RPL/CORP/SE
September 07, 2026

The Listing Department,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400001
Scrip Code: 517500

The Listing Department
National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex,
Bandra (E), Mumbai – 400051
Symbol: ROTO

Dear Sir / Madam,

Sub: **Business Responsibility & Sustainability Report for the financial year 2025-26**

Pursuant to the provisions of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the financial year 2025-26.

This is for your kind information and records please.

Thanking You,

Yours faithfully,
For **ROTO PUMPS LTD.**

Ashwani Kumar Verma
Digitally signed by Ashwani Kumar Verma
Date: 2026.09.07 23:26:38 +05'30'

ASHWANI K. VERMA
COMPANY SECRETARY
M. No. F9296

Encl.: A/a

ROTO PUMPS LTD.
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T: +91 120 2567902-5 **F**: +91 120 2567911 : contact@rotopumps.com
CIN - L28991UP1975PLC004152 : **www.rotopumps.com**

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURE

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L28991UP1975PLC004152
2.	Name of the Listed Entity	Roto Pumps Limited
3.	Year of incorporation	31 July 1975
4.	Registered office address	Roto House, Noida Special Economic Zone, Noida, Uttar Pradesh - 201305
5.	Corporate address	Roto House, Noida Special Economic Zone, Noida, Uttar Pradesh - 201305
6.	E-mail	corp@rotopumps.com
7.	Telephone	0120 2567902 / 0120 2567903
8.	Website	www.rotopumps.com
9.	Financial year for which reporting is being done	2025 - 2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE and NSE
11.	Paid-up Capital	Rs. 18,84,45,660.00
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ashwani Kumar Verma Company Secretary & Compliance Officer 0120 2567903 corp@rotopumps.com
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone basis
14.	Name of the Assessment or Assurance Provider	Not applicable
15.	Type of Assessment or Assurance obtained	Not applicable

II. Products and Services

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the Entity
1	Manufacturing	Manufacturing and sales of pumps & spare parts	98.90%

17. Products/ Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Manufacturer of fluid power equipment	28120	98.90%

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	5	4	9
International	0	2	2

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	36
International (No. of Countries)	55

Note: The national presence includes operations/locations across 36 States and Union Territories.

b. What is the contribution of exports as a percentage of the total turnover of the entity?

62.78%

c. A brief on types of customers

The Company is widely recognised for delivering efficient and reliable pumping solutions, catering to a diverse range of customers across multiple sectors, including Biogas, Wastewater, Sugar, Paper, Paint, Oil & Gas, Chemicals & Process, Ceramics, Food & Beverages, Renewable Energy & Power, Mining & Explosives, Marine & Defence, among others.

IV. Employees

20. Details at the end of the financial year

a. Employees and workers (including differently abled):

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	218	215	98.62%	3	1.38%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total Emp. (D + E)	218	215	98.62%	3	1.38%
Workers						
1	Permanent (F)	59	59	100.00%	0	0.00%
2	Other than Permanent (G)	240	240	100.00%	0	0.00%
3	Total workers (F+G)	299	299	100.00%	0	0.00%

b. Differently abled Employees and workers:

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	Total differently abled employees (D+E)	0	0	0.00%	0	0.00%
DIFFERENTLY ABLED WORKERS						
1	Permanent (F)	0	0	0.00%	0	0.00%
2	Other than Permanent (F)	0	0	0.00%	0	0.00%
3	Total differently abled workers (F+G)	0	0	0.00%	0	0.00%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors	8	2	25.00%
Key Management Personnel	2	0	0.00%

22. Turnover rate for permanent employees and workers.

(Disclose trends for the past 3 years)

	FY 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in previous FY)			FY 2023-2024 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.53%	0.00%	20.24%	204.00%	5.00%	209.00%	179.00%	3.00%	182.00%
Permanent Workers	3.51%	0.00%	3.51%	55.00%	0.00%	55.00%	48.00%	0.00%	48.00%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23.a. Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary /associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Roto Pumps GmbH	Subsidiary	100.00%	No
2	Roto Pumps America Inc.	Subsidiary	100.00%	No
3	Roto Pumps North America Inc.	Step down Subsidiary	100.00%	No
4	Roto Overseas Pte. Ltd.	Subsidiary	100.00%	No
5	Roto Pumps (Africa) Pty Ltd	Step down Subsidiary	100.00%	No
6	Roto Pumps (Malaysia) Sdn. Bhd.	Step down Subsidiary	100.00%	No
7	Roto Energy Systems Limited	Subsidiary	100.00%	No
8	Roto Pumps Mena - FZE	Subsidiary	100.00%	No

VI. CSR Details

24 i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

24 ii. Turnover (In Crore Rupees)

222.88 Crore Rupees

24 iii. Net worth (In Crore Rupees)

237.22 Crore Rupees

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	0	0	Not Applicable	0	0	Not Applicable
Investors (other than shareholders)	No	0	0	Not Applicable	0	0	Not Applicable
Shareholders	Yes https://rotopumps.com/online-dispute-resolution-portal/	4	0	Not Applicable	18	0	Not Applicable
Employees and workers	Yes Grievance redressal mechanism is available	0	0	Not Applicable	0	0	Not Applicable
Customers	Yes Grievance redressal mechanism through email is available	68	36	Not Applicable	60	44	Not Applicable
Value Chain Partners	No	0	0	Not Applicable	0	0	Not Applicable
Other (please specify)	No	0	0	Not Applicable	0	0	Not Applicable

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Product and application innovation	O	Development of new products focusing on high energy efficiency and use of recyclable materials addresses environmental concerns. New applications help customers reduce energy consumption and minimize waste.	NA	Positive Implications
2	Energy optimisation	O	Energy conservation is a key focus for the Company. Solar power is used for captive consumption, and all plants operate as zero discharge with energy-efficient machines and equipment.	NA	Positive Implications
3	Health and Safety	R	Occupational health and safety deals with the provision of a safe and healthy working environment for all employees and workers, including contract workers. Lack of sound health and safety practices shall increase the risk of lost time injuries for our business.	The Company ensures a safe working environment through robust internal safety controls, regular employee sensitization, training programs, and adherence to established safety standards.	Negative Implications

