

Annexure J

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES
I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L31300MH1967PLC016531
2	Name of the Listed Entity	Finolex Cables Limited
3	Year of Incorporation	1967
4	Registered Office address	26-27 Mumbai-Pune Road, Pimpri, Pune - 411 018, Maharashtra, India
5	Corporate address	26-27 Mumbai-Pune Road, Pimpri, Pune - 411 018, Maharashtra, India
6	E-mail	sales@finolex.com
7	Telephone	+91 20 2747 5963
8	Website	www.finolex.com
9	Financial Year for which reporting is being done	1 st April 2024 – 31 st March 2025
10	Name of the Stock Exchange(s) where shares are listed	- Bombay Stock Exchange (BSE) - National Stock Exchange of India Limited (NSE) - Luxembourg Stock Exchange (LSE)* *The Company was delisted from the Luxembourg Stock Exchange (LSE) with effect from 16 th April 2024, following the discontinuation of its Global Depository Receipts (GDRs).
11	Paid-up Capital	₹30,58,78,690/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR Report	Name – Pranab Kumar Mishra Designation – President (Accounts, Finance & Taxation) Email ID – pranabkumar_mishra@finolex.com Telephone – +91 20 2747 5963
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)	The disclosures under this report have been made on a standalone basis, covering only Finolex Cables Limited.
14	Name of assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/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	Cable Manufacturing	Comprises the production of a diverse range of cables including coaxial, fibre optic, shielded, and twisted pair cables, catering to both industrial and domestic applications.	95%
2	Electrical Equipment Manufacturing	Covers the manufacture of electrical components and systems such as lighting fixtures, signaling devices, and home electrical appliances that support power distribution and end-use.	5%

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	Electrical Cables	2732	84%
2	Communication Cables	2732	10%
3	Copper Rods	2432	1%
4	Fast-Moving Electrical Goods (FMEG) Products (Lighting Products, Fans, Water Heater, Iron, Smart Door Locks, Smart Switches, Switchgear, Accessories (3 Pin Multiplug, Extension Board, PVC Insulation Tape, etc., Conduits & Fittings and fixtures)	2740, 2750	5%

III. Operations

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

Location	Number of Sites	Number of offices	Total
National	5	22	27
International	Nil	Nil	Nil

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36 (28 States & 8 Union Territories)
International (No. of Countries)	14

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

During FY 2024-25, exports contributed approximately 1% to the Company's total turnover. With a footprint extending to 14 international markets, Finolex Cables Limited continues to strengthen its presence across key global regions through consistent supply of high-quality products.

c. A brief on types of customers

The Company serves a broad customer base that includes institutional, industrial, commercial, and retail segments. Demand arises from developers and contractors involved in infrastructure and real estate projects, as well as from manufacturers and OEMs (Original Equipment Manufacturers) requiring specialized cabling solutions for operational systems. A growing share is driven by telecom operators and digital infrastructure providers who rely on high-performance data cables. In addition, public sector undertakings and government-linked entities procure electrical and communication products for utility and civic infrastructure. The retail segment continues to be a key focus, supported by a strong distributor network catering to end-users and residential buyers seeking quality-certified electrical products.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male No. (B)	Male % (B/A)	Female No. (C)	Female % (C/A)
EMPLOYEES						
1.	Permanent (D)	874	825	94%	49	6%
2.	Other than Permanent (E)	75	71	95%	4	5%
3.	Total employees (D + E)	949	896	94%	53	6%
WORKERS						
4.	Permanent (F)	720	710	99%	10	1%
5.	Other than Permanent (G)	1886	1883	100%	3	0%*
6.	Total workers (F + G)	2606	2593	99.50%	13	0.50%

* Less than 0.50%

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%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	1	17%
Key Management Personnel*	4	1	25%

The Board of Directors comprises six members, including 3 Independent Directors (one of whom is a woman), 1 Non-Executive Director. One of the Whole-time Director is also classified as a Key Managerial Personnel, along with the Chief Financial Officer, Company Secretary, and Compliance Officer.

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	25%	15%	24%	22%	18%	22%	27%	23%	27%
Permanent Workers	5%	0%	5%	5%	9%	6%	6%	0%	6%

V. Holding, Subsidiary and Associate Companies (including joint ventures)
23. (a) Names of holding / subsidiary / associate companies / joint venture

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	Finolex Industries Ltd (FIL)	Associate Company	32.39%	No
2	Finolex J-Power Systems Ltd (FJPSL)	Joint Venture	49%	No
3	Corning Finolex Optical Fibre Pvt. Ltd. (CFOFPL)*	Joint Venture	50%	No

*Corning Finolex Optical Fibre Pvt Ltd has been liquidated w.e.f 06th June 2024.

VI. CSR Details
24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013:

(ii) Turnover (in ₹): ₹ 5318.9 Cr

(iii) Net worth (in ₹) : ₹ 4,599.1 Cr

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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remark
Communities	Yes. Local residents may contact the respective plant HR directly. Concerns may also be raised during CSR engagement activities.	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Investors (other than shareholders)	Yes. Concerns can be raised through the Secretarial Department via phone or email (investors@finolex.com).	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Shareholders	Shareholders may reach out to the investor relations team via official channels provided on the website.	1	Nil	Complaint Resolved	3	Nil	Not Applicable
Employees and workers	Whistle Blower Policy enables confidential grievance reporting.	Nil	Nil	Not Applicable	17	Nil	Not Applicable
Customers (Clients)	Grievances may be submitted via social media platforms, the toll-free number (1800 209 0166), or through email at service@finolex.com .	31	Nil	Complaints Resolved	29	Nil	Not Applicable
Value Chain Partners	Partners may raise grievances by calling +91 20 2750 6200 or by emailing sales@finolex.com .	17	Nil	Complaints Resolved	9	Nil	Not Applicable
Other (please specify)	-	-	-	-	-	-	-

All grievances received during the reporting year were reviewed and addressed in a timely manner through the relevant internal mechanisms. The Company maintains structured channels for stakeholders to report concerns, ensuring transparency, confidentiality (where required), and accountability. No complaints remained unresolved at the end of the reporting period, reflecting the effectiveness of the grievance redressal systems in place.



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	Climate Change	Risk & Opportunity	Risk: <ul style="list-style-type: none"> - Pose physical risks such as floods, fires, heavy rains, etc. – Disruptions in supply chain - Pose transitional risks like change in regulations, compulsory adoption of renewable energy sources, etc. Opportunity: <ul style="list-style-type: none"> - Utilizes technology that combat climate change by promoting energy efficient machinery and products 	To mitigate climate change risks, the Company has implemented a robust disaster management plan, proper drainage systems are also in place to manage unexpected rainfall and temperature fluctuations. Additionally, it has innovative range of renewable energy products like Green Cables, whose fumes are not harmful to people in case of fire, and BLDC fans that consume less energy, etc. that supports its long-term sustainability goals, positioning it as a customer focused provider of sustainable solutions aligned with environmental consciousness and green initiatives. Entire manufacturing facilities and offices are covered adequately through insurance Company	Negative & Positive
2	Human Capital	Risk & Opportunity	Risk: <ul style="list-style-type: none"> - Employee Turnover Rate - Retention Terms - Hiring Costs Opportunity: <ul style="list-style-type: none"> - Consistent investment in the growth & development of the Company's workforce that provides a competitive advantage - Replacement of left employee come with new ideas and experience from competitors or other industries which contribute to enhance operational efficiency 	To mitigate human capital related risks, the Company prioritizes skill enhancement and knowledge development among its workforce. It conducts various training sessions that covers training on Soft Skills, New Employee Induction, ISO Training, Quality Tools for Problem Solving, Human Rights Considerations, Work Ethics, Environmental Awareness, Fire Drills and Safety Protocols, and Plastic Waste Management, etc. These initiatives not only incentivize employees but also cultivate a highly capable, efficient, and effective workforce, ensuring readiness to address diverse operational challenges and comply with regulatory standards	Negative & Positive

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)
3	Workforce Rights and Practices	Risk	<ul style="list-style-type: none"> - Unethical practices and violation of laws resulting in fines/penalties/imprisonment - Reputation risk 	To mitigate risks related to workforce rights and practices the Company emphasizes equitable practices to enhance reputation, promote loyalty, and boost productivity. The Company employs a dedicated Compliance Tool to ensure adherence to all applicable regulations and human rights parameters. Additionally, regular awareness sessions and training on rights & duties are conducted to foster a culture of compliance and ethical conduct amongst the workforce. Training on various rights and practices are mentioned in Section C-Principle 3	Negative
4	Community Relations	Opportunity	<ul style="list-style-type: none"> - Strengthen relations with communities that helps to improve perception among stakeholders, customers, employees, and investors. - Provide support for social causes that fosters customer loyalty and trust - Have strong community ties which helps to mitigate reputational and operational risks during challenges - Interact with local communities through CSR projects. This supports enduring Company's presence and sustainable practices 	The Company has undertaken various communities' relations under CSR Projects	Positive



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)
5	Stakeholder Engagement	Risk & Opportunity	Risk: <ul style="list-style-type: none"> - Loss of Reputation - Incurring or levying of penalties - Satisfaction of Internal & External Stakeholders - Long-term adverse direct or indirect impact - Legal & Financial Risks Opportunity: <ul style="list-style-type: none"> - Established a set process to engage with stakeholders and take their inputs - Maintained strong stakeholder relationships through transparent nature of business 	To mitigate risks related to corporate governance, the Company has implemented a clear leadership structure with defined roles and responsibilities to ensure effective sustainability management. It continuously monitor and adhere to regulatory requirements to mitigate non-compliance risks, conducts periodic reviews to assess new standards and promptly address emerging risks. The Company's policies undergo regular revision and upgrading, with thorough board reviews to align with evolving sustainability goals and effectively mitigate associated risks	Negative & Positive
6	Business Ethics	Risk & Opportunity	Risk: <ul style="list-style-type: none"> - Any Unethical Behaviour - Lack of Integrity - Violations of Policies - Breaches of Contracts/Agreements Opportunity: <ul style="list-style-type: none"> - Adopted good corporate governance that enhanced brand value and goodwill - Avoids violation of any laws/regulations 	To mitigate risks related to business ethics, the Company prioritizes upholding of strong ethical practices to sustain growth and satisfy stakeholders. Its anti-bribery policy extends to all stakeholders to combat fraud and corruption effectively. A comprehensive Code of Conduct guides the actions and decisions, ensuring strict adherence to the Company's core values and principles. The Company maintains rigorous policies, conducts regular trainings, audits, and assessments to ensure compliance with established agreements and norms. Additionally, it promotes ethical behavior through a whistleblower mechanism that allows for the confidential reporting of violations without fear of reprisal	Negative & Positive

