VIRUPAKSHA™

Rev 00 · 05-10-2026

Virupaksha Organics Limited

KPI Performance Dashboard

FY 2025-26 (April 2025 – March 2026) | Annual Sustainability Report

Environment
39 KPIs

Labour & Human Rights
38 KPIs

Ethics
15 KPIs

Sustainable Procurement
11 KPIs

Prepared by B. Vasantha Kumar | Reviewed & approved by K. Sandeep Reddy, Director / Dy. CEO | Aligned to EcoVadis themes, BRSR, GRI and the UN SDGs

FY 2025-26 at a glance: 94% of target-based KPIs met

KPIs tracked

103

across 4 EcoVadis themes

Targets achieved

60

of 64 KPIs with a pass/fail target

Below target

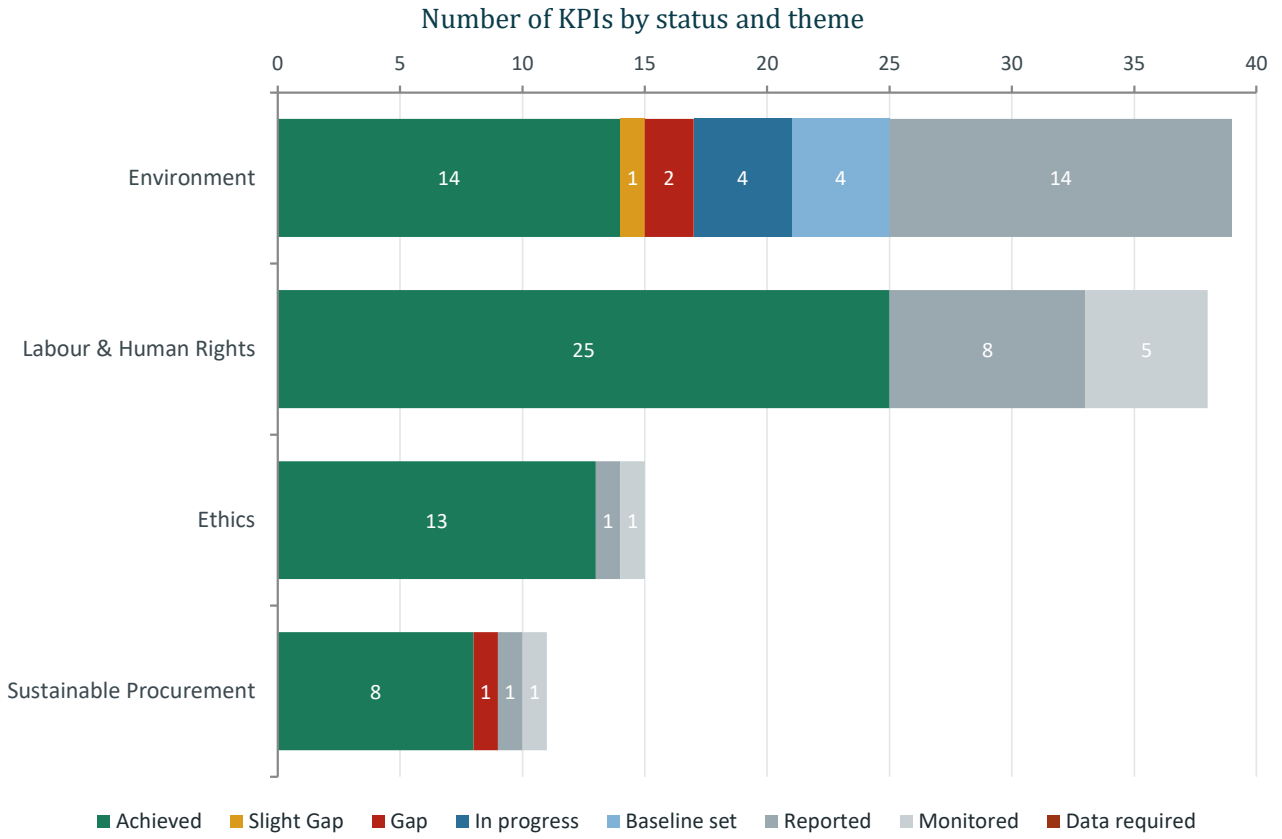
4

3 gaps + 1 slight gap

Disclosures

39

reported, monitored or baseline KPIs



Headline sustainability figures

Scope 1 + 2 GHG

40,246

tCO_2e, location-based (base year)

Scope 3 GHG

87,503

tCO_2e, 9 of 15 categories

Energy consumed

387,420

GJ; 15.0% renewable

Renewable electricity

46.1%

incl. I-RECs (4.9% physical)

