTERED OFFICE & WORKS**  
(For Railway Panels and Metro Interiors)

INTEGRA Engineering India Limited.  
Post Box No. 55, HALOL - 389 350,



**WORKS**  
(For Railway Controlling Systems)

INTEGRA Engineering India Limited.  
HALOL - Champaner Road, P.O. Chandrapura, Halol Dist. Panchmahals, Gujarat, INDIA  
- 391 520. Dist. Panchmahals, Gujarat, INDIA

## Key Financial Figures in MINR: FY 23-24

INTEGRA Engineering India Limited has demonstrated robust performance in the financial year 2023-24, showcasing significant achievements in key financial metrics:



**1468.24** MINR

Revenue from  
Operations



**1576.71** MINR

Order Booking



**753.02** MINR

Order Backlog as on  
31.03.2024



**10.26 %** Growth  
in Turnover comp. to FY  
2022-23

These figures underscore INTEGRA's strong operational capabilities and continued growth trajectory in the competitive engineering sector. The substantial order booking and steady backlog position highlight the company's capacity to secure and execute projects effectively. With a double-digit growth in turnover, INTEGRA Engineering India Limited remains poised for further expansion and success in the upcoming fiscal years.

## Business Overview

At INTEGRA Engineering India Limited (INTEGRA), we specialize in crafting top-tier components for locomotives and rolling stock, setting the benchmark in design, manufacturing, and innovation. Our expertise encompasses a wide array of offerings, from precision sheet metal and wiring to comprehensive electro-mechanical solutions.

As a trusted partner in propulsion systems, we deliver unparalleled performance with components designed for locomotives boasting impressive power outputs of **WAG/WAP – 6000 / 9000 / 12000 HP**. Our commitment to excellence extends to the interior realm, where we manufacture a diverse range of parts catering to metro and semi-high-speed train segments, ensuring both functionality and aesthetics meet the highest standards.

Not stopping there, INTEGRA is synonymous with reliability in supplying advanced railway control systems. From M2M/M2C relays to FACS and LED Signals, our offerings are engineered to enhance safety and efficiency across railway networks.

What sets us apart is not just our state-of-the-art infrastructure and extensive machinery but the unparalleled expertise of our highly skilled professional team. From conceptualization to inspection and testing, our dedicated professionals ensure every component meets rigorous quality standards, making us the trusted choice for rolling stock components.

Our esteemed clientele, including industry giants like Alstom, Siemens Mobility, Medha Servo, and CAF Power & Automation, attest to our unwavering commitment to excellence. Serving both domestic and export markets, INTEGRA is at the forefront of shaping the future of rail transportation.

Driven by a relentless pursuit of quality, we hold a myriad of certifications, including **EN 15085 CL-1, DIN 6701/ EN 17460, RDSO, IP 65 & 55, CE marking, ISO 9001:2015 for Quality, ISO 14001:2015 for Safety, and ISO 45001:2018 for occupational health and safety**. These certifications underscore our dedication to meeting and exceeding the highest industry standards, ensuring unparalleled reliability in every component we deliver.

Choose INTEGRA for unrivalled excellence, innovation, and reliability in railway solutions.

## Business with core values and ethics

Integrity || New Ideas || Teamwork || Excellence || Goal Orientation || Reliability || Aspiration

At the heart of INTEGRA's operations lie the core principles of reliability, accuracy, transparency, and added value. These principles serve as our guiding light, ensuring that every action we take is grounded in integrity and respect for our stakeholders.

Operating in harmony with our organizational culture and the prevailing legal landscape, INTEGRA is committed to upholding the highest standards of ethical conduct. Our pursuit of excellence is not only defined by our ability to deliver value but also by our unwavering dedication to mutual trust, fostering enduring partnerships with our employees, business associates, and valued customers.

To uphold these standards, our dedicated Compliance Officer and Human Resources team conduct regular reviews, meticulously ensuring adherence to our Code of Conduct. By proactively addressing any conflicts of interest, we maintain an environment where ethical conduct flourishes.

However, our commitment to ethical conduct extends beyond mere compliance. We recognize the importance of accountability and transparency in nurturing a culture of trust.



**Building Sustainability,  
“INTEGRA's Foundation for a Stronger Future”**

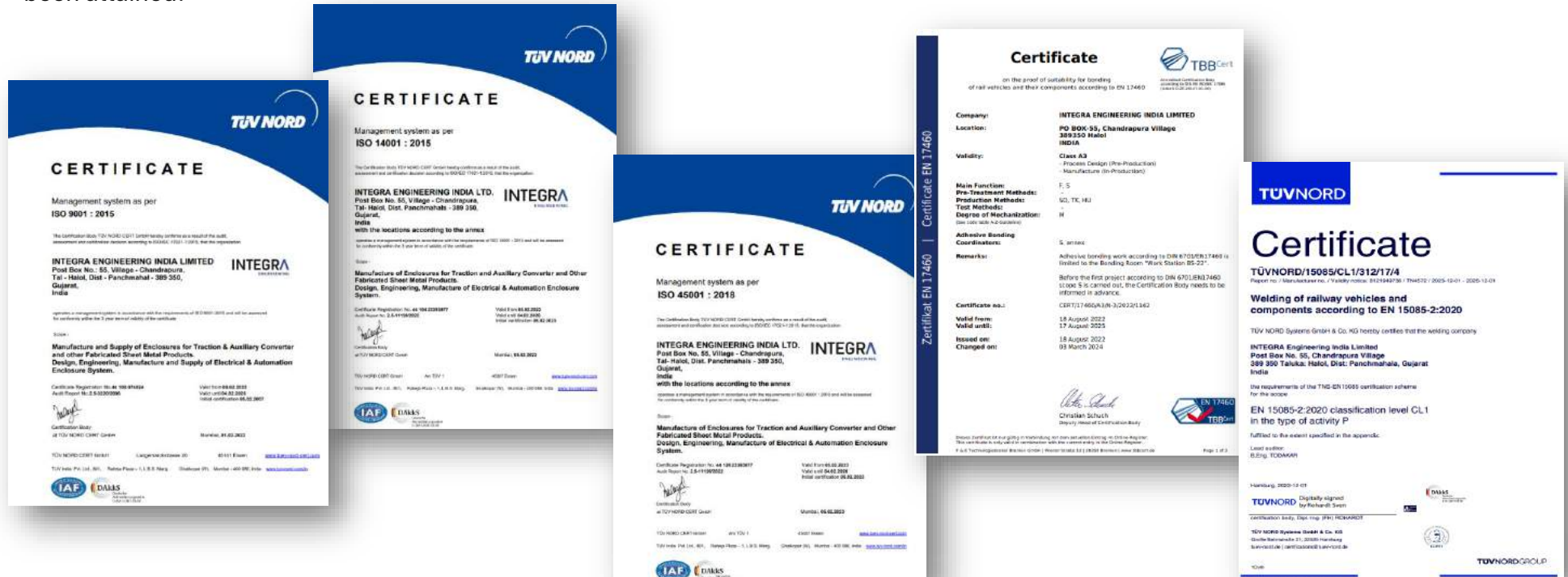


At INTEGRA, our code of conduct isn't just a set of rules—it's a cornerstone of our identity. By prioritizing ethical conduct in all aspects of our operations, we not only safeguard our reputation but also lay the groundwork for sustainable growth and enduring success, built on a foundation of trust and integrity.



## Accreditations

For optimal system functionality, INTEGRA has secured several certifications. These encompass endorsements for Quality Management Systems, Environmental Management Systems, and Occupational Health and Safety Management Systems. Furthermore, for enhanced process oversight, certifications such as EN 15085-2 Level CL2 for welding, DIN 6701 for Adhesive Bonding Work, and CE marking have been attained.



## Sustainable Development Goals

INTEGRA Engineering India Ltd is deeply committed to advancing the **United Nations Sustainable Development Goals (SDGs), with Sustainability 2030** serving as our overarching sustainability framework. While we hold all SDGs in high regard, our focus lies on those most pertinent to our operations.



At INTEGRA, we exert concerted efforts to contribute to the SDGs, fostering a working culture that directly and indirectly influences the Environment, Health & Safety of communities and surroundings. Our commitment to the SDGs is underscored by our unwavering dedication to "Environment," "Health & Safety," "Human Rights and Labor Practices," "Ethics," and "Supplier Sustainability."

Our journey towards the 2030 goals has already commenced, and our actions, targets, and accomplishments to date are succinctly detailed in our SDG report. Through

comprehensive training and awareness programs spanning all stakeholders, INTEGRA is poised to lead the charge in promoting people-friendly and environmentally sustainable operations on a global scale.

From empowering local youth and students in surrounding rural areas to conducting regular health checkups, enhancing women's employment opportunities, improving water treatment plants, adopting technological innovations, and refurbishing infrastructure in girls' schools within the neighbourhood– INTEGRA is actively engaged across various fronts to realize our targeted goals.

# Sustainable Performance

Sustainable performance is more than a trend; it's a commitment to balancing profitability with ethical practices. It's about integrating environmental stewardship, social responsibility, and economic prosperity into every aspect of business operations.





### **Empowering Integrity: Ethical Business through Transparent Practices**

At INTEGRA, our commitment to sustainability extends far beyond mere compliance—it's a fundamental aspect of our ethos. In our latest Sustainability Report, we proudly showcase our unwavering dedication to ethical business practices and transparency.



## HR Policy & Code of Conduct: Building a Culture of Integrity

Our HR Policy and Code of Conduct are the bedrock of our organizational culture, guiding our actions with principles of fairness, respect, and transparency. From recruitment to retirement, we prioritize the well-being of our employees, fostering an inclusive environment where diversity is celebrated, and every individual is valued. Upholding ethical standards and compliance with laws and regulations, our policies ensure a workplace that is safe, supportive, and conducive to personal and professional growth. Together, we uphold these standards as we strive for excellence in all that we do. At our core, we stand firm against any form of exploitation or unethical behaviour. Our zero-tolerance framework is not just a statement; it's a commitment to upholding human rights and fostering a culture of integrity. Through robust policies and proactive measures, we safeguard against child labor, forced labor, compulsory labor, sexual harassment, and any other unethical conduct.



