

AEQUS
ecosystems of efficiency

**Sustainability
Report
2022-23**



TOWARDS A SUSTAINABLE FUTURE

Environment, Social, Governance (ESG) Initiatives

Report 2022-23



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Introduction

About Aequs Pvt. Ltd.

Aequs is a diversified contract manufacturing company providing vertically integrated manufacturing solutions across the Aerospace, Toys, Consumer Durable Goods, and Advanced Technology Products sectors. Aequs SEZ is one of India's most well-integrated aerospace manufacturing ecosystems with the capability to manufacture, process, treat, and supply a wide range of parts, components, and subassemblies from one location. Its manufacturing footprint spreads across India, France, and the United States of America.



AEROSPACE

- Operations began in 2009
- India's 1st Precision Manufacturing SEZ at Belagavi
- State-of-the-art technologies
- Global footprint: India, France, and USA
- 2 Multinational joint ventures.



TOYS

- Operations began in 2016
- India's 1st Toy Manufacturing Cluster under construction at Koppal
- Integrated product design & manufacturing



CONSUMER DURABLES

- Operations began in 2020
- India's 1st Consumer Durable Goods Mfg. Cluster under construction at Hubballi
- An emerging global sourcing hub for consumer durable goods



ATP

- Operations began in 2023
- An emerging global sourcing hub for manufacturing technology products



Message from the **Chairman & CEO**

We are thrilled to present the Aequus Sustainability Report's second edition. This encompasses our ESG initiatives and the efforts we've made towards accomplishing them.

It embodies our enduring belief and actions – aiming for a business that's environmentally friendly, cleaner, and sustainable.

I strongly believe that being a responsible business means we owe it to our stakeholders – our employees, partners, investors, customers, and the surrounding communities.

This intent is enshrined in the Aequus Vision, Mission, Values statement that functions as our guiding light in all our actions.

The values proffered in this report are familiar to Aequus (our employees), who are imbued with them from the start.

The first and foremost Mission for us is to deliver increasing value to all our stakeholders by operating innovative and efficient ecosystems. The very basis for this is predicated on running a sustainable business operation that is in the interest of all.

As a further foundation for this approach, it is built upon values such as Transparency, Trust, and Respect for all, which is indissolubly linked to sustainability.

You will see in this report Aequus' efforts to support the United Nations Sustainable Goals (SDG)s. You will also find our Environmental, Social and Governance (ESG) efforts mapped to the Global Reporting Initiative (GRI), and several other globally accepted frameworks.

Additionally, this report illustrates how Aequus engages with communities around our ecosystems to give back. Our team is proud of our achievements to date, but we know that Aequus still has much to accomplish across the four verticals we currently operate in.

It is my sincere hope that we will keep travelling along this journey, steadfastly.

Warm Regards
Aravind Melligeri,
Chairman & CEO, Aequus

How does Aequs define Sustainability?

Aequs utilizes its specialized manufacturing platform to offer considerable benefits to customers and the community while making reliable products. It seeks to do so through economically sound processes that minimize negative environmental impacts while conserving energy and natural resources.

We acknowledge that environmental stewardship is as much about business benefits as it is about our symbiotic relationship with the community and those involved. That's why we consider sustainability into every step of the lifecycle of our manufactured products.

In this way, we adopt practices that influence product and process design, and operational principles that are in harmony with the environment and sustainable business practices.



Impact Story 2022-23

Clean Energy

We've incorporated daylight mechanisms and roof ventilators in all our machining facilities. Aequus opted to switch out CFLs for LEDs and invested in solar illumination and solar-charged fencing.

This change has culminated in a reduction of about 40,000 units in energy usage, with yearly savings amounting to over ₹3 lakhs. We are currently erecting solar rooftop panels with an installed capacity of 2000 KW covering 20,255 Sq meters rooftop area with plans of further expansion.

Waste Management

Since April 2022, we have successfully recycled an impressive 1.216 metric tons of waste, primarily composed of titanium, aluminum & steel. In a sustainable move, our canteen has been fitted with a Biogas digester that has a daily limit of 200 kg, turning food waste into practical Biogas for culinary uses.

Plastic material of less than 50 microns is not used in line with the Plastic Waste Management Rules India.

CSR

Aequus Foundation has touched the lives of 27,022 people with exposures in Education (5,32,413), Health & Hygiene (23,284), and Safety (1,506) across 3 districts, 69 villages, and 152 schools.

Employee Wellness

Aequus organizes several health screening camps and specific medical screening for employees (On Roll & Contract) who work on specific requirements and need special attention like conducting specialized camps like Blood Donation Camp, Respiratory Camp, and Webinars on various health related issues.

Certifications

Aequus is compliant with the below mentioned certifications:

- ISO 14000 – Environmental
- ISO 45001 - Health and Safety
- ISO 27001 - Information Security Management

Water Management

Our surface treatment unit is a zero liquid discharge unit. We have installed Mechanical Vapor Recompression (MVR) technology that helps in reducing water consumption by ~70-80%.

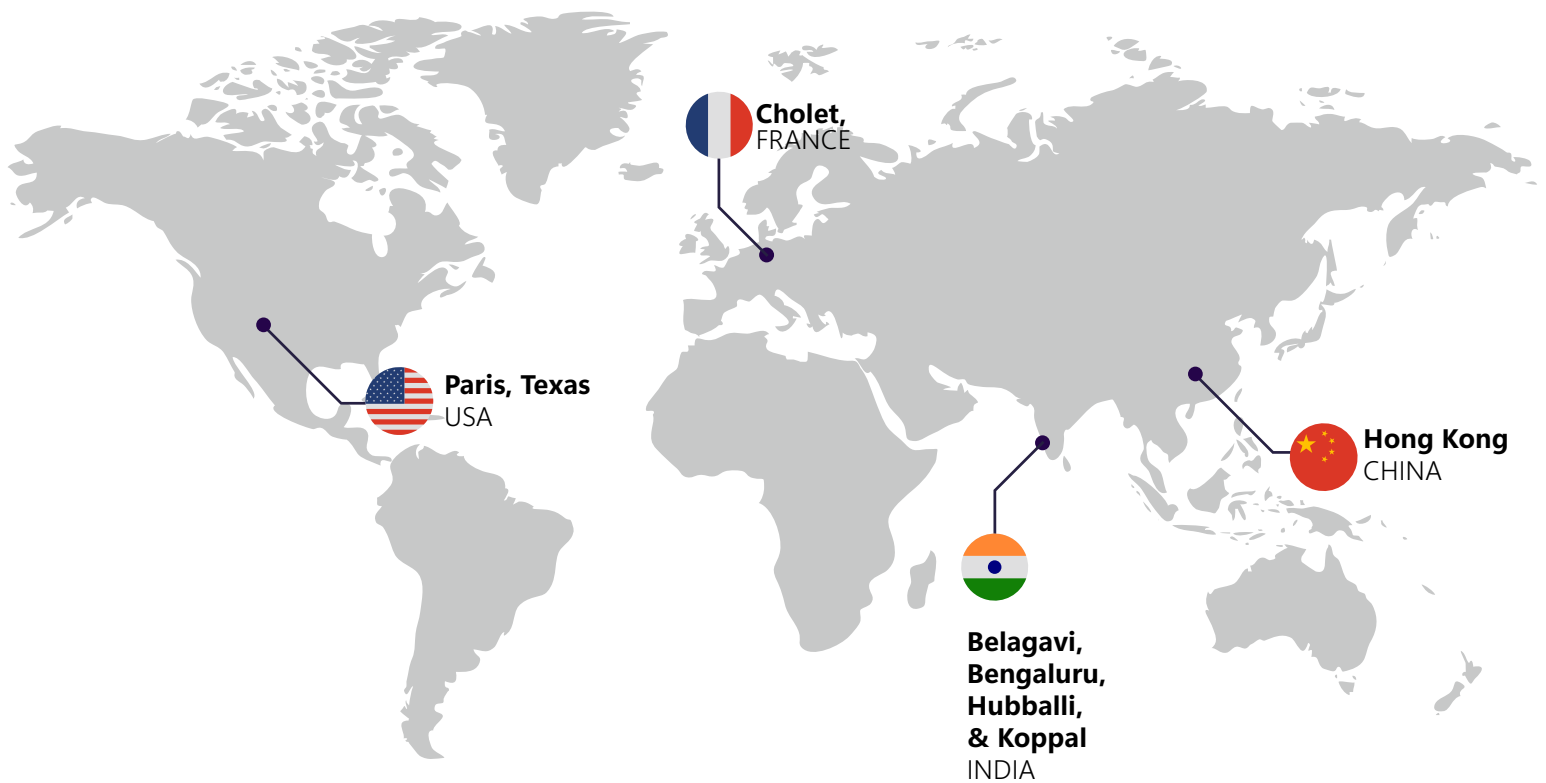
At present, an average of 22,032.50 cubic meters of domestic wastewater is being treated out of which 1,091.10 cubic meters is being used as flush water. The same has been increased to 78% by 2023.

