



# ESG Report

Environmental, Social and Governance

Connecting Possibilities



**Connecting Possibilities**



## From the Desk of the Managing Director



Dear Stakeholders,

It gives me great pleasure to present Harnex's inaugural ESG Report. Over the past fifty years, your unwavering support and trust have been pivotal to our growth and success. On behalf of the entire management team, I extend my heartfelt gratitude for your continued confidence in Harnex.

For several years, we have remained committed to upholding the highest standards in environmental stewardship, employee well-being, social responsibility, and corporate governance. Our focus has consistently been on enhancing performance not only across quality and business parameters but also in areas related to sustainability, health, and safety. At Harnex, we firmly believe that contributing positively to society is both our responsibility and our privilege.

As you review this report, you will find detailed insights into our ongoing initiatives, achievements, and strategic roadmap for continuous improvement. We view this document as a milestone that establishes a clear benchmark for our future ESG goals and guides our journey ahead.

We invite your valuable feedback and suggestions, which will help us strengthen our efforts and reaffirm our commitment to sustainable and responsible growth.

Thank you once again for your partnership, trust, and confidence in Harnex. We look forward to our continued collaboration and shared success.

Warm regards,  
Rajendra Munot  
Managing Director  
Harnex Systems Private Limited



## Introduction

At **Harnex**, we take pride in being a trusted name in the design, manufacture, and supply of high-performance **wiring harnesses, battery cables, and custom electrical assemblies**. Over the past five decades, we have evolved from a pioneering Indian enterprise into a globally recognized partner for industries seeking precision, reliability, and innovation in electrical connectivity solutions.

Our journey, spanning more than 50 years, has been characterized by continuous innovation, adaptability, and a steadfast commitment to excellence. With deep domain expertise and a customer-centric approach, we have successfully catered to the dynamic requirements of multiple sectors, including **automotive, industrial machinery, agriculture equipment, renewable energy, construction, and electric mobility**, among others. This diverse portfolio not only showcases our technical versatility but also reinforces our capability to align with the rapidly changing needs of global markets.

Customer satisfaction remains the cornerstone of our operations. Harnex's enduring success is driven by an **agile and responsive organization**, equipped with **cutting-edge manufacturing facilities, modern quality assurance systems, and skilled professionals** dedicated to delivering superior products and seamless service. Our focus on **zero-defect manufacturing** and a **culture of continuous improvement** ensures consistent quality, enhanced accuracy and optimal performance across all product lines.

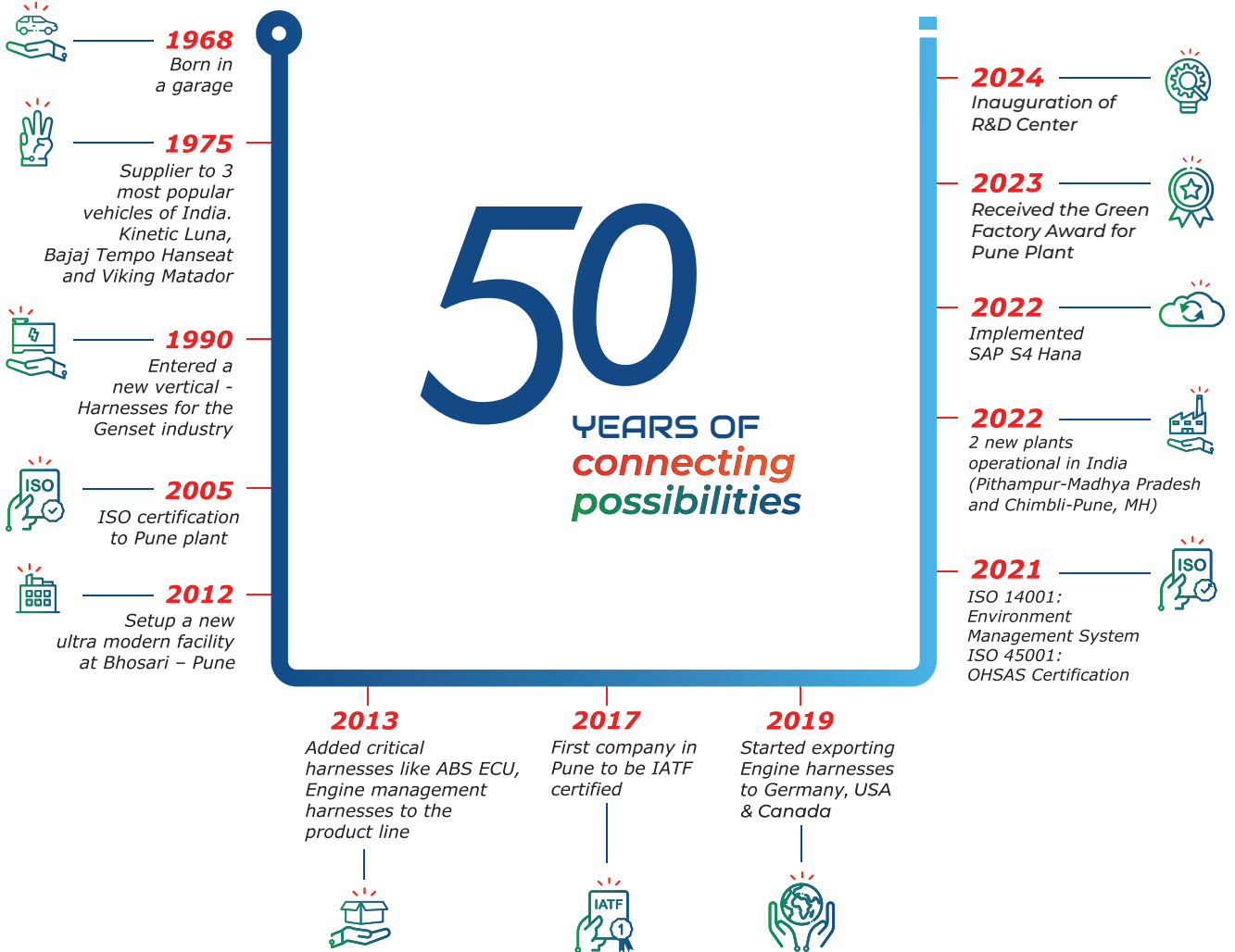
In India, Harnex's footprint extends across **two independent manufacturing facilities** located in **Maharashtra and Madhya Pradesh**. Each facility is equipped with advanced machinery, automated assembly lines, and intelligent process controls that empower us to maintain high production efficiency and consistency. Our infrastructure has been strategically designed to optimize resource utilization, minimize waste, and support scalable manufacturing to meet fluctuating global demands.

As an **ISO and IATF - certified organization**, Harnex operates through a framework of globally benchmarked **quality systems, environmental management practices, and robust governance mechanisms**. These certifications reflect our unwavering commitment to quality, safety and sustainability, while also enabling us to achieve operational excellence and superior customer satisfaction. Our integrated management systems help us streamline workflows, improve traceability, and foster accountability at every level of operation.

Beyond manufacturing, we view our role as that of a **responsible corporate citizen** dedicated to ethical practices, employee welfare, and environmental stewardship. Our long-term vision is to build sustainable business value by integrating innovation, efficiency, and responsibility into every aspect of our operations—thereby delivering tangible benefits to our customers, employees, communities and the environment alike.

At Harnex, we are not just building products—we are powering progress through trust, technology and a legacy of excellence that continues to inspire our future.

