



ESG KPI DASHBOARD

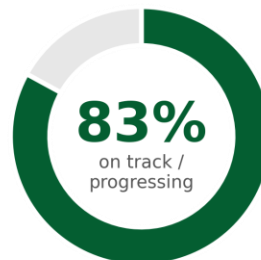
2022 Baseline → 2030 Targets

Fariha Knit Tex Ltd.

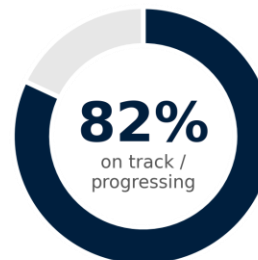
SUSTAINABILITY KEY PERFORMANCE INDICATORS

Aligned with GRI 2021 Universal Standards, the GHG Protocol, and the UN Sustainable Development Goals

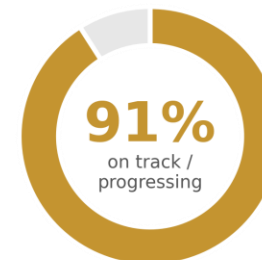
ENVIRONMENTAL



SOCIAL



GOVERNANCE



About this dashboard

Fariha Knit Tex Ltd. tracks its environmental, social and governance (ESG) performance against 2030 targets set following a 2025 materiality assessment. This dashboard summarizes progress across KPIs in three pillars — Environmental, Social and Governance — with figures reported yearly from a 2022 baseline through Q1 2026, alongside the 2030 target for each.

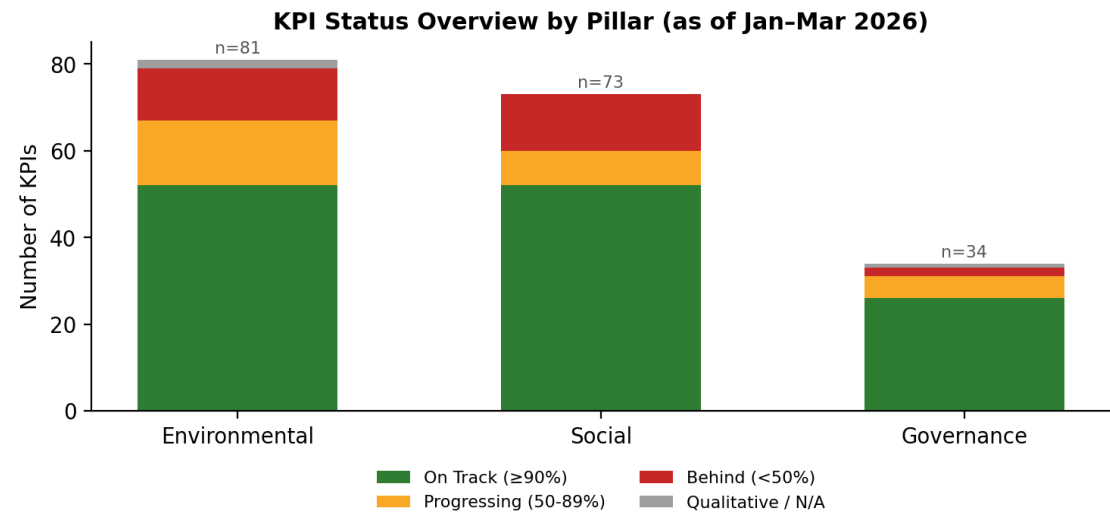
Reviews take place monthly and quarterly. The EHS Head owns Environmental KPIs; the HR Head owns Social and Governance KPIs; the Procurement Head owns Sustainable Procurement KPIs.

Location Covered

Baroibogh, Enayet Nagar, Fatullah, 1400 Narayanganj, Dhaka, Bangladesh.

Overview

Across all three pillars, most KPIs are on track or progressing toward their 2030 targets. The chart below shows how many KPIs in each pillar currently sit in each status band, based on movement from the 2022 baseline toward the 2030 target using the latest reported figure.