Water consumed

68.6 ML

ZLD at all 6 units; 45.5% recycled / reused

Waste diverted from landfill

90.7%

target ≥ 90%

Air pollutants

70.1 t

SO_2, NOx, PM, HCl – all sites

On-roll employees

968

Corporate Office + 5 operating units

Lost-time injury rate

0

per million hours; zero fatalities

Women in workforce

10.5%

1 of 8 Board members

Corruption cases

0

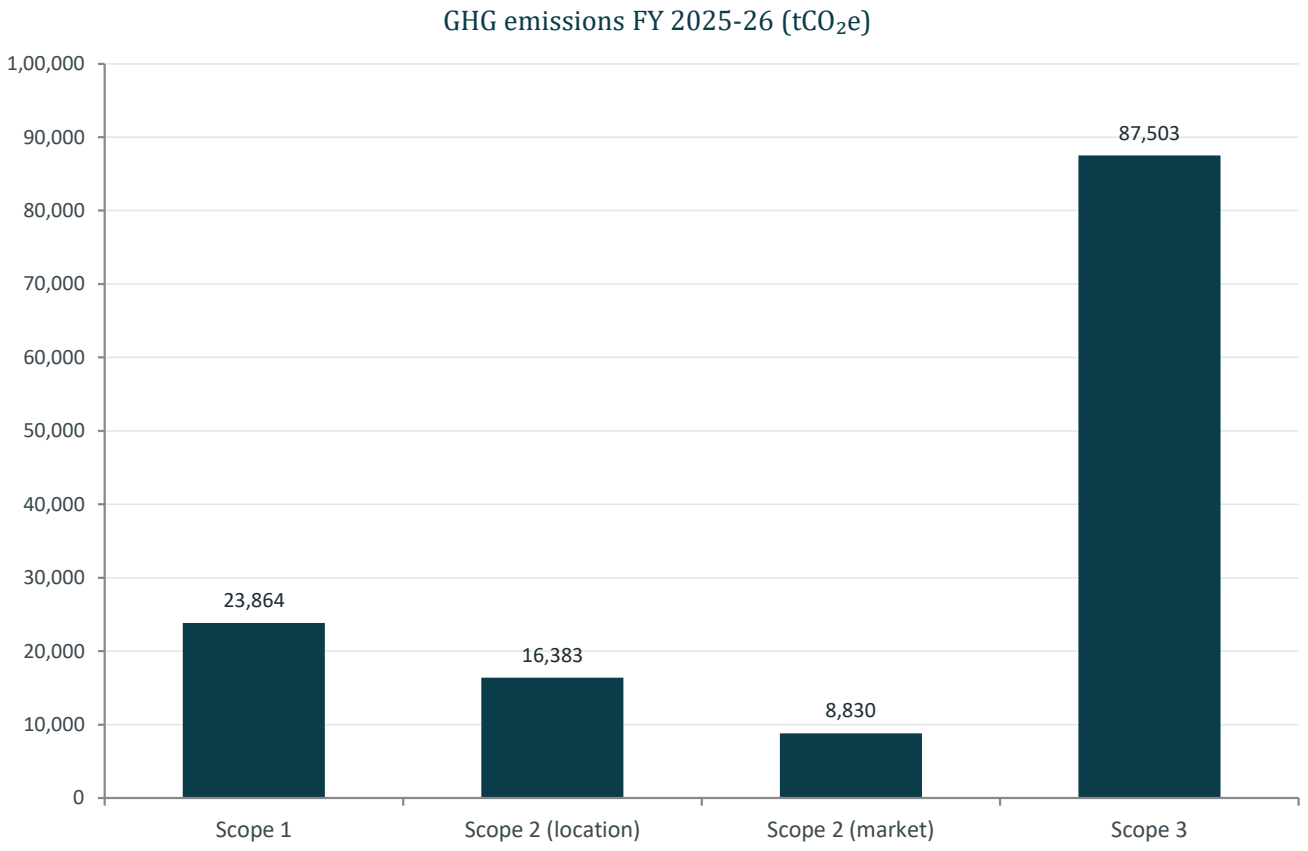
100% trained on anti-corruption

Suppliers ESG-assessed

100%

62% signed Supplier Code

Climate and energy: FY 2025-26 sets the GHG base year



Total energy

387,420 GJ

58,115 GJ renewable (15.0%)

Renewable electricity

46.1%

target 25%; I-RECs 10,000 MWh

GHG intensity (Scope 1+2)