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)
7	Data Privacy, and Cyber-security	Risk & Opportunity	Risk: <ul style="list-style-type: none"> - Breach of Data - System Hacking - Data Leak via USB drives/ Pen drives Opportunity: <ul style="list-style-type: none"> - Implemented Data privacy and cyber security policy - Provides guidance for adoption of strong passwords - Use Licensed Software in the systems - IT personnel has complete access & control on data 	To mitigate the risk of data privacy and cyber-security, the Company implements several key measures. Regular reviews of data access permissions ensure that only authorized personnel have access to sensitive information. Strong, unique passwords are enforced in line with IT policy, and role based access controls restricts data access based on job responsibilities. All sensitive data is encrypted both at rest and in transit to protect against unauthorized access	Negative & Positive
8	Water, waste & hazardous material management	Risk & Opportunity	Risk: <ul style="list-style-type: none"> - Improper discharge of Water - Wasteful water consumption - Improper discharge of hazardous waste - Adverse actions for non-compliance in case of waste disposal Opportunity: <ul style="list-style-type: none"> - Adopted practices that resulted in reduction of waste generation - Waste disposal through Government certified scrap dealers 	To mitigate risks related to water and waste management, the Company has implemented several effective measures. Filtration mechanisms at specific plants allows it to reuse water, promoting sustainability and reducing the environmental impact. Sewage Treatment Plants are installed at the plant locations that helps to reuse wastewater. A detailed waste management policy is maintained by the Company	Negative & Positive



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)
9	Sustainable supply chain	Risk & Opportunity	Risk: <ul style="list-style-type: none"> - Reputational Risk in case of violation of regulations (such as human rights, labour laws, environmental laws, etc.) by vendors - Gathering of data and corroborating whether sustainable business practices has been adopted by value chain partners Opportunity: <ul style="list-style-type: none"> - Stand out among peers by effectively building trust with stakeholders 	To mitigate risks related to sustainable supply chain practices, the Company has implemented stringent norms requiring vendors to comply with environmental, health and safety, human rights, and governance parameters. Before onboarding vendors, it conducts thorough evaluations to ensure alignment with regulatory standards, including reviewing the vendor's ISO certifications and collecting copies for records, in addition to the basic checks. The Company also adheres to the sustainable supply chain policy available on its internal portal	Negative & Positive
10	Occupational Health & Safety	Risk & Opportunity	Risk: <ul style="list-style-type: none"> - Workplace accidents and injuries can lead to employee absenteeism, reduced productivity, and increased healthcare costs Opportunity: <ul style="list-style-type: none"> - Implemented ISO Certification 45001: 2018 for Occupational Health and Safety (OHS) management - Established a system to report incidents promptly to ensure timely resolution and prevention of future occurrences - Provided regular health and safety trainings to employees to enhance awareness and ensure compliance with OHS standards 	<p>To mitigate the risk of accidents and injuries and ensure Occupational Health and Safety (OHS), the Company has implemented several crucial measures. Medical kits and first aid kits are readily available at all sites to provide immediate response in case of emergencies.</p> <p>Additionally, a doctor is available to address any medical needs promptly. Comprehensive safety manuals are accessible at each plant, providing guidelines and protocols for maintaining a safe working environment.</p> <p>Regular training sessions on health and safety are conducted for all employees and workers to ensure they are well-versed in safety practices and emergency response procedures</p>	Negative & Positive

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)
11	Energy Management	Opportunity	- Adoption of effective energy management practices like use of sensor lights, installation of LEDs, installation of renewable energy plants, etc. and looks forward to achieve a reduction in energy consumption	Company has Solar plant at Urse manufacturing site which take care 20% energy need of the plant	Positive
12	Diversity and Inclusion	Opportunity	- Unbiased hiring and growth opportunities - Compliance to internal Equal Opportunity Policy - Accessibility of office premises for differently abled workforce/visitors - CSR initiatives for marginalized & vulnerable groups	Company has ensured to maintained a workplace environment that is unbiased and accessible to differently abled personnel	Positive
13	Product Innovation	Opportunity	- Rising Demand for Green Products - Regulatory Push for Safer Materials - Brand Differentiation - Fulfilling Customer Safety Expectations	The Company has introduced FinoGreen Halogen-Free Flame Retardant (HFFR) industrial cables that combine safety, sustainability, and high-performance features. These products are manufactured with a specially formulated thermoplastic insulation (HFI-TP 70) and are designed to emit minimal smoke and zero halogens, thereby reducing fire risks and ensuring safer evacuations. By embedding eco-conscious innovation into its product portfolio, the Company is catering to premium infrastructure needs while strengthening its commitment to sustainable product development.	Positive

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									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	<p>Yes. The Company has adopted various policies that collectively address the core elements of all nine principles outlined under the National Guidelines on Responsible Business Conduct (NGRBC). These policies are publicly accessible and reflect the Company's commitment to ethical, transparent, and responsible business practices.</p> <p>A comprehensive list of applicable policies is available on Company Website.</p> <p>These include, but are not limited to: the Code of Conduct, Whistle Blower Policy, CSR Policy, Health, Safety & Environment Policy, Human Rights Policy, and the Prevention of Sexual Harassment at Workplace Policy, each aligned with relevant NGRBC principles.</p>								
b. Has the policy been approved by the Board? (Yes/No)	Yes. All applicable policies aligned with the principles of the NGRBC have been reviewed and approved by the Board or the relevant Board-level committees, as per the Company's governance framework.								
c. Web Link of the Policies, if available	https://www.finolex.com/view/page/investor-Policies								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fair trade, Rainforest Alliance, and Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<p>The Company's business practices are aligned with the principles outlined in the National Guidelines on Responsible Business Conduct (NGRBC) and are supported by globally recognized certifications that reflect adherence to quality, safety, environmental, and information security standards. These certifications ensure structured integration of responsible business conduct into daily operations.</p> <p>Key certifications currently in place include:</p> <ul style="list-style-type: none"> • ISO 9001:2015 – Quality Management System, supporting commitments under Principle 2 (Product Lifecycle Sustainability) and Principle 8 (Inclusive Growth and Equitable Development). • ISO 14001:2015 – Environmental Management System, aligned with Principle 6 (Environment Protection). • ISO 45001:2018 – Occupational Health and Safety Management System, relevant to Principle 3 (Employee Well-being). • ISO/IEC 27001 – Information Security Management System (ISMS), aligned with Principle 1 (Ethics, Transparency and Accountability) and Principle 9 (Engagement with and Value to Consumers). • TL 9000 – Quality Management System for Optical Fibre products. <p>These certifications form part of the Company's structured approach to embedding responsible conduct across functions.</p>								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> • Establishing a Sustainability R&D Cell by FY 2025–26 to review and recommend eco-friendly technologies. • Conducting Life Cycle Analysis (LCA) for major raw materials (Copper, PVC, Colored PVC granules) and obtaining Environmental Product Declarations (EPDs) by FY 2026–27. 								

	<ul style="list-style-type: none"> Implementing a comprehensive Water Management Plan at Urse Plant by FY 2026, aiming for water neutrality. Assessing and mitigating Urban Heat Island Effect (UHIE) by FY 2025–26. Conducting regular structural and safety audits. Upgrading facilities for Green Building Certification by FY 2027. Progressively aligning with Science-Based Targets initiative (SBTi) by FY 2027.
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	<p>During FY 2024–25, the Company undertook initiatives in line with its sustainability roadmap. Energy efficiency improvements were made through adoption of energy-saving measures, while water audits and recycling initiatives were carried out at operational sites. Hazardous and non-hazardous waste was disposed of in compliance with regulatory requirements, with no cases of non-compliance reported. Occupational health and safety was reinforced through regular trainings and audits, resulting in zero reportable incidents.</p> <p>The specific long-term commitments relating to LCA, R&D Cell formation, Green Building Certification, and SBTi adoption are in preparatory stages and will be implemented over the next few financial years in accordance with defined timelines.</p>

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 company remains deeply committed to responsible business conduct and sustainability-driven growth. During FY 2024–25, it continued to strengthen our ESG practices across all pillars Environmental, Social, and Governance while aligning them with stakeholder expectations and emerging regulatory frameworks.

It has successfully implemented initiatives like Zero Liquid Discharge systems at select facilities, optimized energy use through solar energy installations, and launched eco-conscious products like the FinoGreen Halogen-Free Flame Retardant (HFFR) wires. These steps mark its continued journey towards reducing the carbon footprint and enhancing product sustainability. It is also exploring further renewable energy adoption and resource circularity.

The efforts in promoting workforce well-being were reinforced through OHSMS implementation, ISO 45001 certification, routine safety trainings, and grievance redressal mechanisms. The company ensured 100% coverage of its facilities in assessments related to workplace rights and maintained accessibility in accordance with the Rights of Persons with Disabilities Act. Though no incidents of discrimination or serious safety-related concerns arose, it remains vigilant through regular monitoring and training.

Its commitment to transparency and ethical conduct was upheld through the implementation of robust IT and cybersecurity policies, human rights due diligence, and sustainable sourcing practices. It has onboard vendors after stringent checks, encouraging alignment with ESG goals across its value chain.

The company aims to scale its renewable energy usage, expand ESG assessments across its suppliers, and introduce measurable KPIs for emissions, diversity, and employee development. It will also continue developing green product lines, enhance grievance redressal mechanisms, and adopt more circular business practices.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>The highest authority responsible for overseeing the implementation and monitoring of Business Responsibility policies is the Board of Directors. The Board provides strategic oversight and ensures that the Company's approach to responsible business conduct is integrated into governance practices.</p>
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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. Oversight of sustainability-related matters is undertaken by the Board with the support of designated committees, namely the CSR Committee and the Risk Management Committee. These committees are responsible for reviewing sustainability strategies, risk exposures, and the effectiveness of policies aligned with environmental, social, and governance considerations.
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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	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)																	
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The policies approved by the Board and relevant committees are subject to regular performance reviews. These reviews are conducted either annually or as per the prescribed review cycle. Insights from these evaluations are used to identify areas for improvement and, where necessary, initiate updates to reflect evolving regulatory expectations, stakeholder concerns, and operational realities. The governance framework ensures that implementation effectiveness is monitored and corrective actions are taken in a timely manner, wherever gaps or improvement areas are observed.																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Robust internal mechanisms are in place to monitor compliance with applicable legal and regulatory requirements related to all nine principles of the NGRBC. Compliance status is reviewed periodically by the Board and relevant committees. In the event of any deviations, corrective and preventive actions are initiated without delay, in accordance with internal protocols. During the reporting period, no material non-compliances were observed.																		