Guidelines Followed

- 1) **Global Reporting initiative Standard**
Fariha Knit Tex Ltd. has meticulously followed this standard in order to evaluate, monitor and report the data and information in Accordance to the Global Reporting Initiative (GRI) Universal Standards 2021, ensuring our sustainability metrics align with the world’s most widely recognized framework for transparency and accountability. This approach allows us to not only measure our environmental, social, and governance (ESG) impacts accurately but also to benchmark our progress against global best practices. By following GRI Standards, we aim to offer a clear, consistent, and comparative overview of our sustainability performance, facilitating informed stakeholder engagement and underscoring our commitment to making a tangible, positive impact on both the planet and our communities.
- 2) **Green House Gas Protocol**
In aligning our greenhouse gas (GHG) emissions tracking and reporting processes, Fariha Knit Tex Ltd. rigorously follows the principles and guidelines set forth by the Greenhouse Gas Protocol. This comprehensive standard enables us to accurately quantify and manage our GHG emissions across different scopes, providing a clear framework for emission reduction initiatives and sustainability strategies. Adopting the

GHG Protocol not only enhances our environmental stewardship but also ensures our emissions data is transparent, verifiable, and in harmony with global efforts to combat climate change.

Environmental

Covers greenhouse gas emissions, energy, water, air quality, noise, waste, materials, and product lifecycle impact.

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
Greenhouse Gas (GHG)						
Gross Scope 1 GHG emission (tCO ₂ eq)	44,302.29	41,122.37	50,534.57	51097.93	11408.39	36,770.90
Gross Scope 2 (Location-Based) GHG emission (tCO ₂ eq)	562.43	344.50	622.54	140.90	25.78	500.56
Gross Scope 2 (Market-Based) GHG emission (tCO ₂ eq)	0	0	11.02	1034.71	191.22	1345.12
Gross Scope 3 GHG emission (tCO ₂ eq)	2,78,775.73	3,53,665.09	3,93,550.77	3,61,864.01	88,902.85	2,45,322.64
Gross Scope 3 Downstream GHG Emission (tCO ₂ eq)	3464.50	4612.84	4561.94	4648.9	161.65	3429.85
Gross Scope 3 Upstream GHG Emission (tCO ₂ eq)	1680.88	6536.61	3891.75	17,429.96	5796.01	2750
% of Scope 3 categories screened to identify relevance to our activities	100%	100%	100%	100%	100%	100%
% of primary Scope 3 data sourced from internal stakeholders	100%	100%	100%	100%	100%	100%
% of primary Scope 3 data collected from suppliers	25%	35%	85%	90%	97%	100%
GHG Emission Intensity (Scope 1 + 2/ Revenue) (tCO ₂ / Crores BDT)	48.89	60.59	55.53	52.53	-	40.5
Cover of relevant People Trained on GHG Emissions	35%	50%	75%	75%	75%	80%
% of products assessed via life cycle analysis (LCA) for GHG emissions	0%	0%	65 %	75 %	77 %	80%
% of supplier select based on the GHG emission Intensity	0%	15%	60%	90%	98%	99%
% of financial budget allocated for GHG emissions management practices	0.5%	0.5%	1%	2%	5%	10%

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
% of suppliers engaged in GHG reduction initiatives /Programs	0%	15%	60%	90%	91%	95%
% of partnered suppliers implementing GHG reduction measures	0 %	10%	22%	35%	37%	40%
Environmental Complaints						
# of Complaints	0	0	0	0	0	0
Energy						
Total Energy consumed (in GJ)	8,32,909.38	759164.31	927966.59	922731.30	208053.76	7,91,263.55
Energy Intensity (GJ / Revenue (in cr. Taka))	907.58	1,109.10	1,007.20	927.42	-	780.07
Renewable Energy against Total Energy (%)	0 %	0%	0.01%	0.67%	0.5%	5%
Total Renewable Energy Consumption (KWH)	0	0	26,881	17,20,070	23,17,875	4,60,000
% of Relevant persons Trained on Energy Efficiency	35%	50%	75%	75%	77%	80%
Water						
Total Water consumption (in Cubic Meters)	13,60,327	13,31,058	15,11,016	12,32,553	2,63,299	12,65,104
Total Water Recycled and Reused (in Million Litres)	486.23	479.83	585.26	472.34	100.81	610.12
Total Rain Water Harvested (in Kilo Litres)	0	0	10	12	17	25
Total Water Treated (In % of Total Water consumption)	89.35%	90.12%	96.83%	95.8%	95.71%	95%
Water Intensity (Water consumed/ Revenue (in cr. Taka))	1482.27	1944.62	1640.05	1238.82	-	1378.51
Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit/Result)	100/47	100/46	100/49	100/35	100/28	100
Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit/Result)	200 /135	200/137	200/139	200/70	200/82	200
Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit/Result)	50 /20	50 /19	50 /20	50 /15	50 /15	50
% relevant People Trained on Water Efficiency	35%	50%	75%	75%	75%	80%

