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 ID**	sales@finolex.com
7	**Telephone**	+91 20 2747 5963
8	**Website**	www.finolex.com
9	**Financial Year for which reporting is being done**	1st April 2025 – 31st March 2026
10	**Name of the Stock Exchange(s) where shares are listed**	- Bombay Stock Exchange (BSE) - National Stock Exchange of India Limited (NSE)
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 presented in this Business Responsibility and Sustainability Report have been prepared on a standalone basis and cover the business operations and sustainability performance of the Company. The information disclosed in this report pertains only to the Company and does not include any subsidiaries, joint ventures or other entities forming part of the consolidated financial statements.
14	**Name of assurance provider**	The Business Responsibility and Sustainability Report has been subjected to an independent assurance by Mehta Chokshi & Shah LLP.
15	**Type of assurance obtained**	The Company has obtained a Reasonable Assurance for the applicable disclosures in this Business Responsibility and Sustainability Report. The assurance engagement has been conducted by Mehta Chokshi & Shah LLP in accordance with the agreed scope and applicable assurance standards.

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 manufacturing of a wide range of cables including power cables, communication cables, fibre optic cables, coaxial cables, instrumentation cables, LAN cables, winding wires and other specialised cable solutions catering to industrial, infrastructure and domestic applications.	96%
2	Electrical Equipment Manufacturing	Comprises the manufacturing of electrical products and equipment including switches, switchgear, LED lighting products, fans, water heaters, PVC conduit pipes and fittings and other electrical accessories for residential, commercial and industrial applications.	4%

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	87%
2	Communication Cables	2732	8%
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	4%

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?

Exports contributed approximately 1% of the Company's total turnover during FY 2025-26. The Company supplies its products to customers across 14 international markets and continues to strengthen its export business by offering a diverse portfolio of cable and electrical products that meet the quality and performance requirements of overseas customers.

c. A brief on types of customers

The Company caters to a diversified customer base across institutional, industrial, commercial and retail segments. Its products are supplied to developers and contractors engaged in infrastructure and real estate projects, manufacturers and Original Equipment Manufacturers requiring specialised cable solutions for their operations and telecom operators and digital infrastructure providers that rely on communication and data cable products. The Company also serves government-linked entities and public sector organisations through the supply of electrical and communication products for infrastructure and utility projects. In addition, the retail segment remains an important part of the Company's business, supported by a strong distribution network that enables the Company to serve dealers, distributors and end consumers across the country.

IV. Employees

20. Details at the end of Financial Year:

a. Employees and Workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	914	865	95%	49	5%
2	Other than Permanent (E)	17	14	82%	3	18%
3	**Total employees (D + E)**	**931**	**879**	**94%**	**52**	**6%**
WORKERS						
4	Permanent (F)	696	689	99%	7	1%
5	Other than Permanent (G)	1904	1897	99%	7	0.37%
6	**Total workers (F + G)**	**2600**	**2586**	**99.46%**	**14**	**0.54%**

*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	16.67%
Key Management Personnel	4	0	0%

Key Managerial Personnel consists of Company Secretary, Chief Financial Officer and 2 Whole Time Directors.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24%	12%	24%	25%	15%	24%	22%	18%	22%
Permanent Workers	9%	35%	10%	5%	0%	5%	5%	9%	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

Note- CFOFPL 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: Yes

a. Turnover (in ₹) – ₹ 6321.01 Cr.

b. Net worth (in ₹.) – ₹ 5098.61 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 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. Members of the local community may communicate their concerns directly to the respective plant Human Resources team. Feedback and grievances may also be raisedduringcommunity engagement and CSR initiatives undertaken by the Company.	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Investors (other than shareholders)	Yes. Investors may submit their grievances to the Secretarial Department through the designated investor grievance channels available on the Company's website, including email at investors@finolex.com	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Shareholders	Yes. Shareholders can registertheirgrievances through the Investor Relations and Secretarial channels provided on the Company's website.	4	0	Complaints Resolved	1	0	Complaints Resolved

Stakeholder group from whom complaint is received.	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes. The Company has established a Whistle Blower Policy and other internal grievance mechanisms that enable employees and workers to report concerns confidentially without fear of retaliation.	2	0	Complaints Resolved	Nil	Nil	Not Applicable
Below (Clients)	Yes. Customers may lodge complaints through the Company's customer support channels including social media platforms, the toll-free helpline (1800 209 0166) and email at service@finolex.com	10	0	Complaints Resolved	31	0	Complaints Resolved
Value Chain Partners	Yes. Suppliers, distributors and other value chain partners may raise concerns by contacting the Company through the designated telephone helpline (+91 20 2750 6200) or by email at sales@finolex.com	6	0	Complaints Resolved	17	0	Complaints Resolved
Other (please specify)	-	-	-	-	-	-	-

