



# SUSTAINABILITY REPORT (YEAR 3)



**FY 2024-25**

**RIALTO ENTERPRISES PRIVATE LIMITED**



# ABOUT THE REPORT

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We take immense pleasure in presenting our sustainability report for fiscal year 2024-2025. The report outlines our structured approach to present our sustainability journey. This report highlights how sustainability principles and globally recognized frameworks such as EcoVadis and GreenCo have been systematically integrated into our policies, operations, and employee practices. This is our third Annual Sustainability Report at Rialto Enterprises Private Limited. This report highlights Rialto's accomplishments in sustainability for FY 2024-25, detailing our policies, key actions, and performance in Environmental, Social, and Governance (ESG) areas. It also outlines our objectives and priorities for FY 2025-26 and beyond. Our Greenhouse gas emissions data is reported in accordance with the Indian Greenhouse Gas (GHG) Protocol. The terms "Rialto," "we," "us," and "our" refer to Rialto Enterprises Private Limited (Oral care divisions).

The data in this report has not undergone third-party assurance or verification. Additionally, this document includes forward-looking statements regarding future events and circumstances.

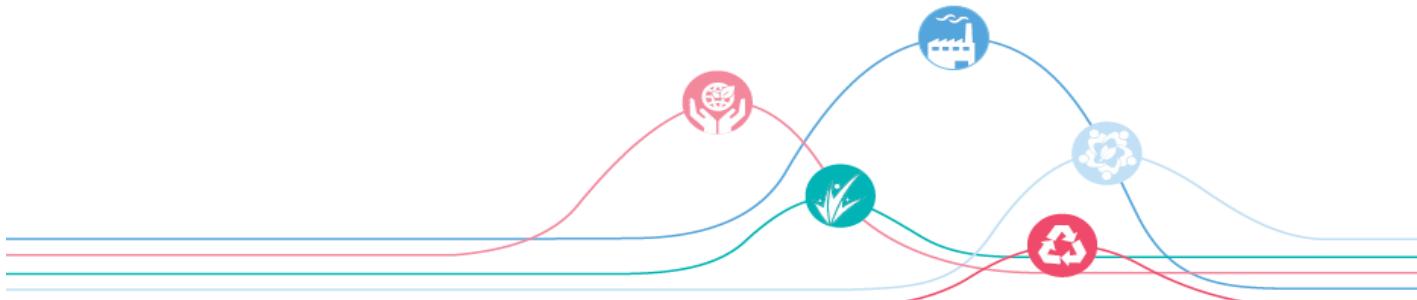
This report covers the financial year data from July 1st, 2024 to June 30th, 2025. You can find this report on our website : [rialto.co.in](http://rialto.co.in)

For any questions about this report, please contact [arunkumar.j.1@pg.com](mailto:arunkumar.j.1@pg.com).

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# MESSAGE FROM CEO

At Rialto, sustainability is not just a goal - it is the driving force behind everything we do. It defines how we develop, innovate, and operate from the inception stage of all our projects. The need for sustainable growth continues to remain a focus to our mission, as we strive to create a positive impact on the communities we serve and the environment we share, while delivering enduring value to all our stakeholders.

Over the years, we have systematically optimized energy efficiency, minimized waste and water usage, invested in renewable energy, and built climate resilience. This steadfast commitment continues to drive us forward with determination and purpose.

Today, the results of these collective efforts are clearly reflected in our achievements: The **GreenCo Platinum<sup>+</sup> Certification**, **Ecovadis Silver Rating**, **EHS Gold Rating**, **Water Positive** and **Zero Waste to Landfill** status, along with the progress of our **Green Supply Chain Program**, stand as strong enablers propelling our decarbonisation journey forward.

We take immense pride in achieving the **GreenCo Platinum<sup>+</sup> rating** from the **CII-Sohrabji Godrej Business Centre (CII-GBC)**—the highest distinction for sustainable practices. This milestone reaffirms Rialto's leadership in sustainable development and industry-best environmental performance.

These achievements reflect our holistic approach to resource conservation, waste management, and circular economy principles. At Rialto, we recognize that advancing our Environmental, Social, and Governance (ESG) priorities is integral to our long-term success.



**CHANDER SWAMY**  
**CHIEF EXECUTIVE OFFICER**

# MESSAGE FROM CEO

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Looking ahead, we are firmly focused on becoming a **Net Zero facility (Scope 1 & 2) by 2028**, envisioning a future where our operations produce **zero emissions**, contributing to the growth of eco-conscious communities where we operate. As we navigate the evolving landscape of our industry, innovation and sustainability remain deeply integrated into our core strategies.

We are proud to present the ***FY 2024–25 Sustainability Report***, which reaffirms our enduring commitment to responsible growth. This report highlights our key actions, policies, and performance across four strategic pillars: ***Greening Our Operations, Decarbonising Our Supply Partners, Restoring Our Environment, and People's Well-Being.***

These areas have guided our sustainability efforts and actions, and in FY 2024-25, we made significant progress and observed positive outcomes.

We remain steadfast in our commitment to address global challenges with the **urgency and purpose it demands**, translating our beliefs into **meaningful action** every day.

Through our close engagement with suppliers across businesses, we are actively guiding, evaluating and incentivising our suppliers to increase their efforts on ESG and climate action.

At Rialto, we continue to redefine industry standards by pushing the boundaries of sustainable development.



Chander Swamy  
Chief Executive Officer

# COMPANY PROFILE

Located on the outskirts of Chennai, connecting Vandalur and Kelambakkam, Rialto is a beehive of activity. Covering 4.6 acres, the lush green foliage hides the factory from outside view. Inside the plant, state-of-the-art machinery lined up on either side of the factory floor produces more than 2 million manual toothbrushes a day.



Rialto's journey started in the year 2001, and over time, we expanded to 4 units involved in the manufacture of manual toothbrushes. Rialto supplies as many as 400 variants of these toothbrushes to more than 140 countries across the globe. Achieving this complex function involves a flexible workflow, one that requires it to be aligned to a fluctuating weekly demand for the finished product and raw material supply from its vendors. Rialto has been achieving a 100% target year on year, while still measuring up to the most stringent quality specifications of the various certifying agencies and its giant multinational customer, the Procter and Gamble Company, USA.

This is made possible by the eye for minute detail that the company has sharpened and fostered in its employees. They undergo continuous training to reach peak performance sustainably. The site boasts multiple certifications, including

- **ISO 9001:2015** – Quality Management System,
- **ISO 14001:2015** – Environmental Management System,
- **ISO 45001:2018** – Occupational Health & Safety System,
- **ISO 13485:2016** – Medical Device Quality Management System,
- **EcoVadis Committed Badge**
- **GreenCo Platinum+ Certification** from the Confederation of Indian Industry.
- **Water Positive Certified** from the Confederation of Indian Industry.
- **Zero Waste to landfill** from Intertek
- **SEDEX SMETA 4- Pillar Certified**
- **Great Place to Work Certified Site**
- **EHS Gold Awarded site** by CII
- **HALAL Certified Site**

# EXTERNAL RECOGNITION

## QUALITY MANAGEMENT SYSTEM



9001:2015



13485



HALAL  
CERTIFIED

2024 - 2027

2023 - 2026

## HEALTH, SAFETY & LABOUR SYSTEMS



2025-2026



2023 - 2026



2025 - 2026

## ENVIRONMENT & SUSTAINABILITY



2025-2028



2025



2024 - 2027



EHS GOLD  
AWARDED SITE



2025 - 2028



2024 - 2027



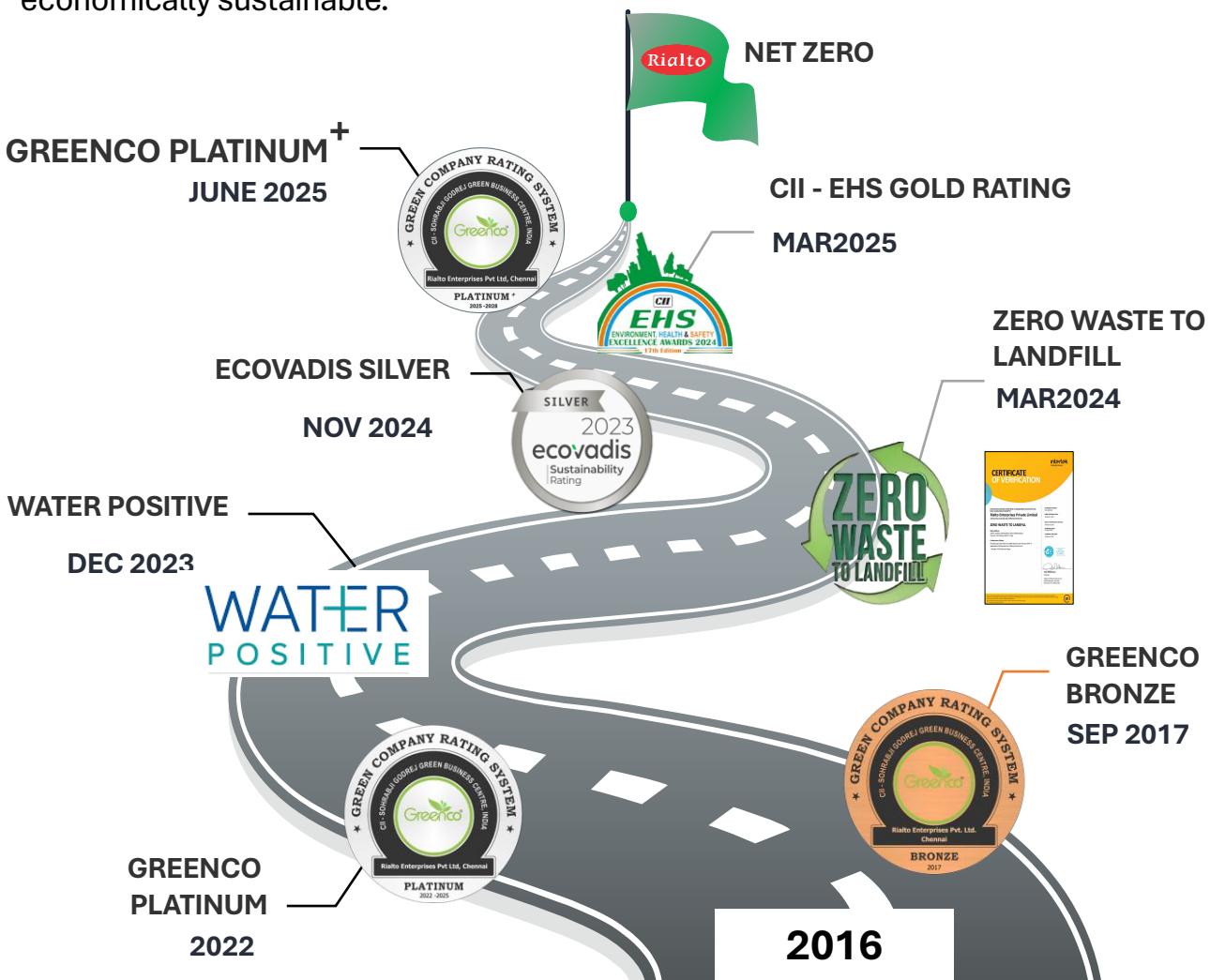
**P&G - Business Partner Excellence Award**

**P&G – External Business Partner Excellence Award**

# OUR JOURNEY TO NET ZERO

Our journey toward Net Zero began in 2016, marking a defining moment in Rialto's commitment to sustainability and environmental stewardship. What started as a vision to minimize our environmental footprint has evolved into a structured and measurable roadmap that integrates sustainability into every facet of our operations. We have set ambitious yet achievable goals — to reach Net Zero emissions for Scope 1 and Scope 2 by 2028, and to further extend this achievement to Scope 3 emissions by 2040. These targets reflect our comprehensive approach to decarbonisation, encompassing both our direct operations and the wider value chain.

Our progress so far has been both steady and significant. With dedicated teams, advanced monitoring systems, and strong leadership commitment, we are well on track — and in several areas, poised to achieve our milestones well ahead of schedule. This progress is backed by robust financial planning and measured investments that ensure our transition remains both environmentally and economically sustainable.

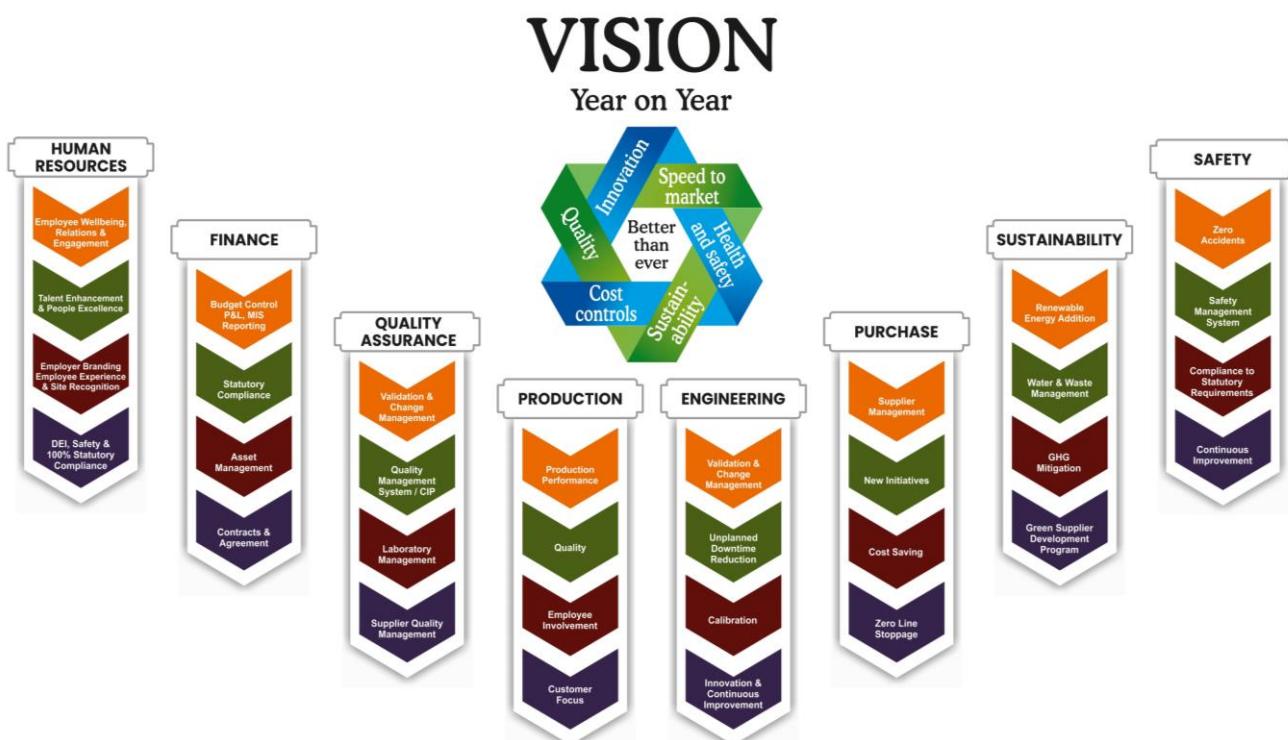


# COMPANY VISION

Rialto's Vision is centred on enhancing our performance across six core pillars: **Production, Quality Assurance, Engineering, Purchase, Sustainability and Health & Safety.**

In FY 2024-25, we expanded our focus by introducing two additional pillars — **Human Resources and Finance** — strengthening our framework for holistic growth. We also refined our strategic vision and integrated additional **Key Result Areas (KRAs)** to drive measurable progress.

Our goal is to continuously improve and surpass our previous benchmarks year after year. Through well-defined strategies and consistent execution, we ensure that our progress remains aligned with Rialto's vision of achieving excellence across all key areas of performance.



## RIALTO'S VISION

# ESG GOVERNANCE

Effective oversight and clearly defined roles and responsibilities are fundamental to the successful implementation of Rialto's sustainability strategy.

The **Leadership Team** provides strategic direction and oversight of the company's overall sustainability agenda, including the identification and management of key ESG-related risks and opportunities. The **ESG Committee** plays a central role in driving Rialto's sustainability initiatives by reviewing, monitoring, and approving ESG policies, performance, and projects.

Our **Chief Executive Officer (CEO)** holds ultimate accountability for the ESG program—setting the organization's strategic direction, overseeing material sustainability topics, and ensuring that ESG priorities are integrated into core business decisions. Regular updates on sustainability performance and progress are provided to the CEO.

The **President – Operations** is responsible for translating the sustainability strategy into actionable programs across the organization, ensuring alignment with corporate objectives. The Sustainability Manager leads the planning, data management, performance tracking, reporting, and communication of ESG initiatives at the facility level. Sustainability at Rialto is a shared responsibility across all functions. At the site level, designated representatives from **Production, NPD & Plastics, Maintenance, Sustainability, Safety, Purchase, and Supply Chain** teams collaborate to collect and report ESG data, set site-specific goals, and implement targeted initiatives that contribute to Rialto's overall sustainability performance.

Through this structured governance framework, Rialto ensures accountability, transparency, and continuous progress in advancing its sustainability commitments.