# History & Chronological Development



## Our Commitment to Quality and Achievements

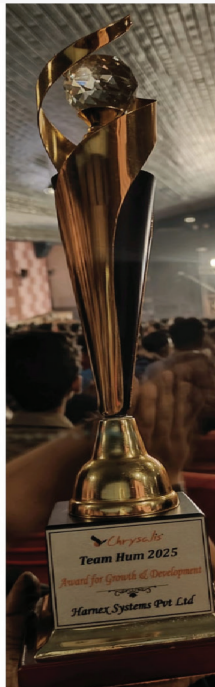
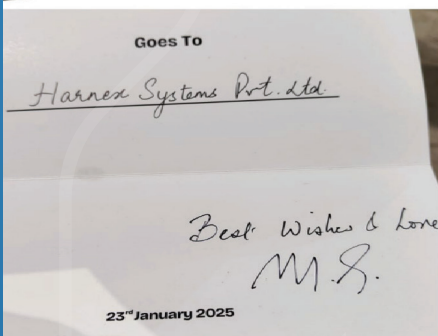
At Harnex, quality is not merely a metric - it is the foundation upon which our legacy has been built for over five decades. We are deeply committed to maintaining the highest standards of excellence across every stage of our operations, from product design and material sourcing to manufacturing, testing, and delivery. Our approach to quality management is guided by a philosophy of continuous improvement, zero-defect manufacturing and customer satisfaction.

We have integrated robust quality assurance systems, advanced testing facilities, and a culture of accountability that ensures exceptional performance and reliability in every product. Regular audits, certification renewals, and process optimizations underpin our quality framework, enabling us to deliver consistent results and exceed customer expectations across global markets.

Our commitment to operational excellence and innovation has been widely recognized by our customers, industry associations, and professional institutions. Over the years, Harnex has received numerous awards and accolades that reflect our dedication to performance, sustainability and growth. Some of our recent recognitions include:

- **Appreciation for Fast Development and Implementation of AIS 052 Standard**  
Force Motors Limited
- **Best Performer of the Year 2023**  
Wirtgen India Private Limited
- **Green Factory Award 2022**  
Rotary Club of India, Gandhi Bhavan, Kothrud, Pune
- **Dr. R. J. Rathi Award for Green Initiatives 2023**  
Maharatta Chamber of Commerce, Industries and Agriculture (MCCIA)
- **Best Supplier Zero PPM 2025**  
Hyundai Motor Company
- **Kaizen Competition – Runner-Up (Productivity) 2024**  
Automotive Component Manufacturers Association (ACMA)
- **Six Sigma Competition – 3rd Prize 2025**  
Automotive Component Manufacturers Association (ACMA)
- **Platinum Award Winner 2023 & 2025 – Supplier Quality Improvement Contest**  
M/s Kirloskar Oil Engines Limited
- **Award for Growth and Development 2025**  
Chrysalis
- **Zero Defect Contest – First Runner-Up 2024**  
M/s Kirloskar Oil Engines Limited
- **Family Business Management Award 2025**  
International Institute of Management Studies, Pune
- **Best Supplier 2025**  
M/s Subros Limited

## Growth & Development



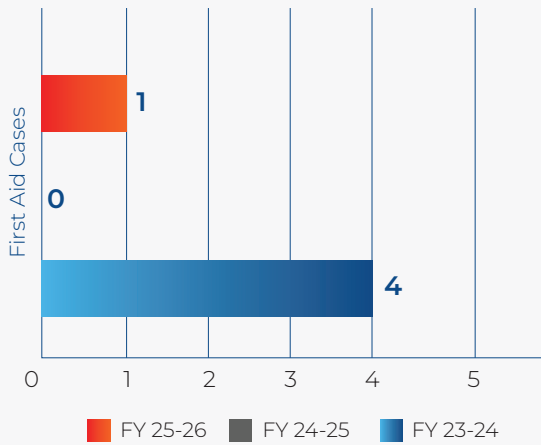
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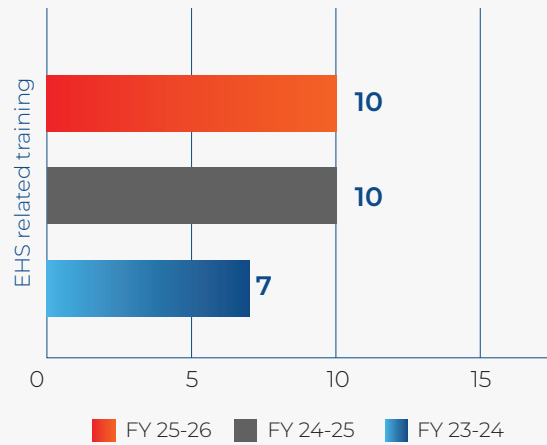
# Commitment to Environment, Health and Safety

At Harnex, we place the highest priority on ensuring environmental responsibility, occupational health, and workplace safety across all our operations. Our Pune–Bhosari Plant has been independently certified for its robust management systems, reflecting our adherence to globally recognized standards. The facility achieved ISO 14001:2015 certification on December 8, 2021, valid until December 8, 2027, demonstrating our commitment to effective environmental management and continual improvement in minimizing ecological impact. In addition, the plant holds ISO 45001:2018 certification for implementing a comprehensive Occupational Health and Safety Management System (OHSMS) designed to prevent work-related injuries, promote employee well-being and maintain safe working conditions. These certifications affirm our ongoing pursuit of operational excellence and sustainable business practices that protect both people and the planet.