11. 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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The Company has not undertaken an independent external assessment of its policies during the reporting period. However, key policies, including those related to quality, health, safety, and environment, are regularly reviewed through internal audit mechanisms. These assessments are carried out by functional heads and monitored by the Board and its committees, ensuring policy effectiveness and alignment with applicable standards. Ongoing internal evaluations support continual improvement and integration of sustainability considerations into operational practices.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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)									
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 training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	3	Corporate Governance, Financial Literacy and Analysis, Risk Management and Mitigation Strategies, Stakeholder Engagement and Communication, Industry Trends and Market Analysis	100%
Key Managerial Personnel	4	Strategic Planning and Execution, Risk Management, Operational Excellence and Process Improvement, Effective Leadership and Team Management, Insider Trading Regulations, Digital Transformation and Technology Adoption	99%
Employees other than BoD and KMPs	38	Problem Solving & Decision Making, Finance for Non-Finance, Prevention of Sexual Harassment (POSH) Awareness, Standing Orders, Self-Motivation and Motivating Others, Corporate Etiquette, Effective Delegation, Conflict and Anger Management, Advanced Excel Skills	60%
Workers	71	Basic Safety Awareness, Integrated Management System (IMS) Awareness, 5S and Its Implementation, Emergency Preparedness and Response Plan (EPRP), Production Process & Quality Development, Electrical Safety, POSH Awareness, Standing Orders	72%

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 regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		
Compounding Fee					

Non-Monetary			
	NGRBC Principle	Name of regulatory/enforcement agencies/judicial institutions	Brief of the Case
Imprisonment			
Punishment			Nil

During the reporting period, there were no major fines, penalties, punishments, compounding fees, settlement amounts, or awards were imposed or paid by the Company or its Directors/Key Managerial Personnel in any proceedings with regulators, law enforcement agencies, or judicial institutions.

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
	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 in place a comprehensive Anti-Corruption and Anti-Bribery Policy that affirms its zero-tolerance approach towards bribery, facilitation payments, kickbacks, and any form of corrupt practices. The policy is applicable to all employees, officers, directors, and external stakeholders such as agents, suppliers, and consultants who engage with or represent the Company. It outlines clear expectations for ethical conduct, prohibits offering or accepting improper payments or advantages, and mandates compliance with applicable anti-corruption laws in all jurisdictions of operation.

The policy framework includes:

- Prohibition on giving or receiving bribes or inducements, directly or indirectly
- Mandatory disclosures of conflicts of interest
- Guidelines for gifts, hospitality, and entertainment
- Internal reporting mechanisms for suspected violations
- Investigation procedures and disciplinary action against offenders
- Training and awareness for relevant personnel

Oversight of the policy is embedded in the Company's corporate governance structure. Compliance is monitored through periodic reviews and internal controls, with whistleblower provisions in place for confidential reporting. The policy is reviewed periodically to ensure alignment with evolving legal standards and ethical best practices.

Anti-Corruption & Anti-Bribery Policy

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Not Applicable	Nil	Not Applicable
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.

No instances of corruption or conflicts of interest resulting in fines, penalties, or regulatory action were reported during the financial year. Accordingly, there were no corrective actions required or undertaken in this regard. The Company continues to enforce preventive measures through internal policies, awareness programs, and monitoring mechanisms to mitigate such risks proactively.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/service procured) in the following format:

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	21 Days	23 Days

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1%	2%
	b. Number of trading houses where purchases are made from	27	37
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	80%	47%
Concentration of Sales	a. Sales to dealers / distributors to whom sales are made	86%	86%
	b. Number of dealers / distributors to whom sales are made	3411	3529
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	12%	12%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0%	0%
	b. Sales (Sales to related parties / Total Sales)	0%*	0%*
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments (Investments in related parties / Total Investments made)	7%	7%

*Less than 0.50%

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
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No awareness programmes or training sessions were conducted for value chain partners during the financial year in relation to the NGRBC principles. The Company is in the process of evaluating structured engagement mechanisms to strengthen awareness and alignment of its value chain with responsible business practices. Future efforts may include targeted sessions focused on ethical conduct, environmental compliance, and human rights considerations.

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 established processes to identify, disclose, and manage conflicts of interest involving members of the Board. Directors are expected to act with integrity, exercise due care, and avoid any situation where their personal or external interests may conflict with those of the Company. The governance framework mandates disclosure of any actual or potential conflict to the Board or higher management for appropriate guidance and resolution.

While it may not be feasible to outline every possible scenario, the underlying principle remains that all such conflicts—whether direct or indirect—must be declared in a timely manner and managed in accordance with ethical standards and regulatory expectations. This approach ensures transparency and accountability in Board-level decision-making.

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.

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	- The Company invested in environmentally sustainable infrastructure, including:
Capex	0.47%	0.45%	<ul style="list-style-type: none"> - Installation of a PLC-SCADA-based control panel system to enable real-time energy and resource monitoring, thereby optimising consumption, reducing emissions, and minimising operational waste. - Up gradation of the 33kV HPA circuit breaker with a VD4 vacuum circuit breaker, eliminating the use of SF₆ gas a high global warming potential greenhouse gas thus enhancing environmental compliance and reducing the Company's carbon footprint. - Commissioning of a 15 KLD Sewage Treatment Plant (STP) at one of its locations, enabling safe treatment and reuse of wastewater for non-potable purposes, reducing freshwater withdrawal, and supporting local groundwater recharge.

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

Yes. The Company has robust procedures in place to promote sustainable sourcing, guided by a formally adopted Sustainable Sourcing Policy and a detailed Supplier Code of Conduct. These frameworks apply to all direct suppliers, contractors, service providers, and other business partners both domestic and international and set clear expectations regarding environmental, social, and governance (ESG) performance across the value chain.

The policy framework addresses key sustainability areas, including human rights, fair labour practices, occupational health and safety, environmental protection, ethical business conduct, and grievance redressal mechanisms. Suppliers are expected to comply not only with all applicable statutory and regulatory requirements but also with international frameworks such as the ILO Core Conventions, the Universal Declaration of Human Rights, and the UK Modern Slavery Act.

The sustainable sourcing approach includes:

- Risk-based due diligence of critical suppliers and third-party evaluations
- Integration of ESG expectations into contracts, procurement decisions, and pre-qualification assessments
- Emphasis on local and inclusive sourcing, including preference for MSMEs and suppliers from vulnerable groups
- Evaluation of suppliers on parameters such as GHG emissions, resource efficiency, and circular economy practices
- Capacity-building and awareness support to help suppliers align with the Company's sustainability objectives

The policy also promotes long-term collaboration with suppliers to co-develop carbon-positive and resource-efficient solutions and encourages innovation to achieve shared sustainability goals. Compliance is monitored through periodic assessments, supplier declarations, and, where necessary, audits and performance reviews.

b. If yes, what percentage of inputs were sourced sustainably?

A significant portion of the Company's raw material purchases during the financial year, approximately 75%, were made from suppliers that uphold clearly defined sustainability standards. These sourcing decisions are guided by due diligence frameworks that emphasize traceability, ethical labor standards, and alignment with international sustainability benchmarks. By working closely with such partners, the Company seeks to embed sustainable practices across the value chain and reinforce its commitment to responsible procurement.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:

The Company follows structured practices for end-of-life waste management with a focus on reclaiming, recycling, and safe disposal of materials to reduce environmental impact. These practices align with applicable environmental regulations and support the Company's commitment to responsible resource stewardship. The approach followed for different waste categories is outlined below:

(a) Plastics (including packaging) –

Plastic waste generated during operations is responsibly disposed of through certified and authorized vendors. Packaging materials such as plastic films and containers are segregated and routed through approved channels for recycling or safe disposal, ensuring traceability and compliance.

(b) E-waste–

End-of-life electrical and electronic equipment is handed over to authorized e-waste recyclers in accordance with statutory norms. The process ensures environmentally sound dismantling and recovery of valuable materials while minimizing the release of hazardous substances.

(c) Hazardous waste–

Hazardous waste including materials like chemical residues, sludge, and contaminated containers—is collected, stored, and disposed of through authorized waste management agencies. Processes are designed to prevent soil and water contamination and minimize risk to human health and local communities.

**(d) Other waste-**

The Company encourages reuse and recycling wherever feasible. For example, wooden pallets received from major customers are repurposed internally or responsibly disposed of through scrap vendors when no longer usable. General non-hazardous waste is segregated at source and managed through authorized scrap handlers in compliance with applicable norms.

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.

Yes, Extended Producer Responsibility (EPR) is applicable to the Company's operations under the Plastic Waste Management Rules, 2016. The Company has obtained valid EPR certification for all manufacturing units, with the most recent certificate issued on 26th May 2023.

The waste collection system implemented across operational sites is in alignment with the EPR plan submitted to the respective State Pollution Control Boards. Compliance is maintained through structured tracking mechanisms, periodic audits, and engagement with registered waste management partners. Additionally, the Company continues to strengthen its systems by exploring innovative approaches to improve the efficiency and impact of post-consumer waste collection and disposal in line with regulatory expectations.

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.
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No, the Company has not conducted Life Cycle Assessments (LCA) for its products during the reporting period. However, the Company continues to focus on resource efficiency, waste minimization, and regulatory compliance across the product lifecycle. As part of its ongoing sustainability journey, the feasibility of undertaking product-specific LCA studies may be evaluated in the future to enhance environmental performance and decision-making.

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		

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).

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.
	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year

No recycled or reused input material was used in production during the financial year. The Company primarily relies on virgin raw materials to ensure product quality and compliance with technical standards. However, internal systems continue to promote efficient material use and minimization of waste generation during manufacturing.

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 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	There was no product or packaging material reclaimed, reused, recycled, or safely disposed at end of life during the financial year. The Company is evaluating mechanisms to track and support end-of-life recovery in the future, in line with evolving customer expectations and regulatory developments.					
E-waste						
Hazardous waste						
Other waste						

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
No products or packaging materials were reclaimed during the financial year. The current business model does not include post-sale product take-back or packaging recovery. The Company continues to assess the relevance and feasibility of circular economy practices, including recovery mechanisms, as part of its long-term sustainability strategy.	