13.4

tCO_2e per t product

Net-zero pathway

2050

draft SBTi targets: −29.4% S1+2, −17.5% S3 by FY 2032-33 †

Water, waste and air: monitored at every operating unit

Water consumed

68.6 ML

freshwater 61.4 + rainwater 7.2 ML; within PCB limits †

Water recycled / reused

45.5%

target 60%

Hazardous waste

2,321.5 t

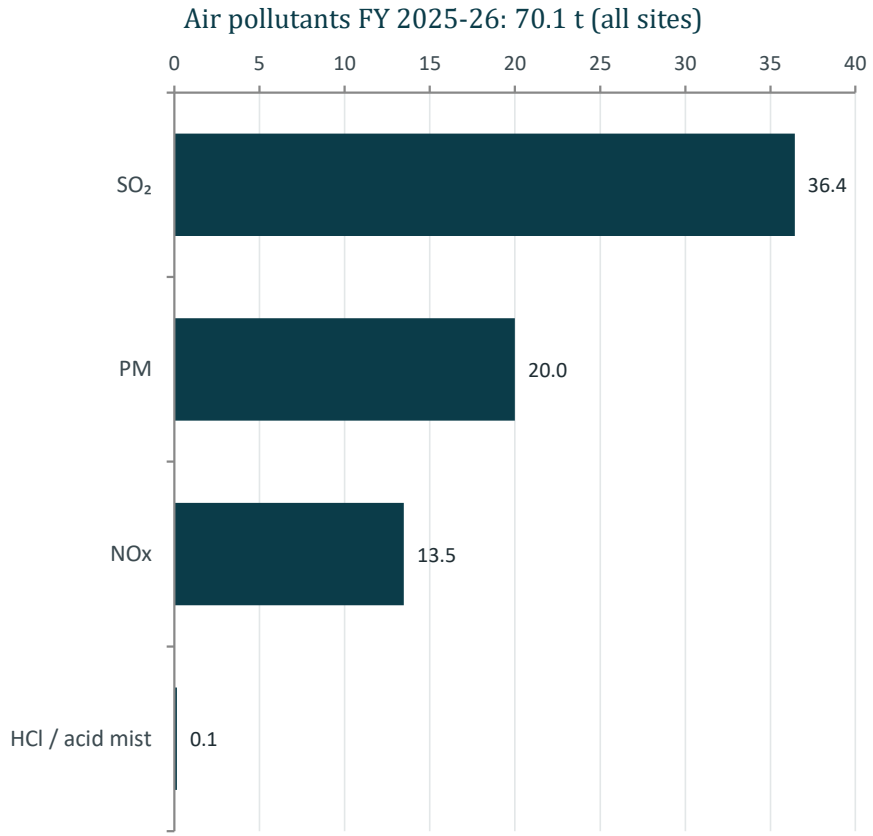
100% to authorised facilities

Waste diverted

90.7%

of waste kept from landfill (target ≥ 90%)

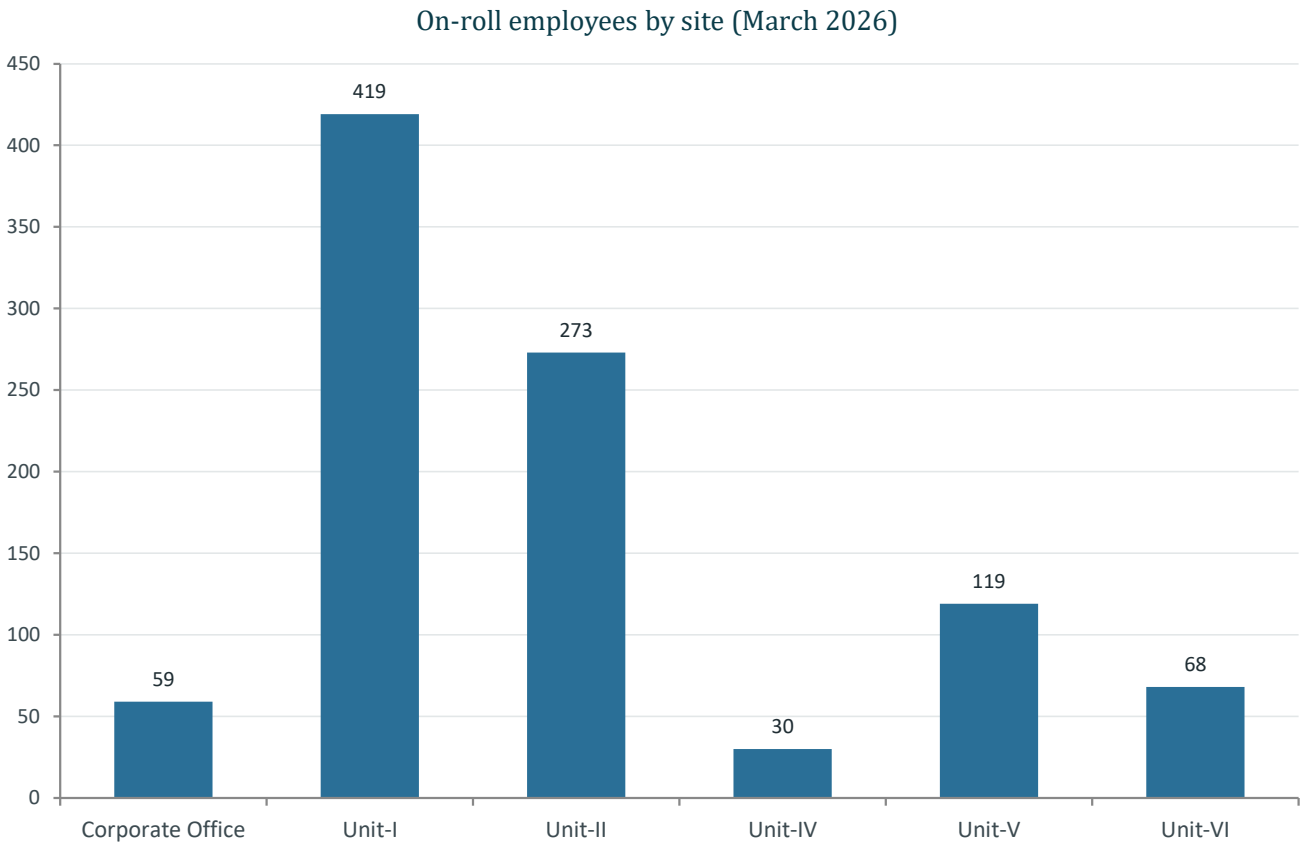
Zero liquid discharge at all 6 units (Unit-IV effluent treated at Unit-I, Unit-III at Unit-VI). **Zero** chemical spills, product recalls and rejected-product returns in FY 2025-26; 100% SDS availability; 100% sites certified to ISO 14001 and ISO 50001.