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	CSR & Local Communities	O	Supporting community development through CSR initiatives and other programs for making a positive difference among the less privileged communities and various initiatives towards its social obligations for the society.	NA	Positive Implications
5	Talent Attraction & Retention	R	Attracting and retaining top talent is critical for maintaining a skilled and productive workforce. Poor talent management could lead to higher turnover, skill gaps, and decreased operational efficiency.	The Company fosters a competitive environment through employee welfare and engagement initiatives, skill development programs, performance reviews for career growth, work-life balance, recognition, and rewards that promote leadership development.	Negative Implications
6	Supply Chain Management	O	Supply chain partners help in promoting sustainable development and progressing our business goals. We ensure supplier sustainability through strong due diligence, supplier Code of Conduct, and social and environmental compliance for a resilient and uninterrupted supply chain.	NA	Positive Implications
7	Customer Safety & Product Quality	O	Customer safety and product quality aren't just priorities; they are our core values. The risk associated with compromising these could lead to adverse social impacts and legal repercussions, weakening brand trust. On the other side, a relentless focus on safety and quality offers us the opportunity to differentiate ourselves, improve customer loyalty, and create long-term value for stakeholders.	NA	Positive Implications
8	Cyber Security & Digitalization	O	Digital transformation and robust cybersecurity systems provide an opportunity to improve operational efficiency, strengthen customer trust, and enable secure adoption of advanced technologies for business growth.	NA	Positive Implications
9	Corporate Governance	R	Corporate governance is a set of rules, systems, Practices, and processes that ensure transparency and accountability, the lack of which could impact the long-term success of our business and failure to safeguard the interests of stakeholders	The company is committed to adhering to ethical business standards, integrity, and values through robust corporate governance, risk management, compliance system, and grievance redressal mechanisms.	Negative Implications
10	Human Rights & Labour Conditions	R	Human rights are inherent and non-discriminatory, promoting fair employment and equal opportunities. Any lapse in human rights or labour practices across operations and the value chain can lead to significant social, reputational, and compliance risks.	The Company has strengthened its due diligence processes to enhance accountability and avoid human rights-related risks. Periodic training is conducted to promote fairness, equity, and social accountability across operations and the value chain.	Negative Implications

Section B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1a-	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes								
1b-	Has the policy been approved by the Board? (Yes/No)	Yes								
1c-	Web Link of the Policies, if available	https://rotopumps.com/investors/policies/								
2-	Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3-	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4-	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	• Quality Management System ISO 9001: 2015 • Occupational Health and Safety Management System ISO 45001:2018 • Environmental Management System 14001: 2015								
5-	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is progressively strengthening its ESG practices and has identified the following key commitments and areas of focus: • Stakeholder Training and Awareness: Increase training and awareness initiatives for key stakeholders on relevant ESG, human rights, health and safety, and responsible business practices. • Value Chain Assessment: Progressively assess value chain partners on key aspects including human rights, health and safety, and working conditions. • Renewable Energy: Increase the share of renewable energy in the Company's overall energy consumption through greater utilisation of renewable energy sources. • Scope 3 Emissions: Progressively expand the categories of Scope 3 emissions assessed and disclosed, based on the relevance of the Company's value chain and availability of reliable data. • Product Sustainability: Continuously develop and produce cost-effective and energy-efficient products, with a focus on improving their environmental and operational performance. • Workplace Safety: Achieve zero reportable workplace accidents annually through continued focus on occupational health and safety practices. • ESG Data Management: Continue strengthening ESG data collection, monitoring and reporting processes to improve the completeness, consistency and reliability of sustainability disclosures.								
6-	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	During FY 2025-26, the Company made progress across various identified ESG initiatives and performance areas, as outlined below: • Renewable Energy: The Company's installed solar capacity reached 1,014 kWp, meeting approximately 32% of the Company's total power requirements, supporting increased utilisation of renewable energy. • Workplace Safety: The Company achieved zero reportable accidents during FY 2025-26, reflecting its continued focus on maintaining a safe and healthy workplace. • Health and Safety Training: The percentage of employees covered under health and safety measures training increased from 35.41% in FY2024-25 to 83.03% in FY2025-26, reflecting significant improvement in employee awareness and training coverage. • GHG Emissions: Scope 1 and Scope 2 emission intensity reduced from 8.60 to 8.27 tCO_2e/₹ crore, representing a reduction of approximately 3.84% during FY 2025-26.								

	• Scope 3 Emissions: The Company calculated and reported Scope 3 emissions for the first time during FY 2025-26, strengthening its understanding and reporting of value-chain-related emissions. • Input Sourcing from MSMEs/Small Producers: The percentage of inputs sourced directly from MSMEs/small producers increased from 41.77% in FY2024-25 to 57.91% in FY2025-26, representing an increase of 16.14 percentage points (approximately 38.64% year-on-year growth). • ESG Data Management: The Company adopted KARBON, an ESGmanagement platform by Planet Sustech Pvt. Ltd., to streamline ESG data collection, monitoring and reporting, supporting improved data management and reporting accuracy.

Governance, leadership and oversight		
7-	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	The message from our Jt. Managing Director has been included at the beginning of this report.
8-	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Anurag Gupta, Jt. Managing Director
9-	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board constituted an Environment, Social and Governance (ESG) Committee on May 30, 2024, to advise and monitor sustainability-related matters.

10- Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Review undertaken by the Leadership team, including CMD and the Sustainability Committee								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Any other Committee - Compliance monitoring undertaken by the CS, department heads, and external auditors through the Cimplyfive tool.								
Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Performance against above policies and follow up action	Quarterly								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Quarterly								

11-	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. If yes, provide name of the agency.	Yes	Yes	Yes	No	No	Yes	No	No	No
	• M/s TUV SUD South Asia Private Limited • M/s RN Marwaha & Co. LLP								

Note: • M/s TUV SUD South Asia Private Limited • M/s RN Marwaha & Co. LLP

12- If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)					NA				
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE-1

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1- Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of trainings and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Familiarisation programme role and responsibilities of directors	100.00%
Key Managerial Personnel	4	• Prevention of Sexual harassment (POSH) • ESG • Nine Principles of NGRBC • Sustainability	100.00%
Employees other than BoD and KMPs	1	Effective Transformation for Organizational Success	90.00%
Workers	19	• VMC Machine Programming & Setting • CNC Machine Programming & Setting • 5S • Daily Machine Check Sheet • Machine Accuracy Checking • CNC Alignment • Training on 5S • Meaning of Kaizen and Poka-Yoke and Their Importance • Fire Safety • Basic Training on Inserts, Cutting Tools and Their Nomenclature • Kaizen	93.33%

2- Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine				Not Applicable	
Settlement		Nil			
Compounding Fee					

Non-Monetary

	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment		Nil		Not Applicable
Punishment				

Note: The Company has not incurred any monetary or non-monetary penalties, fines, settlements, compounding fees, imprisonment or punishment from any regulatory/enforcement agency or judicial institution during the financial year.

3- Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
As no monetary or non-monetary actions were reported, there were no instances requiring an Appeal/Revision during the financial year. Accordingly, this disclosure is Not Applicable.	

4- Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company has established an Anti-Corruption and Anti-Bribery Policy. The Company follows a zero-tolerance approach towards bribery and corruption and is committed to conducting its business in a transparent and accountable manner, while promoting the highest standards of ethics and integrity among its stakeholders. The Policy provides for appropriate internal mechanisms to identify, prevent, report and investigate instances of fraud, bribery and corruption and, where required, undertake appropriate disciplinary action:

The policy is available on the Company's website at: https://rotopumps.com/investors/policies/

5- Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption.

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Directors KMPs Employees Workers	Nil	Nil

6- Details of complaints with regard to conflict of interest.

	FY 2025-2026 Current Financial Year		FY 2024-2025 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Not Applicable	Nil	Not Applicable

7- Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8- Number of days of accounts payables ((Accounts Payable *365) / Cost of goods/ services procured) in the following format.

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Number of days of accounts payable	93.00	68.00

9- Open-ness of business. Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties,in the following format:

Parameter	Metrics		FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Concentration of purchases	a.	Purchases from trading houses as % of total purchases	39.97%	38.60%
	b.	Number of trading houses where purchases are made from	285	276
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	52.77%	19.28%
Concentration of Sales	a.	Sales to dealers /distributors as % of total sales	3.85%	4.12%
	b.	Number of dealers / distributors to whom sales are made	48	33
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers /distributors	82.02%	92.84%
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	3.64%	1.73%
	b.	Sales (Sales to related parties / Total Sales)	26.21%	24.72%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	98.48%	97.24%
	d.	Investments (Investments in related parties / Total Investments made)	100.00%	100.00%

LEADERSHIP INDICATORS

1- Awareness programmes conducted for value chain partners on any of the principles during the financial year:

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners under the awareness programmes)
	Not Applicable	

Note: During the financial year, the Company did not conduct any specific awareness programmes for its value chain partners.

2- **Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If yes, provide details of the same.**

Yes. The Company has processes in place to identify, prevent and manage potential conflicts of interest involving members of the Board. Related Party Transactions are reviewed and approved by the Audit Committee and the Board, as applicable, in accordance with the Company's established policies and applicable regulatory requirements.

PRINCIPLE-2

Businesses should provide goods and services in a manner that is sustainable and safe.

ESSENTIAL INDICATORS

1- **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	0.00%	2.51%	No specific R&D or Capex expenditure was incurred towards technologies aimed at improving environmental and social impacts during the financial year.
Capex	0.00%	0.00%	

2a- **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes

2b- **If yes, what percentage of inputs were sourced sustainably?**

The Company has established procedures for sustainable sourcing. The percentage of inputs sourced sustainably is currently not tracked separately; the Company is progressively strengthening its mechanism for systematic tracking and monitoring of sustainable sourcing practices.

3- **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (C) Hazardous waste and (d) other waste.**

a. Plastics (including packaging	Almost the entire plastic waste generated by the Company is collected and reused in multiple activities to the extent possible. For example, the plastic is shredded and used in the packaging of products
E-waste	The Company has tie-ups with authorized e-waste management agencies to ensure safe and environmentally responsible disposal at the end of their life cycle.
Hazardous waste	The Company works with certified hazardous waste management agencies to ensure safe handling, transport, and disposal of hazardous materials.
Other waste	The Company reuses part of the waste and ensures that the remaining waste is sent to authorized recycling or disposal agencies in an environmentally responsible manner.

4- **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Not Applicable. The Company's activities do not fall within the applicable Extended Producer Responsibility (EPR) framework for the reporting period.

LEADERSHIP INDICATORS

1- **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ assessment was conducted	Whether conducted by Independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
Not Applicable					

Note: The Company has not conducted any Life Cycle Assessment (LCA) of its products during the reporting period. Accordingly, the above disclosure is Not Applicable.

2- **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

Note: As no Life Cycle Assessment was conducted during the reporting period, no significant environmental or social concerns or risks were identified through an LCA.

3- **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Nil		

Note: The Company currently does not separately track the percentage of recycled or reused input materials used in production and is progressively strengthening its mechanism for systematic tracking of such inputs.

4- **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable					
E-waste						
Hazardous waste						
Other waste						

Note: No quantities of products or packaging reclaimed at the end of their life cycle under the specified categories were reported during the financial year.

5- **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

Note: The Company currently does not separately track reclaimed products and packaging materials as a percentage of products sold.

PRINCIPLE-3

Businesses should respect and promote the well-being of all employees, including those in their value chains.