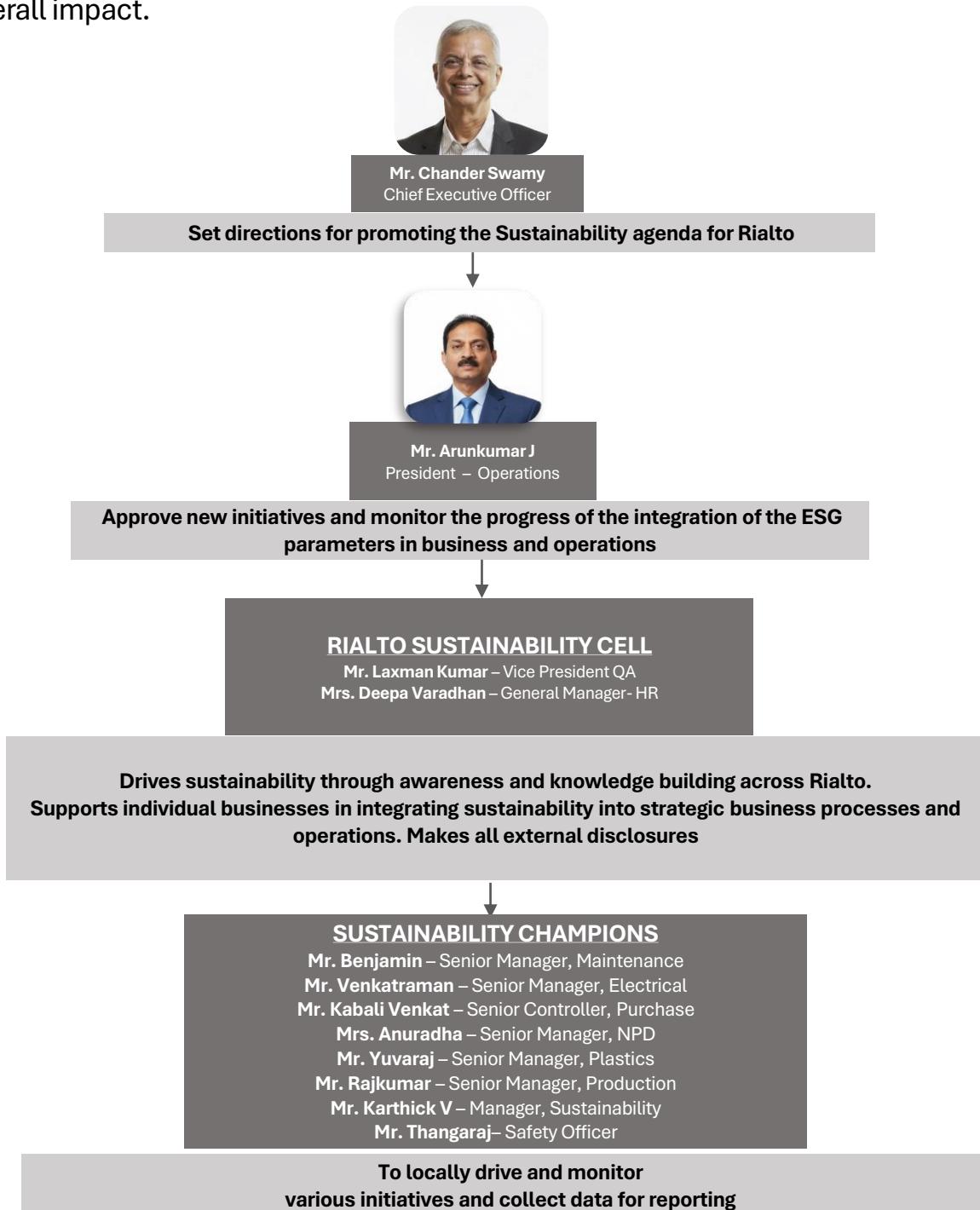
***“Through the collective efforts of our teams at every level, Rialto has made remarkable progress in advancing our sustainability commitments and enhancing our performance year after year..”***

***Arunkumar J,  
President Operations***



# ORGANIZATION ESG STRUCTURE

At Rialto, our pursuit of Net Zero is guided by a top-down approach. To support this, we have established an ESG Committee that regularly reviews the effectiveness of our sustainability and ESG initiatives, monitors performance, and evaluates their overall impact.



# ESG HIGHLIGHTS FY 2024-25

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Some of the highlights of FY 2024-25 include:



1 : 3.25  
Water Positive Unit

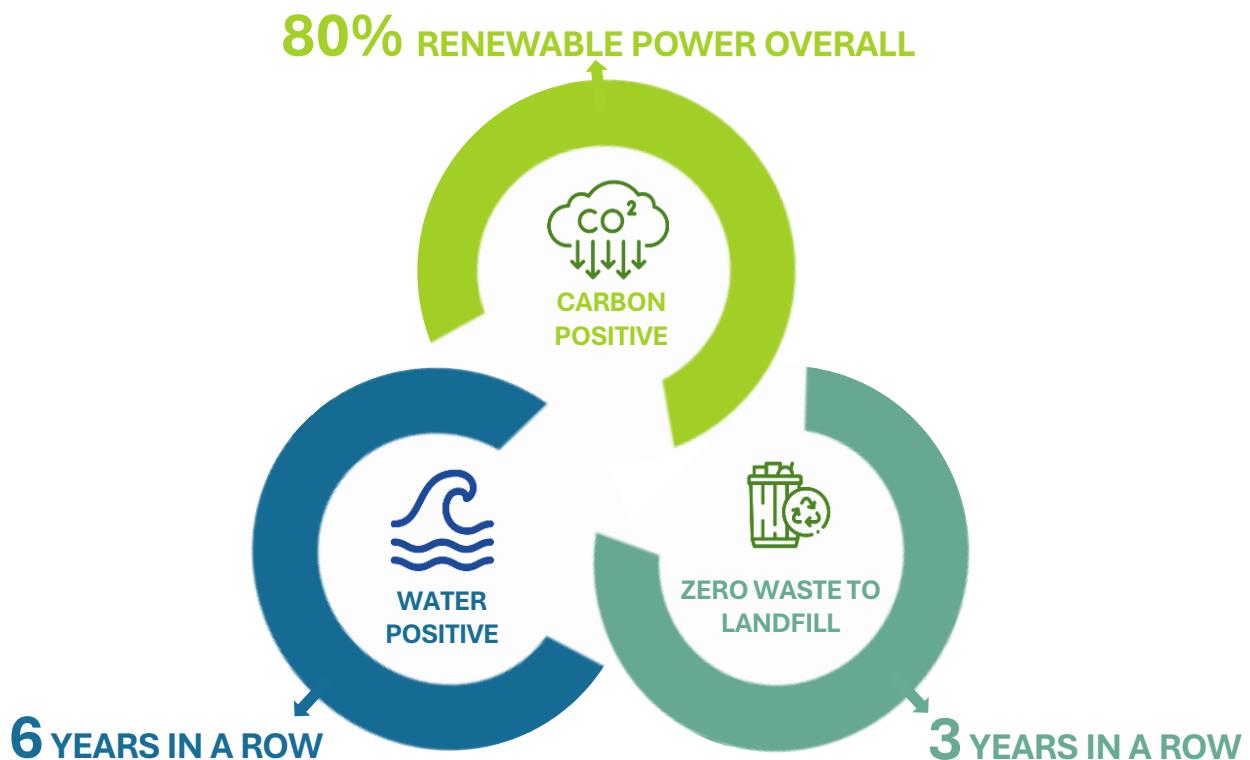


More than 99.99% of waste  
goes to recycling



80% of the demand met  
by 3.1 MW Solar & Wind  
plant

Over the years, we have achieved



# OUR PERFORMANCE AT A GLANCE



The table below displays resource consumption data over the years. Details for each consumption area are provided later in this report.

Parameter	2018 - 2019	2019 - 2020	2020 - 2021	2021 - 2022	2022-2023	2023-2024	2024-2025
Waste (MT / MSU)	0.0325	0.0303	0.0240	0.0234	0.0231	0.0201	0.0199
Hazardous Wastes (MT / MSU)	0.0000716	0.000062	0.000048	0.000045	0.000032	0.000023	0.000018
Non-Hazardous Wastes(MT / MSU)	0.0324	0.0302	0.0240	0.0234	0.0231	0.0201	0.0199
Energy Consumption from Grid (kWh / MSU)	266.95	253.22	242.19	215.20	193.80	140.62	98.8
Energy generated from Diesel generator (kWh / MSU)	22.33	11.28	67.72	10.30	8.63	9.90	11.4
Energy Renewable power generated (Onsite & Offsite) (kWh / MSU)	0.00	0.00	13.60	17.28	47.45	149.67	214.56
Total GHG emissions (tCO <sub>2</sub> e / MSU)	0.234	0.235	0.185	0.193	0.149	0.124	0.093
Scope 1 (DG / AC) (tCO <sub>2</sub> e / MSU)	0.037	0.026	0.022	0.0126	0.0102	0.0219	0.0211
Scope 2 (Grid Electricity) (tCO <sub>2</sub> e / MSU)	0.197	0.209	0.163	0.180	0.139	0.102	0.072

**1 MSU = 36,000 Brushes**

## Performance over the years

# SUSTAINABLE MANUFACTURING



At Rialto, we focus our sustainability efforts on five key areas that drive responsible and efficient manufacturing:

- 1. Energy Use & Management**
- 2. Greenhouse Gas Emissions Reduction**
- 3. Water Efficiency & Recycling**
- 4. Material Conservation & Waste Management**
- 5. Greening the Supply Chain**

Our **Environmental & Sustainability Policy** defines Rialto's comprehensive approach to managing environmental impacts across all operations — including the efficient use of energy and water. On-site Sustainability Managers play a pivotal role in implementing this policy and ensuring continuous improvement.

We have established clear baseline measures for resource consumption, set measurable targets, and identified strategic initiatives to minimize our environmental footprint. Since the facility's inception, Rialto has maintained **100% compliance with all environmental regulations**, with **no penalties or violations** recorded.

Rialto adheres to **nine voluntary codes of practice**, underscoring our commitment to safe, responsible, and sustainable manufacturing. Our ambition is to lead by example — achieving **energy and material efficiency**, and operating as a **water-positive** and **Zero Waste to Landfill** facility.

Our **Green Supplier Development Program (GSDP)** actively engages our supply partners in a collective effort to **decarbonize our value chain**, emphasizing **eco-friendly design** and **responsible product stewardship**.

Our ambition is to lead by example — achieving **energy and material efficiency**, and operating as a **water-positive** and **Zero Waste to Landfill** facility. Today, **over 85% of our total energy requirement** is met through **renewable sources**, reflecting our strong commitment to decarbonization and a cleaner future.

# SUSTAINABLE MANUFACTURING



## Sustainable Manufacturing – Our Commitment to a Greener Future

At Rialto, sustainability is embedded in the way we manufacture, operate, and grow. Our facility has been awarded the GreenCo Platinum+ Rating, reflecting our industry-leading performance across environmental, social, and safety dimensions.

We continually advance responsible manufacturing through:



Together, these initiatives support global commitments aligned with SDG 12 (Responsible Consumption & Production) and SDG 13 (Climate Action), ensuring we deliver high-quality products while safeguarding the planet for future generations.

# ENERGY USE & MANAGEMENT



## **COMMITMENT & TARGETS:**

At Rialto, we are dedicated to reducing our specific energy consumption by 5% annually across our operations. We have set energy intensity targets (kWh/MSU) at the site level, which are monitored monthly through our sustainability scorecard. Our ongoing goal is to continually enhance our energy efficiency.

Additionally, we are committed to maximizing the use of renewable energy in place of grid power, with the objective of achieving carbon neutrality by 2028.

## **APPROACH ADOPTED:**

Our primary energy consumption comes from electricity, which powers our manufacturing equipment, lighting, and backup generators that use diesel.

We monitor energy usage at the site level using online monitoring software, and this data is reported monthly through Rialto's Sustainability Scorecard. The data is reviewed and approved by the President of operations and further examined by the CEO. Sustainability and Electrical Managers are involved in identifying energy efficiency and renewable energy initiatives as part of the capital budgeting process.

In FY 2024-25, Rialto focused on energy management through several manufacturing innovations and energy-efficiency upgrades at the facility, including technological enhancements and the increased use of solar and wind power as alternatives to grid electricity. Additionally, we analyzed energy consumption trends and created awareness on energy management best practices across all organizational levels. We also began identifying and evaluating opportunities to further reduce energy consumption in our operations.

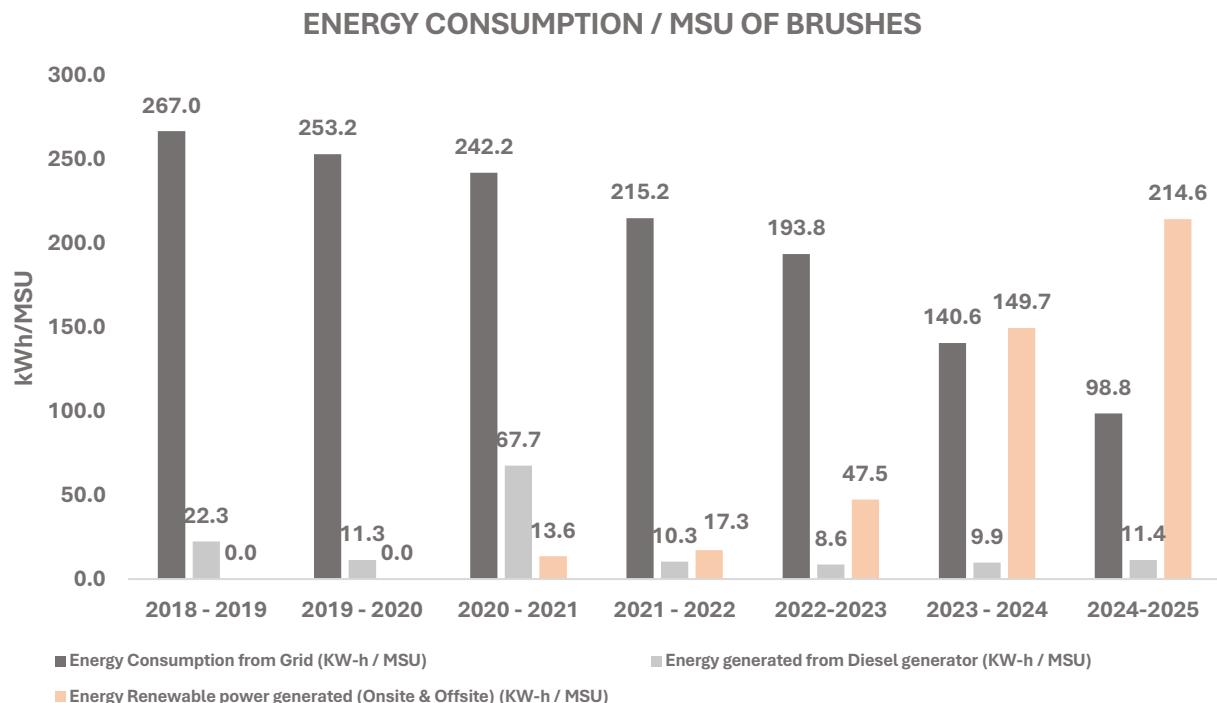
During FY 2024-25, we continue to invest in advanced manufacturing equipment and technology, including high-speed trimming machines and Z-Pack machines. These upgrades not only enhance operational efficiency but also contribute to energy savings and reduced material waste compared to traditional equipment. These initiatives lead to improvement in Rialto's energy efficiency and a subsequent reduction in greenhouse gas emissions.

**Total Energy Consumption in FY 2024-25: 5203.96 MWh**

# ENERGY USE & MANAGEMENT



The Total Energy Consumption for FY 2024-25= **18551.6 GJ**, Total renewable energy Consumption for FY 2024-25 = **11756.9 GJ**



In FY 2024-25, the purchase of solar and wind power increased by **43%** compared to FY 2023-24. This significant growth in renewable energy share is primarily attributed to:

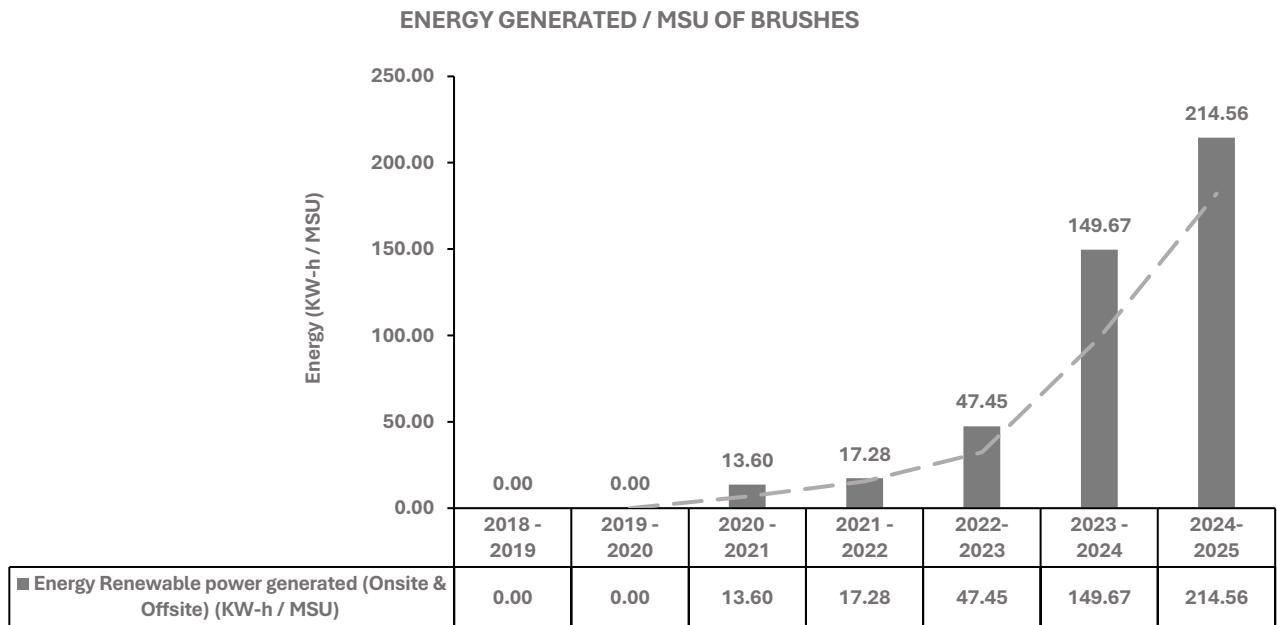
- **Additional Solar Power Purchase** from **Kamuthi Power Plant**, equivalent to **850 kWp** and
- **Additional Wind Power Purchase** from **Tirupur**, equivalent to **600 kWp**

This strategic procurement supports our sustainability goals and contributes to a cleaner energy mix.

# ENERGY USE & MANAGEMENT



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## **Way Forward:**

In FY 2025-26, we will continue to explore and assess opportunities to further reduce energy consumption across our operations. We will collaborate with Heads of Departments (HODs) to raise awareness and formally integrate energy-focused projects into our plans for the year.