Environment targets: 14 met, 3 below target

KPI	Target FY 2025-26	Actual FY 2025-26	Status
Energy Intensity	≥ 5% reduction YoY	4.2% reduction	Slight Gap
Water Consumption	≥ 5% reduction YoY	3.5% reduction	Gap
Waste Recycling Rate	≥ 80%	82%	Achieved
Renewable Energy Usage	≥ 5%	15.0% of total energy (biomass 13.9% + wheeled wind/solar 1.1%); earlier entry 0%	Achieved
Increase solvent recovery, material reuse and recycling	to achieve ≥ 85% recycling/recovery of recyclable waste streams	86%	Achieved
Waste diverted from landfill [ENV5001]	≥ 90%	90.7%	Achieved
Hazardous Waste Compliance	100%	100%	Achieved
Freshwater withdrawal within PCB consent (CFO / CTO) limits	100% of units	100% – within consented quantity at all units	Achieved
Units covered by zero liquid discharge (ZLD)	100%	100% (6 of 6): own ZLD at Units I, II, V, VI; Unit-IV effluent treated at Unit-I, Unit-III at Unit-VI	Achieved
Total water recycled and reused [ENV6322]	60%	45.5%	Gap
Maintain minimum 33% greenbelt coverage	100%	100%	Achieved
Operational sites certified to ISO 14001 / ISO 50001 [ENV5001]	100%	100%	Achieved
Absolute Scope 1, Scope 2 and Scope 3 reduction targets and intensity target [CAR100]	VOL to state each target, e.g. −x% by 2030 vs FY 2025-26	Draft targets in SBTi tracker: Scope 1+2 −29.4% and Scope 3 −17.5% by FY 2032-33 vs FY 2025-26; net zero 2050 – Board approval pending †	In progress