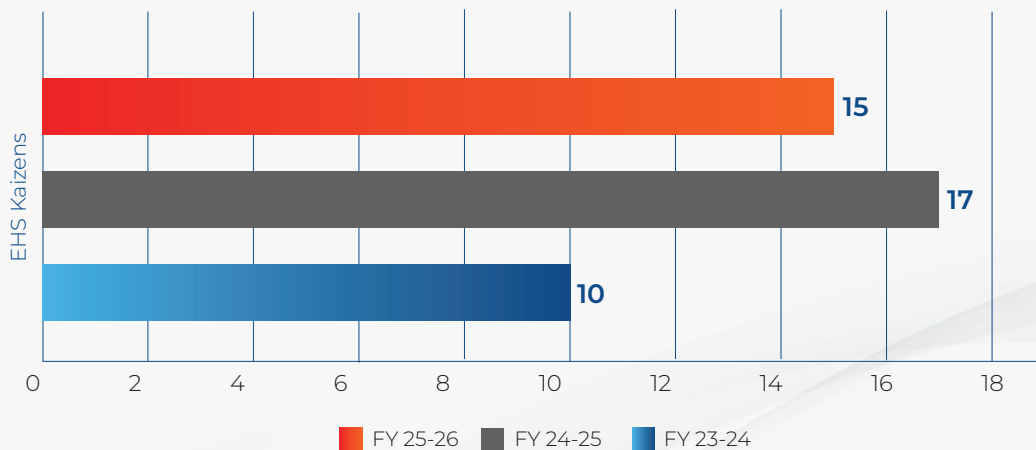
## First Aid Cases



## EHS related training



## EHS Kaizens

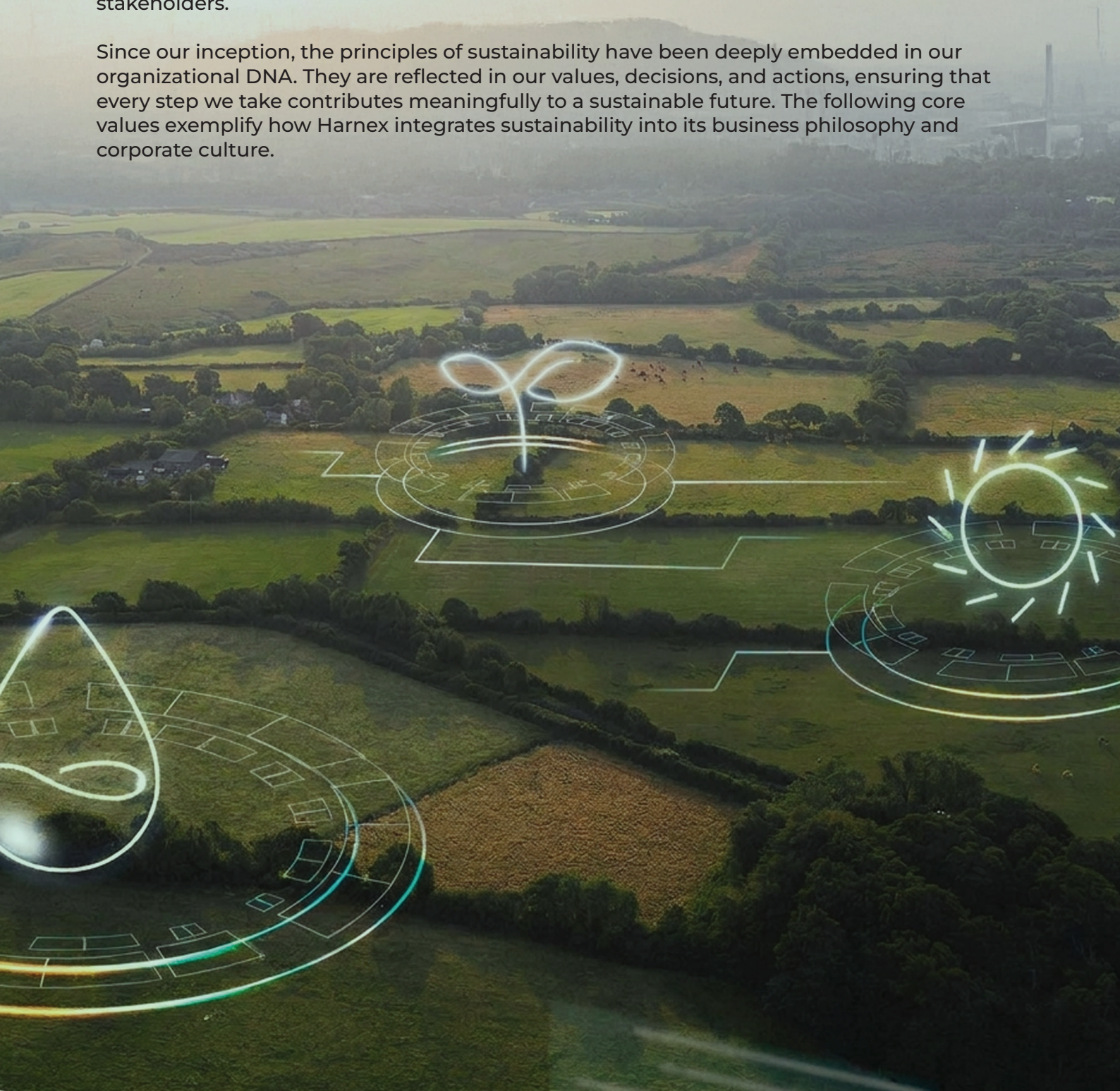


## Sustainability and ESG

At Harnex, sustainability is not an adjunct to our business - it is a guiding principle that shapes every decision, operation, and innovation across the organization. In today's dynamic global landscape, sustainability has emerged as a critical driver for long-term success, transcending industry, geography, and scale. Businesses worldwide are realizing that responsible growth must balance profitability with environmental stewardship and social well-being.

We, at Harnex, recognize that our performance and progress are influenced by a wide range of internal and external factors. To remain resilient and future-ready, we have aligned our strategies and practices with the three fundamental pillars of sustainability - the Triple Bottom Line, encompassing Environmental, Economic, and social dimensions. This approach enables us to create value that is equitable, enduring, and beneficial to all stakeholders.

Since our inception, the principles of sustainability have been deeply embedded in our organizational DNA. They are reflected in our values, decisions, and actions, ensuring that every step we take contributes meaningfully to a sustainable future. The following core values exemplify how Harnex integrates sustainability into its business philosophy and corporate culture.





### Excellence

We are committed to continual improvement across every facet of our operations. Our consistent pursuit of excellence drives us to explore new methods, advanced technologies and best-in-class processes. Whether in manufacturing, quality assurance or employee engagement, we continuously strive to enhance our performance, efficiency and customer satisfaction.



### Commitment

Our success rests on our unwavering commitment to our customers and stakeholders. We honour every promise with integrity and accountability, ensuring that our deliverables meet the highest standards of reliability. At Harnex, “commitment without exception” defines how we conduct business - with consistency, transparency, and trust.



### Compassion

We firmly believe in giving back to society and playing an active role in building stronger communities. Society forms the foundation on which every business thrives and we recognize our responsibility to contribute meaningfully to its progress. Through our social initiatives, charitable efforts and community engagement programs, we aim to serve not only the industry but also humanity at large - with sincerity, empathy and purpose.



### People-Centric Approach

Our people are the driving force behind our success. We nurture a culture of openness, inclusion, and collaboration, where every individual feels valued, heard, and empowered to make a difference. By fostering an environment that encourages constructive feedback and continuous learning, we promote both personal and professional growth. At Harnex, we are committed to ensuring a healthy work-life balance and cultivating a workplace where innovation and respect go hand in hand.



### Eco-Conscious Practices

We approach the environment with a deep sense of responsibility and restraint. Acknowledging that manufacturing activities inevitably leave an ecological footprint, we proactively adopt eco-friendly technologies, resource-efficient processes and waste-minimization practices to mitigate our impact. Environmental preservation is not an obligation but a fundamental duty we observe at every stage - from raw material sourcing to product life cycle management.



### Relationship Building

At Harnex, we view our business relationships as long-term partnerships built on trust, shared growth and mutual respect. Our approach has always extended beyond transactions - we aim to cultivate enduring associations with customers, suppliers, employees, and communities alike. These relationships form the backbone of our sustained success and reinforce our belief that collaboration and reliability lead to collective prosperity.

Through these values and principles, Harnex continues to integrate sustainability into its strategic vision, ensuring that our business growth supports not only economic performance but also the broader goals of environmental preservation and social progress. Our ESG journey reflects our holistic commitment to responsible value creation for future generations.

Harnex demonstrates a strong commitment to the United Nations Sustainable Development Goals (SDGs) through targeted initiatives across key areas.

Sr no	SDG Goals	Icon	Description Initiative
1			Solar energy infrastructure across facilities, structured energy audits at two plants.
2			Rainwater harvesting system at Pithampur plant, daily water meter monitoring.
3			Zero waste to landfill for all solid waste, resource-efficient manufacturing.
4			Annual health checkups, OHMS training, yoga camp, Harnex Premier League.
5			Safety Week celebration, EHS Kaizen initiatives, group meditation session.
6			Employee skill development, ESG awareness programs, renewable energy education.
7			ISO 14001 and 45001 certifications for Pune -Bhosari plant, advance manufacturing technology

This table maps Harnex's ESG efforts to specific SDG targets, including clean energy infrastructure (SDG 7), water conservation (SDG 6), and innovative certifications (SDG 9). Each entry features suggested icons for visual appeal, alongside concise descriptions of ongoing projects at our facilities, such as the Pithampur and Pune-Bhosari plants. These initiatives reflect our integrated approach to sustainability, health, and responsible production.

# Our Journey Towards ESG Framework Development

The core principles that define Harnex - excellence, commitment, compassion, people-centricity, eco-consciousness, and relationship building - have guided us in charting a clear, structured path toward developing our Environmental, Social, and Governance (ESG) strategy. These foundational values serve as the bedrock for formulating our sustainability roadmap, setting meaningful performance indicators, and aligning our business practices with broader global goals of responsible and inclusive growth.