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
Air Pollution						
SOx (microgram /m3) (Limit / Result)	80/9	80/8.5	80/9	80/21	80/23.7	80
NOx (microgram/m3) (Limit / Result)	100/23	100/19	100/25.4	100/25.2	100/25	100
PM10 (mg/M3) (Limit / Result)	100/16	100/17.5	100/16	100/21	100/18.3	100
PM2.5 (mg/M3) (Limit / Result)	60/12	60/13.5	60/12.5	60/15.2	60/13.5	60
Ammonia (mg/M3) (Limit / Result)	400/ ND	400/ ND	400/ ND	400/ ND	400/ ND	400
Lead (mg/M3) (Limit / Result)	1 / ND	1 / ND	1 / ND	1 / ND	1 / ND	1
Ozone (mg/M3) (Limit / Result)	1 / ND	1 / ND	1 / ND	1 / ND	1 / ND	1
% of employees trained on specific environmental issues	100%	100%	100%	100%	100%	100%
% of operational sites assessed on specific environmental risks	100%	100%	100%	100%	100%	100%
Light						
Cases of Non-Compliance of IS – 3646 Standard	0	0	0	0	0	0
Noise						
Day Time Noise Level (Limit / Result)	75/60	75/65	75/60	75/62	75/60	75
Night Time Noise Level (Limit / Result)	60/55	60/54	60/52	60/45	60/50	60
Odor						
Odor Complaints per Year	0	0	0	0	0	0
Average Odor Complaint Resolution Time (Days)	NA	NA	NA	NA	NA	NA
Traffic & Road Congestion						
Daily Vehicle Movement Count	6502	6915	5710	5520	4985	4500
Peak-Hour Delivery Reduction (%)	10%	22%	40%	43%	45%	90%
Employee Sustainable Transportation Usage (%)	20%	35%	37%	42%	52%	70%
Traffic-Related Community Complaints (Per Year)	0	0	0	0	0	0

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
Biodiversity Conservation						
Percentage of employees trained on biodiversity	35%	50%	75%	77%	79%	80%
Complaints received on Biodiversity	0	0	0	0	0	0
Number of native species supported	0	3	7	8	8	8
% of total department covered in Internal risk assessment Biodiversity	100%	100%	100%	100%	100%	100%
Raw Materials						
Consumption of Hazardous Raw Materials (in Metric Tonnes)	5385.17	7491.71	7023.03	8048.00	2457.03	5277.47
Consumption of Non- Hazardous Raw Materials (in Metric Tonnes)	11507.79	14309.65	16282.37	14580.00	3524.00	11,425
Number of accidental pollution events due to company operations	0	0	0	0	0	0
Waste						
Total non-Hazardous Waste Generation (in Metric Tonnes)	1612.4	799.84	846.6	331.00	74.00	1580.15
Total Hazardous Waste Generation (in Metric Tonnes)	403.11	199.96	211.6	79.30	15	395.04
Total waste Generated (in Metric Tonnes)	2015.53	999.8	1058.3	410.00	89	1975.21
Total weight of waste Reused (MT / Year)	304.94	77.94	150.66	199.54	44.18	311.5
Total weight of waste Recovered (MT / Year)	342.64	142.37	169.28	224.21	49.65	350
% of total waste from company operations diverted from landfills	32%	22%	30%	34%	37%	45%
Product Impact						
% of Product covered under Environmental Impact Study	0%	0%	65 %	75 %	75 %	80%
Product end-of-life Treatment						

