



INDFRAG BIOSCIENCES

Plant Extracts for Health & Beauty

**SUSTAINABILITY
REPORT
2025**

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MESSAGE FROM THE LEADERSHIP



At IndBio, our sustainability journey that began in 2014 continues to evolve with renewed focus, deeper engagement, and measurable impact. Over the past year, we have made significant progress in aligning our operations with our long-term vision of building an environmentally resilient and socially responsible business.

We recognise that sustainable growth and economic performance are interdependent, and we remain committed to creating long-term value for all our stakeholders—our employees, customers, communities, and the ecosystems that support our operations. In FY 2024–25, we made notable strides in energy transition and resource optimisation.

A substantial share of our manufacturing energy requirements was met through our rooftop solar installations, reducing our dependence on grid electricity. In parallel, our focus on process efficiency led to further reductions in energy intensity, solvent usage, and extraction time—resulting not only in cost savings but also in a lower environmental footprint.

As part of our commitment to social sustainability, we have expanded our support for education in nearby communities and continued to ensure that all employees receive fair wages well above statutory norms. In FY 2024–25, we also launched new workplace wellbeing initiatives and strengthened internal grievance redressal systems to build a more inclusive, equitable, and safe work environment.

Recognizing the growing impact of climate risks on supply chains, we have deepened our engagement with suppliers, embedding sustainable procurement practices and offering capacity-building support to help them transition to more responsible operations.

As the global regulatory and stakeholder landscape continues to evolve, we have proactively updated our ESG governance framework, enhancing transparency across key environmental, social, and compliance metrics.

We remain thankful to our customers, partners, employees, and community members whose trust and collaboration continue to fuel our journey. With your support, we are confident in our ability to move closer to our goal of becoming carbon negative by 2030, while delivering sustainable growth for the future.

Philip Samuel
Chairman & Managing Director

GREENER INDFRAG – A FOREST WITHIN INDUSTRY

At Indfrag, we have redefined what an industrial landscape can look like. Our manufacturing facility in Hosur stands as a green oasis amidst the conventional industrial belt, proving that progress and nature can thrive together.

Despite being a fully operational manufacturing unit, our premises are maintained like a mini forest, covered with lush greenery and landscaped gardens. The site is home to hundreds of trees and native plants, creating a natural habitat for birds and small wildlife. This extensive green cover improves air quality, reduces dust and heat, and provides a tranquil environment for employees and visitors.



Our green initiatives go beyond aesthetics – they are an integral part of our sustainability strategy:

- Green Cover Area: Over acres of tree cover within the facility.
- Native Plantation: 100+ species of indigenous trees and plants maintained to enhance biodiversity.
- Rainwater Harvesting: Designed to recharge groundwater and support irrigation for greenery.
- Zero Waste Landscaping: Garden waste composted and reused within the premises.

Impact Highlights:

- ✓ Reduced ambient temperature by up to 3–4°C within the campus.
- ✓ Improved air quality and natural carbon sequestration.
- ✓ Created a healthy, stress-free workplace surrounded by nature.

At Indfrag, we believe that a manufacturing facility can be more than just a place of production – it can be a green oasis that inspires sustainability every day.

ABOUT THE REPORT



This Sustainability Report presents an overview of Indfrag Biosciences Private Limited’s environmental, social, and governance (ESG) performance for the financial year 2025–26. It is prepared with the objective of providing our stakeholders—including customers, investors, employees, partners, and regulatory bodies—with transparent and comprehensive insights into our sustainability initiatives, progress, and long-term commitments.

The report covers our key operations at the Hosur facility and includes data and narratives related to resource consumption, waste management, carbon footprint, employee welfare, community engagement, and alignment with national and global sustainability frameworks such as the United Nations Sustainable Development Goals (UN SDGs) and the Task Force on Climate-related Financial Disclosures (TCFD).

Wherever possible, performance data is benchmarked against previous years to highlight our continuous improvement. The report is guided by the Global Reporting Initiative (GRI) Standards and reflects our growing commitment to ethical, responsible, and inclusive business practices. This document has been compiled through cross-functional collaboration and internal assessments, and has been externally reviewed where applicable. It also includes select case studies and success stories that exemplify our sustainability in action.

By sharing this report, we reaffirm our commitment to sustainable growth and our responsibility towards the environment, society, and all those we serve.

MATERIALITY ASSESSMENT AT INDFRAG BIOSCIENCES

At Indfrag Biosciences, identifying and prioritizing material sustainability issues is essential to creating long-term value for our business and stakeholders. Our materiality assessment process focuses on the most significant Environmental, Social, and Governance (ESG) topics that influence our operations, reputation, and stakeholder relationships.

Reporting Scope:

The assessment covers FY 2024–25 and focuses on our botanical extracts manufacturing facility in Tamil Nadu, along with its extended value chain. Our approach aligns with leading ESG frameworks, including SASB, MSCI, DJSI, and PCPC, to ensure international best practices.

Materiality Assessment Process:

Identification: Relevant ESG issues were identified through industry benchmarks, sector reports, peer disclosures, and global sustainability standards.

Business Alignment & Risk Mapping: These issues were mapped to our strategic objectives and assessed for risks, including raw material availability, regulatory compliance, supply chain vulnerabilities, talent management, R&D, and geopolitical uncertainties.

Key Objectives:

- Promote good working conditions and enhance livelihoods
- Adopt environmentally sustainable practices
- Support business growth and stability
- Address climate change responsibilities beyond operations

Stakeholder Engagement: Senior management, customers, and suppliers provided inputs via calls and emails to score the issues.

External Benchmarking: We prioritized issues by comparing them against global ESG standards to align with evolving industry expectations.

Outcome:

The result is a Materiality Matrix that maps issues based on their impact on Indfrag Biosciences and stakeholder perception. This matrix forms the foundation of our ESG strategy, helping us focus on the most critical sustainability challenges and opportunities.