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:** Climate change may result in extreme weather events, supply chain disruptions, increased energy costs, evolving climate regulations and transition risks associated with decarbonisation. **Opportunity:** Adoption of renewable energy, energy-efficient technologies and sustainable product offerings can improve operational efficiency, reduce emissions and enhance long-term competitiveness.	The Company continues to implement energy conservation initiatives, improve operational efficiency and invest in renewable energy. Solar power generation has been adopted at the Urse facility and solar installations are planned at Ponda and Usgaon. Energy-efficient lighting, equipment optimisation, wastewater reuse systems and development of sustainable products such as Green Cables further support the Company's climate resilience and emission reduction strategy. All manufacturing facilities and offices are adequately insured against unforeseen events.	Negative & Positive
2	Human Capital	Risk & Opportunity	**Risk:** Talent attraction, employee retention, succession planning and availability of skilled manpower may impact operational continuity and productivity. **Opportunity:** Continuous investment in employee capability development, leadership building, employee engagement and wellbeing strengthens organisational performance and long-term competitiveness.	The Company focuses on continuous learning and capability enhancement through induction programmes, technical training, ISO awareness, behavioural training, human rights, ethics, environmental awareness, fire safety, occupational health and safety and quality improvement programmes. Employee engagement, fair employment practices and performance development initiatives support talent retention and workforce effectiveness.	Negative & Positive
3	Workforce Rights and Practices	Risk	Non-compliance with labour laws, human rights principles, workplace discrimination or unethical employment practices may result in legal, financial and reputational risks.	The Company has implemented a Human Rights Policy, Equal Opportunity Policy, POSH Policy, Whistle Blower Policy and Code of Conduct to promote fair and ethical employment practices. Employees have access to grievance redressal mechanisms and awareness programmes are conducted regularly to strengthen compliance with labour laws and human rights principles.	Negative
4	Community Relations	Opportunity	Positive engagement with communities enhances the Company's social licence to operate, strengthens stakeholder trust and contributes towards inclusive development.	Through its CSR initiatives, the Company undertakes programmes relating to education, healthcare, rural development, environmental sustainability and community welfare. Continuous engagement with local communities helps build long-term relationships while creating sustainable social value.	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:** Inadequate stakeholder engagement may affect stakeholder confidence, regulatory compliance and business reputation. **Opportunity:** Transparent engagement enables better decision making, strengthens relationships and improves long-term sustainability performance.	The Company has established structured stakeholder engagement mechanisms to identify stakeholder expectations, address concerns and incorporate stakeholder feedback into decision-making. The Board and senior management periodically review sustainability-related matters and applicable regulatory developments to ensure effective governance.	Negative & Positive
6	Business Ethics	Risk & Opportunity	**Risk:** Fraud, corruption, bribery, unethical conduct or violations of laws and internal policies may result in legal action, financial losses and reputational damage. **Opportunity:** Strong ethical governance enhances stakeholder confidence and supports sustainable business growth.	The Company has implemented a comprehensive Code of Conduct, Anti-Corruption & Anti-Bribery Policy and Whistle Blower Policy applicable to employees and other stakeholders. Ethical conduct is reinforced through regular awareness programmes, compliance monitoring, internal controls and confidential reporting mechanisms.	Negative & Positive
7	Data Privacy & Cyber Security	Risk & Opportunity	**Risk:** Cyber-attacks, malware, ransomware, unauthorised access, system failures and data breaches may disrupt operations and compromise confidential information. **Opportunity:** Robust information security systems improve business continuity, stakeholder confidence and digital resilience.	The Company has implemented an Information Technology Policy incorporating information security controls, role-based access, password management, antivirus protection, system backups, network security, authorised software usage, data access controls and incident reporting procedures. These measures help safeguard business information and minimise cyber security risks.	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)
8	Water, waste & hazardous material management	Risk & Opportunity	**Risk:** Water scarcity, improper wastewater discharge, hazardous waste mismanagement and non-compliance with environmental regulations may adversely impact operations. **Opportunity:** Efficient water use, recycling and responsible waste management improve environmental performance and operational efficiency.	The Company follows a Waste Management Policy and has implemented wastewater treatment and reuse systems, Zero Liquid Discharge (ZLD) at applicable facilities, Sewage Treatment Plants (STPs), source segregation of waste and disposal of hazardous waste through authorised recyclers and treatment facilities in accordance with applicable regulations.	Negative & Positive
9	Sustainable supply chain	Risk & Opportunity	**Risk:** Supplier non-compliance with environmental, social and governance requirements, supply disruptions and reputational risks may affect business continuity. **Opportunity:** Responsible procurement practices strengthen supply chain resilience and improve stakeholder confidence.	The Company follows a Sustainable Supply Chain Policy and procures approximately 75% of its primary raw materials from established manufacturers that comply with applicable legal and sustainability requirements. Supplier evaluation includes compliance with environmental, labour, health & safety and governance expectations to promote responsible sourcing.	Negative & Positive
10	Occupational Health & Safety	Risk & Opportunity	**Risk:** Workplace injuries, occupational illnesses and unsafe working conditions may affect employee wellbeing, productivity and regulatory compliance. **Opportunity:** A strong safety culture improves operational efficiency, employee morale and business continuity.	The Company has implemented occupational health and safety management systems covering employees and workers across manufacturing facilities. Safety initiatives include documented SOPs, Job Safety Analysis (JSA), HIRA, work permit systems, safety committees, emergency preparedness, periodic mock drills, qualified safety officers, medical facilities, annual health check-ups, PPE usage, workplace inspections, third-party safety audits and regular safety awareness programmes.	Negative & Positive
11	Energy Management	Opportunity	Adoption of energy-efficient technologies and renewable energy reduces operating costs, improves resource efficiency and contributes to climate action.	The Company continues to implement energy conservation initiatives including LED lighting, optimisation of utilities, energy-efficient equipment, preventive maintenance, rooftop solar power generation at the Urse facility and planned solar installations at other manufacturing locations to improve energy performance and reduce greenhouse gas emissions.	Positive
12	Diversity and Inclusion	Opportunity	A diverse and inclusive workforce enhances innovation, improves employee engagement and supports equitable growth.	The Company promotes equal employment opportunities through its Equal Opportunity Policy, fair recruitment and career development practices, accessibility measures for differently abled employees and compliance with applicable employment laws. Inclusive workplace practices are supported through employee awareness programmes and grievance mechanisms.	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)
13	Product Innovation	Opportunity	Increasing customer preference for safer, environmentally responsible and high-performance products presents opportunities for sustainable business growth and market differentiation.	The Company continues to strengthen its product portfolio through innovative and sustainable products such as FinoGreen Halogen-Free Flame Retardant (HFFR) Industrial Cables, which enhance fire safety by emitting minimal smoke and zero halogens while meeting evolving customer expectations and regulatory requirements.	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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes. The Company has established a comprehensive policy framework that addresses the core elements of all nine principles of the National Guidelines on Responsible Business Conduct (NGRBC). These policies provide direction on ethical business conduct, corporate governance, environmental stewardship, employee welfare, human rights, occupational health and safety, stakeholder engagement and responsible business practices. The policies are periodically reviewed to ensure continued alignment with applicable regulatory requirements and the Company's governance framework. The Company's policy framework includes, among others, the Code of Conduct, Whistle Blower Policy, Human Rights Policy, Health, Safety and Environment Policy, Corporate Social Responsibility Policy, Prevention of Sexual Harassment at Workplace Policy and other governance related policies that collectively support responsible business conduct across the organisation.								
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Company Policies (https://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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company has adopted internationally recognised management system standards that strengthen its governance framework and support responsible business practices across its operations. These certifications provide a structured approach towards quality management, environmental management, occupational health and safety and information security while reinforcing the principles of the National Guidelines on Responsible Business Conduct (NGRBC).								
	The key certifications adopted by the Company are as follows:								