OUR JOURNEY TO SUSTAINABLE MANUFACTURING































Operational Footprint

March 31, 2023



Materiality & UN SDGs

INDUTRY	ENVIRONMENT	SOCIAL	GOVERNANCE
Aerospace	 Product Innovation & Eco-design		
Toys	 Chemical Management  Plastics	 Responsible Marketing to children  Supply Chain Management	
Aerospace, Toys & Appliance Industry	 Climate Management  Energy & Emission Management  Sustainable Sourcing & Efficiency  Waste Management & Recycling	  Human Resource Development      Customer and other Stakeholder responsibility   Health & Safety in the Workplace  Product Quality, Safety & Labelling  Diversity, Equity & Inclusion  Brand Management    Human Rights  Product Design & Lifecycle Management	 Business Ethics & Corporate Governance  Anti - Corruption  Date & Intellectual Property Protection

Awards on Sustainability and People

Employee Recognition Awards

Aequus has always been at the forefront, crafting new milestones through its fully integrated manufacturing facilities.

As an acknowledgement of the extraordinary work being done by our teams, we have been consistently recognized and acknowledged by partners, peers, the industry, and the media. Employee initiatives are the cornerstone of Aequus' Employee Value Proposition (EVP).

We strive to utilize everyone's potential in a dependable, safe, inclusive, and balanced Aequus ecosystem to create greater business impact and employee engagement. We promote and follow global Human Resource Management best practices that allow our team to realize their true potential and strive for excellence in everything they do.



Great Place to Work

Aequus is elated to be recognized as a Great Place to Work® for the second time in a row. This achievement stands as the international benchmark for workplace environment and culture. Since its inception in 1992, they've reached out to over 100 million global employees, deriving that the essence of an excellent workplace is trust.

Their employee survey platform empowers leaders with the feedback, real-time reporting and insights they need to make data driven people decisions. Everything they do is driven by the mission to build a better world by helping every organization become a great place to work For All™.



Stakeholder Engagement Matrix

TARGET	EXPECTATIONS	MODES OF ENGAGEMENT
Clients	Business Value & Innovation	<ul style="list-style-type: none"> • Client Visits & Meetings • Satisfaction Surveys • Periodic Customer Meets • Newsletters • Social Media • E-Mailers • Brochures • Periodic Business Reviews
People	Careers, Health, Safety	<ul style="list-style-type: none"> • Pulse Surveys • Intranet • Ecosphere • Social Media • Employee Engagement Platforms <ul style="list-style-type: none"> - Dhvani - Health Pulse - Aqosports • CSR engagements
Investors	Wellbeing, People	<ul style="list-style-type: none"> • Quarterly Calls • Company Website • Annual Board Meeting • Print and Digital Media • Social Media • Annual Report • Email Communications
Suppliers & Alliance Partners	Development	<ul style="list-style-type: none"> • Financial Reports • Social Media • E-mailers
Community	Profitable Growth	<ul style="list-style-type: none"> • Site Visits • Partnerships with NGOs • Participation in forums • Local Community Meetings • Volunteering Initiatives
Government, Regulatory & Industry Bodies	Sustainability	<ul style="list-style-type: none"> • Representations on government committees, • Policy groups • Interactions with statutory bodies like Labour Authorities, CPCB, etc. • Policy Advocacy • Interactions with Govt. through industry associations like CII, FICCI, ASSOCHAM, ETC.



ENVIRONMENT

With a growing awareness of the environment, sustainable business models and production practices are going to prove successful in the economic sphere. Sustainable manufacturing is a core value at Aequs, and we have taken a number of steps towards this goal. It is an integral part of the working ethos of every employee who implements these practices in their day-to-day tasks with the company. With strong environmental policies and improved environmental management systems, we have achieved ISO 14001:2015 certification for all units. To preserve the delicate balance between nature and manufacturing, Aequs has instituted numerous sustainability initiatives, including water conservation, energy conservation, sewage treatment, waste segregation, and waste management. It also maintains a green cover on its campus and promotes eco-friendly practices. Regular audits using the 'Aspect & Impact' tool are conducted to better understand the effectiveness and overall impact of these initiatives. Audit findings are taken into consideration as part of an attempt to improve the efficiency of the initiatives that are being implemented

We are determined to ensure efficient utilization of resources and are committed to upholding our environmental performance by adhering to regulatory compliances.



Clean Energy

We strictly comply with the legal standards of the 40,000 units and pledge our commitment to utilizing energy-saving equipment and advanced technology.

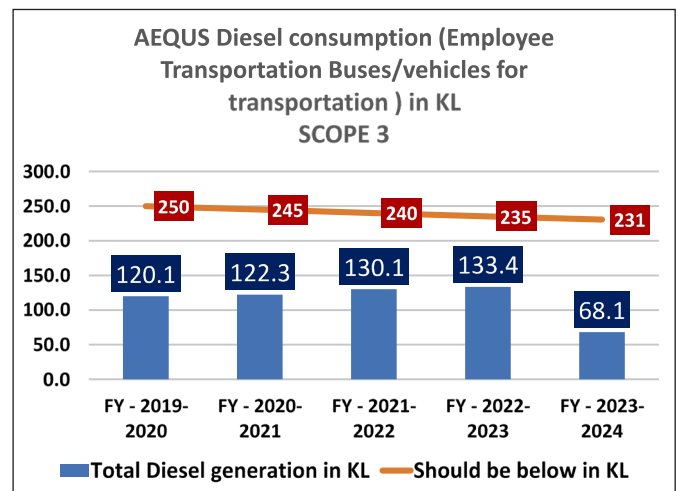
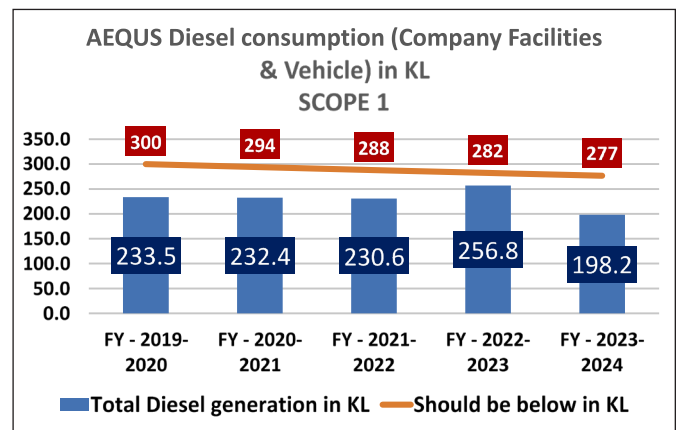
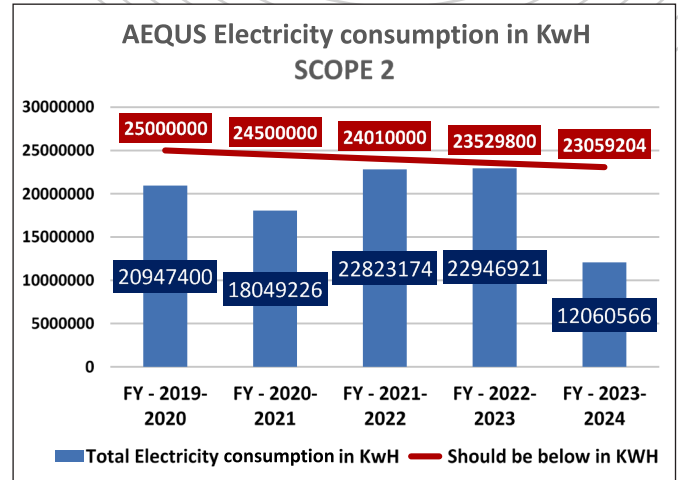
All our machining units have daylight systems and roof ventilators installed. These have greatly enabled energy savings. Aequs started installing LED lights in place of CFL bulbs apart from solar lights and solar-powered fencing some time back. This has reduced in consumption of nearly and savings of over 3 lakhs rupees on a yearly basis. Many of the facilities have also installed "Variable Frequency Drives (VFD) for AHU units thereby cutting down on energy consumption considerably. (BY HOW MUCH) It has been decided that all Aequs units will install such equipment.