Key Material Issues	Rationale for high materiality	
	Risk	Opportunity
 Climate Change – Carbon & Energy	• Increased cost of energy sources. • Dynamic regulatory landscape	• Strategic plan to become carbon neutral/positive
 Water and Wastewater	• Ground water depletion. • Operations in water stressed areas.	• Increased rainwater harvesting potential; hereby reducing dependency on fresh water.
 Product Stewardship	• Increased consumer awareness on the product environmental impact. Reputational risk.	• Strategic plan on reducing the product’s environmental and social impact.
 Biodiversity	• Unavailability of raw materials. • Regulation and reputational risk.	• Uninterrupted supply of raw materials. • Minimizing the impact on the ecosystem
 Human Rights	• Social un-rest in operations. • Operational and reputational risk	• Adherence to applicable human rights regulations. • Increased productivity and loyalty. Talent retention.
 Customer Safety	• Market and reputation risk. • Regulatory risk. • Loss of customer base	• Increased communication with the customers through product labels. • Increased customer base.
 Governance	• Susceptible to emerging risks and volatile market. • Regulatory, operational, and reputational risk	• Increased accountability and resilience to changing market environment.
 Product Innovation	• Falling behind global peers. • Increased cost of manufacturing	• Development of new products in various geographies. • Brand image.
 Risk Management	• Dynamic regulatory landscape. • Evolving market scenario.	• Increased resilience to changing market environment.

MEMBER OF ASSOCIATION AND CERTIFICATIONS

As a leading provider of botanical extracts to the global beauty and wellness industry, Indfrag Biosciences is committed to maintaining the highest standards of sustainability, quality, and ethical business practices. We recognize our responsibility to drive positive change within the cosmetics sector and actively engage with renowned international non-profit organizations and associations that guide responsible sourcing and sustainable development.

To ensure our products meet global quality and compliance benchmarks, we have obtained a wide range of certifications, including KOSHER, HALAL, ISO 9001, HACCP, ISO 14001, ISO 45001, ECOCERT COSMOS, UEBT (Union for Ethical BioTrade), Rainforest Alliance, CDP (Carbon Disclosure Project), and EcoVadis. In recognition of our commitment to fair compensation and employee welfare, we have also been awarded Living Wage Accreditation by the Fair Wage Network.



Sustainability at Indfrag

SOLAR



Indfrag Biosciences began its transition toward renewable energy in 2014 by installing solar panels at its Head Office as a measure to curb electricity-related greenhouse gas (GHG) emissions. This initial move resulted in an estimated savings of 11 metric tons of CO₂e and marked the start of a broader commitment to sustainability.

By FY 2020–21, solar power was supplying 56% of the electricity used at the Head Office, increasing to 74% in FY 2021–22. At the same time, the company installed a 120 kW rooftop solar system at its manufacturing plant and entered into an open access agreement with a third-party vendor to supply solar electricity. These efforts substantially boosted the share of renewable energy across operations. By FY 2022–23, solar energy accounted for 90% of electricity usage at the Head Office,

while 62% of the manufacturing facility's energy needs were met through renewable sources. To further optimize sustainability and costs, Indfrag has initiated a shift to a group captive solar model, which will allow it to avoid transmission and distribution charges and achieve a higher share of green energy.

In 2025, the solar capacity at our manufacturing unit was expanded to 200 kW, enabling us to transition fully to renewable energy sources. In 2024, we achieved a 15% reduction in CO₂ emissions at the manufacturing site by sourcing 70% of our electricity from renewable sources. The emissions reduction was calculated based on energy consumption data and standard GHG emission factors, underscoring our commitment to climate-responsible operations.

ELECTRIC VEHICLE



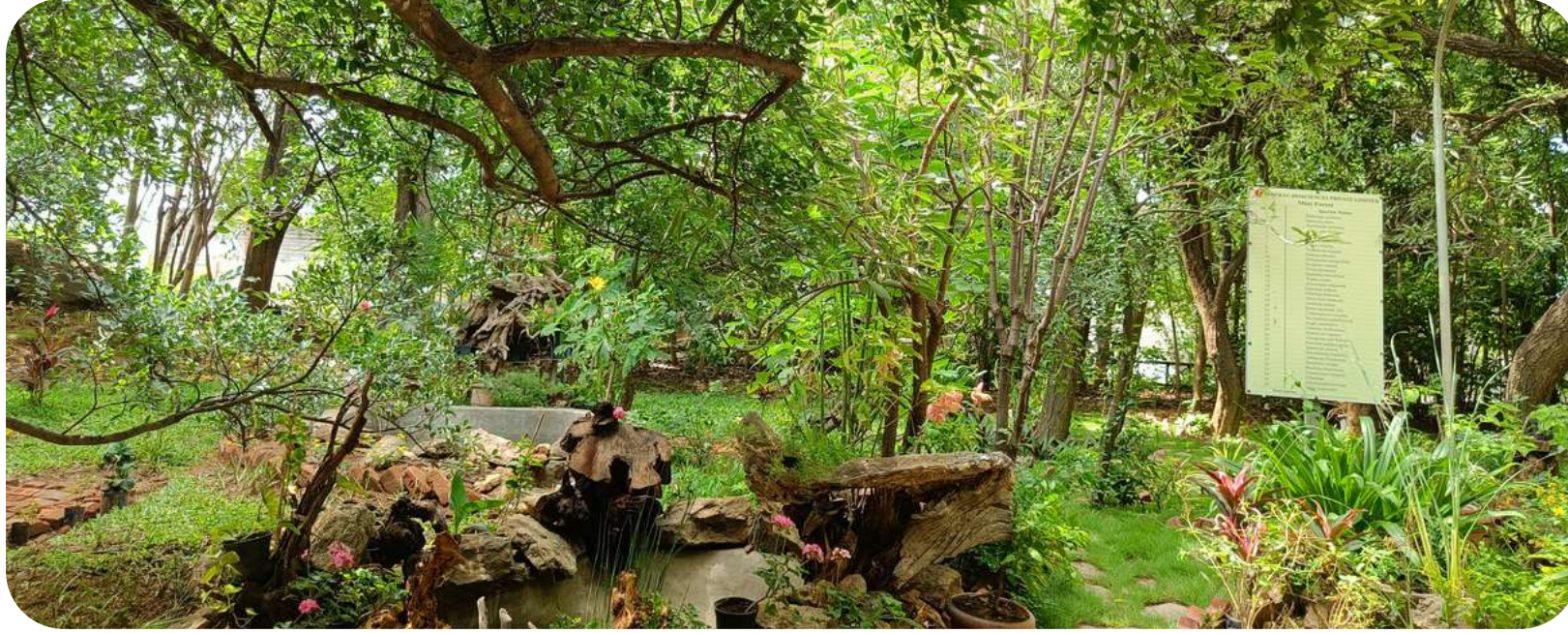
In 2025, Indfrag Biosciences made a major advancement in its sustainability journey by transitioning a significant portion of its operational fleet to electric vehicles (EVs). The fleet now includes cargo four-wheelers, Ather electric scooters, and a Kia electric car used for employee commuting—all fully integrated into daily logistics and transportation activities.