Standard / Certification	Scope	Mapped NGRBC Principle(s)
ISO 9001:2015	Quality Management System is implemented across manufacturing operations to ensure consistent product quality, process efficiency and customer satisfaction.	Principle 2 and Principle 9
ISO 14001:2015	Environmental Management System for managing environmental aspects, improving environmental performance and promoting regulatory compliance.	Principle 6
ISO 45001:2018	Occupational Health and Safety Management System focused on providing a safe and healthy workplace and preventing work related injuries and ill health.	Principle 3
ISO/IEC 27001	Information Security Management System for protecting information assets and strengthening information security practices.	Principle 1 and Principle 9
TL 9000	Quality Management System for optical fibre products, supporting quality assurance and continual improvement in the telecommunications product portfolio.	Principle 2 and Principle 9

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

- 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.
- 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.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company continues to make steady progress towards achieving its stated commitments, goals and targets. Certain initiatives are being implemented over defined timelines and, therefore, may not have been fully achieved during the reporting period. The Company remains focused on executing the necessary actions, regularly monitoring progress and ensuring that the identified targets are achieved within the respective timelines.								
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) At Finolex Cables Limited, sustainability continues to be an integral part of our business strategy and long-term value creation approach. We remain committed to conducting our business responsibly by integrating environmental, social and governance (ESG) considerations into our operations, decision-making processes and stakeholder engagement practices. Guided by the principles of responsible business conduct, we strive to create sustainable value for our customers, employees, shareholders, business partners and the communities in which we operate. During FY 2025-26, the Company continued to strengthen its ESG framework through initiatives focused on operational excellence, resource efficiency, responsible sourcing, employee wellbeing, occupational health and safety, ethical governance and customer-centric product innovation. We further enhanced our environmental stewardship through energy conservation measures, wastewater treatment and reuse, responsible waste management, greenhouse gas emission reduction initiatives and increased focus on renewable energy adoption across our manufacturing facilities. Our sustainable product portfolio, including halogen-free flame retardant cables, reflects our commitment to delivering products that support safer and more sustainable infrastructure. Our people remain our greatest strength. We continued to invest in employee capability development through technical, behavioural and safety training programmes while fostering an inclusive, safe and respectful workplace supported by robust human rights, equal opportunity, anti-corruption, whistle blower and prevention of sexual harassment policies. The health and safety of our employees and workers continues to remain a top priority, supported by comprehensive occupational health and safety management systems, periodic risk assessments, emergency preparedness measures and continuous awareness programmes across our manufacturing facilities. We also recognise that a resilient and responsible value chain is essential for sustainable growth. During the year, we continued to strengthen our supplier engagement practices by promoting responsible procurement and sourcing a significant proportion of our primary raw materials from established suppliers that adhere to applicable legal and sustainability requirements. While we have made meaningful progress, we acknowledge that the sustainability landscape continues to evolve rapidly with increasing stakeholder expectations, changing regulatory requirements, climate-related risks and technological advancements. These developments present both opportunities and challenges that require continuous improvement, innovation and collaboration across our value chain. Going forward, we remain committed to improving our ESG performance by enhancing resource efficiency, reducing our environmental footprint, strengthening governance and compliance practices, promoting employee wellbeing and diversity, advancing responsible supply chain management and delivering innovative, high-quality products that create long-term value for all stakeholders. Through these efforts, we will continue to support sustainable business growth while contributing positively to society and the environment.									
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board of Directors is the highest governing authority responsible for overseeing the implementation and monitoring of the Company's Business Responsibility and Sustainability framework. The Board provides strategic direction on responsible business practices and ensures that sustainability considerations are integrated into the Company's governance, risk management and decision-making processes. It periodically reviews the effectiveness of the Company's policies and monitors progress on key sustainability initiatives.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Board of Directors oversees sustainability related matters with the support of its Board level Committees, including the Corporate Social Responsibility Committee and the Risk Management Committee. These Committees review matters relating to sustainability, business responsibility, risk management and stakeholder interests within their respective terms of reference. Their recommendations and periodic reviews support the Board in monitoring the implementation of sustainability initiatives, evaluating emerging risks and ensuring alignment with the Company's governance framework and responsible business objectives.								

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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Board of Directors and Respective Board level Committees									Periodically								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Compliance with applicable legal and regulatory requirements is monitored through established internal governance and compliance mechanisms and is periodically reviewed by the Board and the respective Board level Committees, wherever applicable. Appropriate corrective and preventive actions are undertaken in the event of any observations or non-compliances identified through internal reviews, audits or regulatory assessments.									Periodically								

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
	No. The Company has not undertaken an independ-ent external assessment of the effectiveness of its Business Responsibility policies during the reporting period. The implementation and effectiveness of these policies are monitored through established internal governance mechanisms, periodic reviews and internal audit processes, wherever applicable. Oversight is provided by the Board of Directors and the respective Board level Committees to ensure that the policies remain effective, relevant and aligned with the Company's governance framework, business objectives and applicable regulatory requirements.								

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
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	6	Stakeholder Engagement and Communication, Corporate governance, Industry Trends and Market Analysis	100%
Key Managerial Personnel	4	Effective Leadership and Team Management, Insider Trading Regulations, Digital Transformation and Technology Adotion	100%
Employees other than BoD and KMPs	47	Waste Management, Water Conservation, Stress Management, Health and safety in the workplace, Human rights and labor standards, Employee wellbeing and work-life balance	81%
Workers	63	Waste Management, Water Conservation, Stress Management, Health and safety in the workplace	51%

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	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil			
Punishment				

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 adopted an Anti-Corruption and Anti-Bribery Policy that establishes the framework for conducting business with integrity, honesty, transparency and accountability. The policy affirms the Company's zero tolerance approach towards all forms of bribery, corruption, facilitation payments, kickbacks and any other improper or unethical business practices. It is applicable to all Directors, officers and employees of the Company as well as third parties acting on its behalf, including consultants, agents, contractors, suppliers, intermediaries and other business associates. The policy requires all covered persons to comply with applicable anti-corruption and anti-bribery laws and to conduct business in a fair, ethical and transparent manner.

