It's
NATURAL
to be with
NATURE.

Featherlite Sustainability
Report – FY25

It's Natural
to be with Nature

At Featherlite, every product begins with a deep respect for nature. The environment inspires the way we think, design, and build. Our theme, "It's Natural to Be with Nature," reflects a belief that progress and the planet move together. Nature offers balance, beauty, and direction-and we follow that guidance in everything we do.

Sustainability guides every choice we make. From FSC®-certified wood to thoughtfully chosen recyclable materials, each decision reflects our care for the planet. Our teams across design, engineering, and manufacturing work together to create furniture that brings comfort, durability, and environmental responsibility into one seamless experience. Every product is shaped with intention and built to last.

As global companies expand across India, there is a shared commitment to creating modern, inclusive, and environmentally thoughtful workspaces. Featherlite is proud to support this movement. Through clean energy, circular product design, and resource-efficient processes, we offer furniture that supports healthier, more mindful ways of working.

This sustainability report reflects the progress already made and the path ahead. Several of our goals, such as using certified materials, improving energy performance, and reducing impact, are already part of our day-to-day approach. These actions mark important milestones on our journey of continuous improvement.

Featherlite creates long-term value by staying aligned with what truly matters. For clients, through products that support performance and well-being. For teams, through safe, responsible practices. And for the planet, through choices shaped by care and commitment.

Staying close to nature brings direction, clarity, and purpose to everything we do.

Content

CEO Foreword

Leading by Design, Growing with Nature

The future takes shape through every choice we make today. At Featherlite, we shape that future with thoughtful design, responsible manufacturing, and a deep sense of connection with the natural world. This sustainability report marks a key moment in our journey, a journey guided by care, creativity, and progress in harmony with nature. From the very beginning, our aim has been simple: to create value for people and the planet through every product we build.

Across the world, businesses and individuals are embracing more mindful ways of living and working. This shift brings powerful opportunities-new materials, cleaner energy, and better design thinking. As India becomes a center for global innovation, Featherlite stands ready to support this momentum with purpose and clarity.

Our work reflects this approach. We use FSC®-certified wood and recyclable materials across our product lines. Our manufacturing facilities rely more on renewable energy and efficient processes. Circular thinking shapes our designs, ensuring long-lasting value and easy return or reuse. With well-defined pathways, we are achieving measurable progress across emissions and energy goals.

Our furniture supports a new generation of professionals who value wellness, creativity, and clarity. Each design encourages movement, good posture, and healthier routines. By blending beauty with function, we bring joy into workspaces while caring for the environment that supports us all.

India welcomes the world, and we welcome the responsibility that comes with it. With every partnership, we offer trust, transparency, and a commitment to shared growth. Sustainability at Featherlite touches every product, every plan, and every promise.

This report offers a glimpse into our direction: one shaped by care for the planet, confidence in design, and a belief that progress flows naturally when we stay aligned with nature.

Mr. Dhiren Gopal
Director
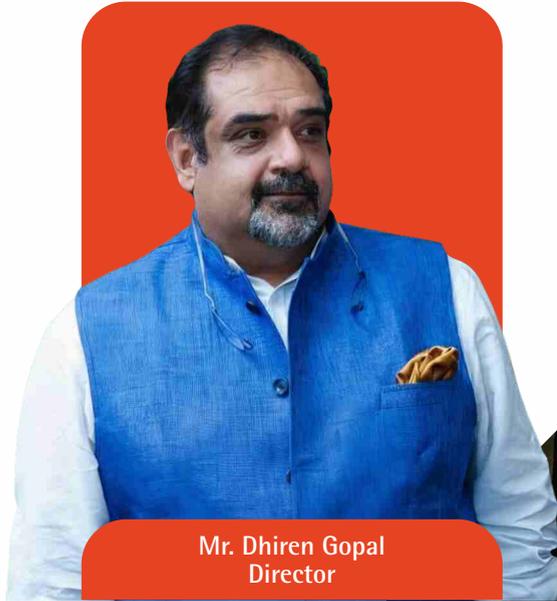
Mr. Dhiren Gopal
Director

1. Our Purpose in Practice

Our Sustainability Compass

Featherlite's sustainability journey is defined by ambition, accountability, and a belief that responsible growth can shape a better future. By embedding environmental stewardship and social responsibility into every aspect of our operations, we are building a business that is resilient, forward-looking, and committed to creating value beyond our products.

Our strategy is guided by eight interconnected focus areas: sustainable design, responsible sourcing, responsible production, carbon reduction goals, circular economy practices, supplier collaboration, corporate social responsibility, and ethical governance. Together, these priorities form the foundation of our ESG approach, ensuring that progress in one area strengthens and accelerates progress in others.

Focus Areas
- Sustainable Design
- Responsible Sourcing
- Responsible Production
- Carbon Reduction Goals
- Circular Economy
- Supplier Collaboration
- Corporate Social Responsibility
- Ethical Governance Practices

We have aligned our efforts with 16 United Nations Sustainable Development Goals (SDGs), addressing urgent global challenges such as climate change, inequality, and environmental degradation. This alignment ensures that every initiative we take contributes not only to our own performance, but also to a shared vision of a sustainable future.

Climate action is central to our mission. We have committed to achieving net zero carbon emissions by 2040, an ambitious yet achievable target that reflects both our responsibility and our resolve. This goal is supported by tangible actions: integrating renewable energy into our operations, improving energy efficiency, implementing zero-waste production processes, designing products with reduced environmental impact, and engaging with communities to promote awareness and action.
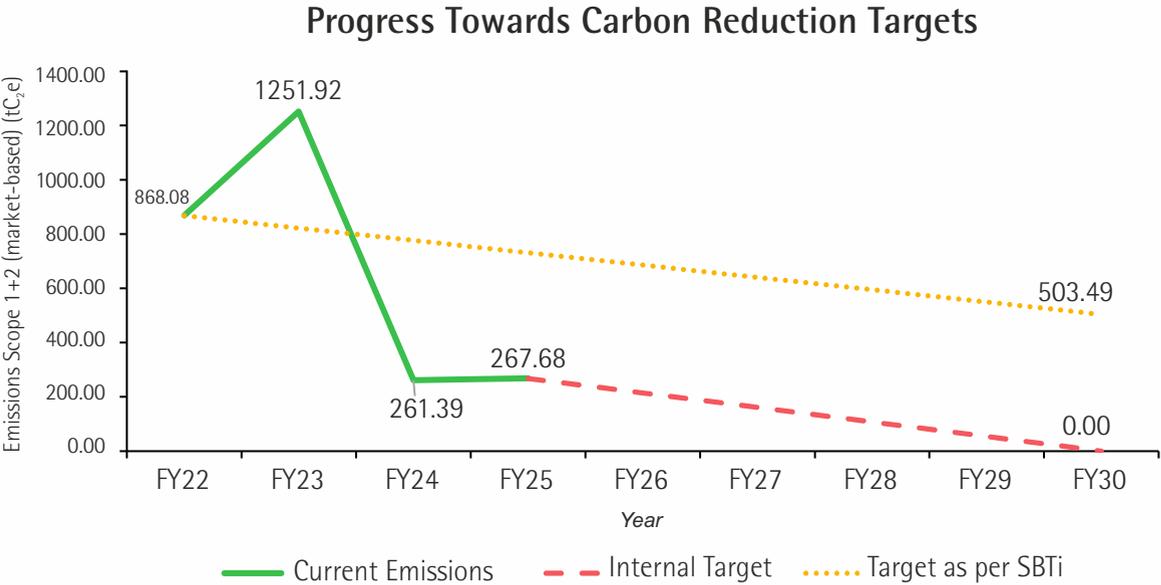
Our progress is measured and validated through leading global frameworks. In December 2023, the Science Based Targets initiative (SBTi) confirmed our pledge to reduce Scope 1 and Scope 2 greenhouse gas emissions by 42% by 2030 from a 2022 baseline, with work underway to set net-zero targets. We also disclose annually to the CDP, achieving a B rating in 2024 demonstrating our commitment to transparency and meaningful impact.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

CDP
DRIVING SUSTAINABLE ECONOMIES

42% reduction in emissions
by 2030

Achieved B Score in 2024
Highest score globally for SMEs

Progress Towards Carbon Reduction Targets

Emissions Scope 1+2 (market-based) (tC_2e)

- 868.08 (FY22)
- 1251.92 (FY23)
- 261.39 (FY24)
- 267.68 (FY25)
- 503.49 (FY30, Target as per SBTi)
- 0.00 (FY30, Internal Target)

Year

—— Current Emissions   – – Internal Target   ······ Target as per SBTi

From Intent to Action: Our ESG Framework

Our sustainability journey is guided by focus and clarity. To understand where Featherlite can make the most meaningful impact, we use a materiality process that helps us identify and prioritize the issues most relevant to our business, our stakeholders, and the wider world. This ensures that our actions are both strategic and accountable, aligning our commitments with areas where we can drive real change.

In FY25, we assessed 20 material topics. These topics reflect the expectations of our customers, employees, suppliers, investors, and regulators, while also responding to global sustainability imperatives such as the UN Sustainable Development Goals (SDGs).

Our process involves several steps:
- Scanning and Research
- Stakeholder Engagement
- Assessment and Prioritization
- Validation and Review
- Integration into Action

By continuously refining our materiality matrix, we ensure that our ESG strategy remains dynamic, transparent, and aligned with international standards, including GRI 3. This approach enables us to translate intent into action and strengthen the foundation of our sustainability commitments year after year.

Materiality Topics

1. Product Quality & Safety
2. Customer Wellbeing
3. Sustainable Product Design
4. Responsible Materials Sourcing
5. Circular Economy
6. Climate Change & GHG Emissions
7. Product & Facility Certifications
8. Sustainability-Linked Innovation & R&D
9. Low-Carbon Transportation & Logistics
10. Sustainable Packaging
11. Product End-of-Life & EPR
12. Occupational Health & Safety
13. Waste Management
14. Business Ethics & Integrity
15. Energy Management & Efficiency
16. Diversity, Equity & Inclusion
17. Supplier Environmental & Social Assessment
18. Risk Management & Continuity
19. Water Stewardship
20. Community Engagement & Social Impact

Materiality Matrix
Featherlite Furniture

Stakeholder Importance (y-axis) vs Business Importance (x-axis)
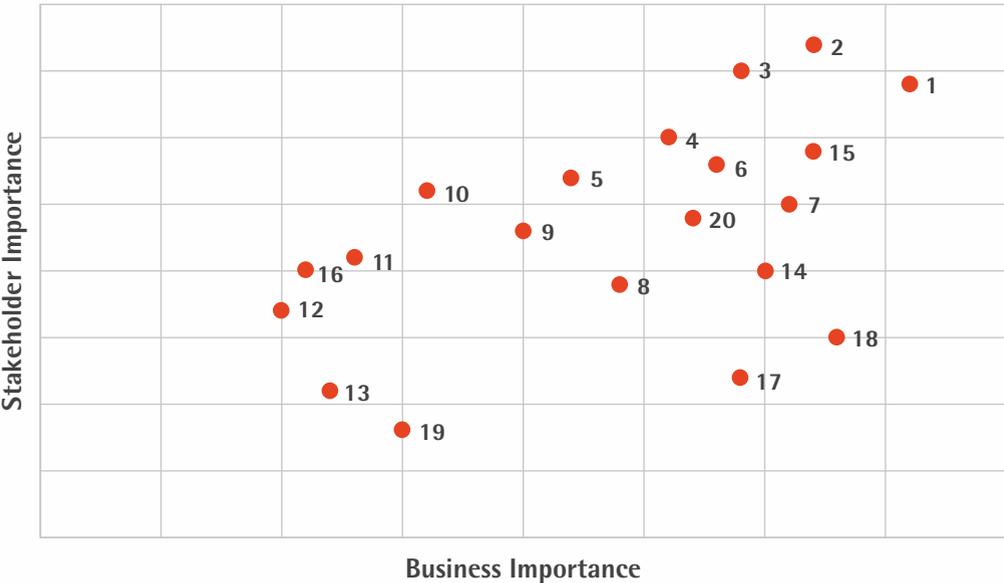
2. Origins Matter

Sourcing for Tomorrow

Responsible sourcing is the starting point of our sustainability journey. Every choice we make about materials shapes not just the product, but also the impact it has on ecosystems, communities, and future generations. By prioritizing lower-impact, responsibly managed, and recycled inputs, we reduce our dependence on virgin resources while promoting more resilient supply networks.

Our strategy balances two priorities: maintaining the uncompromising quality and durability Featherlite is known for and embedding environmental responsibility into every new product. This means assessing materials not only for performance but also for renewability, recyclability, and long-term sustainability. We are in continuous dialogue with suppliers, innovators, and research partners to identify opportunities to replace traditional inputs with next-generation materials.

Timber, Metals & Textiles: Our Natural Priorities

Wood and metal are at the heart of modern workplace furniture, and at Featherlite, they are also at the heart of our sustainability priorities. We source FSC®-certified wood through suppliers who maintain strict chain-of-custody certification, helping us ensure that forests are managed responsibly. Today, recycled wood (up to 50%) and recycled metal (around 20%) are already integrated into select products, and we are steadily expanding their share across our portfolio.

Textiles, another critical input, are carefully chosen for durability, user comfort, and lower environmental impact. Increasingly, we are exploring options made with recycled or bio-based fibers, working with partners to bring innovative fabrics into commercial use.

At the same time, we continue to push the boundaries of what is possible. Recent trial runs have included seating made from bamboo, a fast-growing renewable resource, and a prototype chair manufactured from discarded food containers, demonstrating how waste can be transformed into value. These experiments may not yet be scaled for mainstream production, but they represent important steps toward diversifying our material base and reducing reliance on virgin plastics.

HAT: Flexibility That's Sustainable

The Height Adjustable Table is designed with people and the planet in mind. Its adaptability goes beyond ergonomics, From locally sourced materials to modular construction, HAT is built to last, to be reused, and to reduce its footprint across its lifecycle.

Materials with Purpose
1. Steel frames with up to 20% recycled content
2. Work surfaces crafted from FSC® CoC certified wood
3. Boards containing up to 50% recycled content
4. Finishes designed to minimize emissions

Durable & Modular
1. Engineered for long-term use in dynamic workplaces
2. Replaceable components extend life and reduce waste
3. Designed to adapt to evolving workspace needs

Wellness + Planet
1. Ergonomic adjustability supports healthier ways of working
2. Energy-efficient actuators minimize standby power draw
3. 96.74% of raw materials (by weight) are sourced within 400 km,
3. supporting local supply chains and reducing transport emissions

Certified for Transparency
1. EPD certified to demonstrate verified environmental impacts
2. Declare LBC Red List Approved, confirming the product is free from harmful substances
3. GreenGuard Gold Certified
4. GreenPro Certified

Amaze: Comfort Meets Conscious Design

The Amaze Chair shows how ergonomics and sustainability can sit side by side. Every detail, from material choices to replaceable parts, is designed for durability, recyclability, and user well-being. Built to perform in demanding workplaces, it's a chair that supports both people and the planet.

Smart Ergonomics
1. AIOTA Certified design for posture and comfort
2. Self-calibrating recline mechanism with no manual adjustments

Durability You Can Trust
1. BIFMA compliant, tested for intensive use
2. Built for longevity with minimal maintenance

Healthier Workspaces
1. GreenGuard Gold Certified for low chemical emissions, ensuring better indoor air quality
2. Manufactured in a GreenCo-rated facility following sustainable practices
3. GreenPro Certified for verified lifecycle sustainability
4. Compliant with EMS & OHSMS standards

Certified & Ethical Supply Chains

Sustainability requires collaboration, which is why we hold ourselves and our suppliers to high standards. All new and existing partners are audited against our Supplier Code of Conduct, covering labor rights, health and safety, ethics, and environmental performance. Many of our key suppliers already carry FSC® chain-of-custody certification, ensuring that wood used in our products can be traced back to responsibly managed forests.