Meeting Compliance:

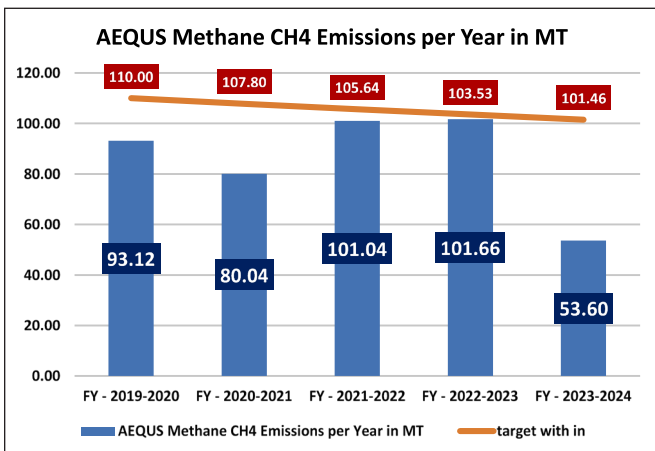
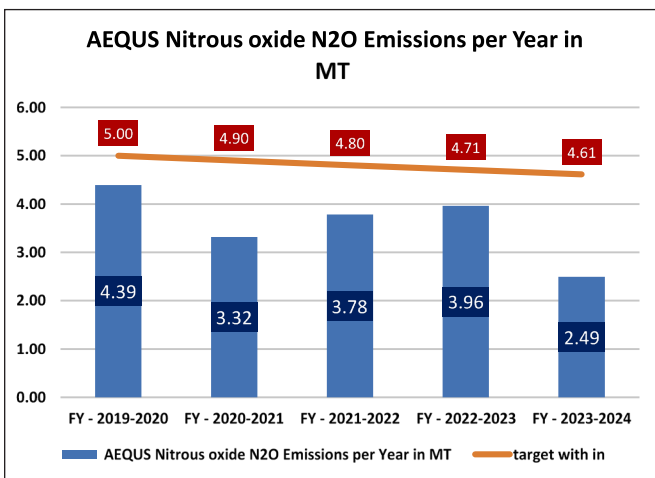
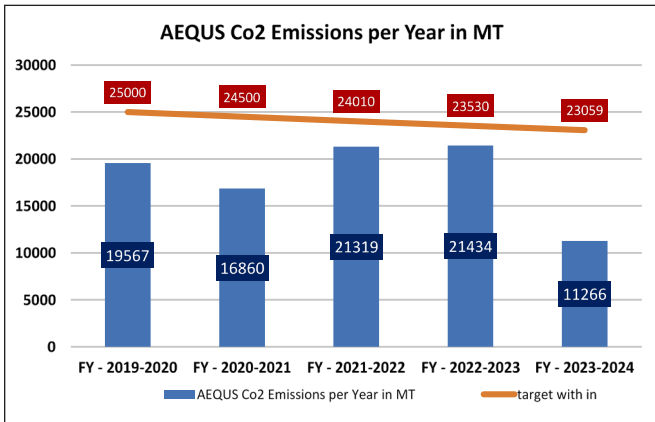
We adhere to all applicable legal requirements and are committed to the use of energy efficient equipment and technology

Investing in Renewable Energy:

We are committed to reduce our dependence on non-renewable energy resources



We also monitor GHG Emissions at our manufacturing facilities within the Belagavi Aerospace Cluster (BAC). Here is the matrix:

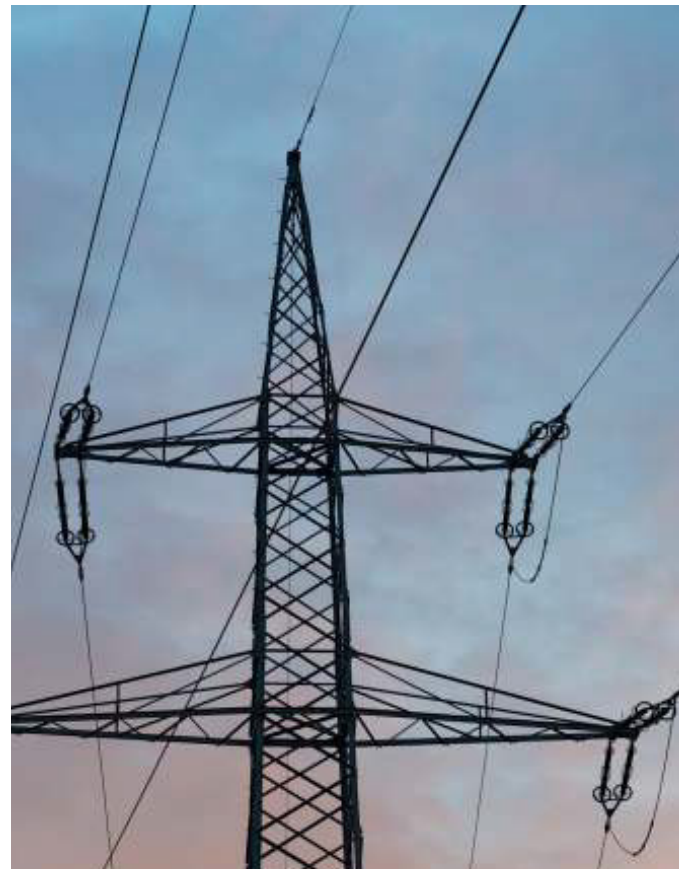


Additionally, we're outfitting our factory rooftops with solar power units to augment the adoption of clean, renewable energy.

We shall commission solar rooftop panels with an installed capacity of 2000 KW covering 20,255 Sq meters rooftop area with plans for further expansion.

Building on our green initiatives, we are also planning the following measures for implementation by the end of 2022:

- Optimization of compressed air through measures such as intelligent flow controller and additional compressor to manage low-pressure load etc.
- Installation of zero air-loss moisture removal traps for compressed air system.
- Replacement of Motors of AHUs units, compressors, motors, with higher efficiency ones.
- We are committed to reducing our dependence on nonrenewable energy resources.



Product Stewardship

Purpose-led Stewardship

Product Stewardship is a paramount concern for Aequus. We diligently work to minimize the environmental footprint of our manufacturing practices at each phase of the production cycle. Our goal is to foster safer and more enriching lives for all. We ensure this by taking every care within our control at every step of the production process across the verticals we operate in. As a purpose-led company we conduct our activities in a manner that is acceptable to the community and in consonance with, and at times even beyond, the laws of the land.