This **ESG Report** marks an important milestone in our journey toward systematic sustainability integration. It represents our first formal step in documenting, assessing and communicating Harnex's ongoing efforts and future aspirations in the ESG domain. The preparation of this report has been an outcome of extensive **internal deliberation, cross functional collaboration, and continuous stakeholder engagement**, reflecting our strong commitment to transparency and accountability.

Over the years, Harnex has continually responded to customer inquiries and expectations on environmental protection, social responsibility, and corporate governance with dedication and clarity. Even before formalizing this report, we had already embedded many ESG-aligned practices into our operational framework - ranging from energy-efficient manufacturing and waste reduction to employee well-being initiatives and ethical governance mechanisms. This report is therefore not a beginning, but a consolidation of the principles we have long practiced.

In developing this inaugural ESG report, we have drawn insights and references from **national and internationally recognized frameworks** such as the Business Responsibility and Sustainability Report (BRSR) and the Global Reporting Initiative (GRI) standards. While we have not adhered to a specific reporting framework for this edition, our approach is underpinned by fundamental ESG principles, particularly **stakeholder engagement** and **materiality assessment**. These principles have guided the structure, content and focus areas of this report, ensuring that it reflects issues most relevant to our stakeholders and critical to the sustainable growth of our organization.

Looking ahead, Harnex aims to further evolve this framework, gradually aligning with globally accepted reporting standards and building robust metrics to monitor, measure and improve our ESG performance. This report therefore lays the foundation for a long-term commitment - one that will continue to evolve in depth, maturity and impact in the years to come.

## Scope of Activities

This inaugural ESG report encompasses the environmental, social, and governance performance across Harnex Systems Private Limited's three manufacturing facilities, strategically located to support our operations in India these include :



Plant 1 at Plot no. 112, Sector No. 10, Bhosari, Pune 411026.



Plant 2 at Gat no. 53, Chimbli, Pune 410501



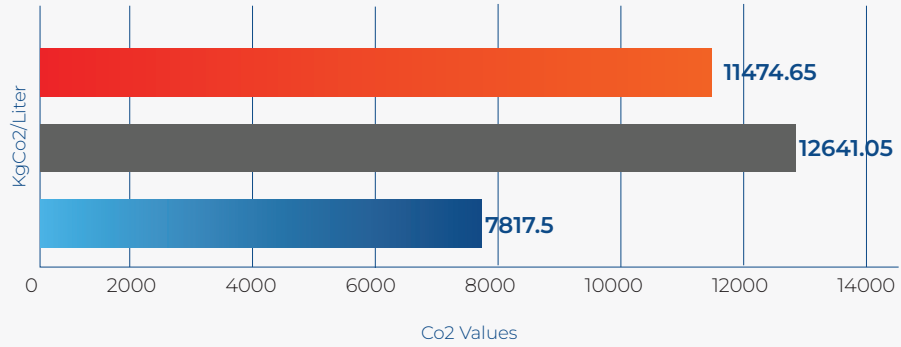
Plant 3 at Plot no. 6, Sector No. 5, Industrial Growth Centre, Pithampur, Madhya Pradesh 454775

# Reporting Period

This inaugural ESG report covers the financial year 2025-2026 (April 1, 2025 to March 31, 2026) as the primary reporting period, with performance benchmarked against the prior two financial years FY 2023-24 and FY 2024-25 to provide comprehensive trend analysis across three financial years.

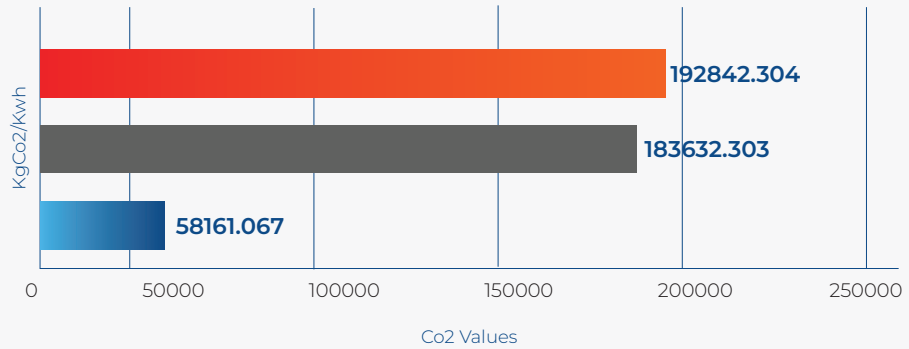
## KgCo2/Liter (Direct)

- FY 25-26
- FY 24-25
- FY 23-24



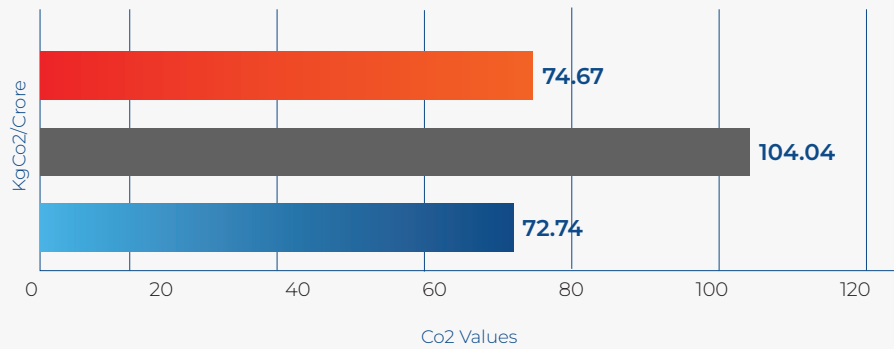
## KgCo2/Kwh (Indirect)

- FY 25-26
- FY 24-25
- FY 23-24



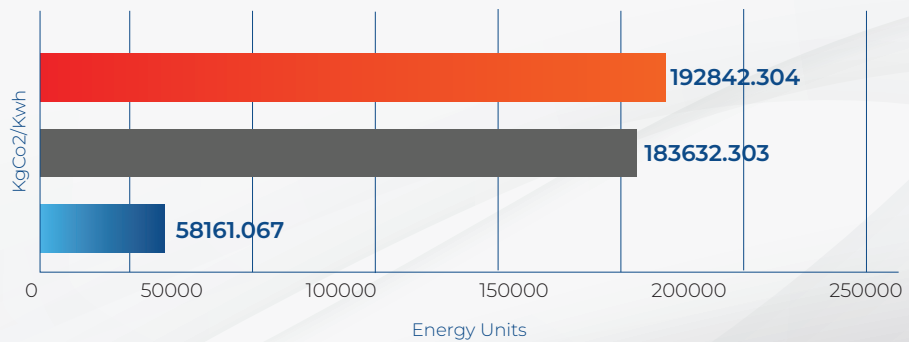
## KgCo2/Crore (Direct)

- FY 25-26
- FY 24-25
- FY 23-24



## KgCo2/Kwh (Indirect)

- FY 25-26
- FY 24-25
- FY 23-24



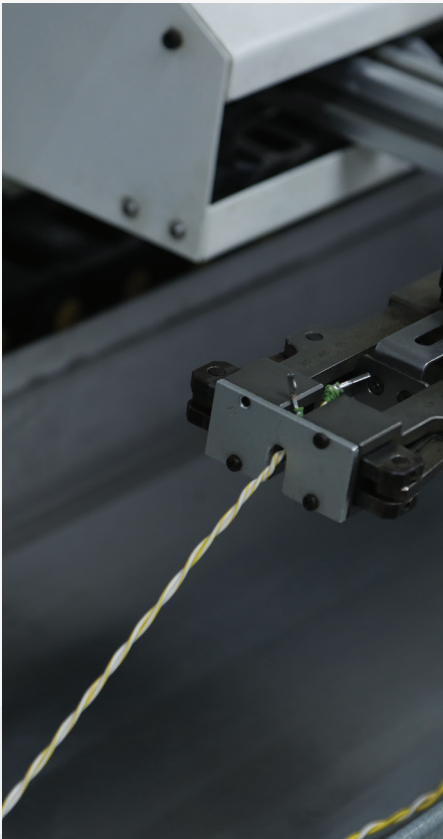
# Manufacturing Process Overview

Harnex Systems Private Limited's manufacturing operations focus on the assembly of wiring harnesses, battery cables, and related assemblies. These activities are executed through a structured sequence of stages designed to ensure precision, quality control and operational efficiency across all three facilities.