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
Reporting on Product End of Life Treatment	0%	0%	45 %	70%	77%	80%
Number of awareness campaigns conducted with stakeholders on sustainable disposal.	0	0	2	5	6	12
Number of partnerships with external stakeholders for product and packaging end-of-life management.	0	0	2	2	3	4
% of sold products returned through official takeback or reverse logistics programs.	2%	3%	10%	10.5%	20%	40%
Percentage of packaging made from biodegradable or compostable materials.	5%	12%	15%	13%	17%	20%
Proportion of recovered product/packaging materials successfully recycled or reused.	8%	20%	20%	22%	40%	50%
% of Product Lines with Clear End-of-Life Instructions	100%	100%	100%	100%	100%	100%
Product use						
Number of safety-related incidents reported during product use to ensure customer safety and product reliability.	0	0	0	0	0	0
Customer satisfaction score achieved during customer feedback.	80%	87%	95%	100%	100%	100%
Sustainable Consumption						
% of customers covered in awareness session on disposal of product after use	25%	27%	40%	50%	50%	90%
% of company's customer base has actively engaged in sustainable consumption practices	60%	65%	75%	80%	82%	100%
Number of workshops/training sessions held to educate consumers on sustainability.	0	1	2	4	5	6
Number of Collaborative Projects with NGOs, Industry Partners, or Government Bodies	0	2	2	2	1	4

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
% of used products/packaging materials collected and recycled	8%	15%	22%	20%	25%	30%
Certification						
% of operational sites holding environmental certifications (e.g., ISO 14001, EMAS, ISO 50001)	100%	100%	100%	100%	100%	100%
Sustainable Sourcing						
% of relevant Employees Trained Sustainable Sourcing of Raw material	35%	50%	75%	75%	77%	80%
% of Sustainable Sourcing of Raw material	30%	35%	40%	40%	50%	80%

Social

Covers employment practices, health & safety, human rights, training & career development, diversity, and working conditions.

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
Employment						
Child Labour (%)	NIL	NIL	NIL	NIL	NIL	NIL
Force Labour (%)	NIL	NIL	NIL	NIL	NIL	NIL
Human Trafficking (%)	NIL	NIL	NIL	NIL	NIL	NIL
# of Child & forced labor Audits conducted	0	0	1	2	2	4
# of Child & forced labor incidents reported	0	0	0	0	0	0
Attrition Ratio (%)	5%	4.87%	4.54%	3.27%	2.40%	3%
Avg. Training Hours per employee	4	4	5	4	6	8
Average Salary above Minimum Wages (BDT.)	9778	13590	14251	15475	15550	18000
Employees paid Above Minimum wage rules	100%	100%	100%	100%	100%	100%
Subcontractor's Workers paid above minimum Wage rules	100%	100%	100%	100%	100%	100%
Hiring of Local People	100%	100%	100%	100%	100%	100%
Hiring of People with Disability	8	10	11	18	22	30
Health & Safety Incidents / Accidents						
Lost time injury (LTI) frequency rate for direct workforce	0	0	0	0	0	0
Lost time injury (LTI) frequency rate for Subcontractor's Workers	0	0	0	0	0	0
Lost time Severity (LTS) frequency rate for Employees	0	0	0	0	0	0
Lost time Severity (LTS) frequency rate for Subcontractor's Workers	0	0	0	0	0	0
# of Work-related Accidents	0	0	0	0	0	0

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
# of Fatal Incidents	0	0	0	0	0	0
Number of days lost to work-related injuries, fatalities and ill health	0	0	0	0	0	0
People Trained on Health & Safety (in Manhours)	250	300	290	350	188	500
% of operational sites an employee health & safety risk assessment has been conducted	100%	100%	100%	100%	100%	100%
% of absenteeism rate	2.8%	2.8 %	2.72 %	2.7%	2.5 %	2.20 %
External Stakeholder Human Rights						
Number of External human rights violations identified in audits.	0	0	0	0	0	0
% of suppliers with human rights policies aligned with international standards (UN Guiding Principles, ILO, etc.).	100%	100%	100%	100%	100%	100%
Number of human rights impact assessments performed	0	0	0	0	1	2
% of raw material suppliers audited for human rights compliance.	90%	95%	95%	100%	100%	100%
Number of External human rights-related grievances received and resolved.	0	0	0	0	0	0
Number of community consultations held on human rights issues.	0	0	1	0	1	2
Human Rights						
Average unadjusted gender pay gap	0%	0%	0%	0%	0%	0%
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	38.5	35.2	33.1	30	30	29
Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	100%	100%	100%	100%	100%	100%
# of Complaints reported on Child Labour / Human Trafficking	NIL	NIL	NIL	NIL	NIL	NIL