### ▪ **Grievance Mechanism:**

Our company stands firm in its commitment to ethical, moral, and legal conduct in all aspects of our operations. We encourage every employee to speak up if they suspect misconduct, without fear of reprisal or unfair treatment. Should any employee have questions, need guidance, or wish to report a violation, they can reach out to our Compliance Officer and Human Resources Department. Your concerns will be addressed with the utmost confidentiality and seriousness, ensuring a workplace built on trust and accountability.

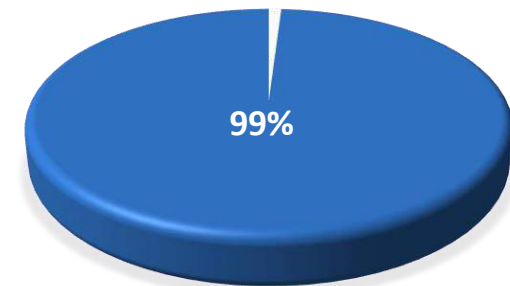
### ▪ **Sexual Harassment Policy**

Our Sexual Harassment Policy is designed in accordance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 (hereinafter referred to as the SHWW Act) and its Rules. It aims to provide guidelines and procedures to safeguard against sexual harassment in the workplace, as well as to address complaints effectively and sensitively.

The Internal Complaint Committee (ICC) plays a pivotal role in implementing this policy. Comprising dedicated members, the ICC is entrusted with the responsibility of handling complaints of sexual harassment and providing support to victims, ensuring their dignity and rights are protected.

For any queries or further clarification, employees are encouraged to refer to the SHWW Act and its Rules. We are committed to fostering a safe and respectful work environment where every individual is valued and respected.

### EMPLOYEES TRAINED IN BUSINESS CONDUCT GUIDELINES





## ▪ Whistleblower Policy

At INTEGRA, we believe in fostering a culture of openness and accountability. Our whistleblower approach provides a direct and confidential platform for employees to voice concerns or grievances regarding unacceptable, improper, or unethical practices within the organization. This policy empowers employees to communicate their concerns without the need to inform their immediate supervisors, ensuring confidentiality and impartiality.

Responsibility for monitoring, receiving, and documenting complaints lies with our Compliance Officer and HR Department. They serve as dependable points of contact for employees to report any issues they encounter. We are committed to promptly addressing and investigating all complaints received through this channel, reinforcing our dedication to ethical conduct and integrity at every level of our organization."

## ▪ Cultural diversity

**Gender Equality in INTEGRA:** At INTEGRA, gender equality is not just a goal but a guiding principle. We strive to create a workplace where all genders have equal opportunities for growth and success.

At INTEGRA, our philosophy embraces inclusivity, ensuring that everyone has a fair and equal chance to thrive. Gender equality isn't just a goal; it's a fundamental principle guiding our actions and decisions.

**Safe, Secure Environment for All Genders in INTEGRA:** We prioritize creating a safe and secure environment where everyone, regardless of gender, feels respected, valued, and supported in their professional endeavours.

**Inclusion of Minorities & Physically Challenged in INTEGRA:** INTEGRA is committed to fostering an inclusive workplace that celebrates diversity. We actively support the inclusion of minorities and individuals with disabilities, ensuring that everyone has a voice and opportunity within our organization.

| CATEGORY  | 22-23 | 23-24 |
|---|-------|-------|
| Total Number of Whistle Blowing Cases                                   | 0     | 0     |
| Total Number of Incidents of Corruption and Bribery                     | 0     | 0     |
| Total Number of Incidents of Sexual Harassment recorded under ICC       | 0     | 0     |
| Total Number of Incidents of Discrimination during the reporting period | 0     | 0     |

Women's Career Development Programme: Our Women's Career Development Program is designed to empower and support the professional growth of women within INTEGRA. Through mentorship, training, and resources, we aim to cultivate the next generation of female leaders in our company.

INTEGRA is committed to fostering workplace diversity and gender equality. **Our seven-point action plan** reflects this dedication, aiming for substantial cultural diversity within our organization:

1. Increasing the representation of women employees.
2. Establishing policies that empower employees regardless of gender, age, disability, race, or religion.
3. Actively encouraging the employment of female staff.
4. Providing bias-free employment and opportunities, especially for marginalized groups.
5. Eliminating animosity stemming from discrimination.
6. Implementing extensive career planning for women, including the formation of a dedicated HR team.
7. Focusing on the career and personal advancement of female employees in alignment with the company's overall success and growth plan.



**Fostering Growth,  
Empowering Talent:  
Fulfilling Our  
Human Capital**



At INTEGRA, we believe in investing in our greatest asset: our people. Through continuous learning opportunities, supportive environments, and personalized development plans, we empower everyone to reach their full potential. By prioritizing the growth and well-being of our human capital, we not only drive organizational success but also create a culture of fulfilment and achievement.



At INTEGRA, we prioritize the well-being and growth of our employees through a comprehensive benefits package designed to support them at every stage of their journey. Our key focus components include:

- **Medical Benefits Scheme:** Comprehensive coverage through Group Mediclaim and Accident Policies ensures the health and safety of all employees.
- **Maternity Scheme:** Offering six months of maternity leave in accordance with the Maternity Benefit Act of 1961, supporting our women team members through this significant life event.
- **Paternity Scheme:** Providing male employees with one day of paternity leave per child, recognizing the importance of family bonding.
- **Long Service Award:** Celebrating employee dedication and loyalty with awards and monetary recognition for milestones achieved.
- **Attendance Awards:** Recognizing and rewarding employees with perfect attendance, fostering a culture of commitment and reliability.
- **EHS Safety Recognition Award:** Honouring suppliers who prioritize workplace health, safety, and harmony, reflecting our commitment to employee welfare.
- **Financial Support:** Offering loans, coverage in the Employees' Provident Fund Scheme, payment of bonus and gratuity, ensuring financial stability and security.
- **Health and Safety Measures:** Providing first aid appliances, occupational health centers, Mediclaim insurance, and regular medical check-ups, prioritizing employee well-being.
- **Employee Assistance Programs:** Offering counselling services, language, and personality development courses, and knowledge enhancement programs, supporting personal and professional growth.
- **Transportation Facility:** Providing free transportation for employees belonging to Vadodara across all shifts, ensuring accessibility and convenience.



- **Incentive Schemes:** Implementing productivity-linked incentives and providing uniforms, safety gear, and subsidized helmets, recognizing and rewarding employee performance.
- **Employee Engagement Initiatives:** Arranging annual and festival celebrations, sports events, and birthday celebrations, fostering a sense of community and belonging.
- **Kaizen Awards:** *Continuous improvement is better than delayed perfection* kaizen stands for continuous improvement and the committee aims to encourage employees to the sustainability of Kaizen drive for INTEGRA'S essential to the success. Every month 3 persons each from workmen and staff category are honoured with best kaizen award.





### Welders Training



At INTEGRA, we believe that our employees are our greatest asset, and we are committed to providing them with the support, resources, and recognition they deserve to thrive both personally and professionally.

INTEGRA is dedicated to empowering the youth from neighbouring villages by providing them with opportunities to enhance their welding skills. Through our coaching programs, we offer training sessions aimed at developing their expertise in welding. Year after year, we witness a growing number of participants in these programs, reflecting the increasing demand for skill enhancement.

Moreover, INTEGRA goes beyond just training by offering employment opportunities to students who have completed these sessions. By hiring from within the community, we not only contribute to local economic growth but also provide sustainable employment prospects for the village youth.

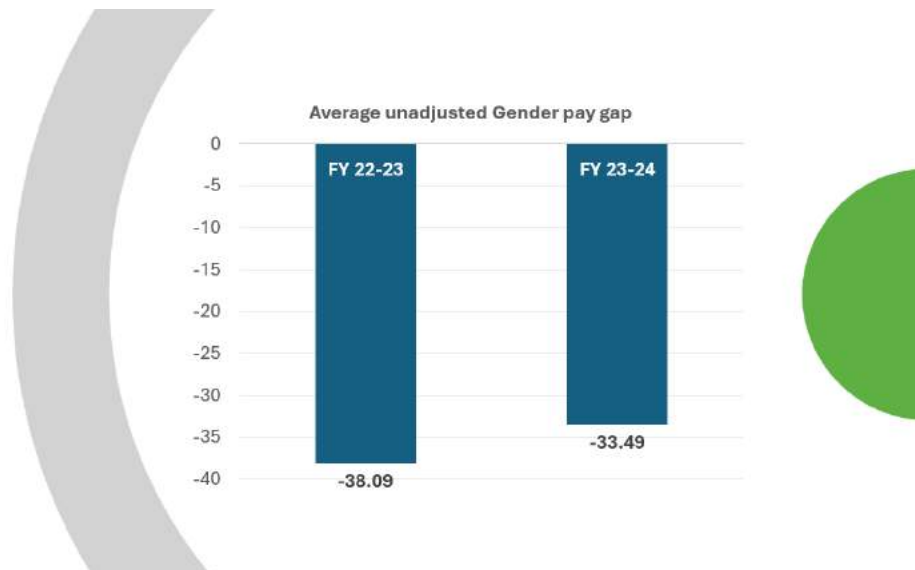
This initiative serves a dual purpose: facilitating skill development and promoting employment opportunities, thereby benefiting the youth and the community.

### Managers and staff are regularly upgraded by skills enhancement programs.



## Cultural diversity

Average unadjusted Gender pay gap (as of end of FY 23-24) = Rs. - 33.49



The pay gap is higher on the female side because the quantum of workmen is more in the male gender and the female employees are in staff / managerial cadre, getting higher pay.

## Living wage policy

INTEGRA Engineering India Limited is committed to always maintaining welfare and providing fair and decent wages to workers as a form of appreciation for the contribution and effort they provide. The company ensures that the wages given to employees at least meet the minimum wage level stipulated by labor laws or regulations that apply in region. This shows the company guarantees workers adequate wages to meet basic living needs. The wage structure and scale are evaluated periodically and objectively for all workers, regarding applicable laws and government regulations, considering inflation, economic growth, average population consumption, etc.