ESSENTIAL INDICATORS

1a- **Details of measures for the well-being of employees:**

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	215	215	100.00%	215	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	3	3	100.00%	3	100.00%	3	100%	0	0.00%	0	0.00%
Total	218	218	100.00%	218	100.00%	3	0.01%	0	0.00%	0	0.00%
Other than Permanent employees											
Male	Not Applicable										
Female											
Total											

Note: The Company does not have any other-than-permanent employees during the reporting period.

1b- **Details of measures for the well-being of workers:**

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	59	59	100.00%	59	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	59	59	100.00%	59	100.00%	0	0.00%	0	0.00%	0	0.00%
Other than Permanent workers											
Male	240	179	74.58%	240	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	0	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Total	**240**	**179**	**74.58%**	**240**	**100.00%**	**0**	**0.00%**	**0**	**0.00%**	**0**	**0.00%**

1c- **Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.11%	0.12%

2- **Details of retirement benefits, for Current FY and Previous FY.**

Benefits	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	97.25%	97.32%	Yes	98.09%	98.23%	Yes
Gratuity	100%	100%	Not Applicable	100.00%	16.22%	Not Applicable
ESI	0.46%	57.53%	Yes	0.48%	67.26%	Yes
Others-Specify	Not Applicable					

3- **Accessibility of workplaces.**

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

The Company currently does not have differently abled persons in its workforce. However, the Company supports inclusivity and equal opportunity for differently abled persons and is committed to taking necessary steps to ensure its premises remain accessible in line with statutory requirements.

4- **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

The Company does not currently have a formal Equal Opportunity Policy under the Rights of Persons with Disabilities Act, 2016. However, the Company is committed to promoting inclusivity and equal opportunity for all employees and workers.

5- **Return to work and Retention rates of permanent employees and workers that took parental leave.**

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	Not Applicable			
Female				
Total				

Note: No permanent employees or permanent workers availed parental leave during the reporting period. Accordingly, the return-to-work and retention rates are not applicable.

6- **Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

	Yes/No	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Grievances are addressed through multiple channels including the Executive Committee, Grievance Register maintained by HR, Suggestion Box, Internal Complaints Committee (ICC), and Safety Committee.
Other than Permanent Workers	Yes	Issues are resolved with support from HR Department and respective Function Heads. Mechanisms include the Grievance Register, Suggestion Box, and ICC, ensuring fair redressal.
Permanent Employees	Yes	Grievances are managed via the Executive Committee, HR-maintained Grievance Register, Suggestion Box, ICC, and Safety Committee to ensure timely resolution.
Other than Permanent Employees	Yes	Grievances are resolved with the support of the HR Department, as and when required.

7- **Membership of employees and worker in association(s) or Unions recognised by the listed entity.**

Category	FY 2024-2025 Current Financial Year			FY 2023-2024 Previous Financial Year		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	218	0	0.00%	209	0	0.00%
Male	215	0	0.00%	204	0	0.00%
Female	3	0	0.00%	5	0	0.00%
Total Permanent Workers	59	0	0.00%	55	0	0.00%
Male	59	0	0.00%	55	0	0.00%
Female	0	0	0.00%	0	0	0.00%

8- Details of training given to employees and workers.

Category	FY 2025-2026 Current Financial Year					FY 2024-2025 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	215	178	82.79%	85	39.53%	204	70	34.31%	80	39.22%
Female	3	3	100.00%	3	100.00%	5	4	80.00%	4	80.00%
Total	218	181	83.03%	88	40.37%	209	74	35.41%	84	40.19%
Workers										
Male	299	205	68.56%	95	31.77%	339	300	88.50%	60	17.70%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Total	**299**	**205**	**68.56%**	**95**	**31.77%**	**339**	**300**	**88.50%**	**60**	**17.70%**

9- Details of performance and career development reviews of employees and worker:

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	215	15	6.98%	204	154	75.49%
Female	3	0	0.00%	5	4	80.00%
Total	218	15	6.88%	209	158	75.60%
Workers						
Male	299	219	73.24%	339	55	16.22%
Female	0	0	0.00%	0	0	0.00%
Total	**299**	**219**	**73.24%**	**339**	**55**	**16.22%**

10- Health and safety management system.

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, all our manufacturing plants are ISO 45001:2018 certified (Occupational Health and Safety Management System Standard). The system covers all employees and workers, with continuous effort to ensure a safe and healthy workplace. This is achieved through regular safety audits aimed at identifying and monitoring safety-related incidents, as well as fire drills and mock drills to assess system effectiveness. Employees and workers are regularly sensitised on precautionary measures through periodic safety committees and other channels, which are reviewed by the safety team to take corrective and preventive action, thereby ensuring a safe working environment.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company has adopted a systematic Hazard Identification and Risk Assessment (HIRA) process to regularly identify and assess work-related hazards. Trained professionals conduct periodic safety audits across operating locations, and appropriate safety controls are implemented to ensure the safe execution of business operations. For non-routine activities, a well-defined work permit system is followed to identify potential hazards in advance. Employees and workers are encouraged to report near-miss cases through safety committees and other channels, which are reviewed by the safety team to take corrective and preventive actions, thereby ensuring a safe working environment.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

Yes, The Organization has established process the allow workers to report work-related hazards.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, the company facilitates access to non-occupational healthcare services through vaccination drives, regular medical camps and health checkups for workers. Employees are also provided with financial assistance through medical claims to support their healthcare needs.

11- Details of safety related incidents, in the following format.

Safety Incident/Number	Category	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	**Employees**	0	0
	Workers	0	0
Total recordable work-related injuries	**Employees**	0	0
	Workers	0	0
No. of fatalities	**Employees**	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	**Employees**	0	0
	Workers	0	0

12- Describe the measures taken by the entity to ensure a safe and healthy work place.