Aequus' Vision on Product Stewardship

As a producer of products that impact daily lives, Aequus employs top-tier manufacturing techniques that are recognized and adhered to globally. Considering its history of serving premier global OEMs across the verticals it operates in, Aequus champions a cooperative stance on product stewardship.

Aequus partners with its stakeholders be it customers, suppliers, community and other players in the ecosystem to ensure its manufacturing practices and processes are in consonance with the interests of the respective groups. Our manufacturing processes are audited and certified by global agencies to ensure conformity to global stewardship practices.

We consider it our prime responsibility to gather information on the safe production processes, materials and substances, and their disposal during and after their use in a manner that is not detrimental to any stakeholder.

Creating Value

Product stewardship fortifies our business's value in a world increasingly concerned with the welfare of people, animals, and the planet. It supports the business to be safe, sustainable, and mitigate liabilities. We do our utmost to stay ahead of increasing regulatory requirements and external expectations. We inform our customers, the public and our employees on safety, health and environmental aspects of our production practices.

Aequus Product Stewardship Policy

Both AEQUS SEZ and AEQUS GROUP OF COMPANIES acknowledge the significance of effective Product Stewardship in curtailing the Health, Safety, and Environmental effects of our products.

We are committed to going beyond legislative obligations from technology selection, classification and labelling, communication, handling, and safe disposal of our products.

AEQUS SEZ & AEQUS GROUP OF COMPANIES shall endeavour to:

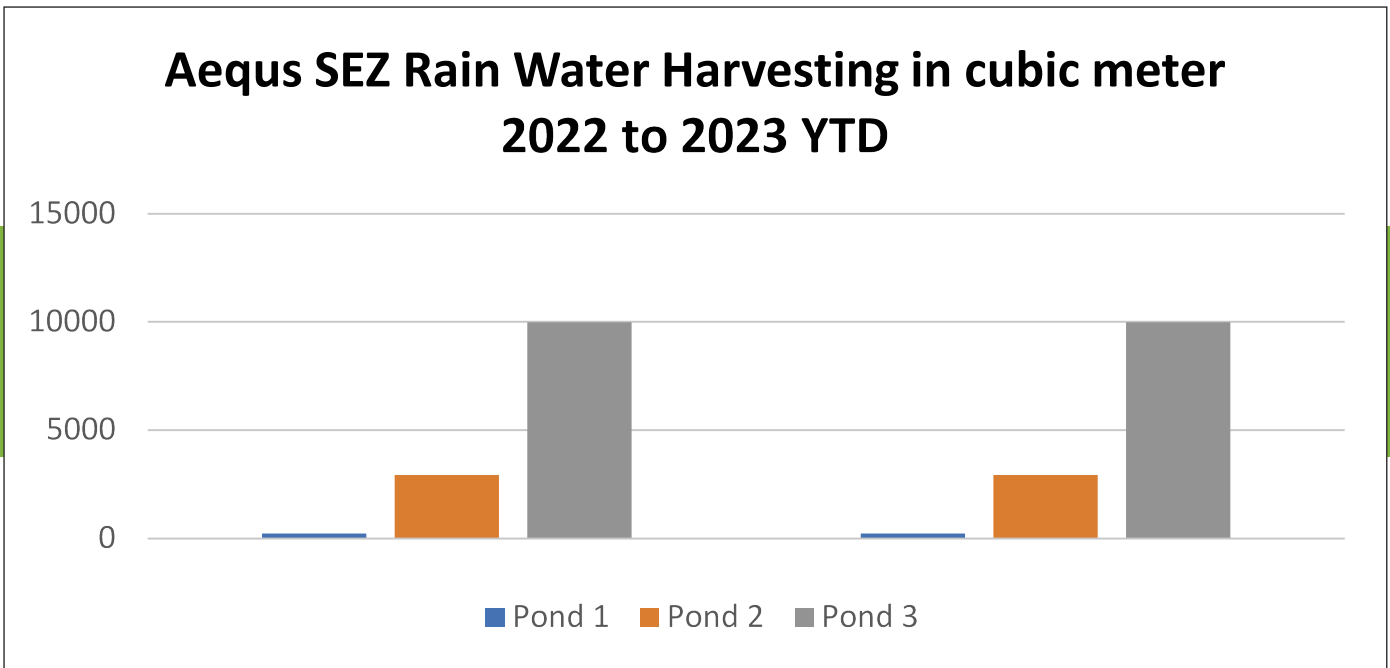
- Maintain legal compliance to all applicable regulations and the AEQUS Sustainability Framework.
- Implement quality assurance and control systems according to international standards, always ensure product and process integrity.
- Identify substances and processes of high risk to Health and Environment and adhere to the substitution principle, to find safer alternatives. Implement product testing to enable viable responsible communication in the supply chain and enhance transparency to all stakeholders.
- Ensure product stewardship is engaged across the life cycle of our products: sourcing, development, commercialization, and discontinuation of products.
- Promote the Safe use of our products through awareness and training programs for our employees, contractors, and customers.
- Actively communicate and make available in local languages all information on the safe handling of substances marketed and refrain from advising uses that are deemed to be unsuitable or unsafe to the public or to the environment.
- Adhere to a process of measuring continuous improvement as a means to track the progress of implementing this policy; and
- Develop a product stewardship assurance programme to monitor the implementation of this policy.

Waste Management

We are dedicated to consistently enhancing our waste management techniques at our manufacturing facilities. We dispose of waste as per the regulatory requirements and manage waste as mentioned on the next page:

Biogas Generation
12-14
 cubic meters per day

Recycled
1.216
 metric tons of waste



Recycling of waste

- We recycle all Aluminium, Titanium & Steel scrap which is sent to recycling units for recovery. Since April 2022, we have recycled nearly 1.216 metric tons of waste generated out of titanium, aluminum & steel. Recycling of waste:

- In our canteen, we have installed a Biogas digester, providing capacity of 200 kg per day that degrades canteen waste into usable Biogas that is used for cooking food in the Canteen. This helps us save around considerable LPG usage per year. On an average, the per day food wastage is 60-70 kgs, which converts to biogas generation of 12 - 14 cubic meters per day.

- Water based coolants are being used and the remnants are recycled at an outsourced facility. Therefore, the water pollution load has been reduced considerably

Eco-friendly waste disposal

- Plastic material of less than 50 microns is not used in line with the Plastic Waste Management Rules India.
- The medical waste generated at the OHC is disposed using special procedures and different disposal methods for each type of medical waste
- We use bio-degradable garbage bags for waste disposal

We have also recently instituted a process of Waste reduction process using 5 R Technology (Refuse, Reduce, Reuse, Repurpose, and Recycle).

Water Management

Zero

Liquid Discharge

Rainwater

Harvesting

Water Sensors

and push buttons

Guided by our Environment Policy, we aim to reduce our impact on water consumption and continuously attempt to improve our efficiency. We have introduced several projects utilizing various technologies towards this objective:

i. Our surface treatment unit is a zero liquid discharge unit. In our effluent plant, we have deployed Mechanical Vapour Recompression (MVR) technology that helps in reducing water consumption by ~ 70-80%.

Mechanical Vapour Recompression (MVR) technology has reduced water consumption by ~ 70-80%.