All EVs are powered exclusively by renewable energy generated on-site through Indfrag's solar and wind infrastructure. This ensures that 100% of the energy used for charging is clean and self-produced, eliminating reliance on grid electricity derived from fossil fuels.

By adopting electric mobility powered by renewable energy, Indfrag has achieved a notable reduction in Scope 2 emissions associated with purchased electricity, along with indirect emissions from conventional fuel use. The initiative supports the company's broader commitment to minimizing its environmental footprint and improving air quality in surrounding communities.

Looking ahead, Indfrag plans to further expand its EV fleet by adding more electric cargo vehicles and two-wheelers for office use. This initiative forms part of the company's long-term strategy to integrate sustainability across operations, reinforcing its role in the global transition to low-carbon mobility.

BIODIVERSITY



Preserving natural green cover is a key part of Indfrag Biosciences' strategy to reduce its carbon footprint and enhance ecological resilience. As part of this, we adopted 230 acres of forest land within a private sanctuary in the biodiversity-rich Western Ghats, India. In partnership with a conservation organization, we focus on protecting existing forests, preserving wildlife habitats, and supporting the local ecosystem. This forest acts as a vital carbon sink, contributing to our goal of carbon neutrality by 2025, alongside sustainable supply chain practices for *Centella Asiatica* and *Boswellia Serrata*.

Additionally, we established a mini forest at our Hosur manufacturing facility using the Miyawaki method, which accelerates the growth of native species in a dense, self-sustaining ecosystem. This enhances biodiversity, boosts local green cover, supports carbon sequestration, improves air quality, and naturally cools the facility environment.

These initiatives reflect our commitment to integrating sustainability throughout our operations and promoting long-term environmental regeneration.

GREEN CHEMISTRY



At Indfrag Biosciences, we have integrated Green Chemistry principles into our production processes to minimize environmental impact and promote sustainable manufacturing. These practices have significantly reduced the volume of effluents generated, helping us lower overall waste and protect local ecosystems. A key example of this is our innovative liquid waste management system, which combines a multi-effect evaporator with an agitated thin film dryer. This setup transforms liquid waste into solid form, which is then repurposed as fertilizer by local farmers, ensuring 95% of the wastewater is recycled and reused within the facility. In addition to reducing effluents, we have adopted circular practices such as solvent reuse and the repurposing of boiler ash and solid waste into fertilizers.

While these initiatives have led to increased operational costs, they reflect our commitment to embedding sustainable practices across our operations. By conserving resources, reducing pollution, and preventing contamination of water sources, we are contributing to environmental regeneration and supporting the well-being of surrounding communities.

WATER MANAGEMENT



In its Composite Water Management Index (CWMI) report published in June 2018, NITI Aayog highlighted that wastewater treatment is critical for India, where water contamination affects nearly three-fourths of the population. As one of the world's most water-stressed nations, this finding underscores the urgent need to protect and regenerate our water resources.

Our factory in Hosur is located in a region identified as being at extremely high risk of water stress. Recognizing this, we have adopted a long-term, responsible approach that balances the water needs of the environment, local communities, and our operations.

To address this challenge, we have implemented a rainwater harvesting system with a capacity of 2,000 KLD and plan to expand it further in the coming financial year. Additionally, we operate with a zero liquid discharge system, treating and reusing 95% of the wastewater generated in our processes. These efforts not only reduce our water footprint but also prevent environmental contamination and help preserve the quality of local water sources—ensuring that surrounding communities continue to have access to clean, safe water.

WASTE MANAGEMENT



At Indfrag Biosciences (IndBio), our waste management strategy is built on the principle that waste is not merely a byproduct but a resource that can be repurposed to support sustainability. We use pest wood, classified by the State Government, as boiler fuel, and the resulting organic waste is given to local farmers for use as manure, which is later supplied to briquette manufacturers—creating a circular resource system. We have also embedded Green Chemistry principles across operations, including solvent reuse and repurposing boiler ash and solid waste as fertilizers.

Our commitment to sustainable waste management was reinforced when we proactively addressed a regulatory requirement to achieve Zero Waste Discharge. After conducting a cost-benefit analysis in FY 2020–21, we invested in advanced waste treatment systems, a plan developed collaboratively by our leadership and sustainability teams. While this initiative increased operational costs, it significantly reduced our environmental footprint, mitigated regulatory risks, and strengthened our circular economy approach. Today, our integrated waste management model not only ensures compliance but also demonstrates our dedication to environmental stewardship and sustainable growth.

PRIORITY SDGS

At Indfrag Biosciences, our sustainability initiatives are closely aligned with several United Nations Sustainable Development Goals (SDGs), reflecting our commitment to inclusive and responsible growth.



SDG 1: NO POVERTY

By supporting livelihoods through local employment and community engagement.



SDG 3: GOOD HEALTH AND WELL-BEING

Through robust workplace safety measures, wellness programs, and proactive health initiatives, we strive to create a safe, supportive, and healthy environment for all our people.



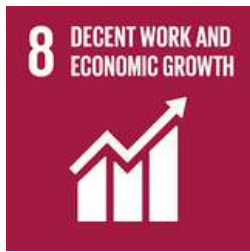
SDG 6: CLEAN WATER AND SANITATION

We conserve water through rainwater harvesting, wastewater recycling, and zero liquid discharge systems, ensuring sustainable water use and protecting local water resources.



