

# ENGINEERING A **SUSTAINABLE** TOMORROW







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# About Aequs Pvt. Ltd.

**Aequs Pvt. Ltd.** is a diversified manufacturing platform driving the Make in India vision by delivering vertically integrated solutions across the Aerospace and Consumer industries. With an advanced manufacturing ecosystem, Aequs is not only strengthening India's industrial capabilities but also positioning North Karnataka on the global manufacturing map. Aequs also operates manufacturing units at Paris, Texas, USA and Cholet in France delivering world class capabilities for the Aerospace industry.

Aequs SEZ, Belagavi stands as one of India's most well-integrated aerospace manufacturing ecosystems, offering end-to-end capabilities, including precision machining, special processing, surface treatment, and assembly, all from a single location. This streamlined approach ensures efficiency, quality, and scalability for global OEMs. More importantly, Aequs' Ecosystems of Efficiency at the Belagavi Aerospace Cluster (BAC), deliver the most sustainable manufacturing operations with Aerospace parts manufactured here having the lowest carbon footprint.

Likewise, expanding its impact beyond aerospace, Aequs' Consumer business is redefining contract manufacturing by enabling large-scale, globally competitive production of in India. Through strategic investments and cutting-edge infrastructure, Aequs is creating unparalleled opportunities in North Karnataka, fostering industrial growth, and generating employment while seamlessly integrating into global supply chains. Aequs operates two manufacturing clusters for the consumer industry at Hubballi and Koppal respectively.

With a growing footprint across India, France, and the United States, Aequs continues to drive innovation, efficiency, and excellence in manufacturing, reinforcing India's role as a global manufacturing powerhouse.

# Chairmans Message

We are proud to unveil the third edition of the Aequus Sustainability Report, a reflection of our unwavering commitment to Environmental, Social, and Governance (ESG) principles. This report captures our journey toward building a cleaner, more responsible, and future-ready enterprise that places sustainability at its core.

At Aequus, we believe that being a responsible business extends far beyond compliance, it is a fundamental duty to our stakeholders, including our employees, partners, investors, customers, and the communities we serve. Our Vision, Mission, and Values anchor this commitment, guiding every decision we make.

Sustainability is not just a goal at Aequus, it is a way of doing business. We aim to create long-term value through efficient and innovative ecosystems, balancing operational excellence with environmental stewardship and social impact. Our approach is built on the core values of Transparency, Trust, and Respect, principles that define our workplace and shape our sustainability efforts.

This past year, we have made notable strides: recycling up to 70% of water through our



advanced ZLD and STP systems, reducing energy use by 8–10% via LED lighting, rooftop solar, and green energy, and cutting LPG consumption by 14–18% through biodigester use. We are also proud to have received top safety awards for both our Power Unit and ASMIL facilities.

As we present this report, we reaffirm our pledge to embrace responsible practices and contribute to a sustainable industrial future. Together, we are shaping a more resilient and environmentally aligned tomorrow.

Best Regards,  
**Aravind Melligeri**  
Chairman & CEO, Aequus



# Sustainability At Aequs

We are committed to driving meaningful change by integrating sustainability into every aspect of our operations. Our approach focuses on harnessing renewable energy, preserving biodiversity, and fostering environmental awareness. By

embedding responsible practices into our business model, we aim to create lasting impact—one that not only supports a greener future but also inspires a collective movement toward environmental stewardship.



At Aequs, sustainability is not just a commitment—it's an integral part of how we operate and grow. We have set clear targets to drive responsible progress while minimizing our environmental footprint. Our climate-focused initiatives prioritize carbon reduction, resource efficiency, and waste management, ensuring that our operations align with global sustainability goals. By embedding these principles into our business strategy, we continue to build a resilient, future-ready ecosystem that balances industrial growth with environmental responsibility.

# Impact Story 2023-24



## Clean Energy

At Aequs, energy efficiency is at the core of our sustainability strategy. We've integrated daylight harvesting systems and roof ventilators across our machining facilities to optimize natural resources. Transitioning from CFLs to energy-efficient LEDs, along with investments in solar lighting and solar-powered fencing, has significantly reduced our energy consumption.