# GHG EMISSION

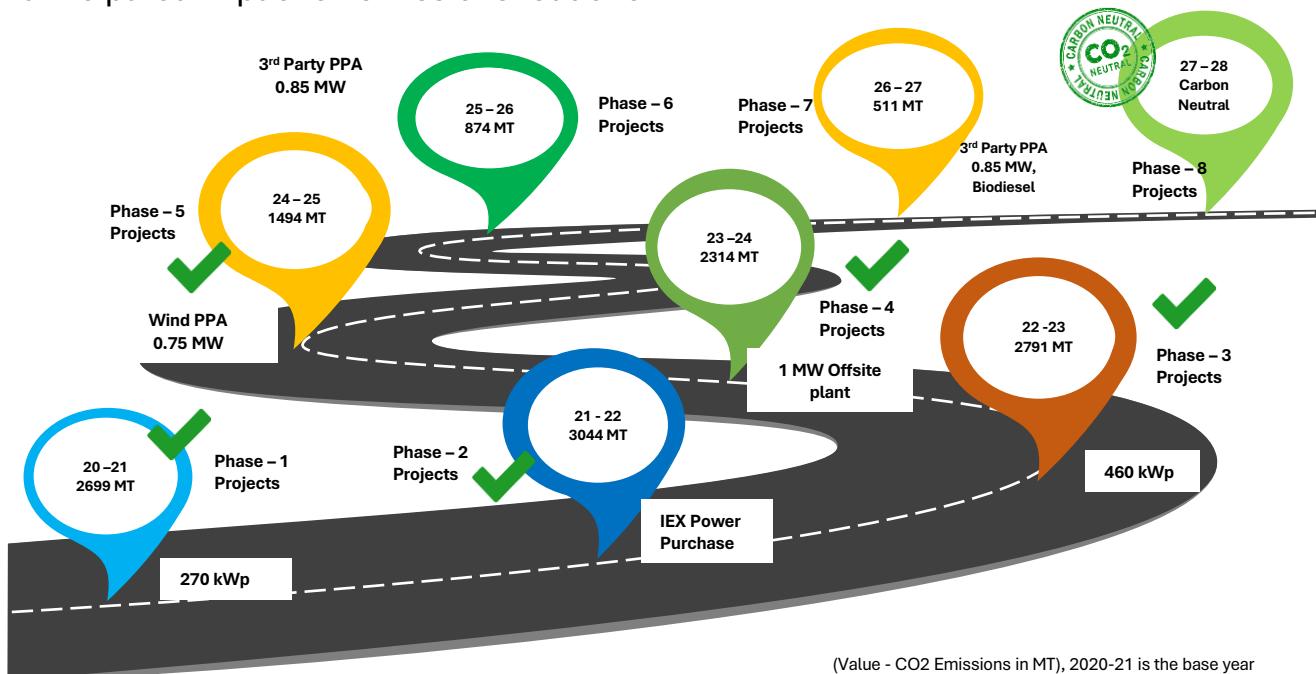


## **COMMITMENT & TARGETS:**

Our goal is to reduce Scope 1 and 2 absolute GHG emissions (tCO<sub>2</sub>e) by 10% annually from our operations, compared to a 2020-21 baseline year. We are committed to achieving carbon neutrality by 2028 and establishing a Net Zero Facility by 2040.

## **APPROACH:**

We have established a long-term roadmap to reach carbon neutrality by 2028, and we are currently ahead of emission reduction in meeting this goal. This roadmap was developed with a focus on upcoming renewable energy projects and their anticipated impact on emissions reduction.



*Roadmap to Achieve Carbon Neutrality by 2028*

## **GHG Inventorisation:**

We calculate and report our greenhouse gas emissions in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. We employ an operational control approach to define our organizational boundaries, accounting for 100% of GHG emissions from operations under our direct control. For Scope 2 emissions, we use a location-based approach and apply emission factors provided by the Central Electricity Authority.

# GHG EMISSION



This report covers the financial year from July 1st to June 30th.

Rialto collects GHG emissions data using a customized internal checklist. Our sustainability manager compiles, calculates, and analyzes this data using an in-house tool equipped with the latest emission factors.

## **Emission Reduction Initiatives:**

For FY 2024-25, we have enhanced our renewable energy procurement by increasing our power purchase from the Kamuthi power plant by 23%, equivalent to 1200 MWh annually.

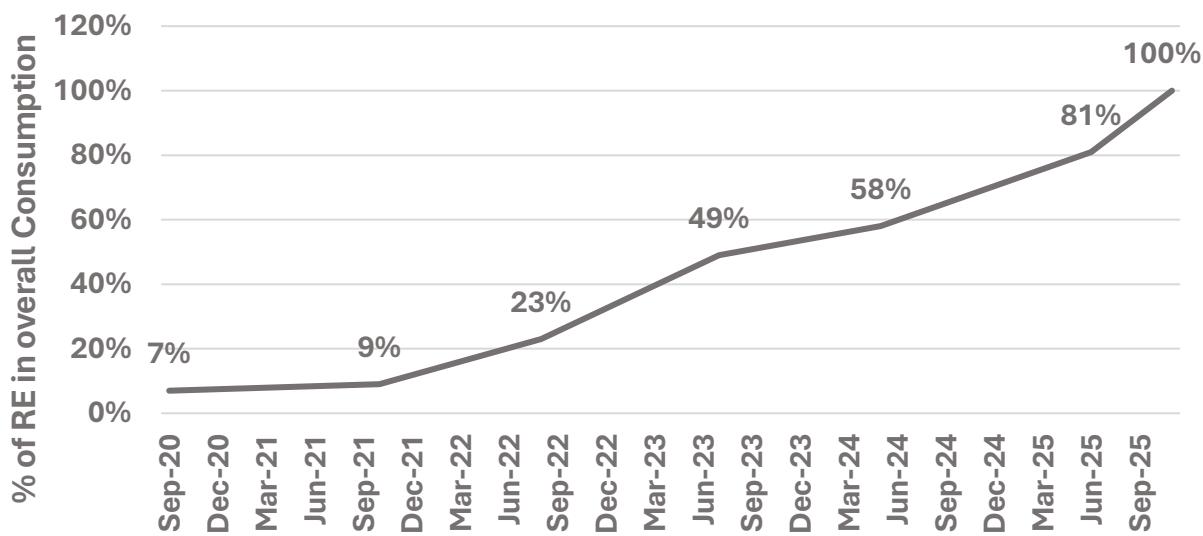
Additionally, we have procured 500 MWh of wind power through a third-party purchase model. This addition raises our renewable energy share by 9%, bringing the total to 100% installed capacity against our overall energy requirement. We are committed to achieving 100% renewable energy by end of 2028.

S.No	Project Type	Projects	Date of Implementation	Average Generation in MWh	% Impact on Electricity Consumption
1	Onsite	270 kWp at MF 2	Sep-20	365	7%
2	Onsite	460 kWp at MF 1	Aug-22	630	12%
3	Offsite	1000 kWp Offsite Group Captive Solar Power Plant	Jul-23	1400	26%
4	Offsite	3rd Party Wind Power purchase From Coimbatore	Jun-24	500	9%
5	Offsite	3rd Party Solar Power purchase From Kamuthi	Mar-25	1200	23%
6	Offsite	3 <sup>rd</sup> Party Solar Power Purchase from Pudukkottai Plant	Nov-25	1200	23%
Installed capacity against our annual requirement					100%

# GHG EMISSION



## RENEWABLE ENERGY SHARE

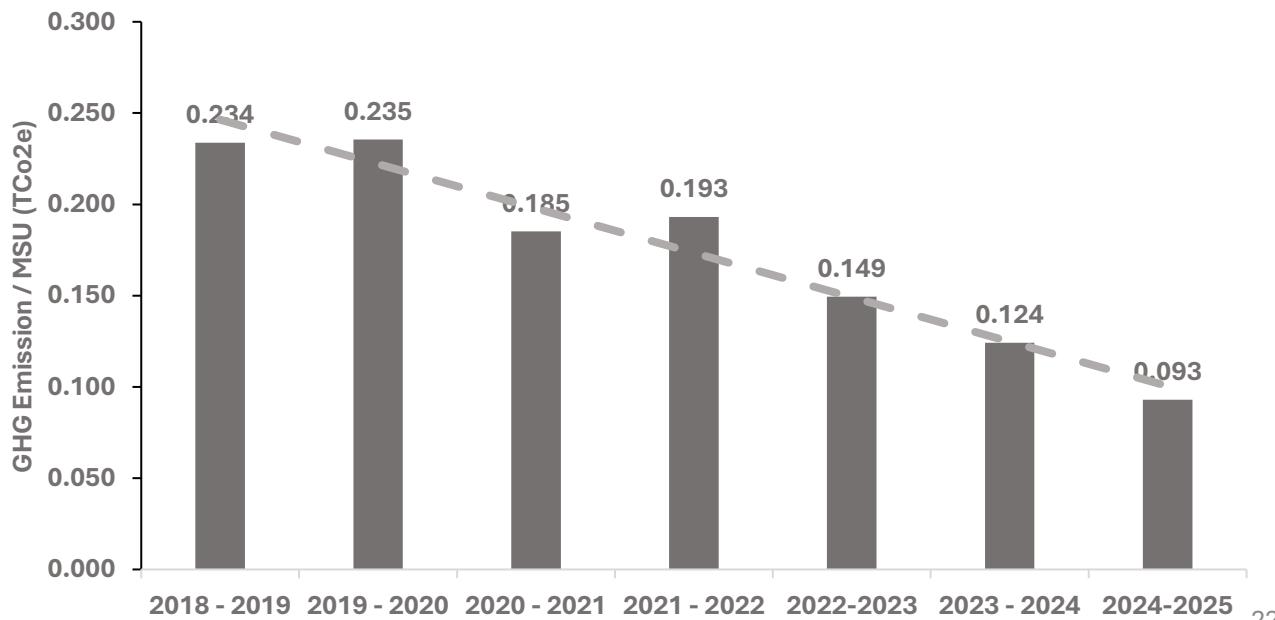


Currently more than 80% of our annual electricity requirement is met by renewable power.

Our emissions (Scope 1 & Scope 2) have been reduced by 25.2% compared to the FY 2023-24 levels. We anticipate a further reduction of 10% next year.

**For FY 2024-25, our total emissions from operations (Scope 1 & Scope 2) amounted to 1494 tCO2eq.**

## GHG EMISSION / MSU OF BRUSHES



# VALUE CHAIN EMISSION (INDIRECT)



23

In FY 2023-24, we have broadened the scope of our Scope 3 emissions inventory to include 8 out of the 15 applicable categories. This expansion means our emissions reporting now covers a more comprehensive range of activities.

Despite the inclusion of new categories, which typically results in a higher reported total emissions, our overall Scope 3 emissions for **FY 2024-25 amounted to 2754 tCO<sub>2</sub>e**. This reflects a 24.4% reduction compared to the previous fiscal year, FY 2023-24.

S. No	Scope 3 Category	FY 2024-25
<b>Upstream Emissions</b>		
Category -3	Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	1553.4
Category -4	Upstream Transportation and Distribution	1035.6
Category -5	Waste Generated in Operations	12.9
Category -6	Business Travel	61.4
Category -7	Employee Commuting	88.7
Category -8	Upstream Leased Assets	1.6
<b>Total Upstream Emissions</b>		<b>2753.6 MT CO2e</b>
<b>Downstream Emissions</b>		
Category -9*	Downstream Transportation and Distribution	Not Applicable
Category -10*	Processing of Sold Products	Not Applicable
Category -11*	Use of Sold Products	Not Applicable
Category -12*	End-of-Life Treatment of Sold Products	Not Applicable
Category -13	Downstream Leased Assets	0.0
<b>Total Downstream Emissions</b>		<b>0.0 MT CO2e</b>
<b>Total Scope – 3 Emissions</b>		<b>2753.6 MT CO2e</b>

Since Rialto is a contract manufacturing unit of P&G \* Categories are not applicable to Rialto

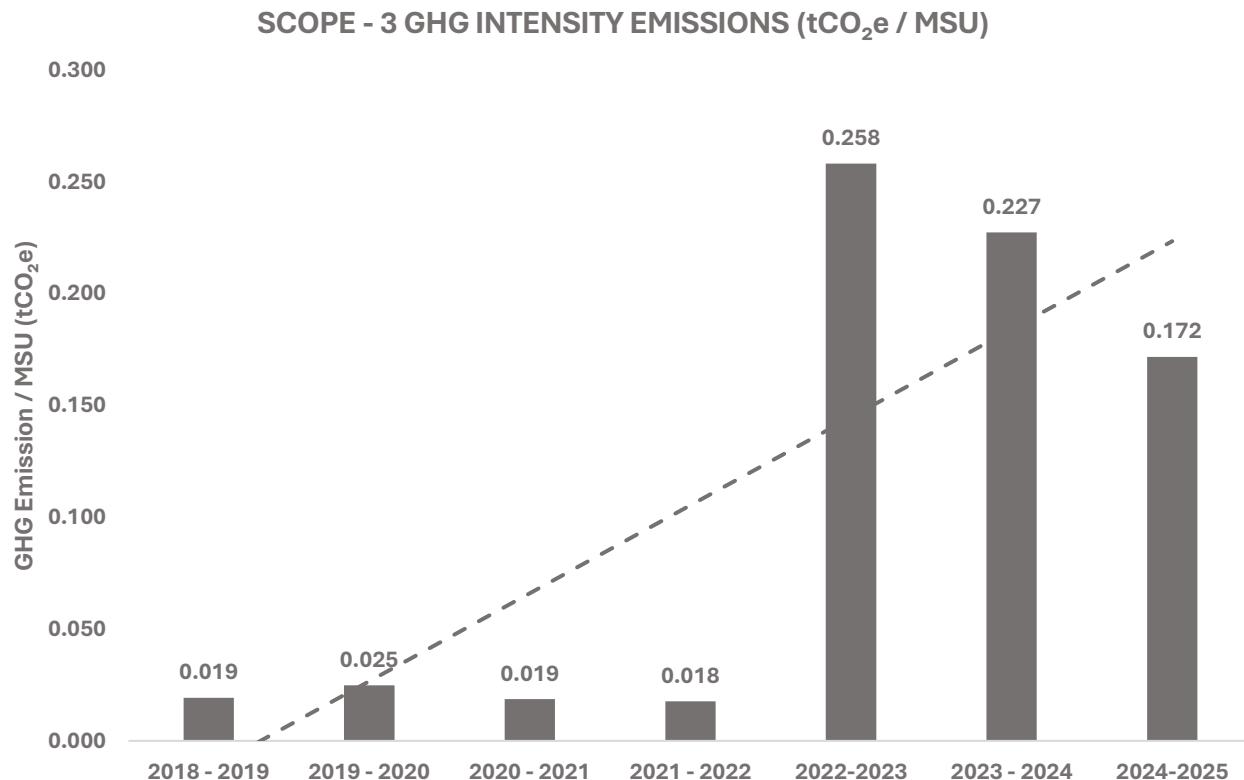
## ABSOLUTE EMISSION DETAILS FOR FY 2024-25:

- Total Gross Scope 1 Emissions in FY 2024-25 = **305 tCO2eq**
- Total Gross Scope 2 Emissions in FY 2024-25 = **1189 tCO2eq**

# VALUE CHAIN EMISSION (INDIRECT)



- Total Gross Scope 3 Upstream GHG Emission in FY 2024-25 = **2754 tCO2eq**
- Total Gross Scope 3 Downstream GHG Emission in FY 2024-25 = **0 tCO2eq**
- (As Rialto is a Contract Manufacturer, downstream emissions belong to P&G)
- Total Gross Scope 3 GHG Emission in FY 2024-25 = **2754 tCO2eq**



## WAY FORWARD:

Leveraging our team's deep climate expertise, we are crafting a comprehensive decarbonization plan to achieve our Net Zero target by 2040.

Additionally, we are planning for a Group Captive Power purchase from Hybrid Power Plant (Solar + Wind) 1200 MWh annually. These measures will help us reach carbon-neutral status by 2028.

# WATER & WASTE WATER



## **COMMITMENT & TARGETS:**

Rialto stands out as one of the top water-management sites nationally, with a domestic water consumption of less than 20 liters/person/day. We are also recognized as a **"1:3.25" water-positive facility**.

We are committed to maintaining our current performance and are actively seeking additional opportunities to enhance water conservation at our site.

## **APPROACH:**

Water is a vital resource, and we are dedicated to its preservation. Our focus is on managing both water consumption and discharge at our facilities. At Rialto, water is utilized solely for sanitary purposes and fire-fighting.

We monitor and report water withdrawal monthly through a sustainability scorecard, with data reviewed and approved by the President of Operations. Our sustainability team is actively engaged in identifying strategies to manage and reduce water usage. Additionally, we track water discharge volumes and recycling through advanced online monitoring software.

### **Water conservation efforts :**

As a water-positive facility, we have adopted 3R principle – Reduce, Recycle & Recharge to conserve water at site, in **FY 2024-25 we have reduced 14.2% compared to FY 23-24**. Rialto is recognized for its excellence in water management, having installed water-efficient fixtures and advanced online monitoring systems to optimize water usage.



**1:3.25**  
**Water Positive Unit**

- ❖ We capture rainwater both within and beyond our site, harvesting 325% of our annual water requirement in 2024 using the latest techniques. This harvested rainwater is reused for sanitary purposes.
- ❖ We treat sewage water and utilize the treated water for gardening, toilet flushing & other useful applications. 100% sewage water is treated in-house and reused.

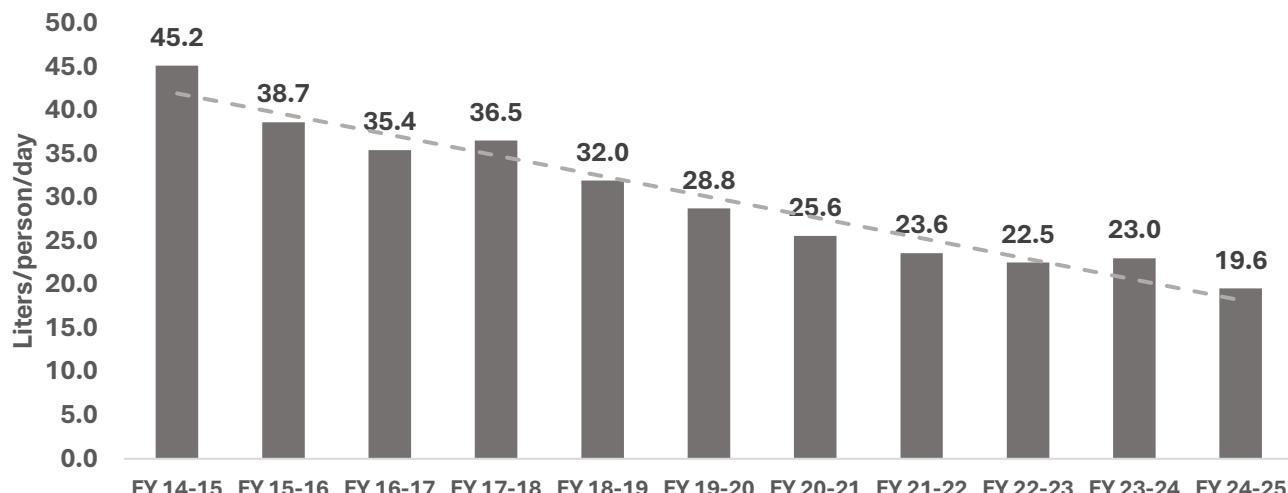
# WATER & WASTE WATER



- ❖ The treated water complies with statutory requirements, and there is no discharge of water from the site to land.
- ❖ We have installed an Online Groundwater Monitoring system to track real-time groundwater levels throughout the year.