Earlier we were using raw water for flushing and gardening. This has been reduced to the extent of 59% because of water recycling.

ii. Water Sensors and Push Buttons across all Aegus units.

iii. Recycling of wastewater for use in flushing and landscaping/ gardening. Earlier we were using raw water for these activities which has been reduced to the extent of 59% because of water recycling. At present, an average of 22,032.50 cubic meters of domestic wastewater is being treated out of which 1,091.10 cubic meters is being used as flush water. The same is targeted to be increased to 78% by the end of 2023.



iv. Our surface treatment unit is a zero liquid discharge unit. In our effluent plat, we have deployed Mechanical Vapour Recompression (MVR) technology that helps in reducing water consumption by ~ 70-80%.



v. Rainwater Harvesting

Capacity of the Reservoir	Pond 1 - 2939 cubic meter Pond 2 - 228 cubic meter Pond 3 - 9990 cubic meter
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Catchments area	100 acres
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Average rain fall	668.12 mm
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Estimated quantity of the rain water per year	270279 cubic meter
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Present holding capacity	Total of 3 ponds 13157 cubic meter
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Action plan for complete utilization	For ground water recharge and gardening across campus.
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Certifications & Audits

ISO 14001-Environmental Management System and ISO 45001-Occupational Health and Safety Management System

We continue to focus on the sustenance of the EMS System, to achieve Defined objectives and Targets.

Our EMS Team has been established to monitor the EMS System and data updation. All the defined Goals and Objectives are discussed through Leadership review meetings every six months.

These help us to:

- Improve resource efficiency
- Reduce waste
- Drive down costs
- Provide assurance that environmental impact is being measured
- Gain competitive advantage in supply chain design
- Increase new business opportunities
- Meet legal obligations
- Increase stakeholder and customer trust



ISO 27001 - Information Security Management

Aequus conceived and embarked on a Compliance & Security Programme aiming for global acceptance in information security data protection, along with ensuring business continuity. The company chose the ISO 27001 system, a standard in the industry that fosters

best practices, fortifying trust among current and potential clients. The exercise included establishing a Governance, Risk, and Compliance Management Framework through enhancements on technology and processes across its group entities. The overarching objective was to leverage this framework to improve operational efficiency with internal stakeholders and establish a higher degree of confidence with external stakeholders.

It implemented a rigorous audit process and system improvements through this period to adopt mature practices on information management, cyber resilience, and business continuity.

As a result, Aequs is now successfully certified for ISO 27001:2013 standard across all its business verticals – Aerospace, Toys, Consumer Durable Goods, including joint ventures located at its India SEZ. The scope of the certification includes information security management in manufacturing and supply of Aerospace Components, Electronic Toys, Industrial Engineering and Distribution of high precision components, and administration of supporting utilities, infrastructure, and SEZ operations.



ISO 45001 - Health and Safety

In line with the updated international standard for occupational health & safety, Aequs has adopted the ISO 45001:2018 standard to establish, document, implement and maintain an Occupational Health & safety management system.

All units under Aequs SEZ are ISO 45001:2018 Standard certified (OHSAS Certified). At Aequs, we are committed to protecting the environment, employee health, and safety of all employees and visitors. We comply with international and local benchmarks & regulations and have integrated EH&S into all our operations. We have defined and documented Environmental Health & Safety Policy, which is implemented, maintained, and updated for continual improvement.

The scope of our EHS policy aims at ensuring:

- Prevention of work-related injury or ill health for employees by adopting safe and healthy work practices, which includes a commitment to eliminate hazards specific to OH&S risks and opportunities
A proper framework for the establishment of EOHS objectives.
- Compliance at all levels, with applicable environmental, occupational health & safety legislation, and other requirements
- Building joint ownership of the occupational health & safety mandate through the participation of workers and workers' representatives in sustaining the Environmental, Health & Safety management system.
- Building and Enhancing awareness on Environment, Occupational Health, and Safety among all employees working for and on behalf of the company.

SOCIAL / PEOPLE



Social

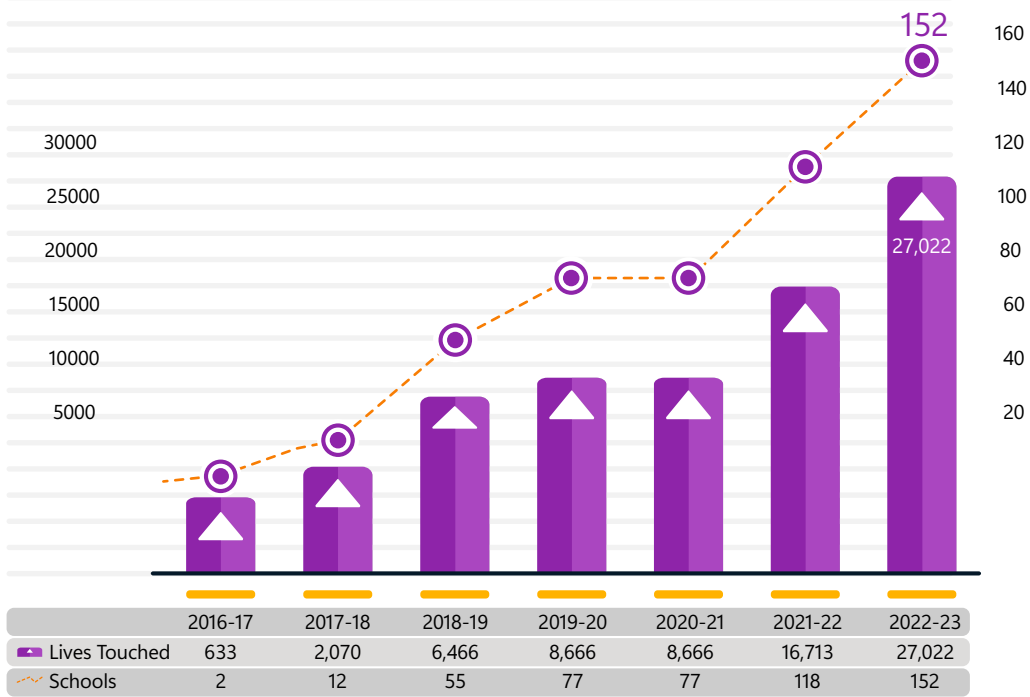
Engaging with society in a meaningful way has always been central to our corporate social responsibility goals. The Aequus Foundation is committed to fostering sustainable and evident societal transformations. Over recent years, the Foundation has played a pivotal role in reshaping children's perceptions and ideas about Science and Technology. By adopting an experiential learning method, it has enhanced the quality of life for children, imparting knowledge in Safety, Health & Hygiene, and STEAM. To achieve maximum impact and social value, we focus on specific following areas of interventions:

- STEAM education
- Quality education and supporting infrastructure for schools
- Vocational training focusing on employable skills
- Sustainable environment and preservation of natural resources
- Neighbourhood projects as per the local needs identified in the operational ecosystem
- Providing health and hygiene facilities to government schools
- Imparting health and hygiene education
- Improving health indicators of students
- Various interventions on preventive health care measures