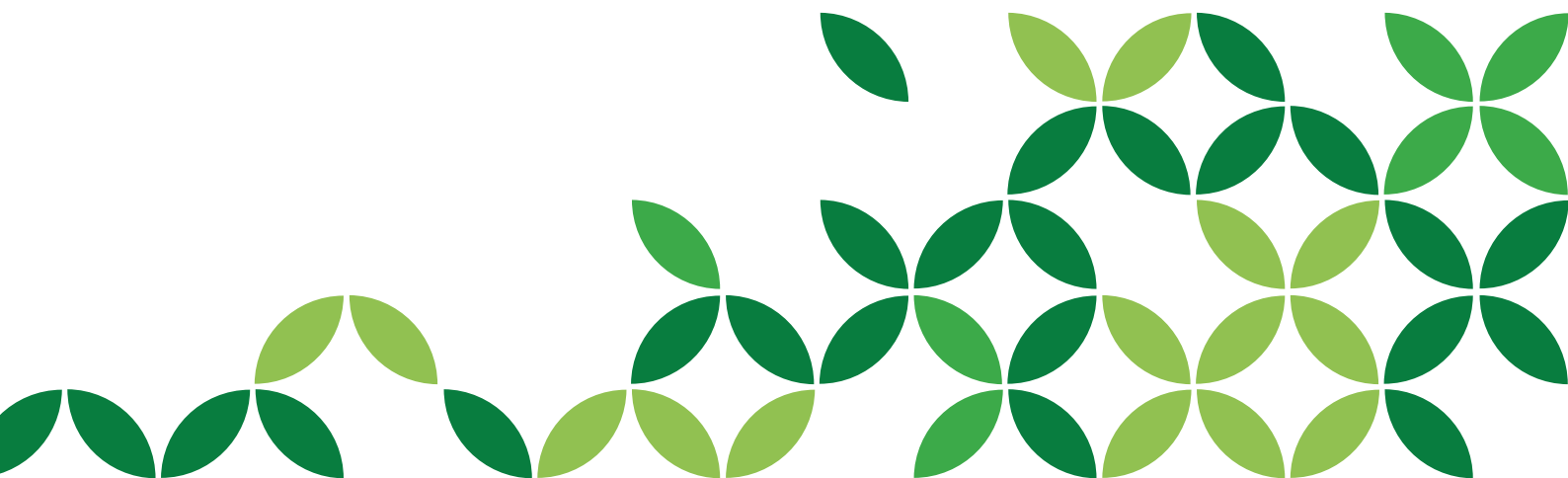
These initiatives have led to a remarkable reduction of nearly **40,000** units of electricity, resulting in annual savings of over **₹3 lakhs**. Taking this commitment further, we are in Galling solar rooftop panels with a total capacity of **2 MW**, spanning **20,255 sq. meters**. This marks a significant Gep toward harnessing renewable energy, with plans for continued expansion to further enhance our green footprint.



## Waste Management

Since April 2023, Aequs has taken significant strides in waste recycling, repurposing **1.216 metric** tons of metal waste, including titanium, aluminum, and steel. Our commitment to sustainability extends beyond industrial waste management—our canteen now operates with a **200 kg** -capacity Biogas digester, efficiently converting food waste into clean energy for cooking.

In alignment with India's Plastic Waste Management Rules, we have completely eliminated the use of plastic below 50 microns, reinforcing our pledge to reduce plastic pollution. These initiatives reflect our broader vision of integrating sustainable solutions into everyday operations, creating a cleaner, greener future.





## CSR

The Aequs Foundation continues to make a meaningful impact, reaching **27,000** plus student of **150** plus schools through its initiatives in foundational literacy, STEAM and Career support with a cumulative **8 lakh** plus learning hours in the year.

Driven by the belief that sustainable community development begins with education and well being, we are committed to expanding our reach, ensuring that every initiative creates lasting change and empowers future generations.



## Employee Wellness

At Aequs, employee well-being is a top priority. and our commitment is reflected in the comprehensive health screening camps conducted annually for both on-roll and contract employees. These screenings provide proactive medical care, particularly for those in specialized roles.

In 2023-2024 alone, we organized **15** targeted health assessments, including respiratory check-ups, benefiting over **120** employees. Our regular blood donation drives saw enthusiastic participation, with more than **350** donors contributing to life-saving initiatives. Additionally, we hosted six expert-led webinars on critical health topics, empowering over **1500** employees with essential knowledge to prioritize their well-being. Through these sustained efforts, Aequs continues to build a healthier, more resilient workforce, ensuring that wellness remains at the core of our work culture.






## Certifications

Aequs upholds the highest standards of compliance and operational excellence through globally recognized certifications, ensuring sustainability, safety, and security across all functions.


**ISO 14001: 2015**

Reinforcing our commitment to environmental responsibility through efficient resource management and sustainable practices.



**ISO 45001:2018**

Prioritizing workplace health and safety, fostering a secure and well-being-focused environment for our employees.



**ISO 27001:2013**

Strengthening information security management, safeguarding data integrity, and ensuring robust cybersecurity measures.



These certifications reflect our dedication to building a resilient, responsible, and future-ready organization.

## Water Management

At Aequs, sustainability is embedded in our operations, and our surface treatment unit stands as a testament to this commitment. Designed as a zero-liquid discharge facility, it ensures that no untreated effluents are released into the environment

We have integrated Mechanical Vapor Recompression (MVR) technology, a cutting-edge solution that optimizes water efficiency by reducing consumption by 70-80%. Currently, we treat an average of **22,032.50** cubic meters of domestic wastewater, repurposing **1,091.10** cubic meters as flush water. Through continuous improvements, we successfully increased water reuse to **78%** by 2024, reinforcing our mission to drive responsible water management and circular sustainability in manufacturing.