To reinforce accountability, our critical suppliers have signed our Sustainability Commitment Letter, confirming their pledge to act more sustainably, adapt to market shifts, and continuously improve their environmental and social practices. This extends to supporting us in benchmarking supply chain emissions, participating in green supply chain initiatives, and working toward alignment with Science Based Targets initiative (SBTi) principles.

Our supply chain strategy involves regular assessments of critical suppliers against environmental and ethical criteria. We prioritize working with partners who share our values, conducting comprehensive evaluations to ensure compliance with global standards like ISO 14001.

Through these assessments, we not only monitor performance but also support suppliers in improving their practices. Our Green Supply Chain policy encourages collaboration, providing a structured approach to sustainability through supplier training initiatives. This involves identifying training needs, developing content, and conducting sessions that promote best practices in environmental management.

Our rigorous assessment process ensuring quality, safety, and environmental compliance across our product range. These efforts highlight our commitment to maintaining high sustainability standards throughout our value chain.

By building this shared responsibility, we are not only improving transparency and trust, but also laying the groundwork for deeper collaboration on issues such as carbon reduction, renewable energy adoption, and circular economy solutions.

Future Plans and Innovations
Featherlite plans to reduce logistics emissions with EV transport, route optimization, and real-time tracking, minimizing Scope 3 impacts and boosting efficiency.

Through supplier workshops on emissions, resource use, and ethics, we advance a resilient green supply chain, driving collective sustainability progress.
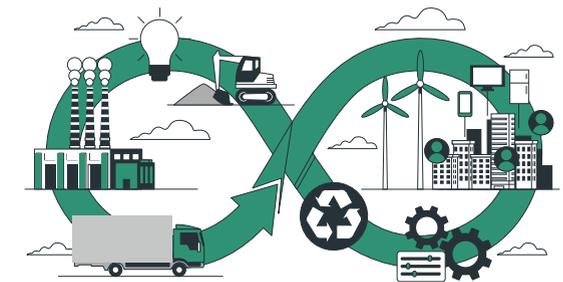
The Featherlite Material Palette

Our Material Palette reflects the journey of balancing performance with responsibility. It encompasses responsibly sourced timber, recycled metals, and durable textiles, alongside newer entrants like bamboo composites and repurposed plastics. Each material we add to this palette is evaluated for quality, safety, recyclability, and environmental impact, ensuring our products continue to deliver both value and sustainability.

This approach is rooted in the principles of the circular economy, where materials are kept in use for as long as possible, waste is minimized, and natural systems are regenerated. By prioritizing recycled inputs, experimenting with renewable substitutes, and creating products designed for durability and repairability, we are aligning our material strategy with the global movement toward circularity.

Our efforts also connect to broader international frameworks, including the United Nations Environment Programme (UNEP) push for sustainable consumption and production, and the UN Sustainable Development Goals (SDGs), particularly SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action). By embedding these principles into the Featherlite Material Palette, we ensure that our innovation is not only relevant to our business but also contributes to shared global priorities.

Looking ahead, we aim to broaden this palette further by exploring bio-based resins, natural fiber reinforcements, and low-carbon alloys, while increasing the share of recycled content in existing materials. This continuous evolution reflects our belief that materials are not just inputs, but building blocks of a more sustainable future, one where design and environmental stewardship go hand in hand.

Chairs that turn heads, even in a boardroom

Featherlite
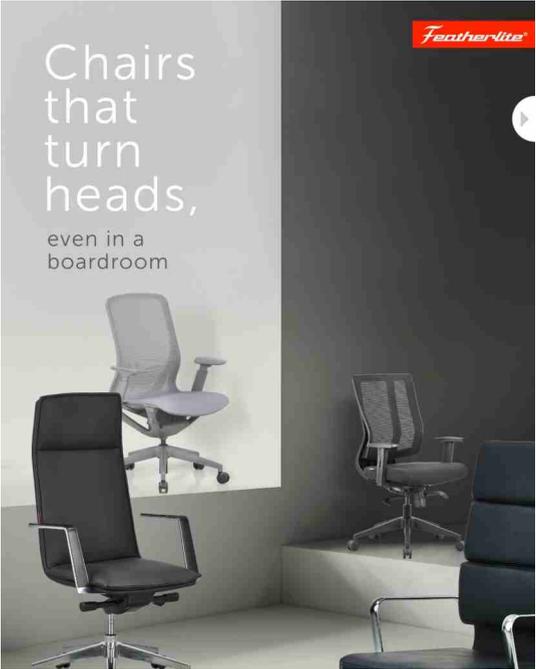
Recycled Wood
up to **50**%

Recycled Metal
up to **20**%

FSC® Certified Wood sourcing

81.17%
packaging spend in FY24
directed to recyclable materials

100%
Supplier Screening for
environmental performance
compliance

3. Designed for Impact

Where Form Meets Planet-Friendly Function

Great design has always been at the heart of Featherlite. What has changed is the way we define it. Today, design is not only about aesthetics and performance, it is also about responsibility. Our products must perform exceptionally, enhance user wellbeing, and reduce their footprint on the planet. By embedding sustainability principles into design from the earliest stages, we ensure that every new product we launch balances form, function, and environmental stewardship.

Design Thinking with the Planet in Mind

Our design process begins with the principle of purpose-built simplicity. Every product is distilled to its essential functions, avoiding unnecessary complexity or material use. This not only ensures manufacturing clarity and efficiency but also reduces environmental load from the outset.

Smart material choices further strengthen this approach. Wherever possible, we use finishes and fabrics that are low in emissions, durable, and recyclable. Materials are chosen not only for their immediate utility but for their long-term environmental implications. Our design teams are constantly scanning for new innovations, whether renewable fibers, bio-based polymers, or recycled content, that can bring meaningful reductions in impact without compromising product performance.

Modularity is another core element of our thinking. Furniture is increasingly designed as systems rather than standalone pieces, making it easier to adapt, extend, or rearrange products as workplace needs evolve. This adaptability keeps products in use longer, reduces premature obsolescence, and allows businesses to evolve their spaces without discarding existing investments.

Our reliance on life cycle assessments (LCA) strengthens the rigor of this approach. By conducting LCAs on our fast-moving product lines and publishing Environmental Product Declarations (EPDs), we bring transparency to our impact. The results inform design refinements, from reducing embodied carbon in components to minimizing production waste. For customers, these declarations offer a clear picture of product impact and provide the assurance that choices are grounded in data, not just intention.

Life Cycle Thinking in Every Product

Designing responsibly requires foresight across the entire life cycle of a product.
At Featherlite, life cycle thinking influences decisions at every stage:

Raw Materials
Prioritizing responsibly sourced timber, recycled metals, and low-emission textiles.

Production
Reducing waste and emissions by optimizing processes, sharing components across product families, and embedding energy efficiency in manufacturing.

Distribution
Engineering for compact packing and space-savvy shipping to reduce logistics-related carbon.

Use
Ensuring products are durable, ergonomic, adaptable, and repairable so they remain valuable for longer.

End-of-Life
Creating pathways for disassembly, reuse, refurbishment, and recycling, supporting the shift toward a circular economy.

Made for Modern Work, Designed for Tomorrow

Featherlite products are designed for the realities of today's workplaces while anticipating the needs of the future. Our focus on multi-functional features, shared systems, and space-efficient logistics reduces environmental impact while creating more value for customers. Every detail, from a low-emission finish to a modular assembly, is considered through the lens of long-term usability and sustainability.

In doing so, we advance our vision of furniture that supports modern work while respecting planetary boundaries. Products are created not just to meet immediate needs but to evolve, adapt, and be recovered responsibly.

Our commitment is clear
To design with intention, to deliver with integrity, and to leave a positive impact that extends beyond workplaces, to communities, ecosystems, and future generations.

Lightweighting, Durable & Ergonomics

Efficiency in design is achieved by balancing material use with performance. Through lightweighting strategies and structural optimization, we create products that use fewer resources while delivering strength and durability. This ensures that the environmental cost of every unit is lower, without compromising reliability or safety.

Durability is paired with comfort. Ergonomics is a core part of sustainability, because a product that supports people well is used longer and valued more. Our seating systems, validated by AIOTA certification, reflect this belief. They are engineered not only to meet ergonomic standards but also to reduce health risks associated with prolonged work, aligning human wellbeing with product longevity.

By optimizing the chair seating mechanism, we achieved a significant reduction of 2800 kg/month in raw material consumption, demonstrating how thoughtful design can minimize environmental impact.

Shared components across multiple product lines further increase efficiency. Standardization reduces the need for unique tooling, simplifies repair, and ensures that parts are interchangeable across ranges. This creates smarter systems that are easier to produce, maintain, and upgrade over time.

Repairability by Design

Repairability is an essential element of a circular economy. Products should not be treated as disposable, and we design our systems to be serviceable for years after purchase.

Our approach integrates modular assemblies, replaceable parts, and accessible service guidance, allowing customers to replace what is worn out without discarding the entire product. Chairs can have seats or backrests replaced; desks can be upgraded with new components; storage systems can be extended with additional modules.

This not only saves resources but also builds customer confidence that their investment will endure. It also reduces waste significantly — extending lifespans by years while diverting products away from landfills.

2800 kg/month
reduction in raw material use through chair component optimisation

Certified for People and the Planet

Certifications are an important way to validate and communicate the integrity of our design process. Independent third-party standards ensure that our claims are credible and comparable at a global level. Our portfolio includes:

1 **GREENGUARD Gold**
Certifying low chemical emissions for healthier indoor environments.

2 **GreenPro**
Ensuring sustainability across product lifecycles.

3 **BIFMA Level 2**
Benchmarking against global sustainability criteria.

4 **GRIHA Catalogue inclusion**
Supporting India's green building standards.

5 **AIOTA certification**
Ensuring ergonomic excellence in seating.

6 **Declare Label, LBC Red List Approved**
Advancing transparency and safe chemistry.

Together, these certifications strengthen customer confidence and hold us accountable to continuous improvement. They also tie our work to global sustainability frameworks, including the UN Sustainable Development Goals (SDGs) and UNEP's push for safer materials and healthier built environments.

GREENGUARD	GreenPro	level	BIFMA	GRIHA	Declare.	AIOTA	EPD THE INTERNATIONAL EPD® SYSTEM
41 GREENGUARD GOLD Certified Products	**157** GreenPro Certified Products	**6** BIFMA Level Certified Products	**22** BIFMA Compliant Products	**17** GRIHA Certified Products	**1** LBC Red List Approved Height Adjustable Table	Ergonomic Furniture	**1** Height Adjustable Table

4. Making it the Right Way

Manufacturing in Balance with Nature

Manufacturing is at the core of what we do, and we recognize that how we make our products is just as important as what we make. At Featherlite, our facilities are designed to reflect a balance between productivity and responsibility. Our flagship facility in Hejjala is IGBC Gold certified, with the ambition of achieving Platinum certification, while Featherlite Products is GreenCo certified, highlighting our commitment to integrating environmental stewardship into every layer of operations.

These achievements reflect a larger vision: to ensure that sustainability is not a side initiative but the standard by which every process is measured.

ISO 9001 : 2015

ISO 14001 : 2015

ISO 45001 : 2018

ISO 50001 : 2018

Cleaner Energy, Smarter Operations

Transitioning to renewable energy has been one of the most significant steps in our journey. Across our facilities, we have invested in both onsite and offsite renewable installations that now account for a substantial share of our energy consumption.

Rooftop solar capacity
1 MW in Hejjala, 800 kW in Sriperumbudur, and 85 kW in Rajanakunte.

Wind energy
1.25 MW wind turbine in Maharashtra, exporting clean energy directly to the grid and reducing the overall carbon intensity of India's electricity system.

Location	: Maharashtra
Installed Capacity	: 1.25 MW
Source	: Wind Energy

Location	: Hejjala
Installed Capacity	: 1 MW
Source	: On-site Solar

Location	: Rajanakunte
Installed Capacity	: 85 kW
Source	: On-site Solar

Location	: Sriperumbudur
Installed Capacity	: 800 kW
Source	: On-site Solar

-1MW Onsite Rooftop Solar at Hejjala Facility

In FY25, our total energy consumption was 11,654.48 GJ. Our solar systems generated 1,195,369 kWh, of which 722,420 kWh was used internally and 522,244 kWh was exported to the grid. In addition, our windmill exported 1,229,359 kWh of clean energy. Depending on the site, renewable energy supplied between 30% and 54% of electricity needs.
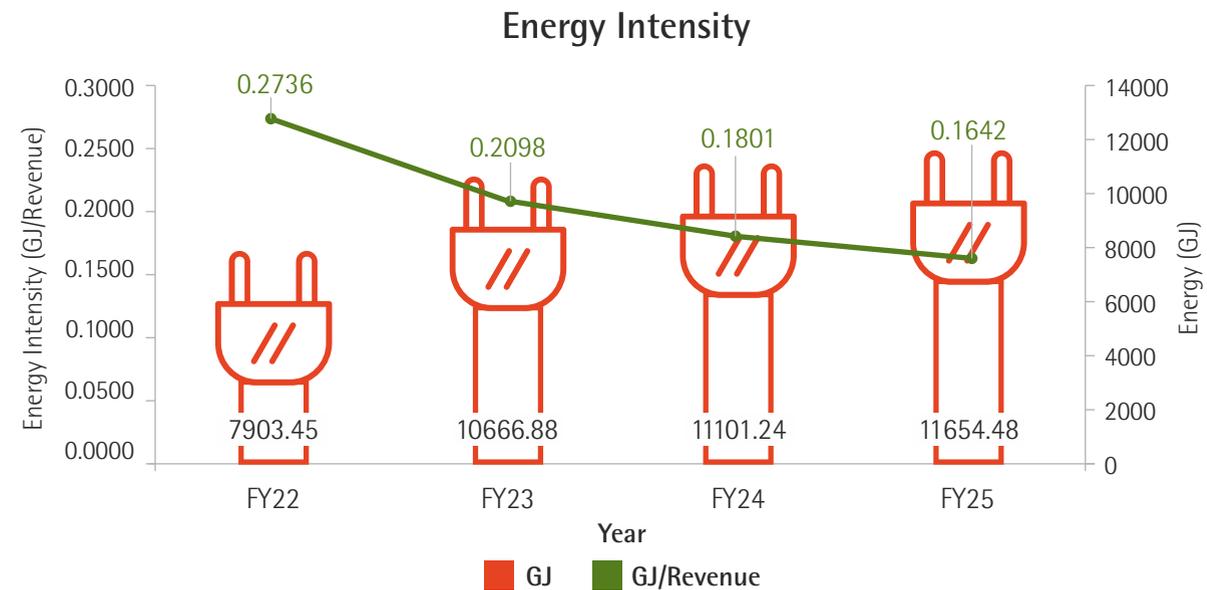
To reinforce this, we also purchase Energy Attribute Certificates (I-RECs and renewable credits) from solar, wind, and hydropower projects. These actions have allowed us to achieve Scope 2 carbon neutrality in both FY24 and FY25, demonstrating our commitment to running operations on 100% green electricity.

Energy efficiency remains an ongoing priority. Improvements such as upgrading compressors, optimizing conveyor use, increasing machine productivity, retrofitting LED lighting, and redesigning packaging lines collectively avoided close to 100 tCO_2e of emissions annually.

The results are clear: energy intensity decreased by 8.82% compared to FY24 and by nearly 40% against the FY22 baseline.