Our people: 968 on-roll employees across six sites



Women in workforce

10.5%

102 women; 12.5% of Board

Unadjusted gender pay gap

28.1%

mean (median 27.3%); target < 30%

New hires

154

15.9% of headcount; 107 under 30

Average age

34.2 yrs

350 under 30 · 573 aged 30–50 · 43 over 50

Safety, rights and wellbeing: zero injuries, every target met

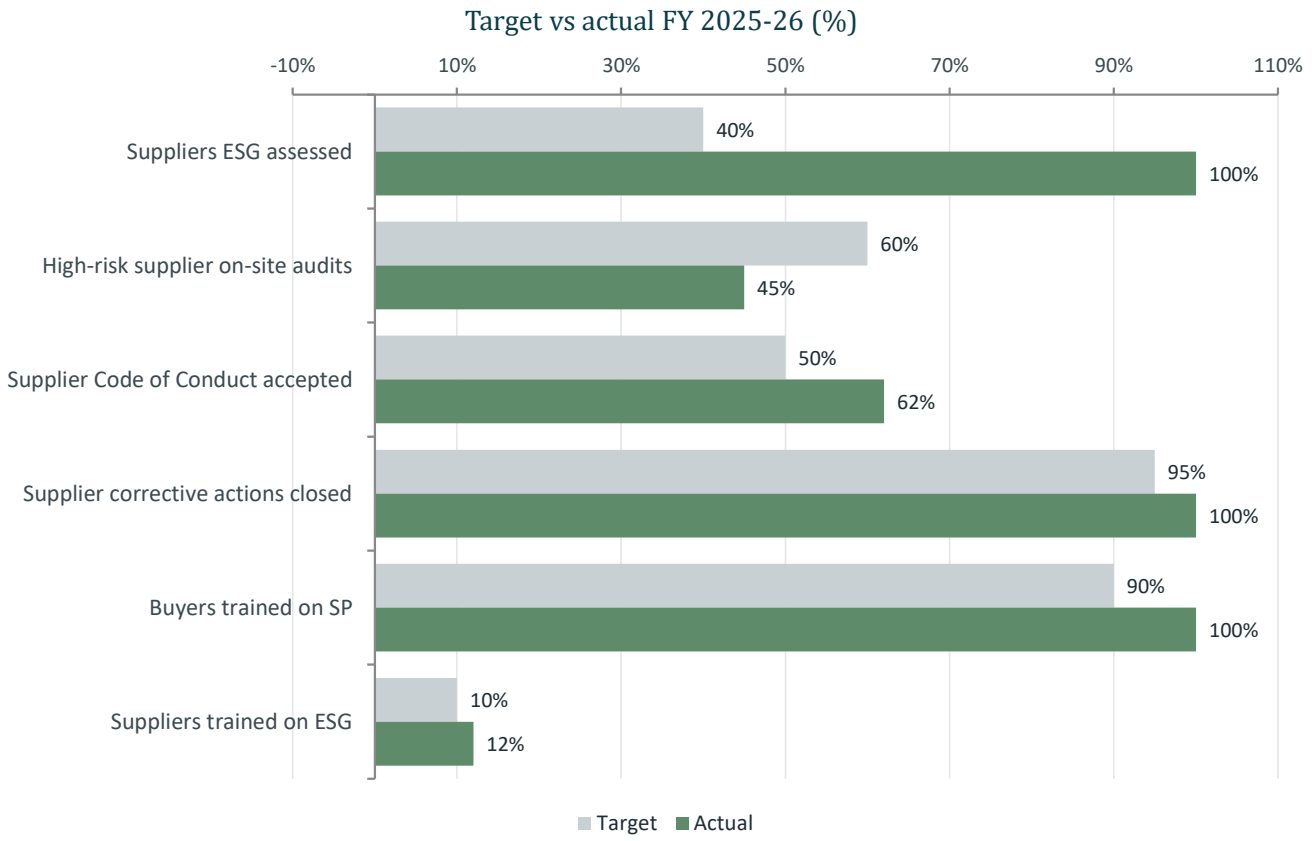
KPI	Target FY 2025-26	Actual FY 2025-26	Status
Lost-time injury frequency rate (LTIFR) [LAB6010]	0	0	Achieved
Number of work-related accidents (recordable) and fatalities [LAB6010]	0	0	Achieved
Child Labour Cases	0	0	Achieved
Forced Labour Cases	0	0	Achieved
Training Coverage	≥ 75%	82%	Achieved
Average hours of training per employee [LAB6010]	6	8.2	Achieved
Wage Compliance	100%	100%	Achieved
Working Hours Compliance	100%	100% – within Labour Code limits; OT only for emergencies, breakdowns or reliever gaps, paid at a premium	Achieved
Employee Satisfaction Score	≥ 80%	82%	Achieved
Absenteeism rate – March 2026 [LAB4501]	≤ 5%	4.2%	Achieved
Employees covered by Provident Fund [LAB3201]	100%	100%	Achieved
Employees working overtime / total OT hours – March 2026 [LAB3201]	Within legal limits	471 employees / 3,685 hrs; max 36 hrs per person; OT paid at double rate	Achieved

Business ethics: all 13 target-based KPIs achieved

Corruption / bribery cases	Information security incidents	Personal data breaches	Anti-competitive cases
0	**0**	**0**	**0**
FY 2025-26	*FY 2025-26*	*FY 2025-26*	*FY 2025-26*

100%	employees trained on anti-corruption (target ≥ 90%)	**100%**	policy acknowledgement and conflict-of-interest declarations
100%	sites certified to ISO 37001 and ISO 27001	**100%**	risky trading partners covered by due diligence
₹23 lakh	compounding fees paid under Companies Act s.454 in FY 2025-26	**0**	whistleblower reports received in FY 2025-26