The Company has implemented a range of measures to ensure a safe and healthy workplace for all employees and workers. Key initiatives include:

1. Compliance with OH&S Management System as per ISO 45001:2018 certification.
2. Safety Committee meetings held on a periodic basis.
3. Internal safety audits conducted periodically by trained cross-plant safety officers.
4. External safety audits carried out by competent professionals on a periodic basis. 5.
5. Hazard identification through monthly safety inspections by senior management.
6. Change control system implemented to address EHS-related issues before changes in process, facility, or machinery.
7. Continuous monitoring of plant safety performance.
8. Theme-based safety drives undertaken.
9. Safety competitions organized to enhance awareness.
10. Reward and recognition programs for safety practices.
11. Fire drills conducted at regular intervals.
12. Periodic safety training for employees and workers.
13. EHS change control system implemented.

13- Number of Complaints on the following made by employees and workers:

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety	Nil		Not Applicable	Nil		Not Applicable

14- Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	45.45%
Working Conditions	45.45%

Note: Marketing offices and overseas offices are yet to be assessed.

15- Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

No significant safety-related incidents or material risks/concerns were identified through the health and safety practices and working conditions assessments during the reporting period. Accordingly, no specific corrective actions were required to address such risks or concerns.

LEADERSHIP INDICATORS

1- Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Employees: Yes

Workers: Yes - for permanent workers only

2- Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company mandates that value chain partners adhere to applicable labour laws, tax regulations and requirements relating to the timely deposit of statutory dues. Contractors and key vendors are required to submit periodic supporting documentation, including wage registers, bank transfer confirmations and challans evidencing deposits towards Provident Fund (PF) and Employee State Insurance (ESIC), as applicable.

3- Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-2025 Previous Financial Year	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year	Pending resolution at the end of year
Employees Workers	Nil	Nil	Nil	Nil

4- Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

No

5- Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0.00%
Working Conditions	0.00%

6- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No assessments of value chain partners' health and safety practices and working conditions were conducted during the reporting period. Accordingly, no corrective actions were required in this regard.

PRINCIPLE-4

Businesses should respect the interests of and be responsive to all its stakeholders.

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

The Company identifies its key stakeholder groups by evaluating their significance to business operations, growth plans, and long-term vision, as well as the impact of the Company's activities on them. The key stakeholders include shareholders, investors, customers, employees and workers, dealers and retailers, suppliers, government agencies, communities, and financial institutions. Various structured engagement mechanisms are in place to interact with these stakeholders on a regular basis. The needs and expectations of each group are identified through frequent engagement programs, and two-way communication is encouraged to facilitate effective exchange of concerns, align expectations, and build long-term cooperation for mutual growth.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders/ Investors	No	Email, SMS, Newspaper, Website and Other - letters, phone calls, meetings	Ongoing	Various Intimations, engagements, approvals, grievances
Customers	No	Email, SMS, advertisement, Website and Other - phone calls, meetings	Ongoing	Business engagement, training and grievances
Suppliers	No	Email, SMS, Website and Other - phone calls, meetings	Ongoing	Business engagement, training and grievances
Dealers and retailers	No	Email, SMS, advertisement, Website and Other - phone calls, meetings	Ongoing	Business engagement, training and grievances
Employees and Workers	No	Email, SMS, Website, Community Meetings, notice board and Other - phone calls	Ongoing	Engagement, intimation, grievances
Financial Institutions	No	Email, Website and Other - letters, phone calls, meetings	Ongoing	Engagement, intimations, correspondence
Communities	Yes	Community meetings and camps	Ongoing	Engagement, intimation, grievances
Government Agencies	No	Email, website and any other - letters, returns, meetings, phone calls	Ongoing	Engagement, intimations, correspondence, returns

LEADERSHIP INDICATORS

1- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Company engages with its key stakeholders on economic, environmental and social matters through established stakeholder engagement mechanisms. Key matters and feedback arising from such engagements are considered by the relevant management personnel and, where material, are appropriately reported to the Board or its Committees for consideration.

2- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The Company engages with relevant stakeholders through established channels such as meetings, correspondence, telephone calls, community engagements and grievance mechanisms. The feedback and concerns received through these engagements are reviewed by the relevant functions and considered, as appropriate, in identifying and addressing matters relating to employees and workers, customers, communities and other stakeholders, including relevant environmental and social considerations.

3- **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

The Company engages with communities through community meetings, camps and other appropriate communication channels. The Company provides avenues for communities to communicate their concerns and feedback, which are reviewed by the concerned personnel and addressed, as appropriate, through suitable measures. The Company continues to engage with communities with the objective of understanding their needs and supporting inclusive and responsible development.

PRINCIPLE-5

Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

1- **Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format.**

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	218	35	16.06%	209	24	11.48%
Other than permanent	0	0	0.00%	0	0	0.00%
Total employees	**218**	**35**	**16.06%**	**209**	**24**	**11.48%**
Workers						
Permanent	59	0	0.00%	55	0	0.00%
Other than permanent	240	0	0.00%	284	0	0.00%
Total workers	**299**	**0**	**0.00%**	**339**	**0**	**0.00%**

2- **Details of minimum wages paid to employees and workers, in the following format.**

Category	FY 2025-2026 Current Financial Year					FY 2024-2025 Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No.(B)	%B/A	No.(C)	%(C/A)		No.(E)	%E/D	No.(F)	%F/D
Employees										
Permanent	218	0	0.00%	218	100.00%	209	0	0.00%	209	100.00%
Male	215	0	0.00%	215	100.00%	204	0	0.00%	204	100.00%
Female	3	0	0.00%	03	100.00%	5	0	0.00%	5	100.00%
Other than permanent	Not Applicable									
Male										
Female										
Workers										
Permanent	59	0	0.00%	59	100.00%	55	0	0.00%	55	100.00%
Male	59	0	0.00%	59	100.00%	55	0	0.00%	55	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%
Other than permanent	240	0	0.00%	240	100.00%	271	0	0.00%	271	100.00%
Male	240	0	0.00%	240	100.00%	271	0	0.00%	271	100.00%
Female	0	0	0.00%	0	0.00%	0	0	0.00%	0	0.00%

Note: The Company did not have any other-than-permanent employees during the reporting period. Accordingly, the disclosure for this category is Not Applicable.