- 100% green electricity used for manufacturing in FY24 and FY25
- Renewable energy share of 30–54% across facilitiesReduction
- Energy intensity reduced by 39.97% since FY22 baseline
- Impact: ~33,400 kWh saved annually

Electricity Demand Met Through Onsite Solar in FY25

30.70%

Energy Intensity

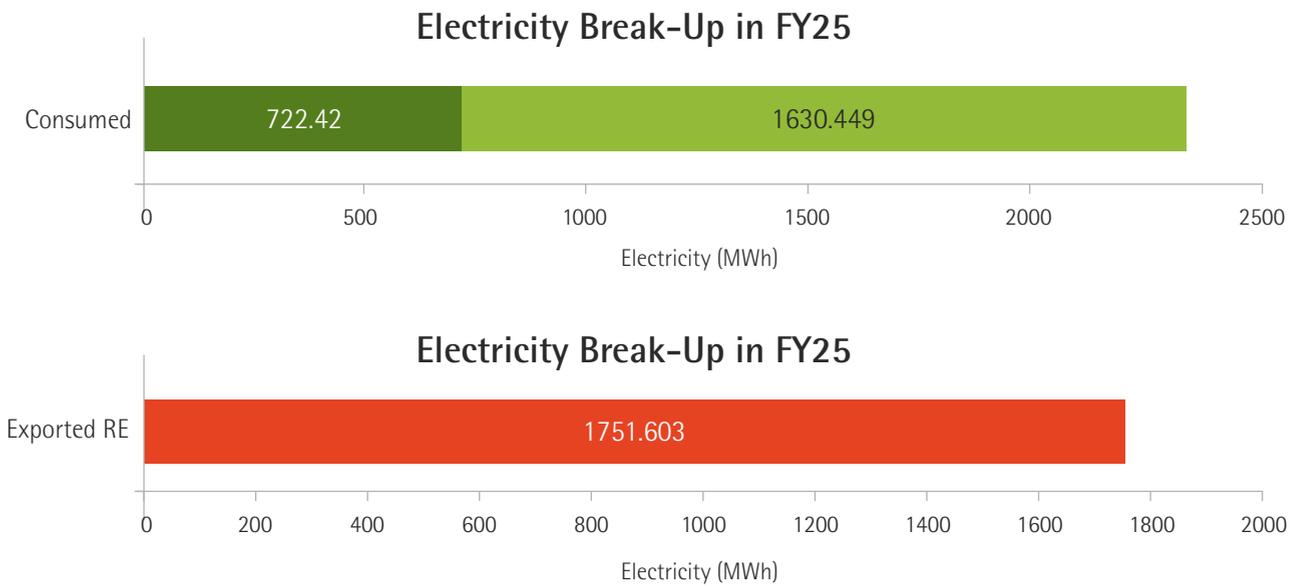| Year	GJ	GJ/Revenue
FY22	7903.45	0.2736
FY23	10666.88	0.2098
FY24	11101.24	0.1801
FY25	11654.48	0.1642

39.9% ⌄
Reduction in Energy Intensity over baseline year FY22

8.82% ⌄
Reduction in Energy Intensity over previous year FY24

Electricity Break-Up in FY25

Consumed	722.42	1630.449

Electricity (MWh)

Electricity Break-Up in FY25

Exported RE	1751.603

Electricity (MWh)

■ Electricity from Solar
■ Electricity from I-RECs
■ Exported Renewable Energy

Not only is 100% of our electricity consumption green, from onsite solar and I-RECs, but we also exported 1,750+ MWh to the grid, helping reduce its emissions through our renewable energy investments.

Employee Training

At Featherlite, we recognize that promoting energy efficiency goes hand-in-hand with empowering our employees. We prioritize regular training to enhance energy awareness and encourage a culture of continuous improvement through the Kaizen system. This approach ensures that our teams are always looking for innovative ways to optimize energy use across our facilities.

By promoting energy-saving initiatives and empowering employees to contribute ideas, we consistently identify new opportunities to further reduce energy consumption and improve operational efficiency.

ISO ISO 50001 Certified Internal Auditors

Through continuous improvements in energy management, sustainable practices, and renewable energy adoption, Featherlite is powering its operations responsibly, contributing to a greener future.

GHG Emissions and Carbon Footprint

Climate change is the defining challenge of our era, and we are committed to playing our part in addressing it. Our carbon reduction efforts are guided by a robust, science-based approach. We follow the GHG Protocol to compute and report emissions, ensuring accuracy, comparability, and alignment with international standards. Our progress and disclosures are published annually in the GHG Emissions Inventory Report and shared transparently through CDP, where Featherlite achieved a B-score in 2024, the highest score for SMEs globally.

We have already taken decisive steps toward decarbonization. In FY24 and FY25, Featherlite achieved Scope 2 (market-based) carbon neutrality by purchasing renewable energy certificates equivalent to 100% of our purchased electricity. These milestones build toward our SBTi-approved near-term target of reducing Scope 1 and 2 emissions by 42% by 2030 (from a FY22 baseline).

In FY25, our emissions intensity decreased by 11.06% compared to FY24, and by an extraordinary 87.45% compared to our FY22 baseline. These reductions reflect structural changes in operations, expanded renewable energy use, and ongoing efficiency improvements.

Emissions Intensity Scope 1 + 2 (Market-based)
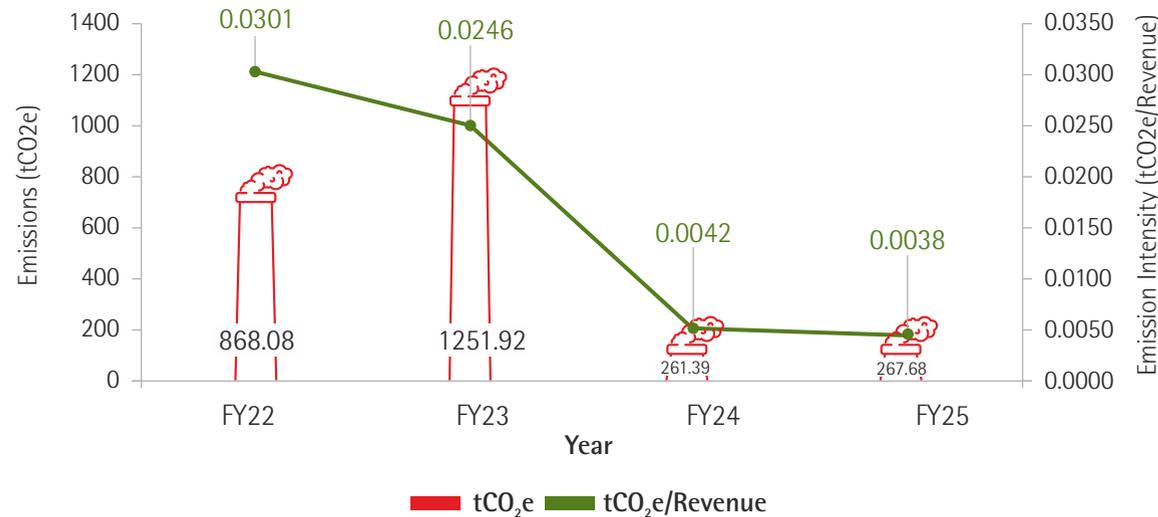
87.45% ⌄

Reduction in Emission Intensity over baseline year FY22

11.06% ⌄

Reduction in Emission Intensity over previous year FY24

Looking forward, Featherlite has committed to reaching net-zero emissions across Scopes 1, 2, and 3 by 2040. The detailed near-term and long-term pathway will be finalized through the Science Based Targets initiative (SBTi) in the upcoming reporting cycle, aligning our ambition with global climate goals and the 1.5°C trajectory.

Our decarbonization journey is supported by a broad set of actions, including:

Large-scale solar and wind energy investments

Energy efficiency upgrades across equipment and facilities

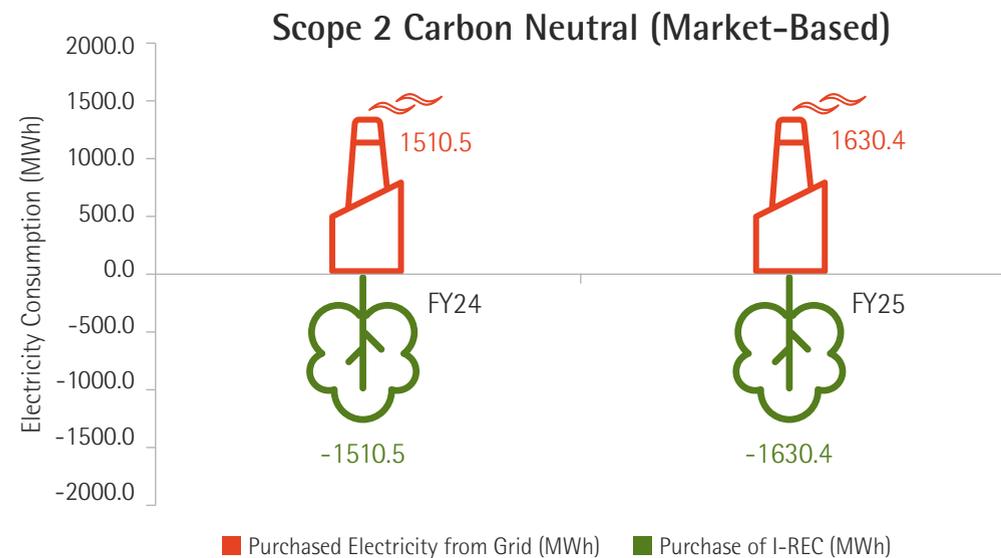Leaner production practices to minimize power demand

Employee training to optimize energy use during operations

Together, these measures demonstrate that lowering carbon emissions is not only possible but achievable when integrated into the fabric of operations.

Achieving Carbon Neutrality

In FY24 and FY25, we achieved Scope 2 carbon neutrality by purchasing 100% renewable energy, supplemented by our rooftop solar generation. This milestone is a testament to our proactive approach in securing a sustainable future and mitigating the environmental impact of our operations.

- Scope 2 Carbon Neutral in FY24 and FY25 through 100% green electricity
- Emissions intensity reduced by 87.45% since FY22 baseline
- CDP Score: B (2024), highest score for SMEs globally
- Net-Zero by 2040, across Scope 1, 2 & 3, with targets being set through SBTi

Scope 2 Carbon Neutral (Market-Based)

Electricity Consumption (MWh)

FY24: 1510.5 / −1510.5
FY25: 1630.4 / −1630.4

■ Purchased Electricity from Grid (MWh) ■ Purchase of I-REC (MWh)

GREENHOUSE GAS PROTOCOL

CDP — DRIVING SUSTAINABLE ECONOMIES

SCIENCE BASED TARGETS — DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Net Zero Emissions by 2040

Water, Waste & Resource Optimization

Water use at Featherlite is limited primarily to drinking, sanitation, and specific production processes. Efficiency and reuse are prioritized wherever process water is needed. In FY25, our sewage treatment plants (STPs) treated approximately 1,355 kL of wastewater, which was reused for gardening and toilet flushing, thereby significantly reducing freshwater demand. Groundwater withdrawal is minimal, with most water drawn from municipal supplies and external providers, and we are continuously improving metering to strengthen monitoring and reporting.

Waste is managed through a comprehensive Waste Management Policy embedded into our sustainability framework. Waste streams from manufacturing and packaging are measured, categorized, and diverted from disposal wherever possible. Partnerships with certified recyclers and KSPCB-approved collectors ensure compliance with all regulatory standards. Key measures include:

Monthly tracking of all waste streams.

Hazardous waste (such as DG set oil) managed responsibly through authorized handlers.

Source reduction through process optimization and material efficiency.

On-site composting of organic waste.

Employee engagement and training to build a culture of waste responsibility.

These measures help minimize the footprint of our operations while supporting circular resource management.

Sustainable Water Management Practices at our Hejjala Facility
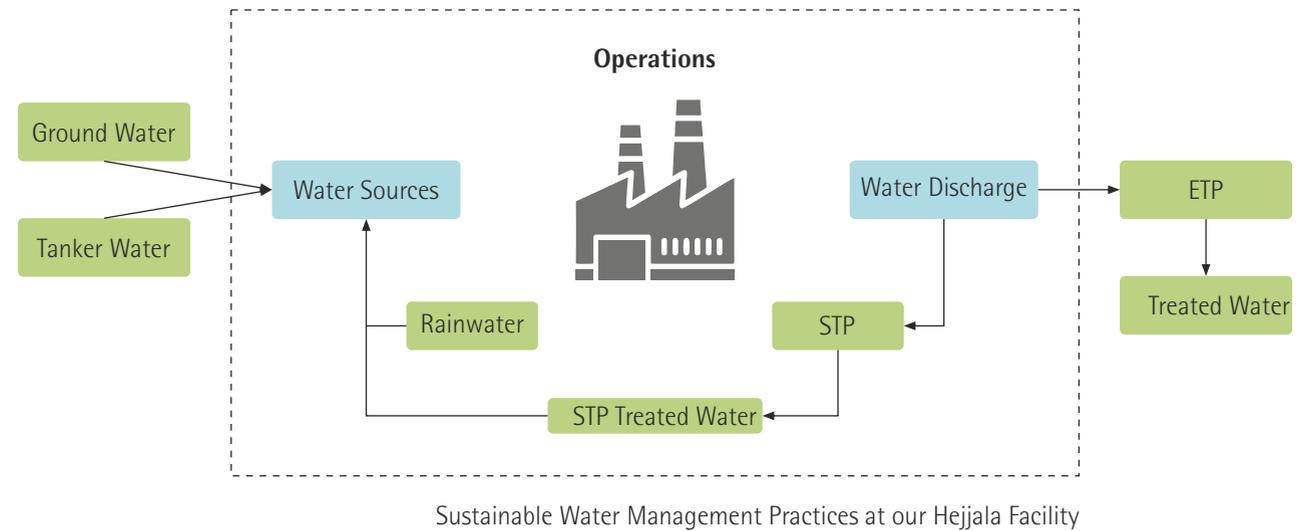
Rainwater Harvesting and Groundwater Recharge

To further our commitment to water stewardship, we have implemented rainwater harvesting systems across our sites. These systems help recharge the groundwater table, reducing dependency on external water sources and promoting long-term environmental sustainability.
Plan to do a water audit and make the plant water positive.

Rainwater Harvesting Potential: 9416.46 kL (Rajanakunte Facility)

37.43%

Reduction in specific water consumption at our Rajanakunte facility compared to the baseline year FY22.

14.73%

Reduction in specific water consumption at our Hejjala facility compared to the baseline year FY22.

100%

Wastewater is treated at Featherlite Furniture

15.87%

Reduction in Packaging Material / Chair in FY23 (Rajanakunte Facility)

-Rainwater Harvesting Pit

Comprehensive Waste Handling System

Our waste management system is a well-coordinated effort, involving dedicated teams and clearly demarcated waste handling areas. The Operations team is responsible for daily waste segregation, while the Sustainability team closely monitors waste diversion efforts, ensuring continuous improvement. Monthly reviews between the Operations and Sustainability teams allow us to identify areas for improvement and implement corrective actions.

As part of our commitment to responsible waste management, we are also focused on assessing PCB-authorized vendors to ensure that all waste is routed through appropriate recycling channels, preventing it from reaching landfills.

Waste Reduction and Recycling

The majority of our waste consists of metal scraps and wood cut pieces, which we responsibly send to appropriate recycling channels. Additionally, hazardous waste is managed by authorized vendors in compliance with local pollution control standards. Through continuous improvements, we've achieved a 3.48% reduction in specific waste generation over FY23.