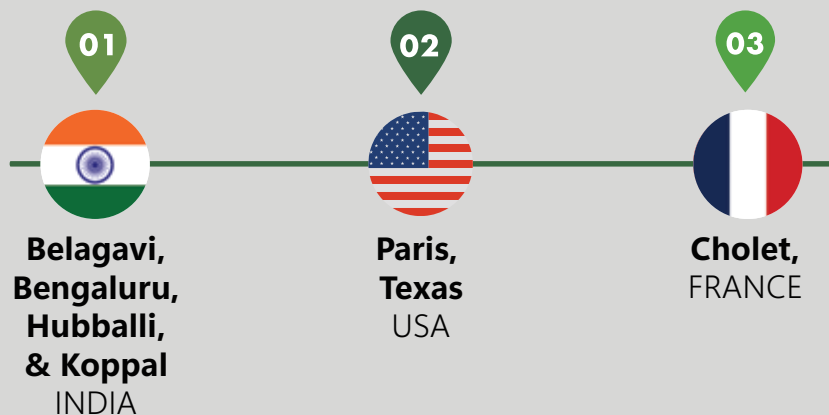
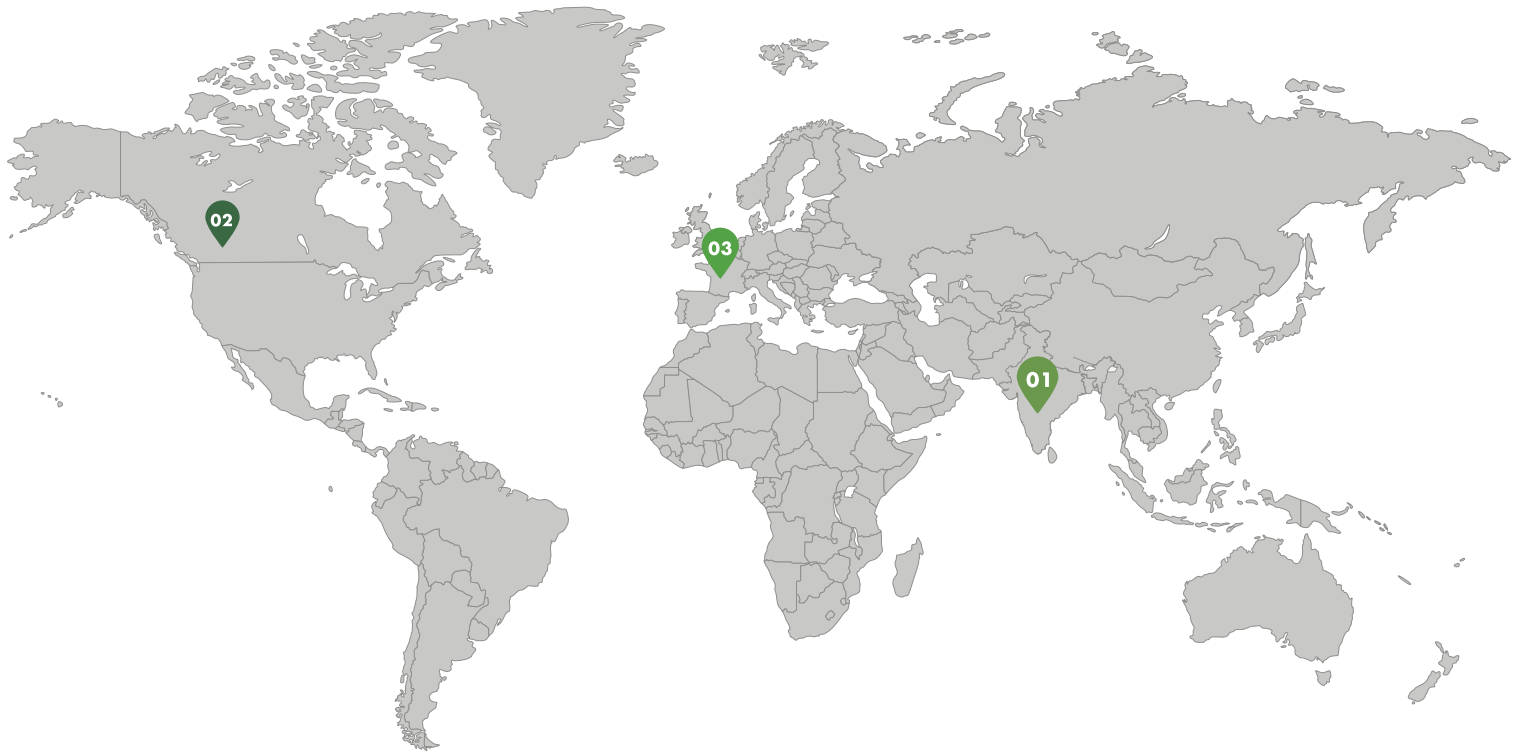




# Our Journey to **Sustainable Manufacturing**

# Operational Footprint

## March 31, 2023



# Materiality & UN SDGs

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





# Environment

## Sustainability at Aequs: Driving Responsible Manufacturing

As environmental consciousness continues to shape global industries, businesses that embrace sustainable practices will lead the way in long-term economic success. At Aequs, sustainability is not just a commitment—it is a fundamental principle that guides our operations, decision-making, and workforce ethos.

Our approach to sustainable manufacturing is embedded in daily operations, ensuring that every employee actively contributes to eco-friendly initiatives. Through strong environmental policies and advanced management systems, we have achieved ISO 14001:2015 certification across all our units, reinforcing our dedication to responsible production.

To maintain the delicate balance between industrial growth and environmental preservation, we have implemented a range of initiatives:



Water and energy conservation programs to minimize resource consumption.



Comprehensive waste segregation to enhance recycling efforts.



Sewage treatment and waste management systems for responsible disposal and reuse.



Green campus development, fostering biodiversity and eco-friendly practices.

To measure the effectiveness of these initiatives, we conduct regular audits using the 'Aspect & Impact' tool—a systematic approach to assessing sustainability performance. Insights from these evaluations drive continuous improvements, ensuring that our practices evolve with global environmental standards.

At Aequs, we are committed to efficient resource utilization, regulatory compliance, and ongoing environmental progress. By integrating sustainability into our business model, we are shaping a future where manufacturing excellence and environmental responsibility go hand in hand.