INTEGRA Engineering India Limited is committed to conduct a Living Wage Analysis once a year based on the Living Wage Survey. INTEGRA Engineering India Limited is committed to pay the minimum wage declared by the Government and the Living Wage Survey conducted by the Company, whichever is higher.

Living wage analysis-2023-24

Vales in INR



*\*Actual gross wage paid are higher than the minimum wage and calculated living wages.*

## Connecting Hearts, Transforming Futures: Embracing CSR for Collective Impact

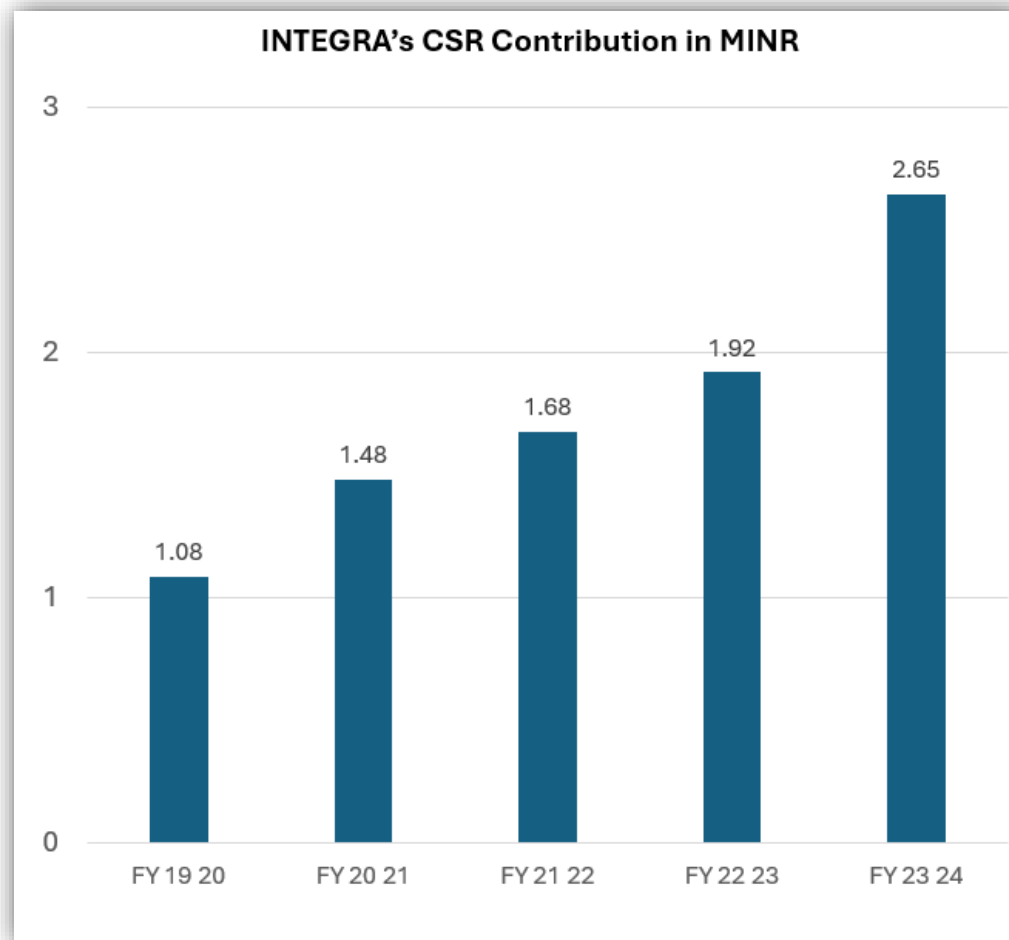
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INTEGRA prioritizes the well-being and academic success of students, understanding the critical role of a safe and conducive learning environment. To actualize this vision, we embarked on a series of infrastructure enhancement projects at Javaher Ashramshala (Primary School) in Narukot, Taluka Jambughoda, District Panchmahals. Alongside, we dedicated efforts to upgrade various facilities within the school premises, aiming to elevate the overall quality of education and enhance the student experience. Through these initiatives, we aspire to foster a nurturing educational environment where every child can thrive and reach their full potential.

Promoting education through infrastructure enhancement is pivotal for creating conducive learning environments. By investing in facility upgrades, such as the installation of China Mosaic Tiles, electrical works, crack filling, and structural paintwork, educational institutions ensure durability and aesthetic appeal. Additionally, providing PCC and verified tiles improves safety and hygiene standards. Installation of aluminium windows not only enhances the architectural aesthetics but also boosts energy efficiency. These enhancements not only elevate the learning experience but also demonstrate a commitment to nurturing future generations in spaces conducive to growth and development.

**CSR Budget for year 2024-25: 3.52 MINR**





## Activities done under CSR

### Installation of China Mosaic Tiles

INTEGRA supplied and installed China mosaic tiles to enhance the flooring of the school premises, boosting both aesthetic appeal and infrastructure durability.



### Electrical Works

INTEGRA installed electrical works to enhance the safety and efficiency of the school's electrical systems.



### Crack Filling and Structural Paint Work

INTEGRA addressed structural concerns such as cracks in walls and ceilings to ensure a safe environment within the school. Our crack filling and structural paint work were conducted to fortify the building, extending its longevity.



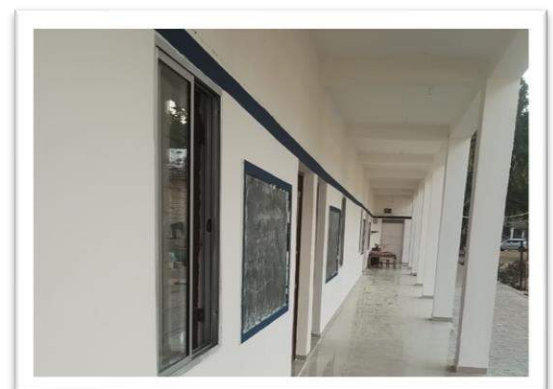
### Providing PCC and Verified Tiles

To enhance the flooring in specific areas of the school, we provided PCC (Plain Cement Concrete) and verified tiles. This upgrade contributes to the cleanliness and durability of the facilities



### Installation of Aluminium Windows

Windows play a crucial role in ventilation and natural lighting within classrooms. We installed aluminium windows to upgrade the school's facilities, ensuring better insulation and longevity.



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Powering Progress, Sustaining  
Life: Water & Energy in Harmony



## Environment-friendly operation by INTEGRA

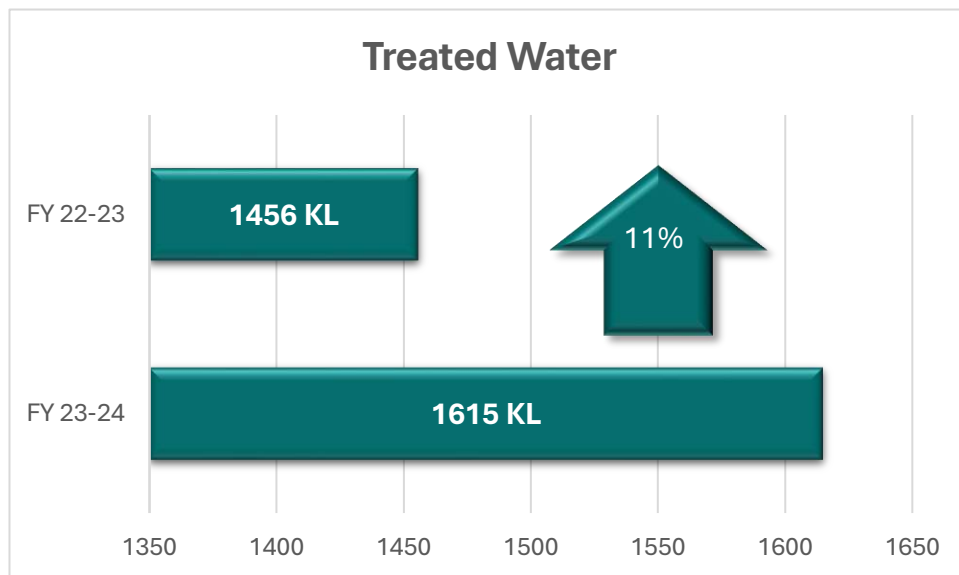
**Water and energy** are the twin pillars of sustainable development, INTEGRA is deeply committed to responsible business growth, recognizing the profound impacts of water scarcity, water stress, and related risks stemming from climate change on both our operations and the communities we serve. To address these challenges, we have established a comprehensive roadmap aimed at reducing our water footprint, enhancing water efficiency, and implementing innovative wastewater recycling processes through advanced treatment facilities. Embracing the principles of sustainable water management, we prioritize a thorough understanding of water-related risks, the establishment of meaningful goals, and the continual improvement of water efficiency across all our facilities. Transparency is integral to our approach, as demonstrated by the disclosure of our water footprints, risk assessments, and governance practices in our Sustainability Report. Moreover, we actively engage with our key vendors and suppliers to promote water stewardship practices and ensure alignment with local statutory laws to optimize water usage and conserve precious water resources. At INTEGRA, our commitment to sustainable water management drives every aspect of our operations, fostering resilience and prosperity for both our business and the communities we serve.



ETP (Effluent Treatment Plant)



STP (Sewage Treatment Plant)



Continuous monitoring, assessment, and management of effluent performance are integral to identifying system weaknesses. At INTEGRA Engineering India Limited, we have significantly reduced the impact of our effluent on nearby water resources. Our internal **Effluent Treatment Plant (ETP)** efficiently treats wastewater generated during operations. With a capacity of 7000 KL/year, we treated 1615 KL of effluent in 2023-24, a **11%** increase from 2022-23's 1456 KL. The biological and chemical sludge produced by the ETP is responsibly disposed of in authorized landfills at M/s BEIL Infrastructure Limited, Bharuch, Gujarat.

New ETP Plant capacity to be increased up to 40KLD

Similarly, sewage wastewater undergoes treatment through a fully automatic **Sewage Treatment Plant (STP)**. This advanced treatment process not only ensures the removal of contaminants but also transforms the wastewater into a reusable resource. By implementing this sustainable practice, we have successfully integrated the reuse of treated wastewater into both our industrial processes and gardening initiatives.