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
# of Complaints reported on Sexual Harassment	NIL	NIL	NIL	NIL	NIL	NIL
# of Complaints reported on Discrimination (Internal)	NIL	NIL	NIL	NIL	NIL	NIL
# of Complaints reported on Discrimination (Suppliers)	NIL	NIL	NIL	NIL	NIL	NIL
# of Complaints reported on Discrimination (Customers)	NIL	NIL	NIL	NIL	NIL	NIL
# of Complaints reported on Discrimination (Other Stakeholders)	NIL	NIL	NIL	NIL	NIL	NIL
# of Complaints reported on Data Privacy / Security (Internal)	NIL	NIL	NIL	NIL	NIL	NIL
# of Complaints reported on Data Privacy / Security (Suppliers)	NIL	NIL	NIL	NIL	NIL	NIL
# of Complaints reported on Data Privacy / Security (Customers)	NIL	NIL	NIL	NIL	NIL	NIL
# of Complaints reported on Data Privacy / Security (Other Stakeholders)	NIL	NIL	NIL	NIL	NIL	NIL
% of People Trained on Human Rights issues	35%	50%	75%	90%	90%	90%
% of operational sites evaluated for human rights risks and impacts	100%	100%	100%	100%	100%	100%
Career Management & Training						
% of employees who received skills-related training	91%	100%	100%	100%	100%	100%
Awareness Session conducted on Career Management	2	4	6	7	4	10
% employees received regular performance and career development reviews.	100%	100%	100%	100%	100%	100%
# of Internal Mobility Cases	4	5	8	0	2	10
Diversity, Equity and Inclusion						
Percentage of employees from a minority or vulnerable group in the whole organization	0%	0%	0%	0%	0%	1%
Percentage of employees from a minority or vulnerable group at top management level	0%	0%	0%	0%	0%	0.5%

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
People Trained on Gender Equality (Man hours)	99	100	250	327	390	420
% of women within the organization's board	1%	1%	1%	1%	1%	2%
% of women at top management level	2%	3%	3%	4%	4%	4%
% of women employed in whole organization	45%	46%	48%	52%	55%	55%
% of the total workforce trained on diversity, equity and inclusion	35%	50%	75%	80%	85%	80%
Discrimination and Harassment						
Percentage of Employees Trained on Anti-Discrimination and Harassment	100%	100%	100%	100%	100%	100%
# of Employee Resource Groups Conducted	0	1	2	3	3	3
Number of identified discrimination or harassment incidents or corrective actions	NIL	NIL	NIL	NIL	NIL	NIL
Percentage of Departments with Zero Reported Incidents	100%	100%	100%	100%	100%	100%
Working Conditions						
# of Hours Worked	10,20,000	1690000	1595000	1560030	400020	1400000
% of your plants and offices that were assessed for Working Conditions	100%	100%	100%	100%	100%	100%
Incident of non-potable drinking water identification	NIL	NIL	NIL	NIL	NIL	NIL
% employees covered in working conditions awareness program	100%	100%	100%	100%	100%	100%
Incident of non-compliance of working conditions principles	NIL	NIL	NIL	NIL	NIL	NIL
% of employees covered by health insurance	100%	100%	100%	100%	100%	100%
Social Audits						
% of operational sites undergone the Labour and Human Rights Assessments	100%	100%	100%	100%	100%	100%
Social Dialogue						

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
% Of the total workforce represented in formal joint management-worker health & safety committees	0.12%	0.18%	0.18%	0.18%	0.20%	0.20%
% of the total workforce covered by formal collective agreements on working conditions	100%	100%	100%	100%	100%	100%
% of employees covered by formally elected employee representatives	100%	100%	100%	100%	100%	100%
Certifications						
% of operational sites holding a labor and human rights certification (e.g., ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC)	100%	100%	100%	100%	100%	100%

Governance

Covers anti-corruption, information security, supplier / value-chain oversight, business ethics, and customer trust.