**The total water consumption in FY 2024-25: 8350 M<sup>3</sup>**

## DOMESTIC WATER CONSUMPTION



## **WASTEWATER TREATMENT:**

No wastewater is generated from our manufacturing processes. Rialto has installed an advanced sewage treatment plant to process sewage from toilets. All sewage generated is 100% treated and reused for applications such as toilet flushing, gardening, and water treatment plant filter backwash. No wastewater is discharged beyond the site.

**In FY 2024-25, a total of 9259 m<sup>3</sup> of wastewater was treated and reused for various applications.**

## **Rainwater Harvesting at Rialto:**

Rialto has a robust rainwater collection system in place. In 2024, we harvested approximately 21,464 m<sup>3</sup> of rainwater on-site, which is 2.57% of our annual water

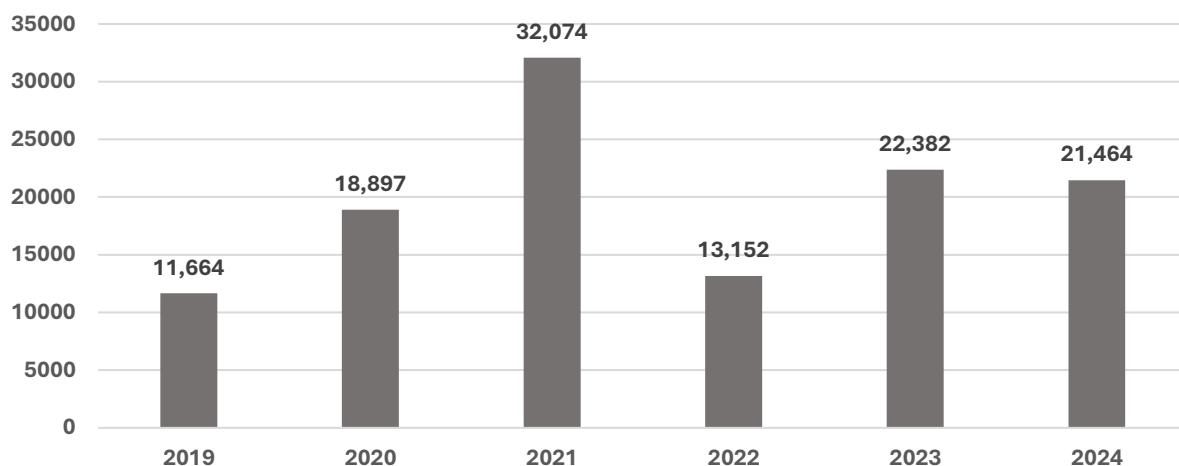
# WATER & WASTE WATER



requirement. Additionally, through CSR initiatives such as pond desilting in the surrounding area, we harvested 20,175 m<sup>3</sup> of water beyond our site.

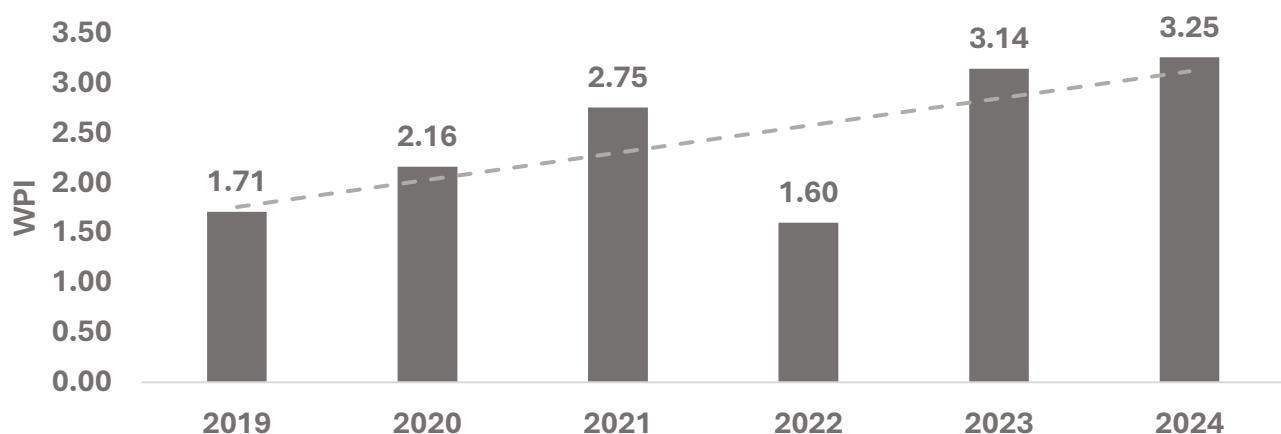
**As a result, Rialto remains a "1:3.25" water-positive facility in 2024, as per CII – Water Neutrality Guidelines version 1.1.**

Rainwater harvested at Rialto\* (KL/Annum)



\*Calculated based on the Rainfall data issued by the Indian Meteorological Department (IMD) for the Rialto site.

WATER POSITIVE INDEX (WPI)



## **NEXT STEP:**

We will persist in identifying new opportunities and initiatives to further reduce water consumption, enhance water recycling, and raise awareness about water use. Our goal is to maintain and strengthen our water-positive status.

# WASTE MANAGEMENT



## **COMMITMENT & TARGETS:**

Our goal is to achieve a 5% annual reduction in specific waste generation and ensure more than 99% diversion of waste from landfills to recycling activities.

## **APPROACH:**

Primary waste streams generated at the Rialto production process include Plastic (PET, PP & LDPE) & Paper waste. Other waste streams include E-waste, Biomedical waste, and hazardous waste.

We have implemented a comprehensive waste recycling program to explore various reuse opportunities for waste generated during our operations. Waste is segregated at the source and sent to third-party recyclers for recycling and reuse, in compliance with local, state, and Central Pollution Control Board regulations.

At Rialto, we adhere to the 5R principle (Refuse, Reduce, Reuse, Repurpose, Recycle) as the foundation of our waste management strategy. We actively explore innovative ways to repurpose waste both within our facility and through approved external channels. Paper and plastic wastes are handed over to authorized recyclers, while biodegradable waste is efficiently converted into nutrient-rich organic manure through our on-site vermicomposting yard.

More than 99.99% of the waste generated at Rialto is recycled or reused, reflecting our strong commitment to circularity. We are proud to be certified as a "Zero Waste to Landfill" facility by Intertek, demonstrating our sustained efforts toward responsible resource management.

We also conduct periodic audits to ensure full compliance with statutory requirements and industry best practices. All waste streams are tracked through a robust monitoring system to ensure transparency and complete traceability.



More than 99.99% of waste goes to recycling



Zero waste to Landfill certified

# WASTE MANAGEMENT



15

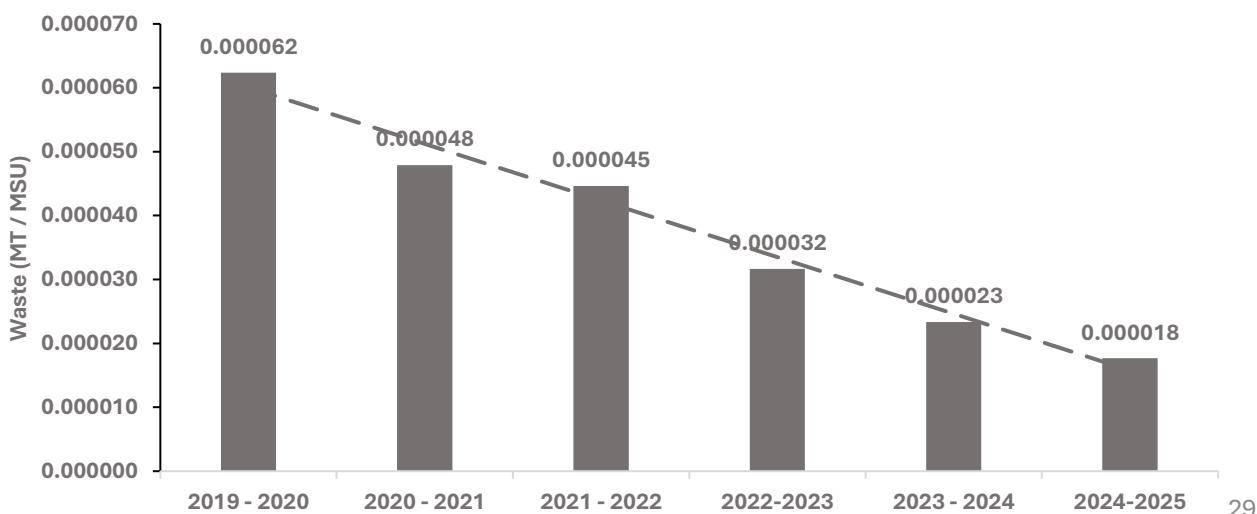
The following hazardous wastes have been identified at Rialto, and we have obtained the necessary authorization from the Tamil Nadu Pollution Control Board. The total waste generated at our site for FY 2024-25 is given below along with the disposal methods. The below data is submitted to local regulatory time to time.

S. No	Type of Waste	Type of disposal	Opening Stock	Quantity Generated/Annum	Quantity Disposed/Annum
<b>Hazardous Waste (FY 2024-25) (Apr – Mar)</b>			<b>MT</b>	<b>MT</b>	<b>MT</b>
1	Used / Spent Oil	Disposed to Authorized recyclers	0.14	0.236	0.376
2	Oil-soaked cotton waste	Disposed to Cement Plant for co-processing	0.019	0.038	0.057
	<b>Total Hazardous waste</b>		<b>0.159</b>	<b>0.274</b>	<b>0.433</b>
<b>Other Waste (FY 2024-25) (Apr – Mar)</b>					
4	E-Waste	Disposed to Authorized recyclers for recycling	0.0128	0.337	0.186
5	Biomedical Waste	Disposed to Authorized Agency for scientific disposal	0.00	0.0034	0.0034

Our hazardous waste generation decreased by 24.4% compared to FY 2023-24, a result achieved through periodic employee training. All hazardous waste generated at our operations was either sent for recycling or energy recovery, **with nothing being sent to landfills**.

***Hazardous waste category 33.1 - Discarded containers containing residues of chemicals is eliminated due to process upgradation.***

HAZARDOUS WASTE GENERATED / MSU OF BRUSHES



# WASTE MANAGEMENT

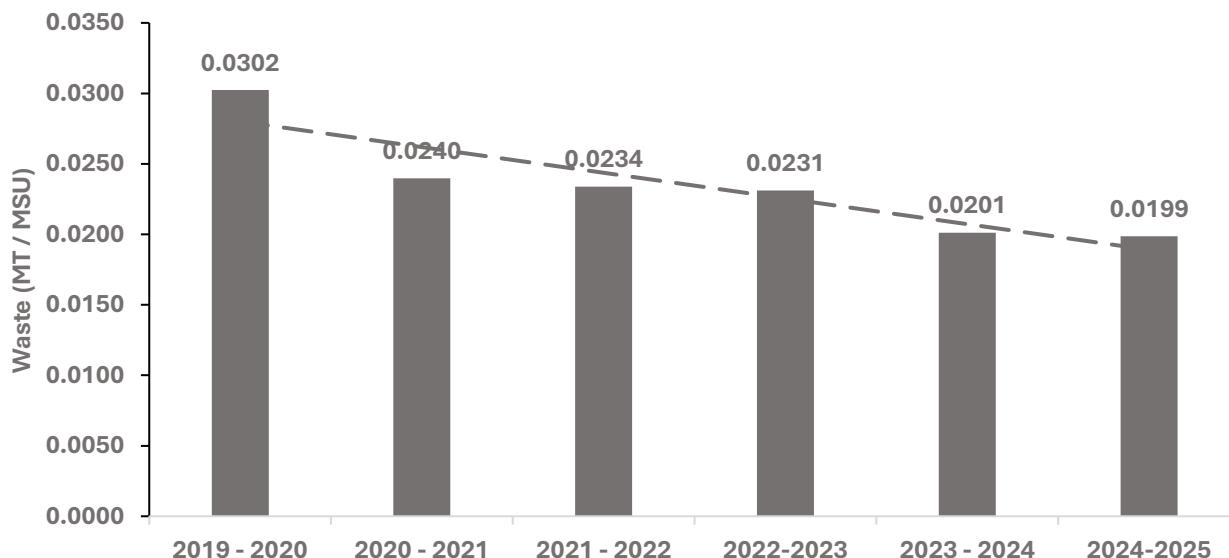


The following are the non-hazardous wastes identified at Rialto in FY 2024-25 and sent for recycling activities within & beyond the fence.

S. No	Type of Waste	Type of disposal	Quantity Disposed/Annum
<b>Non-Hazardous Waste - FY 2024-25 (Apr - Mar)</b>			
1	Packaging wastes (Plastics, Paper, Metal)	Segregated at the source of generation and sent to an authorized recycler for recycling	337.4 MT
2	Process waste of toothbrush handles	Sent back to our moulder for recycling into packaging material	

Our non-hazardous waste generation (plastics, paper, metal) decreased by 1.3% compared to FY 2023-24 levels. In 2024-25, we have implemented solutions to upcycle much of this waste more effectively.

**NON-HAZARDOUS WASTE GENERATED / MSU OF BRUSHES**



## Other Emissions - Air Emission/ VOC Emissions:

- ❖ Rialto falls under the “Green” Category of Tamilnadu Pollution Control Board classification, there are no process emissions into the atmosphere, and both ambient air quality and ambient noise levels comply with statutory requirements and local regulations.
- ❖ Indoor air quality is monitored regularly, and levels remain well within acceptable limits.

# SUSTAINABLE SUPPLY CHAIN



## GREEN SUPPLIER DEVELOPMENT PROGRAM

In our commitment to achieving Net Zero by 2040, we have launched the "**Green Supplier Development Program (GSDP)**" to decarbonize our value chain.

Recognizing that a significant portion of our emissions lies beyond our direct operations, we have been working closely with our supply partners to address **Scope 3 emissions (Category 1)**.

The GSDP serves as a structured framework to guide our suppliers on their sustainability journey, with a strong focus on **energy and water conservation, greenhouse gas (GHG) emission reduction, material conservation, and sustainable waste management**.

Following the **successful completion of GSDP Phase-1** with seven suppliers, we have now initiated **Phase-2** involving six additional suppliers, selected based on their significant environmental footprint within Rialto's value chain.

Through the program, our suppliers were encouraged to adopt the **GreenCo Rating System**, a third-party certification that recognizes sustainable performance. We are proud to share that **three of our suppliers have achieved GreenCo ratings**:

- **Breech Oral Care, Vadodara – Gold Rating**
- **Sel-Jegat Printers Pvt Ltd – Silver Rating**
- **Panopoly Packaging's Pvt Ltd – Bronze Rating**



All participating suppliers underwent a detailed handholding and capacity-building program, implementing several green initiatives that contributed to their certification and longterm sustainability improvements.

# EXTERNAL CERTIFICATION

## **GREENCO PLATINUM<sup>+</sup> CERTIFICATION:**

Rialto is proud to achieve an inspiring milestone, “**GreenCo Platinum<sup>+</sup>**” certification from the **Confederation of Indian Industry (CII)**. This honor is a testament to our unwavering commitment to **sustainability, innovation, and green manufacturing excellence**. This certification recognizes industrial leadership in environmental stewardship and is awarded to organizations that exemplify sustainability across their operations. This milestone is even more significant because **Rialto is the first company in India to be certified GreenCo Platinum<sup>+</sup> under the latest Version 4.0 guidelines**.



GreenCo Platinum<sup>+</sup> Certification

Furthermore, we join an elite group – only **five corporates** have achieved this recognition in India so far, including **Honda Motorcycle & Scooters India Ltd, Godrej & Boyce, ITC Limited, TATA Motors**. The GreenCo rating evaluates companies across **ten comprehensive environmental performance indicators**, including **Energy Efficiency, Greenhouse Gas (GHG) Emission Reduction, Waste and Material Management, Water Stewardship, Renewable Energy Utilization, Biodiversity, Innovation, and Green Supply Chain**, among others. The certification was presented during the Annual **GreenCo Summit 2025** inaugural session held on **12th June 2025 at HICC, Hyderabad**.

**Mr. Chander Swamy**, CEO and **Mr. Arunkumar**, President –Operations, received the GreenCo award from **Shri Sridhar Babu Duddilla**, Hon'ble Minister for IT, Electronics & Communications, Industries & Commerce, and Legislative Affairs, Govt. of Telangana, **Mr. Jamshyd Godrej**, Managing Director, Godrej & Boyce, **Dr. Suchitra K. Ella**, Co-Founder & Managing Director, Bharat Biotech, **Mr. Vikram Kasbekar**, Executive Director, Acting CEO & CTO, Hero MotoCorp in June 2025.

# EXTERNAL CERTIFICATION



The certification is valid for 3 years till June 2028, and their will be an annual surveillance audit will be conducted by Confederation of Indian Industry.



## GreenCo Platinum+ Certificate

### **2. Zero Waste to Landfill Certification:**

Rialto has successfully continued to sustain its Zero Waste to Landfill (ZWL) status for the calendar year 2024. A detailed onsite surveillance audit was conducted by Intertek in February 2025, and based on the findings, Intertek has recommended the continuation of the ZWL rating for another year.

During 2024, Rialto achieved an overall waste diversion rate of 99.99%, which demonstrates our strong commitment to resource efficiency and circularity. Within this, only 0.72% of total waste was sent to Waste-to-Energy (WtE) recovery, marking a significant improvement compared to 3.4% in 2023.

# EXTERNAL CERTIFICATION

This reduction clearly reflects the effectiveness of our waste minimization strategies, improved segregation practices, and enhanced recycling partnerships.

The achievement not only reinforces Rialto's sustainability leadership but also showcases the collective efforts of our employees and supply partners in embedding responsible waste management practices. By continuously reducing dependency on Waste-to-Energy and maximizing recycling and reuse, Rialto is moving closer to a circular waste model.



### 3. EcoVadis Certification

Rialto Enterprises Private Limited is proud to announce that in October 2025 we successfully underwent recertification with EcoVadis and has been awarded the **“Committed” badge**. This recognition marks a significant advancement where Rialto scored higher overall score compared to previous 2023 assessment, reflecting the company's continuous progress and commitment to sustainability.



