



SUSTAINABILITY REPORT - 2021



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INDO-MIM[®]
COMPLEXITY SIMPLIFIED

PREFACE

INDO-MIM Pvt. Ltd. is certified for ISO 14001: 2015 for Environment Management Systems and ISO45001:2018 for Occupation Health and Safety Management. Our EOHS policy is communicated to all employees, stakeholders, and suppliers for ensuring environmental protection and providing a healthy & safe workplace by minimizing occupational health & safety hazards, including compliance with legal and other requirements in all our business operations.

CERTIFICATE

This is to certify that
INDO-MIM PVT.LTD.
#45 (P), KIADB Industrial Area
Hoosike, Bangalore - 562 114
Karnataka
INDIA

Developed with the following Locations:

| | |
|---|--|
| INDO-MIM PVT.LTD. #45 (P), KIADB Industrial Area Doddaballapur Bangalore - 561 203 Karnataka INDIA SR No. 20006256 | INDO-MIM PVT.LTD. #42, B-3, Sp #81 Chokkiahalli Village, KIADB Industrial Area Hoosike, Bangalore - 562 114 Karnataka INDIA SR No. 20250718 |
|---|--|

has implemented and maintains an
Occupational Health and Safety Management System.

Scope
Hoosike Plant I: The Occupational Health and safety activities and processes associated with the Manufacturing of Engineering Products using Metal Injection Molding and Heat Treatment.
Doddaballapur Plant: The Occupational Health and safety activities and processes associated with the Manufacturing of Engineering products using Metal Injection Molding, Precision Machining, Heat Treatment, Surface Treatment, and Ceramic Processes.
Hoosike Unit IV: The Occupational Health and safety activities and processes associated with the Manufacturing of Precision Machined Components.

Through an audit, documented in a report, I has verified that the management system fulfils the requirements of the following standard:

ISO 45001 : 2018

Certificate registration no. 20006080 OHS18
Date of certification 2019-01-04
Valid until 2022-01-03

ANAB
INTERNATIONAL ASSOCIATION OF CERTIFICATION BODIES

DQS Inc.
Brad McGinnis
Brad McGinnis
Managing Director

Accredited Body DQS Inc., 1120 West Lake Cook Road, Suite 343, Buffalo Grove, IL 60089 USA
Administration Office: Division Quality Systems (DQS) Pvt. Ltd., 5th Floor, Arjuna Techno Park,
147, 1st, Airport Road, Kothahalli, Bangalore - 560 017 - India

CERTIFICATE

This is to certify that the site

INDO-MIM PVT.LTD.
#45 (P), KIADB Industrial Area
Doddaballapur
Bangalore - 561 203
Karnataka
INDIA

is part of the certified **Management System** of the organization
INDO-MIM PVT.LTD.
with the main certificate registration no. 20006080 UM15
according to

ISO 14001 : 2015

Scope:
The Environmental Activities and supporting processes associated with the Manufacturing of Engineering Products using Metal Injection Molding, Precision Machining, Heat treatment, Surface Treatment, Ceramic Processes and Metal Powder Manufacturing.

Certificate registration no. 20006258 UM15
Valid from 2020-11-14
Valid until 2023-11-03
Issuing date 2020-11-14

ANAB
IAF

DQS Inc.
Brad McGinnis
Brad McGinnis
Managing Director

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Administration Office: Division Quality Systems (DQS) Pvt. Ltd., 5th Floor, Arjuna Techno Park,
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The validity of this certificate depends on the validity of the main certificate.





Sustainability Goal

INDO-MIM is committed to ensure Sustainable Development by implementing Sustainable Development Goals (SDG's) in all its business operations and all stakeholders at large

OUR COMMITMENT

INDO-MIM is committed to ensuring Sustainable Development by implementing 17 Nations Sustainable Development Goals (SDGs) in all its business operations and all stakeholders at large. INDO-MIM revised its sustainable green supply chain management and procurement policy in the reporting period to enhance sustainability performance and minimize environmental, social, and financial risks within INDO-MIM's supply chain. The sustainability policy is communicated to all employees, stakeholders, customers, and suppliers for ensuring a sustainable future by minimizing environmental pollution



SUSTAINABILITY JOURNEY

At INDO-MIM, we understand the value of natural ecosystems and the risks environmental degradation can pose to our people and business. We have incorporated sustainability in our business practices right from the inception of the Company. Our efforts in sustainability in the past have bolstered our image as a responsible and progressive Company.



ESG has been our core focus for a long. We aspire to “lead ESG globally” through sustained and focused programming. We are committed to achieving the following sustainability goals



SCOPE

INDO-MIM Pvt. Ltd. has taken up sustainable development projects in the areas of air conditioning, air compressor, releasing 99 % clean oxygen to the atmosphere from the hydrogen plant, LED lighting across the plant, practicing 5R, conservation of natural resources, Zero Liquid discharge from the premises, cleaner technology in the shop floor and reduction of carbon footprint.