The policy sets out the Company's expectations relating to the prevention and identification of bribery and corruption risks and provides guidance on matters such as conflicts of interest, gifts, hospitality, entertainment, charitable contributions, political contributions and interactions with public officials. It also requires employees and other covered persons to promptly report any actual or suspected instances of bribery, corruption or unethical conduct through the prescribed reporting mechanisms. The Company is committed to ensuring that all reported concerns are appropriately investigated while maintaining confidentiality and protecting individuals who report concerns in good faith from any form of retaliation. Any violation of the policy may result in disciplinary action, including termination of employment or contractual arrangements, as applicable. The policy is periodically reviewed to ensure its continued alignment with applicable legal and regulatory requirements and the Company's governance framework.

Web Link:

https://www.finolex.com/UploadedDocs/Anti%20Corruption%20and%20Anti%20Bribery%20Policy.pdf

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (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 2025-26 (Current Financial Year)		FY 2024-25 (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.

During FY 2025-26, no cases of corruption or conflicts of interest resulted in any fines, penalties or actions by regulators, law enforcement agencies or judicial institutions. Accordingly, no corrective actions were required or undertaken in this regard. The Company continues to uphold high standards of ethical business conduct through its Code of Conduct, Anti-Corruption and Anti-Bribery Policy and other governance mechanisms, which promote integrity, transparency and compliance with applicable laws and regulations across its operations.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	20 Days	21 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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	1%	1%
	b. Number of trading houses where purchases are made from	41	27
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	71%	80%
Concentration of Sales	a Sales to dealers / distributors to whom sales are made	84%	86%
	b. Number of dealers / distributors to whom sales are made	3,610	3,411
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	**10%**	12%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0%	0%
	b. Sales (Sales to related parties / Total Sales)	0.85%	0%*
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments (Investments in related parties / Total Investments made)	10%	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
Nil	No awareness programmes or training sessions were conducted for value chain partners on the NGRBC principles during FY 2025-26. The Company continues to engage with its value chain partners through its business relationships and contractual arrangements and remains committed to promoting responsible business practices across its value chain. The Company will continue to evaluate opportunities to strengthen engagement and awareness initiatives for its value chain partners, as appropriate.	Not Applicable

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 governance processes to identify, disclose and appropriately manage actual, potential or perceived conflicts of interest involving members of the Board. Directors are required to perform their duties in the best interests of the Company and comply with the provisions of the Companies Act, 2013, SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and the Company's Code of Conduct. The governance framework requires Directors to make timely disclosures of their interests and any circumstances that may give rise to a conflict of interest. Such disclosures are reviewed in accordance with the applicable statutory requirements and internal governance processes and appropriate actions, including recusal from discussions or decision making where required, are undertaken to ensure transparency, objectivity and integrity in Board proceedings. These processes enable the Company to promote ethical decision making, strengthen corporate governance and safeguard the interests of the Company and its stakeholders.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	-	-	No R&D expenditure was incurred during FY 2025-26 specifically towards technologies aimed at improving the environmental or social impacts of products or processes.
Capex	0%	0.47%	No capital expenditure was incurred during FY 2025-26 specifically towards technologies or infrastructure for improving the environmental or social impacts of products or processes. The Company continues to leverage the sustainability-related investments made in previous years to enhance resource efficiency and environmental performance. During FY 2024-25, the Company invested in environmentally sustainable infrastructure, including:

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
			• 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. • Upgradation of the 33kV HPA circuit breaker with a VD4 vacuum circuit breaker, eliminating the use of SF_6 gas and reducing greenhouse gas emissions. • Commissioning of a 15 KLD Sewage Treatment Plant (STP) to facilitate wastewater treatment and reuse, thereby reducing freshwater consumption and supporting water conservation.

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

Yes. The Company has established procedures to promote sustainable sourcing through its governance framework, Code of Conduct and supplier engagement practices. The Company expects its suppliers, contractors, service providers and other business partners to conduct their operations in a responsible, ethical and legally compliant manner while adhering to the standards prescribed by the Company. The procurement process incorporates due diligence and evaluation mechanisms that consider quality, regulatory compliance, business integrity and sustainability related aspects while selecting and continuing business relationships with suppliers.

The Company encourages its suppliers to comply with all applicable environmental, health and safety and labour laws and regulations and to adopt responsible practices relating to environmental protection, conservation of natural resources, prevention of pollution, occupational health and safety, human rights, fair labour practices and ethical business conduct. Suppliers are also expected to prohibit child labour, forced labour, discrimination, bribery and corruption and to maintain a safe and healthy working environment for their workforce. The Company further expects its business partners to uphold high standards of integrity, maintain transparency in business dealings, avoid conflicts of interest and comply with all applicable statutory and regulatory requirements.

Through continuous supplier engagement, periodic performance evaluation and adherence to the Company's Code of Conduct and applicable policies, the Company seeks to strengthen responsible sourcing practices, enhance supply chain resilience and integrate environmental, social and governance considerations across its value chain.

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

During FY 2025-26, approximately 75% of the Company's primary raw materials were sourced from key suppliers that comply with applicable legal and regulatory requirements. These primary raw materials include copper, aluminium rod, and PVC resin, which are procured from established manufacturers such as Reliance Industries Limited, Vedanta Copper, Kutch Copper, BALCO, and Birla Copper.

The Company continues to engage with suppliers that meet its procurement and compliance expectations and seeks to promote responsible sourcing practices by maintaining long-term relationships with reputed suppliers that adhere to applicable statutory and regulatory requirements.