For Rialto, this evaluation involved a rigorous review of its sustainability policies, initiatives, measurable targets, and data disclosures. The findings were analysed by EcoVadis international experts and benchmarked against global sustainable development standards, ensuring a credible and independent third-party assessment.

# EXTERNAL CERTIFICATION

This milestone not only underscores the **effectiveness of Rialto's ESG strategy** but also validates the company's long-term commitment to creating a **responsible, ethical, and sustainable value chain**.

Rialto's achievement of the **Committed rating** places the company among the **top 38% performing organizations globally**, and reflects a standard of excellence that few companies in the contract manufacturing sector attain.

## About EcoVadis Rating:

**EcoVadis**, a leading global provider of business sustainability ratings and performance improvement tools for supply chains, evaluates companies based on internationally recognized sustainability standards, including the **Global Reporting Initiative (GRI)**, the **United Nations Global Compact (UNGC)**, and **ISO 26000**. The assessment measures company performance across **21 indicators** grouped under four critical themes: **Environment, Labor & Human Rights, Ethics, and Sustainable Procurement**.

EcoVadis has assessed more than **1,25,000 companies worldwide**, making its rating one of the most trusted measures of corporate sustainability performance.

## 4. Water Positive Certification

Rialto has undergone the recertification of Water Positive certification in March 2025 by CII- Sohrabji Godrej Green Business center, Hyderabad. CII has revised the certification guidelines to version 1.1, making changes to the water augmentation accounting for the certification. As per the CII GreenCo Water Neutrality Guidelines , Version 1.1, Rialto has achieved 3.25 Water positive Index for the year 2024 i.e., 3.25 times recharging its annual water requirements through various water conservation & augmentation practices.

The certification is valid for 3 years subjected to a yearly surveillance audit.



# EXTERNAL CERTIFICATION

## 5. SEDEX CERTIFICATION:

In July 2025, Rialto's Main Factory site successfully underwent a detailed SEDEX SMETA (Sedex Members Ethical Trade Audit) 4-Pillar evaluation, which verified the company's adherence to ethical and responsible business practices across four critical areas: Labor Standards, Health & Safety, Environment, and Business Ethics. The audit was conducted by Intertek, an independent and globally recognized audit firm, on behalf of SEDEX, a not-for-profit organization that promotes ethical supply chain practices worldwide.

Through this audit, Rialto demonstrated full compliance with internationally recognized standards of responsible business conduct. The SEDEX SMETA 4-Pillar audit provides assurance to customers and stakeholders that Rialto's operations are not only efficient and high-performing but also deeply rooted in ethics, sustainability, and social responsibility.

This third-party verification enhances transparency, reinforces Rialto's commitment to responsible sourcing, and helps customers meet their supply chain sustainability goals. By successfully completing this rigorous audit, Rialto has further strengthened its reputation as a trusted and responsible partner to P&G, showcasing its long-standing commitment to building a sustainable, ethical, and resilient business ecosystem.

## 6. GREAT PLACE TO WORK CERTIFICATION

In July 2025, Rialto's Main Factory site successfully underwent a detailed SEDEX SMETA (Sedex Members Ethical Trade Audit) 4-Pillar evaluation, which verified the company's adherence to ethical and responsible business practices across four critical areas: Labor Standards, Health & Safety, Environment, and Business Ethics. The audit was conducted by Intertek, an independent and globally recognized audit firm, on behalf of SEDEX, a not-for-profit organization that promotes ethical supply chain practices worldwide.



JULY 2025 - JULY 2026

# EXTERNAL CERTIFICATION

The certification process was rigorous and comprehensive, involving two key steps: Anonymous employee feedback collected through the Trust Index® survey and Independent audit of workplace policies and practices to evaluate alignment with global benchmarks.

Only companies that meet both these stringent requirements earn the certification, making Rialto's achievement especially noteworthy.

Commenting on this milestone, **Mr. Chander Swamy, CEO, Rialto Enterprises Pvt. Ltd.**, said: "Creating and sustaining a great workplace culture is a journey, and this recognition is a proud moment for all of us at Rialto.

We will continue to build a workplace where our employees thrive, while also transforming lives through our business purpose."

This certification not only validates Rialto's people-first approach but also strengthens its position as an employer of choice in the industry. It highlights the company's continued commitment to its employees' professional growth, personal well-being, and long-term career development.

## **About Great Place to Work:**

Great Place to Work® is globally recognized as the *Gold Standard* for evaluating workplace culture and employee experience. It uses a robust, research-driven methodology trusted by organizations worldwide. In India, the institute partners with over 1,100 organizations across 22 industries to help them build high-trust, inclusive workplaces. Its vision is to make **India a Great Place to Work FOR ALL**, ensuring every employee feels valued and empowered. Hundreds of leading CXOs are part of this growing community committed to shaping progressive people practices. Together, they work toward fostering **High-Trust, High-Performance Cultures™** across the country.



# EXTERNAL CERTIFICATION

## 7. HALAL CERTIFICATION

Rialto is proud to announce that it has been officially certified Halal, further strengthening its commitment to producing safe, ethical, and globally compliant products. The Halal Indonesian Certificate is an official document that verifies products such as food, cosmetics, and pharmaceuticals comply fully with Islamic law (Shariah).

This certification confirms that Rialto's products are:

- Free from forbidden components** such as pork derivatives, or other prohibited substances.
- Manufactured, processed, stored, and distributed** in strict accordance with Halal standards.
- Protected from cross-contamination** with non-halal materials.
- Handled hygienically** throughout the entire supply chain.



For Indonesia—the world's largest Muslim-majority nation—Halal certification is not just a regulatory requirement but a vital mark of trust for consumers who prioritize Halal-certified goods in their daily lives. By achieving this certification, Rialto is reinforcing its commitment to quality, integrity, and cultural sensitivity in one of its most important markets.

This achievement is a significant milestone in Rialto's global journey, as it not only ensures compliance with international regulatory frameworks but also enhances consumer confidence and market competitiveness. By aligning with Halal principles, Rialto is better positioned to serve the needs of millions of consumers while continuing its mission of delivering safe, ethical, and trusted products worldwide.

### About Halal Certification:

The certification process is governed by the Badan Penyelenggara Jaminan Produk Halal (BPJPH), the Halal Product Guarantee Agency under the Indonesian government. BPJPH is responsible for overseeing, managing, and issuing Halal certifications, as well as recognizing foreign certification bodies that meet its rigorous standards.

# EXTERNAL CERTIFICATION

## **8. ISO 13485 - MEDICAL DEVICES QUALITY MANAGEMENT SYSTEMS:**

Rialto has successfully achieved **ISO 13485** certification: **Medical Device Quality Management Systems (QMS)**, a globally recognized standard that provides medical device manufacturers with a robust framework to demonstrate compliance

**With customer expectations, regulatory requirements, and international best practices.** This certification reinforces Rialto's commitment to delivering products that consistently meet the **highest standards of quality, safety, and reliability.**

Based on the **ISO 9000 family of quality management principles**, ISO 13485 adopts a **process-based approach** that extends across the entire product life cycle, including:

- **Design and development** of medical devices.
- **Manufacturing and production controls.**
- **Installation, servicing, and post-market support.**
- **Continuous monitoring, risk management, and regulatory compliance.**



By achieving ISO 13485, Rialto has demonstrated its ability to ensure **end-to-end quality assurance**, minimize risks, and safeguard consumer health and safety. Importantly, ISO 13485 is not only the **minimum quality benchmark** for medical device manufacturers worldwide, but it also serves as the foundation for accessing key international markets.

It is a **core requirement** for numerous global regulatory frameworks and certifications, including the **Medical Device Single Audit Program (MDSAP)**, as well as the **CE marking (Europe)** and **UKCA marking (United Kingdom)**.

This achievement marks a **significant milestone** in Rialto's journey, further enabling the company to expand its presence in highly regulated global healthcare markets while strengthening customer trust and regulatory confidence.

# AWARDS & RECOGNITION

## **CII - EHS GOLD RATED SITE - 2024**

Rialto have been honoured with a "**Gold Rating**" at the prestigious **CII – EHS Excellence Awards 2024**. The award ceremony was held yesterday (8<sup>th</sup> May 2025) at the **ITC Grand Chola, Guindy**, and witnessed participation from over **287 leading companies across India**, representing diverse sectors including manufacturing, automotive, energy, FMCG, and IT.

Achieving a **Gold Rating**—awarded to only a select few organizations—reflects the rigorous evaluation process and signifies our consistent performance in **Environmental, Health & Safety (EHS) management**, with a score exceeding **95%**. This recognition is a testament to the robust systems, continuous improvements, and exemplary best practices we have implemented in recent years to elevate our EHS standards.



The award was given by **Mr. Unnikrishnan AR**, Managing Director, Saint Globin, **Mr. S. Vijayanand, Chairman, CII-EHS Excellence Award & President**, Amara Raja Advanced Cell Technologies Pvt Ltd, and **Mr. Rajesh Mittal**, Co-Chairman, CII-EHS Excellence Award, President & MD, Isuzu Motors India Pvt Ltd on 8<sup>th</sup> May 2025

# AWARDS & RECOGNITION

## EHS - SPECIAL CATEGORY AWARDS 2024:

In addition to the above EHS maturity awards, Rialto also competed in the **Special Category Awards**, where we are proud to have received 1<sup>st</sup> place in **two special category awards** in the following categories:

- **Energy / Carbon Positive Footprint – 1<sup>st</sup> Place**
- **Green Supplier Development Program – 1<sup>st</sup> Place**



Green Supplier  
Development program  
– 1<sup>st</sup> place

Carbon Positive  
Footprint Award –  
1<sup>st</sup> Place

The jury acknowledged our commitment and innovation in these areas, and we received highly positive feedback during the evaluation process.

This achievement marks a major milestone in our ongoing sustainability journey and reaffirms our position as a responsible, future-ready organization committed to environmental stewardship and operational excellence



**The award was given by Mr. S. Vijayanand**, Chairman, CII-EHS Excellence Award & President, Amara Raja Advanced Cell Technologies Pvt Ltd, and **Mr. Rajesh Mittal**, Co-Chairman, CII-EHS Excellence Award, President & MD, Isuzu Motors India Pvt Ltd on 8<sup>th</sup> May 2025.

# AWARDS & RECOGNITION



## **CII – SR WASTE & WATER MANAGEMENT COMPETITION 2024**

The CII Southern Region Water & Waste Management Competition took place on November 2024

The event saw participation from over 60 leading companies, including *Ashok Leyland Ltd*, *Godrej & Boyce Manufacturing Company Limited*, *TVS Motor Company Ltd*, *Titan Watch Division*, *Marelli Motherson Automotive Lighting India Pvt Ltd*, and *HL Mando Anand India Pvt Ltd*.

In the Waste Management category, 11 companies were shortlisted, with Rialto being one of them. **On November 29th**, we presented our **Zero Waste to Landfill** initiatives to the jury, emphasizing Rialto's unwavering commitment to sustainability.



Rialto's efforts have been recognized, and we secured **1st place in the Best Zero Waste Initiative category**. This achievement highlights our leadership in driving sustainability practices and setting benchmarks in waste management excellence.



**Mr. Arunkumar – President Operations**, received the award from **Mr. Venkat Murugan**, National Head – Operations, Saint-Gobain Glass India Ltd, **Mr. Sohanjeet Randhawa**, Director – Sustainability Affairs, Volvo Group India Pvt Ltd, **Ms. Vanitha Mohan**, Chairperson, Pricol Ltd, **Mr. Nandhakumar**, CEO, International Centre for Clean Water (ICCW).

# AWARDS & RECOGNITION

## GREEN CHAMPIONS AWARD - 2025

The **Green Champions Award** and the **Star Performer Award** are prestigious recognitions conferred annually on **GreenCo-rated facilities in India** that demonstrate measurable progress and continual improvement in sustainability initiatives. These awards celebrate organizations that go beyond compliance, driving innovation and leadership in environmental stewardship.

Rialto has consistently stood out among its peers for its impactful sustainability projects and results:

- In **2022 and 2023**, Rialto was honored with the **“Star Performer of the Year” Award**, selected from over **600 Green-rated industries across India**. This recognition was based on the company's **innovative projects and significant environmental initiatives** implemented during those two years, which contributed to tangible improvements in energy efficiency, resource conservation, and waste reduction.
- Building on this track record, in **2025** Rialto was conferred with the **prestigious “Green Champion” Award**, acknowledging a **decade-long journey of continuous improvement**. This honor highlights Rialto's **sustained commitment to environmental excellence** and its ability to consistently enhance its performance in key sustainability parameters year after year.



Our CEO **Mr. Chander Swamy** and President **Mr. Arunkumar** received the award from **Shri Sridhar Babu Duddilla**, Hon'ble Minister for IT, Electronics & Communications, Industries & Commerce, and Legislative Affairs, Govt. of Telangana, **Mr. Jamshyd Godrej**, Managing Director, Godrej & Boyce, **Dr. Suchitra K. Ella**, Co-Founder & Managing Director, Bharat Biotech, **Mr. Vikram Kasbekar**, Executive Director, Acting CEO & CTO, Hero MotoCorp.

# AWARDS & RECOGNITION

## NATIONAL & STATE LEVEL HR EXCELLENCE AWARDS - 2024

Rialto's continued commitment to fostering a progressive, inclusive, and high-performance work culture has been recognized through multiple prestigious HR awards at both the state and national levels in 2024. The **State Award from the Supply-chain Integration of People Managers Affinity and Alliance (SIPMAA)** honored our initiatives under the theme "*Emerging Trends in HR Related to the Skilling Ecosystem 2024.*" This recognition highlights Rialto's efforts in strengthening employee capabilities, advancing skill development, and building future-ready talent.



EMERGING TRENDS IN  
HR RELATED TO SKILLING ECOSYSTEM 2024

## 8th edition of CII National HR circle competition

At the national level, Rialto secured accolades at the **8th edition of the CII National HR Circle Competition held on 12–13 September 2024.** Our initiatives on the "*Best Practices in Employee Relationship & Employee Engagement*" was acknowledged for creating a collaborative workplace environment, enhancing employee trust, and fostering long-term engagement. These recognitions underscore Rialto's dedication to people-centric practices and continuous HR excellence.



BEST PRACTICES IN EMPLOYEE  
RELATIONSHIP & EMPLOYEE ENGAGEMENT

# AWARDS & RECOGNITION

## SKIN AWARDS – 2023

Rialto was also honoured with the **SKIN Awards 2023**, a prestigious platform that celebrates excellence in HR management and organizational development. The SKIN Awards recognize institutions that set new benchmarks in people development, performance enhancement, and leadership capability building.

The award reflects Rialto's strong focus on structured HR systems, employee well-being, and innovative talent management practices. SKIN's mission—to redefine HR excellence through well-designed processes and professional development—aligns closely with Rialto's own values of nurturing people and building high-trust, high-performance teams. Winning this award reinforces our commitment to sustaining a workplace where people thrive, grow, and contribute meaningfully.



**WINNER - 2023**

The SKIN Awards are a platform to celebrate excellence in HR management and organizational development. SKIN's Mission is to redefine benchmarks and deliver programs for professional and people excellence through well-defined people processes.

## ARAM AWARDS – 2025 “BEST SOCIAL SERVICE”



Aram Awards, presented by the Aram Foundation, recognizes individuals and organizations for their significant contributions to society, particularly in fields like education, healthcare, social welfare, and environmental conservation.

# RIALTO IN THE PUBLICATION

Rialto's Net Zero Initiatives have been prominently featured as **best practices** in the Confederation of Indian Industry's (CII) Annual GreenCo Publication. The report, titled "**GreenCo: Powering the Path Net Zero**", showcases leading sustainability models across India and highlights organizations that are driving measurable progress toward decarbonization. Rialto's journey toward Net Zero and its continuous improvements in energy efficiency, waste management, and resource optimization were recognized as exemplary approaches for industries aspiring to accelerate their sustainability transition.

This publication, released by CII on **June 6, 2025**, reinforces Rialto's leadership in environmental stewardship and its commitment to achieving long-term climate goals.

**"GreenCo: Powering the Path Net Zero Carbon" Publication released by Confederation of Indian Industry in June 2024**

# RIALTO IN THE PUBLICATION

## **RIALTO'S GREEN JOURNEY – CASE STUDY BY IIM, BANGALORE**

Rialto has been selected as one of the distinguished “**GreenCo**” rated sites in India to be developed as a **detailed national-level case study**, recognizing its structured and impactful green transformation journey. As part of this initiative, the **Indian Institute of Management, Bangalore (IIMB)** is working closely with Rialto to study, document, and analyze its sustainability achievements.

Further reinforcing this recognition, **Professor Dr. Haritha Saranga**, Indian Institute of Management Bangalore, presented the **Rialto Case Study** at the **GreenCo Summit held in June 2025**, during a dedicated session titled “*Building Low-Carbon and Circular Supply Chains: The Next Step Forward.*” During her presentation, she highlighted Rialto’s sustainability leadership and showcased several best practices adopted by Rialto. Special emphasis was placed on **Rialto’s Green Supplier Development Program (GSDP)**. The program was recognized as a strong example of how industries can collaboratively work with extended business partners to achieve long-term environmental and business resilience.

This recognition by GreenCo and IIM Bangalore further strengthens Rialto’s position as a sustainability leader and underscores its role in shaping future-ready, low-carbon industrial ecosystems in India.

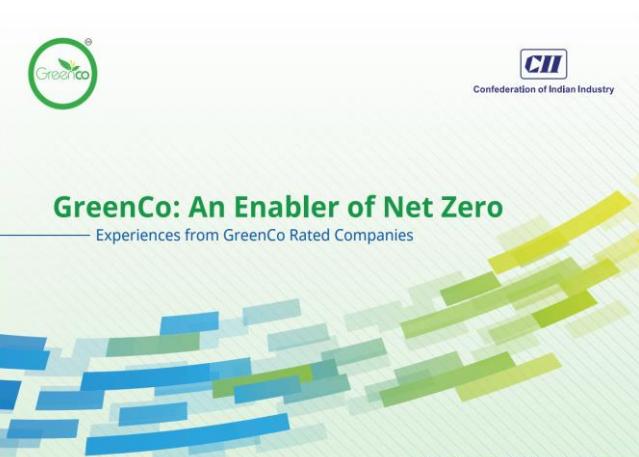


*Professor Dr. Haritha Saranga sharing the GreenCo Journey of Rialto at GreenCo Summit, Hyderabad in June 2025*

# RIALTO IN THE PUBLICATION

Rialto's Green journey has been prominently recognized as a **best-practice case study** in the Confederation of Indian Industry's (CII) GreenCo Publication, titled **“GreenCo: An Enabler of Net Zero.”** This 2024 edition highlights pioneering companies that are leading the transition toward low-carbon operations and establishing innovative sustainability models across India.