The utilization of treated sewage wastewater has significantly contributed to our efforts in water conservation. In the year 2023-24 alone, our proactive approach led to a remarkable reduction in water consumption by 346 KL. In year 2024-25 we are planning to reuse treated STP wastewater for industrial application (Pickling). This will help INTEGRA in saving natural resources. Through the innovative application of technology and environmentally conscious practices, we continue to set new benchmarks in sustainability. By harnessing the potential of sewage wastewater as a valuable resource, we not only mitigate environmental impact but also promote a more efficient and responsible use of water resources within our operations



## Water Saving through process optimization

Installed New paint booth with dry filter technology. This new technology eliminates the use of water.



**Dry filter technology Paint booth**

Saving of water and reducing Hazardous waste by using dry filter technology with less pollutants in air.

### **Water saving due to new paint booth**

#### Water Consumption

- Before (with Downdraft water technology paint booth) – **3525 KL Per Year**
- After (with Dry filter technology paint booth) – **0 KL Per Year**



## Rainwater Harvesting

Water is more than a necessity; it's a lifeline. That's why we're committed to every aspect of water stewardship: harvesting, preserving, and utilizing. Through rainwater harvesting and groundwater replenishment, we ensure a steady supply. Conservation efforts and smart technologies minimize waste while maximizing efficiency. Treated wastewater is repurposed for irrigation and industry, closing the loop on resource use. With these practices, we're not just preserving water; we're ensuring its sustainable future.

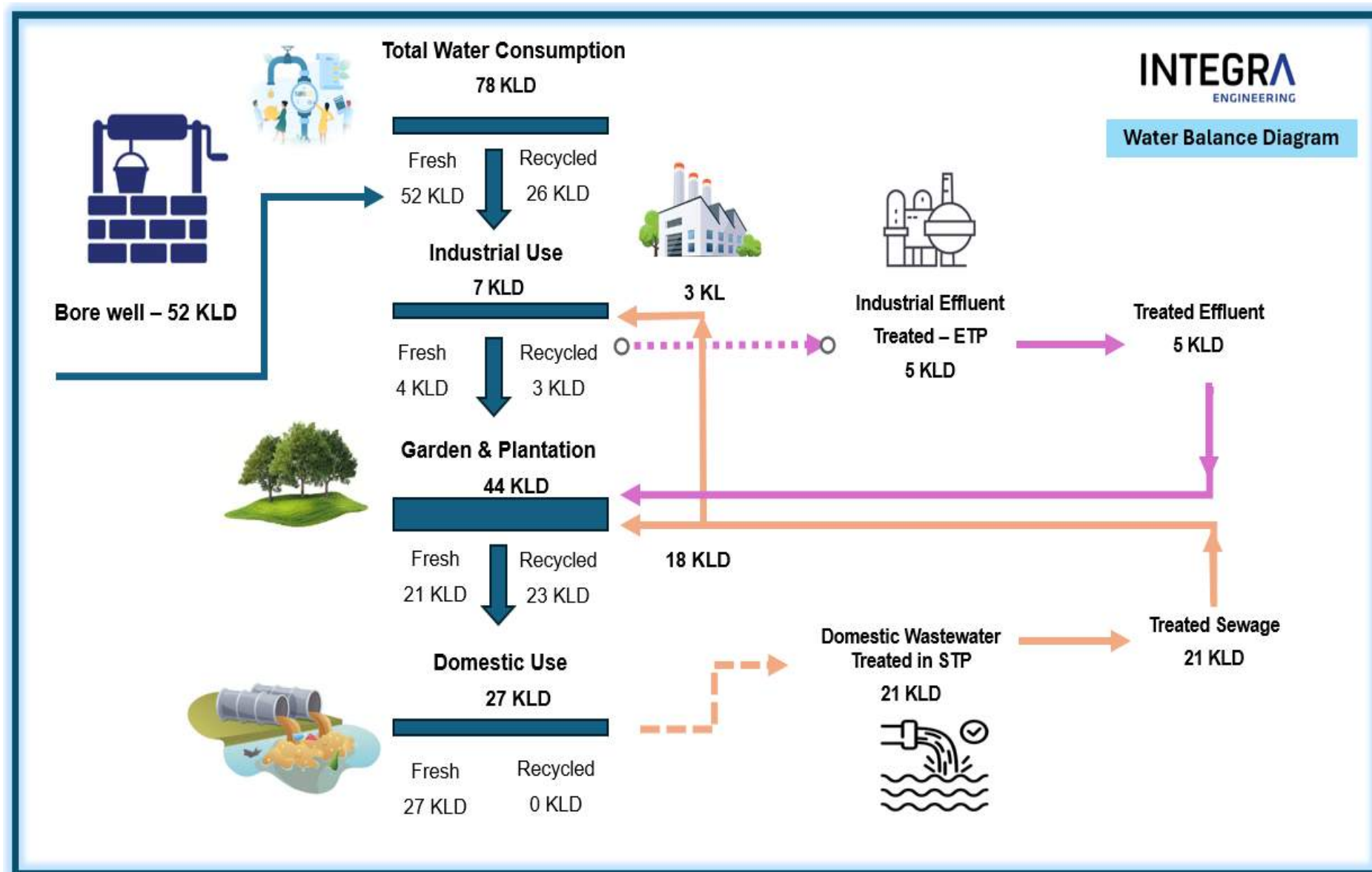
### Ground water recharge calculation

| Estimation of Quantum of runoff available through Rainwater harvesting (within premises) sheet |                           |                              |                                |   |  |
|--|---------------------------|------------------------------|--------------------------------|---|--|
| Sr No  | Particulars               | Area (Sqm)<br>(To be filled) | Rainfall (m)<br>(To be filled) | Runoff Coefficient*                       | Quantum of Runoff available (Cum/Year) |
|  | 1                         | 2                            | 3                              | 4   | 5 (2*3*4)                              |
| 1  | Roof Top of building/Shed | 19025.6                      | 0.908                          | 0.85                                      | 14683.96                               |
| 2  | Road/Paved area           | 5179.628                     | 0.908                          | 0.65                                      | 3057.016                               |
| 3  | Open Land                 | 31790.46                     | 0.908                          | 0.2                                       | 5773.148                               |
| 4  | Green Belt                | 19406                        | 0.908                          | 0.15                                      | 2643.097                               |
| 5  | Total (sqm)               | 75401.688                    |                                | Total Quantum of available runoff (cum/y) | 26157                                  |
| * Ref: Manual of Artificial Recharge of Ground Water, (CGWB,2007)                              |                           |                              |                                |   |  |

| Sr No | Particulars   |        |
|-------|---|--------|
| 1     | Total Quantum of available runoff                             | 26157  |
| 2     | Total Rainy Days  | 35     |
| 3     | Recharge Rate of rainwater infiltration (m <sup>3</sup> /day) | 389.63 |
| 4     | Recharge Rate of rainwater infiltration (LPS)                 | 4.5    |
| 5     | Recharge through 1 No of Borewell / Year                      | 13607  |

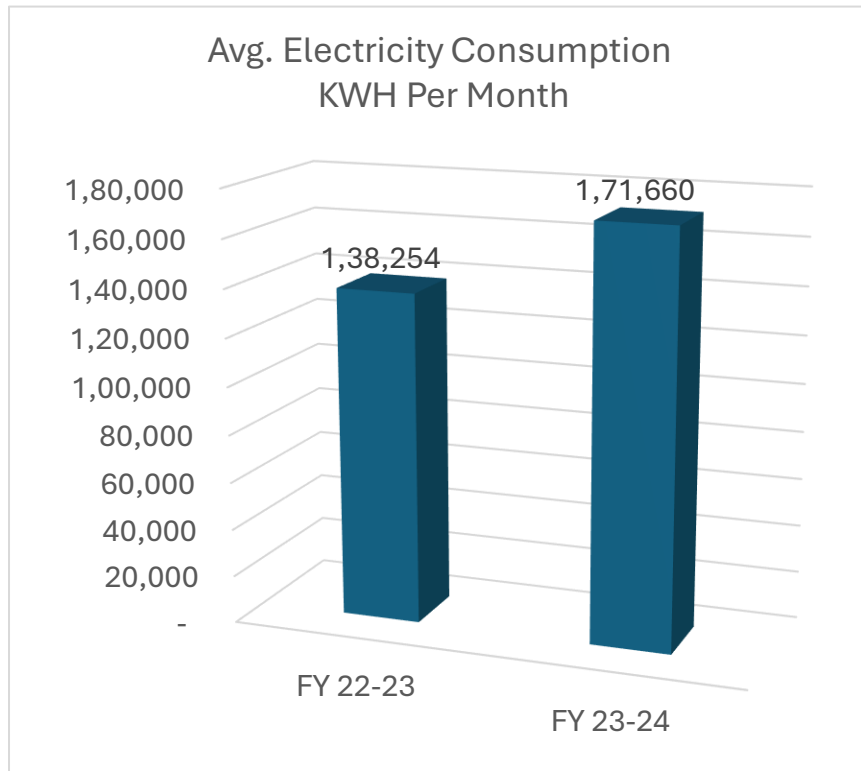
for future development, indicating a healthy groundwater potential. Currently, the level of groundwater development in Halol Taluka is **44.09%**, well below the sustainable threshold of **70%**. This signifies that there's still ample scope for groundwater replenishment through natural processes like rainfall.

In Halol taluka of Panchmahals district, the conservation of groundwater resources is a priority. According to the Ground Water brochure by the Central Ground Water Board, the net utilizable recharge stands at **67.38 MCM/Yr**, while the gross groundwater draft is **28.22 MCM/Yr**. This leaves a balanced groundwater reserve of **39.16 MCM/Yr**



## Energy Conservation

**Energy** is the lifeblood of modern civilization, powering everything from homes to industries. However, our reliance on finite resources and the environmental impacts of energy production and consumption makes sustainable energy practices imperative. At INTEGRA, we recognize the importance of energy sustainability and prioritize measures to minimize consumption, maximize efficiency, and harness renewable sources. Through initiatives like solar installations, LED lighting upgrades, employee awareness campaigns, and proactive maintenance, we strive to not only reduce our carbon footprint but also lead by example in building a greener, more sustainable future.