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

The Company has adopted a Waste Management Policy that provides the framework for environmentally responsible management of waste generated from its operations. The policy is guided by the principles of recovery, reduction, reuse and recycling and aims to minimise waste generation while progressing towards zero waste to landfill. Although the Company did not undertake reclamation of end-of-life products during FY 2025-26, it has established procedures for segregation, collection, storage, recycling and disposal of different waste streams in accordance with applicable statutory requirements. The policy also promotes stakeholder engagement, employee awareness and adoption of technologies that improve recyclability and reduce waste generation.

(a) Plastics (including packaging)

Plastic waste generated from manufacturing operations and packaging activities is segregated at source and managed in accordance with the Company's Waste Management Policy. Wherever feasible, plastic waste is directed for recycling to authorised recyclers, while waste that cannot be recycled is disposed of through authorised waste management agencies in compliance with applicable regulations. The Company did not reclaim any end-of-life plastic products during the reporting year.

(b) E-waste

E-waste including obsolete computers, laptops, monitors, servers and other electronic equipment is managed in accordance with the E-Waste (Management) Rules, 2016. Such waste is disposed of only through MoEF&CC approved recyclers or dismantlers to ensure environmentally sound recycling and compliance with applicable statutory requirements. No end-of-life products were reclaimed under this category during FY 2025-26.

(c) Hazardous waste

Hazardous waste such as used oil, waste oil, waste drums, oil-soaked cotton and other hazardous waste generated during operations is managed in accordance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. Depending on the nature of the waste, disposal is undertaken through authorised recyclers, Treatment Storage and Disposal Facilities (TSDFs) or authorised co-processors such as cement industries, in accordance with applicable regulations. The Company did not reclaim any end-of-life products under this category during the reporting year.

(d) Other waste

Non-hazardous waste including scrap materials, paper, cardboard, office waste, food waste and other organic waste is segregated and managed in accordance with the Company's Waste Management Policy. The Company promotes reduction, reuse and recycling of such waste wherever feasible and ensures that disposal is carried out through authorised waste management channels in compliance with applicable regulatory requirements. The Company did not undertake reclamation of end-of-life products under this category during FY 2025-26.

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 and the applicable amendments thereto. The Company has obtained valid EPR registration for its applicable manufacturing units and has established processes to fulfil its obligations under the applicable regulatory framework.

The Company's waste collection and waste management practices are aligned with its EPR obligations and are implemented in conjunction with its Waste Management Policy, which promotes environmentally responsible management of waste through the principles of recovery, reduction, reuse and recycling. The Company works with authorised recyclers and waste management agencies, as applicable, to facilitate environmentally sound handling and disposal of waste while ensuring compliance with applicable regulatory requirements. The Company also continues to strengthen stakeholder engagement, awareness initiatives and waste management practices to support responsible resource utilisation and compliance with evolving environmental regulations.

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.
No. The Company has not conducted a Life Cycle Perspective or Life Cycle Assessment (LCA) for any of its products during FY 2025-26. Accordingly, the disclosure in the prescribed format is not applicable.					

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

Name of Product / Service	Description of the risk / concern	Action Taken
Cable and electrical products	Although no Life Cycle Assessment (LCA) has been conducted during the reporting period, the Company recognises that manufacturing operations involve environmental and social considerations such as responsible use of raw materials, energy and water consumption, waste generation, emissions, occupational health and safety and regulatory compliance.	The Company manages these aspects through its established management systems, operational controls and policies relating to environment, health and safety, waste management, responsible sourcing and regulatory compliance. It continues to implement resource efficiency initiatives, responsible waste management practices, occupational health and safety measures and periodic monitoring to minimise environmental and social impacts arising from its operations.

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
The Company did not utilise any recycled or reused input material in its production processes during FY 2025-26. Accordingly, the percentage of recycled or reused input material to total material used in production was Nil.		

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	The Company did not undertake reclamation of products or packaging materials at the end of their life during FY 2025-26. Accordingly, no products or packaging materials were reused, recycled or safely disposed under a product reclamation programme.					
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
The Company did not reclaim any products or their packaging materials during FY 2025-26. Accord-ingly, the percentage of reclaimed products and packaging materials to total products sold was Nil.	

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	% Of Employees covered by										
	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 employees											
Male	865	0	0%	865	100%	0	0%	0	0%	0	0%
Female	49	0	0%	49	100%	49	100%	0	0%	0	0%
Total	**914**	**0**	**0%**	**914**	**100%**	**49**	**5.36%**	**0**	**0%**	**0**	**0%**
Other than permanent employees											
Male	14	0	0%	14	100%	0	0%	0	0%	0	0%
Female	3	0	0%	3	100%	3	100%	0	0%	0	0%
Total	**17**	**0**	**0%**	**17**	**100%**	**3**	**17.65%**	**0**	**0%**	**0**	**0%**

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

Category	% Of Workers covered by										
	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	689	0	0%	689	100%	0	0%	0	0%	0	0%
Female	7	0	0%	7	100%	7	100%	0	0%	0	0%
Total	**696**	**0**	**0%**	**696**	**100%**	**7**	**1.01%**	**0**	**0%**	**0**	**0%**
Other than permanent workers											
Male	1897	0	0%	1897	100%	0	0%	0	0%	0	0%
Female	7	0	0%	7	100%	7	100%	0	0%	0	0%
Total	**1904**	**0**	**0%**	**1904**	**100%**	**7**	**0.37%**	**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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.006%	0.07%

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	0%	6%	Y	1%	3%	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 is committed to providing an inclusive and accessible workplace for all employees, workers and visitors in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016 and other applicable legislations. Accessibility and inclusion form an integral part of the Company's people practices, with a focus on providing equal opportunities and ensuring that individuals are treated with dignity, fairness and respect.

The Company endeavours to maintain workplace infrastructure that supports accessibility to the extent practicable and provides reasonable accommodations to enable persons with disabilities to participate effectively in employment-related activities. The Equal Opportunity and Anti-Discrimination Policy also provides for reasonable accommodations during grievance investigations and other workplace processes to ensure equal participation of persons with disabilities. The Company continues to review its workplace practices and infrastructure to promote an inclusive work environment and address accessibility requirements in line with applicable legal and regulatory provisions.