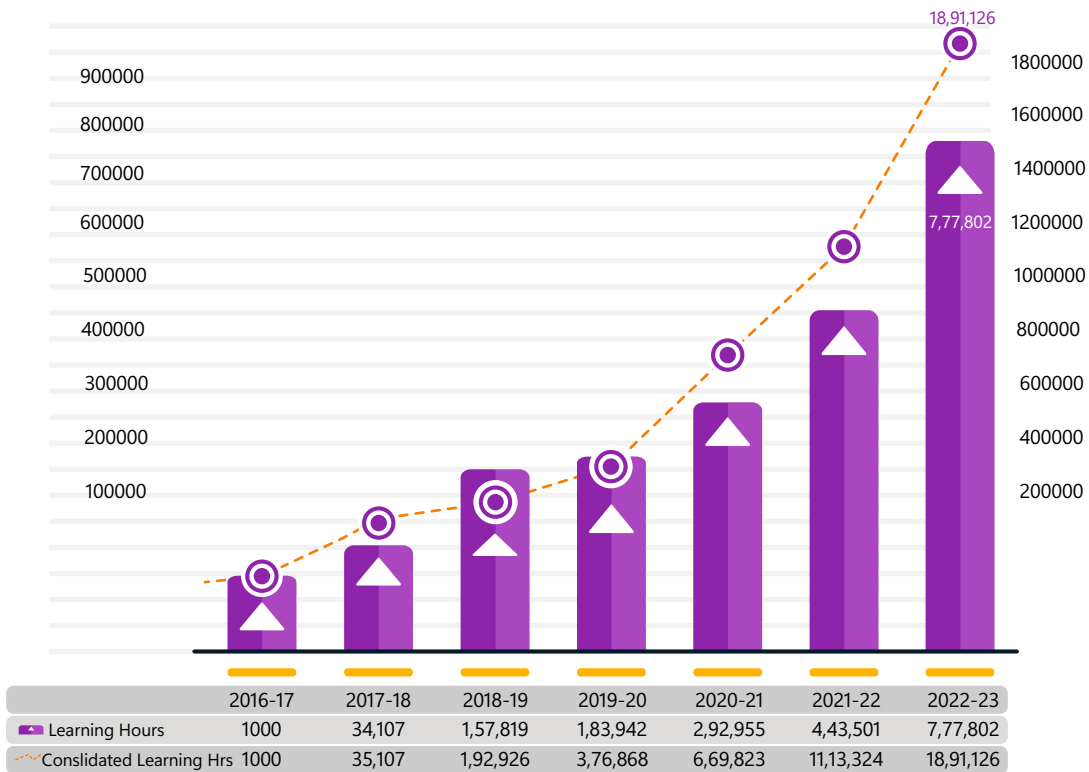
CSR Matrix

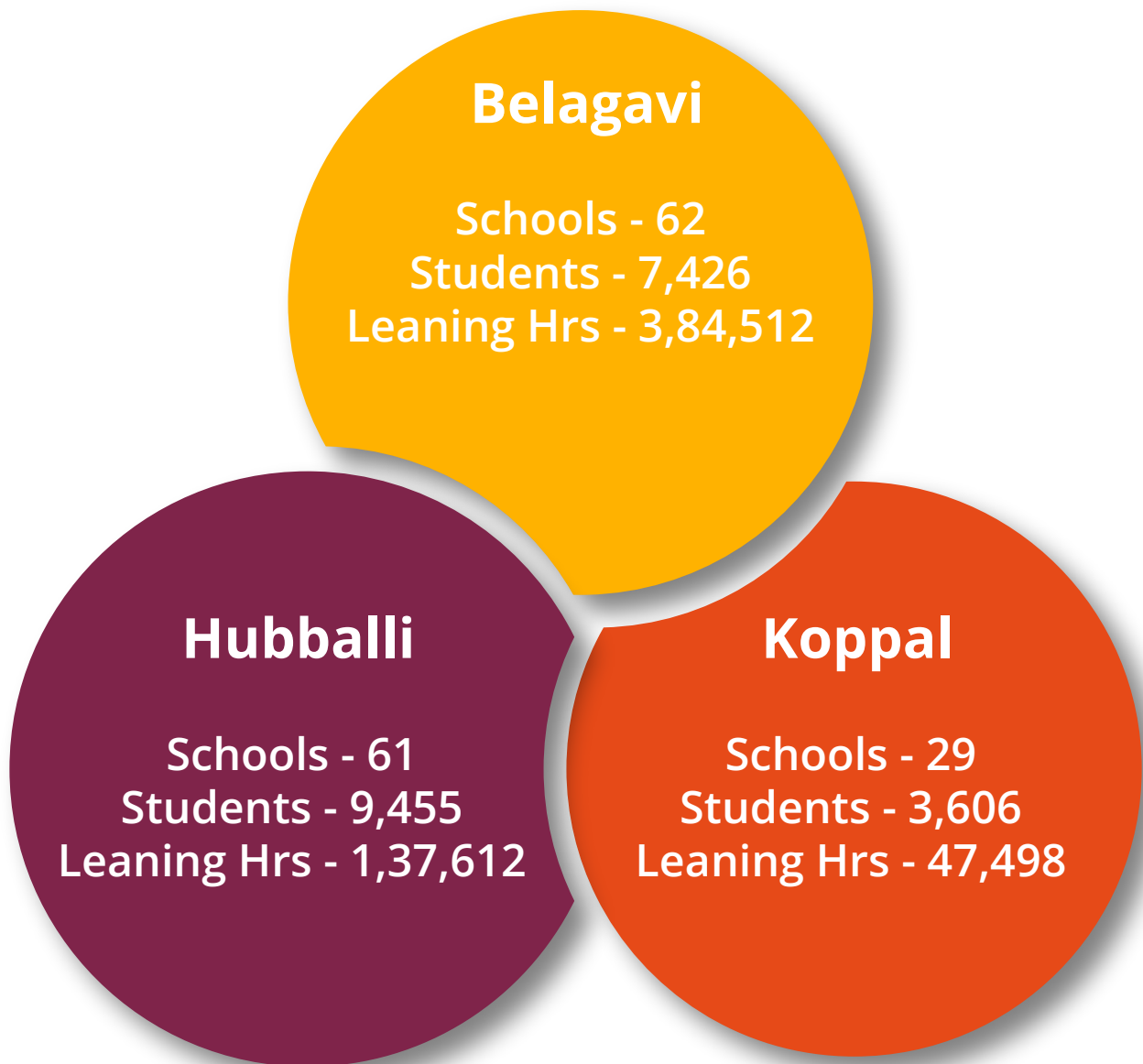
Schools Reached and Lives Touched



Belagavi: 62 Schools & 8591 Students
Hubballi: 61 Schools & 9455 Students
Koppal: 29 Schools, 59 Anganwadi & 8976 Students

Yearly and Consolidated Learning Hours





Highlights

- Number Of Initiatives : 9
- Number Of Volunteers : 523
- Total Volunteering Hrs : 1100

Activities

- One Precious Notebook
- Tree Plantation
- One Tree For Future
- Cloth Donation
- Avishkar Visit
- Workbook Support
- Ignite Mentoring Session
- After School Visit
- NMMS Coaching

One Precious Notebook - Highlights

- Notebook Collection and Donation Drive
- Activities : Appealing, Collection, Messaging, Distribution
- **Beneficiaries : 17 Schools 3300 Students,**
- Total Notebooks Distributed: 26,592
- Notebooks Donated By Employees : 3,239
- Notebook By Aequs : 23,353
- **Assessment : 100% Positive Feedback On The Initiative**

Employee Engagement

The success of any organization depends on its people, and finding the right people is vital. Positioning talent isn't the only objective; cultivating a content workforce is as important. Thus, employee engagement initiatives are crucial to uncovering a workforce's true potential. Since its inception, Aequus has strived to create a workplace that is inclusive and engaging. Employee initiatives, though reinforced and reinvented, have received additional focus.



Dhwani- Aequus has taken a melodious step towards enhancing employee engagement with the inception of "Dhwani", a music club designed for the musically inclined members of its workforce. Dhwani is not just a platform for employees to showcase their musical talents but also a sanctuary where passion for music translates into harmonious bonds among colleagues. This initiative underlines the company's commitment to fostering a workplace culture that values creativity and personal interests, alongside professional growth. By encouraging employees to come together, jam, and share their musical journeys, Dhwani serves as a unique conduit for stress relief, collaboration, and cultural exchange. It effectively amplifies employee morale and engagement, thereby contributing to a more vibrant, cohesive, and productive work environment. Through Dhwani, Aequus harmonizes the rhythm of work with the melody of life, striking a perfect chord in employee satisfaction and workplace harmony.



Health Pulse - is another platform for webinars and panel discussions which focus on health and overall well-being. Expert doctors and other medical professionals conduct these sessions to educate our employees on different aspects of physical and emotional health. The topics of the sessions will provide a more well-rounded purview into health matters, including subjects like nutrition, exercise, and lifestyle, among others.