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. a. 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	825	0	0%	825	100%	0	0%	0	0%	0	0%
Female	49	0	0%	49	100%	49	100%	0	0%	0	0%
Total	874	0	0%	874	100%	49	5.61%	0	0%	0	0%
Other than permanent employees											
Male	71	0	0%	71	100%	0	0%	0	0%	0	0%
Female	4	0	0%	4	100%	4	100%	0	0%	0	0%
Total	75	0	0%	75	100%	4	5.33%	0	0%	0	0%

- b. Details of measures for the well-being of workers:

		% of Workers covered by									
Category	Total(A)	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	710	0	0%	710	100%	0	0%	0	0%	0	0%
Female	10	0	0%	10	100%	10	100%	0	0%	0	0%
Total	720	0	0%	720	100%	10	1.39%	0	0%	0	0%
Other than permanent workers**											
Male	1883	0	0%	1883	100%	0	0%	0	0%	0	0%
Female	3	0	0%	3	100%	3	100%	0	0%	0	0%
Total	1886	0	0%	1886	100%	3	0.16%	0	0%	0	0%

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.07%	0.08%

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

Benefits	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	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.)	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	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	1%	3%	Y	2%	4%	Y
Others-Please Specify	-	-	-	-	-	-

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's workplaces are aligned with the accessibility requirements outlined under the Rights of Persons with Disabilities Act, 2016. Although no differently-abled individuals were employed during the reporting year, the physical infrastructure has been designed to support universal access. Key features include unobstructed entryways, elevators with appropriate controls, and clearly marked signage to aid navigation. The Company views inclusivity as a foundational element of workplace design and remains committed to continually assessing and upgrading its facilities to ensure they remain accessible to all, irrespective of physical ability.

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.

Yes. The Company has adopted an Equal Opportunity and Anti-Discrimination Policy that complies with the Rights of Persons with Disabilities Act, 2016. The policy reflects the Company's commitment to building an inclusive and equitable workplace where all individuals, including persons with disabilities, are treated with dignity and fairness.

The policy applies to employees, contract workers, trainees, apprentices, and third-party personnel, and ensures equal treatment across all stages of employment—recruitment, promotion, training, compensation, and exit. It explicitly prohibits discrimination on the basis of disability, gender identity, caste, religion, or any other protected category.

To support effective implementation, the policy outlines clear procedures for grievance redressal, ensures confidentiality, and prohibits retaliation. It also provides for reasonable accommodations to enable equal participation of persons with disabilities, including during investigations. Awareness and compliance are promoted through internal communication channels and training.

The policy is accessible to all employees via the internal portal and is made available to external stakeholders through the Company's website.

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	Not Applicable	Not Applicable	Not Applicable
Female	100%	67%	0%	0%
Total	100%	66.67%	0%	0%

* Male employee and workers do not have access to parental leave.

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 (If yes, then give details of the mechanism in brief)
Permanent workers	Yes. Permanent workers have access to formal grievance redressal procedures through multiple channels. Concerns can be raised directly with supervisors or the HR department. In addition, any unethical behavior, harassment, safety issues, or violations of Company policies can be reported confidentially under the Whistle Blower Policy. The policy ensures anonymity, safeguards against retaliation, and includes timelines for resolution.
Other than Permanent workers	Yes. Temporary, contractual, and third-party workers are also covered under the grievance mechanism. They can approach designated site-level HR representatives or plant-level grievance officers. Escalation routes are available through the Whistle Blower Policy, which provides them with equal protection, including confidentiality, non-retaliation, and structured resolution processes.
Permanent employees	Yes. Permanent employees are encouraged to report grievances related to workplace conditions, ethical concerns, or policy violations through direct reporting lines or via internal grievance committees. The Whistle Blower Policy provides an additional layer of protection, enabling employees to raise concerns anonymously through email, hotline, or written communication, with assurance of timely and unbiased redressal.
Other than Permanent employees	Yes. Interns, trainees, and consultants engaged with the Company are also covered under the grievance redressal framework. They may report issues through their respective reporting managers or HR personnel. For sensitive matters, they may use the channels defined in the Whistle Blower Policy, which extends protection to non-permanent personnel, ensuring equal treatment and fair investigation.

Whistle Blower Policy

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (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 I (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	874	0	0%	855	0	0%
-Male	825	0	0%	810	0	0%
-Female	49	0	0%	45	0	0%
Total Permanent workers	720	312	43%	721	320	44%
-Male	710	311	44%	710	319	45%
-Female	10	1	10%	11	1	9%

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	Total (A)	On Health and Safety measures		On skills up gradation		Total (D)	On Health and Safety measures		On skills up gradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	825	325	39%	397	48%	810	160	20%	232	29%
Female	49	19	39%	24	49%	45	8	18%	13	29%
Total	874	344	40%	421	48%	855	168	20%	245	29%
Workers										
Male	710	281	40%	213	30%	710	210	30%	422	59%
Female	10	4	40%	3	30%	11	8	73%	9	82%
Total	720	285	40%	216	30%	721	218	30%	431	60%

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	825	636	77.09%	810	674	83%
Female	49	36	73%	45	31	69%
Total	874	672	77%	855	705	82%
Workers						
Male	710	345	49%	710	610	86%
Female	10	9	90%	11	10	91%
Total	720	354	49%	721	682	95%

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. An Occupational Health & Safety (OHS) Management System has been implemented across the Company's manufacturing locations and offices. The system is structured on the principles of ISO 45001:2018 and applicable Indian legal requirements, and is supported by a formally adopted OHS Policy that applies to all categories of personnel-permanent employees, contract and temporary workers, site-based contractors, and visitors.

Coverage & Implementation Highlights:

- **Certification status:** ISO 45001 certified at the Verna and Urse plants; the Roorkee unit has implemented the OHS framework and is operating in alignment with ISO 45001 requirements; other locations follow the corporate OHS Policy and statutory standards, with additional site-specific programs.
- **Regulatory and insurance coverage:** Eligible employees are covered under Employees' State Insurance Corporation (ESIC) provisions where applicable; Group Personal Accident Insurance extends protection more broadly. Extension of workmen compensation coverage for individually hired contract workers is under evaluation to further strengthen risk protection.
- **Controls & practices:** Hazard identification, risk assessment, safe work procedures, PPE provisioning, incident reporting and investigation, and emergency preparedness are embedded into site operations. Periodic medical check-ups, on-site first-aid/medical support, and doctor access are provided as per location-level risk profiles.
- **Training & awareness:** Regular safety training (including toolbox talks and local-language sessions) is conducted for workers and contract personnel; induction programs cover critical OHS rules before site access.

- **Governance & review:** Site safety officers monitor implementation; management reviews OHS performance, and audits/inspections are carried out at defined intervals. Escalation and corrective actions are tracked through the safety review process.

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 employs a multi-tiered approach to identifying and assessing work-related hazards, customized to suit both routine and non-routine operations across its manufacturing locations. The process integrates regulatory compliance, site-specific risk profiles, and employee feedback to ensure workplace safety remains proactive and responsive.

For routine operations, the Company relies on well-defined Standard Operating Procedures (SOPs), supported by documented Hazard Identification and Risk Assessment (HIRA) frameworks. These documents are developed and reviewed at the unit level to account for risks associated with mechanical operations, materials handling, chemical exposure, and ergonomic factors. Plants such as Verna and Urse have prepared activity-wise HIRA documentation in alignment with ISO 45001 standards, ensuring comprehensive risk mapping.

For non-routine or high-risk activities-such as maintenance shutdowns, confined space entry, or hot work-a Work Permit System is in place to apply additional layers of control and ensure hazards are mitigated before tasks begin.

In addition to documentation, risk identification is reinforced through on-ground practices such as safety walkthroughs, equipment inspections, and interaction with workers. At Roorkee, for example, the Safety Officer conducts regular plant rounds and encourages workers to report unsafe conditions. Feedback loops are institutionalized through monthly Safety Committee meetings, where frontline insights and incident learnings are shared and acted upon.

Quantitative methods such as the Risk Priority Number (RPN) are used at certain locations (e.g., Pimpri) to assess and prioritize hazards based on severity, likelihood, and detectability.

Together, these practices support a dynamic and participatory safety culture-where both formal tools and human feedback shape the Company's risk management efforts across its operations.

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

Yes. The Company has institutionalized multiple channels for workers to report work-related hazards and to remove themselves from potentially unsafe conditions. These mechanisms are designed to be accessible, confidential, and responsive to ensure timely corrective action and promote a culture of shared safety responsibility.

Across various locations, workers are encouraged to report unsafe acts, unsafe conditions, and near-miss incidents through direct communication with site supervisors or HR representatives, as well as anonymous suggestion or complaint boxes installed in accessible areas such as administrative offices and cafeterias. Several units have additionally displayed contact numbers of Safety Officers or Admin Officers to facilitate immediate reporting.

At locations like Roorkee, shopfloor workers are integrated into the Safety Committee structure, where their observations and feedback are addressed during regular meetings. In units such as Verna, Operational Control Procedures (OCPs) are prepared for high-risk activities, which empower employees to identify when risks are beyond acceptable limits and withdraw from tasks accordingly.

These practices are complemented by ongoing safety training and awareness sessions, which reinforce the right of workers to speak up and step back from hazardous work environments without fear of retaliation.

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

Yes. The Company provides access to non-occupational medical and healthcare services across all its manufacturing locations. These services are designed to support the general well-being of employees and workers beyond workplace-related injuries or illnesses.

At multiple locations, Factory Medical Officers (FMOs) conduct periodic visits (typically twice a week) to offer general medical consultation. In addition, tie-ups with nearby hospitals-such as Cikista Hospital (Verna), Savaikar Hospital (Usgaon), and other facilities near Roorkee-ensure access to emergency and specialized medical services when required. Certain locations are also equipped with ambulance services, medical rooms, and on-site first aid facilities.

Annual medical check-ups are conducted at units like Verna and Usgaon to monitor employee health proactively. At Pimpri and other plants, first-aid kits are placed at designated areas to address minor health needs immediately.

These services supplement statutory benefits such as Employees' State Insurance Corporation (ESIC) and Group Personal Accident Insurance, contributing to the Company's holistic approach to employee health and wellness.

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

Safety Incident/Number	Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	1.40
Total recordable work-related injuries	Employees	5	0
	Workers	6	11
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

The above injuries were minor, requiring only first aid, and the affected workforce resumed duties within 48 hours.

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

The Company has numerous measures in place to ensure a safe and healthy workplace. Below are the comprehensive steps taken by the Company to prioritize the health and safety of its employees and workers:

The Company adopts an integrated, system-driven approach to ensure workplace safety and employee well-being, grounded in compliance with the Factories Act, 1948, ISO 45001 standards, and its internal Occupational Health and Safety Policy. The strategy encompasses infrastructure controls, behavioural safety, regulatory compliance, and continuous engagement with employees at all levels.

Across manufacturing locations, third-party safety audits are conducted by authorized professionals to identify operational risks and recommend improvements. Environmental parameters such as noise and illumination (lux levels) are monitored periodically, while potable water quality is ensured through RO systems and biannual testing.