# 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.

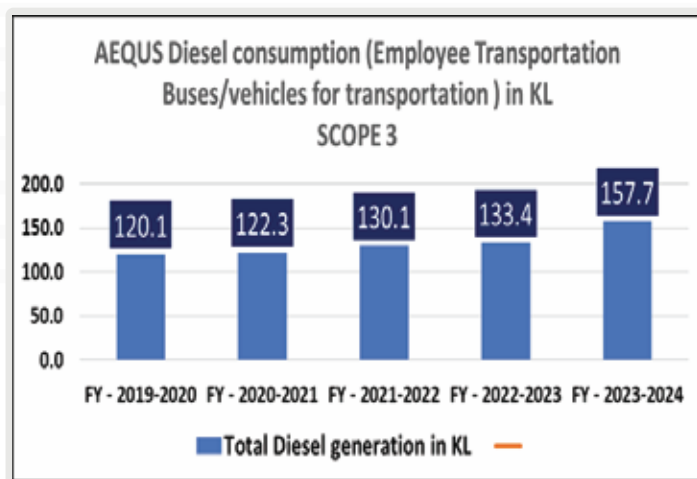
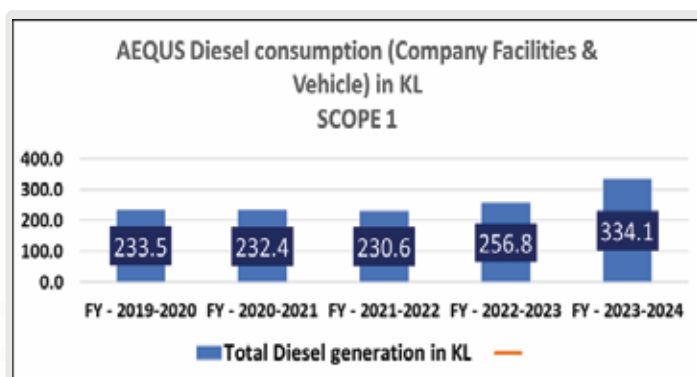
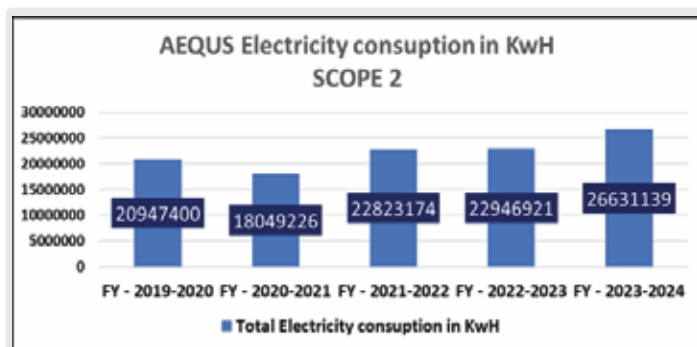
All our machining units have daylight systems and roof ventilators installed. These have greatly enabled energy savings. Aequs started installing LED lights in place of CFL bulbs apart from solar lights and solar-powered fencing some time back. This has reduced in consumption of nearly and savings of 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:

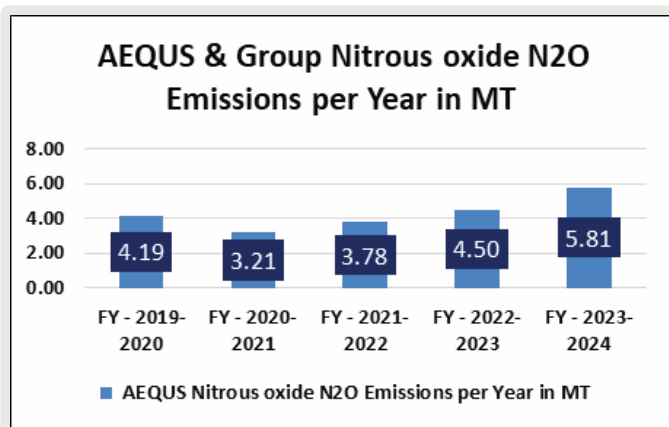
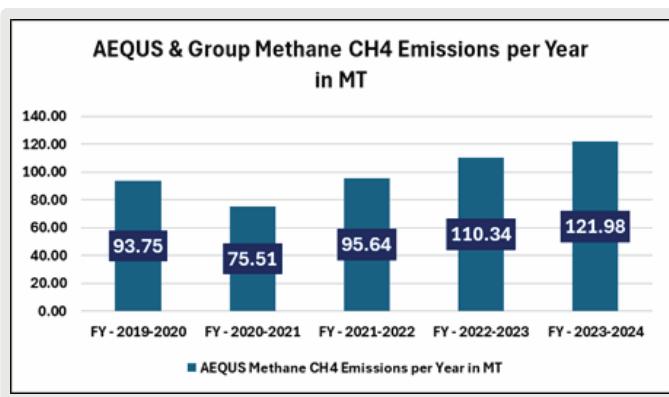
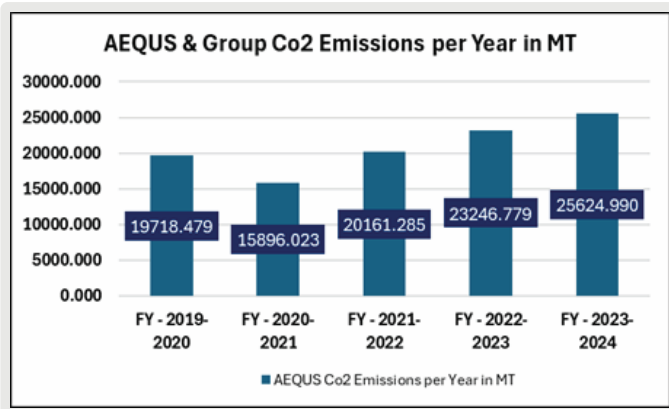
We adhere to all applicable legal requirements and are committed to the use of energy efficient equipment and technology

## 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 2MW 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-Driven Product Stewardship at Aequs**  
At Aequs, product stewardship is at the heart of our sustainability-driven manufacturing approach. We are committed to minimizing our environmental footprint at every stage of the production cycle, ensuring that our processes contribute to a safer, more responsible, and enriching future. Our purpose-led philosophy drives us to operate beyond mere compliance, aligning our practices with community expectations and often exceeding regulatory standards.