Sustainable procurement: 8 of 9 targets met



Active suppliers risk-segmented

100%

A–D by ESG risk

Contracts with ESG clauses

100%

of targeted suppliers

Purchased goods & services

62,211

tCO_2e – 71% of Scope 3

Gap to close

45% vs 60%

high-risk supplier on-site audits

Priorities for FY 2026-27: closing the 4 remaining gaps

Theme	KPI	FY 2025-26 result	Proposed action	Status
Environment	Energy Intensity	4.2% reduction (target ≥ 5% reduction YoY)	Energy audit actions (VFDs, steam traps, condensate recovery)	Slight Gap
Environment	Water Consumption	3.5% reduction (target ≥ 5% reduction YoY)	Water audit measures: meters, RO reject reuse, leak control	Gap
Environment	Total water recycled and reused [ENV6322]	45.5% (target 60%)	Raise recycling towards the Unit-I ratio at Units II, IV, V and VI (treated water to cooling towers, scrubbers, washing)	Gap
Sustainable Procurement	High-Risk Supplier onsite Audits	45% (target ≥ 60%)	Schedule audits for remaining high-risk suppliers	Gap

Working Hours Compliance is 100%: hours are within Labour Code limits and overtime is worked only for emergencies, breakdowns or reliever gaps, within legal limits and paid at a premium.

Appendix

Complete KPI register FY 2025-26: all 103 KPIs with target, actual and status

Environment KPIs (1 of 3)

KPI	Target FY 2025-26	Actual FY 2025-26	Status
Energy Intensity	≥ 5% reduction YoY	4.2% reduction	Slight Gap
GHG Emissions (Scope 1 & 2)	≥ 5% reduction YoY (base year)	40,246 (FY 2025-26 base year: Scope 1 23,864 + Scope 2 16,383)	Baseline set
Water Consumption	≥ 5% reduction YoY	3.5% reduction	Gap
Waste Recycling Rate	≥ 80%	82%	Achieved
Hazardous Waste Compliance	100%	100%	Achieved
Renewable Energy Usage	≥ 5%	15.0% of total energy (biomass 13.9% + wheeled wind/solar 1.1%); earlier entry 0%	Achieved
Complete Scope 3 emissions monitoring	Mar 2029	–	In progress
Maintain minimum 33% greenbelt coverage	100%	100%	Achieved
Reduce chemical spill incidents by 50%	50%	Zero chemical spill cases reported	Baseline set
Maintain 100% SDS availability for customers	100%	100%	Achieved
Achieve zero product recalls annually	Zero	Zero	Achieved
Reduce wastes sent to landfill 30% by 2030 from a 2025-26 baseline	–	86.04 tonnes	Baseline set
Increase solvent recovery, material reuse and recycling	to achieve ≥ 85% recycling/recovery of recyclable waste streams	86%	Achieved

Environment KPIs (2 of 3)

KPI	Target FY 2025-26	Actual FY 2025-26	Status
Total gross Scope 1 GHG emissions [ENV630]	Base year	23,864	Reported
Total gross Scope 2 GHG emissions – location-based [ENV630]	Base year	16,383	Reported
Total gross Scope 2 GHG emissions – market-based [ENV630]	Base year	8,830 (10,000 MWh I-RECs; wheeled RE at zero)	Reported
Total gross Scope 3 GHG emissions [ENV630]	Base year	87,503 (9 of 15 categories quantified)	Reported
Scope 3 upstream GHG emissions (Cat 1–7) [ENV630]	Base year	86,703	Reported
Scope 3 downstream GHG emissions (Cat 9, 12) [ENV630]	Base year	800	Reported
GHG intensity – Scope 1 + 2 [ENV630]	≥ 5% reduction YoY	13.4 (43.5 per ₹ crore revenue)	Baseline set
Absolute Scope 1, Scope 2 and Scope 3 reduction targets and intensity target [CAR100]	VOL to state each target, e.g. −x% by 2030 vs FY 2025-26	Draft targets in SBTi tracker: Scope 1+2 −29.4% and Scope 3 −17.5% by FY 2032-33 vs FY 2025-26; net zero 2050 – Board approval pending †	In progress
Science-based target submission to SBTi [CAR100]	Targets submitted within 24 months of commitment	Commitment letter signed	In progress
Third-party verification of GHG inventory [CAR108]	Verified statement for FY 2025-26	FY 2025-26 inventory prepared (ISO 14064-1); verification in process	In progress
Total energy consumption [ENV6334]	–	387,420	Reported
Total renewable energy consumption [ENV6334]	–	58,115 (15.0%)	Reported
Renewable electricity incl. I-RECs [ENV5001]	25%	46.1% (4.9% physical supply)	Reported