Employees are provided with personal protective equipment tailored to job-specific risks, including gloves, masks, aprons, raincoats, and earplugs. A structured Work Permit System is in place for non-routine and high-risk activities, reinforcing operational control.

Safety awareness is deeply embedded through regular training, mock drills, and external certification programs facilitated by statutory bodies such as the Chief Inspectorate of Factories and Boilers. Events like National Safety Week and National Fire Service Day are actively celebrated to cultivate a safety-first culture.

Medical surveillance forms an essential layer of the health protection framework. Annual health check-ups are conducted for employees in hazardous roles, supported by on-site first aid arrangements, medical officer visits, and tie-ups with nearby hospitals for emergencies. Certain units also maintain dedicated ambulances and on-site medical rooms.

Visual surveillance through CCTV systems, regular inspections, and shopfloor-level engagement via Safety Committees ensure that risks are identified and mitigated in real time. These measures are continually reviewed and upgraded to align with emerging standards and employee feedback.

Through these initiatives, the Company fosters a workplace that prioritizes safety not only as a compliance obligation but as a core organizational value.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Health & Safety	Nil	Nil	Not Applicable	2	Nil	Complaints were resolved during the FY

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health & Safety practices	100%
Working Conditions	100%

All manufacturing locations and offices were covered under periodic assessments conducted either internally or by third-party agencies during the financial year. These assessments focused on compliance with legal requirements, internal policies, and ISO 45001 standards. Areas evaluated included operational safety protocols, emergency preparedness, workplace ergonomics, hygiene, lighting, noise levels, ventilation, and overall working environment.

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 risks or non-compliances were identified during the assessments. Minor recommendations from third-party reviews-such as adjustments in storage layouts, placement of updated safety signage, and reinforcement of PPE compliance-were promptly addressed through internal action plans. The Company remains committed to continuous improvement and periodically reviews its safety and working condition standards to proactively identify and address potential gaps.

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)

(A) Employees – Yes

The Company extends coverage to employees under a Group Personal Accident Insurance Policy, which provides financial compensation in the event of accidental death. In addition, eligible employees are covered under statutory benefits such as Employees' State Insurance (ESI), as applicable. These provisions are part of the Company's broader commitment to employee welfare and financial protection for dependents.

(B) Workers – Yes

For workers, including those engaged on a contractual basis, applicable coverage is extended through Employees' State Insurance Corporation (ESIC) in accordance with statutory norms. This ensures access to compensation and other entitlements in the unfortunate event of death arising from workplace-related or insured incidents.

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 ensures that its vendors and service providers comply with applicable statutory requirements-such as deduction and deposit of Provident Fund (PF), Employees' State Insurance (ESI), and Goods and Services Tax (GST-through clearly defined processes integrated into procurement and finance operations.

All Purchase Orders issued include a mandatory legal compliance clause (Clause 28.0), which requires vendors to adhere to all relevant statutory obligations and provide supporting evidence upon request. Payment is contingent on submission of necessary compliance documents, such as challans or declarations.

Additionally, the Company uses a Vendor Evaluation Form to assess suppliers on key compliance parameters, including financial stability, quality systems, audit practices, and statutory adherence. Vendors falling short on these requirements must submit corrective action plans for further consideration.

Verification of compliance is further strengthened through internal audits and process-level checks during invoice processing. This multi-tiered approach ensures that vendors remain contractually and operationally accountable for meeting all statutory requirements.

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 are 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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	During FY 2024-25, no cases of work-related injury, ill-health, or fatalities were reported among employees or workers. In FY 2023-24, 11 recordable work-related injuries were reported among workers. These incidents were not classified as high-consequence injuries, and none of the affected individuals required job reassignment or family placement. All workers returned to their regular duties following recovery and medical clearance.			
Workers				

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)

Currently, the Company does not offer formal transition assistance programs specifically designed to support continued employability or manage career endings due to retirement or termination. However, the Company remains committed to the professional development of its workforce and focuses on upskilling and reskilling initiatives to enhance the capabilities of its employees throughout their tenure. This proactive approach aims to ensure long-term employability and adaptability within and beyond the organization.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health & Safety practices	The Company conducts periodic evaluations of its value chain partners using a structured Vendor Evaluation Form, which includes parameters relating to compliance with statutory obligations, health and safety standards, and working conditions. While a formal percentage-based coverage of value chain assessments is still being developed for reporting purposes, the Company ensures that key vendors and contractors, especially those contributing significantly to the business value are assessed based on predefined criteria before and during engagements.
Working Conditions	

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.

As part of the vendor evaluation and purchase order compliance process, the Company actively monitors adherence to statutory requirements related to health, safety, and working conditions. Vendors are required to declare compliance with applicable laws, including the Factories Act, ESI Act, EPF Act, and labor regulations, as part of the PO terms. In instances where gaps or deficiencies are observed-such as inadequate safety measures or incomplete documentation-the Company engages directly with the vendors to seek rectification. This includes providing specific feedback, setting corrective timelines, and re-evaluating vendor performance in subsequent assessments to ensure sustained compliance.

The Company is also in the process of enhancing its evaluation mechanism to include deeper environmental and social criteria aligned with its ESG Policy and Sustainability Policy.

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 adopts a structured and inclusive approach to identify its key stakeholder groups, aligned with its broader ESG and sustainability commitments. Stakeholders are recognized based on their level of influence on, and impact from, the Company's operations, strategic objectives, and long-term sustainability. This identification process includes internal teams such as employees and management, as well as external stakeholders including shareholders, investors, customers, suppliers, channel partners, regulatory authorities, and local communities.

The process is guided by ongoing interactions, business relevance, statutory touchpoints, and feedback mechanisms. Inputs are gathered through formal and informal channels such as consultations, performance reviews, supplier assessments, customer feedback, and regulatory disclosures. These inputs are then analyzed to map the stakeholders' expectations, potential concerns, and the Company's ability to influence or engage with them. This dynamic process helps in identifying priority stakeholder groups whose interests are critical to the Company's responsible business conduct and value creation.

By actively identifying and mapping its stakeholder landscape, the Company ensures responsiveness, transparency, and alignment with its core values and sustainable growth strategy.

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 & Marginalized 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
Employees & Workers	No	Emails, Interactive Meetings, Training Programs, Notice Boards, One-on-One Interactions, Surveys, Cultural Activities	Ongoing / Regular	Performance feedback, skill development, workplace safety, benefits structure, and grievance redressal
Shareholders & Investors	No	AGM, SE Announcements, Emails, Company Website, Investor Presentations, Board Meetings	Quarterly, Annually, Event-Based	Financial results, corporate actions, ESG performance, governance practices, and long-term strategy
Customers	No	Website, Social Media, Advertisements, Promotions, Feedback Mechanisms	Event-Based	Product information, customer service, feedback resolution, pricing, and promotional campaigns
Suppliers & Vendors	Yes	Vendor Meetings, Emails, Contracts, Purchase Orders, Supplier Audits	Periodically	Timely deliveries, compliance with PO terms, quality checks, statutory dues compliance, grievance handling
Distributors & Retailers	No	Emails, Business Meetings, Agreements, After-Sales Interactions	Periodically	Order fulfilment, sales trends, marketing support, payment status, and channel development strategies
Government & Regulatory Bodies	No	Filings, Statutory Submissions, Correspondence, Licenses & Approvals	As per statutory timelines / Event-Based	Regulatory compliance, inspections, assessments, returns, and policy updates
Communities	Yes	Community Meetings, CSR Events, Website, Local Outreach Programs	Periodically	Social impact initiatives, needs assessment, grievance redressal, and sustainability outreach

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 entity has established a structured and inclusive approach to engage with its key stakeholders on economic, environmental, and social matters. Consultations are conducted through a variety of channels such as formal meetings, feedback mechanisms, investor interactions, community outreach, employee surveys, supplier discussions, and regulatory engagements. These interactions enable the organization to capture stakeholder perspectives on ESG-related concerns, emerging risks, and expectations.

The responsibility for conducting these engagements lies primarily with the senior management team and functional heads. Insights and concerns gathered through these consultations are synthesized into actionable feedback and reported to the Board at regular intervals—either as part of strategic review meetings or through dedicated sustainability updates. This two-way communication ensures that stakeholder expectations are factored into high-level decision-making, while reinforcing the organization's commitment to transparency, responsiveness, and sustainable value creation.

- 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.**

Yes. Stakeholder consultations are a key input mechanism for identifying, prioritizing, and addressing environmental and social topics relevant to the entity's operations and value chain. Through regular interactions with employees, suppliers, customers, investors, regulatory bodies, and local communities, the organization captures emerging expectations and concerns related to areas such as energy use, waste management, workplace safety, and community development.

These inputs are reviewed by functional heads and senior management and are considered in the design and review of ESG-linked policies and programs. For example, feedback from internal safety committees and worker representatives has helped enhance workplace health and safety protocols across manufacturing locations. Similarly, engagement with suppliers has led to the strengthening of procurement guidelines around environmental compliance and social performance. All such recommendations are periodically escalated to the Board or relevant sub-committees for integration into policy updates and operational improvements, thereby reinforcing a stakeholder-informed approach to sustainable growth.

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

The Company actively engages with vulnerable and marginalized stakeholder groups through structured community interactions, social baseline assessments, and targeted outreach initiatives conducted prior to the implementation of any new interventions or CSR programs. These engagements help identify location-specific concerns such as access to basic amenities, education, health services, and livelihood opportunities.

Based on the insights gathered, the Company has designed and implemented community development initiatives that directly respond to the needs expressed - including health awareness camps, skill-building sessions, and infrastructure support in underserved areas. Special attention is given to inclusion of women, differently-abled individuals, and economically disadvantaged groups in these programs. Engagement outcomes are reviewed periodically to ensure that the actions taken are meaningful, sustainable, and aligned with the Company's broader ESG and CSR objectives. This ongoing dialogue reinforces the Company's commitment to inclusive development and stakeholder well-being.