Sustainable Packaging Solutions

To address packaging waste, we've made significant shifts from single-use carton boxes to durable PP boxes, which can be reused multiple times. We've also transitioned to biodegradable poly covers, significantly reducing our packaging waste by 8.63% compared to FY23. Our approach aligns with our goal to reduce waste by design, ensuring sustainable and circular practices are embedded in our operations.

Zero Waste to Landfill Commitment

Featherlite Furniture is committed to achieving Zero Waste to Landfill status. We have made significant strides, with over 90% of our waste diverted from landfills. This progress is part of our ongoing effort to minimize waste generation and ensure that more materials are recycled or repurposed within our value chain.

Before Improvement Part Packaging in Poly Cover | After Improvement Part Packaging in Paper Bag

- Recyclable paper packaging is being used (Rajanakunte Facility)

Before Improvement | After Improvement

- Reusable PP boxes instead of single-use carton boxes (Rajanakunte Facility)

Local Sourcing & Regional Impact

Featherlite actively strengthens regional supply networks to reduce the environmental and social impacts of long-distance transport. Local sourcing lowers logistics-related emissions, improves supply chain resilience, and supports economic development in the communities where we operate.

Our policies reflect our unwavering commitment to sustainability. Our Transportation Policy mandates that all company-owned and supplier vehicles be under 15 years of age, ensuring compliance with environmental standards. Our Supplier Guidelines emphasize ethical practices and environmental responsibility, requiring suppliers to adhere to stringent regulations.

Our Green Supply Chain (GSC) policy is integrated into our broader sustainability framework, reflecting our dedication to resource efficiency, ethical practices, and collaboration. By cultivating strong ties with our suppliers, we aim to achieve shared environmental goals and enhance the resilience of our supply network.

By integrating these principles into our operations, Featherlite aims to lead by example, building a resilient supply chain that benefits our business, our partners, and the planet.

We prioritize working with partners who share our values, conducting comprehensive evaluations to ensure compliance with global standards like ISO 14001.

We continue to expand our Green Supply Chain Initiatives, benchmarking suppliers on emissions, aligning with SBTi targets, and encouraging them to adopt renewable energy and waste reduction practices. This strengthens our collective ability to minimize embodied carbon and move toward circularity.

All Critical Suppliers have signed the commitment letter

43.75% reduction in Import materials since 2015

96.74% of of raw materials for HAT (by weight) are sourced locally (within 400 km)

Shifting of warehouse closer to help save over 100 kgCO2e in transport emissions daily

Safe, Inclusive Workspaces

At Featherlite, our people are our greatest strength, shaping every innovation and achievement we deliver. We believe that a safe and healthy workplace is the foundation for creativity, collaboration, and lasting growth. That is why safety, well-being, and inclusion are non-negotiable across all our operations.

Our Occupational Health and Safety (OHS) system follows the principles of ISO 45001, embedding preventive measures, continuous monitoring, and active employee participation. Every facility has dedicated safety coordinators who oversee risk assessments, training, and corrective actions. Employees are empowered to raise observations or concerns openly, making safety a shared responsibility rather than a top-down mandate.

Safety begins with awareness. Each site has clear processes to identify potential hazards early, assess risks, and take prompt action. Incidents and near misses are investigated carefully, with root causes addressed through corrective measures and long-term monitoring. This proactive approach ensures that every workday ends with well-being intact and energy for life beyond work. Training is central to our culture of safety. Every team member receives role-specific health and safety training from day one, supplemented with refresher courses, practical demonstrations, and awareness activities throughout the year. This ensures our people remain confident, informed, and prepared to protect themselves and one another.

Well-being goes beyond compliance. Featherlite fosters a workplace where physical and mental health are actively supported through preventive care, ergonomic guidance, wellness check-ins, and access to trained responders. Workspaces are designed with thoughtful ergonomics to prevent strain, while wellness programmes promote balance and vitality. Our responsibility extends beyond our employees to contractors, suppliers, and partners. We maintain strong guidelines and regular reviews to ensure safe handling, installation, and use of our products. By addressing potential risks early and sharing best practices across our value chain, we help safeguard the well-being of everyone connected to Featherlite.

In FY25, there were no fatalities recorded across our operations. A limited number of work-related injuries occurred, each reviewed thoroughly to identify causes and implement preventive actions. There were also no recorded cases of work-related ill health, reflecting the effectiveness of monitoring and early intervention measures.

Equally important is our commitment to diversity, equity, and inclusion (DEI). We believe that sustainable growth depends on creating workplaces that are accessible, supportive, and empowering for all. By embedding DEI into daily practice, we ensure that every individual feels valued and respected, making sustainability not only about the planet but also about people.

> ISO 45001–aligned OHS system, with safety training and monitoring across all facilities.

5. The Product Journey

From Factory to Floor with Integrity

At Featherlite, sustainability is not confined to the design studio or the factory floor, it extends across the entire product journey. How a product moves from raw material to final delivery shapes its environmental footprint as much as how it is manufactured. By improving logistics, innovating packaging, and rethinking installation practices, we ensure that every stage contributes to lower emissions, reduced waste, and greater value for our customers. This is how we move from responsible manufacturing to responsible delivery.

Transport Efficiency & Carbon Awareness

Transportation is one of the most significant contributors to emissions in the value chain, particularly in furniture where volumes are high. To address this, we have taken strategic steps to make our logistics more efficient and less carbon intensive.

By moving warehouses closer to key customer hubs, we have reduced the need for long-haul transport, cutting both costs and emissions. Increased reliance on local sourcing further lowers logistics-related impacts while strengthening regional economies and supporting the Government of India's Make in India initiative. This reduces dependence on imports and fosters a more resilient, locally integrated supply chain.

We also integrate carbon awareness into the way we communicate with customers. Through Environmental Product Declarations (EPDs) and life cycle assessments, Featherlite provides transparent data on the embodied carbon of its key product lines. Customers can use this information not only to make responsible purchasing decisions but also to report and reduce their Scope 3 emissions. By sharing data in this way, we extend the benefits of our sustainability journey across the wider ecosystem of clients, designers, and partners.

Packaging Innovation

Packaging plays a critical role in product protection, but it is also a source of significant environmental impact if not managed responsibly. At Featherlite, we view packaging as an opportunity to reduce waste, embed circular practices, and create smarter systems that benefit both customers and the environment.

This progress has been driven by a series of targeted projects:

Reusable PP Boxes
Transitioning from single-use cartons to durable, reusable polypropylene boxes. These are not only stronger and longer-lasting but also significantly reduce packaging waste.

Paper Bag Substitution
Eliminating plastic covers by shifting to recyclable paper bags across product lines.

Reusable Supplier Boxes
Partnering with suppliers to introduce returnable packaging systems for raw materials, creating circular loops within the supply chain.

Polycover Reuse
Extending the lifespan of protective covers by reusing them multiple times rather than discarding after single use.

Each initiative reduces waste, optimizes resource use, and improves circularity in packaging. Beyond cost savings and operational benefits, these changes signal our broader belief that even small design decisions can have lasting impact when scaled across operations.

> 100% of plastic covers were replaced with recyclable paper bags, cutting landfill contributions at Featherlite Products.

Installation & Customer Experience

The journey continues even after products leave our facilities. Our installation teams are trained to handle products in ways that minimize waste, ensure safe delivery, and maximize customer satisfaction. Packaging materials are collected after installation and redirected for recycling or reuse wherever possible, avoiding unnecessary landfill contributions.

By embedding responsibility in last-mile delivery and installation, we create a consistent experience for customers, one where sustainability is evident not just in the product itself but in how it is delivered and assembled.

We also work with our suppliers and service partners to improve sustainability standards across the value chain. Collaborative pilots, open data sharing, and joint initiatives are helping us find new ways to lower environmental impacts during the delivery and installation phase.

Collaborating for Shared Impact

Our sustainability journey is deeply connected to that of our suppliers. By partnering with them, we reduce packaging waste, improve efficiencies, and create solutions that benefit all. For example, the introduction of reusable Velcro boxes and returnable supplier packaging has demonstrated how shared responsibility can scale impact.

> ISO 45001–aligned OHS system, with safety training and monitoring across all facilities.

Looking ahead, our strategic target is clear: by FY26, 100% of critical suppliers will be engaged to track and improve environmental KPIs across energy, water, waste, and GHG emissions. This alignment will allow us to reduce embodied carbon in our products, strengthen our circular economy initiatives, and make our supply chain a true partner in sustainability.

Looking Forward

The product journey reflects Featherlite's belief that responsibility must extend beyond our own boundaries. Whether it is reducing transport emissions, cutting packaging waste, or enabling customers to make informed carbon-conscious choices, every step is designed to deliver both performance and sustainability.

As we move forward, our goal is to transform logistics, packaging, and installation into competitive strengths that support both business and the planet. By rethinking the journey from factory to floor, Featherlite is proving that responsibility can be built into every mile traveled, every box shipped, and every product delivered.

6. Designed for Circularity

Keeping Products in Use, Not in Landfills

The furniture industry has long been associated with a linear "take-make-dispose" model, where products reach end of life and too often end up in landfills. At Featherlite, we are working to change that story. Circularity is more than a concept, it is a design and business principle guiding how we create, use, and extend the life of our products. By designing with durability, repairability, and reusability in mind, we aim to ensure that every Featherlite product continues to add value long after its first use.

Our approach reflects the growing global emphasis on the circular economy championed by the United Nations Environment Programme (UNEP) and embedded in the UN Sustainable Development Goals (SDG 12 – Responsible Consumption and Production). We believe that circularity is not only essential for reducing waste but also for unlocking new ways of creating value for customers, communities, and the planet.

Take-Back & Recycling Programs

Featherlite's commitment to circularity is brought to life through a take-back initiative that allows products to be returned at the end of their use phase. This program ensures that customers are never left with the burden of disposal. Instead, we offer a pathway for products to be recovered, recycled, or refurbished, extending their value and reducing environmental impact.

To make take-back effective, we have mapped out a network of recyclers and recycling facilities across India. Customers who wish to return products are guided to these facilities, ensuring materials are managed responsibly and not diverted to landfills.

Alongside this, every Featherlite product comes with end-of-life instructions and disassembly guidelines, made easily accessible via our website. These resources empower customers and facility managers to handle returned furniture efficiently, ensuring that parts can be separated, materials recycled, and components repurposed with minimal effort.

By combining services with education, we make circularity both practical and accessible.

- 80% estimated recyclability by weight for HAT
- Easy to disassemble for recycling
- Product take-back program implemented
- Product End of Life Instructions Provided

Reuse & Refurbishment

One of the most effective ways to lower environmental impact is to extend the life of existing products. At Featherlite, we treat refurbishment and reuse not as an afterthought, but as a deliberate and essential pathway in the product journey. Every returned product is carefully inspected, repaired where necessary, and then either returned to its original owner or redeployed into new environments, ensuring that furniture continues to create value well beyond its first use.

Our commitment to reuse is supported by the modularity built into Featherlite designs. From workstations to seating systems, components are engineered to be interchangeable and easily replaced. This makes refurbishment more efficient and reduces the need for entire product replacements. Customers benefit from lower costs, while the planet benefits from reduced demand for virgin materials and lower embodied carbon.

The refurbished products meet the same standards as new, all items undergo rigorous quality and safety testing. Our furniture is subjected to industry-recognized protocols for durability, load-bearing strength, and ergonomic comfort, including certifications such as BIFMA Level 2 and AIOTA for ergonomics.

End-of-Life Pathways

Even the most durable products eventually reach the end of life. When that happens, we ensure they are managed with integrity. Our end-of-life pathways include:

- **Recycling**
  Disassembled components are sent to specialized recyclers within our mapped network. Metals, woods, textiles, and plastics are directed to facilities capable of processing them responsibly.

- **Material Recovery**
  Wherever possible, materials are reintroduced into production streams, reducing reliance on virgin inputs.

- **Safe Disposal**
  For materials that cannot be reused or recycled, strict protocols ensure safe handling in compliance with environmental regulations.

Our ambition is to move beyond "end-of-life management" toward circular regeneration, where every product is designed not to end but to transition into a new purpose.

Circular Economy Partnerships

Featherlite recognizes that true circularity cannot be achieved in isolation. It requires a system of partners, suppliers, recyclers, customers, communities, and policymakers, working together toward a shared vision. For us, partnerships are not just about transactions but about building an ecosystem where resources are valued, waste is minimized, and positive impact is multiplied.

We are actively exploring collaborations with circular economy initiatives, NGOs, and industry consortia to share knowledge, standardize practices, and scale up impact. With suppliers, we promote the use of recycled inputs and encourage design for recyclability. With customers, we share data on embodied carbon and offer transparent tools to help them make more sustainable choices. With recyclers, we co-create pathways where materials are reintroduced into production loops instead of being lost to landfills.

But circularity for Featherlite also extends into social impact. Furniture that no longer meets corporate requirements is not always at the end of its functional life. Wherever possible, Featherlite ensures that usable furniture is donated to schools, nonprofits, and community institutions, extending its utility while supporting social development. These donations demonstrate how circularity and social value can go hand in hand.
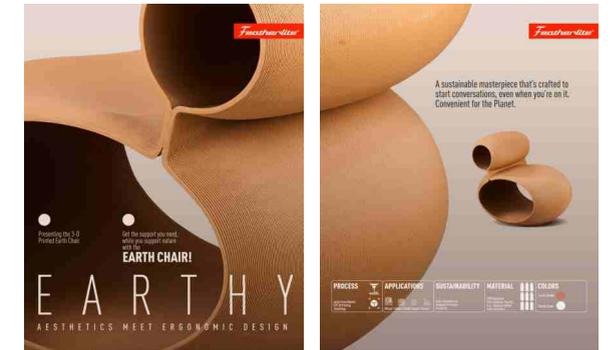
In addition, Featherlite's rental and shared-use models provide alternatives to ownership, allowing customers to access high-quality furniture without committing to long-term possession. Through many initiatives, products are designed, delivered, maintained, and eventually taken back for refurbishment, reuse, or recycling. This approach not only reduces waste but also aligns with the growing demand for flexible, service-based solutions in modern workplaces.

As India accelerates its transition toward circular practices, driven by both policy and innovation, Featherlite is positioned as a bridge between global standards and local implementation. By integrating circular economy principles into our partnerships, we are helping to build one of the country's most dynamic sectors into a model for resource efficiency and long-term sustainability.

Circular economy partnerships, therefore, are not just operational strategies, they are expressions of our belief that shared responsibility leads to shared progress. By working across the value chain, and by connecting environmental goals with social good, Featherlite is proving that the circular economy can be a driver of resilience, innovation, and inclusive growth.

7. People & Partnerships

The Social Side of Sustainability

At Featherlite, we believe that sustainability is not complete without people at its center. Our workforce, communities, and partners are integral to the way we design, manufacture, and deliver products. By investing in people, promoting fairness, and building strong partnerships, we create a ripple effect of positive impact that extends well beyond our operations.

We uphold global human rights principles, align with international labour standards, and embed social responsibility into our policies and supplier relationships. Our approach combines workforce well-being, community engagement, inclusive design, and responsible supply chain practices, all essential dimensions of sustainable growth.

Investing in Workforce Growth & Wellbeing

Our people are our greatest strength, and we are committed to supporting their growth, safety, and overall well-being.

Training and Development
Every Featherlite employee participates in structured training covering product knowledge, workplace safety, ergonomics, first aid, and soft skills. On average, each employee completed 24 hours of training annually in FY25. Workshops, mentorship, and cross-training programs further equip employees with future-ready skills and smooth career transitions.

Performance and Career Reviews
All employees receive regular, structured performance and career development reviews, fostering transparency and providing a platform for goal setting and career growth.