**Aequs' Vision for Responsible Manufacturing**  
As a key supplier to global OEMs, Aequs upholds world-class manufacturing standards that prioritize safety, efficiency, and environmental responsibility. We actively collaborate with stakeholders—including customers, suppliers, and communities—to ensure that our production methods align with sustainable best practices.

**Creating Sustainable Value**  
Product stewardship is more than just a responsibility; it is a strategic advantage in a world increasingly focused on environmental and social well-being. By integrating safety, sustainability, and compliance into our manufacturing DNA, we mitigate risks, enhance operational transparency, and build trust with all stakeholders.

Through ongoing education and communication, we proactively inform our customers, employees, and the public about the health, safety, and environmental aspects of our production processes. Aequs is not just meeting expectations—we are redefining them, shaping a future where responsible manufacturing drives long-term value for businesses, people, and the planet.

## **Aequs Product Stewardship Policy: Commitment to Responsible Manufacturing**

At Aequs SEZ and the Aequs Group of Companies, we recognize that effective product stewardship is essential in mitigating the health, safety, and environmental impacts of our products. Our approach goes beyond regulatory compliance, integrating sustainability and responsible practices into every stage of our product lifecycle—from technology selection and classification to safe handling, communication, and disposal.

### **Our Commitment to Product Stewardship**

Aequs is dedicated to ensuring that product stewardship is seamlessly embedded in our operations. To achieve this, we commit to:

#### **Ensuring Compliance & Sustainability**

Adhering to all applicable regulations and aligning with the Aequs Sustainability Framework to maintain environmental responsibility.

#### **Upholding Quality & Safety Standards**

Implementing robust quality assurance and control systems in line with international standards to uphold product and process integrity.

#### **Identifying & Replacing High-Risk Substances**

Evaluating materials and processes that pose risks to health and the environment and adopting safer alternatives wherever possible.

Conducting product testing to enhance transparency within the supply chain and provide clear, responsible communication to stakeholders.

#### **Lifecycle Stewardship**

Engaging in product stewardship throughout the entire lifecycle—from sourcing and development to commercialization and eventual discontinuation.

#### **Safety Awareness & Training**

Promoting the safe use of our products through regular training and awareness programs for employees, contractors, and customers.

Providing localized safety guidelines to ensure responsible handling of materials and preventing unsafe or environmentally harmful applications.