SDG 7: AFFORDABLE AND CLEAN ENERGY

We support clean energy transition by sourcing 100% of our power from renewable sources like solar and wind, reducing emissions and promoting sustainable energy use.



SDG 8: DECENT WORK AND ECONOMIC GROWTH

We promote fair wages, safe working conditions, and skill development, empowering our workforce while supporting sustainable economic growth.



SDG 9: NO POVERTY

By supporting livelihoods through local employment and community engagement.



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

We minimize waste through circular economy practices, solvent reuse, and sustainable resource management, ensuring efficient production with reduced environmental impact.



SDG 13: CLIMATE ACTION

We combat climate change by reducing our carbon footprint through renewable energy adoption, energy efficiency measures, and initiatives that promote carbon sequestration.



SDG 15: LIFE ON LAND

We protect and restore ecosystems by adopting forest land, creating a mini forest at our facility, and supporting biodiversity conservation to maintain healthy and resilient natural habitats.



SDG 17: PARTNERSHIPS FOR THE GOALS

We collaborate with global organizations, suppliers, and local communities to drive sustainable development, share best practices, and achieve collective progress toward the UN SDGs.

CASE STUDY: ENERGY TRANSITION



Indfrag Biosciences has undertaken a transformative energy transition journey, culminating in a 100% shift to renewable energy—specifically solar and wind—at its manufacturing facility in Hosur, Tamil Nadu. This strategic shift, which began in 2014 with the installation of a 120 kW rooftop solar plant at the Bangalore Head Office, reflects the company’s long-term commitment to decarbonization and operational sustainability.

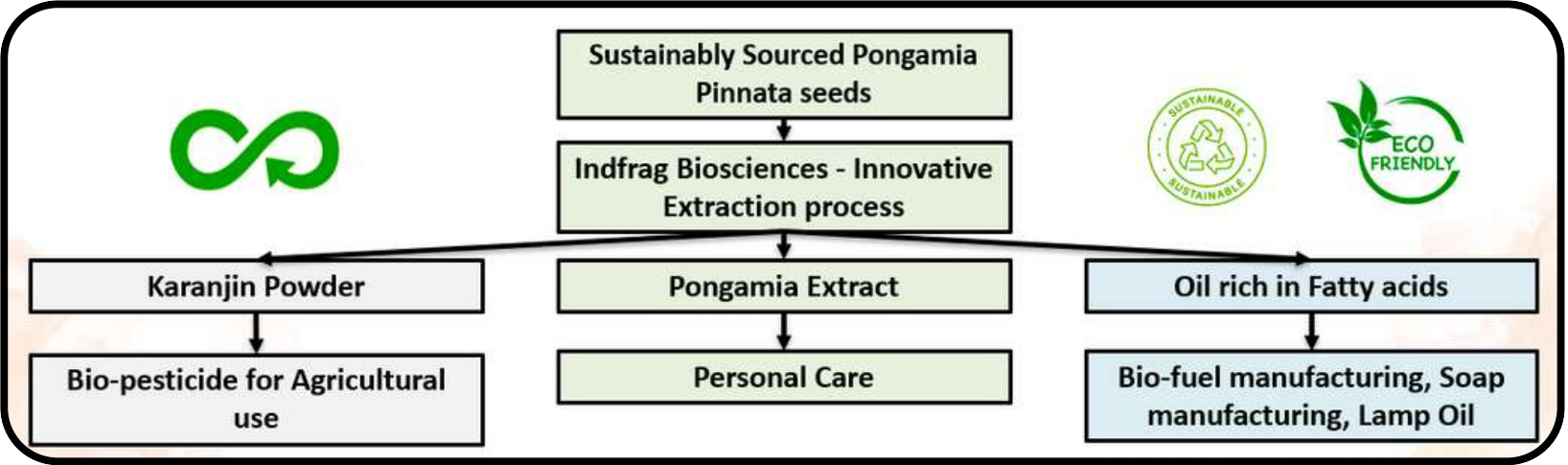
The integration of electric vehicles (EVs), fully powered by in-house renewable energy, further reinforces Indfrag’s leadership in clean energy adoption. This mature, scalable, and economically viable model not only aligns with national and global climate goals but also positions Indfrag as a frontrunner in sustainable manufacturing innovation. Over the years, the solar share of energy steadily increased at both the Head Office and manufacturing facility. By 2022, renewable sources accounted for 70% of the factory’s electricity needs, leading to a 15% reduction in CO₂ emissions. The milestone of 100% renewable energy was achieved in May 2025 following the expansion of the solar plant to 200 kW and the integration of wind energy. As a result, the facility now operates entirely independent of grid electricity, with only 1 kWh drawn from the grid post-installation—a testament to the efficiency and reliability of the hybrid solar-wind system. This transition has also enabled the company to achieve a 99% reduction in Scope 2 emissions and reach payback on its clean energy investments within 5–6 years.

CASE STUDY: CIRCULAR ECONOMY- PONGOMOL

At Indfrag Biosciences, our commitment to circular economy principles is reflected in our innovation around Pongamol extraction from Pongamia pinnata seeds. Pongamol, a naturally occurring polyphenolic chalcone of the flavonoid family, is extracted using a proprietary, sustainable process that exemplifies resource efficiency and zero-waste thinking.

We begin with sustainably sourced Pongamia seeds, a renewable, non-edible resource known for its rich oil content and bioactive compounds. From a single raw material input, we generate multiple high-value outputs

- Pongamia Extract (up to 95% Pongamol) – Used in personal care formulations due to its antioxidant and SPF boosting properties.
- Karanjin Powder – A potent bio-pesticide offering a natural alternative for agricultural pest control.
- Fatty Acid-Rich Oil – Utilized in the manufacture of biofuels, soap, and lamp oils



This integrated extraction and utilization model ensures no part of the seed goes to waste, enabling value creation across multiple sectors—cosmetics, agriculture, and energy. By closing the loop through reuse, repurposing, and diversification of product applications, our Pongamol initiative is a robust example of circular economy in action, driving environmental benefits and economic value from a single sustainable resource.