Energy saving and conservation are crucial for a sustainable future. By reducing our energy consumption, we can mitigate climate change, lower utility bills, and preserve natural resources. Simple steps like switching to energy-efficient appliances, using LED light bulbs, can make a significant difference. Additionally, adopting smart energy practices such as turning off lights when not in use, unplugging electronics, and utilizing natural light whenever possible can further reduce energy waste.

Collective efforts toward energy conservation not only benefit the environment but also contribute to a more resilient and efficient energy system for generations to come.

| Environmental Criteria                     | FY 22-23 | FY 23-24   | Annual Change % |
|--|----------|------------|-----------------|
| Avg. Electricity Consumption KWH Per Month | 1,38,254 | 1,71,660 * | 24%             |

\*Even though INTEGRA added 6 new CNC machines, and 20 new welding machines in its capacity, the power consumption is reasonably maintained.

## Shaping a brighter future: INTEGRA Engineering India Limited leading the charge in solar panel installations for a sustainable tomorrow.

Our **550 kW** Solar Rooftop System, featuring Mono PERC Technology, epitomizes our dedication to renewable energy. Harnessing the sun's abundant power, this innovative solution reduces our carbon footprint while providing clean electricity for our operations. With sustainability at the forefront, we're proud to lead the way towards a greener, more sustainable future.

Sustainability is more than simply a slogan at INTEGRA; it's our dedication to taking action. We are lowering our carbon impact and using the sun's endless supply of energy to power our operations, thanks to our new solar system.

This creative approach highlights our commitment to renewable energy and our strong position in sustainable practices. Adopting renewable power means we're not just cutting expenses but also making real progress towards a more sustainable and environmentally friendly future.

Come together with us as we drive the movement for a cleaner, brighter tomorrow! Together, we will travel this path while advancing innovation and igniting constructive change both inside and outside of our sector.



**Preserving Tomorrow,  
Protecting Today:** Your  
Partner in Environment,  
Health, and Safety.





## Environment, Health & Safety

INTEGRA is leading the charge in promoting environmental awareness among its workforce and stakeholders. By consistently evaluating and mitigating its environmental footprint, the company is committed to operational and environmental excellence. With a focus on **SMART objectives**, regular monitoring, and extensive EHS training, INTEGRA is dedicated to achieving its environmental goals.



**"Safety is our first priority"** is more than just a statement at INTEGRA—it's a commitment. Across all operations and locations, the company ensures that every task is performed with safety in mind. This dedication extends to stakeholders, including contractors, suppliers, and customers, with a push for safety management at their premises as well.

The attainment of ISO 45001 & ISO 14001 certifications underscores INTEGRA's unwavering commitment to EHS standards and practices, reinforcing its position as a leader in sustainable operations

At INTEGRA, the safety and well-being of both employees and contractors are paramount. Through a comprehensive array of initiatives including awareness seminars, training programs, motivational activities, and enhanced induction training for visitors and newcomers, the company has achieved the significant milestone of ZERO reportable accidents.

Prevention is at the core of our approach to employee health and safety. We foster a strong Zero Harm culture throughout our organization, promoting responsible practices at every level.

Ensuring a safe and healthy working environment for all—employees, partners, contractors, and suppliers—is one of our primary objectives. Our robust occupational health and safety (OHS) approach aligns with our broader commitment to achieving the Sustainable Development Goals (SDGs).

At INTEGRA, safety isn't just a top-down directive—it's a shared responsibility embraced by every member of our team. Our dedicated safety committee members play a crucial role in fostering a culture of safety across our organization. Through their leadership and collaboration, we ensure that safety remains a priority at every level. Because when it comes to safety, everyone plays a vital role in keeping our workplace secure and protected.

### Safety DashBoard

|   | 22-23 | 23-24 |
|---|-------|-------|
| Near Miss                               | 76    | 92    |
| First Aid Cases                         | 12    | 15    |
| Lost Time Injury ( LTI ) Frequency Rate | 0     | 0     |
| Lost Time Injury ( LTI ) Service Rate   | 0     | 0     |
| Number of Employees trained             | 576   | 808   |
| Training Hours                          | 2.58  | 4.55  |

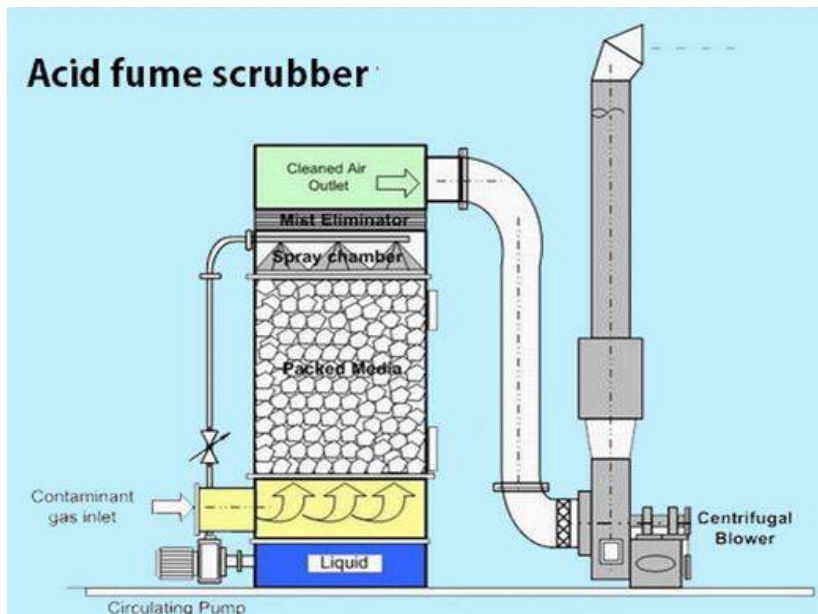
## Safety awareness programs: Empowering Employees Every Step of the Way



### Dipping pickling – Now less hazardous than spray pickling

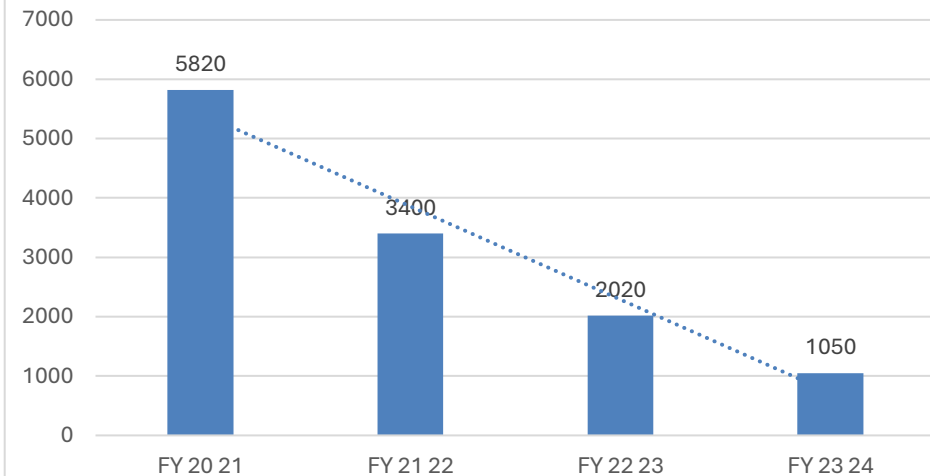
Mixture of Nitric acid and Hydrofluoric acid is used for acid pickling of Stainless-steel parts. Fumes of this chemical are toxic in nature. While using spray pickling the operators are exposed to heavy toxic fumes. So, INTEGRA is now using dipping technology for pickling, in place of spray technology. By this alternative method, we are using less hazardous materials in less quantities.

### Scrubber for reducing toxic fumes



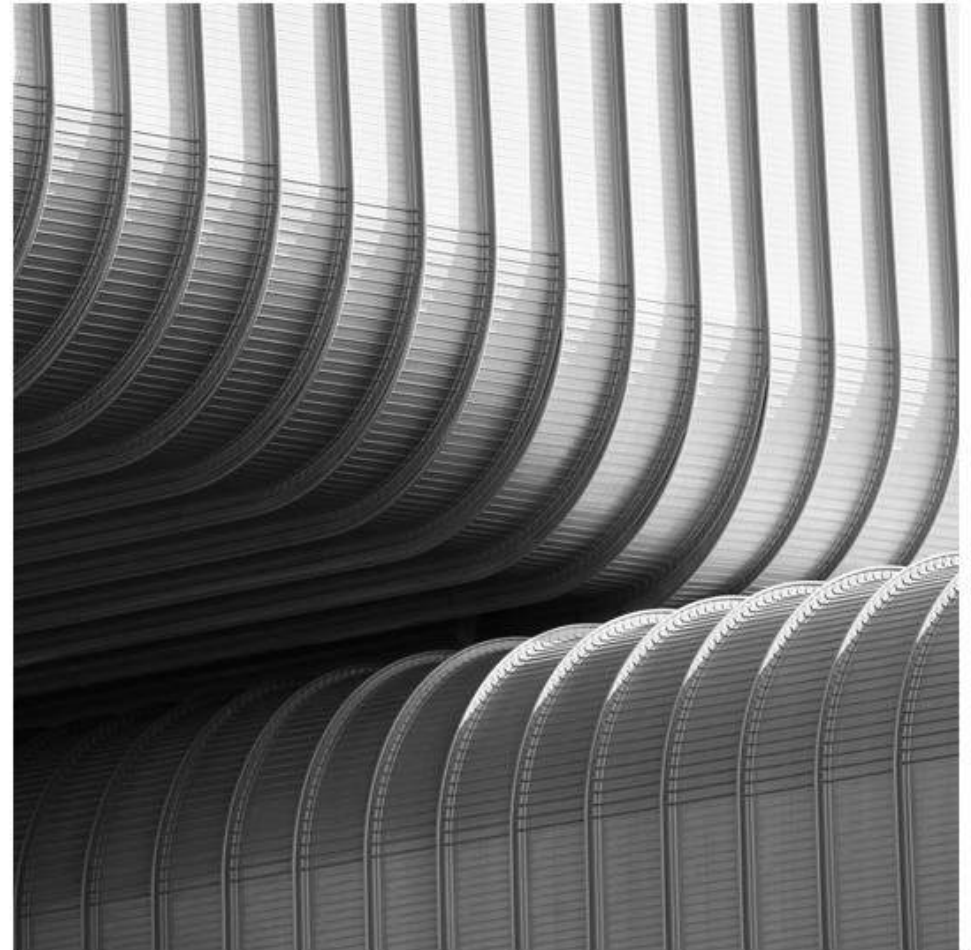
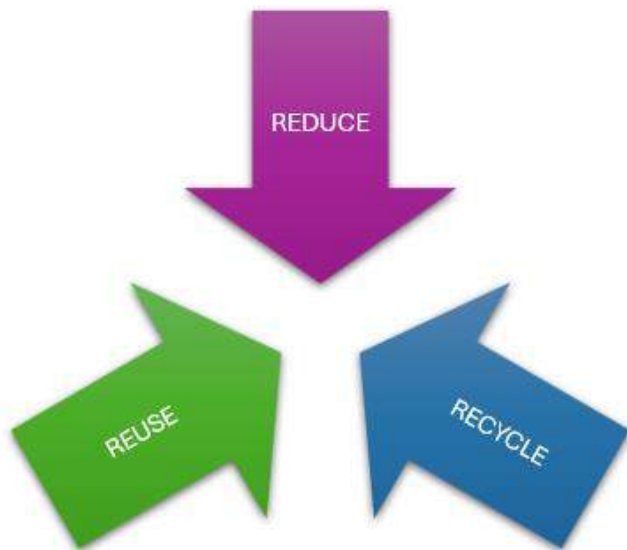
Acid fumes scrubber is installed to reduce the emission and effect of toxic fumes. The scrubber is efficient up to 95%.