#### **Measuring Progress & Continuous Improvement**



# 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

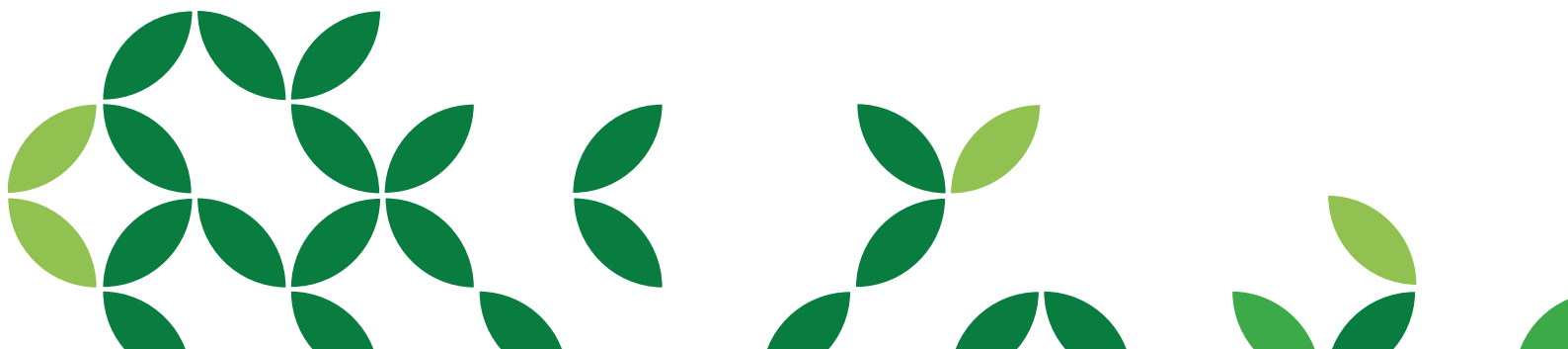
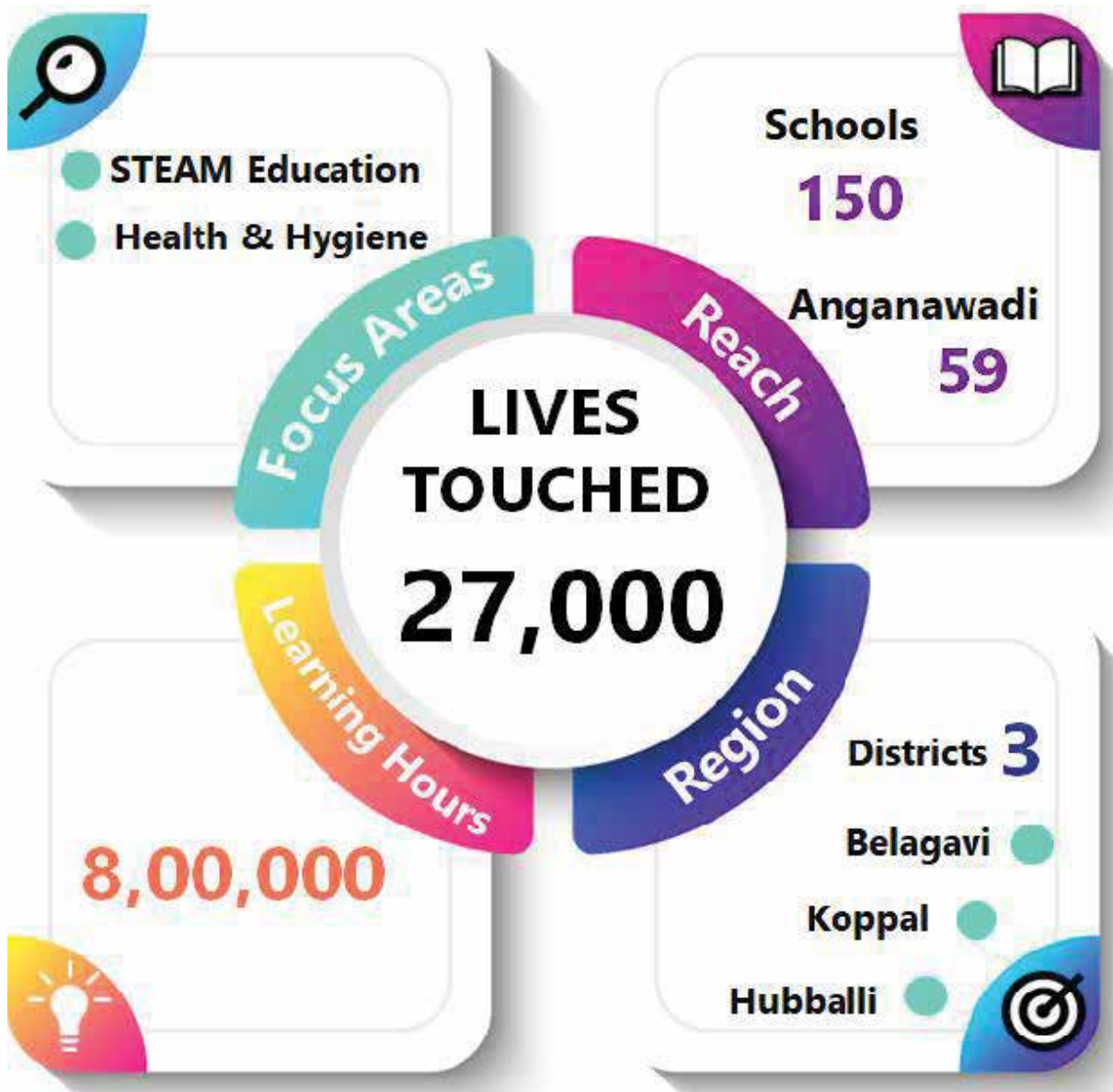
Making a meaningful difference in society has always been at the core of our corporate social responsibility vision. The Aequus Foundation is dedicated to driving sustainable, visible community change. In recent years, the Foundation has significantly influenced how children view Science and Technology. Through hands-on, experiential learning, it has improved children's quality of life by imparting crucial knowledge in areas like Safety, Health & Hygiene, and STEAM. To maximize our social impact, we concentrate on the following targeted areas of intervention:

- ▶ STEAM education
- ▶ Enhancing education quality and infrastructure in schools
- ▶ Vocational training with a focus on employability
- ▶ Environmental sustainability and conservation
- ▶ Community-based projects driven by local needs
- ▶ Health and hygiene support for government schools
- ▶ Awareness programs on health and hygiene
- ▶ Boosting student health outcomes
- ▶ Preventive healthcare initiatives across schools





# CSR Matrix



# Employee Engagement

An organization's success hinges on its people, making it crucial to gather the right talent and cultivate a content workforce. Employee engagement initiatives are key to unlocking the workforce's potential.



**Health Pulse:** Webinars and panel discussions led by expert doctors focus on physical and emotional health, covering topics like nutrition, exercise, and lifestyle.



**AQosport:** Promotes fitness and healthy competition through various sports activities at the Aequus Sports Arena, fostering teamwork and a love for sports.

**Coffee Talk & Manager Meetings:** Sessions where employees meet senior leaders to discuss organizational achievements, goals, and employee recognition.

# Employee Development

At Aequus, we prioritize learning and development, constantly enhancing our employees' skills to meet evolving business needs. Our programs are driven by manager nominations and fall into three broad categories:

**Technical Training:** Classroom-based, instructor-led programs addressing skill gaps. Includes Advanced GD&T, Project Management, CNC Programming, and more. We follow a 70:20:10 model: 70% on-the-job, 20% peer interactions, and 10% classroom learning.

**Behavioral Training:** Combines classroom and online learning. For example, the First

Time Manager-Planning and Prioritization Program includes live modules and e-learning.