Employee Benefits
Equitable benefits are extended across the workforce, including provident fund, family pension, bonuses, and leave entitlements. Parental leave is also provided in accordance with applicable laws, with provisions for both women and men.

Well-being and Safety
Our Occupational Health and Safety systems are aligned with ISO 45001, ensuring robust risk management, preventive measures, and health support. Ergonomic design is a part of not only our products but also our workplaces, enabling healthier environments for all.

By combining skill development with holistic well-being, we create an environment where employees can thrive professionally and personally.

Community Engagement & Volunteering

Sustainability extends beyond our facilities into the communities where we live and work. At Featherlite, we believe that the well-being of people and communities is inseparable from the success of our business. In FY25, our efforts focused on creating positive impact through education, inclusion, wellness, and social support.

Education & Community Support

We have had the privilege of supporting institutions that make a real difference in people's lives. This includes providing quality seating and interiors to Sri Sathya Sai Institutions and Child in Institutions, ensuring that students and young people learn in safe, comfortable environments. We are especially proud of our ongoing support for the Pottery Town Government School, which Featherlite has fully adopted. By contributing not just resources but also continuous engagement, we are helping create an educational environment that fosters confidence, opportunity, and long-term growth for students from underserved backgrounds.

Partnerships & Giving Back

Beyond direct initiatives, we contribute to charities and NGOs across India that focus on education, healthcare, and community development. Our employee volunteering programs, from wellness drives to mentorship in schools, reinforce the idea that corporate success and community development are interconnected.

Inclusive Design & Accessibility

At Featherlite, inclusion is more than a value, it is a practice that shapes our workplaces and our products alike. We believe that sustainability must empower people, and that means designing opportunities and experiences that are accessible to all.

Inclusive Employment

In partnership with the National Association for the Blind, Karnataka, we have welcomed visually challenged individuals into our shopfloor teams. With tailored training, ongoing support, and thoughtful integration, these employees work alongside their peers as equals, demonstrating that inclusion is not only possible but powerful. This initiative earned us the Rotary DEI Award 2024, but its greater impact has been the culture of trust, respect, and shared purpose it continues to foster across our operations.

Recognised for empowering visually challenged employees, Rotary DEI Award 2024

Women in Manufacturing

We are also working to increase the presence of women in manufacturing, a sector where they have historically been underrepresented. By opening new roles on the factory floor and providing the training and resources to succeed, we are helping reshape long-held norms and create pathways for women to thrive in industrial careers. This effort is ongoing and central to building a workforce that is more diverse, resilient, and future-ready.

Behind every Featherlite chair is a mother who built it.

- Adopted Pottery Town Government School to support education for underserved children.
- Rotary DEI Award 2024 for inclusive employment of visually challenged individuals.
- Women in Manufacturing initiative breaking norms and expanding opportunities on the factory floor.

Collaborating with Purpose

Sustainability is a collective effort, and at Featherlite we recognize that our impact is amplified when we work together. Whether it is partnering with suppliers who share our values, collaborating with NGOs and community organizations, or engaging directly with customers, we view every relationship as an opportunity to drive positive change.

Through collaboration, we advance shared goals, from promoting ethical labour practices across our supply chain, to supporting education in local communities, to co-creating solutions that make our products more inclusive and accessible. These partnerships enable us to extend our reach, learn from others, and contribute to a broader ecosystem of progress.

Looking ahead, we aim to deepen these connections by aligning with global frameworks such as the UN Sustainable Development Goals (SDGs), while continuing to support local priorities in the communities where we operate. By working with purpose, we aspire to create not only better products, but a better future, one shaped by collective responsibility, shared innovation, and lasting trust.

8. Governance with Clarity

Ethics, Accountability, and Long-Term Thinking

Strong governance is the foundation of our sustainability journey. Featherlite is a privately held, entrepreneur-driven company built on the belief that modular thinking creates long-term value. Guided by integrity, transparency, and accountability, we ensure that business success is pursued hand in hand with social responsibility and environmental stewardship.

Our governance approach combines strategic oversight at the Board level with distributed responsibility across functions, ensuring that sustainability is embedded into every decision, from product development to supply chain partnerships. We maintain a clear separation between the Board Chair and Managing Director to ensure objective guidance, independent oversight, and long-term alignment with stakeholder interests.

To further strengthen integrity, we uphold a conflict of interest policy, require annual disclosures from senior management, and have open channels for stakeholders to raise concerns without fear of retaliation. In FY25, no significant fines, non-compliance cases, or governance breaches were recorded, reaffirming our commitment to ethical and responsible business practices.

ESG Oversight

Featherlite's sustainability governance follows a "Modular Leadership Model", mirroring the philosophy behind our products: interconnected yet specialised. The Board of Directors provides strategic oversight of ESG performance, approving annual targets and monitoring progress through regular reviews.

The Sustainability Council, chaired by the Managing Director and composed of leaders from Manufacturing, Design Innovation, Supply Chain, and HR, ensures ESG is not siloed but integrated across all functions. Regional Plant Managers drive implementation at the operational level, with insights and feedback shared upward for continual improvement.

This structure provides agility, enabling us to anticipate risks, respond swiftly to opportunities, and embed ESG principles at both the strategic and operational levels. Board members are regularly briefed on emerging trends, regulatory updates, and global best practices, ensuring informed decision-making that reflects both global standards and local realities.

Policy Commitments & Compliance

Featherlite operates under comprehensive policy frameworks covering environmental management, workplace safety, ethical conduct, and supplier standards. These policies align with Indian regulations and international best practices, including zero tolerance for corruption, fair labour practices, responsible sourcing, and environmental protection.

Implementation is ensured through training, performance evaluations, and supplier agreements. All new suppliers are screened on social and environmental criteria, including human rights, worker safety, and labour law compliance. In FY25, no suppliers were identified as being at significant risk for child labour, forced labour, or freedom of association violations.

We maintain open reporting channels for employees, partners, and stakeholders to raise concerns. Issues are investigated promptly, corrective actions are implemented, and learnings are integrated into future operations. This commitment to continuous improvement ensures our governance systems evolve with stakeholder expectations.

Responsible Marketing & Product Transparency

Trust is central to our brand. All product claims, whether around durability, ergonomics, or sustainability certifications, are grounded in rigorous testing and third-party validations such as GREENGUARD, BIFMA, AIOTA, GreenPro, and the Living Product Challenge.

Customers are increasingly asking for transparency around embodied carbon, and through Environmental Product Declarations (EPDs), we provide clear data that helps them make sustainable choices. This transparency not only builds trust but also enables customers to reduce their own Scope 3 emissions, aligning with their ESG goals.

Data Privacy

Protecting customer and employee information is non-negotiable. We adhere to stringent data governance protocols that safeguard sensitive information in line with applicable Indian laws and international benchmarks.

In FY25, there were no substantiated complaints of breaches of customer privacy or data loss. Security personnel and relevant teams are trained on human rights, ethical conduct, and data protection protocols, ensuring that privacy is respected across every interaction.

9. Looking Forward

The Next Chapter in Responsible Design

Sustainability at Featherlite has never been about simply meeting compliance requirements; it is about imagining what responsible design can mean in the future. We see every product, process, and partnership as an opportunity to move closer to a world where business success and environmental stewardship are inseparable. As we look ahead, our goal is to build on the strong foundations laid in recent years and accelerate towards a future defined by resilience, responsibility, and innovation.

2030 Commitments & Roadmap

Our sustainability roadmap is guided by science, anchored in transparency, and aligned with global frameworks. We have set near-term, SBTi-approved targets to reduce Scope 1 and 2 emissions by 42% by 2030 from our FY22 baseline, with plans to extend these commitments across Scope 3. Beyond this, our long-term ambition is to achieve Net-Zero emissions by 2040, covering our full value chain.

The roadmap also includes:

Decarbonisation through renewable energy
Expanding our solar and wind capacity while continuously improving energy efficiency across operations.

Zero Waste to Landfill
Strengthening circular economy initiatives, scaling take-back and refurbishment programs, and deepening partnerships with recyclers to ensure materials never end up as waste.

Platinum Standards
Advancing from IGBC Gold to IGBC Platinum certification for our Hejjala facility, setting a new benchmark for sustainable manufacturing spaces.

Transparency & Accountability
Extending third-party assurance of our annual GHG Inventory Reports, building trust through verified data and progress disclosures.

What We're Rethinking

True progress requires not just improvement but rethinking, questioning old assumptions and designing entirely new pathways forward.
We are:

Rethinking Materials
Scaling trials with alternative and bio-based materials such as bamboo and recycled plastics to reduce embodied carbon.

Rethinking Circularity
Expanding take-back programs, while developing modular, repairable products designed for second and third lives.

Rethinking Impact Measurement
Deepening integration with frameworks such as the GRI, SDGs, and UN Global Compact, while pursuing certifications like EcoVadis to benchmark ourselves against global leaders.

Rethinking Partnerships
Engaging suppliers to align with SBTi pathways, reduce Scope 3 emissions, and bring climate-positive practices into our entire supply chain.

Open Innovation
The challenges ahead cannot be solved in isolation. We believe in open innovation, where ideas, technologies, and best practices are shared to accelerate collective progress. We are strengthening partnerships with industry consortia, research institutions, NGOs, and policy bodies to co-create solutions that scale beyond our own operations.

Through various initiatives we hold ourselves to the same standards as some of the world's largest companies. Through alignment with the UN Sustainable Development Goals and the UN Global Compact, we position our work within a global movement toward a just, low-carbon future.
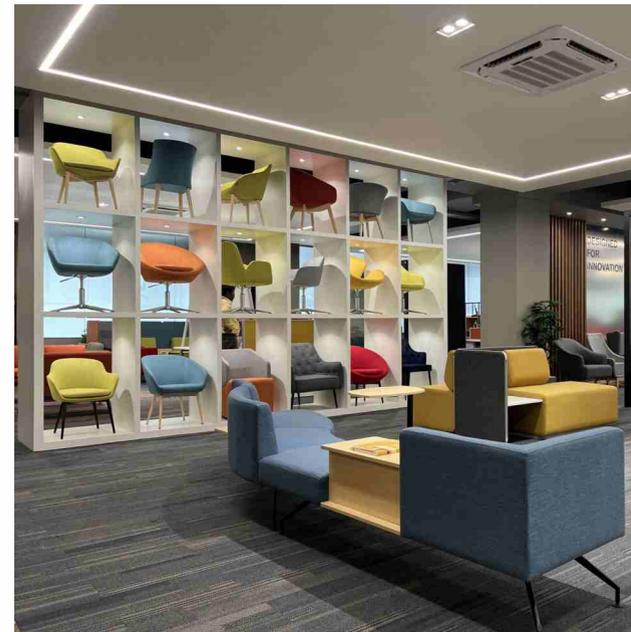
10. Performance & Disclosures

Numbers. Benchmarks. Accountability.

Performance shapes how we design, source, and deliver. This page presents information in comparable formats, with recognised references and detail that procurement teams and auditors can use across markets.

- GRI indexed disclosures mapped to 16 UN SDGs
- Data organised across operations, supply chain, energy, and workforce, structured for comparability and due diligence
- Accountability embedded in decision making across teams and sites
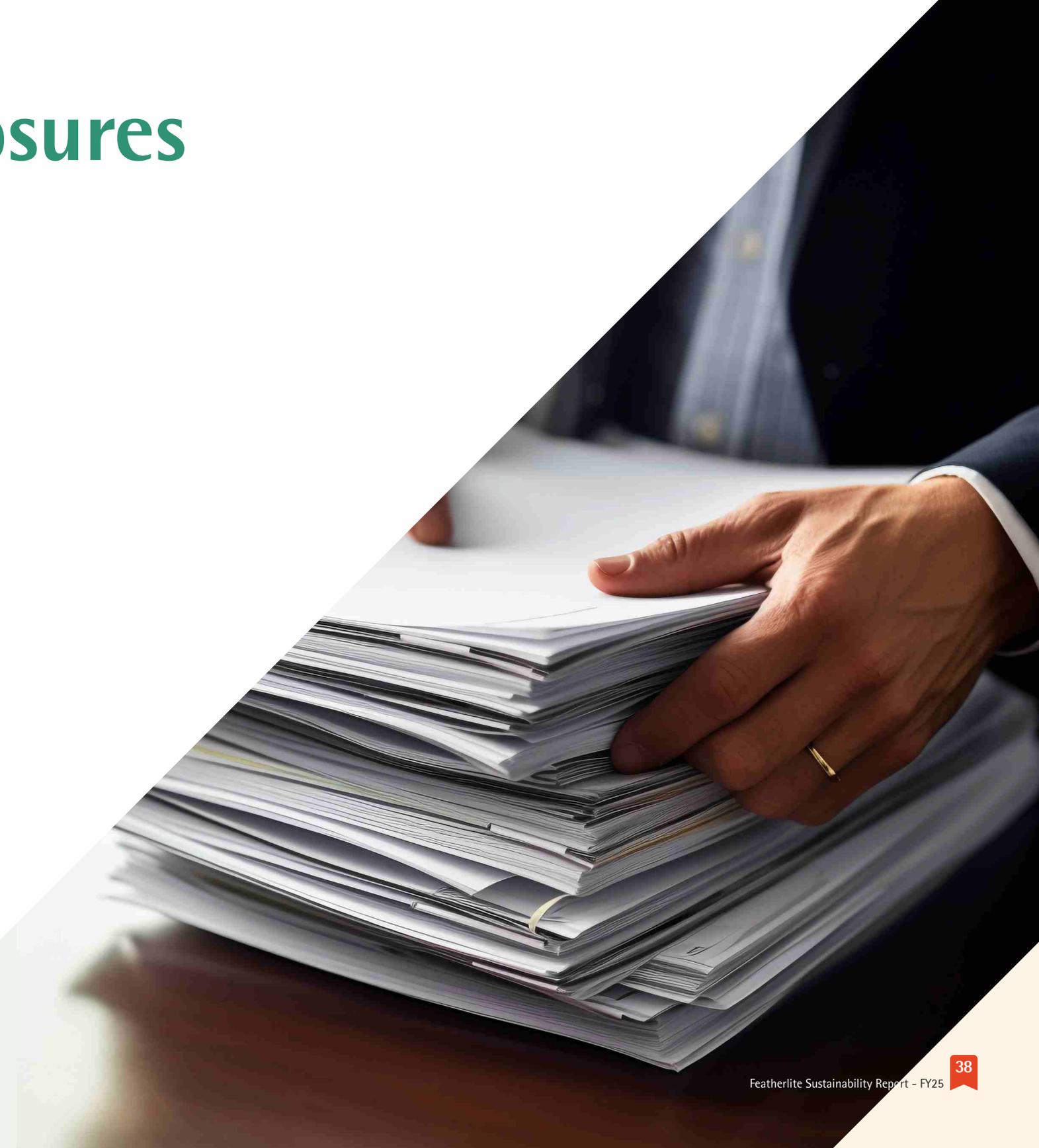
GRI Report Index