Being featured in this national-level publication underscores Rialto's commitment to environmental stewardship and validates the tangible outcomes of our sustainability strategy. It also reflects the dedication of our teams who consistently drive performance, innovation, and compliance to create a greener and more resource-efficient future.



**GreenCo: An Enabler of Net Zero**  
Experiences from GreenCo Rated Companies

[www.greenbusinesscentre.com](http://www.greenbusinesscentre.com) | [www.greenco.in](http://www.greenco.in)

## Rialto Enterprises Private Limited, Chennai

Rialto Enterprises Limited, based in Chennai, is emerging as a trailblazer in sustainability and net-zero initiatives. With a strong commitment to environmental stewardship, the company is leading the way by implementing innovative solutions and practices. Rialto Enterprises Limited is a leading manufacturer of automotive components, incorporating eco-friendly technologies and practices to reduce its water, waste, and carbon footprint. Highlights of the company include:



### WATER POSITIVE

1:3  
Water Positive Unit

### ZERO WASTE

More than 99% of waste goes for recycling

### CARBON NEUTRAL

-60 % of the demand met by 1.74 MW solar panels

Rialto initiated the production of manual toothbrushes in 2001. The site holds ISO 9001, ISO 14001, ISO 45001, ISO 3485, and GreenCo Platinum certifications. Rialto supplies more than 1000 companies across the globe. The company has an impressive safety record of 2005 accident-free days. Rialto also adheres to nine voluntary codes, demonstrating its commitment to safety, responsible, and sustainable manufacturing practices.

### GREEN MANUFACTURING AT RIALTO

Rialto stands as a best-in-class facility, excelling in energy and material efficiency while operating at a 1:3 water-positive ratio. Using 65% renewable energy and 99% recycled waste, they demonstrate their commitment to sustainability. Additionally, their zero waste-to-landfill facility ensures responsible waste management practices. Rialto takes pride in its commitment to ethical supply chain management, environmental protection principles and product stewardship. The company also prioritizes green infrastructure, showcasing its dedication to creating a sustainable and eco-friendly environment.



## Rialto Enterprises Private Limited, Chennai

**CARBON NEUTRAL APPROACH**  
The company has set a target of becoming Carbon neutral by 2028, and Net-Zero Carbon by 2040. The approach includes a reduction in scope 1, 2 and 3.

**ROAD MAP FOR CARBON NEUTRAL BY JUNE 2028**  
(Targeted Emissions in MT)



**WATER NEUTRAL APPROACH**  
Water Neutral Approach: The unit has successfully attained water positivity through the following strategies:

**APPROACHES ADOPTED BY RIALTO**



**Scope 1 (Reduction of emissions):** Ecofriendly refrigerant replacement, solar power as backup during power failure to avoid using DG run.

**Scope 2 (Reduction of emissions):**  
Solar Power Plant Installations:

- Phase 1: Installed 270 kWp, resulting in a reduction of 280 MT (Aug'20)
- Phases 2 and 3: Main Factory -1 and Stores Area installations of 507 kWp (Sep'22), contributing to a reduction of 395 MT CO<sub>2</sub>e
- Phase -3: Group Captive Power plant of 1 MW at Kamuthi (Jun'23), resulting in a reduction of 1105 MT CO<sub>2</sub>e

**Scope 3 (Reduction of emissions):**

- Source Change / Localization for Raw materials suppliers from other countries to India resulting in a reduction of 169.81 MT
- Introduction of Milk-run logistics & 90% reusable packaging from suppliers resulted in a reduction of 144.95 MT
- Introduction of Milk-run logistics & 90% reusable packaging from suppliers resulted in a reduction of 164.6 MT

### GSDP Supplier Awards - 2023

#### Cumulative savings achieved

Electrical energy savings	13,80,855	kWh
Thermal energy savings (Diesel & CNG)	35.5	kl of fuel
GHG emission mitigation	3739.4	MT of CO <sub>2</sub> eq
Renewable energy addition	2411	kWh of RE
Water Conservation	19,914	kl of water
Resource conservation	241.5	MT of material
Waste Reduction	12,693	kgs of waste
Total investment made	340	Rs Lakhs
Monetary savings	175.6	Rs Lakhs
HSI	2	years

With the success of the GSDP Phase-1 program, Rialto now launched Phase - 2 in July 2023 with 6 suppliers.

In its journey towards sustainability, Rialto has already achieved Carbon Neutrality and Zero Waste to Landfill and its focus reaches Carbon Positive and Water Positive. The company's success is now helping its supplier become green spreading sustainability and becoming an inspiration to others. Rialto also won the 'Green Initiatives Award' from Tamilnadu Pollution Control Board in June 2022.

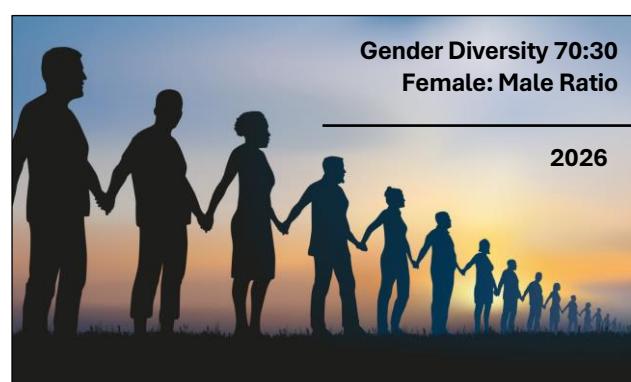
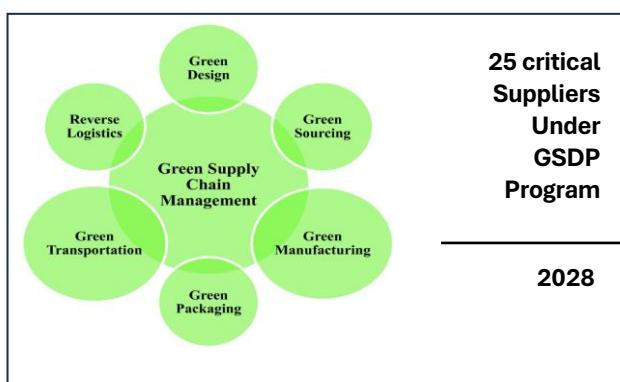



**Contact:**  
Mr. Arun Kumar  
arunkumar.j1@pgc.com

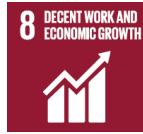
**“GreenCo : An Enabler of Net Zero” Publication released by Confederation of Indian Industry in 2024**

# OUR TARGETS

Over the years, we've made substantial strides in our Planet Positive metrics. To enhance our sustainability performance even further, we have set the following targets.



# PEOPLE WELL-BEING



We prioritize the following People's Well-Being topics:

1. Diversity & Inclusion
2. Worker Health & Safety
3. Community Engagement

Improving the lives of employees, partners, and communities through a safe and inclusive culture

## **Goal:**

To build a diverse, inclusive & safer workforce reflecting our customer base and local talent pools.

- Rialto aspires to maintain a gender diversity ratio of 50:50 by 2025
- Maintain a Zero Accidents workplace
- To enrich the communities where we operate

## **Diversity & Inclusion:**

At Rialto, we see diversity and inclusion as an enabler to our success. At Rialto, we are committed to a workplace environment where employees are treated with dignity, fairness, and respect, that provides equal employment opportunities, and is free of discriminatory practices and harassment including on the basis of gender, race, national or ethnic origin,



religion, age, sexual orientation, disability status, or any other dimension of diversity. To continue strengthening our diversity efforts, we have made a few modifications to our hiring programs. We have enhanced our recruitment outreach and hiring processes to ensure we are drawing from the widest possible pools of talent. While the percentage of minority or vulnerable group representation within our total workforce and top management is not currently available, we continue to build robust mechanisms to track and improve inclusivity across all levels of the organization.

# DIVERSITY & INCLUSION

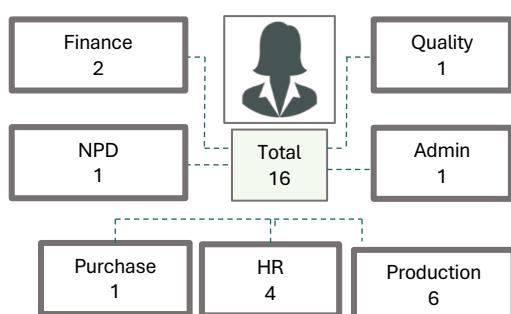


Rialto views its employees as a crucial competitive advantage and has made significant progress in cultivating a work culture that values and embraces diversity. This diversity introduces fresh ideas and perspectives, driving innovation to better meet customer needs.

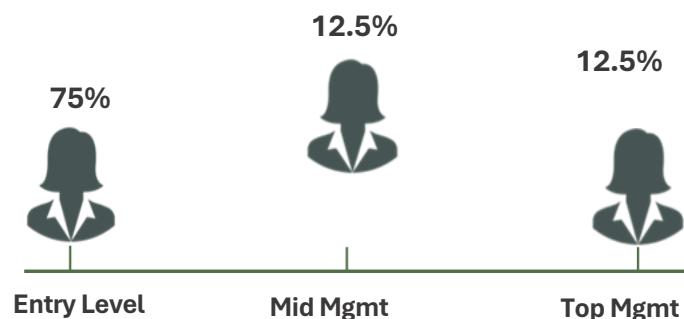
We are committed to fostering a positive work environment, leveraging the experience of various age groups to advance the organization, particularly as we embrace digitization and advanced manufacturing technologies.

Gender diversity is a key focus of our report this year. We have increased the proportion of female employees year on year. Additionally, new hires this year include 45% women (5 out of 11). We have also strategically placed women in critical business functions, including finance, purchase, production, NPD, and human resources, within higher & middle management.

**WOMEN IN DIFFERENT FUNCTIONS  
(BY NO'S)**



**Female Employees in various roles**



The Diversity in education qualification highlights the distinctive and specialized credentials of our new hires, including post-graduate degrees in Plastic Technology, Solar Energy, and Technology Management. Additionally, we take pride in having five employees certified in ESG & sustainability related courses, who are instrumental in advancing our sustainability initiatives.

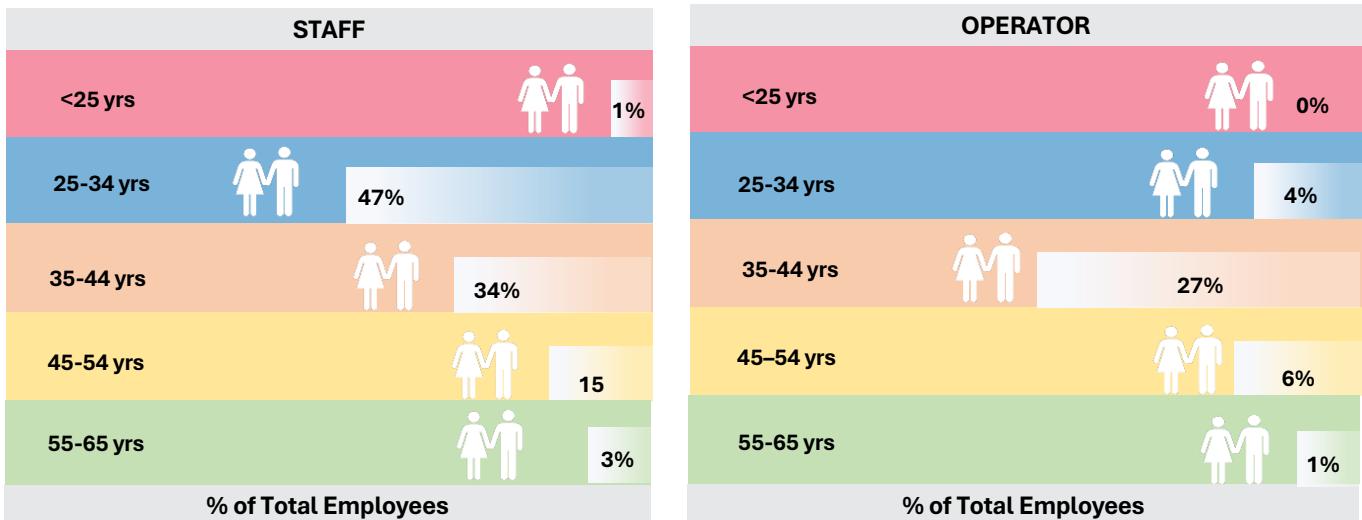
**NEW HIRES - DIVERSITY**

S. No	Year	Male	Female	Total	Female %
1	Jul'18-Jun'19	9	2	11	18%
2	Jul'19-Jun'20	4	0	4	0%
3	Jul'20-Jun'21	11	0	11	0%
4	Jul'21-Jun'22	10	0	10	0%
5	Jul'22-Jun'23	7	6	13	46%
6	Jul'23-Jun'24	6	7	13	54%
7	Jul'24-Jun'25	6	5	11	45%

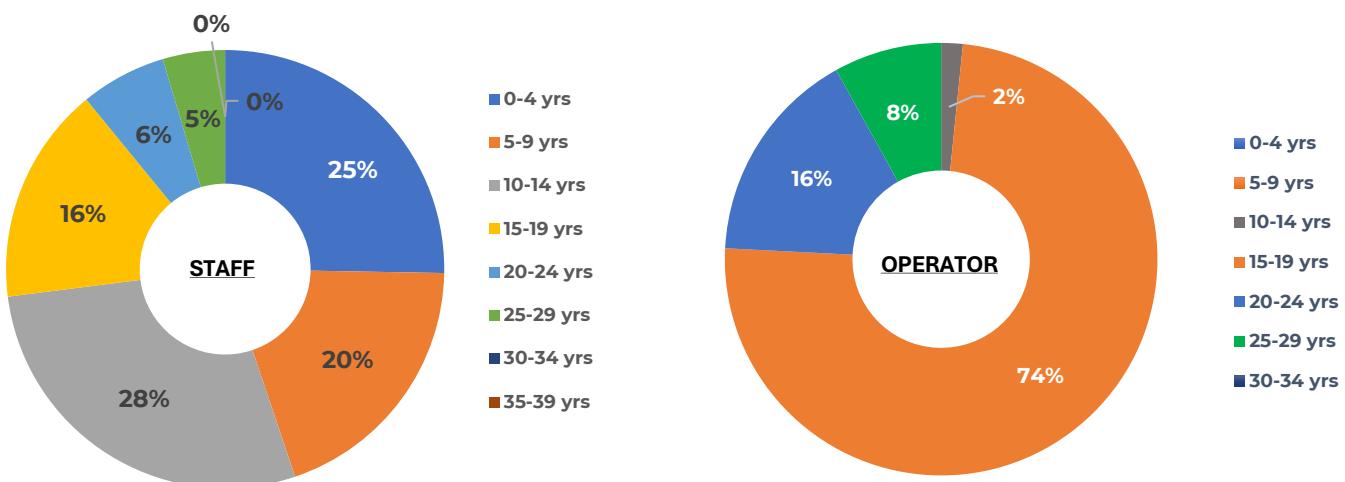
# DIVERSITY & INCLUSION



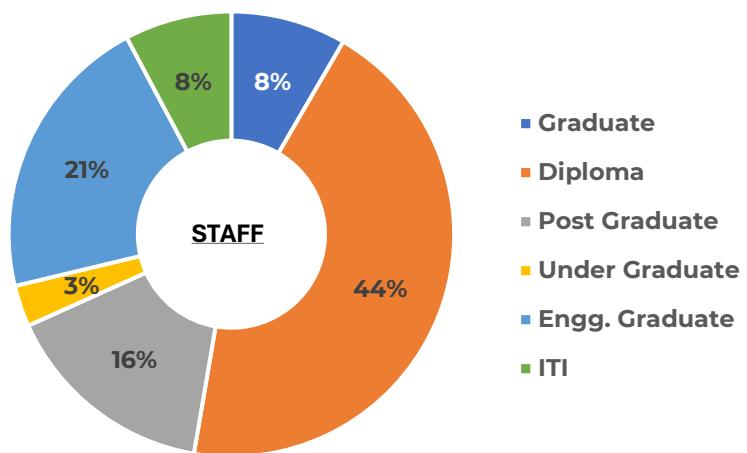
## EMPLOYEE BY GENERATION & AGE GROUP



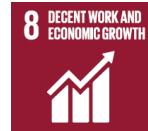
## EMPLOYEES BY YEARS OF EXPERIENCE



## DIVERSITY IN PROFESSIONAL QUALIFICATIONS



# WORK AT RIALTO



## EMPLOYMENT POLICIES & BENEFITS

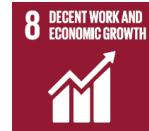
Rialto is an equal opportunity employer with a vision of "Better Than Ever." We cultivate a culture of meaningful work and mutual growth, ensuring a safe, secure, and balanced working environment. This commitment helps us meet our customer promises in quality, innovation, speed to market, and effective cost management. Our dedicated and loyal employees are central to our strength, driving our continuous growth and sustained development.



The company is committed to a culture of continuous improvement, workplace pride, and simplicity through transparent and open communication. Our core values of safety and sustainability guide our business processes, ensuring we protect the environment and create a better world for future generations. These values are also evident in the various accolades and recognitions we have received from external organizations in the fields of sustainability and safety.

We have developed comprehensive HR policies and procedures that are regularly reviewed and updated based on employee feedback and industry benchmarks. These policies are communicated through emails, notice boards, committees, and direct employee interactions. Committees addressing safety, canteen services, workplace issues, grievances, and internal compliance are reviewed regularly to ensure effective implementation. Additionally, weekly leadership reviews cover all aspects of employee facilities, safety risks, policies and procedures, and any new ideas or issues raised by employees.