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 2024-25 (Current Financial Year)			FY 2023-24 (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	874	177	20%	855	393	46%
Other than permanent	75	43	57%	103	35	34%
Total Employees	949	220	23%	958	428	45%
Workers						
Permanent	720	359	50%	721	483	67%
Other than permanent	1886	917	49%	1538	1015	66%
Total Workers	2607	1276	49%	2259	1498	66%

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (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										
Male	825	0	0%	825	100%	810	5	1%	805	99%
Female	49	0	0%	49	100%	45	6	13%	39	87%
Other than permanent										
Male	71	71	100%	0	0%	100	0	0%	100	100%
Female	4	4	100%	0	0%	3	0	0%	3	100%
Workers*										
Permanent										
Male	710	0	0%	710	100%	710	4	1%	706	99%
Female	10	0	0%	10	100%	11	0	0%	11	100%
Other than permanent										
Male	1883	1883	100%	0	0%	1531	1194	78%	337	22%
Female	3	3	100%	0	0%	7	4	57%	3	43%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category (₹)
Board of Directors (BoD)	9	₹ 46,12,637	4	₹ 42,67,994
Key Managerial Personnel	2	₹ 2,63,39,657		
Employees other than BoD and KMP	820	7,98,126	49	5,60,328
Workers	711	6,33,864	10	6,15,558

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to female as % of total wages	3.12%	2.85%

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 Company has designated the Chief Internal Auditor as the focal point for overseeing matters related to human rights, reflecting its strong commitment to ethical and responsible business conduct. This individual is responsible for monitoring compliance with the Company's human rights commitments, evaluating any potential or actual human rights impacts, and coordinating appropriate responses in alignment with applicable laws and international standards.

The role also involves ensuring that grievance mechanisms related to human rights issues-such as those concerning workplace dignity, non-discrimination, and freedom of association-are accessible, confidential, and responsive. This focal point works closely with relevant departments to integrate human rights considerations into operational decision-making and due diligence processes, thereby reinforcing a culture of respect for human rights across the Company's operations.

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

The Company has established robust internal mechanisms to address grievances related to human rights, ensuring timely redressal and adherence to ethical standards. These mechanisms are grounded in the Company's *Human Rights Policy*, *Whistle Blower Policy*, and *Policy for the Prevention, Prohibition & Punishment of Sexual Harassment of Women at the Workplace (POSH)*.

Under the Human Rights Policy, all employees, contractors, and stakeholders are expected to uphold principles of non-discrimination, fair treatment, health and safety, and ethical conduct. Any violations or grievances related to human rights can be reported directly to the Assistant Vice President – HR at Ram.Jadhav@finolex.com. The policy encourages inclusive consultation and regular stakeholder engagement to ensure continuous feedback and improvement.

The Whistle Blower Policy provides an anonymous and confidential platform for reporting concerns related to unethical behavior, including human rights violations, without fear of retaliation. Oversight of this policy is managed by the Board of Directors and the Audit Committee to ensure impartial investigations and resolution of complaints.

In line with the POSH Policy, the Company has constituted an Internal Complaints Committee (ICC) to investigate and redress complaints related to sexual harassment at the workplace. The ICC operates with strict confidentiality and ensures that all complaints are handled sensitively, fairly, and in compliance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Together, these mechanisms reflect the Company's commitment to safeguarding the dignity, rights, and well-being of every individual associated with its operations and value chain.

Whistle Blower Policy

POSH Policy

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Discrimination at workplace	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Child Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Forced Labour/ Involuntary Labour	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Wages	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other human rights related issues	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The Company is committed to fostering a safe, respectful, and inclusive workplace that is free from any form of discrimination, harassment, or victimization. In line with this commitment, robust mechanisms have been put in place to protect complainants from retaliation or adverse consequences in cases related to discrimination and harassment.

Under the Whistle Blower Policy and POSH Policy, the Company strictly prohibits any form of intimidation, victimization, or retaliatory action against individuals who raise concerns or file complaints in good faith. These policies ensure that complainants, witnesses, and those assisting in investigations are not subjected to any professional disadvantage, such as demotion, denial of promotion, transfers, harassment, or termination.

The Internal Complaints Committee (ICC), constituted under the POSH framework, ensures that all proceedings are conducted confidentially and fairly. The complainant's identity is protected throughout the process, and any attempt to influence, threaten, or retaliate against the complainant is treated as a serious violation, subject to disciplinary action.

In addition, the Company's Equal Opportunity and Anti-Discrimination Policy reinforces a zero-tolerance stance against discrimination and harassment while mandating that grievance redressal be handled impartially. The HR department and designated grievance officers are trained to manage such cases with sensitivity and ensure that no complainant suffers adverse consequences as a result of coming forward.

These mechanisms are designed not only to support and protect the complainant but also to build trust in the Company's redressal systems and uphold a culture of fairness, equity, and accountability.

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

Yes. The Company integrates human rights considerations into its business agreements and contracts as part of its commitment to ethical and responsible business conduct. All vendors, suppliers, contractors, and other value chain partners are expected to uphold principles aligned with the Company's Human Rights Policy, Code of Conduct, and Equal Opportunity and Anti-Discrimination Policy.

These requirements are explicitly referenced in contractual clauses, including obligations related to non-discrimination, fair labor practices, prevention of child and forced labor, health and safety standards, and compliance with all applicable laws and regulations. The Vendor Evaluation Form and PO Compliance Terms further reinforce these expectations by requiring suppliers to adhere to legal and ethical standards consistent with the Company's values and human rights commitments.

By embedding these requirements into formal agreements, the Company ensures accountability across its operations and value chain, fostering a culture of dignity, equality, and respect for all individuals involved in its business ecosystem.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	-

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No significant risks or concerns were identified during the assessments related to child labour, forced or involuntary labour, sexual harassment, discrimination at the workplace, or wage-related issues. The Company continues to maintain strict compliance with its internal policies, including the Human Rights Policy, Equal Opportunity and Anti-Discrimination Policy, and Whistle Blower Policy, as well as applicable labour laws and standards to ensure a safe, inclusive, and legally compliant work environment. Regular reviews and training programs are conducted to reinforce awareness and ensure early detection of any potential risks.

LEADERSHIP INDICATORS

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

During the reporting period, the Company did not receive any human rights-related grievances or complaints through its established redressal mechanisms. As a result, no modifications or introductions of business processes were necessitated in this context. Nonetheless, the Company remains committed to upholding human rights through proactive risk assessments, continuous stakeholder engagement, and adherence to its Human Rights Policy, Equal Opportunity and Anti-Discrimination Policy, and Whistle Blower Policy. These policies are regularly reviewed to ensure preparedness in addressing potential concerns promptly and effectively, should they arise.

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

The Company adopts a proactive approach to Human Rights due diligence by integrating human rights considerations across its operations and value chain. This includes evaluating internal practices, supplier engagements, and contractual obligations to ensure alignment with internationally recognized standards such as the UN Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) conventions, and the Social Accountability 8000 International Standard.

The scope of due diligence covers key areas including child and forced labour, workplace discrimination, freedom of association, working conditions, fair wages, health and safety, and grievance redressal. These assessments are embedded within internal audits, third-party evaluations, and supplier onboarding and evaluation mechanisms. Additionally, all value chain partners are expected to adhere to the Company's Code of Conduct and human rights expectations as outlined in key policy documents. The Company further ensures that contracts and purchase orders include clauses that require compliance with statutory obligations and ethical standards, thereby extending the due diligence coverage beyond its direct operations.

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?

Yes, the Company ensures that all its premises and offices are accessible to differently-abled visitors, in compliance with the provisions of the Rights of Persons with Disabilities Act, 2016. The infrastructure has been designed and maintained to support ease of access for individuals with disabilities. Key accessibility features include elevators, ramps where applicable, handrails, clear and appropriate signage, and adequately planned movement areas within buildings. The Company remains committed to fostering an inclusive environment by periodically reviewing infrastructure requirements to ensure continued alignment with accessibility norms.

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	During the reporting year, the Company did not undertake formal assessments of its value chain partners with respect to critical human rights-related parameters, including Sexual Harassment, Discrimination at Workplace, Child Labour, Forced/Involuntary Labour, and Wages. As a result, the percentage of value chain partners assessed (by value of business done with such partners) under these criteria remains at 0%. While the Company continues to engage with its suppliers and contractors through contractual clauses and screening mechanisms to uphold basic compliance expectations, structured due diligence assessments for these specific human rights topics are yet to be institutionalized.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
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.

Since no formal human rights assessments of value chain partners were conducted during the reporting period, no significant risks or concerns were identified in this regard. Consequently, no corrective actions were required. The Company, however, recognizes the importance of proactively embedding human rights considerations across its supply chain and aims to strengthen its monitoring and evaluation practices through appropriate frameworks and capacity-building measures in the forthcoming years.

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	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	23,314	24,181
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	23,314	24,181
From non-renewable sources		
Total Electricity Consumption- [in Giga Joules] (D)	272,887	264,470
Total Fuel Consumption- [in Giga Joules] (E)	87,952	64,742
Energy consumption through other sources (F)	1,396	-
Total energy consumed from non-renewable sources [in Giga Joules] (D+E+F)	362,235	329,111
Total energy consumed [in Giga Joules] (A+B+C+D+E+F)	385,549	353,392
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000007249	0.000007048
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000162	0.000143
Energy intensity in terms of physical Output	5.073614	5.178060
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

The Purchase Power Parity (PPP) rate used for calculation is 22.4.

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

The Company has not undertaken any independent external assessment, evaluation, or assurance by an external agency during the reporting period.

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.

No, the Company does not have any sites or facilities that are identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Consequently, no energy efficiency targets have been set or are applicable to the Company under this scheme during the reporting period.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater (KL)	71,886	76,983
(iii) Third party water (KL)	213,551	222,841
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	285,437	299,824
Total volume of water consumption (in kilolitres)	285,437	299,824
Water intensity per rupee of turnover (Total Water Consumption / Revenue from operations)	0.000005366	0.000005979
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000120	0.000121
Water intensity in terms of physical output	3.756195	4.393154
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

The Purchase Power Parity (PPP) rate used for calculation is 22.4.

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.

The Company has not undertaken any independent external assessment, evaluation, or assurance by an external agency during the reporting period.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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	-	-

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment (Kilolitres)*	8,322	8,500
- With treatment – please specify level of treatment		-
Total water discharged (in)	8,322	8,500

The above STP treated wastewater is used for gardening within the factory premises.

The Purchase Power Parity (PPP) rate used for calculation is 22.4.

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.

The Company has not undertaken any independent external assessment, evaluation, or assurance by an external agency during the reporting period.

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 mechanisms aligned with the principles of Zero Liquid Discharge (ZLD) across its manufacturing units to ensure responsible water management and environmental compliance.

At the Usgaon unit, the plant operates with full ZLD, where all wastewater is scientifically treated and completely reused within the premises, without any discharge into external environments. Similarly, the Roorkee unit has obtained pollution control consent based on its ZLD approach, supported by the installation of a Sewage Treatment Plant (STP), with all treated effluent being reused for gardening and similar applications. The Verna plant also operates on a closed-loop water reuse system, ensuring no discharge of wastewater. The Pimpri and Urse units have installed STPs for domestic wastewater treatment, and the treated water is effectively reused for gardening purposes.

These efforts collectively reflect the Company's commitment to sustainable water use and environmental stewardship across its operational footprint.