CENTELLA ASIATICA SUSTAINABLE SUPPLY CHAIN



Indfrag Biosciences is India's largest producer of Centella Asiatica, which accounts for 70–80% of our cosmetics division. To align with customer sustainability goals, we launched the Centella Asiatica Sustainable Supply Chain Program in 2016, in partnership with the Union for Ethical BioTrade (UEBT).

Starting with a baseline survey in Madagascar, we identified key areas for improvement, including fair wages, sustainable procurement, and community well-being. We addressed wage disparities by paying higher prices per kilogram, empowering local women and supporting economic development. We trained local producers in sustainable harvesting practices, improving yield quality, reducing waste, and extending plant lifespans—thereby lowering GHG emissions from extraction and transport.

We also focused on community development by improving education access for over 4,200 children, training 100 teachers, upgrading five school infrastructures, and promoting vegetable gardening for 1,000+ people.

Beyond Centella, we source from over 50 suppliers across seven countries, adhering to our Ethical Sourcing and Biodiversity Policy. With a robust Supplier Code of Conduct and mandatory Letters of Commitment, we ensure fair wages, no child or forced labor, safe working conditions, and environmental responsibility. Together, these initiatives strengthen our supply chain, promote biodiversity, support communities, and advance climate action.

ENVIRONMENTAL PERFORMANCE

Energy and Emissions

IndBio began its energy transition journey in 2014, with a clear objective of reducing greenhouse gas (GHG) emissions and increasing the share of renewable energy in our operations. Over the years, we have implemented several initiatives—such as the installation of solar panels—to reduce our dependence on conventional grid power.

In FY 2021-22, solar power contributed 74% of the total electricity consumption at our Head Office, with the remainder sourced from the grid. At our manufacturing facility, 70% of electricity requirements were met through renewable sources.

By 2025, we successfully achieved our goal of transitioning to 100% renewable energy, powered entirely by a mix of solar and wind energy. As part of this transition, we also expanded our rooftop solar capacity to 200 kW, further strengthening our commitment to sustainable and zero-emission operations.

Emissions Management

IndBio's emissions inventory is prepared in accordance with internationally recognized standards, including the IPCC Guidelines for National Greenhouse Gas Inventories (2006) and The Greenhouse Gas Protocol (Revised Edition).

Emissions are categorized into three scopes:

Scope 1: Direct emissions from company-owned or controlled sources, such as diesel used for electricity generation and firewood for steam production.

Scope 2: Indirect emissions from purchased electricity.

Scope 3: Indirect emissions from the value chain, including transportation of raw materials and finished products, employee commuting, business travel, waste generation, purchased goods and services, and capital goods

EMISSIONS FY 24-25

Stationary Diesel Consumption	123237.373 Litres
Firewood	13093780.4 Litres
Electricity from GRID (Factory + Head Office)	682037.1 kWh
Electricity from Renewable Sources (Factory + Head Office)	4130288 kWh
Scope 1 (tCO2e)	33867 tCO2e
Biogenic Emissions	20589.71 tCO2e
Scope 2 (tCO2e)	495.84 tCO2e
Scope 3 (tCO2e)	746.16 tCO2e
Total emissions by IndBio (tCO2e)	22170.38 tCO2e
Neutralized by biodiversity initiative projects (tCO2e)	1855.98 tCO2e
Remaining tCO2e from biodiversity initiatives not utilized by IndBio	275 tCO2e



Indfrag Biosciences has achieved net carbon sequestration of 275 tCO2E through its offset initiatives.

SOCIAL PERFORMANCE

At IndBio, we are committed to fostering an inclusive, equitable, and progressive work environment that supports employee well-being, embraces diversity, and nurtures professional growth. Our social performance strategy is aligned with the following Sustainable Development Goals (SDGs):

- SDG 1: No Poverty
- SDG 3: Good Health and Well-being
- SDG 8: Decent Work and Economic Growth
- SDG 17: Partnerships for the Goals

Workforce

We believe that meeting the needs of our employees and supply associates is fundamental to driving motivation, loyalty, and alignment with IndBio’s organizational objectives. To ensure this, we focus on creating safe and fair working conditions for employees, contractual staff, and supply associates



Additionally, we offer:

- Performance-based bonuses for facility workers.
- Sustainability-linked incentives for employees, based on criteria such as emissions reduction, inclusion of environmental parameters in procurement, and IndBio’s performance in climate-related sustainability indices.

Occupational Health and Safety

IndBio is deeply committed to ensuring a safe working environment for employees, contractors, and visitors, as well as safeguarding the communities surrounding our facilities. Our robust Environment, Health, and Safety (EHS) policy establishes clear guidelines to prevent workplace injuries and illnesses.

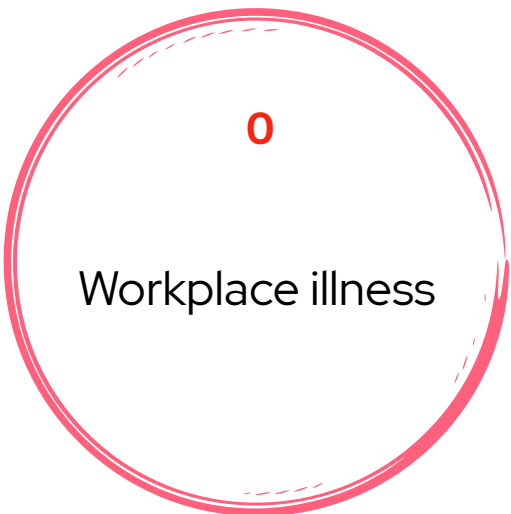
Key measures include:

- Regular audits and monitoring of workplace safety practices.
- First aid provisions for workers, including those in the Centella Asiatica program in Madagascar.
- Weekly health and safety training for production teams covering hazardous waste management, protective equipment usage, and safety procedures.
- Emergency preparedness programs, such as mock drills, firefighting, and first-aid training, led by our internal crisis management team.

The Health and Safety Committee—comprising the plant manager, department heads, and the sustainability manager—ensures that safety concerns are collaboratively addressed by both management and employees.

As part of our sustainability strategy, we are continuously strengthening our EHS policy to eliminate workplace accidents, injuries, and illnesses.