Usage of Pickling spray material in KG





## Empowering Tomorrow Through Responsible Waste Management



At INTEGRA, we understand the critical role **waste management** plays in sustainability.

That's why we've engineered a robust waste management system designed to meet today's environmental challenges head-on.

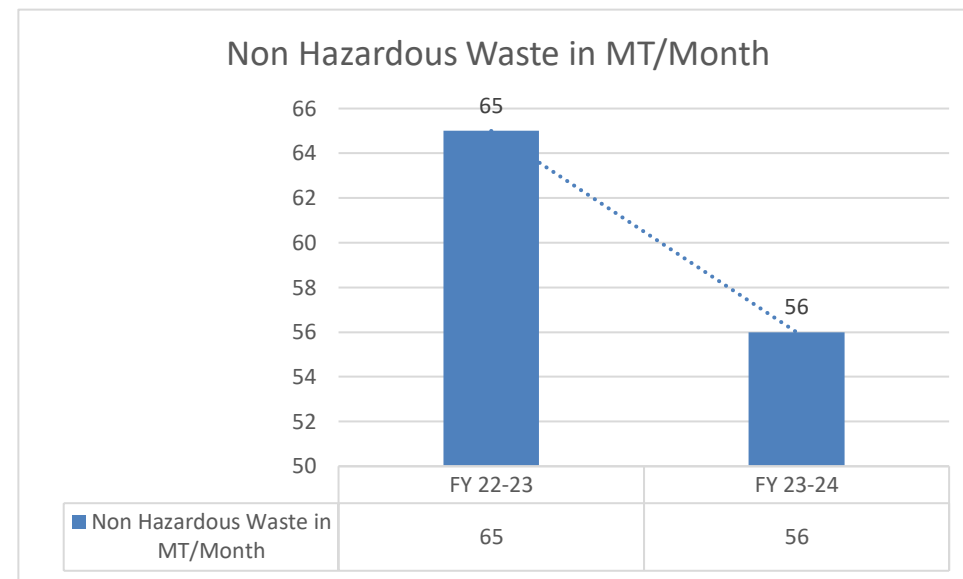
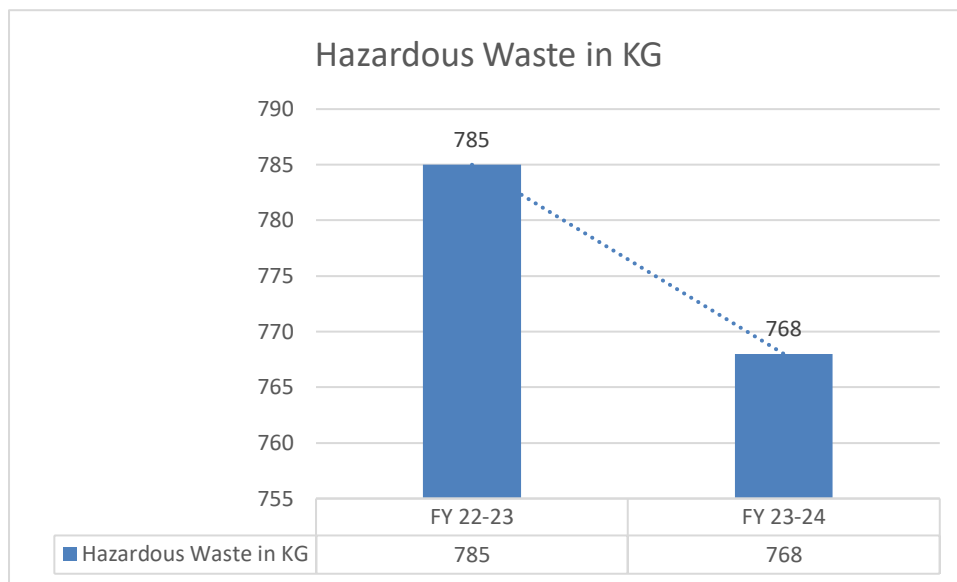
Central to our business ethos is waste reduction, aligning with the principles of "Reduce, Reuse, and Recycle." We don't just meet regulations; we exceed them, ensuring that the waste generated from our facilities remains well within local, regional, and national norms. Our comprehensive waste management strategy covers every stage, from collection and segregation to management and disposal. To execute this seamlessly, we've partnered with experienced professionals who not only ensure compliance but also contribute significantly to our planet's health.

At INTEGRA, waste management isn't just a responsibility; it's a commitment to a sustainable future—one where every action contributes positively to our planet's well-being. we take pride in our meticulous waste management protocols:

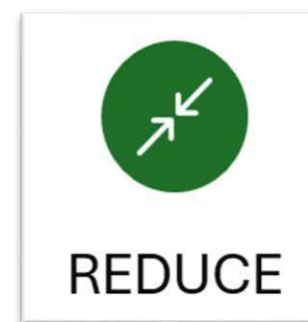
- From used oil to chemical containers, we ensure safe disposal through Government-approved channels, adhering rigorously to statutory transportation guidelines.
- Electronic Waste (E-Waste): Our commitment to sustainability extends to e-waste, which we dispose of exclusively through authorized vendors, meeting all legal obligations.
- Biomedical Waste: Health centers and dispensaries trust us for responsible disposal of biomedical waste, as we strictly follow statutory requirements, prioritizing both public health and environmental protection.







**We are vigilant to reduce waste generated during operations. We were able to reduce 2% hazardous and 14% Non-hazardous waste generation.**



## Reduction in Packing Materials



By changing the packing method for Aluminium extrusion there is a reduction in use of packing materials. Earlier, full wrapping of Gumming roll and Foam sheet was being applied. Now only partial wrapping of Gumming roll and foam sheet is applied, without affecting the Quality of dispatch products.

| Packing Material Saving |      |               |
|-------------------------|------|---------------|
| Particular              | Uom  | Yearly Saving |
| Sponge Sheet            | Mtr. | 9600          |
| Gumming Roll            | Kgs. | 180           |

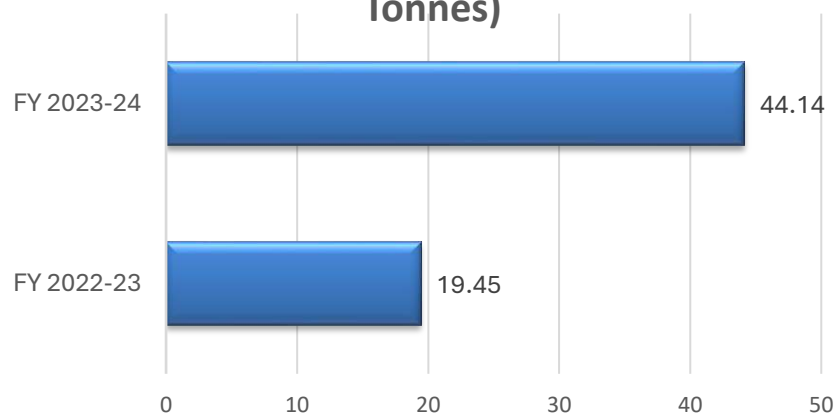


Before



After

## Reuse of Non Hazardous waste (in Tonnes)



**Reduction in Raw Material - metals:** INTEGRA has a very efficient sheet-cutting software (nesting software Radan) that prepares the cutting programs to achieve almost 90% sheet utilization. This naturally saves wastage at product generation level.

### Reusing metallic waste:

Furthermore, INTEGRA has a dedicated material store called off-cut store. The remaining (wastage) material after the entire sheet cutting is stored and again re-used for appropriate small parts, thus further enhancing the material saving.





Regular audits and certifications from trusted entities like **Recycling Hub Compliance and Services** validate our commitment to a cleaner, greener environment. Each month, we proudly receive certificates showcasing our tangible contributions, including saved trees, oil, electricity hours, and water gallons, by proper recycling of hazardous waste.





## Battling carbon footprints and reducing GHG emissions



In the face of increasing global efforts to combat climate change, reducing **greenhouse gas (GHG) emissions** has become a crucial priority. Leading the way in this effort is INTEGRA, setting the bar for environmental responsibility by introducing groundbreaking solutions and raising the standards for sustainability. By addressing Scope 1, 2, and 3 emissions, INTEGRA is making significant progress towards a greener future.