## Typical Manufacturing Activity Flow

### Wire Preparation

Stripping, Cutting, Crimping,  
Twisting, Heat shrinking,  
Ultrasonic Welding Pull Tests

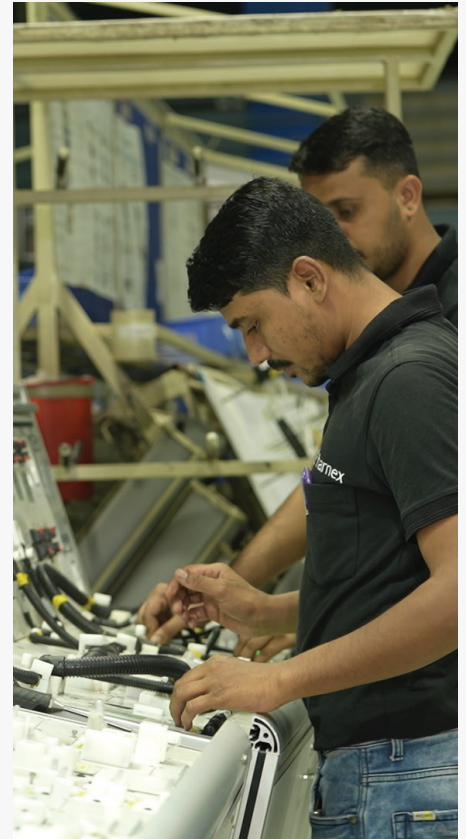


### Assembly

Routing, Bundling On  
Assembly Boards  
Braiding, Or Taping

### Quality Assurance

Electrical Continuity  
Testing and  
Final Inspection



This standardized process leverages Harnex's advanced equipment capabilities for wire processing, crimping, twisting, and specialized welding applications. For detailed manufacturing technology specifications.

Refer to: <https://www.harnex.in/manufacturing-technology>

# ESG Performance Prior to This Report

## Pre-Reporting ESG Integration

Even prior to formal ESG reporting, Harnex Systems Private Limited embedded environmental protection, social responsibility, and governance principles into core operations across all three manufacturing facilities. These commitments were reflected through structured initiatives, measurable achievements, and industry recognition that aligned with global sustainability standards.

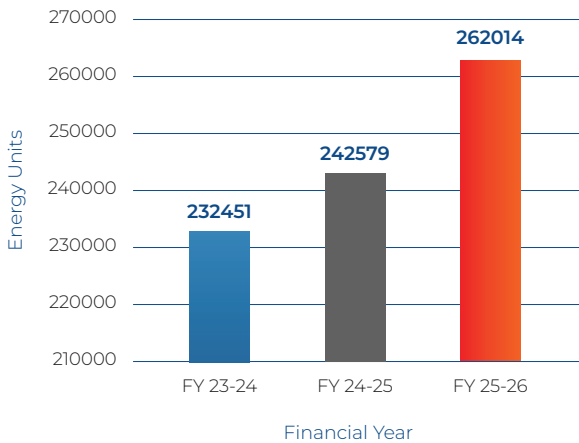
## Environmental Initiatives & Achievements

**Solar Energy Infrastructure :** Installed renewable energy systems across facilities, reducing carbon footprint and grid dependency.

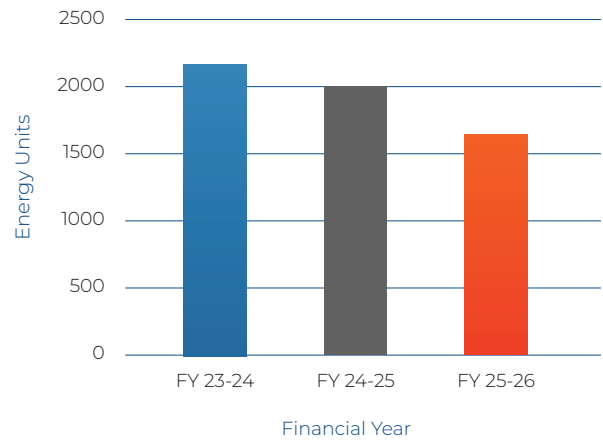
**Green Factory Award 2022 :** Rotary Club of India, Gandhi Bhavan, Kothrud, Pune

**MCCIA Dr. R. J. Rathi Award for Green Initiatives 2023 :** Maharashtra Chamber of Commerce.

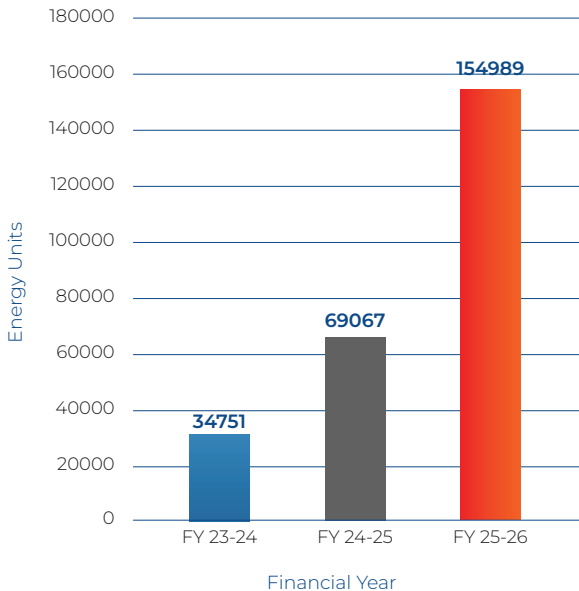
### Energy KWH



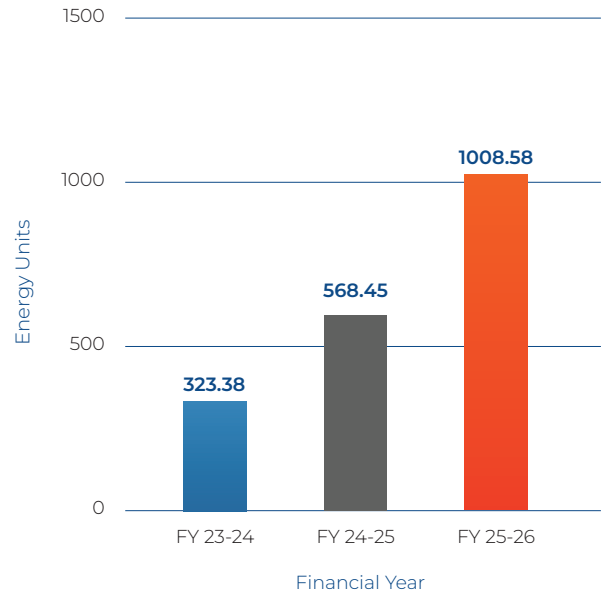
### Energy KWH/Crore sale



### Renewable Energy KWH



### Energy KWH/Crore sale



# Social Responsibility & Employee Wellbeing

Harnex Systems Private Limited demonstrated comprehensive commitment to social responsibility through both internal employee health & safety practices and structured CSR initiatives, fostering a people-centric culture across all manufacturing facilities.