Environment KPIs (3 of 3)

KPI	Target FY 2025-26	Actual FY 2025-26	Status
Total water consumption [ENV6322]	–	68,614 KL = 68.6 ML (freshwater 61,366 + rainwater harvested 7,248; RO reject recirculation excluded) †	Reported
Total water recycled and reused [ENV6322]	60%	45.5%	Gap
Freshwater withdrawal within PCB consent (CFO / CTO) limits	100% of units	100% – within consented quantity at all units	Achieved
Units covered by zero liquid discharge (ZLD)	100%	100% (6 of 6): own ZLD at Units I, II, V, VI; Unit-IV effluent treated at Unit-I, Unit-III at Unit-VI	Achieved
Total weight of hazardous waste [ENV6334]	–	2,321.5 (Form-IV returns)	Reported
Total weight of non-hazardous waste [ENV6334]	–	9,644.4 (scrap sold to recyclers)	Reported
Total weight of waste recovered [ENV6334]	–	10,847.6 (co-processing 1,191.6; recycling 11.5; scrap 9,644.4; used oil 0.2)	Reported
Waste diverted from landfill [ENV5001]	≥ 90%	90.7%	Achieved
Total weight of air pollutants – SOx, NOx, PM [ENV6341]	–	70.06 t (SO2 36.44, PM 20.00, NOx 13.48, HCl/acid mist 0.14); all sites †	Reported
Employees trained on specific environmental issues [ENV5001]	100%	100%	Achieved
Operational sites assessed for environmental risks [ENV5001]	100%	100%	Achieved
Operational sites certified to ISO 14001 / ISO 50001 [ENV5001]	100%	100%	Achieved
Rejected or expired product returned and sent for authorised treatment [ENV6760]	100%	No rejections & expired products reported	Achieved

Labour & Human Rights KPIs (1 of 3)

KPI	Target FY 2025-26	Actual FY 2025-26	Status
100% of grievances addressed within 30 days	≥ 95%	Zero grievance reported	Achieved
Child Labour Cases	0	0	Achieved
Forced Labour Cases	0	0	Achieved
Training Coverage	≥ 75%	82%	Achieved
Grievance Closure Rate	≥ 95%	Zero grievances reported	Achieved
Working Hours Compliance	100%	100% – within Labour Code limits; OT only for emergencies, breakdowns or reliever gaps, paid at a premium	Achieved
Wage Compliance	100%	100%	Achieved
Employee Satisfaction Score	≥ 80%	82%	Achieved
Number of hours worked [LAB6010]	–	indicative FY ≈ 36.6 lakh hrs	Achieved
Lost-time injury frequency rate (LTIFR) [LAB6010]	0	0	Achieved
Number of work-related accidents (recordable) and fatalities [LAB6010]	0	0	Achieved
Ratio of highest-paid individual to median annual compensation [LAB6010]	–	18.6 : 1 (highest ₹6.40 lakh/month vs median ₹34,400/month, on-roll payroll Mar-2026)	Reported
Average hours of training per employee [LAB6010]	6	8.2	Achieved

Labour & Human Rights KPIs (2 of 3)

KPI	Target FY 2025-26	Actual FY 2025-26	Status
Women in the whole workforce [LAB561]	VOL to set	10.5% (102 of 968 on-roll: HO 8, U-I 54, U-II 31, U-IV 0, U-V 8, U-VI 1)	Reported
Women in top management (KMP) [LAB561]	5%	3% (KMP, as stated); payroll: 0 of 6 Director/CXO/VP on payroll; women in management 9 of 117 (7.7%)	Monitored
Women on the Board [LAB561]	15%	12.5% (1 of 8)	Monitored
Average unadjusted gender pay gap [LAB561]	< 30%	28.1%	Reported
Employees from minority or vulnerable groups, incl. persons with disabilities [LAB561]	–	3% (29 out of 968)	Monitored
Discrimination or harassment incidents / corrective actions [LAB561]	0	0 (POSH complaints: 0)	Achieved
Operational sites with employee health and safety risk assessment [LAB4501]	100%	100% (HIRA)	Achieved
Employees covered by elected representatives or committees	100%	100% of Workers	Achieved
Employees receiving regular performance and career reviews	100%	100% of Staff	Achieved
Employees trained on discrimination and harassment	100%	100%	Achieved
Operational sites assessed for human rights risks [LAB4501]	100%	100%	Achieved
Operational sites certified to ISO 45001 [LAB4501]	100%	100%	Achieved
Social dialogue – works, canteen and grievance committee meetings held [LAB601]	12 per committee per unit	Unit I: 36; Unit II: 36; other units to be provided	Monitored

Labour & Human Rights KPIs (3 of 3)