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
Anti-Corruption & Bribery						
# of Complaints reported on Corruption & Bribery	NIL	NIL	NIL	NIL	NIL	NIL
Number of confirmed corruption incidents	NIL	NIL	NIL	NIL	NIL	NIL
People Trained on Anti-Corruption & Bribery	200	250	310	350	400	500
% of trading partners covered by a due diligence process on corruption	100%	100%	100%	100%	100%	100%
Information Management						
Data Breach Incidents	NIL	NIL	NIL	NIL	NIL	NIL
Data Retention Compliance	100%	100%	100%	100%	100%	100%
# of Complaints reported on Information Security Breach	NIL	NIL	NIL	NIL	NIL	NIL
# of confirmed Information Security Incidents	NIL	NIL	NIL	NIL	NIL	NIL
% of trading partners covered by a due diligence process on Information security	100%	100%	100%	100%	100%	100%
User Complaints	NIL	NIL	NIL	NIL	NIL	NIL
Percentage of operational sites certified with information security management system (ISO 27001)	0%	0%	0%	0%	100%	100%
Value Chain						
% of targeted suppliers that have gone through a sustainability assessment	70%	75%	80%	90%	90%	95%
% of targeted suppliers that have gone through a sustainability on-site audit	98%	95%	97%	100%	100%	100%
Average Number of Non-Conformities Found per supplier	0	0	0	0	0	0

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
Avg Number of Corrective Actions taken / Supplier	0	0	0	0	0	0
Suppliers in Agreement with company Policies	100%	100%	100%	100%	100%	100%
Suppliers in Agreement with company’s Supplier Code of Conduct (in %)	100 %	100%	100%	100%	100%	100%
% of targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	100%	100%	100%	100%	100%	100%
% of all buyers who received training on sustainable procurement	68%	77%	90%	95%	95%	100%
% of audited/assessed suppliers engaged in corrective actions or capacity building	100%	100%	100%	100%	100%	100%
Anti-Competitive Practice						
Incident of Deceptive Advertising	NIL	NIL	NIL	NIL	NIL	NIL/
% of departments audited for compliance with anti-competitive practices	100 %	100%	100%	100%	100%	100 %
Ethics						
Percentage of total workforce trained on business ethics issues (%)	35%	50%	75%	77%	77%	80%
Employee feedback on ethics training (satisfaction rate)	90%	100%	100%	100%	100%	100%
Number of reports related to whistleblower procedure received	NIL	NIL	NIL	NIL	NIL	NIL
% of risky trading partners covered by a due diligence process on corruption or information security	100%	100%	100%	100%	100%	100%
% of sites internally audit for business ethics	100%	100%	100%	100%	100%	100 %
% of all sites assessed or audited internally on a specific business ethics issue	100%	100%	100%	100%	100%	100%
Customer Health and Safety						
# of Product Related Incident	0	0	0	0	0	0
# Complaints related to use of products/service	0	0	0	0	0	0

KPI	2022 Baseline	2023	2024	2025	2026 Jan–Mar	2030 Target
Customer safety training sessions conducted	2	5	8	9	7	12
Customer Participation						
Customer Participation Rate in Sustainability Session / Meeting	45%	50%	80%	80%	80%	100%
Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	45%	50%	80%	80%	80%	100%
Certifications						
% of all sites with an ethics certification, such as ISO 27001 or ISO 37001	0%	0%	0%	0%	0%	100%

GRI Standards Mapping

Fariha Knit Tex Ltd. evaluates, monitors and reports its sustainability data in accordance with the GRI Universal Standards 2021, benchmarking performance against a globally recognized framework for transparency and accountability.

Environmental KPIs

GRI Standard	Indicator(s)	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, and Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-3, 302-4, 302-5	Captures total energy consumed, energy intensity, reductions achieved, and renewable energy usage.
GRI 303: Water	303-1, 303-2, 303-3, 303-5	Tracks water withdrawal, water usage by employee, water treated/recycled, rainwater harvesting, and water intensity.
GRI 306: Waste	306-1, 306-2, 306-3, 306-4	Tracks hazardous and non-hazardous waste generation, waste diverted from disposal, and waste recovery.
GRI 304: Biodiversity	304-1, 304-2, 304-3, 304-4	Monitors land dedicated to biodiversity, biodiversity conservation training, native species support, and complaints.
GRI 307: Environmental Compliance	307-1	Tracks environmental incidents, compliance violations, and corrective actions.
GRI 301: Materials	301-1, 301-2, 301-3	Tracks use of recycled/sustainable materials, reporting on end-of-life treatment, and packaging use.