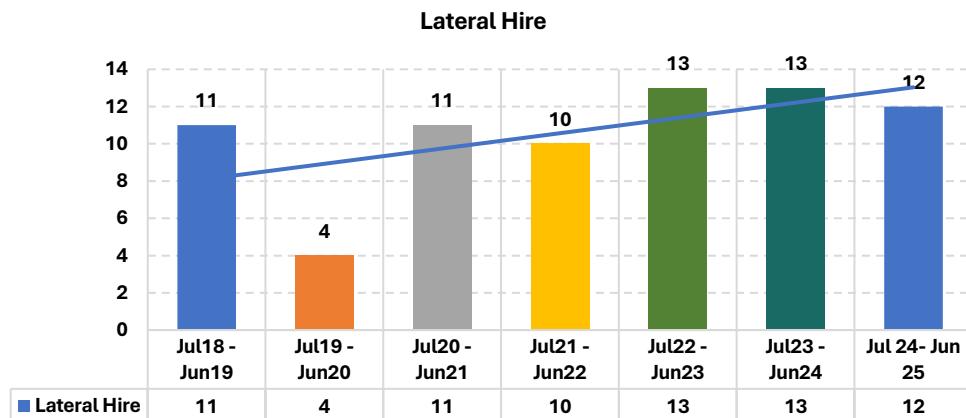
# WORK AT RIALTO



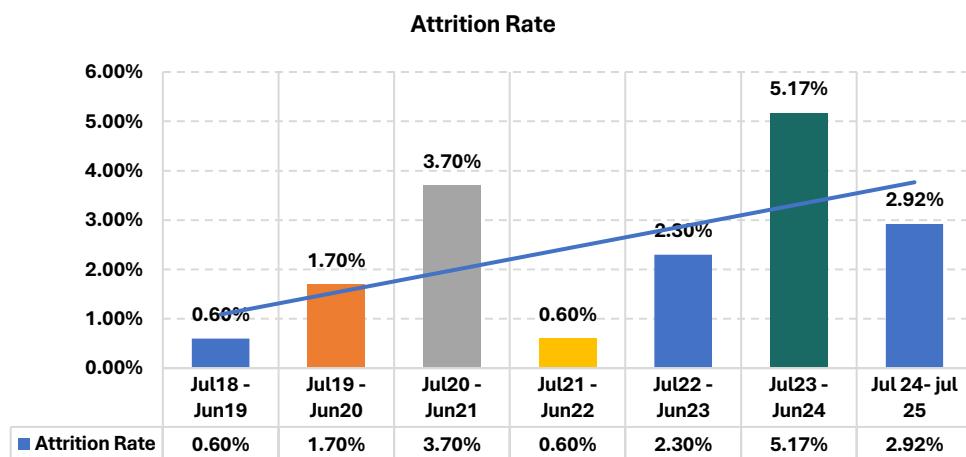
## EMPLOYMENT

Rialto hires talent based on a competency matrix, on skills and education qualification requirements for the approved position from probable aspirants, without comprising the established process. Rialto is an equal opportunity employer and employment here is freely chosen. There is no ground for discrimination in the hiring process.

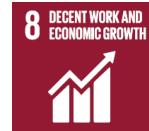
The company actively recruits fresh graduates from various engineering colleges and polytechnic institutes for Apprentice Trainee roles directly from their campuses. From July 2024 to June 2025, Rialto attracted a diverse pool of talent, including 12 lateral hires from various industries. Furthermore, our focus on diversity led to a 45% increase in our female headcount, with 5 new female hires at various managerial positions in the 2024-25 fiscal year.



Rialto builds a strong bond with its employees which is proven in its track record of having an Attrition rate of less than 6% for the last 7 years.



# WORK AT RIALTO



## EMPLOYEE HEALTH & WELLBEING



Subsidized Meals  
@ Factory



OHC Facility at  
the Site



HOSPITAL

Negotiated Health  
Treatment with Corporate  
Tie-ups with hospitals



Group Term Life Insurance in  
addition to existing Group Medical  
Insurance coverage and ESI  
Benefits as applicable by Law



Maternity Benefits  
for all employees

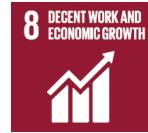


Indoor Game Tournaments to  
improve mental health & work-  
life balance of employees.



Organising Health Camps  
& Awareness Sessions

# WORK AT RIALTO



## SPORTS ACTIVITIES

At Rialto, we believe that sports play a vital role in fostering teamwork, discipline, and a healthy work-life balance. To promote a culture of fitness and camaraderie among employees, we have a dedicated **Sports Committee** that actively encourages participation in a variety of sporting activities.

During **FY 2024–25**, the Sports Committee organized several engaging sports events that saw enthusiastic participation from employees across all departments. The events included **Cricket**, **Chess Tournament**, **Carrom Tournament**, and **Badminton Tournament**, among others. These activities not only provided a platform for employees to showcase their talents but also strengthened team spirit and collaboration within the organization.

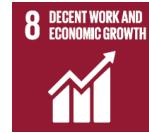


*Glimpse of the sports events at Rialto*

Rialto also takes pride in its **Cricket Team**, which represents the company in various inter-corporate tournaments across the city. The team's consistent participation and commendable performances reflect the organization's encouragement of sportsmanship and excellence beyond the workplace.

Through these initiatives, Rialto continues to nurture a vibrant and inclusive sporting culture that inspires employees to stay active, connected, and motivated.

# WORK AT RIALTO



## EMPLOYEE ENGAGEMENT AT RIALTO

At Rialto, we believe that an engaged and motivated workforce is the foundation of organizational success. To foster a sense of belonging and inclusivity, Rialto actively engages its employees through a variety of initiatives that celebrate important days, cultural festivals, and special occasions throughout the year.

These celebrations serve as a platform for employees to come together, share joy, and appreciate the rich cultural diversity that defines our workplace. Events such as **Independence Day**, **Republic Day**, **Women's Day**, **Pongal**, **Diwali**, **Christmas**, and other local festivals are celebrated with great enthusiasm and participation from all employees. Such initiatives not only create a positive and vibrant work environment but also strengthen team bonding, employee morale, and cross-functional collaboration.

The following photographs offer a glimpse into the spirited celebrations and engagement activities that make life at Rialto both meaningful and memorable.



*World Environment Day 2025*



*World Water Day 2025*



*International Yoga Day 2025*



*International Women's Day - 2025*



*Pongal Celebration - 2025*

# WORK AT RIALTO



## HUMAN RIGHTS

The Ethical Trade Initiative , Free & Prior Informed Consent , Labor Policy and Human Rights Policy guides our actions which are aligned in maintaining the principles of human rights and fair treatment. The procedures ensure the company conducts its operations with honesty, integrity, openness and with respect for human rights in the best interest of our employees.



The company advocates strongly against child labor, forced labor and adopts a strong review process during engaging any personnel to verify the age of the employees. The employees who are authorized to sanction of engaging external manpower resources or in selection of employees including security personnel are trained to verify and report any cases of underage workers. Supplier evaluation has also been designed to evaluate this aspect of non-engagement of under-age workers and suppliers are encouraged to be certify themselves through an authorized 3<sup>rd</sup> Party audit for the 4 Pillar social compliance audit process.

## EQUALITY OF OPPORTUNITY

The company has strong commitment in promoting a work atmosphere which is favorable to the employee's growth and encourage equality of opportunity.

The Company also abstains from discrimination in any form and on any of the forms like race, color, religion, caste, gender, age, marital status, disability, nationality or any other factors under applicable laws and industry relevant practices in our work environment. All the procedures and Process including recruitment , training, performance management, promotion, transfer, salary/wage increments , Welfare and other benefits are purely on the basis of merit or competency or meeting business needs of the company.



# WORK AT RIALTO



## FREEDOM OF ASSOCIATION

In order to ensure a work environment which free of discrimination or harassment or any form of forced labor for both our own employees hiring and any external manpower engaged for carrying out work within our premises. The Prior Consent is adhered by ensuring an agreed employment order is made mandatory for hiring our employees or engaging external manpower resources for carrying out any type of work within our premises.



Our POSH (Prevention of Sexual Harassment) Policy and Labor Policy are designed to protect employees from harassment and ensure a respectful and safe workplace. We regularly monitor and audit operations to prevent forced labor and to foster a culture where all employees feel valued and respected. We adhere to local laws that guarantee the freedom of association, as outlined in our labor policy. Additionally, we support our employees' rights to negotiate their salaries through collective bargaining.

## FAIR AND EQUAL COMPENSATION

The company ensures that its compensation and welfare benefits are unbiased and solely based on merit, regardless of gender, race, age, color, creed, caste, religion, or marital status.

Employees negotiate their salaries and benefits through long-term wage settlements via a collective bargaining process with a recognized workers' union. Additionally, the company complies with all applicable laws and guarantees that its contract workers receive at least the minimum entry-level wages set by the state government.

The company also maintains equitable pay practices, with no wage differences based on gender.



# WORK AT RIALTO



## LIVING WAGES

Rialto is committed to upholding the principles of **fair compensation, equality, and decent work** for all employees. We are **100% compliant with Living Wage and PND (Payment of National Dues) requirements** and ensure that all employees receive wages **above the government-notified minimum wage** levels.



We believe that fair pay is a cornerstone of social sustainability, supporting employee well-being and fostering long-term organizational resilience. To strengthen our governance on wage equity, we have initiated a **Living Wage and PND survey** covering all employees across Rialto, including direct employees, individual contractors, and dispatched workers.

The assessment considers the following parameters:

- **Percentage of all employees paid below the living wage**, including direct employees, individual contractors, and dispatched workers
- **Percentage of average wage gap** for direct employees paid below the living wage benchmark

For the reporting period, **Rialto recorded 0% of employees paid below the living wage**, reaffirming our full compliance with both **Living Wage and PND** standards. Through continuous monitoring and transparent wage practices, Rialto ensures **equitable compensation, compliance with statutory norms, and promotion of decent and sustainable livelihoods** for all employees.

Details	2020-21	2021-22	2022-23	2023-24	2024-25
Percentage of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	0	0	0	0	0
Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark	0	0	0	0	0
Percentage of direct employees covered by a living wage benchmarking analysis	100	100	100	100	100
Percentage of direct employees paid below living wage	0	0	0	0	0

# WORK AT RIALTO



## DISCRIMINATION AND GENDER PAY EQUITY

Rialto is committed to fostering a **workplace free from discrimination**, where all individuals are treated with **dignity, fairness, and respect**. Our policies strictly prohibit any form of discrimination based on gender, race, ethnicity, religion, disability, or any other personal characteristic.



We actively promote **gender equality and inclusion** across all levels of the organization and ensure **equal pay for equal work**. Rialto continuously reviews its compensation structure to maintain **gender pay equity** and to prevent any bias in hiring, promotion, or remuneration practices.

To strengthen transparency and accountability, the following parameters are monitored:

- 1. Average unadjusted gender pay gap**
- 2. Percentage of workers from minority groups and/or vulnerable workers** employed in relation to the total workforce
- 3. Percentage of workers from minority groups and/or vulnerable workers in top executive positions**

For the reporting period, **Rialto recorded no reported cases of discrimination**, and **gender pay equity was maintained across all employee categories**. Through these efforts, Rialto reaffirms its commitment to **diversity, equity, and inclusion**, ensuring that every employee has equal opportunity to thrive and contribute to our shared success.

Details	2020-21	2021-22	2022-23	2023-24	2024-25
Average unadjusted gender pay gap	0	0	0	0	0
Percentage of workers from minority groups and/or vulnerable workers employed in relation to the whole organization (if applicable)	0	0	0	0	0
Percentage of workers from minority groups and/or vulnerable workers in top executive positions (excluding boards of directors) (if applicable)	0	0	0	0	0

# WORK AT RIALTO



## RESPECT FOR THE INDIVIDUAL

The company is committed to ensuring that its security personnel serve as the first point of contact for anyone entering the premises, shaping the initial impression of the company's values. Therefore, security staff undergo regular training to uphold high standards of behavior and etiquette.

Additionally, the company is dedicated to protecting individuals' fundamental and human rights, ensuring that security personnel do not infringe upon these rights. The company views clean and hygienic restrooms as a fundamental human right. Consequently, it maintains uniformly clean and well-kept restrooms for all employees, ensuring they are consistently lit, well-ventilated, and free of odors. A mandatory safety briefing and feedback form are provided to all visitors to gather valuable input and demonstrate respect.

Human Resources policies are rigorously adhered to, in alignment with the company's Quality Policy, Labor Policy, Human Rights Policy, POSH Policy, and Environment and Sustainability Policy.

The company also follows the Ethical Trade Initiative Norms and Disney Code of Conduct, which are integral to business operations and decision-making processes. During the reporting period, there have been no complaints or cases related to child labor, forced labor, involuntary labor, or sexual harassment.



### QUALITY POLICY

**RIALTO ENTERPRISES (P) LTD, CHENNAI** is committed to manufacture Toothbrushes to achieve utmost satisfaction of the customer by delivering quality product on time at most competitive price. The quality of the products is ensured by the Management by providing the highest quality of Leadership in the following:

1. Ensure robust process is in place for our products to be reliable and durable.
2. Ensure adequate training from both internal and external source for all our employees to achieve peak performance in their respective fields.
3. Maintain the effectiveness of the quality management system to monitor results and continuous improvement.
4. Complying with all applicable regulatory and statutory requirements.

By meeting these standards, we aim to make products that are "Made in India", not only accepted, but actively sought by the world market.

Date: 19th June, 2023

  
Plant Head / CEO  
Rialto Enterprises Pvt. Ltd

### LABOUR POLICY

1. Employment Is Freely Chosen
2. Freedom Of Association And The Right to Collective Bargaining Are Respected
3. Working Conditions Are Safe And Hygienic
4. Child Labour Shall Not Be Used
5. Living Wages Are Paid
6. Working Hours Are Not Excessive
7. No Discrimination Is Practiced
8. Regular Employment Is Provided
9. No Harsh Or Inhumane Treatment Is Allowed
10. Sexual harassment in any form will not be tolerated

Date: 19th June, 2023

  
Plant Head / CEO  
Rialto Enterprises Pvt. Ltd

### OCCUPATIONAL HEALTH & SAFETY POLICY

Rialto Enterprises Pvt. Ltd. is committed to proactively manage and achieve excellence in Occupational Health and Safety Practices by continually improving and enforcing our efforts to:

- Comply with all applicable statutory & other requirements related to the Occupational Health and Safety and remain a responsible corporate citizen.
- Committed to provide safe and healthy work conditions for the prevention of injury and ill health.
- Committed to eliminate hazards and reduce occupational health and safety risks.
- Committed to consultation and participation of worker's representative in developing, implementing and managing OH&S management system.
- Promote and enhance safety awareness amongst all employees through training and development programs.
- Adopt techniques and resources related to Occupational Health and Safety and prevent occupational injuries & ill health.
- Periodically monitor and review Occupational Health and Safety practices and working conditions.

We pledge to dedicate our sincere efforts and commitment towards fulfillment of the above objectives.

Date: 25th January, 2023

  
Plant Head / CEO  
Rialto Enterprises Pvt. Ltd

### HUMAN RIGHTS POLICY

Rialto is committed to the highest standards of business and ethical behaviour including compliance with all applicable laws and regulations, as well as company policies, practices and procedures. Rialto respects internationally recognised Human Rights as established in the Universal Declaration on Human Rights and the International Labour Organisation's Core Conventions.

- ❖ We respect all human rights.
- ❖ We do not tolerate any form of unacceptable treatment of workers, exploitation of children, physical punishment or abuse, or involuntary servitude.
- ❖ We believe everyone should be treated with respect regardless of their background.
- ❖ We are committed to the elimination of discrimination based on gender, race, class, ethnicity, religion, ethnic background, sexual orientation, age, political beliefs, veteran status, marital status or any other protected class.

Date: 25th September, 2024

  
Plant Head / CEO  
Rialto Enterprises Pvt. Ltd

### HALAL POLICY

**Responsibility:** Rialto Enterprises Pvt. Ltd, Chennai, is committed to consistently produce products to meet consumer's needs for Halal product.  
**Assurance (our promise):** The products are manufactured according to Sistem Jaminan Produk Halal (SJPH) requirements and at the same time meeting rigorous hygienic and quality standards. Rialto has clearly defined and communicated procedures that protect the Halal integrity throughout our operations.  
**Method of assurance (our internal integrity system):** We have established a Halal Committee comprised of senior executives trained in SJPH from the different divisions responsible for all halal matters. Our facilities Rialto is subject to regular inspection by LPPOM MUI to ensure that our operations are in compliance with the SJPH.

Date: 24th June, 2024

  
Plant Head / CEO  
Rialto Enterprises Pvt. Ltd

# WORK AT RIALTO



## TRAINING AND DEVELOPMENT

The company is committed to the principle that ongoing learning is essential for both business success and employee empowerment. To support this, we create an annual training calendar that addresses various topics based on organizational needs.



This calendar includes mandatory training programs designed to ensure all employees are informed about crucial policies and procedures. Key areas covered include company policies, HR procedures, sustainability initiatives, and safety protocols. Additionally, we organize certified external training programs that align with business goals and support professional development, which are vital for enhancing employee competencies.

With the rise of digital technology, all staff members are now enrolled in a **Learning Management System (LMS)** that allows them to complete online training programs at their own pace. This approach has significantly reduced the resources needed for organizing in-person refresher courses, SOPs, procedures, and processes that don't require direct facilitation.

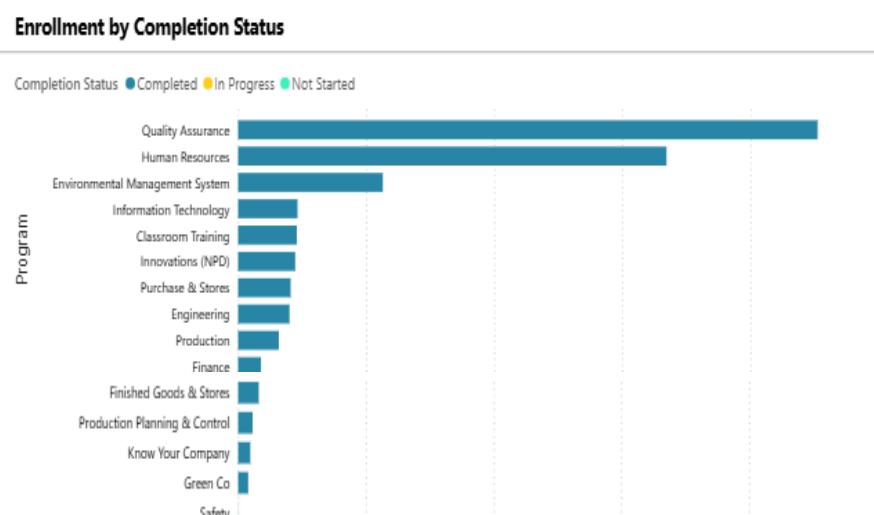
## STAFF TRAINING – LEARNING MANAGEMENT SOFTWARE

**Enrollment**  
342 Programs

**Completed**  
342 Programs

**Completion Ratio- all Workforce**  
100%

**Average hours of Training per employee**  
27



# WORK AT RIALTO



The tool also features an evaluation component that guarantees mandatory learning of concepts in the online modules. Additionally, the Digital Platform includes functionalities for collecting employee feedback on external training programs, which provides valuable insights for enhancing training quality. For workmen-related training, sessions are still conducted in a classroom setting, covering essential topics such as Good Manufacturing Practices, Quality Tools, Safety Protocols, and Product Quality Standards.