## Internal Health & Safety Practices



Implementation of daily group meditation sessions for employee stress management and mental wellbeing



Regular EHS training programs with focus on workplace safety and emergency preparedness



Structured health check-up camps and wellness awareness programs for all employees



EHS Kaizen initiatives encouraging employee-driven safety improvements.



# Key CSR Initiatives & Community Engagement



Annual plantation programs across facilities and surrounding communities

Regular camps organized benefiting local hospitals and blood banks

Collection and distribution of clothing to underprivileged families



Tree Plantation Drives

Blood Donation Camps

Clothing Donation Program

## Education Support

## Health Awareness Camps



Donation of computers and projectors to schools for children with disabilities

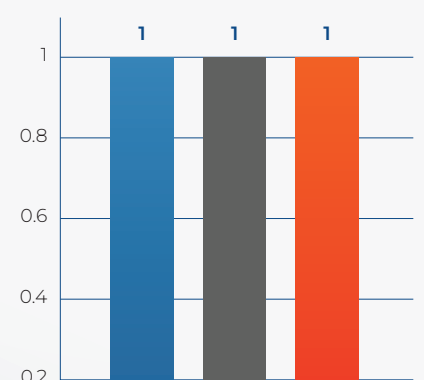
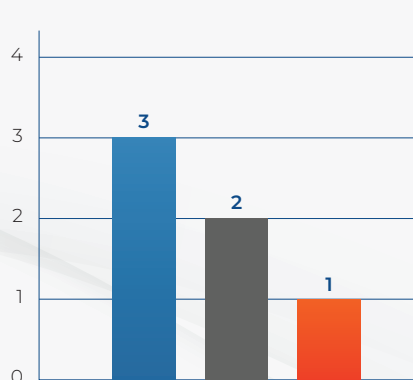
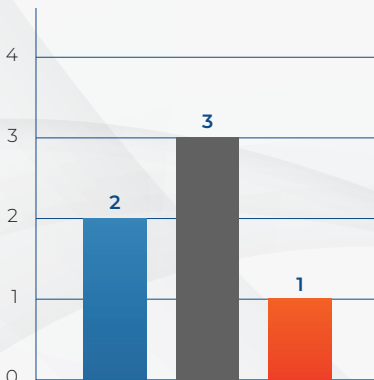
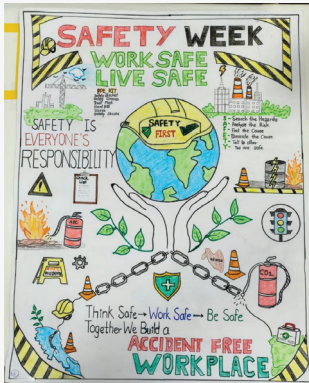
Community health screening and awareness programs





Harnex actively supports skill development and youth empowerment by offering internship opportunities to students across engineering, management, and related disciplines. Through these programs, interns gain valuable hands-on experience, industry exposure, and mentorship from experienced professionals. The initiative reflects Harnex's commitment to nurturing future talent, promoting education-industry collaboration, and contributing to workforce readiness and community development.

These initiatives reflect Harnex's dual commitment to creating a safe, supportive workplace while actively contributing to community development, establishing a strong social responsibility foundation prior to formal ESG reporting commencement.



■ FY 23-24   ■ FY 24-25   ■ FY 25-26

## Governance

Harnex maintains a robust governance framework led by a family-owned leadership team with over 100 years of combined experience across three generations, ensuring stability, ethical decision-making and stakeholder value creation. As a private limited company, the organization is directed by a Board comprising five key members: K.G. Munot (Founder Director), Rajendra Munot (MD & Chairman), Rohan Munot (CEO), Rohit Munot (Director - Operations), and Devendra Gandhi (Director - Business Development).

This leadership structure emphasizes technical expertise, financial prudence, and operational excellence. The Founder Director, K.G. Munot, has steered the company for 50+ years with unwavering discipline and a focus on social causes. Rajendra Munot's financial acumen has transformed Harnex from a small enterprise into a structured corporate entity, while Rohan Munot drives innovation and expansion. Rohit Munot leads manufacturing efficiency and Devendra Gandhi bolsters business development through strong sourcing and customer relationships.

Underpinning this is Harnex's Code of Business Conduct, which mandates ethical, transparent operations in full compliance with applicable laws, prioritizing employee well-being, stakeholder interests, and integrity. Grievance redressal is facilitated via [grievance@harnex.in](mailto:grievance@harnex.in). Complementary policies include the Supplier Code of Conduct for ethical supply chains and a Human Rights Document upholding dignity and equality.

During the reporting period, we formalized our ESG policy, reviewed human capital policies to align with evolving regulations, and strengthened oversight mechanisms based on stakeholder inputs. These enhancements ensure accountability, risk management, and alignment with global best practices, positioning Harnex for sustainable growth.



### Principles for Reporting and Materiality Assessment

#### Materiality Assessment Framework

Materiality serves as the cornerstone of this ESG report, guiding the identification of priority topics that drive sustainable value creation and stakeholder expectations. Harnex Systems Private Limited's materiality assessment integrates established management systems with

# Structured Methodology

## Our materiality process leverages

- **ISO 14001 & ISO 45001 frameworks**  
Dynamic identification of environmental aspects, health & safety risks and opportunities through regular aspect/impact and risk assessments
- **Stakeholder engagement**  
Ongoing dialogue with customers, suppliers, employees and regulatory bodies to validate priority areas
- **Performance data analysis**  
Three-year trend review across environmental, social, and governance metrics  
Material Topics Identified
- **Energy Management**  
Consumption optimization, renewable energy expansion and carbon footprint reduction
- **Water Stewardship**  
Conservation measures and rainwater harvesting system implementation
- **Waste Management**  
Zero waste to landfill achievement through reduce-recycle-reuse strategies
- **Occupational Health & Safety**  
Zero incident target through systematic risk mitigation
- **Governance Structure**  
Formalized ESG oversight and stakeholder grievance mechanisms



This rigorous materiality process ensures our ESG strategy addresses issues of highest significance to both Harnex operations and our key stakeholders, providing clear direction for targeted improvement initiatives.