Social KPIs

GRI Standard	Indicator(s)	Description
GRI 401: Employment	401-1, 401-2, 401-3	Tracks hiring, attrition, benefits provided to full-time employees, and parental leave practices.
GRI 403: Health & Safety	403-1, 403-2, 403-3, 403-4, 403-5	Tracks lost time injury rates, fatal incidents, health and safety training, risk assessments, and management systems.
GRI 404: Training	404-1, 404-2, 404-3	Measures training hours for employees, career development opportunities, and performance reviews.
GRI 405: Diversity	405-1, 405-2	Tracks gender balance, minority representation, and wage equality across organizational levels.
GRI 406: Non-Discrimination	406-1	Tracks incidents of discrimination reported internally and externally, including resolution efforts.

GRI Standard	Indicator(s)	Description
GRI 412: Human Rights	412-1, 412-2	Measures human rights due diligence, training hours, and external compliance with human rights policies.
GRI 413: Local Communities	413-1, 413-2	Tracks community engagement initiatives and their impact assessment.
GRI 416: Customer Health and Safety	416-1, 416-2	Monitors product safety, customer safety-related incidents, and recalls.
GRI 418: Data Privacy	418-1	Tracks complaints and confirmed breaches of customer data and privacy.

Governance KPIs

GRI Standard	Indicator(s)	Description
GRI 205: Anti-Corruption	205-1	Tracks corruption complaints, confirmed incidents, and training hours on anti-corruption measures.
GRI 417: Marketing and Labeling	417-1, 417-2, 417-3	Monitors customer participation in recycling programs, sustainability awareness, and product labeling compliance.
GRI 308: Supplier Assessment	308-1, 308-2	Tracks suppliers' compliance with environmental and social requirements and sustainability clauses in contracts.
GRI 102: Ethics	102-16, 102-17	Tracks business ethics training, whistleblower reports, and compliance with ethical practices.
GRI 206: Anti-Competitive Behavior	206-1, 206-2	Tracks incidents of anti-competitive practices and legal actions.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks supplier human rights and labor practices assessments, including corrective actions.
GRI 402: Labor-Management Relations	402-1	Tracks compliance with collective bargaining agreements and joint labor committees.
GRI 418: Data Privacy	418-1	Tracks reported incidents and breaches of customer and business data privacy.
GRI 201: Economic Performance	201-2	Tracks financial risks and opportunities due to climate change, including long-term ESG investments.

UN SDG Mapping

KPIs across all three pillars are mapped to the United Nations Sustainable Development Goals (SDGs) they contribute to, based on each focus area's standard SDG alignment used in sustainability reporting.

SDG	Goal	Related ESG Focus Areas
SDG 3	Good Health and Well-being	Air Pollution, Noise, Odor, Health & Safety Incidents / Accidents, Customer Health and Safety
SDG 4	Quality Education	Career Management & Training
SDG 5	Gender Equality	Diversity, Equity and Inclusion, Discrimination and Harassment
SDG 6	Clean Water and Sanitation	Water
SDG 7	Affordable and Clean Energy	Greenhouse Gas (GHG), Energy
SDG 8	Decent Work and Economic Growth	Employment, Health & Safety Incidents / Accidents, Career Management & Training, Working Conditions, Social Audits, Social Dialogue
SDG 10	Reduced Inequalities	External Stakeholder Human Rights, Human Rights, Diversity, Equity and Inclusion, Discrimination and Harassment
SDG 11	Sustainable Cities and Communities	Light, Noise, Odor, Traffic & Road Congestion
SDG 12	Responsible Consumption and Production	Environmental Complaints, Raw Materials, Waste, Product Impact, Product end-of-life Treatment, Product use, Sustainable Consumption, Certification, Sustainable Sourcing, Value Chain, Customer Health and Safety, Customer Participation
SDG 13	Climate Action	Greenhouse Gas (GHG), Environmental Complaints, Energy, Air Pollution
SDG 15	Life on Land	Biodiversity Conservation
SDG 16	Peace, Justice and Strong Institutions	External Stakeholder Human Rights, Human Rights, Social Audits, Social Dialogue, Certifications, Anti-Corruption & Bribery, Information Management, Anti-Competitive Practice, Ethics
SDG 17	Partnerships for the Goals	Sustainable Sourcing, Corporate Social Responsibility, Value Chain, Customer Participation