Health and Safety Performance



Training and Education

We prioritize continuous learning and skill development through a structured training framework designed for all levels of the organization, including managers and support teams (housekeeping, maintenance, etc.).

Our training modules include:

- Induction Training: For new employees to familiarize them with IndBio’s business, systems, and processes.
- On-the-Job Training: Long-term programs tailored by department heads to enhance technical and functional expertise.
- Classroom Training: Structured sessions to build knowledge of key technical concepts.

We maintain detailed participation records and collect feedback to evaluate training effectiveness and plan future programs. In addition to internal training, we offer external skill development programs and awareness sessions on labor laws to ensure employees are well-informed about their rights and responsibilities.



EFFECTIVE GOVERNANCE

Ethical Sourcing and Biodiversity Policy: Requires suppliers to comply with local regulations, minimize environmental impacts, and support sustainable community development.

Freedom of Association Policy: Protects the right of employees to form unions and interest groups without fear of discrimination or retaliation.

Global Data and Information Security Policy: Establishes measures for collecting, storing, and securing customer and business data, while ensuring compliance with privacy and fraud-prevention requirements.

Human Rights Policy: Mandates that all professional interactions are conducted with fairness, respect, and dignity.

Prohibition of Child Labour and Forced Labour Policy: Strictly prohibits the use of child or forced labour in any form across our operations and supply chain.

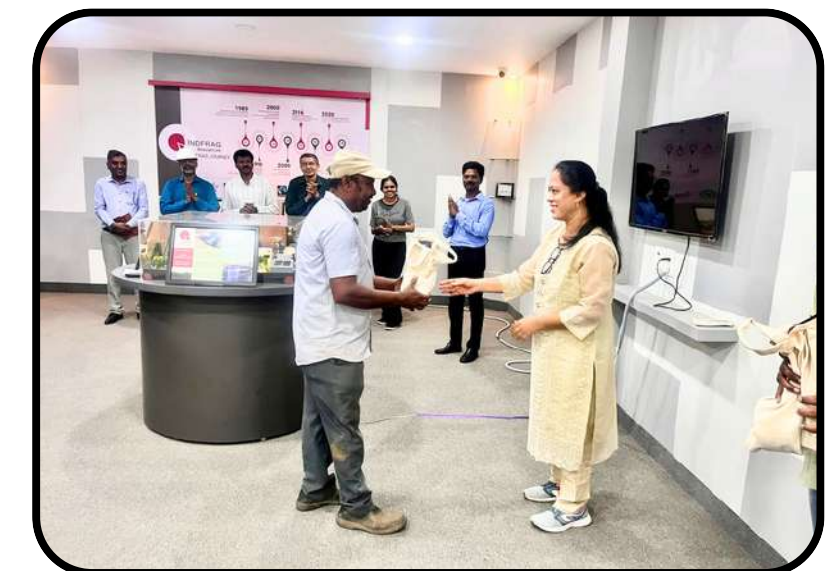
Pollution Prevention Policy: Ensures compliance with all applicable pollution control laws while pursuing continuous reduction of environmental impact.

Supplier Code of Conduct: Sets out clear expectations for suppliers regarding human rights, environmental protection, and ethical governance, aligned with the United Nations Sustainable Development Goals (UNSDGs).

Whistleblower Policy: Provides a secure mechanism for employees and stakeholders to report actual or suspected violations of ethical business practices.

Waste Management Policy: Treats waste as a resource, focusing on effective management practices to reduce environmental impact and safeguard human health.

EMPOWERING PEOPLE: BUILDING A FAIR, SAFE, AND ENGAGING WORKPLACE



At IndBio, employee welfare is a cornerstone of our sustainability commitments, encompassing fair compensation, skill development, safety, and inclusivity. Our journey toward Living Wage Certification began with compliance to government-mandated minimum wages and evolved through the introduction of an internal living wage policy in 2019, followed by third-party consultation in 2020. In 2022, we joined the Living Wage Project in partnership with the Fair Wage Network and achieved accreditation after a rigorous audit, reinforcing our dedication to ensuring that every employee earns a fair, sustainable income. Beyond wages, we have built a robust learning and development framework, offering orientation programs for new hires, on-the-job training by department heads, and classroom sessions to enhance technical expertise.

We also prioritize employee wellbeing through a strong Environment, Health, and Safety (EHS) policy and regular human rights awareness training. To maintain a safe and respectful workplace, we have established an Internal Committee under the POSH Act, which provides training, ensures swift grievance redressal, and fosters a culture of dignity. In addition, we actively promote a positive work environment through various engagement activities, including Environment Day celebrations, team outings, and birthday events, which strengthen team spirit and create a sense of belonging. Together, these initiatives build a motivated, resilient workforce and reflect our commitment to creating a workplace where employees feel valued, supported, and empowered.

CLIMATE & GOVERNANCE: OUR COMMITMENT

At Indfrag Biosciences, we are committed to strengthening climate resilience, ethical governance, and sustainable growth by aligning with globally recognized frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD), and the Science Based Targets initiative (SBTi). These commitments form the foundation of our strategy, ensuring transparency, accountability, and long-term value creation for all stakeholders

TCFD-ALIGNED CLIMATE DISCLOSURES

1. Governance

Indfrag Biosciences integrates climate governance into its core business strategy. The Board oversees climate-related risks and opportunities, ensuring alignment with sustainability goals and long-term planning. A dedicated ESG Committee, chaired by the COO, translates board direction into operational actions, sets emission targets, and links leadership incentives to climate performance.

2. Strategy

IndBio views climate change as both a challenge and an opportunity. The company develops low-carbon botanical ingredients and invests in R&D to lower emissions and meet global standards. Scenario analysis under RCP 2.6, 4.5, and 8.5 identified key risks such as heatwaves, droughts, and rainfall variability. In response, IndBio diversified suppliers, expanded renewable energy use, and promoted sustainable sourcing. The company continues advancing toward long-term decarbonization and climate-resilient growth.