### **Scope 1 Emissions: Direct Emissions**

INTEGRA takes proactive measures to monitor, manage, and minimize its Scope 1 emissions, which include direct emissions from owned or controlled sources. This encompasses emissions from combustion processes, such as onsite fuel combustion and vehicle fleets. By investing in cleaner technologies, optimizing operational processes, and transitioning to alternative fuels, INTEGRA has successfully reduced its Scope 1 emissions footprint, demonstrating its commitment to environmental responsibility.

### **Scope 2 Emissions: Indirect Emissions from Energy Consumption**

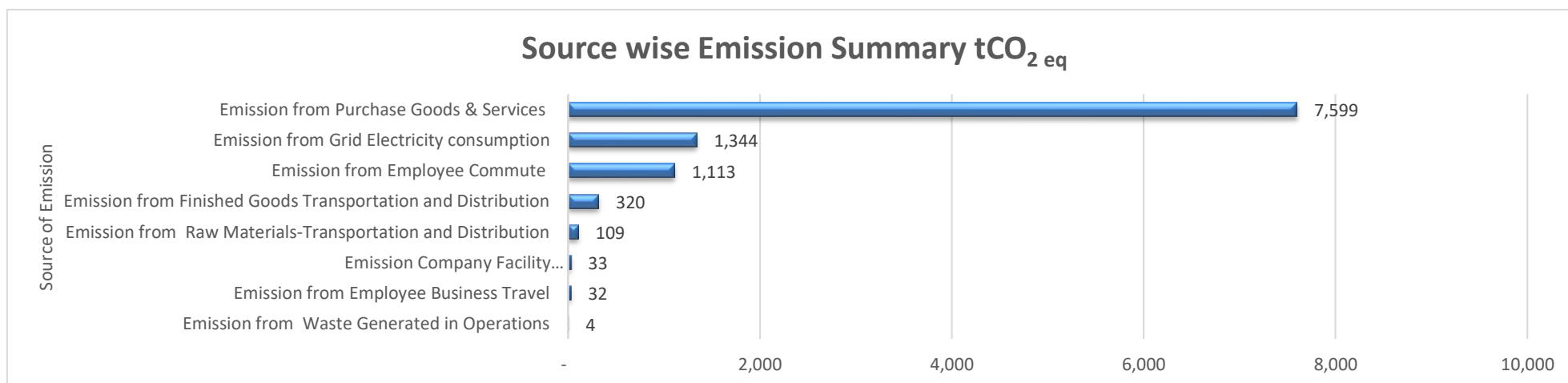
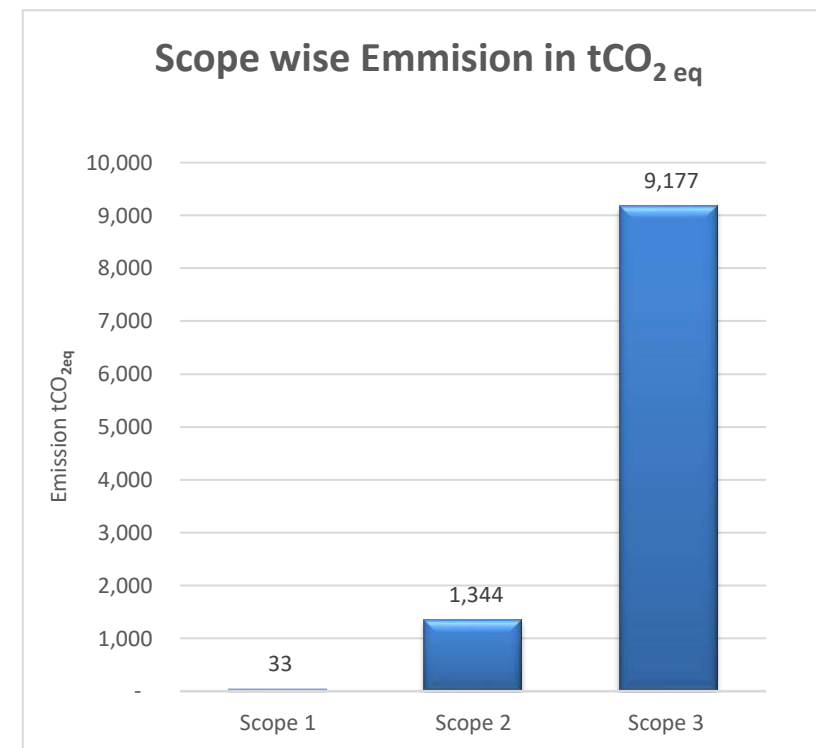
Recognizing the significance of indirect emissions from purchased electricity, heating, and cooling, INTEGRA has implemented strategies to minimize its Scope 2 emissions footprint. Through the adoption of renewable energy sources, energy efficiency measures, and strategic partnerships with green energy providers, INTEGRA has substantially decreased its reliance on fossil fuels for energy consumption. By prioritizing clean energy solutions, INTEGRA not only reduces its environmental impact but also contributes to the broader transition towards a low-carbon economy.

### **Scope 3 Emissions: Indirect Emissions from Value Chain Activities**

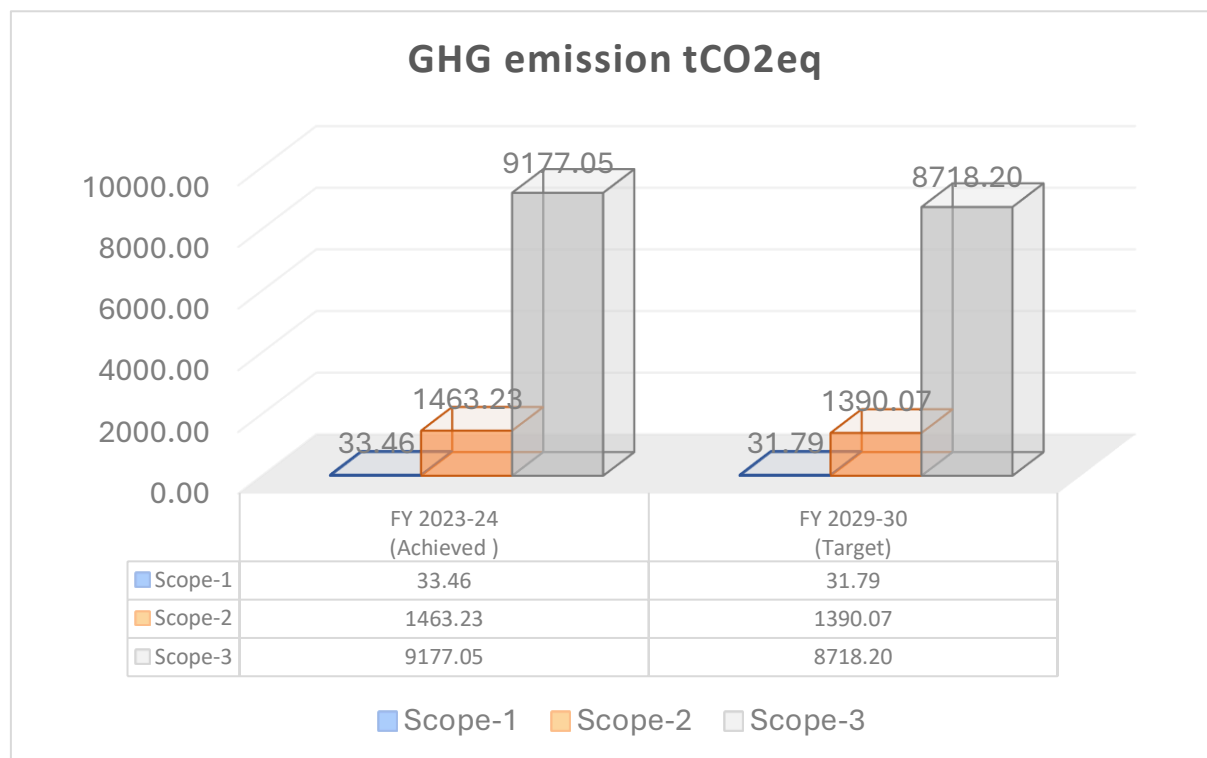
INTEGRA understands that addressing Scope 3 emissions, which encompass indirect emissions from sources not owned or controlled by the organization, is crucial for achieving comprehensive GHG reduction. This includes emissions associated with purchased goods and services, business travel, employee commuting, and upstream/downstream activities. Through lifecycle assessments, supply chain optimization, and stakeholder engagement initiatives, INTEGRA actively works to identify and mitigate Scope 3 emissions throughout its value chain. By fostering transparency, collaboration, and innovation across its operations, INTEGRA aims to drive systemic change and create positive environmental impacts beyond its organizational boundaries.



| Scope-wise Emission Summary (tCO <sub>2</sub> eq) [ FY 2023-24]                         |                  |
|---|------------------|
| Scope 1 [A]   | 33.36            |
| Scope 2 [B]   | 1,344.00         |
| Scope 3 (Overall) [C] = ( [D]+[E]+[F]+[G]+[H]+[I] )                                     | 9,177.05         |
| Scope 3 (Upstream-Purchase Goods & Services) [D]  | 7,599.38         |
| Scope 3 (Upstream-Transportation and Distribution) [E]                                  | 108.75           |
| Scope 3 (Upstream-Waste Generated in Operations) [F]                                    | 4.19             |
| Scope 3 (Upstream-Business Travel) [G]  | 31.72            |
| Scope 3 (Upstream-Employee Commute) [H]   | 1,112.86         |
| Scope 3 (Downstream-Transportation and Distribution) [I]                                | 320.15           |
| <b>Total GHG Emission (tCO<sub>2</sub> eq)</b><br><b>(Scope 1 / 2 /3) = [A]+[B]+[C]</b> | <b>10,562.54</b> |



## GHG emissions target:



## Reduce 5% GHG Emission for Scope-1, Scope-2 & Scope-3 till 2030

### Summary

INTEGRA started Performance monitoring on GHG emissions since last two years. Our target is to reduce GHG emissions 5 % every year by implementing process improvements, as well as by adapting renewable energy and new technologies. INTEGRA Engineering India Limited is having a vast land in a very good green belt area where we can grow more and more trees to add to the already existing trees. So, we are also counterbalancing the GHG emissions effect by planting & growing more trees.