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

Parameter	Please specify unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Nox	mg/m3	43.63	270.30
Sox	mg/m3	10.50	32.20
Particulate matter (PM)	mg/m3	208.21	191.84
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-

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

The Company operates five manufacturing plants, all of which have undergone periodic air quality assessments conducted by accredited external agencies during the year. The resulting reports are duly submitted to the relevant regulatory authorities.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 1 emissions*	Metric tonnes of CO2 equivalent	6,145	4,243
Total Scope 2 emissions*	Metric tonnes of CO2 equivalent	55,108	52,600
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000001152	0.000001134
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)		0.000026	0.000023
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.806056	0.832895
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

The Purchase Power Parity (PPP) rate used for calculation is 22.4.

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.

The Company has not undertaken any independent external assessment, evaluation, or assurance by an external agency during the reporting period.

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

Yes, the Company has undertaken multiple initiatives across its manufacturing facilities aimed at reducing Greenhouse Gas (GHG) emissions, aligned with its broader environmental and sustainability objectives.

At the Roorkee facility, a multi-pronged approach has been adopted to improve energy efficiency and minimize emissions. Key initiatives include optimization of the cooling system through the implementation of a header system to reduce pump load, replacement of metal halide lamps with energy-efficient LED fixtures, and strategic operation of high-energy machinery to avoid peak loads. Air leakages are being addressed through a phased replacement of old pipelines with energy-efficient PPR pipes. Additional steps include use of HVLS fans to improve ventilation with lower energy consumption, interlocking of cooling towers and equipment for optimal performance, and automatic shutdown systems for idle machinery. The unit is also progressing towards setting up a rooftop solar power plant to further enhance its renewable energy footprint.

At the Usgaon unit, plans are underway to install a solar power system to reduce reliance on grid-based electricity and thereby lower GHG emissions. The plant already functions as a zero liquid discharge facility, complementing its sustainability efforts.

The Urse facility has implemented solar power generation along with rainwater harvesting systems, thereby promoting both clean energy use and water conservation.

At the Verna plant, efforts to reduce GHG emissions include procurement of new diesel generator (DG) sets to replace 25-year-old units, resulting in lower emissions. Additionally, the usage of DG sets has been minimized through the installation of Uninterruptible Power Supply (UPS) systems across the plant.

The Pimpri facility ensures regular maintenance of DG sets to control fuel efficiency and emissions, in line with best practices for operational efficiency.

These collective efforts reflect the Company's commitment to proactively adopting environmentally responsible practices and continually investing in clean technology and energy-efficient infrastructure to reduce its carbon footprint.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A) (Kgs)	630.31	2,909.68
E-waste (B)	3.05	1.38
Bio-medical waste (C)	0.25	0.01
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0.25
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	14.17	44.99
Other Non-hazardous waste generated	1,629.40	1,106.07
Total (A+B + C + D + E + F + G + H)	2,277.18	4,062.38
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) -	0.000000043	0.000000081
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000010	0.0000016
Waste intensity in terms of physical output	0.029966	0.059523
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	1.8	-
(ii) Re-used	-	-
(iii) Other recovery operations	1.8	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	72.13	-
Total	72.13	-

The Purchase Power Parity (PPP) rate used for calculation is 22.4.

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.

The Company has not undertaken any independent external assessment, evaluation, or assurance by an external agency during the reporting period.

9. 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 a systematic and responsible approach to waste management across all its manufacturing facilities, aligned with applicable environmental regulations and best practices. Each unit ensures that waste—whether hazardous, non-hazardous, recyclable, or general—is handled, stored, and disposed of in accordance with the consent conditions laid down by the respective State Pollution Control Boards.

At all locations, waste is segregated at source to facilitate efficient disposal and recycling. Authorized waste management vendors, approved by the Pollution Control Boards, are engaged to collect and dispose of various categories of waste, ensuring full compliance with statutory norms. Facilities such as Roorkee, Verna, and Pimpri ensure that recyclable waste is sold or handed over only to certified recyclers. The Usgaon unit maintains a strict regime of source segregation and adherence to local environmental guidelines.

The Urse unit follows the 5S (Sort, Set in Order, Shine, Standardize, and Sustain) system, a workplace waste organization method that helps reduce waste generation at the source through better operational discipline, cleanliness, and efficiency.

In terms of hazardous and toxic chemicals, the Company has adopted a precautionary approach. The strategy includes minimizing their use in manufacturing processes and substituting them with safer alternatives wherever feasible. Regular audits and reviews are undertaken to ensure that all chemicals used are appropriately classified, handled, and stored. Spill control measures, secondary containment systems, and training for safe handling of such substances are also in place to prevent any environmental harm.

By integrating these measures with its broader Environment, Social and Governance (ESG) Policy and Sustainability Policy, the Company continues to promote a circular approach to materials, reduce environmental impact, and enhance operational sustainability.

10. 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:

S. No.	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.
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The Company does not have any of its manufacturing operations, offices, or other facilities located in or around ecologically sensitive areas, such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones. As such, no specific environmental approvals or clearances are required in this regard. The Company continues to monitor the environmental footprint of its operations in alignment with applicable regulations and remains committed to avoiding any adverse impact on ecologically sensitive ecosystems.

11. 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
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Environmental assessments of the Company's operations were carried out as part of the ISO 14001:2015 Environmental Management System (EMS) certification process at its certain manufacturing units. These assessments are conducted through accredited agencies and involve systematic evaluation of environmental aspects and impacts associated with the Company's activities. The findings from these assessments guide the implementation of measures aimed at minimizing environmental risks and enhancing sustainability performance across operations.

12. 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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Yes, the Company is fully compliant with all applicable environmental laws, regulations, and guidelines in India, including but not limited to the Water (Prevention and Control of Pollution) Act, 1974; the Air (Prevention and Control of Pollution) Act, 1981; and the Environment (Protection) Act, 1986 and the rules framed thereunder. During the reporting period, there were no instances of non-compliance, penalties, or notices received from regulatory authorities in relation to environmental matters. The Company continues to operate in adherence to statutory requirements and maintains a proactive approach to environmental governance through regular audits, internal reviews, and timely renewal of consents from the respective State Pollution Control Boards.			

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:

- Name of the area
- Nature of operations
- Water withdrawal, consumption and discharge in the following format:

None of the sites/offices of the Company fall in/around water stress areas.

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	Nil	Nil
(iii) Third party water	Nil	Nil
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres)	Nil	Nil
Total volume of water consumption (in kilolitres)	Nil	Nil
Water intensity per rupee of turnover (Water consumed / turnover)	Nil	Nil
Water intensity (optional) – the relevant metric may be selected by the entity	Nil	Nil
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

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.

Not Applicable

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Transport Facility given to Management Personnels/ Employees)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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.

Not Applicable

3. With respect to the ecologically sensitive areas reported at Question 10 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.

The entity does not operate in or around any ecologically sensitive areas, and therefore, there have been no significant direct or indirect impacts on biodiversity due to its activities. As a result, no specific prevention or remediation measures were required during the reporting period.

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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of Control Panel with PLC SCADA System	A PLC-SCADA system was installed to enable real-time monitoring and control of operations. This system helps optimize energy consumption, reduce emissions, minimize material wastage, and ensure compliance with environmental standards.	Improved energy efficiency, reduced emissions and operational waste, and enhanced compliance through real-time data and quick decision-making.
2.	Retrofit of 33kV HPA Circuit Breaker with VD4 Vacuum Breaker	The existing 33kV HPA Circuit Breaker using SF ₆ gas was replaced with a VD4 vacuum circuit breaker. SF ₆ is a highly potent greenhouse gas, and its elimination supports sustainable practices.	Compliance with SF ₆ ban in India; elimination of greenhouse gas emissions from circuit breakers; improved environmental safety.
3.	Installation of 15 KLD Sewage Treatment Plant (STP)	A 15 KLD STP was installed to treat sewage generated at the facility. The treated water is reused for non-potable purposes like gardening and flushing.	Reduced freshwater consumption, improved wastewater management, pollution control, and enhanced sustainability performance.

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

Yes, the Company has a structured Business Continuity and Disaster Management Plan designed to ensure operational resilience during unforeseen disruptions. The plan includes emergency preparedness protocols, defined roles and responsibilities, communication procedures, and periodic risk assessments. It covers both physical and cyber incidents and incorporates preventive maintenance, backup systems, and infrastructure safeguards. Each manufacturing facility

adheres to tailored disaster response mechanisms, with safety manuals, mock drills, and emergency contacts readily available. The plan is regularly reviewed to align with emerging risks and ensure continuity of critical business functions with minimal impact on stakeholders.

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 significant adverse environmental impacts have been observed arising from the value chain of the entity during the reporting period. Consequently, no specific mitigation or adaptation measures were required or undertaken in this regard. The Company, however, remains committed to regularly engaging with its value chain partners to promote environmentally responsible practices and monitor potential risks proactively.

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

During the reporting period, the Company did not undertake any formal assessment of its value chain partners for environmental impacts. However, the Company recognizes the importance of sustainable practices across its value chain and aims to strengthen its due diligence and monitoring mechanisms in the future to ensure alignment with environmental compliance and sustainability goals.

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.

The Company is affiliated with 4 (four) trade and industry chambers / associations.

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	Confederation of Indian Industry (CII)	National
2	Maharashtra Chambers of Commerce Industries and Agriculture (MCCIA)	National
3	Export Engineering Promotional Council (EEPC)	National
4	International Copper Association India (ICA)	National

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
No adverse orders related to anti-competitive conduct have been received by the Company during the reporting period. Hence, no corrective actions were required or undertaken in this regard.		

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
The Company has not undertaken any advocacy or representation of public policy positions during the reporting period.					

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
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No Social Impact Assessments (SIA) were conducted by the Company during the current financial year, as there were no projects requiring such assessments under applicable laws.

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

S. No.	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)
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The Company has not undertaken any projects during the current financial year that require ongoing Rehabilitation and Resettlement (R&R) activities.

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

The Company has established mechanisms to receive and redress grievances from the community, particularly in connection with its CSR initiatives. As outlined in its CSR Policy, the Company is committed to engaging with local communities in a transparent, participatory, and responsive manner. Community members may raise their concerns or grievances through formal channels such as written communications, emails, or in-person meetings facilitated during stakeholder consultations or CSR program reviews.