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 in accordance with the Rights of Persons with Disabilities Act, 2016 and other applicable legislations, including the Transgender Persons (Protection of Rights) Act, 2019 and the Human Immunodeficiency Virus and Acquired Immune Deficiency Syndrome (Prevention and Control) Act, 2017. The policy demonstrates the Company's commitment to providing equal employment opportunities and maintaining a workplace that is free from discrimination, harassment and bias. It applies to job applicants, apprentices, interns, trainees, employees, contract workers, directors, consultants and third-party personnel and promotes fair treatment across all stages of employment, including recruitment, training, promotion, compensation and separation.

The policy prohibits discrimination on grounds including race, nationality, ethnicity, religion, gender, disability, age, marital status, sexual orientation and any other characteristic protected under applicable law. Employment-related decisions are based on merit, competence, performance and potential. The policy also establishes mechanisms for reporting concerns, grievance redressal and investigation of complaints while ensuring confidentiality, protection against retaliation and reasonable accommodations for persons with disabilities wherever required. Regular awareness and training programmes support implementation of the policy across the organisation. The policy is made available to employees through the Company's intranet portal.

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

	Permanent employees		Permanent workers	
Gender	**Return to Work rate**	**Retention rate**	**Return to Work rate**	**Retention rate**
Male	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	100%	0%	0%	0%
Total	**100%**	**0%**	**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. The Company has established a Whistle Blower Policy that provides a formal mechanism for employees and workers to report genuine concerns relating to unethical conduct, actual or suspected fraud, corruption, violations of the Company's Code of Conduct or policies, misuse of Company assets and any other improper or unlawful activities. Permanent workers may report concerns through the designated whistle blower mechanism without fear of retaliation. The policy ensures that all complaints are received confidentially, investigated in an impartial and timely manner and addressed through appropriate corrective actions wherever required. The Company is committed to protecting whistle blowers acting in good faith from any form of victimisation or retaliation and maintains confidentiality throughout the investigation process.
Other than Permanent workers	Yes. The grievance redressal mechanism under the Company's Whistle Blower Policy extends to contract workers, trainees, apprentices and other individuals associated with the Company's operations, enabling them to report genuine concerns relating to unethical or improper conduct. Complaints may be reported through the prescribed reporting channels and are reviewed in accordance with the procedures laid down under the policy. The Company ensures that concerns are handled objectively, confidentially and without retaliation against individuals who report concerns in good faith.
Permanent employees	Yes. The Company has implemented a Whistle Blower Policy that enables permanent employees to raise concerns relating to unethical behaviour, fraud, corruption, conflicts of interest, financial irregularities, non-compliance with applicable laws, violations of the Company's policies or any other misconduct. Employees may report concerns through the designated reporting mechanism, including directly to the Chairperson of the Audit Committee where appropriate. The policy provides for fair and independent investigation of reported concerns while ensuring confidentiality, protection of the identity of the whistle blower and safeguarding employees against retaliation or any adverse employment consequences for reporting concerns in good faith.
Other than Permanent employees	Yes. The Company provides an appropriate grievance reporting mechanism for temporary employees, trainees, apprentices, interns and other non-permanent personnel through its Whistle Blower Policy. The mechanism enables reporting of concerns relating to unethical practices, policy violations or any suspected misconduct. Reported matters are examined objectively through the prescribed investigation process and appropriate action is taken wherever necessary. The Company is committed to maintaining confidentiality and ensuring that individuals raising concerns in good faith are protected against retaliation or unfair treatment.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	**914**	**0**	**0%**	**874**	**0**	**0%**
-Male	865	0	0%	825	0	0%
-Female	49	0	0%	49	0	0%
Total Permanent workers	**696**	**291**	**42%**	**720**	**312**	**43%**
-Male	689	290	42%	710	311	44%
-Female	7	1	14%	10	1	10%

8. **Details of training given to employees and workers**

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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	879	329	37%	634	72%	825	325	39%	397	48%
Female	52	52	100%	26	50%	49	19	39%	24	49%
Total	**931**	**381**	**41%**	**660**	**71%**	**874**	**344**	**40%**	**421**	**48%**
Workers										
Male	2586	1126	44%	703	27%	710	281	40%	213	30%
Female	14	3	21%	7	50%	10	4	40%	3	30%
Total	**2600**	**1129**	**43%**	**710**	**27%**	**720**	**285**	**40%**	**216**	**30%**

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

Category	FY 2025-26(Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	879	879	100%	825	636	77%
Female	52	52	100%	49	36	73%
Total	**931**	**931**	**100%**	**874**	**672**	**77%**
Workers						
Male	2586	2586	100%	710	345	49%
Female	52	52	100%	10	9	90%
Total	**2638**	**2638**	**100%**	**720**	**354**	**49%**

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. The Company has implemented a comprehensive Occupational Health and Safety (OHS) Management System to provide and maintain a safe, healthy and secure working environment across its operations. The framework is governed by the Company's Occupational Health and Safety Policy, which has been developed in accordance with the principles of the Occupational Health and Safety Management System standard ISO 45001:2018. The policy reflects the Company's commitment towards protecting the health, safety and well being of employees, workers, contractors, subcontractors, visitors and all other individuals associated with its operations while ensuring compliance with applicable statutory and regulatory requirements.

The Occupational Health and Safety Management System is applicable across all manufacturing facilities, units, departments, sales offices, branches and operations of the Company in India. It covers permanent employees, temporary employees, contract workers, contractors, subcontractors and visitors entering the Company's premises. Occupational health and safety forms an integral part of the Company's operational framework and is supported through clearly defined objectives and targets, documented Standard Operating Procedures (SOPs), safe operating procedures, operational guidelines and deployment of adequate resources for effective implementation.

The Company's occupational health and safety framework includes qualified Safety Officers, Safety Committees, firefighting arrangements, emergency preparedness and response plans, emergency evacuation procedures, periodic mock drills, work permit systems for high-risk and non-routine activities, hazard identification and risk assessment processes, workplace inspections, statutory equipment inspections, employee participation mechanisms, incident reporting procedures and continuous monitoring of workplace safety performance. The Company also provides appropriate Personal Protective Equipment (PPE) based on job-specific risk assessments and ensures that employees and workers receive regular safety awareness programmes and operational safety training to perform their duties safely.