GRI 2: General Disclosures 2021

GRI Standard	Disclosure	Response	Related SDGs
2-1	Organisational details	Legal Name: Featherlite Products Pvt. Ltd. and Featherlite Office Systems Pvt. Ltd.	–
		Nature of Ownership: Privately Owned	
		Location of Headquarters: Bengaluru, India	
		Countries of Operation: India	
2-2	Entities included in the sustainability report	1. Featherlite Products Pvt. Ltd.	–
		2. Featherlite Office Systems Pvt. Ltd.	
2-3	Reporting period, frequency and contact point	Reporting Period: April-24 to March-25 (FY25) (Same as financial reporting)	–
		Reporting Frequency: Annual	
		Point of Contact Email: greenoffice@featherlitefurniture.com	
2-4	Restatements of information	No restatements of information, as this is our first sustainability report.	–
2-5	External assurance	Currently, this report does not have external assurance.	–
2-6	Activities, value chains and business activities	Featherlite Furniture comprises Featherlite Office Systems Pvt. Ltd. and Featherlite Products Pvt. Ltd., which design, manufacture, and market our products such as modular office furniture including ergonomic chairs, workstations, seating systems, and storage solutions. Headquartered in Bengaluru, we serve corporate offices, commercial establishments, institutional buyers, and government clients across India, with exports to Nepal, Sri Lanka, and GCC countries.	–
		Our supply chain emphasises local sourcing of raw materials including engineered wood, aluminium, steel, specialised foam, and upholstery from domestic and international suppliers. Products are distributed through an extensive pan-India dealer network and direct project sales channels, supported by comprehensive after-sales services. We maintain strategic partnerships with logistics providers, design consultants, technology partners, and industry associations to deliver end-to-end solutions while ensuring quality, sustainability, and customer satisfaction across all markets.	
2-7	Employees	Total Workforce: 497 full-time employees	8,10
		Featherlite Office Systems Pvt. Ltd.: 277	
		Featherlite Products Pvt. Ltd.: 220	
2-8	Workers who are not employees	Featherlite engages temporary and contract workers to manage production fluctuations and maintain operational flexibility during peak demand periods. These workers are primarily deployed in manufacturing, assembly, warehousing, and specialised modular installation activities. Our approach emphasises partnering with reliable agencies to ensure quality while providing opportunities for skills development. We maintain a lean contractor workforce and regularly assess long-term temporary workers for potential permanent employment opportunities, aligning with our commitment to sustainable employment practices.	8,10

GRI Standard	Disclosure	Response	Related SDGs
2-9	Governance structure and composition	Featherlite's sustainability governance operates through an integrated "Modular Leadership Model" that mirrors our product philosophy – interconnected yet specialised units working as one system. Our Board of Directors provides strategic oversight with a dedicated focus on environmental and social impact alongside business performance.	16
		The Managing Director leads our Sustainability Council, comprising heads from Manufacturing, Design Innovation, Supply Chain, and Human Resources, ensuring sustainability is embedded across all business functions rather than isolated in a single department. This cross-functional approach enables rapid responses to sustainability challenges and opportunities, with quarterly reviews driving continuous improvement.	
		Regional Plant Managers implement local initiatives and feed insights back to the central council. This decentralised yet connected structure ensures sustainability decisions are made close to operations while maintaining strategic alignment across all Featherlite entities.	
2-10	Nomination and selection of the highest governance body	Featherlite Furniture is a privately held, entrepreneur-driven company built on the foundational belief that modular thinking creates sustainable value. Based on our deeply held values and our commitment to integrated business practices, we apply consistent selection criteria for all leadership positions, ensuring our highest governance body reflects our mission of delivering modular solutions that serve customers, communities, and environmental stewardship with equal commitment.	16
2-11	Chair of the highest governance body	Featherlite maintains distinct roles for Managing Director and Board Chair to ensure independent oversight and strategic focus. Our Board Chair provides strategic guidance while maintaining objectivity, enabling focused operational leadership and long-term stakeholder alignment.	16
2-12	Role of the highest governance body in overseeing the management of impacts	Featherlite's Board of Directors maintains direct oversight of sustainability performance through periodic impact assessments and strategic reviews. The Board evaluates our modular sustainability strategy, approves annual sustainability targets, and monitors progress against environmental and social commitments. Our governance approach integrates impact management into core business decisions, ensuring sustainability considerations influence product development, supply chain choices, and market expansion strategies. Regular performance dashboards enable the Board to identify emerging risks, assess mitigation effectiveness, and redirect resources towards high-impact initiatives that align with our stakeholder commitments.	16
2-13	Delegation of responsibility for managing impacts	Featherlite follows a distributed responsibility model where sustainability management is integrated into core operational functions rather than assigned to a single role. Manufacturing Heads lead initiatives focused on resource efficiency and waste reduction, while Design and R&D teams incorporate sustainable materials and circular design principles into product development. Supply Chain leaders oversee supplier sustainability compliance and promote local sourcing efforts. This integrated approach places sustainability expertise at key decision-making points across the organisation, enabling agile responses to emerging challenges and opportunities, and ensuring accountability through periodic Board-level reviews.	-
2-14	Role of the highest governance body in sustainability reporting	Featherlite's Board of Directors reviews and approves material topics, performance data, and key sustainability commitments for this report. Our reporting approach emphasises stakeholder relevance while ensuring communications authentically represent our operational realities and strategic priorities.	-
2-15	Conflicts of interest	Featherlite maintains a conflict of interest policy requiring Board members and senior management to disclose potential conflicts annually and as they arise. Identified conflicts are addressed through transparent discussion and appropriate recusal from relevant decisions to ensure independent judgement.	16
2-16	Communication of critical concerns	Featherlite provides multiple channels for stakeholders to communicate critical concerns to senior management and the Board, including designated contact points and feedback systems. All critical concerns are documented, investigated appropriately, and reviewed by the Board to ensure responsive governance and continuous improvement.	16

GRI Standard	Disclosure	Response	Related SDGs
2-17	Collective knowledge of the highest governance body	Featherlite's Board maintains current sustainability knowledge through regular briefings on emerging trends, regulatory developments, and industry best practices. Board members bring diverse expertise spanning manufacturing innovation, sustainable design, supply chain management, and stakeholder engagement. This collective knowledge base enables informed decision-making on sustainability strategy, risk assessment, and opportunity identification aligned with our modular business approach.	16
2-18	Evaluation of the performance of the highest governance body	An annual performance review is undertaken by the Board of Directors and each of its committees to evaluate their roles, responsibilities, and overall effectiveness in governance.	16
2-19	Remuneration policies	As a privately held company, executive remuneration within the organisation is governed by established internal policies and oversight mechanisms.	16
2-20	Process to determine remuneration	Pay levels are guided by market studies, company HR policies, and local legal requirements. Incentives are designed to reward achievements in both business results and sustainability efforts.	16
2-22	Statement on sustainable development strategy	Featherlite recognises our responsibility to contribute to sustainable development through responsible manufacturing, environmental stewardship, and positive social impact.	12,13
		Our sustainability strategy focuses on three key areas: reducing our environmental footprint through efficient resource use and waste reduction; supporting local communities and suppliers through ethical business practices and capacity building; and developing innovative solutions that meet customer needs while minimising environmental impact.	
		We are committed to continuous improvement in our sustainability performance, transparent reporting, and collaborative efforts with stakeholders to address shared environmental and social challenges.	
2-23	Policy commitments	Featherlite operates under comprehensive policy frameworks covering environmental management, workplace safety, ethical business conduct, and supplier standards. Our policies align with applicable Indian regulations and international best practices, emphasising transparency, accountability, and stakeholder respect. Key commitments include zero tolerance for corruption, fair employment practices, environmental protection throughout our operations, and responsible sourcing from our supply chain partners. These policies are regularly reviewed, communicated to all employees, and integrated into our business operations and decision-making processes.	5, 8, 10, 12, 16
2-24	Embedding policy commitments	Featherlite implements policy commitments through employee training programmes, regular communication, and inclusion in performance evaluations. Our supplier agreements include sustainability and ethical requirements, with ongoing engagement to ensure compliance. Management regularly reviews policy implementation and addresses any gaps identified through feedback mechanisms and operational assessments.	–
2-25	Processes to remediate negative impacts	Featherlite maintains accessible reporting channels for identifying negative impacts, including direct communication with management, HR representatives, and anonymous feedback systems. When concerns are raised by employees, suppliers, or stakeholders, we investigate promptly and implement corrective actions which may include process improvements, additional training, supplier engagement, or policy adjustments. Our remediation approach prioritises transparent communication with affected parties and focuses on preventing recurrence through systematic improvements to our operations and partnerships.	–
2-26	Mechanisms for seeking advice and raising concerns	Featherlite maintains open communication where employees and stakeholders can approach supervisors, the HR team, or use anonymous channels to seek advice or report concerns. We encourage open dialogue and ensure no retaliation for good-faith reporting. Questions and concerns are treated as opportunities to improve our operations and better serve all stakeholders.	16

GRI Standard	Disclosure	Response	Related SDGs
2-27	Compliance with laws and regulations	Featherlite operates in full compliance with applicable Indian laws and regulations across all business functions including environmental, labour, safety, and trade requirements. During the reporting period, there were no significant fines or non-compliance incidents that materially impacted our operations or stakeholders.	–
2-28	Membership associations	We are active members of leading industry and sustainability bodies, including but not limited to the Living Future Institute, BIFMA, and the Indian Green Building Council (IGBC).	–
2-29	Approach to stakeholder engagement	At Featherlite, we stay connected with our key stakeholders such as employees, customers, suppliers, and designers through regular conversations, feedback channels, and collaborative sessions. Their insights help guide our sustainability actions and ensure we remain aligned with evolving expectations.	–
2-30	Collective bargaining agreements	Featherlite upholds fair workplace practices and recognises the importance of employee representation. We support open dialogue and respect the rights of workers to organise in accordance with local laws.	–

GRI 3: Material Topics 2021

GRI Standard	Disclosure	Response	Related SDGs
3-1	Process to determine material topics	Featherlite Furniture undertook its first ESG materiality assessment in FY25. The assessment followed seven structured phases:	–
		1. Define Purpose and Scope Materiality was defined as the intersection of topics with significant actual or potential economic, environmental, or social impacts across our value chain, and topics that substantively influence stakeholder decisions. The scope covered Featherlite Furniture's manufacturing, operations, and supply chain in India, considering both upstream and downstream impacts.	
		2. Identify Potential Topics A comprehensive long-list of ESG topics was developed based on global sustainability trends, industry benchmarks, peer disclosures, GRI topic standards, regulatory requirements, and internal strategic priorities.	
		3. Categorise Topics The long-list was consolidated into six thematic categories: Product & Circularity, Environmental Responsibility, Supply Chain & Sourcing, Workplace & Social, Governance & Ethics, and Human Rights & Inclusion.	
		4. Gather Information The relative importance of each topic was assessed through internal stakeholder surveys and secondary research, evaluating both stakeholder priorities and business relevance.	
		5. Prioritise Topics Topics were scored and plotted on a materiality matrix based on their importance to stakeholders (y-axis) and to business strategy (x-axis). A defined threshold was applied to determine the topics classified as material.	
		6. Management Validation The draft materiality matrix and topic list were reviewed with Featherlite Furniture's senior leadership to ensure strategic alignment and operational feasibility.	
		7. Stakeholder Feedback The final material topics are presented in this report, with plans to seek stakeholder feedback ahead of the next assessment cycle.	
3-2	List of material topics	For more details, refer to pg 7.	
3-3	Management of material topics	Refer to GRI 2-23	

GRI 201: Economic Performance 2016

GRI Standard	Disclosure	Response	Related SDGs
201-2	Financial implications and other risks and opportunities due to climate change	**Our Climate Strategy** Featherlite views climate change as both a business risk and an opportunity. We're building resilience while creating value through smart climate action across our operations. A. Managing Climate Risks 1. Weather and Environmental Risks: 2. Business Transition Risks 3. New climate regulations and carbon pricing impacts 4. Changing customer demands for sustainable products 5. Technology shifts requiring operational updates 6. Financial Planning B. Capturing Climate Opportunities 1. Product Innovation 2. Developing lower-carbon furniture solutions 3. Creating products designed for longer life and easy repair 4. Exploring rental and leasing business models 5. Energy efficiency improvements reducing costs 6. Renewable energy adoption for long-term savings 7. Waste reduction creating material cost savings 8. Meeting growing customer demand for sustainable furniture 9. Partnering with suppliers on emission reduction programmes 10. Building competitive advantage through climate leadership Value Creation Focus Our approach ensures climate action drives both cost savings and new revenue opportunities, making Featherlite stronger and more competitive in a changing market.	13

GRI 202: Market Presence 2016

GRI Standard	Disclosure	Response	Related SDGs
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Featherlite ensures that all entry-level wages meet or exceed the local minimum wage. Additionally, incentive structures are in place to support wages above the minimum, reinforcing the company's commitment to fair remuneration.	1,5,8

GRI 205: Anti-corruption 2016

GRI Standard	Disclosure	Response	Related SDGs
205-1	Operations assessed for risks related to corruption	At Featherlite, we check our work for any corruption risks and always follow strong ethical rules. There were no cases of corruption found this year.	16
205-2	Communication and training about anti-corruption policies and procedures	At Featherlite, anti-corruption policies and procedures are clearly communicated to all employees and partners, with easy access to guidance when needed. Everyone receives focused training on these topics at the start of their journey with us and through regular updates to keep awareness strong	16
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption at Featherlite during the reporting period, so no corrective actions were required.	16

GRI 301: Materials 2016

GRI Standard	Disclosure	Response	Related SDGs
301-1	Materials used by weight or volume	Featherlite products are made using various materials such as steel, aluminium, plastics, wood, fabrics, and recycled elements. Although we do not disclose specific quantities, we are always working to lower material usage and improve how responsibly we source our materials across our product range.	8, 12
301-2	Recycled input materials used	We incorporate recycled input materials where feasible, working with suppliers to identify and source materials with verified recycled content. Data is currently drawn from supplier declarations and industry averages for key materials. Our approach prioritises maintaining product quality while increasing recycled content across components and packaging. Efforts are ongoing to expand data coverage and strengthen measurement systems across operations.	8, 12
301-3	Reclaimed products and packaging materials	We integrate reclaimed packaging materials into our operations where feasible, helping to reduce the use of virgin resources. In FY25, this included over 148 metric tonnes of materials such as polycovers, reusable packaging boxes, and polypropylene boxes replacing carton boxes. Additional reuse activities, including wood offcuts, are underway, with measurement systems being progressively expanded.	8, 12

GRI 302: Energy 2016

GRI Standard	Disclosure	Response	Related SDGs
302-1	Energy consumption within the organisation	In the reporting year FY25, total energy consumption was 11,654.48 GJ. Our onsite solar installations generated 1,195,369 kWh, of which 722,420 kWh was consumed internally and 522,244 kWh was exported to the grid. Additionally, 1,229,359 kWh was exported from our offsite windmill. Renewable energy usage across facilities ranges between 30% and 54%, depending on location. We also support carbon neutrality by purchasing Energy Attribute Certificates and renewable energy credits from solar, wind, and hydropower projects in the regions where we operate.	7, 8, 12,13
302-3	Energy Intensity	Year — Energy Intensity (GJ/Revenue); FY22 — 0.274; FY23 — 0.210; FY24 — 0.180; FY25 — 0.164; % Change over previous year (FY24): **-8.82%**; % Change over baseline year (FY22): **-39.97%**	7, 8, 12,13
302-4	Reduction of energy consumption	We are committed to lowering our energy use to support global climate goals. Our targets follow the Science Based Targets initiative to limit warming to 1.5°C. Each year, we track and report our progress, and customers and stakeholders can access this information through the CDP platform.	7, 8, 12,13
302-5	Reductions in energy requirements of products and services	We focus on reducing the energy needed in our products and services by applying sustainable and circular design principles. Our efforts include lowering embodied carbon through energy-efficient design and using recycled materials. We use life cycle assessments to guide product development, ensuring easier reuse, refurbishment, and recycling to minimize environmental impact throughout the product's life.	–

GRI 303: Water and Effluents 2018

GRI Standard	Disclosure	Response	Related SDGs
303-1	Interactions with water as a shared resource	At Featherlite, water is primarily utilised for drinking, sanitation, and specific production processes. Where process water is needed, efficiency and reuse strategies are employed to optimise consumption. Wastewater from major facilities is treated via sewage treatment plants (STPs) to meet regulatory standards. In the supply chain, water use is managed through supplier environmental requirements, with ongoing efforts to enhance monitoring and improve performance insights across operations.	6,12
303-2	Management of water discharge-related impacts	Our STP treats approximately 1355 kL of wastewater annually. The treated water is reused for gardening and toilet flushing, significantly reducing freshwater consumption. Both treated and drinking water are regularly tested, confirming compliance with quality and safety standards.	6
303-3	Water withdrawal by source	Featherlite sources water from a combination of municipal supply, borewells, and external providers such as water tankers. In FY25, withdrawal volumes were primarily measured through installed meters, with estimates applied in locations without metering using operational parameters. Groundwater use accounted for only a minimal share of total water withdrawn.	6
303-4	Water discharge	Wastewater from Featherlite operations is primarily domestic in nature and is treated through on-site sewage treatment plants (STPs) or discharged to municipal treatment systems in compliance with regulatory standards. No significant industrial wastewater discharges were recorded in FY25, and no reuse by other organizations was reported.	6
303-5	Water Consumption	Water consumption at Featherlite is minimal, with most water returned to municipal treatment systems or on-site STPs after use. Metering systems are being enhanced to capture detailed consumption and reuse volumes across facilities.	6

GRI 304: Biodiversity 2016

GRI Standard	Disclosure	Response	Related SDGs
304-1	Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas	None of Featherlite's operational sites are located within, or adjacent to, protected areas or areas of high biodiversity value outside protected areas.	6, 14, 15.
304-2	Significant impacts of activities, products and services on biodiversity	Featherlite's operations are based in established industrial areas with limited interaction with natural habitats. Localised impacts are minimised through measures such as dust control and responsible waste management.	6, 14, 15.
304-3	Habitats protected or restored	Featherlite's operations have been established without converting natural habitats, and no habitat restoration activities have been required.	6, 14, 15.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Featherlite's operational locations have found no presence of habitats for species classified under the IUCN Red List or national conservation lists.	6, 14, 15.