3a- **Details of remuneration/salary/wages, in the following format.**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	6	82,20,000	2	2,45,000
Key Managerial Personnel	2	29,86,000.00	0	0.00
Employees other than BoD and KMP	209	9,49,848.00	3	9,54,648.00
Workers	59	4,12,536.00	0	0.00

3b- Gross wages paid to females as % of total wages paid by the entity, in the following format.

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Gross wages paid to females as % of total wages	0.72%	0.67%

4- Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes.

The Human Resource Department Head, along with the functional heads of the departments/unit heads of the Company, is responsible for addressing human rights-related issues.

5- Describe the internal mechanisms in place to redress grievances related to human rights issues.

Employees and workers can raise concerns or grievances related to human rights through various internal mechanisms, including the Works Committee, Canteen Committee, Industrial Relations Committee, Grievance Register maintained by HR, Internal Complaints Committee, PF Committee, and Safety Committee. Additionally, employees may refer to the Whistle-blower Policy, POSH Policy, or Code of Ethics to report grievances or concerns regarding unethical behaviour. All such complaints are investigated by the relevant authorities in a fair and confidential manner, ensuring appropriate redressal.

6- Number of Complaints on the following made by employees and workers.

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment Discrimination at workplace Child Labour Forced Labour/Involuntary Labour Wages Other human rights related issues	Nil		Not Applicable	Nil		Not Applicable

7- Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format.

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0.00%	0.00%
Complaints on POSH upheld	0	0

8- Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

In line with the Whistle-blower Policy and the Prevention of Sexual Harassment (POSH) Policy, the Company ensures complete protection of the complainant's identity and maintains strict confidentiality in all related matters. The Code of Ethics explicitly prohibits any form of retaliation against individuals who raise legitimate concerns. Any attempt to harass, victimize, or discriminate against a complainant is dealt with seriously and attracts strict disciplinary action.

9- Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, human rights requirements are incorporated into our business agreements and contracts.

10- Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	45.45%
Forced Labour/Involuntary Labour	45.45%
Sexual Harassment	45.45%
Discrimination at workplace	45.45%
Wages	45.45%
Others – please specify	-

Note: Marketing offices and overseas offices are yet to be assessed.

11- Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 10 above.

Not applicable, as no significant risks/concerns were identified as a part of the assessments undertaken.

LEADERSHIP INDICATORS

1- Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.

No business process was modified or introduced during the reporting period specifically as a result of human rights grievances or complaints.

2- Details of the scope and coverage of any Human rights due-diligence conducted.

The Company addresses human rights considerations through its established policies, practices and applicable statutory requirements across its operations. Human rights-related aspects are considered as part of the Company's ongoing management and compliance practices. No separate formal Human Rights due diligence assessment was conducted during the reporting period.

3- Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

The Company is committed to providing an inclusive and accessible environment for differently abled visitors and endeavours to facilitate accessibility at its premises in accordance with applicable statutory requirements.

4- Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0.00%
Discrimination at workplace	0.00%
Child Labour	0.00%
Forced Labour/Involuntary Labour	0.00%
Wages	0.00%
Others – please specify	-

5- Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

No assessments of value chain partners were conducted during the reporting period in relation to the parameters specified above. Accordingly, no corrective actions were required.

PRINCIPLE-6

Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

1- Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format.

Parameter	Unit	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	3,695.69	3,960.00
Total fuel consumption (B)	Gigajoule (GJ)	0.00	0.00
Energy consumption through other sources (C)	Gigajoule (GJ)	0.00	0.00
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	3,695.69	3,960.00
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	7,761.93	8,632.00
Total fuel consumption (E)	Gigajoule (GJ)	5,327.22	4,629.00
Energy consumption through other sources (F)	Gigajoule (GJ)	0.00	0.00
Total energy consumed from non renewable sources (D+E+F)	Gigajoule (GJ)	13,089.15	13,261.00
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	16,784.84	17,221.00
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / CR. ₹	75.31	71.6
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	Gigajoule (GJ) / 10 MN USD	1,531.81	1480
Energy intensity in terms of physical output	Gigajoule (GJ)/FTE	32.47	31.4
Energy intensity (optional) – the relevant metric may be selected by the entity	Gigajoule (GJ)	-	-

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

No independent assessment/evaluation/assurance of the energy consumption data has been carried out by an external agency during the reporting period.

Energy intensity adjusted for Purchasing Power Parity (PPP) has been calculated using the International Monetary Fund (IMF) PPP conversion factor. The PPP conversion factor considered is 20.34 for FY 2025-26 and 20.66 for FY 2024-25.

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

2- **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

The Company does not have any sites or facilities identified as Designated Consumers under the Perform, Achieve and Trade (PAT) Scheme of the Government of India. Accordingly, the disclosure relating to PAT targets is Not Applicable.

3- **Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	37,979.74	41,239.00
(iii) Third party water	2,296.33	2,254.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)	40,276.07	43,493.00
Total volume of water consumption (in kilo litres)	38,457.48	43,493.00
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kilo litres / Crore Rs.)	172.55	181
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	3,509.67	3739
Water intensity in terms of physical output	74.39	79.4
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

No independent assessment/evaluation/assurance of the water withdrawal and consumption data has been carried out by an external agency during the reporting period.

Water intensity adjusted for Purchasing Power Parity (PPP) has been calculated using the International Monetary Fund (IMF) PPP conversion factor. The PPP conversion factor considered is 20.34 for FY 2025-26 and 20.66 for FY 2024-25.