The Company remains committed to continuously improving its Occupational Health and Safety Management System by establishing measurable objectives, conducting regular audits and inspections, strengthening employee participation, enhancing workplace safety infrastructure and reviewing safety performance to promote a proactive safety culture across all manufacturing locations.

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 follows a structured and systematic approach for identifying workplace hazards, assessing occupational risks and implementing appropriate control measures for both routine and non-routine activities. Hazard Identification and Risk Assessment (HIRA) and Job Safety Analysis (JSA) are carried out to identify potential hazards associated with various operational activities and to evaluate the likelihood and severity of associated risks before commencement of work. These assessments form the basis for determining engineering controls, administrative controls, safe work practices and use of appropriate Personal Protective Equipment.

Routine operational activities are carried out in accordance with documented Standard Operating Procedures (SOPs) and safe operating procedures developed for different manufacturing processes. For non-routine and high-risk activities, the Company implements a structured Work Permit System to ensure that hazards are identified, risks are assessed and necessary safety precautions are implemented before commencement of work.

Qualified Safety Officers undertake regular inspections of manufacturing facilities to identify unsafe acts, unsafe conditions and potential workplace hazards. They interact with employees and workers during inspections to obtain feedback regarding safety concerns, operational risks and opportunities for improvement. Safety Committees, comprising representatives from management and shop floor employees, conduct periodic meetings to review workplace safety observations, discuss identified hazards, analyse incidents and near misses and monitor implementation of corrective and preventive actions.

The Company also conducts periodic third party plant safety audits by authorised competent persons to independently evaluate workplace safety practices. Workplace environmental monitoring activities including noise monitoring, illumination (lux) monitoring and testing of drinking water quality are carried out periodically to ensure that workplace conditions remain within prescribed standards. Statutory testing and inspection of critical equipment including pressure vessels, air vessels, overhead travelling cranes (EOT cranes) and other equipment are undertaken through competent persons to ensure safe operation and compliance with applicable regulations.

Emergency preparedness forms an integral part of the Company's risk management framework. Emergency response procedures, firefighting systems, emergency evacuation plans and periodic mock drills are implemented to prepare employees and workers for potential emergency situations. Through these comprehensive processes, the Company proactively identifies workplace hazards, evaluates occupational risks and continuously strengthens workplace safety 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 established structured mechanisms that encourage employees and workers to actively participate in workplace safety by reporting unsafe acts, unsafe conditions, near miss incidents and other work-related hazards. Employees and workers may communicate safety concerns to their immediate supervisors, department heads, Plant Safety Officers, Human Resources Department or through the Safety Committee. In addition, suggestion and complaint boxes have been placed at manufacturing locations to encourage reporting of workplace hazards and safety improvement opportunities.

Shop floor employees and workers are represented on the Safety Committee, enabling them to directly participate in discussions relating to workplace safety, hazard identification and implementation of corrective and preventive measures. Safety concerns reported by employees and workers are reviewed promptly and necessary corrective actions are implemented without undue delay to eliminate or minimise identified risks.

The Company's Occupational Health and Safety Policy also provides for reporting and investigation of occupational accidents, injuries, illnesses and unsafe conditions. Reported incidents are investigated to identify root causes and implement preventive measures aimed at avoiding recurrence. Through regular interaction between Safety Officers and workers, periodic workplace inspections, employee participation in Safety Committee meetings and continuous awareness programmes, the Company encourages proactive reporting of workplace hazards and promotes a strong safety culture throughout its operations.

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

Yes. The Company provides employees and workers with access to medical and healthcare facilities to support both occupational and general health. Manufacturing facilities are equipped with medical rooms, ambulance rooms, first aid facilities and medical kits to provide immediate medical assistance whenever required. Qualified Medical Officers, including Factory Medical Officers, regularly visit manufacturing locations to provide medical consultation and healthcare support.

Annual and periodic medical examinations are conducted for employees, particularly those engaged in hazardous manufacturing processes, to monitor their health status and identify any occupational health concerns at an early stage. Employees and workers also have access to nearby hospitals through established medical tie ups to facilitate prompt medical treatment during emergencies. Dedicated ambulance facilities and emergency vehicles are available to support timely transportation whenever required.

Employees are covered under applicable statutory healthcare schemes such as the Employees' State Insurance (ESI) Scheme, wherever applicable, and Group Personal Accident (GPA) insurance. In addition to providing medical treatment facilities, the Company's Occupational Health and Safety Policy emphasises employee wellness initiatives and programmes aimed at promoting both physical and mental well-being of employees and workers.

These initiatives collectively contribute towards creating a healthy and supportive work environment across the Company's operations.

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	1.06	0
	Workers	2.48	0
Total recordable work-related injuries	Employees	3	5
	Workers	7	6
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The Company is committed to maintaining a safe, healthy and secure workplace through implementation of a comprehensive Occupational Health and Safety Management System supported by its Occupational Health and Safety Policy. The policy has been developed in accordance with the principles of ISO 45001:2018 and establishes the Company's commitment towards protecting the health, safety and well-being of employees, workers, contractors, subcontractors and visitors while ensuring compliance with applicable legal and regulatory requirements. The Company continuously strives to improve its occupational health and safety performance by integrating safety into its operational framework, establishing measurable objectives and deploying adequate resources to strengthen workplace safety.

To proactively manage occupational risks, the Company undertakes Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), regular workplace inspections and periodic safety audits. Routine manufacturing activities are performed in accordance with documented Standard Operating Procedures and safe operating procedures, while non-routine and high-risk activities are undertaken through a structured Work Permit System to ensure that appropriate risk control measures are implemented before commencement of work. Qualified Safety Officers regularly inspect manufacturing facilities, interact with employees and workers to identify safety concerns and monitor implementation of corrective and preventive actions. Safety Committees comprising representatives from management and employees conduct regular meetings to review workplace observations, discuss safety performance and strengthen employee participation in occupational health and safety initiatives.