99%

clean oxygen
releasing to
atmosphere

5R

Refuse, Reduce,
Reuse, Recovery,
Recycle

0

Liquid discharge
from the premises



Reduction in
Carbon footprint

OUR METHODOLOGY

INDO-MIM has established a systematic approach to the conservation of natural resources. Most of the initiatives focus on energy saving, water saving, and increasing green belts to reduce carbon emission

Water Saving

Energy saving

Reduce carbon emission

ENERGY CONSUMPTION

INDO-MIM is committed to utilizing 100 % renewable energy in our operation. The overall renewable energy consumption is 96 % and marching towards net zero CO₂ emission under scope 2 to improve air quality, public health, and greenhouse gas reduction. The energy policy is communicated to all the employees/suppliers. The energy consumption reduction target was set to 20% in the current year compared to yesteryear.



SOLAR ENERGY

INDO-MIM has captive power which is being drawn from the grid to a substation of capacity 66 KVA. The solar energy consumption during FY 21 was 266.52 lakhs KWh. Solar energy contributes 48.20 % of our overall energy consumption and helps us to offset the greenhouse gas (GHG) emission under scope 2 there by reduction of CO₂ emission of about 13,489 tons

WIND ENERGY

INDO-MIM has captive power which is being drawn from grid to substation of capacity 66KVA. The wind energy consumption during FY 21 was 187.9 lakh KWh units. Renewable energy from the windmill is 34 % of our overall energy consumption thereby reducing CO₂ emissions of about 13432 tons



LIGHTING MANAGEMENT SYSTEM

Many initiatives were taken towards energy saving and CO₂e reduction. The following major management programs resulted in energy saving and reduction in carbon footprint apart from the small projects done at each department :

- Optimization of DG set utilization through PLC automation thereby reducing high-speed diesel consumption from 631 KL to 105 KL and CO₂ emission reduction of about 4820 tons.
- Energy saving in compressed air by incorporating an ECO drain valve instead of an auto drain valve, thereby reducing 75% of energy consumption after implementation.
- Reducing carbon emission from De-binding Boiler by converting HSD Fuel to LPG, thereby reducing CO₂ from 615 tons to 308 tons.
 - Automatic cut-off of motors at 2 minutes of idle time.
 - All the machine electric motors are controlled with VFD & drive controllers
- Energy monitoring system implemented in furnaces (LoRAWAN based three-phase energy meters)

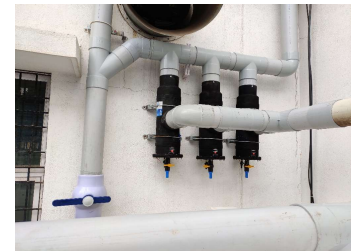
The LED lights have been installed across the plant for better energy saving. In addition to this motion sensor control implemented across the plant to minimize consumption of electric power





WASTEWATER MANAGEMENT SYSTEM

- ❑ There is a consistent reduction in water consumption every year which is mainly due to the implementation of a rainwater harvesting system. Rainwater harvesting and 35 nos. of recharging pits enable us to collect the runoff water and recharge the groundwater table. From the rooftop harvesting, the freshwater is collected about 826 KL in a day during rain. Our goal is to become water positive by 2023



Rainwater harvesting system in INDO-MIM



GREEN BUILDING

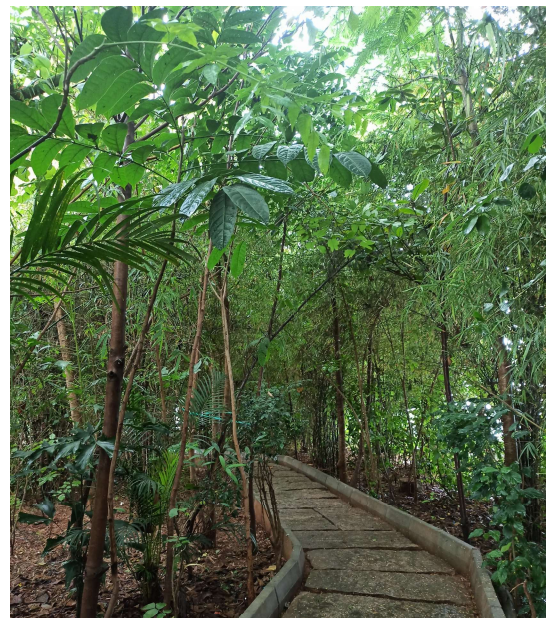
The green building concept in INDO-MIM is considered at the initial stage of design, balancing infrastructure needs and environmental protection. Some of the initiatives include:

1. Day Lights installed at Furnace shop floor to improve the lights in daytime & reduction of Electrical power
2. LED lights provided across the plant for energy saving
3. Motion sensor control implemented across the plant to minimize consumption of electric power
4. Energy monitoring system implemented in furnaces (Lora WAN based three phase energy meters)
5. Day light harvesting inside the shop floor
6. Integrated Building Management System (IBMS)



ECOLOGICAL SUSTAINABILITY

INDO-MIM is committed to strive towards ecological sustainability for long term. Around 8000 plants of different species have grown in the campus. 5000 saplings were planted inside premises which is covering area 12.7K sq. ft. area. Now it has grown into a mini forest and helps to offset the carbon footprint. Progressively, the area is developed with rich micro and macro-fauna. Implemented medicinal garden by planting different varieties of medicinal plants inside premises.