# Stakeholder Engagement

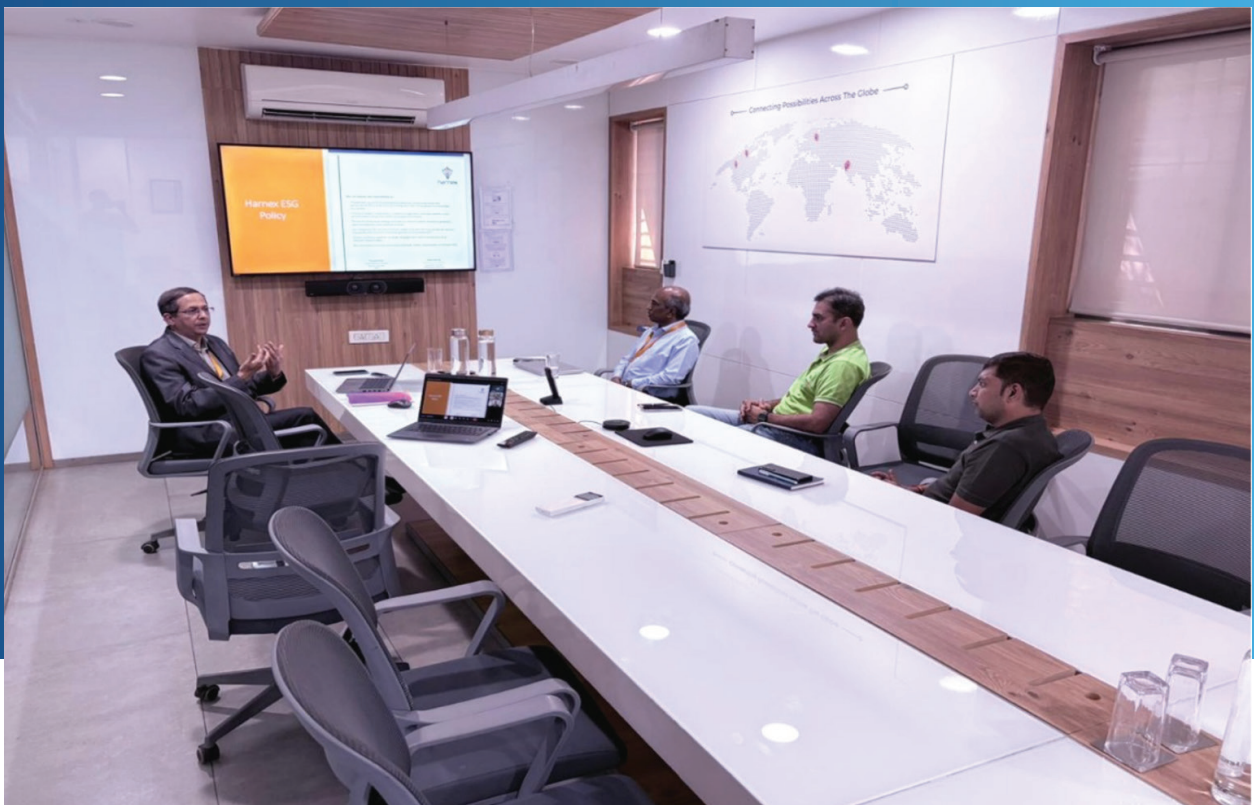
At Harnex, we believe that meaningful stakeholder engagement is a cornerstone of responsible and sustainable business growth. Open, transparent, and continuous communication with our stakeholders enables us to align our operations with their expectations, identify potential areas for improvement, and build long-term relationships founded on trust and collaboration.

Stakeholder engagement has always been a strong pillar of our organizational strategy. We recognize that our success is closely intertwined with the perspectives and contributions of those who directly or indirectly influence our business ecosystem. To foster this dialogue, we have developed multiple formal and informal channels of interaction that allow us to gather valuable feedback, address concerns promptly, and co-create solutions that drive mutual value.

For this reporting period, our primary stakeholder groups include:

- **Internal human assets**, encompassing our employees and management teams who drive operational excellence and innovation.
- **Tier 1 suppliers**, who directly supply materials to Harnex and play a critical role in the reliability and sustainability of our value chain.
- **Key customers**, who represent a significant share of our business portfolio and whose expectations guide our pursuit of quality, efficiency, and responsible performance.

Our informal channels of engagement with these stakeholders include regular discussions, feedback sessions, supplier meetings, and customer interactions. These exchanges provide valuable insights into emerging expectations, operational challenges, and collaborative opportunities, enabling us to refine our strategies and strengthen our ESG commitments.



## Stakeholder Feedback and Survey Insights

In addition to our ongoing engagement initiatives, Harnex recently launched an online stakeholder survey to gather direct inputs and suggestions on key sustainability priorities. The objective was to encourage stakeholders to freely share their expectations, areas of concern, and recommendations for improvement. This exercise reinforced our commitment to transparency and collaboration by ensuring that our ESG strategies are shaped by those who are most impacted by our operations.

The feedback received from employees, suppliers, and customers has been consolidated into key actionable themes as summarized below:



Study, design and implement ESG initiatives that position Harnex as a role model in ESG implementation.



Introduce a **green ideas suggestion scheme** and recognize employees through safety improvement rewards.



Strengthen stewardship by enabling process owners to take ownership and actively drive ESG implementation.



Expand **paperless system implementation** to improve efficiency and reduce resource consumption.



Build awareness and understanding among employees regarding **renewable energy schemes** and their importance.



Increase ESG awareness across the organization through structured communication and employee engagement programs.

These inputs provide valuable direction for prioritizing our ESG roadmap and will help us shape more focused, participative, and impactful sustainability initiatives going forward.

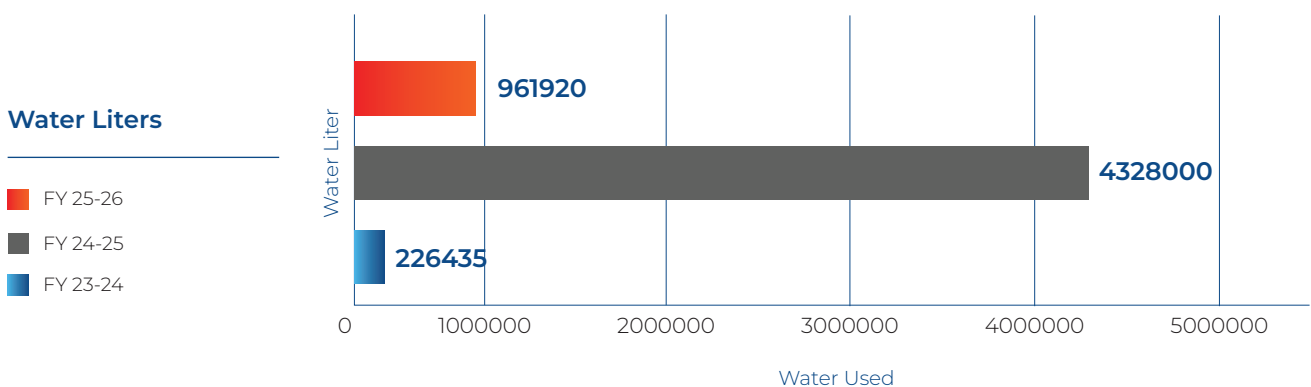
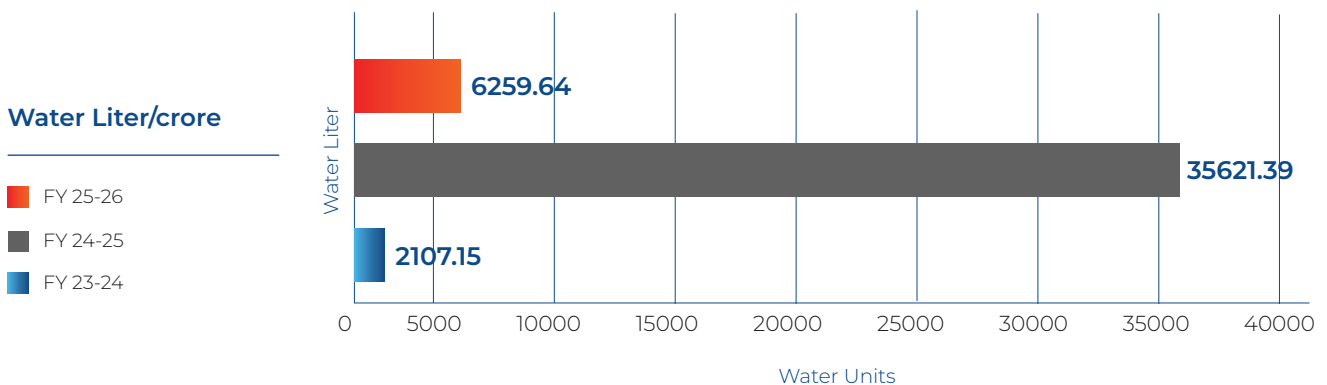
## Our Specific Actions in the Reporting Period

As an initial and important step in our ESG journey, Harnex has formally articulated its ESG Policy, which has been communicated internally across the organization and is also available on our official website. This policy reflects our commitment to embedding sustainability, ethical conduct, and responsible business practices into our day-to-day operations and long term strategy. By formally defining our ESG principles, we have established a clear framework to guide our actions, strengthen accountability, and align our efforts with the expectations of our stakeholders.