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

4- **Provide the following details related to water discharged.**

Water discharge by destination and level of treatment (in kilolitres)			
(i)	**To Surface water**	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
(ii)	**To Groundwater**	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
(iii)	**To Seawater**	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
(iv)	**Sent to third-parties**	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
(v)	**Others**	-	-
	- No treatment	-	-
	- With treatment – please specify level of treatment	-	-
	Total water discharged (in kilolitres)	-	-

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

No independent assessment/evaluation/assurance has been carried out by an external agency during the reporting period

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

5- Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes. The Company has implemented Zero Liquid Discharge (ZLD) mechanisms at applicable manufacturing facilities. Wastewater and effluents generated during operations are treated through appropriate Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP), wherever applicable, and the treated water is reused for designated purposes..

6- Please provide details of air emissions (other than GHG emissions) by the entity, in the following format.

Parameter	Please specify unit	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
NOx	Tonn	0.00054	3.02
SOx	Tonn	0.00	0.00
Particulate matter (PM)	Tonn	0.00012	0.51
Persistent organic pollutants (POP)	Tonn	0.00	0.00
Volatile organic compounds (VOC)	Tonn	0.00	0.00
Hazardous air pollutants (HAP)	Tonn	0.00	0.00
Others – HC	Tonn	0.00025	1.03

Note: FY 2025-26 air emissions are reported as total quantities in tonnes, whereas FY 2024-25 figures were reported as pollutant concentrations in mg/Nm^3. Therefore, the figures are not directly comparable.

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

Yes. The Company conducts periodic stack evaluations through independent external agency: GLOBAL ENVIRO Laboratories LLP.

7- Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format.

Parameter	Unit	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes OF CO2 equivalent	312.82	330.00
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes OF CO2 equivalent	1,530.82	1743.00
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes OF CO2 equivalent / Cr. Rs.	8.27	8.6
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes OF CO2 equivalent / 10 Mn. USD	168.21	178
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes OF CO2 equivalent /FTE	3.57	3.8
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	NA	-	-

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

No independent assessment/evaluation/assurance of Scope 1 and Scope 2 greenhouse gas (GHG) emissions data has been carried out by an external agency during the reporting period.

Total Scope 1 and Scope 2 emission intensity adjusted for Purchasing Power Parity (PPP) has been calculated using the Purchasing Power Parity conversion factor published by the International Monetary Fund (IMF). The PPP conversion factor considered is 20.34 for FY 2025-26 and 20.66 for FY 2024-25.

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

8- Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

No

9- **Provide details related to waste management by the entity, in the following format.**

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	1.36	0.00
E-waste (B)	0.00	0.00
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	1.1
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	3.62	12
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	9.56	1
Total (A+B + C + D + E + F + G + H)	**14.53**	**14.1**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (metric tonnes / Crore Rs.)	0.07	0.059
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.42	1.21
Waste intensity in terms of physical output	0.03	0.026
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	14.53	1.1
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	0.00	0.00
Total	**14.53**	**1.1**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	13
Total	**0.00**	**13**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment/evaluation/assurance of waste management data has been carried out by an external agency during the reporting period.

Waste intensity adjusted for Purchasing Power Parity (PPP) has been calculated using the Purchasing Power Parity conversion factor published by the International Monetary Fund (IMF). The PPP conversion factor considered is 20.34 for FY 2025-26 and 20.66 for FY 2024-25.

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

10- **Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

The Company has adopted waste management practices guided by the principles of Reduce, Reuse and Recycle. Hazardous waste is disposed of only through authorised agencies approved by the State Pollution Control Board (SPCB), and waste generation is managed within the applicable limits prescribed under SPCB/CPCB consents. The Company has established procedures, aligned with applicable statutory and regulatory requirements, to minimise hazardous waste generation. These practices are subject to internal audits and periodic external audits by authorised agencies.

Waste generated at the Company's facilities is segregated into hazardous and non-hazardous waste streams and stored in designated areas prior to recycling or disposal through authorised agencies, as applicable. Organic waste generated from kitchens is further utilised for vermicomposting.

Through these practices, the Company seeks to promote responsible waste management and efficient resource utilisation.

11- **If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format.**

Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable		

12- **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the Current Financial Year.**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

13- **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format.**

Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, we are complying with all the applicable laws.			

LEADERSHIP INDICATORS

1- **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres).**

For each facility / plant located in areas of water stress, provide the following information:

(i) **Name of the area**

Not Applicable

(ii) **Nature of operations**

Not Applicable

(iii) **Water withdrawal, consumption and discharge in the following format**

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres)	0.00	0.00
Total volume of water consumption (in kilolitres)	0.00	0.00
Water intensity per rupee of turnover (Water consumed / turnover)	0.00	0.00
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00	0.00
Water intensity in terms of physical output	0.00	0.00
Water intensity (optional) – the relevant metric may be selected by the entity	0.00	0.00
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00

	Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
(v)	**Others**	0.00	0.00
	- No treatment	0.00	0.00
	- With treatment – please specify level of treatment	0.00	0.00
	Total water discharged (in kilo litres)	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No independent assessment/evaluation/assurance has been carried out by an external agency during the reporting period.

2. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	502.82	-
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent / Cr. ₹	2.26	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes OF CO2e /FTE	0.97	-

Note: Indicate any independent assessment/ evaluation/ assurance has been carries out by an external agency? (Y/N) if yes, name of the external agency.

No independent assessment/evaluation/assurance has been carried out by an external agency during the reporting period.

ESG data compilation, monitoring and calculations have been facilitated through Planet Sustech's ESG management platform, KARBON, which supports structured data collection, calculation and reporting of sustainability performance indicators.

3- With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along -with prevention and remediation activities.

Not Applicable, as the Company does not have operations located in ecologically sensitive areas covered under the disclosure.

4- If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format.

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
No specific initiative or innovative technology/solution was identified under this disclosure during the reporting period.		

5- Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Business continuity and disaster management measures are established to support continuity of critical operations and minimise disruption arising from unforeseen events. The measures include identification of potential risks, emergency response, recovery and restoration of critical operations, along with defined roles and communication mechanisms. Appropriate preparedness and response measures are undertaken to strengthen business resilience and facilitate continuity of essential business activities.

6- Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

No assessment of the environmental impacts arising from the Company's value chain was conducted during the reporting period. Accordingly, no specific mitigation or adaptation measures were undertaken in this regard.

7- Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

No value chain partners were assessed specifically for environmental impacts during the reporting period.

8- Introduction of Green Credits Disclosure

8 i- Green Credits generated or procured by the listed entity.

Nil

8 ii- Green Credits generated or procured by the top ten value chain partners (based on purchase and sales value).

Nil

PRINCIPLE-7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

ESSENTIAL INDICATORS

1- a. Number of affiliations with trade and industry chambers/ associations.

5

1- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	CII – Confederation of Indian Industry	National
2	EEPC – Engineering Export Promotion Council	National
3	EPC for EOUs and SEZ Units	National
4	India Pump Manufacturers Association	National
5	Indo-German Chamber of Commerce	International

2- Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
	Not Applicable	

LEADERSHIP INDICATORS

1- Details of public policy positions advocated by the entity:

S. NO	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
			Not Applicable		

PRINCIPLE-8

Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

1- Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes / No)	Relevant Web link
			Not applicable		

Note: No projects requiring Social Impact Assessment (SIA) were undertaken by the Company during the reporting period.

2- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format.

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
			Not Applicable		

Note: The Company did not have any projects involving ongoing Rehabilitation and Resettlement (R&R) during the reporting period.

3- Describe the mechanisms to receive and redress grievances of the community.

The Company has established mechanisms to receive and redress grievances raised by the community. Grievances may be communicated to the Company through formal or informal channels, including written or verbal communication, and are addressed by the concerned personnel. Site-level teams, including the HR and Administration functions, facilitate the resolution of community concerns, with issues being appropriately documented and followed up for timely closure. The Company also engages with local communities through formal and informal interactions, meetings and other engagement initiatives to understand their concerns and foster constructive relationships. Senior management engages with communities, as appropriate, to facilitate effective communication and collaboration..

4- Percentage of input material (inputs to total inputs by value) sourced from suppliers

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Directly sourced from MSMEs/ small producers	57.91%	41.77%
Directly from within India	92.32%	83.60%

5- Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Rural	0.00%	0.00%
Semi-urban	0.00%	0.00%
Urban	50.27%	56.18%
Metropolitan	49.73%	43.82%

(Place to be categorized as per RBI Classification system- rural/ semi-urban/ urban/ metropolitan)

LEADERSHIP INDICATORS

1- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above).

Details of negative social impact identified	Corrective action taken
Not Applicable	

Note: No significant negative social impacts were identified through Social Impact Assessments during the reporting period. Accordingly, no specific corrective actions were required.

2- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies.

Note: The Company did not undertake any CSR projects in designated Aspirational Districts during the reporting period.

3- (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)-

No

(b) From which marginalized /vulnerable groups do you procure?

Not Applicable

(c) What percentage of total procurement (by value) does it constitute?

Not Applicable

4- Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

S. NO	Intellectual Property based on tradi-tional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

Note: The Company has not identified any intellectual property owned or acquired based on traditional knowledge during the reporting period. Accordingly, no benefits were derived or shared in this regard.

5- Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Note: No adverse orders relating to intellectual property disputes involving traditional knowledge were reported during the reporting period. Accordingly, no corrective actions were required.

6- Details of beneficiaries of CSR Projects.

S. NO	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable & marginalized groups
1	Kalpataru Society - Infrastructure development - Reconstruction of Panchayat House	**NA**	**NA**
2	CSR Cell Ceremonial Welfare Directorate, Indian Army - welfare of wards of war veterans, widows and serving personnel of the Indian Army	**NA**	**NA**
3	Infrastructure development (Classroom Furniture) in Government Composite School, Mamoora, Noida	**NA**	**NA**
4	Infrastructure development (Classroom Furniture) in Government Composite School, Salarpur, Noida	**NA**	**NA**
5	Infrastructure development (Classroom Furniture) in Government Primary School, Chipyana Greater Noida	**NA**	**NA**
6	Infrastructure development (Classroom Furniture) in Government Junior High School, Tugalpur, Greater Noida	**NA**	**NA**
7	Prime Minister National Relief Fund (PMNRF)	**NA**	**NA**

PRINCIPLE-9:

Businesses should engage with and provide value to their consumers in a responsible manner.

ESSENTIAL INDICATORS

1- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has established mechanisms to receive and respond to consumer complaints and feedback. A dedicated customer call centre and a user-friendly online portal are available to facilitate the submission of product- and service-related complaints. Each complaint is addressed through established escalation procedures within specified timelines. Customers can also reach the Company through email and WhatsApp for service-related concerns and feedback. These facilities are available 24×7 to facilitate prompt and effective resolution of consumer concerns.

2- Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100.00%
Safe and responsible usage	100.00%
Recycling and/or safe disposal	100.00%

3- Number of consumer complaints in respect of the following.

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy Advertising Cyber-security Delivery of essential services Restrictive Trade Practices Unfair Trade Practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other	68	36	Technical sup-port complaints	60	44	Technical sup-port complaints

4- Details of instances of product recalls on account of safety issues.

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

5- Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy

Yes. The Company has an internal guideline document outlining the framework for cybersecurity and data privacy risk management. The policy is not publicly available.

6- Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No corrective actions were required or undertaken during the year, as no major issues were observed

7- Provide the following information relating to data breaches:

a. Number of instances of data breaches

0

b. Percentage of data breaches involving personally identifiable information of customers

0

c. Impact, if any, of the data breaches

NA

LEADERSHIP INDICATORS

1- Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Information relating to the Company's products and services is made available through its website and other established customer communication channels.

2- Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The Company provides relevant product and service information to consumers through its established communication channels to facilitate safe and responsible usage of its products and services.

3- Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

The Company communicates relevant information to customers regarding product and service availability, as applicable, through its established customer communication channels.

4- Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Yes. The Company provides product information in accordance with applicable statutory and regulatory requirements. No formal consumer satisfaction survey was undertaken during the reporting period.