### Action plan for reduction in GHG emissions.

- Installing 550 KW rooftop Solar Plant on sheds 1 & 2.
- Encourage more use of Electrical forklift and eliminate diesel consumption.
- Increasing awareness amongst Procurement & Dispatch department for reduction in Scope-3 GHG emission, e.g. how to do optimum batchwise material procurement (import and domestic) with less transactions, select appropriate route and make other arrangements for purchase as well as dispatch of material with adequate quantity and same route.
- Majority of employee should use company bus instead of their own vehicles
- Promote shared commutes using single vehicles for more persons.
- Promote use of EV.

## Awards and Accolades: Recognized Excellence



In May'24 INTEGRA has clinched the **Gold Award at the QCFI External Kaizen Competition!**

This achievement is a testament to our unwavering commitment to continuous improvement and learning.

At INTEGRA, we firmly believe that the journey towards excellence never stops. It's not just about reaching milestones; it's about constantly evolving, innovating, and challenging ourselves to be better than yesterday. This Gold Award is a recognition of our relentless pursuit of excellence and our dedication to the path of continuous improvement.

As a team, we understand the importance of staying ahead in the ever-evolving landscape of engineering and manufacturing. Our journey toward excellence is fuelled by a culture of curiosity, collaboration, and continuous learning. Each day, we strive to push boundaries, embrace new ideas, and implement innovative solutions that drive meaningful change.

INTEGRA is not just a company; we are a reliable partner in developing and manufacturing sustainable mobility solutions. With a focus on innovation, quality, and sustainability, we are dedicated to shaping the future of mobility and creating a better world for generations to come.

This Gold Award is a testament to the hard work, dedication, and passion of every member of the INTEGRA family. Together, we will continue to push the boundaries of excellence, inspire innovation, and redefine what's possible.

Thank you to the QCFI External Kaizen Competition for this prestigious recognition. We are honoured and humbled to receive this award, and it only strengthens our resolve to continue our journey towards excellence.



## **Suppliers' Sustainability : Building a Better Future Together.**







At INTEGRA, we firmly believe that **sustainable business practices** begin with a sustainable supply chain. That's why supply chain sustainability is the foundation of our business ethos. We actively encourage our suppliers to take up sustainability principles in their operations, aligning with our own sustainability agenda for maximum impact.

We hold our suppliers to rigorous standards, ensuring they meet and exceed sustainability criteria. Through robust relationships, we collaborate with our suppliers to collectively achieve our sustainable supply chain goals. From stringent regulations during onboarding to ongoing partnerships in upholding international standards, we are committed to ethical and sustainable practices every step of the way.

Our commitment extends beyond mere compliance. Through our Supplier Code of Conduct, we emphasize human rights, ethical labor practices, environmental responsibility, and health and safety standards. By connecting sustainability criteria in our procurement process, we contribute to the UN Sustainable Development Goals while fostering a culture of responsible sourcing.

Our Sustainable Procurement Policy sets clear expectations for suppliers, emphasizing critical sustainability parameters such as health, safety, human rights, and environmental sustainability. We continuously refine our policies to ensure they reflect international benchmarks and best practices.

Aligned with our values, our Sustainable Sourcing Policy extends these expectations to all suppliers, promoting ethical conduct and compliance with applicable laws and regulations. By regularly reviewing and improving our procurement policies, we remain steadfast in our commitment to sustainable business practices, driving positive change across our supply chain and beyond.

## Sustainable Procurement Dashboard

**Total Raw Material Suppliers:** Our sustainable procurement network consists of 41 raw material suppliers. These suppliers play a crucial role in ensuring the integrity and sustainability of our supply chain.

**Code of Conduct:** We are committed to ethical practices across our supply chain. As part of this commitment, we have successfully implemented our Code of Conduct with all 41 raw material suppliers, achieving a 100% compliance rate. This ensures that all our suppliers adhere to high standards of conduct, encompassing ethical business practices, labor rights, and environmental responsibilities.

**Social and Environmental Contracts:** Building upon our ethical framework, we have established social and environmental contracts with each of our 41 suppliers, achieving another 100% compliance milestone. These contracts outline specific commitments and expectations regarding social responsibility and environmental stewardship, reinforcing our dedication to sustainable practices throughout our supply chain.

**Supplier Audits (CSR):** To monitor and uphold our standards, we conduct regular audits of our suppliers. In the past year (2023-24), we audited a total of **41** suppliers, ensuring transparency and accountability in their operations. **5** supplier audits (**12%**) were performed specifically during this period, focusing on verifying compliance with our sustainability criteria and identifying areas for improvement.

These metrics highlight our ongoing efforts to integrate sustainability into every aspect of our procurement processes, ensuring that we not only meet but exceed industry standards in ethical sourcing and environmental responsibility. Through these initiatives, we aim to foster long-term partnerships with our suppliers, driving positive social and environmental impacts across our supply chain and beyond.

| Sustainable Procurement   | FY 22-23 | FY 23-24 |
|---|----------|----------|
| Supplier Code of Conduct signed by Manufacturer of Key Raw material Suppliers         | 100%     | 100%     |
| Suppliers contracted with clauses of environment, labor and human rights requirements | 100%     | 100%     |
| Key Raw Material suppliers covered by CSR Audit on site and Engaged corrective action | 10%      | 12%      |
| Training provided to Buyers on Sustainable procurement                                | 100%     | 100%     |

**Total Suppliers:** In the year 2022-23, our supplier network comprised **169** entities, which increased to **209** in 2023-24. This growth reflects our expanding partnerships and outreach within the supplier community.

**Women Owners of Business:** We actively support gender diversity among our suppliers. The number of businesses owned by women increased from 20 in 2022-23 to 35 in 2023-24, underscoring our commitment to empowering women entrepreneurs.

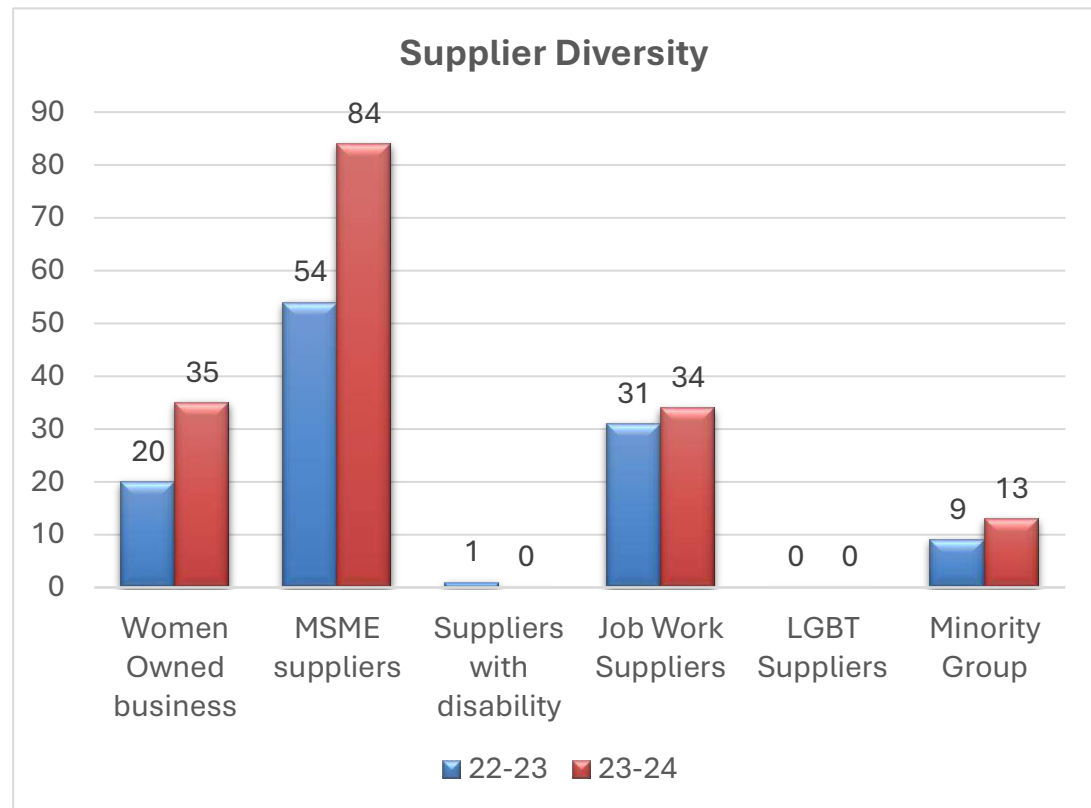
**MSME Suppliers:** Micro, Small, and Medium Enterprises (MSMEs) are vital contributors to our supply chain. We saw an increase from **54** MSME suppliers in 2022-23 to **84** in 2023-24, reflecting our efforts to support small-scale enterprises.

**Suppliers with Disability:** While there was one supplier with a disability in 2022-23, we continue to focus on fostering inclusive practices. In 2023-24, our efforts in this area are ongoing.

**Job Work Suppliers:** Job work suppliers play a critical role in our operations. We maintained a steady engagement, with 31 suppliers in 2022-23 and a slight increase to 34 in 2023-24, ensuring efficient production processes.

**LGBT Suppliers:** We aim to promote diversity and inclusion across all aspects of our supply chain. Currently, there are no registered LGBT suppliers in either year, but we remain committed to fostering an inclusive environment.

**Minority Groups (Other than Muslim and Christian):** Our commitment to diversity extends to minority groups, with an increase from 9 in 2022-23 to 13 in 2023-24, highlighting our inclusive approach to supplier partnerships.



**Suppliers engaged in conflict minerals:** A total of **5** no's of suppliers are engaged in the conflict minerals supply chain. Transactions of all 5 suppliers are free from the conflict region of the Democratic Republic of Congo, and they prohibit the trade of conflict minerals such as Tantalum, Tin, Tungsten, and Gold originating from the DRC region. These suppliers give declarations regarding conflict minerals.

| Total Supplier Engaged in Conflict Minerals | No. Suppliers who have given a Declaration regarding conflict minerals | % of Suppliers having information regarding conflict minerals |
|---|--|---|
| 5   | 5  | 100%  |







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