3. Risk Management

Climate risks are embedded in IndBio's enterprise risk management system. Using IPCC data, ISO 14001, and EcoVadis tools, the company assesses acute and chronic risks while engaging stakeholders across its value chain. Risks are prioritized by financial and operational impact, guiding mitigation measures such as operational upgrades, supplier collaboration, and biodiversity initiatives.

4. Metrics & Targets

IndBio follows the GHG Protocol, applying emission factors from the IPCC, DEFRA, and CEA. For FY2024, Scope 1 emissions were 20,928.38 tCO₂e, Scope 2 495.84 tCO₂e, and Scope 3 746.16 tCO₂e. Key initiatives include renewable energy adoption, green chemistry, electric vehicles, and afforestation. Employee incentives are tied to climate metrics, ensuring accountability. With dedicated budgets for emission reduction and sustainable sourcing, IndBio continues to strengthen its resilience and climate leadership.

Further, through our engagement with the SBTi, we are setting science-based emissions reduction targets that align with the Paris Agreement's goal of limiting global warming to 1.5°C. This not only reinforces our climate ambition but also ensures our decarbonization pathway is credible, measurable, and aligned with global climate science. Together, these frameworks guide Indfrag's journey towards a sustainable, resilient, and responsible future—creating shared value for stakeholders, communities, and the environment.

CORPORATE SOCIAL RESPONSIBILITY

EDUCATION INITIATIVES



1. Empowering Educators through Meghshala's Digital Teaching Initiative

Indfrag Biosciences has partnered with Meghshala to revolutionize the teaching-learning process by providing curriculum-aligned digital content, interactive lessons, and continuous training support to educators. This collaborative initiative aims to strengthen digital pedagogy, improve classroom engagement, and enhance learning outcomes for students in under-resourced schools.

Program Reach:

- 25 schools in Goa
- 15 government schools in Mandya district, Karnataka
- 5 schools in Anekal Taluk, Bengaluru, Karnataka

Impact Achieved:

- Over 666 students and 25 teachers have benefited from customized digital resource kits.
- Continuous mentoring and hands-on teacher training have improved instructional methods, leading to more effective and engaging classrooms.
- This initiative empowers educators with innovative tools, bridging the digital divide and fostering a modern, interactive learning environment.



2. Promoting Higher Education and STEM Development – Partnership with Shishu Mandir

As part of our commitment to nurturing future talent, Indfrag Biosciences has collaborated with Shishu Mandir to support deserving students in pursuing higher education. Additionally, to strengthen practical learning, we provided essential infrastructure support by donating desktops and a printer, thereby enhancing the STEM Labs.

Key Contributions:

- Sponsored scholarships enabling access to higher education for meritorious and economically disadvantaged students.
- Provided technological resources to improve hands-on learning in science, technology, engineering, and mathematics (STEM), empowering students to develop critical skills relevant for the modern workforce.

Our Vision in Education

At Indfrag Biosciences, education is more than just a corporate social responsibility initiative – it is a long-term investment in human capital and sustainable development. By supporting innovative digital learning methods, promoting higher education, and strengthening STEM capabilities, we are fostering inclusive growth, building resilience, and empowering the next generation to achieve their full potential.

SOCIAL INITIATIVES



1. Strengthening Community Safety Infrastructure – Kelamangala Camp Office

Indfrag Biosciences collaborated with local authorities to enhance the infrastructure at the Kelamangala Camp Office, improving facilities for both police personnel and community members.

Our Contribution:

- Constructed a durable roof structure.
- Installed seating for officers and visitors.

Impact:

- Improved working conditions and public engagement.
- Strengthened community trust and accessibility to local law enforcement.

2. Supporting Public Safety through India Cares Foundation

In partnership with the India Cares Foundation, Indfrag supported the Kelamangala Police Station by repairing a critical police vehicle.

Impact:

- Restored patrolling and emergency response capacity.
- Enhanced public safety and strengthened community security.

HEALTH INITIATIVES

1. Promoting Maternal and Child Health Awareness – Partnership with Kelamangalam Primary Health Centre (PHC)

Indfrag Biosciences is deeply committed to improving the health and wellbeing of underserved communities. In collaboration with the Kelamangalam Primary Health Centre (PHC), we organized targeted health awareness programs specifically designed to address the healthcare needs of tribal populations residing in remote areas.

Program Reach: 750 tribal residents from the Kelamangalam region actively participated in the program.

Key Focus Areas:

- Safe pregnancy practices to ensure maternal and fetal health.
- Balanced nutrition during pregnancy and early childhood to prevent malnutrition.
- Antenatal care guidance, including regular health check-ups and medical consultations.
- Importance of personal hygiene and sanitation for preventing disease.
- Immunization awareness to reduce preventable childhood illnesses.

Impact Achieved:

- Empowered expectant mothers and women in the community with critical knowledge about preventive healthcare practices.
- Improved community trust in local health services, strengthening the relationship between healthcare providers and tribal residents.
- Facilitated behavioral change towards health-seeking practices, contributing to improved maternal and child health outcomes.

This initiative is part of Indfrag’s broader goal to address healthcare disparities and build resilient, health-conscious communities.

Our Vision in Health

At Indfrag Biosciences, we believe that good health is the foundation for sustainable development. Our health programs focus not only on treating illnesses but on empowering communities with the knowledge, resources, and infrastructure they need to lead healthier lives. By focusing on maternal and child health, preventive care, and medical support for the underprivileged, we are fostering a healthier, more resilient society.

SOCIAL INITIATIVES



3. Livelihood Support – Petty Shop Enhancement at Manjalagiri

Indfrag Biosciences believes in empowering individuals to improve their economic wellbeing. In line with this, we supported a local villager in Manjalagiri by helping expand and enhance their petty shop business.

Key Contribution:

- Provided financial and material support to expand the petty shop’s size and product range.
- Helped improve the shop’s infrastructure to attract more customers.