AQOSPORTS

Aqosports - The love of sports runs deep among all Aequus. 'AQosport' is an initiative with a motto "for the love of sports" promoting physical fitness while simultaneously encouraging a spirit of healthy competition and teamwork among our employees. In line with this, we have developed Aequus Sports Arena, at our SEZ campus- a multi-sports complex equipped with a host of sports amenities, that offers a mixed bag of indoor and outdoor activities. AQosport is a competitive championship series which will be conducted in seasons in this sports arena. Under this, our employees are engaged in an interesting mix of indoor and outdoor sporting activities such as Table Tennis, Carrom, Football, Basketball, Badminton, and many more.

Additionally, through the Coffee Talk & Manager meeting programs, employees get the opportunity to meet with senior leaders from across the organization. A focus is placed on the organization's current goals, points of pride, and employee recognition in these sessions

Employee Development

At Aequs, we prioritize learning and development, constantly channeling resources towards enhancing our employees' skills in line with evolving business needs. We have three broad categories of learning programs to prepare the workforce to seamlessly absorb and become conversant with any new technology or process. These programs are essentially driven by manager nominations.

a. The first area of focus is technical, which is primarily through classroom-based, instructor-led programs. These programs are aimed at addressing the skill gaps in the workforce. Skill assessment is a quarterly occurrence at Aequs, which subsequently translates into a technical training calendar. Over the past few years, our focus has been on 'on the job learning'. We follow a 70:20:10 model where 70% of the training takes place on the job, 20% through peer interactions, and 10% in a classroom setting. Some of our well attended technical learning programs include Advanced GD&T, Project Management, Inventory Management, Port Operations & Handling Crisis for Import and Export, etc.

b. The second is behavioural training, wherein programs have been launched in a combination of classroom and online learning. For instance, the First Time Manager-Planning and Prioritization Program was divided into a few live modules, followed by e-learning.

c. The third is training for leadership development which primarily focuses on MDPs and external training.

Additionally, Aequs proprietary Industrial Knowledge Centre (IKC) is a functional skilling ecosystem that bridges the knowledge gap and ensures sustainable business growth and continuity while building a global workforce that can thrive in the progressively competitive world. IKC trains and hires fresh college graduates and equips them with the necessary skill sets required for a career in aerospace manufacturing, which is one of the world's most niche industries zero-error' policy. In addition, on-the-job Training is also imparted for CNC Programming, CMM, and Chemical Treatment. Furthermore, critical non-aerospace skills are imparted to the workforce engaged in toy and durable goods manufacturing.



Employee Wellness

Health

We are committed to providing a healthy working environment for all our employees. A company-wide occupational health and safety policy exists to ensure increased vigilance and awareness on health and safety. As a part of the policy, we conduct pre-employment health screening for all new employees and mandatory periodic health check-ups for our team. We organize several health screenings camps and specific medical screening for employees (On Roll & Contractual) who work on specific requirements like Special Tests like Audiometry (Ear Function Test) & Spirometry (Lung Function Test).

At our campus in Belagavi, the Occupational Health Centre has a qualified Doctor (Chief Medical Officer) and Staff including Male and Female Nursing staff. OHC team organizes many Medical Screening camps by inviting Expert Doctors from Different Hospitals in addition to the routine Medical Examination. These include:

Name of the Camp

- Diabetic & Thyroid Screening Camp
- Osteoporosis (Bone Density)
- Skin, Hair & Nail Camp
- Eye Camp
- Voluntary Blood Donation Camp
- Women Health & Hygiene Camp
- Dental Camp
- Stress Management Sessions
- Cardiac Camp
- Gastroenterology Camp
- Liver Check Up Camp
- Respiratory Camp
- Ergonomics Webinar
- Health Awareness/Training
- Cancer Webinar

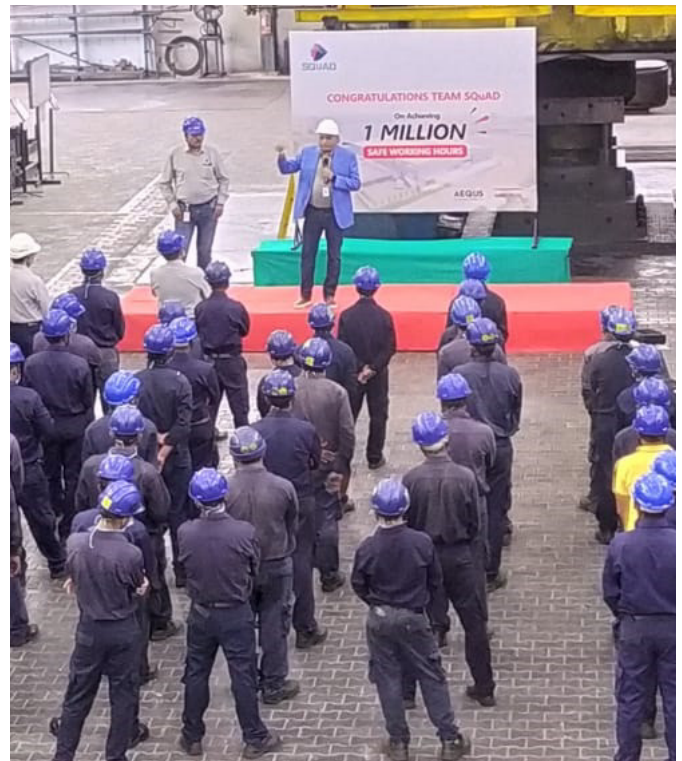
Additionally, we have developed an internal online platform "Health Pulse" that focuses on the health and overall wellbeing of our team members, through webinars and panel discussions. Doctors and other medical professionals conduct these sessions to educate our employees on different aspects of physical and emotional health. The topics of these sessions include nutrition, exercise, and lifestyle.



Safety

Safety isn't just about formalities and protocols; it embodies the consistent dedication of all members to foster safe working environments within our manufacturing hubs. At its core, safety is a foundational element of our business. Aequs' approach for a safe working environment for its employees is centred around achieving zero injury/fatality/accident at the manufacturing site by implementing following practices:

- Safety Training and Emergency Preparedness Drills are conducted at regular intervals in compliance with internal/regulatory requirements.
- On site emergency response procedures have all possible emergency scenarios viz. Fire, Natural Calamities etc. and important telephone contacts along with list of emergency response team members. Roles and responsibilities are communicated to respective ERT; mock drills are
- Conducted periodically to ascertain preparedness of the workplace.
- We conduct weekly and monthly plant safety inspections to ensure the workplace remains according to the defined standards.
- We have implemented reporting process of TF1 and TF2 accidents and the senior management reviews it on a regular basis. Outcome of the review meeting is circulated to all the Business Unit Head and to EHS Team for necessary actions.



52nd National Safety Month

We observed National Safety Month Campaign from March 4th across all units to:

On the 52nd National Safety Month, the entire organization took the safety initiatives as a sense of pride and brought awareness across the Aequs business unit. The entire event witnessed 2000+ Aequals participating in the activities organized throughout the month.

The purpose of having a month-long safety awareness campaign was to:

- Ensure that safety and health are integrated into work culture and lifestyle
- Renew the commitment of the employees towards safety and health at the workplace
- Achieve greater participation of the employees in Occupational Safety & Health activities
- Move towards achieving a zero-harm status for the organization.