**Leadership Development:** Focuses on Management Development Programs (MDPs) and external training.

**Industrial Knowledge Centre (IKC):** A functional skilling ecosystem that bridges knowledge gaps, ensuring sustainable business growth. IKC trains and hires fresh graduates, equipping them with necessary skills for aerospace manufacturing and other industries

## Promoting Employee Well-being through Health and Wellness Initiatives

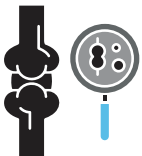
At Aequus, employee wellness is an integral part of our workplace culture. We believe that a healthy workforce is the foundation of a productive and thriving organization. Through a series of thoughtfully curated wellness programs and health camps, we have actively fostered a culture of health, awareness, and preventive care among our employees.

Over the past year, the Aequus Wellness Program has witnessed enthusiastic participation across various health-related initiatives, reaching over 1,500 employees. These initiatives were conducted in collaboration with renowned medical institutions, ensuring quality diagnostics, expert consultations, and impactful awareness sessions.

### Key highlights of our employee wellness efforts include:



**Voluntary Blood Donation Camps:** Organized in partnership with Belgaum Institute of Medical Science (BIMS) and KLE's Hospital, these camps saw participation from over 350 employees. These initiatives not only contributed to local blood banks but also raised awareness about the life-saving importance of blood donation.



**Osteoporosis Screening:** With 203 employees screened in association with KLE Medical College, the camp aimed at assessing bone density, identifying at-risk individuals, and educating them on bone health and lifestyle modifications to prevent osteoporosis.



**Eye Screening Camps:** In collaboration with Dr. Kodkany's Eye Centre, we facilitated vision check-ups for over 400 employees, enabling early detection of vision problems and ensuring timely medical intervention.



**Multispecialty Health Camp:** Conducted with Vijay Ortho & Trauma Centre, this camp provided comprehensive health check-ups across multiple specialties for 174 employees, focusing on preventive care and early diagnosis.







**Skin, Hair & Nail Screening:** Partnering with KLE Dermatology Department, this initiative reached 129 employees, offering screening and guidance for common dermatological concerns, emphasizing personal hygiene and care.



**Yoga Day Celebration:** With 40 employees participating, this session focused on improving physical flexibility, mental well-being, and stress reduction through guided yoga practices.

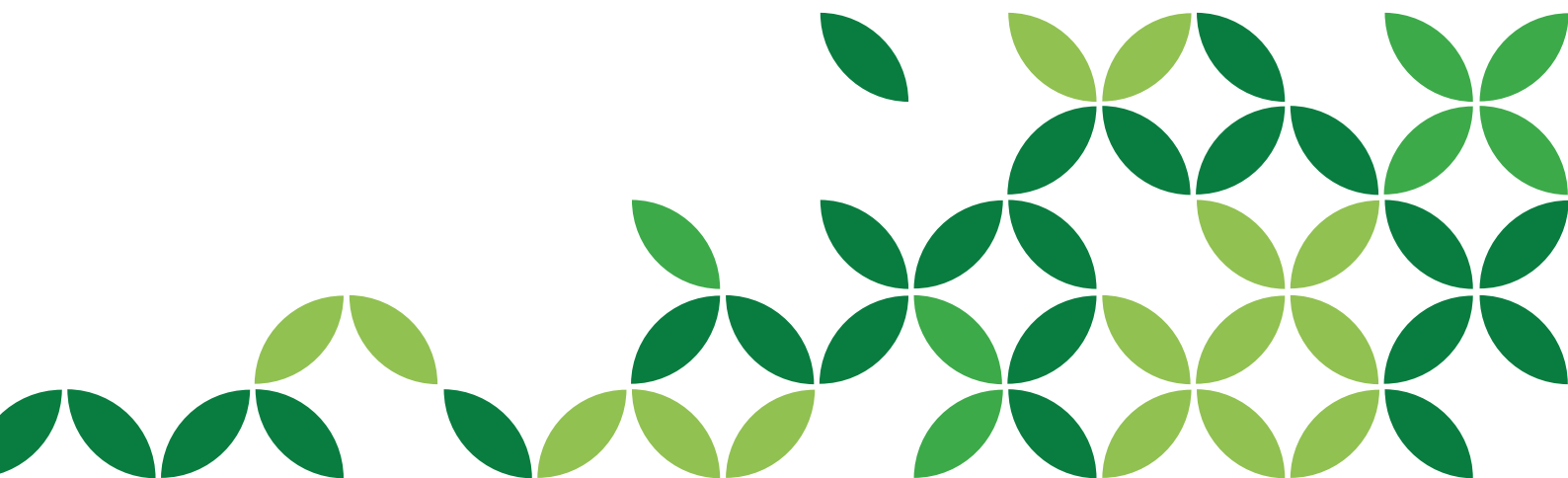


**Cardiac Screening:** In association with the Department of Cardiology, KLE Medical College, 90 employees were screened for heart-related ailments, coupled with education on preventive cardiovascular care.



**Respiratory Screening Camp:** Targeting respiratory health, this camp screened 120 employees for conditions like asthma and COPD, offering medical advice for managing and preventing chronic respiratory issues.

These programs are a testament to our commitment to nurturing a work environment that prioritizes the health, safety, and happiness of our employees. By integrating preventive care into our wellness strategy, we aim to create lasting positive health outcomes that support both individual well-being and organizational success.