During the reporting period, Harnex undertook several meaningful actions to strengthen its ESG performance across environmental, social, and governance areas. Although we had already invested in solar energy as part of our commitment to renewable energy and reduction of carbon emissions, we recognized the need to critically assess our energy consumption and identify additional opportunities for conservation. Accordingly, structured energy audits were carried out at two of our plants through an external agency. The audit findings helped us identify key energy consumption areas and opportunities for further improvement.

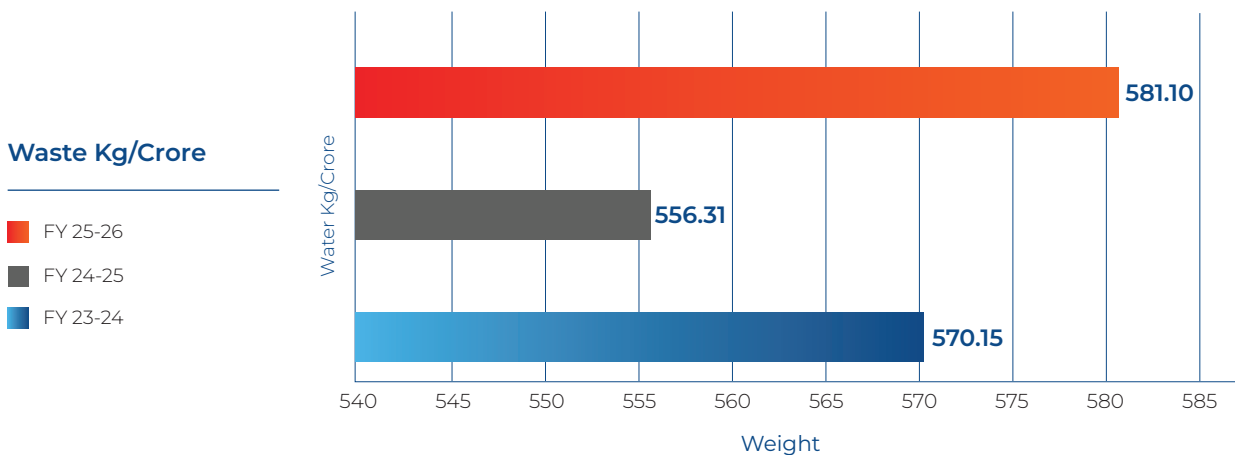
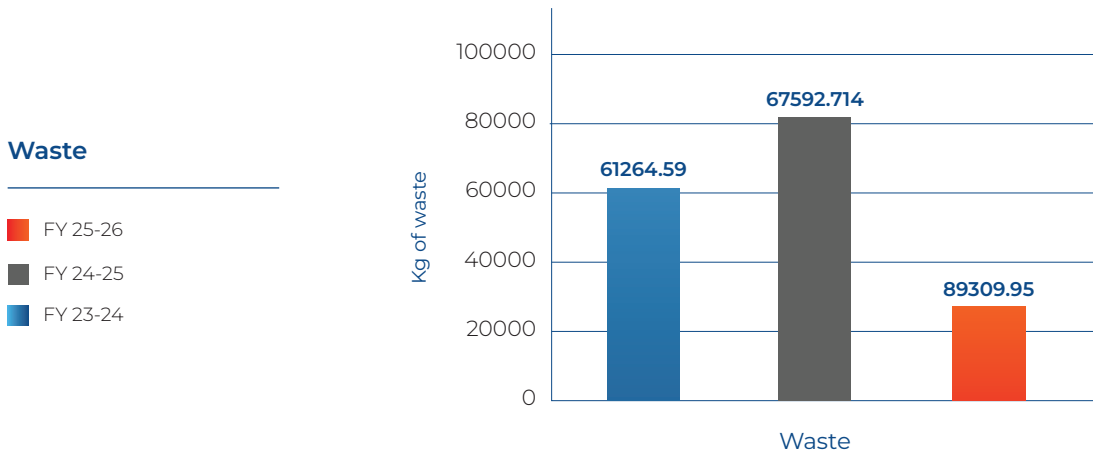
### Water Consumption and Conservation

Water is not used as a process input in our manufacturing operations, and our consumption is largely limited to domestic usage. As such, our overall water footprint remains limited. However, we continue to treat water as a precious resource and monitor its consumption closely through water meters installed at key locations, with daily tracking of usage. In addition, to further strengthen our conservation efforts, we have designed a rainwater harvesting system at our Pithampur plant. During a normal rainfall season, this system is designed to collect and conserve approximately 1 Lakh litres of water. Further details are provided in the annexure.



## Solid Waste Management

Solid waste is generated primarily at two stages of our operations: during raw material packing and during the manufacturing process. The principal waste categories include brass scrap, PVC scrap, wooden scrap, MS scrap, and pure copper scrap. Harnex ensures that all solid waste is managed in a responsible and environmentally sound manner through proper segregation, handling, and disposal practices. No waste generated from our factories is sent to landfill.



## Social Initiatives

During the reporting period, Harnex implemented a range of initiatives focused on employee well-being and social engagement. These included annual health check-ups, OHMS training programs, Safety Week celebrations, Women’s Day celebrations, annual day celebrations, yoga camps, and the Harnex Premier League. These activities were aimed at promoting health, strengthening employee engagement, and fostering a positive and inclusive workplace culture.

## Governance Structure

As mentioned earlier, Harnex has long had a governance structure embedded within its management systems. However, the adoption of ESG principles, along with stakeholder feedback, provided us an opportunity to strengthen and formalize this structure further. In line with this, we reviewed and revised our human capital policies wherever required, considering the evolving regulatory landscape and changing expectations in business governance practices. This exercise has helped us build a more structured and responsive governance framework.



## Disclaimer

This ESG Report has been prepared exclusively on the basis of non-financial data and disclosures voluntarily provided by Harnex Systems Private Limited. Financial performance metrics or related data have neither been furnished by the Organization nor form part of the scope or requirements of this inaugural sustainability disclosure. Stakeholders are accordingly advised that the contents herein reflect solely our environmental, social, and governance initiatives and achievements.

Certain forward-looking statements and projections contained in this ESG Report regarding Harnex Systems Private Limited's ESG strategies, targets, initiatives, and expected outcomes are subject to inherent uncertainties and risks. These may include, but are not limited to, regulatory changes, evolving market dynamics, technological disruptions, supply chain interruptions, economic volatility, environmental factors, and unforeseen operational challenges. Such uncertainties could affect the timing, scope, achievability, or outcomes of the disclosed plans. Harnex Systems Private Limited undertakes no obligation to update, revise, or confirm these statements in light of future developments or actual results. Stakeholders are cautioned to consider these factors when evaluating the information provided.



## Looking Ahead

# The Beginning of Our ESG Journey

Harnex acknowledges that our formal commitment to ESG principles and structured stakeholder reporting represents the commencement of a long-term journey toward sustainable excellence. This inaugural ESG report marks the first milestone in what we recognize as a continuous process of performance enhancement across our environmental, social, and governance parameters. We are committed to regularly reviewing and strengthening our existing metrics while proactively identifying new areas for improvement and innovation. The success of this endeavour will depend significantly on the continued trust, collaboration, and constructive engagement of our valued stakeholders.

We invite comprehensive feedback and critical review of our performance and reporting. Your insights, recommendations, and suggestions are invaluable in helping us refine our approach and elevate our sustainability practices. For additional information regarding this report or to share your feedback and suggestions, please contact our designated Single Point of Contact (SPOC):

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Harnex extends its sincere gratitude for your enduring partnership and support. We look forward to continued collaboration as we work together toward shared sustainable goals in the years ahead.



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