EMISSION TO AIR

Air emissions from processes are controlled through appropriate air pollution control equipment even though pollutants are insignificant by virtue of the nature of chemicals used in the manufacturing of MIM products.

The results are substantiated by ambient air quality measured at different locations within the factory and the concentration of the pollutants is within the KSPCB stipulated standards.



Air pollution control equipment

WATER POLLUTION

Wastewater generated from the production centers is treated to meet reusable standards and recycled for production purposes. We have an in-house Effluent Treatment Plant (ETP) capacity to treat 100 Kilo Liters of process wastewater per day (KLPD). To maximize the water recovery Zero Liquid Discharge (ZLD) plant with a capacity of 20 KLD is installed, and the recycled water is sent back process. Likewise, domestic sewage generated in the factory is treated in an in-house Sewage Treatment Plant (STP) capacity to treat about 200 Kilo Liters of domestic wastewater per day (KLPD). The recycled water is used for cooling towers, gardening, and flushing



Zero Liquid Discharge Plant



Effluent Treatment Plant



Sewage Treatment Plant





HAZARDOUS WASTE MANAGEMENT SYSTEM

Hazardous wastes generated are handled in a scientific way. INDO-MIM has established a system by providing an exclusive, well protected place for safe keeping the hazardous waste in an enclosed area. The hazardous waste is disposed of as per the norms of Karnataka State Pollution Control Board.

INDO-MIM has tied up with the State Pollution Control Board Recyclers for the disposal of used oil and Treatment, Storage & Disposal Facility (TSDF) operators for the disposal of landfillable solid hazardous waste. This system effectively prevents pollution



Re-cycling

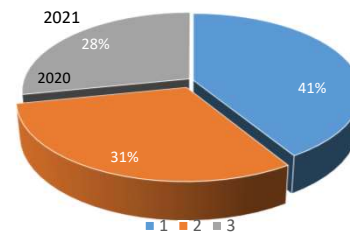


Land filling



Incineration

Decrease in HW generation year on year



SOLID WASTE MANAGEMENT

INDO-MIM is also taking care of the disposal of municipal solid waste in a scientific manner. All types of solid wastes are segregated and stored under a shed in a secure manner. The wood packaging material is used for parts storage and other wastes are sent to recyclers.





TRAINING AND EDUCATION



We emphasize skill development and have, over the years, established a robust training framework for everyone at INDO-MIM. The training delivered is differentiated by level of skill, and addresses Managers and Support teams (housekeeping, maintenance, among others). For all groups, the training comprises 3 modules, namely:

- Induction training: for new employees which aims to familiarize them with the company's business, systems, processes, etc.
- On-the-job training: these are long-term programs, designed by the Head of each department
- Classroom training: This program aims to familiarize employees with technical concepts

- Participation records are maintained and feedback for each type of training is collected from the employees. This enables the Department Heads to assess the effectiveness of the training, and this forms the basis for the design of the training program in the following year. Apart from the training above, we also provide external training for skill development and conduct awareness training for labor laws to enable our employees to be well informed of their requirements.



OCCUPATIONAL HEALTH AND SAFETY



- As part of our sustainability strategy, we plan to reinforce our EHS and Sustainability policy with a view to ensuring a safe work environment with sharply defined safety practices, geared towards no work-related accidents, injuries, and illness

Occupational Health and Safety policy represents our commitment to ensuring a safe environment for our people as well as those who visit or live in the vicinity of our facility. The EHS policy provides guidelines for action to prevent occupational injury or related illnesses. These actions have been incorporated into everyday operations, which includes the provision of first aid for all workers. We monitor these actions and conduct regular audits to ensure that the guidelines comply, and we take steps for improvement. The production team receives weekly health and safety training to ensure adherence to the safety protocols for hazardous waste management, use of protective equipment, and other safety procedures. Our internal crisis management team designs and implements training for emergency preparedness, for example, mock drills, firefighting, and first aid response. Health and Safety at INDO-MIM are overseen by our Health and Safety Committee comprising the Plant Head, Production In-charge, Maintenance Head, Purchase In-charge, Factory Medical officer, Safety officer, and an equal representative from staff and workman. The committee ensures that all occupational health and safety-related issues are discussed and resolved jointly by management and non-management personnel.



#45[P], KIADB Industrial Area,
Doddaballapur, Bangalore Rural
Karnataka – 561 203
+91 80 2763 0533
infohq@indo-mim.com
+91 80 2763 0532

No 45,(P) KIADB Industrial Area,
Hoskote, Bangalore Rural,
Karnataka – 562 114.
+91 80 2204 8800
infohq@indo-mim.com
+91 80 2797 1624