# Safety

Safety is more than a checklist—it reflects the collective commitment of every individual at Aequus to create and maintain secure working environments across our manufacturing sites. At Aequus, safety forms a core pillar of our operational philosophy. Our objective is clear: to achieve zero injuries, fatalities, or accidents through a structured and proactive safety framework that includes the following key measures:

- ▶ **Regular Safety Training and Emergency Drills** are conducted in accordance with internal and regulatory guidelines, ensuring employees are well-prepared for any unexpected events.
- ▶ **On-site Emergency Response Protocols** are in place to cover a range of scenarios such as fire and natural disasters. These include key emergency contacts and a designated emergency response team (ERT) with clearly defined roles and responsibilities.
- ▶ **Periodic Mock Drills** are organized to test the readiness and efficiency of our response mechanisms and to identify areas for improvement.
- ▶ **Weekly and Monthly Safety Inspections** are carried out at the plant level to monitor compliance and ensure the work environment consistently meets safety standards.
- ▶ **Incident Reporting and Review Process** has been implemented for all TF1 and TF2 accidents. Senior management reviews each case, and action points from these reviews are shared with Business Unit Heads and the EHS Team to drive continuous improvement.

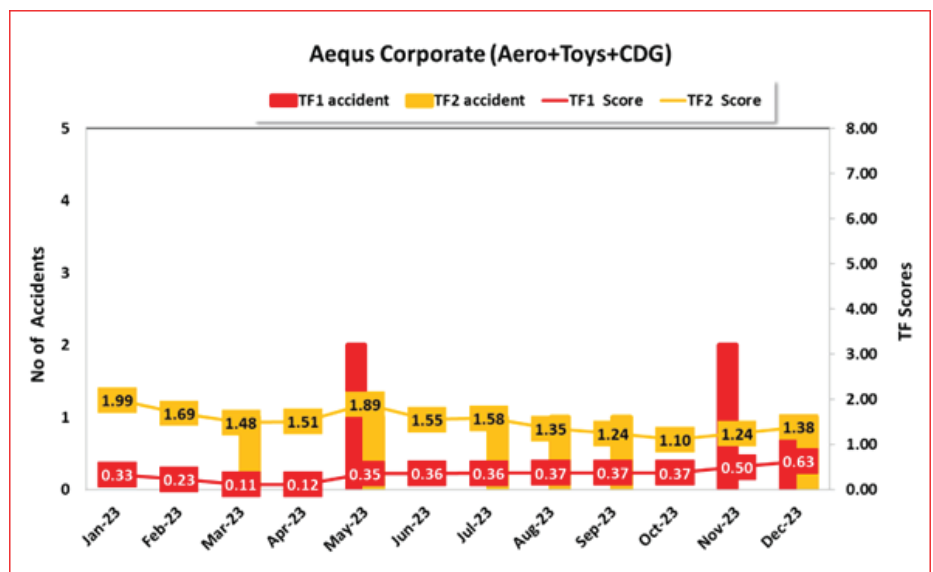
This systematic and people-driven approach ensures safety is not just a practice but a way of life at Aequus.

**TF1 ACCIDENT : 1**

**TF2 ACCIDENT : 1**

**TF1 SCORE : 0.63**

**TF2 SCORE : 1.38**





# Governance

# Governance

## A Culture Built on Transparency, Trust, and Respect

At Aequus, inclusivity and openness are at the core of our organizational culture, shaped by our foundational values of Transparency, Trust, and Respect. These principles are not just ideals—they actively guide our decision-making, help us navigate challenges, and define the way we operate as a business.

Our strong governance framework ensures compliance with global and local regulatory requirements. We have established robust internal control processes and policies across multiple domains, reinforcing accountability and ethical business conduct.

Aequus is governed by a structured leadership framework led by the Board of Directors, which plays a pivotal role in steering the company's strategic vision. As of February 8, 2022, our Board comprises five members, including the Chairman & CEO, Managing Director & COO, and three independent directors. We take pride in fostering diverse leadership, with one woman director contributing to our governance.

By embedding these values into our corporate DNA, Aequus continues to cultivate a transparent, ethical, and inclusive work environment, ensuring sustainable growth and stakeholder trust.





# Board of Directors



**Aravind Melligeri**  
Chairman



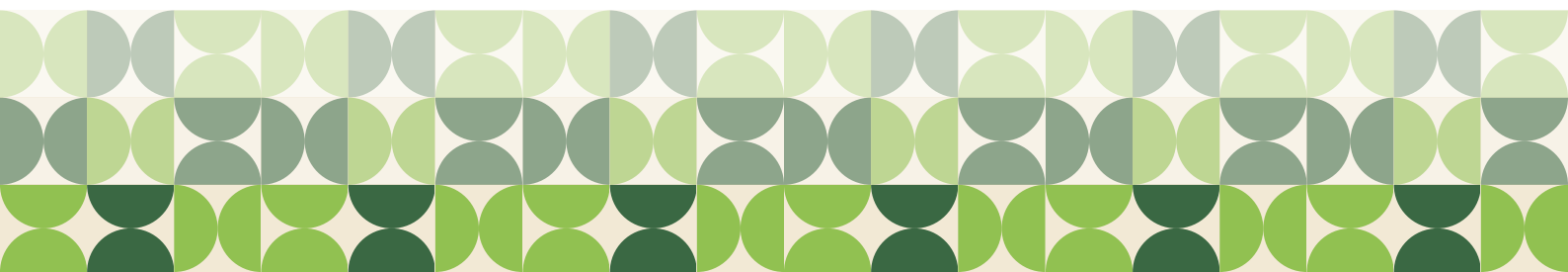
**Rajeev Kaul**  
MD



**Dr. Klaus Richter**  
Non Executive Director



**Dr. Ajay Prabhu**  
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.





# ESG Profile and Independent Assessment

Aequus 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, Aequus has aligned its ESG initiatives to the United Nations, Sustainable Development Goals (SDG)s as a good measure and presented the same here.



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