Impact Achieved:

- Increased the shop owner’s income, leading to improved financial stability for the family.
- Strengthened local entrepreneurship and small-scale business development.
- Promoted self-reliance within the community, supporting livelihood creation in a sustainable manner

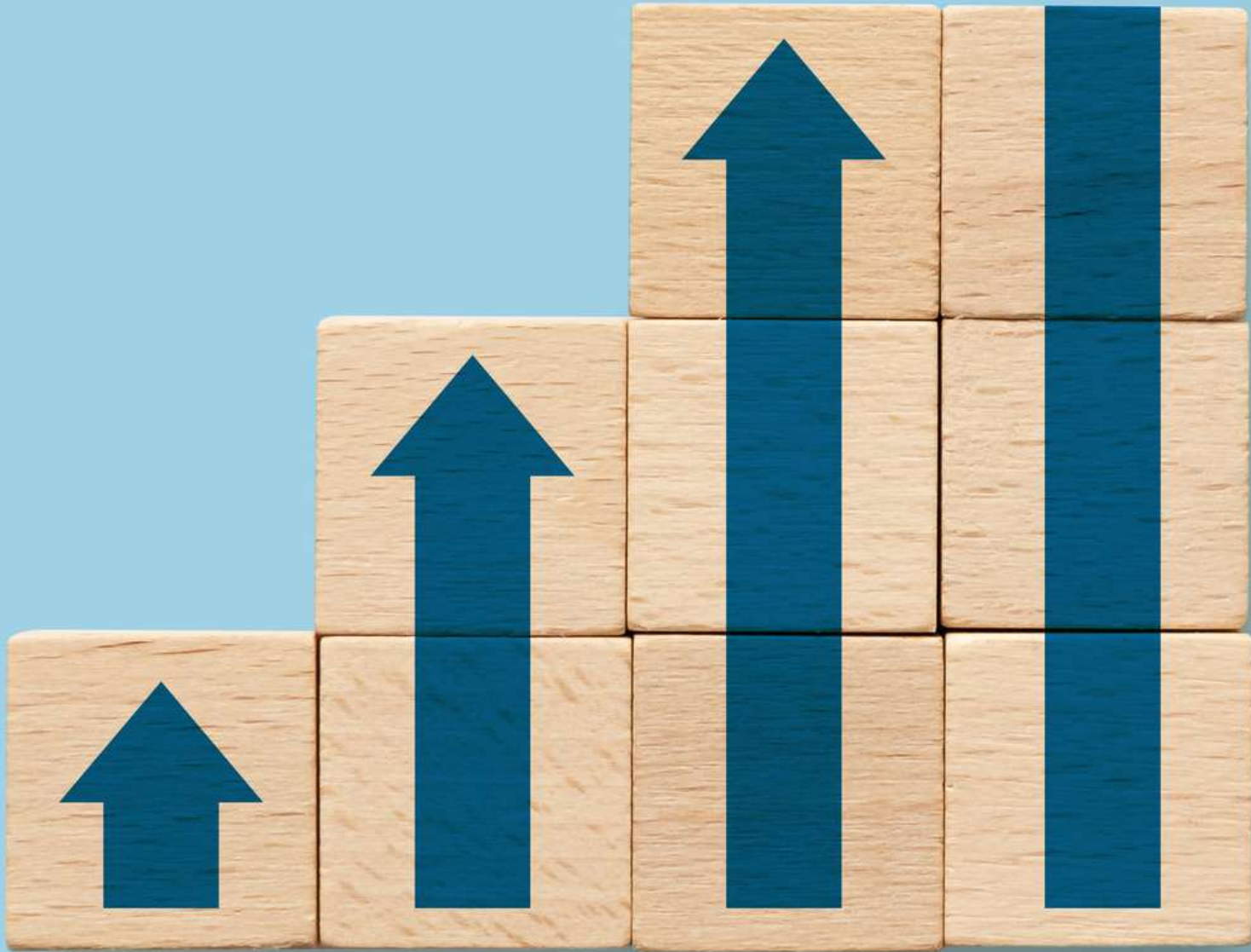
Our Vision in Social Responsibility

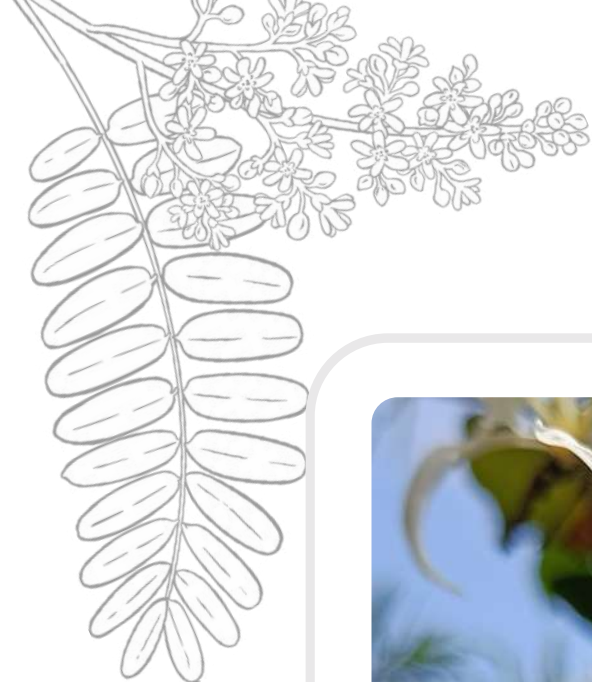
At Indfrag Biosciences, social development goes hand in hand with sustainable growth. Our initiatives are designed to create positive, long-lasting impacts by strengthening community infrastructure, supporting public safety, and empowering individuals through livelihood opportunities. By investing in safety, stability, and economic empowerment, we are fostering resilient, self-reliant, and safe communities for a better tomorrow.

LOOKING FORWARD

Looking ahead, IndBio remains steadfast in its commitment to driving sustainable growth, fostering a resilient workforce, and advancing environmental stewardship. As we continue to scale our operations, we are focused on integrating innovation into every facet of our business—from adopting cutting-edge clean technologies to enhancing employee engagement and well-being. Our roadmap for the future includes deepening our commitment

to renewable energy, expanding our circular economy initiatives, and achieving our 2025 sustainability goals across environmental, social, and governance dimensions. With a culture rooted in transparency, collaboration, and continuous improvement, we are well-positioned to navigate emerging challenges and contribute meaningfully to a greener, more equitable future.





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