We maintain a Training Matrix for both staff and operators, which is reviewed monthly to ensure full compliance with the annual training schedule. We are pleased to report that, during this reporting period, all employees who participated in external training programs achieved scores above 85%, highlighting their commitment to these initiatives. Business ethics training has been 100% completed through both online and classroom sessions

# BUSINESS ETHICS

Rialto operates in alignment with the guidelines of the **Ethical Trade Initiative (ETI)** and the **Disney Code of Conduct**, upholding the highest standards of professional integrity and ethical behavior. This unwavering commitment has earned the trust of our customers, supplier partners, and the broader community. Our ethical framework is built on the

principles of honesty, integrity, and accountability. All senior management and employees undergo periodic training and are required to sign declarations confirming their adherence to these values.

The **Employee Handbook** serves as a comprehensive reference, outlining all relevant policies and procedures.

We maintain a **Whistleblower Policy** that encourages transparency and accountability through multiple reporting channels, including a dedicated email address and an open suggestion box for raising concerns.

During the reporting period, **100% of our employees received training on business ethics and compliance topics.**

Throughout **FY 2023–2024** and **FY 2024–2025**, there were:

- **No incidents of corruption or ethical complaints** reported.
- **No information security incidents** recorded.
- **No cases reported under the Whistleblower Procedure**

These findings were independently validated through the **SMETA audit**, which confirmed that there were **no instances of corruption** during **FY 2024–2025**.

Details	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Number of Confirmed Corruption incident	0	0	0	0	0

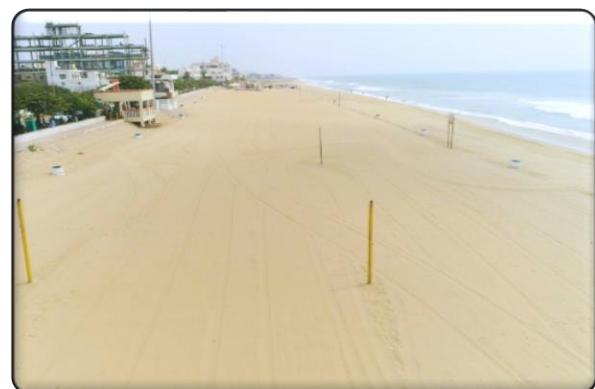


# CORPORATE SOCIAL RESPONSIBILITY (CSR)

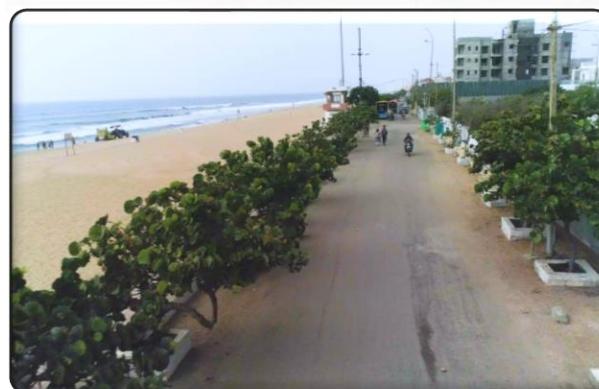


Rialto is recognized for its CSR initiatives. Over the past nine years, in line with the CEO's commitment to promoting a clean and green environment, the company has made a meaningful social impact in communities around Thiruvanmiyur Beach and RTO Park.

Regular and rigorous cleaning and maintenance of the beach have led civic authorities to recognize it as the second cleanest beach in Tamil Nadu.



*Maintaining 2417 trees planted across the vicinity and regular watering of the plants*



*Constructed & Maintaining Bio-Toilets at Beach*



# CORPORATE SOCIAL RESPONSIBILITY (CSR)



Rialto has been maintaining the Thiruvanmiyur RTO Park for the past 6 years, following necessary permissions from the Chennai Corporation. The park features 646 trees across 28 different species. Additionally, a drip irrigation system and rainwater harvesting structures have been installed at various locations.



*A lush green view of the RTO Park at Thiruvanmiyur, Chennai*

Supporting government schools, hospitals, and students has been a key initiative for Rialto. We have adopted three government schools in the vicinity, providing renovation and infrastructure support tailored to their needs.



*Renovated Melakottaiyur Govt. School*

# CORPORATE SOCIAL RESPONSIBILITY (CSR)



We recognize that environmental and social impacts are interconnected and have far-reaching effects on stakeholders and the planet. Therefore, our actions address a range of critical concerns, including water rejuvenation, biodiversity preservation, community well-being, and gender equality.

## **REJUVENATION OF WATER BODIES:**

In line with our commitment to environmental restoration, we have adopted nearby water bodies and regularly undertake rejuvenation efforts to enhance the water augmentation.

### **Keezhakottaiyur Pond:**

Rialto adopted the Keezhakottaiyur pond in 2019., Rejuvenated to store 7135 m3 of water and maintain it till date.



*Keezhakottaiyur Pond*

### **Kadapeari Kuttai Pond:**

Adopted in 2022, desilted to store 9110 m3 of water every year and maintaining it till date.



*Kadapeari Kuttai Pond*

## **Supporting School Students:**

Since 2017, Rialto has supported students from Saidapet, Kandigai, and Melakottaiyur government schools. We recognize top performers in board exams to encourage them to pursue higher studies.



*Students of Government Modern High School  
Saidapet, Chennai*



*Students of Government High School  
Kandigai, Chennai*

# OCCUPATIONAL HEALTH & SAFETY

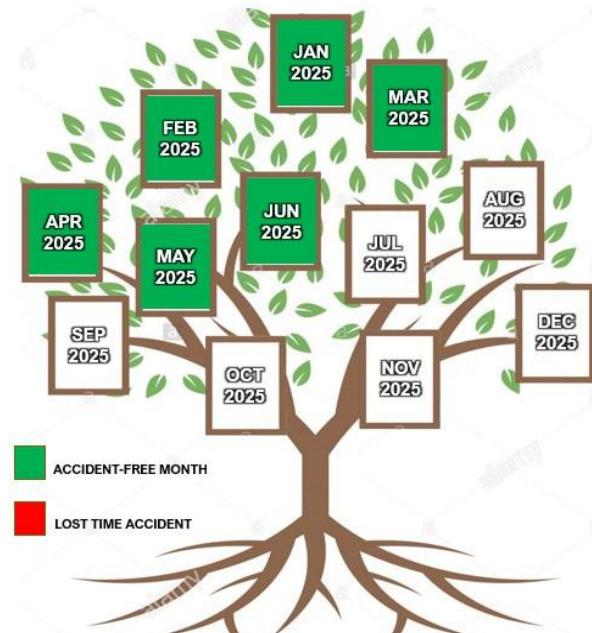


At Rialto, one of our top priorities is finding ways to improve the lives of our employees, supply partners, and the communities we engage with. Safety comes first at Rialto; we prioritize the health and safety of our employees and want them to return home in the same condition they arrived at work. Till June 2025, we have achieved 2737 accident-free days (Started accounting from Sep 2021). Rialto has established clear policies and systems to guide employees in adopting and maintaining safety practices in their daily work. The Health & Safety policy and procedures are designed to empower every employee to report hazards, near-miss incidents, or injuries, and to share this information with their colleagues during meetings such as startup sessions, training programs, and safety committee discussions. **Total number of worked hours in FY 2024-25 is 98292 days.**

Rialto's safety initiatives focus on proactive measures aimed at achieving zero accidents on-site. Emphasis is placed on leading indicators such as Risk Assessment, near-miss reporting, and safety improvements (kaizens).

- ✓ A refresher and certification program, including first aid training, is regularly conducted.
- ✓ Firefighting training is held every two months specifically for emergency response team members.
- ✓ Additionally, mock drills are performed bi-monthly, covering various scenarios such as fire, medical, environmental emergencies, and natural disasters to assess and improve the effectiveness of our emergency management system.
- ✓ We also enhance safety practices by visiting other industries to identify and adopt best practices and benchmark initiatives.

The Safe Work Permit System is crucial for managing hazardous activities and ensuring that safety controls, such as Lock Out / Tag Out procedures, are rigorously applied before



as on 30<sup>th</sup> June 2024

# OCCUPATIONAL HEALTH & SAFETY

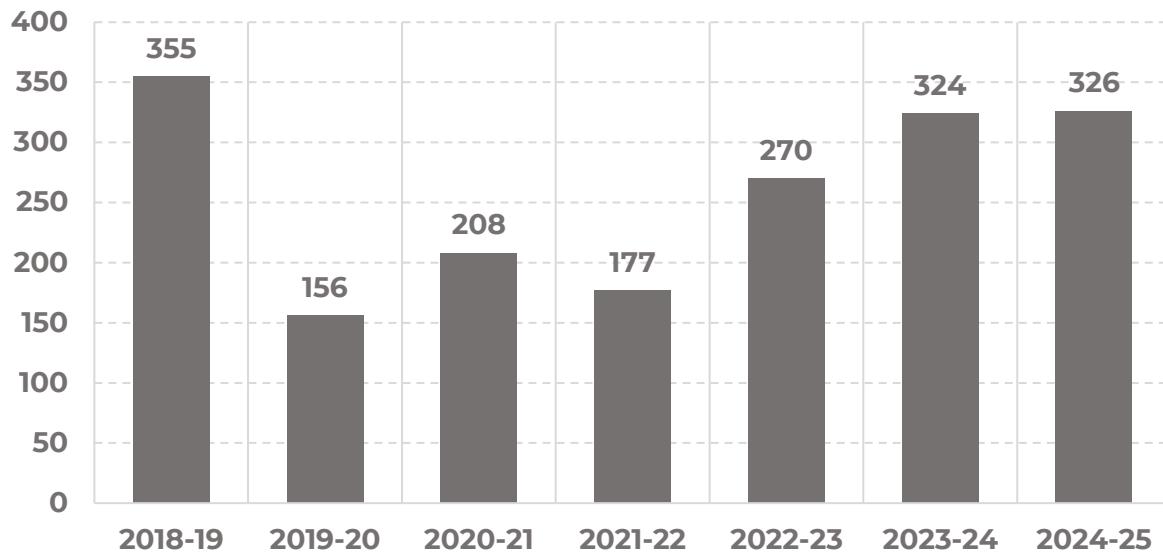


work begins. This system serves as a structured platform to confirm that all necessary safety measures are in place, minimizing the risk of accidents and incidents.

In addition to implementing robust safety protocols, fostering a strong safety culture is essential. This is achieved through various initiatives and events that raise awareness and promote safety practices. Activities such as National Safety Week Celebrations, National Road Safety Week Celebrations, World Water Day, and World Environment Day are key components of this effort. These events not only highlight the importance of safety but also engage employees and the community in proactive safety behaviours and environmental stewardship. By integrating these strategies, organizations can create a safer work environment and instill a culture of continuous improvement and vigilance in safety practices.

The below chart shows the No. of Hazards identified through various modes and the corrective actions taken against the hazards at Rialto.

**No. of Hazards identified & Correction action Taken**

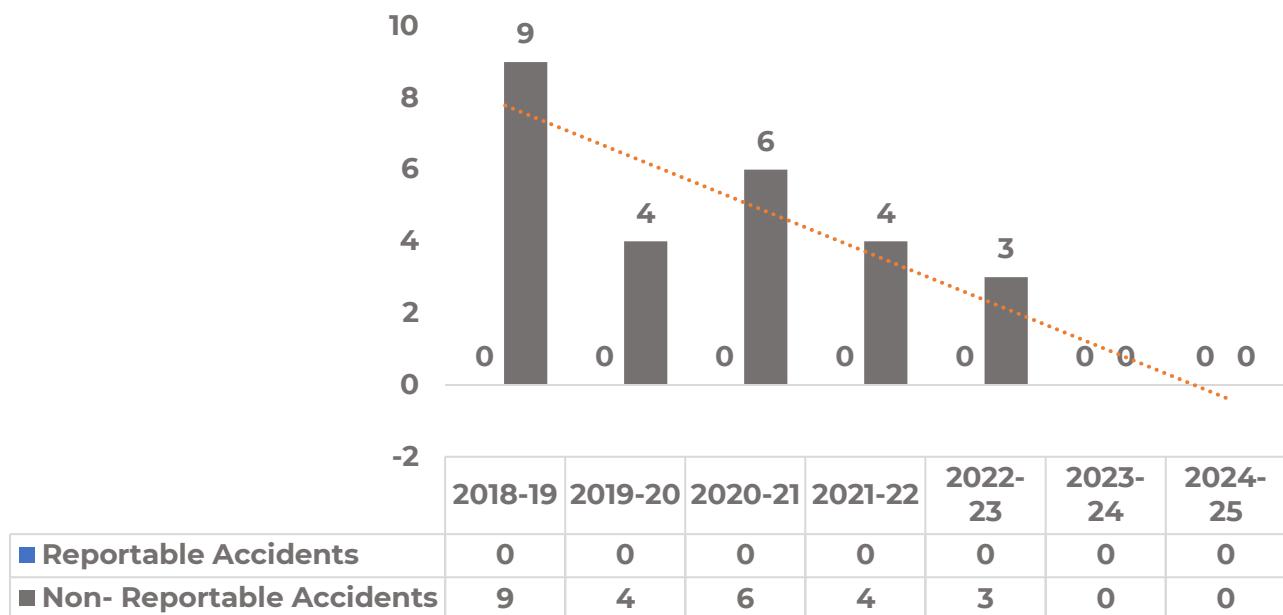


The chart below shows the total reportable & non-reportable accidents that happened in the last 5 years.

# OCCUPATIONAL HEALTH & SAFETY

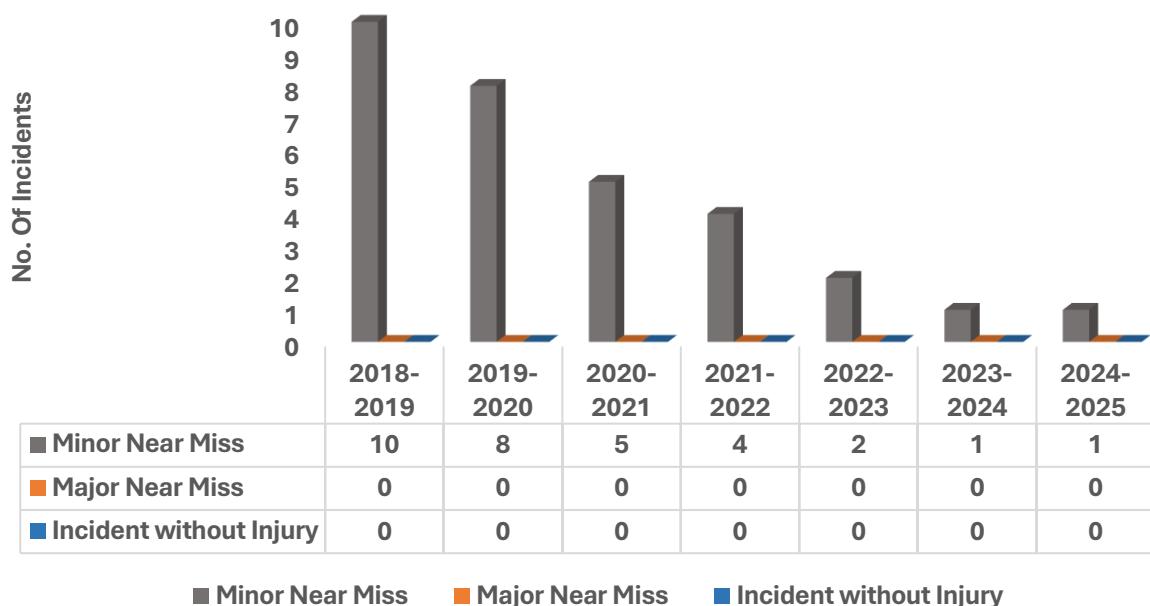


## SAFETY INCIDENT DATA



The chart below shows the total number of minor near misses, major near misses, and incidents without injury that occurred in the last 6 years.

## NEAR MISS DATA

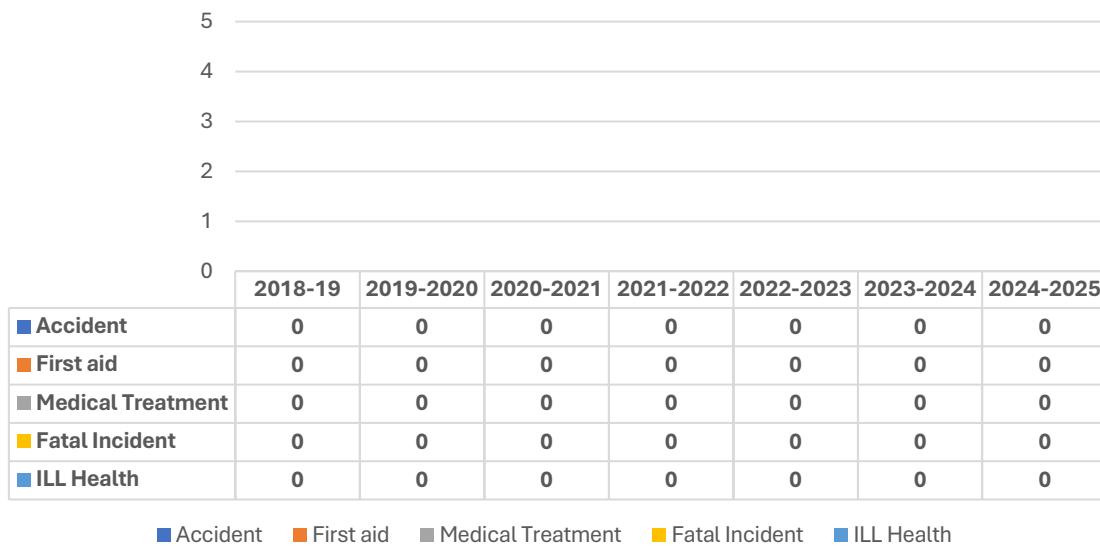


# OCCUPATIONAL HEALTH & SAFETY



The chart below shows the total number of Lost worked case to work related injuries, fatalities and ill health occurred in the last 6 years.

**LOST WORKED CASE DATA**





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opinions to  
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All figures in the report are current as of 30<sup>th</sup> June 2024

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