All grievances received are acknowledged, documented, and addressed in a time-bound manner. The CSR Committee of the Board is responsible for monitoring the implementation of CSR activities, which includes reviewing feedback and ensuring that corrective actions are taken where necessary. The Company encourages open dialogue with beneficiaries and community stakeholders to foster mutual trust and continuous improvement of its social initiatives.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	3%	4%
Directly from within India	97%	96%

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	25.10%	48%
Semi-urban	0	0
Urban	52%	23%
Metropolitan	23%	29%

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
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As no Social Impact Assessments (SIAs) were conducted by the Company during the financial year, there were no negative social impacts identified requiring mitigation. The Company, however, remains committed to proactively assessing and addressing any potential social impacts of its operations or CSR initiatives. In alignment with its CSR Policy, the Company continuously engages with community stakeholders and monitors the implementation of its social development projects to ensure that no adverse effects arise and that all programs contribute positively to societal well-being.

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

S. No.	State	Aspirational District	Amount spent (In INR)
1	Uttarakhand	Haridwar	₹ 22.41 Lakhs

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 traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
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The Company has not owned or acquired any intellectual property based on traditional knowledge during the current financial year. Accordingly, no benefits have been derived or shared under this category.

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
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There have been no adverse orders or disputes related to intellectual property involving the use of traditional knowledge during the reporting period. Therefore, no corrective actions are applicable.

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Education: <ul style="list-style-type: none"> Provided Bus - Ankur Vidya Mandir, Pune School van provided - AIMS Seva Ashram Provided School Bags and water bottle - Pune District Schools Provided School Bags and water bottle - Roorkee Schools Provided School Bags and water bottle - 3 Schools at Shirval, Dist. – Pune Provided SOLAR facility - Surudh Deaf & Dumb Schools , at Hadapsar, Pune Distribution of Printer, Invertor, Library rack, podium, Kitchen thali stand, etc. in process - Govt Higher Secondary School – Jhabreda School Bags & water bottles being purchased for next Academic Year - Various Schools in Mah, Goa & Uttarakhand Provided Water cooler & purifier system, sound system & projector with screen, Desktop, Laboratory items, Library Furniture & OHP - Dattaram Mantravadi Memorial High School – Goa Building of one Classroom each in 20 ZP schools in Dist of Jodhpur, Jaisalmer & Phalodi - Arpan Seva Sansthan – Jaipur Construction in WIP of Zilla Parishad Primary School, Sadapur Taluka Maval Lonavla, - Zilla Parishad School - Lonavala 	Refer Note	100%

2	Health:	Refer Note	100%
	<ul style="list-style-type: none"> - Ambulance Running Cost - Pawana Hospital – Pune - Provided NSK Nuero Drill system for precise opening in the skull bone during brain surgery, Paediatric Cardiac Heart Surgeries being performed, advance for 2 BPL C Arm Machines given, cancer Treatment for the poor, furniture for Renovation of B Ward Cancer Unit and Pulmonary Function Test Machine for Respiratory ailments - Inlaks Hospital – Pune - Installed Diabetic Foot Lab - Morya Hospital – Chinchwad, Pune - Medical aid Support - Maharaj Jagat Singh Medical Trust – Beas Dist. Amritsar, Punjab - Provided Deepfreezer for storing insulins & blood samples of Project Sweetlings - Diabetic Children - Jehangir Hospital - Pune 		
3	Food & Nutrition:	Refer Note	100%
	<ul style="list-style-type: none"> - Feeding of underprivileged children of Pandu Laman Vasti, Yerwada, Pune - Sadhu Vaswani Mission - Pune 		
4	Rural Development:	Refer Note	100%
	<ul style="list-style-type: none"> - Donation given as Centre of Excellence for the Microsoft Farmvibes along with University of Oxford, Microsoft & Bill Gates Foundation establishing Farm of the Future by implementing AI applications, Vision & Machine Learning for Game changing improvements in Sugarcane & other crops as best Farming Practices - Agricultural development Trust – Baramati - Provided Printer, Tables, Chairs, White Boards, AC, Fans, Tubelights, etc - Shirval Grampanchayat Office – Satara 		
5	Social Welfare:	Refer Note	100%
	<ul style="list-style-type: none"> - Providing Water pipeline & two water heaters - Chandrapuri Leprosy Ashram – Roorkee - Missionaries Of Charity- Mother Teresa's Home- Chinchwad, Pune - Partial advance given for procuring items for upgradation of Science laboratory. - Mahalsa Narayani Mandal, Goa - Amount given to NGO to place the PO for bunkers for the children - Caring Hands, Pune - Amount given and requested for the list of desired items - Manyava NGO, Pune - Repaired Bunk bed and provided grocery for 35-40 blind youths - Mamata Andh - Anath Kalyan Kendra - Pune 		

Due to the diverse nature and wide-reaching impact of the CSR initiatives undertaken, quantifying the exact number of beneficiaries remains challenging. Nonetheless, the Company has consciously designed and implemented these projects to prioritize the needs of marginalized and vulnerable communities, ensuring inclusive development and measurable contributions to their well-being and quality of life.

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 maintains a robust and multi-channel grievance redressal mechanism to address consumer complaints and feedback promptly and effectively. Recognizing that customer satisfaction is a cornerstone of long-term business success, the Company is committed to ensuring the highest levels of responsiveness, service quality, and transparency across all touchpoints.

Consumers can reach out through a dedicated toll-free helpline (1800 209 0166) that connects them to the trained customer support team. Additionally, grievances and service requests can be submitted via WhatsApp (020-2750 6219) and email (service@finolex.com) for ease of communication. These channels are actively monitored, and responses are typically addressed within defined turnaround times.

To ensure wider accessibility, the Company also enables customers to connect through social media platforms, allowing users to share concerns, feedback, and queries in real time. All complaints are logged into a centralized system, categorized based on priority, and tracked until resolution.

The Company's Customer Service team works closely with relevant departments to investigate complaints, identify root causes, and implement corrective measures to prevent recurrence. The overarching objective is not only to resolve grievances efficiently but also to strengthen consumer confidence and loyalty.

This customer-centric approach is aligned with the Company's commitment to continuous improvement, quality assurance, and long-term relationship building with its consumers.

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

	As a Percentage of total Turnover
Environmental and social parameters relevant to the product	70%
Safe and responsible usage	70%
Recycling and/or safe disposal	70%

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

	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Advertising	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Cyber-security	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Delivery of essential services	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Restrictive Trade Practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Unfair Trade Practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other	-	-	-	-	-	-

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

	Number	Reasons for recall
Voluntary recalls	Nil	Not Applicable
Forced recalls	Nil	Not Applicable

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 established a comprehensive Information Technology (IT) Policy that outlines its framework for managing cybersecurity risks and safeguarding data privacy. This policy serves as a central document to ensure the confidentiality, integrity, and availability of data across all digital operations and is applicable to employees, contractors, consultants, and any individual accessing the Company's IT infrastructure whether through Company-owned or personal devices.

The policy includes stringent controls such as:

- Mandatory use of licensed antivirus software on all systems.
- Restriction of data exchange ports (e.g., USBs) to prevent unauthorized data transfers.
- Implementation of centrally managed unique user IDs and passwords, with access rights granted only upon documented approval from department heads.
- Defined protocols for installing standard and non-standard software, along with strict prohibitions on unauthorized software.
- Regular application of security patches and updates to safeguard against vulnerabilities.
- Clearly laid out data backup and restoration procedures, with both automated and manual processes in place, ensuring data is securely stored and periodically tested for integrity.

Further, the Company's framework addresses incident management, requiring all data breach attempts or cybersecurity threats to be promptly reported to the IT or HR department. It also includes user-level guidelines for minimizing risk, such as locking screens when unattended, avoiding the use of public Wi-Fi, and ensuring safe storage of login credentials.

While the detailed IT Policy is an internal governance document and not publicly available online, its provisions reflect the Company's commitment to maintaining a secure digital ecosystem, complying with applicable data protection norms, and fostering awareness among users through ongoing communication and system-based controls.

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.

As no grievances or regulatory actions were reported during the year in relation to advertising, delivery of essential services, product recalls, or data privacy concerns, no corrective measures were required. The Company continues to maintain a proactive and preventive approach through its internal compliance, product safety, and IT governance frameworks to ensure ongoing adherence to regulatory standards and customer expectations.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

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

Not Applicable

c. Impact, if any, of the data breaches

Not Applicable

The Company did not experience any data breach incidents during the reporting period. Robust data protection measures and cyber security protocols continue to be implemented and periodically reviewed to ensure the security and confidentiality of all stakeholder data.

LEADERSHIP INDICATORS

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

The Company provides comprehensive information on its products and services through its official website: <https://www.finolex.com/>. The website includes product specifications, applications, certifications, and other relevant details across various product categories. In addition, the Company's product information is also disseminated through promotional brochures, product catalogues, authorized distributor networks, social media platforms, and industry exhibitions, ensuring accessibility to a wide range of stakeholders.



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

The Company undertakes a multi-pronged approach to educate consumers on the safe and responsible use of its products. Detailed user manuals are provided with each product, offering step-by-step guidance on proper installation and usage. In addition, the Company's website and product catalogues offer accessible information on technical specifications, safety instructions, and usage dos and don'ts. Through its social media platforms, the Company regularly shares product insights, safety tips, and awareness content to enhance consumer understanding.

To ensure technical stakeholders are well-equipped, the Company also conducts training programs and workshops for electricians, contractors, and other channel partners. These sessions aim to improve installation practices and reinforce product safety standards. Furthermore, the Company's field teams and partners engage in direct interactions with end-users, addressing queries and providing hands-on guidance. These efforts collectively contribute to responsible consumption and help reinforce the Company's commitment to safety and customer well-being.

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

Although the Company's products are not categorized as essential services, it follows a proactive communication approach to ensure customer awareness in the event of any potential disruption. As of now, there have been no instances of service disruption or discontinuation. However, in the event of any such risk, the Company is committed to timely and transparent communication with its consumers.

Information would be disseminated through multiple channels including direct outreach via customer service, updates on the official website, and announcements through emails or other appropriate digital platforms. These mechanisms are designed to ensure consumers remain well-informed and prepared to respond to any service-related changes, reflecting the Company's commitment to reliability and customer-centricity.

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 displays product information that goes beyond the requirements mandated under applicable local laws. In addition to the statutory details, the product packaging includes enhanced information such as technical specifications, safety instructions, usage guidelines, and installation procedures to ensure consumers can make well-informed decisions and use the products responsibly.

Further, the Company conducts annual customer satisfaction surveys across major product categories and key operational regions to assess product performance and consumer expectations. Dipstick surveys are also regularly carried out by the Customer Relations Department to evaluate consumer perception with regard to product features, aesthetic appeal, and brand preference. Additionally, feedback is gathered from Original Equipment Manufacturers (OEMs) to monitor service delivery and product performance. These mechanisms help the Company continuously enhance product quality, customer satisfaction, and overall user experience.