KPI	Target FY 2025-26	Actual FY 2025-26	Status
External stakeholder human rights – community grievances received and resolved [LAB601]	Track	Tracked	Achieved
Total on-roll employees [LAB6010]	–	968 (HO 59, U-I 419, U-II 273, U-IV 30, U-V 119, U-VI 68); Unit-III to be added	Reported
Employees by category – top management / management / staff / workers [LAB561]	–	6 / 111 / 664 / 187	Reported
Employees by age group – <30 / 30–50 / >50 [LAB561]	–	350 / 573 / 43 (average age 34.2 years)	Reported
New employee hires during FY 2025-26 [LAB343]	Track	154 (15.9% of headcount): 144 male, 10 female; 107 aged under 30	Reported
Employees covered by Provident Fund [LAB3201]	100%	100%	Achieved
Eligible employees covered by ESIC (gross ≤ ₹21,000) [LAB3201]	100%	100%	Achieved
Employees working overtime / total OT hours – March 2026 [LAB3201]	Within legal limits	471 employees / 3,685 hrs; max 36 hrs per person; OT paid at double rate	Achieved
Absenteeism rate – March 2026 [LAB4501]	≤ 5%	4.2%	Achieved
Average length of service [LAB343]	–	4.8 years (283 employees < 2 years)	Reported
Under-18 workers on payroll (child / young labour) [LAB100]	0	0 (youngest on-roll employee 20 years)	Achieved
Contract workers – Unit-I payroll (other units to be added) [LAB4501]	–	353 (344 male, 9 female); PF deducted for 299	Monitored

Ethics KPIs

KPI	Target FY 2025-26	Actual FY 2025-26	Status
Corruption/Bribery Cases	0	0	Achieved
Anti-Corruption Training Coverage	≥ 90%	100%	Achieved
Whistleblower Case Closure	≥ 95%	No cases reported	Achieved
Policy Acknowledgement	100%	100%	Achieved
Conflict of Interest Declarations	100%	100%	Achieved
Discrimination/Harassment Cases	0	0	Achieved
% of employees trained on Ethics	70%	100%	Achieved
No of information security Incidents	0	0	Achieved
Number of whistleblower reports received [FB610]	Track	0	Reported
Risky trading partners covered by anti-corruption / information security due diligence [FB610]	100%	100%	Achieved
Sites assessed or audited internally on business ethics [FB610]	100%	100%	Achieved
Sites certified to ISO 37001 / ISO 27001 [FB610]	100%	100%	Achieved
Personal data breaches / DPDP Act complaints [FB610]	0	0	Achieved
Anti-competitive practice cases [FB610]	0	0	Achieved
Fines, penalties or compounding fees for regulatory non-compliance [FB610]	0	₹23 lakh compounding fees under Companies Act s.454 (company); ₹38.435 lakh (officers)	Monitored

Sustainable Procurement KPIs

KPI	Target FY 2025-26	Actual FY 2025-26	Status
Suppliers ESG/sustainability Assessed	≥ 40%	100% – questionnaire issued with due diligence and assessment	Achieved
High-Risk Supplier onsite Audits	≥ 60%	45%	Gap
Supplier Code of Conduct Acceptance	≥ 50%	62%	Achieved
Supplier Corrective Action Closure	≥ 95%	100%	Achieved
Supplier Termination (Non-compliance)	Track	Nil	Monitored
Percentage of buyers who received training on sustainable procurement	≥ 90%	100%	Achieved
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	100%	100%	Achieved
Assessed or audited suppliers engaged in corrective actions or capacity building [SUP6100]	100% of suppliers with findings	100%	Achieved
Suppliers trained on ESG / sustainable procurement (capacity building) [SUP6100]	> 10%	12%	Achieved
Active suppliers risk-segmented A–D by ESG risk [SUP6100]	100%	100%	Achieved
Scope 3 Category 1 (purchased goods and services) emissions monitored [CAR106]	–	62,211 (71% of Scope 3)	Reported

Data basis and notes

- Reporting period FY 2025-26 (1 April 2025 – 31 March 2026); boundary Corporate Office and Units I–VI (Unit-III idle in FY 2025-26).
- KPI values as reported by VOL departments in the FY 2025-26 KPI dashboard; not third-party assured.
- † Updated from FY 2025-26 studies: Integrated Water Audit, Air Emissions Inventory (EcoVadis ENV6341) and SBTi target tracker (draft targets, pending Board approval).
- GHG inventories (ISO 14064-1 / GHG Protocol) set FY 2025-26 as base year and are verified by an accredited verifier.
- Status key: Achieved = target met; Gap / Slight Gap = below target; In progress / Baseline set = later target year or base year; Reported / Monitored = disclosure without pass/fail target.