GOVERNANCE



Governance

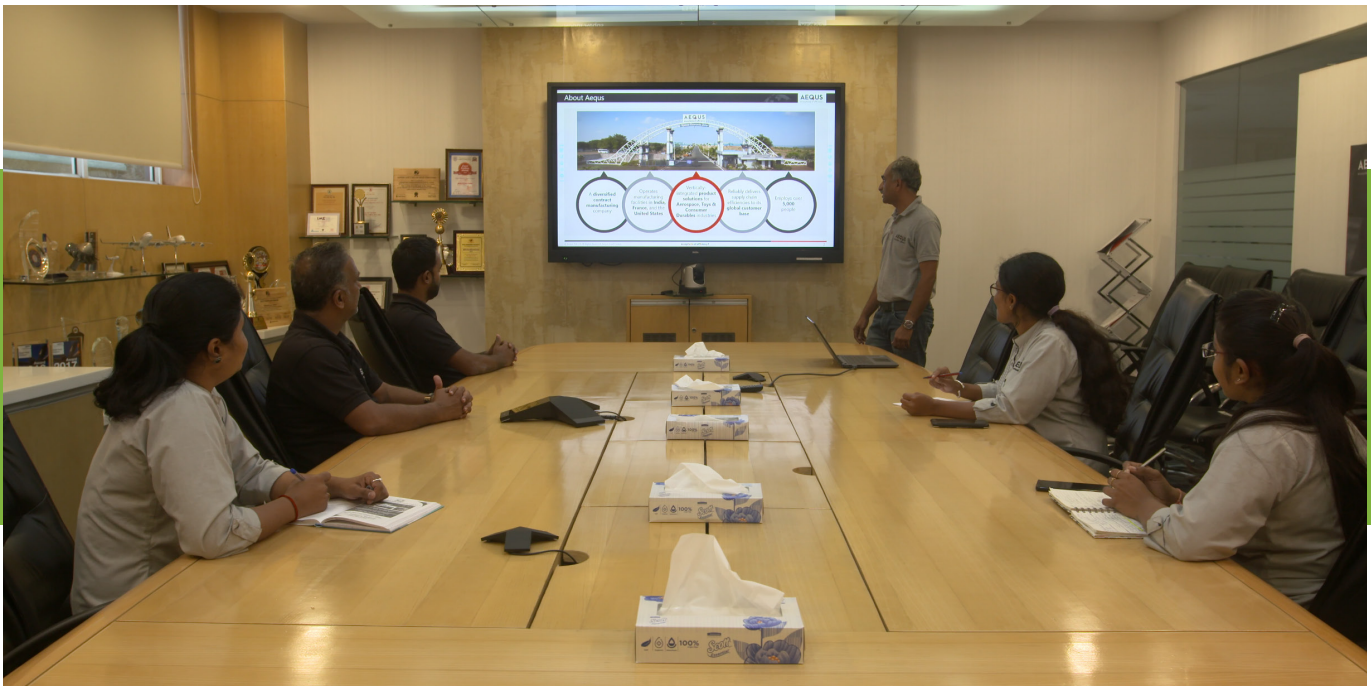
At Aequs, we cultivate an environment marked by inclusivity and openness, grounded in our core values of Transparency, Trust, and Respect. These principles not only influence our choices and address challenges but also shape the very essence of our organizational culture. They serve as a blueprint for our business operations.

Our robust internal control processes and policies in different domains ensure compliance to various regulatory requirements. Our governance hierarchy comprises the Board of Directors. As of February 8, 2022, Aequs Board of Directors consisted of five members, including Chairman & CEO, Managing Director & COO and three independent Directors. Of the five members on the Board, one is a woman.

Work Culture

We believe our people are our biggest strength, and we nurture a diverse and inclusive work environment. We are an equal-opportunity employer, providing opportunities for our team members to thrive. Employee initiatives are the cornerstone of our Employee Value Proposition (EVP). We promote and follow global Human Resource Management best practices that allow our team to realize their true potential and strive for excellence in everything they do.

We strive to grow as a preferred global partner in every market we serve. Our mission is to deliver increasing value to our stakeholders – employees, customers, suppliers, shareholders and community – through innovative, efficient, global ecosystems.



LEADING BY **VALUES.** GEARED BY **OPPORTUNITIES.**

Board of Directors



Aravind Melligeri
Chairman & CEO



Rajeev Kaul
MD & COO



Dr. Klaus Richter
Non Executive Director



Dr. Ajay Prabhu
Non Executive Director



Dr. Shubhada M Rao
Non Executive Director

Code of Conduct

Our employee handbook policy lays out the company's principles, standards, and the moral and ethical expectations that employees and third parties are held to as they interact with the organization.



Whistle Blower Policy

(Vigil Mechanism Policy)

Aequs has instituted a Whistle Blower Policy (Vigil Mechanism Policy). To date, there have been zero reporting of such incidents.



APPENDICES



ESG Profile and Independent Assessment Link

Aequs has kick started the process for mapping its ESG initiatives to global sustainability reporting standards. While just the initial exercise in sustainability framework reporting, the exercise makes available publicly, data across 139 ESG sub-factors. In its approach of transparency, this data is available through the ESG World portal providing information through 61 document links and 19 fact sheets that are put up through the portal. While, the exercise has been limited to mapping to GRI standards, the portal allows one to sample a mapping of the same data to all other frameworks. In addition, as evident from this document, Aequs has aligned its ESG initiatives to the United Nations, Sustainable Development Goals (SDG)s as a good measure and presented the same here.

AEQUS
a member of AECOM

Welcome to Aequs ESG Profile

ESG WORLD

--All Factors-- --All Keywords-- --ESG World Framework--

Last Updated: 03 Jan 2023 Public Views: 1,420

Company Approved Profile

ESG Profile
ESG Factsheet
ESG DocuLink

Search:

Subfactor	Keywords	DocuLinks	Factsheet	Highlights
Management Approach				
Message from Chair	Board of Directors Chairman			Aravind Melligeri (Chairman & CEO): It is my firm conviction that as a responsible business we are accountable to our stakeholders – employees, partners, investors, customers, and communities around us. This intent is enshrined in the Aequs Vision, Mission, Values statement that functions as our guiding light in all our actions. To that extent, what you will find here is nothing alien to Aequalis (our employees), who imbibe these values ab initio. This site puts together in one place all our ESG initiatives and efforts to achieve what we have always believed in – that is to strive for a cleaner, greener and viable business
Company Overview				Aequs is a diversified contract manufacturing company providing vertically integrated manufacturing solutions across the Aerospace, Toys and Consumer Durable Goods sectors. By leveraging its manufacturing ecosystems, Aequs reliably delivers supply chain efficiencies to its global customer base. Aequs currently engages over 4,000 people at its Belagavi Aerospace Cluster (BAC). Its manufacturing footprint spreads across India, France, and the United States of America; Our Mission: To deliver increasing value to our stakeholders – employees, customers, suppliers, shareholders and community – through innovative, efficient, global ecosystems; Our Vision: To be a preferred global partner in every market we serve
Company Overview				
ESG a Core Pillar of Strategy	Strategy			Aequs is in the business of deploying its unique manufacturing platform for significant advantages to customers and the community while creating manufactured products. It seeks to do so through economically sound processes that minimize negative environmental impacts while conserving energy and natural resources. We recognize that environmental responsibility is not only good for business but is also essential to our coexistence with the community and other stakeholders. Therefore, we consider sustainability integral to all levels of the life cycle of the products that we make; At Aequs, we are committed to protect the environment, employee health, and safety of all employees and visitors. In addition to this, we comply as per the local regulations and have integrated EH&S into all our Operations. All units under Aequs SEZ are ISO 45001 : 2018 and ISO 14001 : 2015 Certified. ISO 45001 : 2018 certificate is to protect employees from injuries whereas ISO 14001 : 2015 protects environment. A dedicated 'Emergency Response Team' (ERT) is also available on-site to take immediate notice of any situation; Aequs Foundation aims at inspiring and educating children in Safety, Health & Hygiene, and STEM Education through an experiential learning approach. It conducts various community and regional initiatives that bring measurable and sustainable changes to society and improve quality of life
ESG Reporting Track Record	Affiliations		A : 4	ESG related data across sub-factors have been gathered since 2019 and before. Beginning this year, the same is being mapped to global ESG Standards



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