GRI 305: Emissions 2016

GRI Standard	Disclosure	Response		Related SDGs
305-1	Direct (Scope 1) GHG emissions	**Year**	**Scope 1 (tCO$_2$e)**	3,12,13, 14, 15
		FY22	185.30	
		FY23	253.57	
		FY24	261.39	
		FY25	267.68	
305-2	Indirect (Scope 2) GHG emissions	**Year**	**Scope 2 (tCO$_2$e)**	3,12,13, 14, 15
		FY22	682.78	
		FY23	998.35	
		FY24	1081.51	
		FY25	1185.34	
305-3	Other indirect (Scope 3) GHG emissions	**Category**	**Emissions (tCO$_2$e)**	3,12,13, 14, 15
		Purchased Goods and Services	35764.13	
		Capital Goods	573.08	
		Fuel & Energy Related Activities	286.28	
		Upstream Transportation and Distribution	3449.46	
		Waste Generated in Operations	3.66	
		Business Travel	244.04	
		Employee Commuting	431.64	
		Downstream Transportation and Distribution	5882.26	
		Use of Sold Products	45.30	
		End-of-Life Treatment of Sold Products	69.22	
305-4	GHG Emissions Intensity	**Year**	**Emission Intensity (tCO$_2$e/lakh rupees)**	13, 14, 15
		FY22	0.03005	
		FY23	0.02462	
		FY24	0.00424	
		FY25	0.00377	
		% Change over previous year (FY24): -11.06%		
		% Change over baseline year (FY22): -87.45%		

GRI Standard	Disclosure	Response		Related SDGs
305-5	Reduction of GHG emission	**Project Name & Description**	**Emissions Avoided per year (tCO$_2$e)**	13,14,15
		1. Installation of Solar	76.05	
		2. Upgradation of Compressor	10.15	
		3. Optimizing Conveyor Usage Through Training	4.12	
		4. Energy Efficiency in Box Packing Line	3.49	
		5. LED light replacement	0.08	
		6. Increasing machine productivity to reduce power consumption	10.023	
		7. Purchase of I-RECs for FY24	FY25	1081.51	1185.33	
305-6	Emissions of ozone-depleting substances (ODS)	Featherlite does not emit any ozone-depleting substances (ODS) as part of its operations		3,12,
305-7	Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant air emissions	There are no significant emissions of NO$_x$, SO$_x$, or other regulated air pollutants from Featherlite's operations.		3,12,13,14

GRI 306: Waste 2020

GRI Standard	Disclosure	Response	Related SDGs
306-1	Waste generation and significant waste-related impacts	Featherlite Furniture has integrated a comprehensive Waste Management Policy within its broader sustainability framework. The policy outlines clear commitments and strategies for efficient, safe, and responsible handling of all types of waste generated across its operations. Key practices include: 1. Monthly tracking of waste generated to monitor and reduce environmental impact. 2. Safe disposal of hazardous waste, including waste oil from DG sets, in compliance with environmental regulations. 3. Strict adherence to responsible disposal methods and all applicable legal requirements.	3, 6, 12, 14
306-2	Management of significant waste-related impacts	Featherlite Furniture has implemented a structured waste management procedure at its manufacturing facility to minimize environmental impacts and support operational sustainability. Key measures include: 1. Responsible handling and disposal of all waste, including hazardous materials, in compliance with environmental regulations. 2. Partnerships with certified recyclers to maximize waste diversion from landfills. 3. Waste reduction at source through process improvements and material optimisation. 4. On-site composting of organic waste to reduce landfill impact. 5. Regular tracking and reporting of waste generation, disposal, and diversion. 6. Employee training and engagement to promote awareness and best practices in waste management.	3, 6, 12

GRI Standard	Disclosure	Response	Related SDGs
306-3	Waste generated	Featherlite generates waste primarily from manufacturing processes and packaging, which is measured, categorised, and managed in accordance with applicable regulations.	3, 6, 12, 14, 15
306-4	Waste diverted from disposal	Waste is diverted from disposal through practices such as reuse, recycling, composting, and material recovery, carried out in collaboration with authorised processors in line with regulatory requirements.	3,12
306-5	Waste directed to disposal	Waste is managed through Karnataka State Pollution Control Board (KSPCB) approved collectors and authorised recyclers in compliance with regulatory requirements.	6,14,15

GRI 308: Supplier Environmental Assessment 2016

GRI Standard	Disclosure	Response	Related SDGs
308-1	New suppliers that were screened using environmental criteria	Featherlite assesses new suppliers against environmental requirements as part of its onboarding process. This includes reviewing compliance with applicable environmental regulations, alignment with the company's sourcing policies, and the presence of relevant environmental management practices or certifications. Preference is given to suppliers demonstrating responsible resource use and sustainable operational approaches.	8,9,12
308-2	Negative environmental impacts in the supply chain and actions taken	When environmental impacts are identified in the supply chain, Featherlite engages with the supplier to agree on corrective actions, supports implementation, and verifies resolution before continuing the partnership.	8,9,12

GRI 401: Employment 2016

GRI Standard	Disclosure	Response	Related SDGs
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Featherlite provides key employment benefits to both full-time and contract employees, ensuring equitable treatment across its workforce. Benefits include: 1. Provident Fund (PF) 2. Employee Family Pension (EFP) 3. Bonus 4. Leave Payment	3,5,8
401-3	Parental leave	Featherlite provides parental leave as part of its commitment to employee well-being. Female employees are entitled to parental leave in accordance with applicable laws. Male employees may be granted parental leave on a case-by-case basis, based on individual circumstances and managerial approval.	5,8

GRI 402: Labor/Management Relations 2016

GRI Standard	Disclosure	Response	Related SDGs
402-1	Minimum notice periods regarding operational changes	At Featherlite, we follow all laws and agreements by giving our employees advance notice before any major changes to operations. We communicate clearly and involve our teams to make sure everyone is treated fairly and feels heard.	8

GRI 403: Occupational Health and Safety 2018

GRI Standard	Disclosure	Response	Related SDGs
403-1	Occupational health and safety management system	At Featherlite, our people are our greatest strength, shaping every innovation and achievement we deliver. We believe that a safe and healthy workplace is the foundation for creativity, collaboration, and lasting growth. Our Occupational Health and Safety approach follows the principles of ISO 45001, integrating preventive measures, continuous monitoring, and active employee participation. Through regular training, risk assessments, and dedicated safety coordinators at each site, we create an environment where every team member feels supported and confident. From the factory floor to our offices, safety is part of our culture, ensuring that every workday ends with well-being intact and energy for life beyond work.	8
403-2	Hazard identification, risk assessment, and incident investigation	At Featherlite, safety begins with awareness. Every site follows a clear process to identify potential hazards early, assess risks, and take prompt action. Our teams conduct regular workplace reviews, and every employee is encouraged to share observations or concerns openly. When an incident or near miss occurs, it is examined with care to understand the root cause and prevent recurrence. Corrective measures are implemented quickly, and their effectiveness is monitored over time. This proactive approach ensures that safety is a shared responsibility, protecting our people, strengthening trust, and building resilience across all operations.	8
403-3	Occupational health services	At Featherlite, caring for our people is as essential as the craft of our work. Each space we operate is designed to support well-being through immediate access to medical assistance, thoughtful ergonomic solutions, and proactive health programmes that prevent issues before they arise. From trained responders to regular wellness check-ins, we create an environment where safety and vitality are part of the everyday experience.	8
403-4	Worker participation, consultation, and communication on occupational health and safety	At Featherlite, safety thrives when every voice is heard. We encourage open dialogue through regular safety meetings, team-led reviews, and peer representation across our operations. Employees take an active role in identifying improvements, sharing ideas, and shaping solutions to make health and safety a shared commitment rather than a checklist.	8,16
403-5	Worker training on occupational health and safety	Safety knowledge is as essential as the tools we work with. Every team member receives health and safety training from day one, tailored to their role and work environment. Refresher sessions, practical demonstrations, and awareness activities keep safety practices current and relevant. This ensures our people remain confident, informed, and prepared to protect themselves and others.	8
403-6	Promotion of worker health	Well-being at work goes beyond safety and focuses on creating the right environment for people to thrive. Featherlite promotes worker health through access to preventive care, ergonomic guidance, and wellness initiatives that address both physical and mental well-being. Early support, practical resources, and open dialogue help our teams maintain a healthy balance, reducing risks and enhancing quality of life across the workplace.	3
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Featherlite works closely with suppliers, contractors, and partners to uphold strong health and safety practices. Clear guidelines, regular reviews, and open information sharing ensure safe handling, installation, and use of our products. By addressing potential risks early and encouraging safe work habits across our value chain, we help protect the well-being of everyone involved in delivering our products and services.	8
403-8	Workers covered by an occupational health and safety management system	Featherlite's occupational health and safety practices apply to all employees across operational locations. The system covers daily activities, processes, and work environments to ensure risks are managed effectively. Where applicable, provisions are also extended to contractors and service providers working on-site.	8
403-9	Work-related injuries	During the reporting period, there were no fatalities at Featherlite. A limited number of work-related injuries were reported. Each case was reviewed to identify causes and implement corrective measures to prevent recurrence.	3,8,16
403-10	Work-related ill health	During the reporting period, there were no recorded cases of work-related ill health at Featherlite. Health monitoring and preventive measures remained in place to address potential risks early and maintain a safe working environment.	3,8

GRI 404: Training and Education 2016

GRI Standard	Disclosure	Response	Related SDGs
404-1	Average hours of training per year per employee	Featherlite provides structured training opportunities to all employees, covering product knowledge, workplace safety, first aid, ergonomic practices, and soft skills. On average, each employee completes approximately 24 hours of training annually, which is equivalent to around two hours each month. All employees participate in these programmes, ensuring consistent upskilling across the organisation.	4,5,8,10
404-2	Programs for upgrading employee skills and transition assistance programs	Featherlite supports continuous employee growth through workshops, cross-training, and mentorship that build both current and future skills. For career transitions, we provide guidance, reskilling, and planning support, ensuring employees are prepared for new opportunities with confidence.	8
404-3	Percentage of employees receiving regular performance and career development reviews	Featherlite ensures all employees receive structured performance and career development reviews annually. These reviews focus on progress, goal setting, and career growth, fostering transparent dialogue between employees and managers.	5,8,10

GRI 406: Non-discrimination 2016

GRI Standard	Disclosure	Response	Related SDGs
406-1	Incidents of discrimination and corrective actions taken	Featherlite maintains a zero-tolerance policy for discrimination, reinforced through mandatory ethics and anti-discrimination training for all employees. Clear reporting channels ensure any concerns are addressed promptly, confidentially, and in line with our code of conduct. In the reporting period, no incidents of discrimination were reported.	5,8

GRI 407: Freedom of Association and Collective Bargaining 2016

GRI Standard	Disclosure	Response	Related SDGs
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Featherlite fully upholds the right to freedom of association and collective bargaining across all operations. Our Supplier Code of Conduct requires all partners to respect these rights and comply with applicable labour laws. We monitor supplier compliance to ensure no employee faces retaliation for participating in lawful collective action or labour representation.	8

GRI 408: Child Labor 2016

GRI Standard	Disclosure	Response	Related SDGs
408-1	Operations and suppliers at significant risk for incidents of child labor	Featherlite has a zero-tolerance policy for child labour and strictly complies with all local and international labour laws. We require suppliers to verify the legal working age of all employees and adhere to our Supplier Code of Conduct. Social and environmental screening is part of our onboarding process, and no operations or suppliers were identified as being at significant risk for child labour during the reporting period.	8,16

GRI 409: Forced or Compulsory Labor 2016

GRI Standard	Disclosure	Response	Related SDGs
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Featherlite prohibits all forms of forced or compulsory labour in line with local and international labour laws. Our Supplier Code of Conduct requires that all work be voluntary and that employees have the freedom to leave with reasonable notice. We conduct assessments of our operations and suppliers to ensure compliance, and no significant risks or incidents of forced labour were identified during the reporting period.	8

GRI 410: Security Practices 2016

GRI Standard	Disclosure	Response	Related SDGs
410-1	Security personnel trained in human rights policies or procedures	Featherlite's security personnel receive orientation on our Code of Conduct, which includes respect for human rights and fair treatment of all individuals. We also work with our contracted security providers to ensure they follow applicable laws and uphold ethical practices. Periodic refresher sessions are planned to strengthen awareness and application of these principles in day-to-day operations.	16

GRI 413: Local Communities 2016

GRI Standard	Disclosure	Response	Related SDGs
413-1	Operations with local community engagement, impact assessments, and development programmes	In the reporting year, our manufacturing sites worked with local communities on environmental, wellness, and educational initiatives.	1,2,5,8
413-2	Operations with significant actual and potential negative impacts on local communities	Featherlite has not identified any operations with significant actual or potential negative impacts on local communities and is classified as a Green Industry under Karnataka State Pollution Control Board norms.	1,2,5,8

GRI 414: Supplier Social Assessment 2016

GRI Standard	Disclosure	Response	Related SDGs
414-1	New suppliers that were screened using social criteria	In the reporting year, all new suppliers were evaluated using social criteria as part of the onboarding process. This included checks on fair labour practices, compliance with Indian labour laws, human rights, and worker safety. Preference was given to suppliers who share our commitment to ethical practices and community well-being.	5,8,16
414-2	Negative social impacts in the supply chain and actions taken	In the reporting year, we did not identify any significant negative social impacts in our supply chain. We maintain close engagement with suppliers through regular communication and periodic reviews to address potential concerns early. Where minor gaps are found, we work with suppliers to provide guidance on corrective actions, ensuring compliance with Indian labour laws, ethical standards, and community welfare principles.	5,8,16

GRI 416: Customer Health and Safety 2016

GRI Standard	Disclosure	Response	Related SDGs
416-1	Assessment of the health and safety impacts of product and service categories	All our products were designed with a focus on health, well-being, and user safety. We conduct ergonomic and safety assessments during the design and development stages. Our commitment is supported by certifications such as the Living Product Challenge, GREENGUARD, BIFMA, and compliance with AIOTA guidelines, validating the health and safety performance of our products.	12
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Featherlite has not identified any incidents of non-compliance with regulations or voluntary codes regarding the health and safety impacts of its products or services during the reporting period.	16

GRI 417: Marketing and Labeling 2016

GRI Standard	Disclosure	Response	Related SDGs
417-1	Requirements for products and services information and labelling	We share product performance and sustainability information through our website, blogs, social media, and on request. Customers receive user guides, assembly instructions, and product certificates. We provide material transparency through environmental data sheets and sustainability certifications available on our website. We also conduct workshops and provide communication materials to help customers understand product certifications and encourage sustainable use.	12
417-2	Incidents of non-compliance concerning product and service information and labelling	There were no cases of non-compliance regarding product or service information and labelling. We prioritise clear and accurate communication to maintain trust and transparency with our customers.	16

GRI 418: Customer Privacy 2016

GRI Standard	Disclosure	Response	Related SDGs
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the reporting year, we received no substantiated complaints related to breaches of customer privacy or loss of customer data. Protecting customer information is a key priority, and we maintain strong security measures to safeguard data.	16

Alignment with SDGs and GRI Standards

	Target	Relevant GRI Standards	Featherlite's Actions
1 NO POVERTY	1.3 – Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	GRI 401: Employment	Featherlite provides fair employment practices, benefits, and policies that support employee well-being, which align with promoting decent work and social protection measures.
	1.4 – By 2030, ensure that all men and women… have equal rights to economic resources, access to basic services…	GRI 401: Employment; GRI 405: Diversity and Equal Opportunity	Featherlite ensures equal opportunity in recruitment, remuneration, and professional growth, supporting equal access to economic resources and opportunities.
3 GOOD HEALTH AND WELL-BEING	3.4 – By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	GRI 403: Occupational Health and Safety	Featherlite provides regular health check-ups, wellness programs, and initiatives aimed at maintaining employee health and mental well-being.
	3.6 – By 2020, halve the number of global deaths and injuries from road traffic accidents	GRI 403: Occupational Health and Safety	Featherlite conducts safety awareness sessions for employees, including road safety guidelines for staff using company transport.
	3.9 – By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	GRI 403: Occupational Health and Safety; GRI 305: Emissions	Featherlite ensures safe handling of materials, controls emissions from manufacturing processes, and monitors workplace air quality.
4 QUALITY EDUCATION	4.3 – By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	GRI 404: Training and Education	Featherlite offers training programs, technical skill development, and support for employees to pursue further education relevant to their work.
	4.4 – By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	GRI 404: Training and Education	Featherlite provides structured skill enhancement programs, including technical upskilling for manufacturing roles and soft skills training.
	4.5 – By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable	GRI 404: Training and Education; GRI 405: Diversity and Equal Opportunity	Featherlite ensures equal access to training and development opportunities for all employees, regardless of gender or background.

Target	Relevant GRI Standards	Featherlite's Actions

5 GENDER EQUALITY

Target	Relevant GRI Standards	Featherlite's Actions
5.1 – End all forms of discrimination against all women and girls everywhere	GRI 405: Diversity and Equal Opportunity	Featherlite has policies prohibiting gender-based discrimination in recruitment, promotion, pay, and workplace practices.
5.2 – Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	GRI 406: Non-discrimination; GRI 410: Security Practices	Featherlite has zero-tolerance policies and grievance redressal mechanisms for harassment or violence, supported by POSH compliance.
5.5 – Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life	GRI 405: Diversity and Equal Opportunity	Featherlite ensures representation of women in leadership and management positions, with equal access to career advancement.
5.6 – Ensure universal access to sexual and reproductive health and reproductive rights	GRI 401: Employment; GRI 403: Occupational Health and Safety	Featherlite provides health insurance coverage that includes maternity benefits and access to healthcare facilities for employees.
5.c – Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality	GRI 2-23: Policy commitments; GRI 405: Diversity and Equal Opportunity	Featherlite has formal gender equality and diversity policies in alignment with legal requirements and best practices.

6 CLEAN WATER AND SANITATION

| Target	Relevant GRI Standards	Featherlite's Actions
6.3 – By 2030, improve water quality by reducing pollution, eliminating dumping, minimizing release of hazardous chemicals, halving the proportion of untreated wastewater, and substantially increasing recycling and safe reuse globally	GRI 303: Water and Effluents; GRI 306: Waste	Featherlite monitors wastewater generation and treatment, ensures no untreated discharge, and promotes reuse of treated water where feasible.
6.4 – By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity	GRI 303: Water and Effluents	Featherlite implements measures to track water usage, improve process efficiency, and adopt water conservation practices.
6.6 – By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers, and lakes	GRI 304: Biodiversity; GRI 303: Water and Effluents	Featherlite takes steps to avoid impacts on local water-related ecosystems through compliance with environmental regulations and sustainable operations.

7 AFFORDABLE AND CLEAN ENERGY

Target	Relevant GRI Standards	Featherlite's Actions
7.2 – By 2030, increase substantially the share of renewable energy in the global energy mix	GRI 302: Energy; GRI 305: Emissions	Featherlite is increasing renewable energy procurement, including plans for open access renewable power, contributing to higher renewable share in operations.
7.3 – By 2030, double the global rate of improvement in energy efficiency	GRI 302: Energy	Featherlite has adopted energy efficiency measures in production processes and facility operations, including equipment upgrades and optimization.

Target	Relevant GRI Standards	Featherlite's Actions

8 DECENT WORK AND ECONOMIC GROWTH
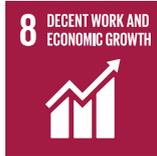
Target	Relevant GRI Standards	Featherlite's Actions
8.2 – Achieve higher levels of economic productivity through diversification, technological upgrading and innovation	GRI 302: Energy; GRI 305: Emissions; GRI 301: Materials	Featherlite incorporates sustainable product design, material efficiency, and technology upgrades to improve productivity with reduced environmental impact.
8.4 – Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation	GRI 301: Materials; GRI 302: Energy; GRI 305: Emissions; GRI 306: Waste	Featherlite implements material optimization, waste reduction, and energy efficiency to improve resource efficiency while growing production.
8.5 – By 2030, achieve full and productive employment and decent work for all women and men… and equal pay for work of equal value	GRI 401: Employment; GRI 405: Diversity and Equal Opportunity	Featherlite ensures fair employment practices, diversity, and equal pay policies.
8.8 – Protect labour rights and promote safe and secure working environments for all workers	GRI 403: Occupational Health and Safety	Featherlite has workplace health & safety programs, risk assessments, and training for safe working conditions.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

| Target	Relevant GRI Standards	Featherlite's Actions
9.2 – Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry's share of employment and GDP	GRI 302: Energy; GRI 305: Emissions; GRI 301: Materials	Featherlite's manufacturing upgrades focus on sustainable processes, resource efficiency, and job creation in the furniture sector.
9.4 – By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes	GRI 302: Energy; GRI 305: Emissions; GRI 306: Waste; GRI 301: Materials	Featherlite invests in modernizing equipment, optimizing material use, and adopting clean technologies for sustainable production.
9.5 – Enhance scientific research, upgrade the technological capabilities of industrial sectors	GRI 301: Materials; GRI 302: Energy	Featherlite invests in design R&D for material efficiency and energy-saving manufacturing methods.

10 REDUCED INEQUALITIES

Target	Relevant GRI Standards	Featherlite's Actions
10.2 – By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	GRI 401: Employment; GRI 405: Diversity and Equal Opportunity; GRI 406: Non-discrimination	Featherlite promotes workplace diversity, equal opportunity, and inclusive policies for all employees.
10.3 – Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies, and practices	GRI 406: Non-discrimination; GRI 405: Diversity and Equal Opportunity	Policies and grievance mechanisms in place to address discrimination and ensure fair treatment in recruitment, pay, and career progression.
10.4 – Adopt policies, especially fiscal, wage, and social protection policies, and progressively achieve greater equality	GRI 401: Employment; GRI 405: Diversity and Equal Opportunity	Equal pay policies and benefits for all employees, regardless of gender or background.
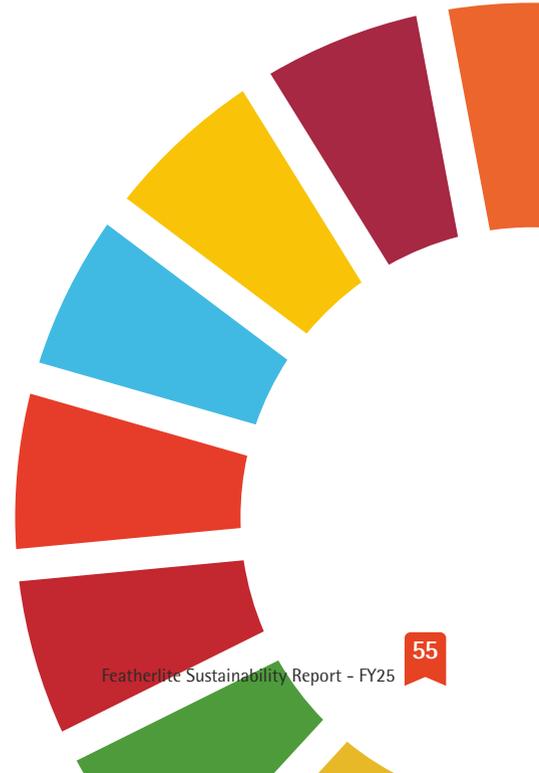
Target	Relevant GRI Standards	Featherlite's Actions
11 SUSTAINABLE CITIES AND COMMUNITIES		
11.6 – By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	GRI 305: Emissions; GRI 306: Waste	Featherlite tracks and manages waste, promotes recycling, and implements measures to reduce emissions from operations.
11.7 – By 2030, provide universal access to safe, inclusive, and accessible, green, and public spaces	GRI 403: Occupational Health and Safety	Featherlite ensures safe and inclusive workspaces, ergonomic designs, and healthy indoor environments for employees.
11.a – Support positive economic, social and environmental links between urban, peri-urban, and rural areas	GRI 204: Procurement Practices; GRI 308: Supplier Environmental Assessment	Sourcing policies encourage engagement with local suppliers, contributing to local economic development.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION		
12.2 – By 2030, achieve the sustainable management and efficient use of natural resources	GRI 301: Materials; GRI 302: Energy; GRI 303: Water; GRI 305: Emissions	Featherlite monitors and optimizes material use, energy efficiency, water conservation, and emission reduction in operations.
12.4 – By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle	GRI 306: Waste	Featherlite manages hazardous and non-hazardous waste responsibly and complies with disposal regulations.
12.5 – By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	GRI 301: Materials; GRI 306: Waste	Initiatives to reduce waste at source, increase recycling rates, and promote reuse of materials.
12.6 – Encourage companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle	GRI 2: General Disclosures; GRI 3: Material Topics	Featherlite publishes sustainability information following GRI framework and embeds sustainable practices in business strategy.
12.7 – Promote public procurement practices that are sustainable	GRI 204: Procurement Practices; GRI 308: Supplier Environmental Assessment; GRI 414: Supplier Social Assessment	Procurement policies consider environmental and social performance of suppliers.
12.8 – By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development	GRI 404: Training and Education	Employee awareness programs on sustainability practices and environmental responsibility.
13 CLIMATE ACTION		
13.1 – Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	GRI 302: Energy; GRI 305: Emissions; GRI 201: Economic Performance	Featherlite integrates energy efficiency, emission reduction, and climate resilience considerations into operational planning.
13.2 – Integrate climate change measures into national policies, strategies and planning	GRI 302: Energy; GRI 305: Emissions	Featherlite sets sustainability goals aligned with climate action, including renewable energy adoption and emission reduction targets.
13.3 – Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	GRI 404: Training and Education	Featherlite conducts internal awareness sessions on energy conservation and environmental best practices.
14 LIFE BELOW WATER		
14.1 – By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution	GRI 306: Waste; GRI 301: Materials	Featherlite implements waste management and material efficiency practices that reduce potential land-based waste leakage into waterways.
14.2 – Sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts	GRI 306: Waste; GRI 303: Water and Effluents	Waste reduction, water efficiency measures, and proper effluent handling indirectly support marine ecosystem health.

Target	Relevant GRI Standards	Featherlite's Actions
15 LIFE ON LAND		
15.1 – By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services	GRI 304: Biodiversity; GRI 303: Water and Effluents	Featherlite monitors water usage and ensures operations avoid harmful discharge, indirectly supporting terrestrial and freshwater ecosystems.
15.2 – Promote sustainable management of all types of forests, halt deforestation, restore degraded forests, and substantially increase afforestation and reforestation globally	GRI 301: Materials; GRI 305: Emissions	Use of certified, sustainable wood products and low-emission processes to reduce pressure on forests.
15.3 – Combat desertification, restore degraded land and soil, and strive to achieve a land degradation-neutral world	GRI 301: Materials; GRI 303: Water and Effluents	Practices to optimize material usage and water consumption, indirectly reducing land degradation.
15.5 – Take urgent action to reduce the degradation of natural habitats and halt the loss of biodiversity	GRI 304: Biodiversity	Avoidance of activities in biodiversity-sensitive areas and sustainable sourcing policies.
15.9 – Integrate ecosystem and biodiversity values into national/local planning and accounts	GRI 304: Biodiversity	Integration of biodiversity considerations into sourcing and site selection.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS		
16.5 – Substantially reduce corruption and bribery in all their forms	GRI 205: Anti-corruption	Anti-corruption policy in place, employee training on ethics and compliance, zero-tolerance stance.
16.6 – Develop effective, accountable and transparent institutions at all levels	GRI 102: General Disclosures (Governance, Ethics, Transparency)	Disclosure of governance structure, board responsibilities, and ethical business conduct.
16.7 – Ensure responsive, inclusive, participatory and representative decision-making at all levels	GRI 102: Stakeholder Engagement; GRI 413: Local Communities	Stakeholder consultations and employee engagement practices to guide decision-making.
16.10 – Ensure public access to information and protect fundamental freedoms	GRI 102: Disclosures on transparency and reporting	Publicly available sustainability reports and disclosure of performance data.
16.b – Promote and enforce non-discriminatory laws and policies for sustainable development	GRI 406: Non-discrimination; GRI 102: Ethics and Integrity	Policies prohibiting discrimination in the workplace, grievance redressal mechanisms.
17 PARTNERSHIPS FOR THE GOALS		
17.16 – Enhance the Global Partnership for Sustainable Development	GRI 102: Stakeholder Engagement; GRI 102: Partnerships	Collaboration with suppliers, customers, and NGOs for sustainability initiatives.
17.17 – Encourage and promote effective public, public–private, and civil society partnerships	GRI 102: Partnerships and Collaborations	Partnerships with industry associations, government programs, and NGOs for CSR and environmental projects.
17.18 – Increase availability of high-quality, timely and reliable data	GRI 102: Reporting Practice	Commitment to transparent and timely sustainability data disclosure through annual reports.
17.19 – Develop measures of progress on sustainable development	GRI 102: Reporting Practice; GRI 103: Management Approach	Tracking and reporting on sustainability KPIs aligned with GRI Standards and SDG framework.

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