The Company has implemented comprehensive emergency preparedness measures including emergency response plans, emergency evacuation procedures, firefighting systems and periodic mock drills to enhance preparedness for emergency situations. Appropriate Personal Protective Equipment is provided based on job specific risk assessments, and its usage is monitored to minimise workplace injuries. Safety awareness programmes, toolbox talks and regular operational safety training are conducted to strengthen employees' understanding of workplace hazards and safe work practices. The Company also observes National Safety Week and National Fire Service Day and nominates employees for external safety training programmes organised by the Chief Inspectorate of Factories and Boilers and other competent authorities to continuously enhance safety competency across its operations.

To monitor workplace conditions and maintain a healthy working environment, the Company undertakes periodic workplace noise monitoring, illumination (lux) monitoring and drinking water quality testing. Reverse Osmosis (RO) systems and adequate drinking water facilities are maintained across manufacturing locations. Third party plant safety audits are conducted by authorised competent persons and statutory testing of critical equipment including air vessels, pressure vessels, overhead travelling cranes (EOT cranes) and other equipment is carried out periodically to ensure operational safety and regulatory compliance. CCTV surveillance is also deployed at manufacturing facilities to monitor workplace activities and identify potential safety lapses.

The Company places significant emphasis on employee health and medical care. Manufacturing facilities are equipped with medical rooms, ambulance rooms, first aid facilities and medical kits and qualified Medical Officers regularly provide healthcare support. Annual and periodic medical examinations are conducted, particularly for employees engaged in hazardous processes, to monitor occupational health. Employees and workers also have access to dedicated ambulance facilities, emergency medical transportation, tie ups with nearby hospitals, Employees' State Insurance benefits wherever applicable and Group Personal Accident insurance. In addition, wellness initiatives aimed at promoting physical and mental well being are encouraged as part of the Company's commitment to employee health.

Through continuous monitoring, regular audits and inspections, employee participation, comprehensive training programmes, incident reporting and investigation mechanisms and periodic review of its Occupational Health and Safety Management System, the Company continues to strengthen its safety culture and foster a workplace where health, safety and well being remain fundamental priorities.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	1	0	Complaint Resolved	Nil	Nil	Not Applicable
Health & Safety	1	0	Complaint Resolved	Nil	Nil	Not Applicable

14. Assessments for the year:

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

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.

During FY 2025-26, no significant risks or concerns requiring corrective action were identified through the Company's assessments of occupational health and safety practices and working conditions. The Company follows a proactive approach towards occupational health and safety through regular Hazard Identification and Risk Assessment (HIRA), Job Safety Analysis (JSA), workplace inspections, periodic internal and third party safety audits, Safety Committee meetings and continuous monitoring of workplace conditions to identify potential hazards at an early stage.

Any observations arising from routine inspections, safety audits, near miss reporting, employee feedback or Safety Committee deliberations are addressed through appropriate preventive and corrective measures as part of the Company's continual improvement process. The Company also periodically reviews standard operating procedures, work permit systems, emergency preparedness measures, employee training programmes and use of personal protective equipment to strengthen workplace safety and prevent recurrence of potential hazards. During the reporting period, no safety-related incidents or significant health and safety risks were identified that necessitated specific corrective action beyond the Company's ongoing occupational health and safety management practices.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees – Yes

Yes. The Company extends financial protection to eligible employees through applicable insurance and statutory benefit schemes in accordance with its employee welfare framework and prevailing legal requirements. Employees are covered under the Group Personal Accident Insurance Policy, which provides financial compensation in the event of accidental death. In addition, eligible employees are covered under statutory social security schemes, including the Employees' State Insurance (ESI) Scheme, wherever applicable. These provisions are designed to provide financial support to employees and their dependents and reflect the Company's commitment to employee welfare, social security, and financial protection.

(B) Workers – Yes

Yes. The Company extends applicable statutory social security benefits to workers, including contract workers wherever covered under the relevant laws. Workers eligible under the Employees' State Insurance (ESI) Scheme receive benefits in accordance with statutory provisions, including compensation and other applicable entitlements in the unfortunate event of death arising from employment-related or insured incidents. The Company also ensures that contractors comply with applicable labour laws and statutory obligations relating to employee welfare and social security.

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 has established a structured vendor management and procurement framework to ensure that its value chain partners comply with applicable statutory obligations relating to labour welfare, taxation, and other regulatory requirements. Suppliers and service providers are expected to comply with all applicable laws governing statutory deductions and deposits, including Provident Fund (PF), Employees' State Insurance (ESI), Goods and Services Tax (GST), Professional Tax and other applicable labour and tax legislations.

All Purchase Orders issued by the Company incorporate mandatory legal and statutory compliance requirements, requiring vendors to adhere to applicable laws and furnish supporting compliance documents whenever requested. Payments to vendors are linked with contractual compliance requirements, and the Company reserves the right to seek documentary evidence of statutory compliance before processing payments wherever applicable.

The Company also evaluates suppliers through its Vendor Evaluation and Approval process, which considers regulatory compliance, quality management systems, operational capabilities, financial stability and overall business practices. Suppliers are expected to maintain compliance throughout the business relationship, and any identified gaps are communicated for timely corrective action and resolution.

In addition, the Company undertakes periodic verification through internal procurement and finance processes, contractual reviews, and vendor performance assessments to monitor continued compliance with statutory requirements. This systematic approach helps strengthen responsible supply chain practices while ensuring that value chain partners remain accountable for fulfilling their statutory obligations in accordance with applicable laws and the Company's governance standards.

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

<table>
<tr><th></th><th colspan="2">Total no. of affected employees/ workers</th><th colspan="2">No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</th></tr>
<tr><th></th><th>FY 2025-26 (Current Financial Year)</th><th>FY 2024-25 (Previous Financial Year)</th><th>FY 2025-26 (Current Financial Year)</th><th>FY 2024-25 (Previous Financial Year)</th></tr>
<tr><td>Employees</td><td colspan="4" rowspan="2">During FY 2025-26, no cases of high consequence work-related injury, work-related ill-health or fatalities were reported among employees or workers. Accordingly, no rehabilitation measures, job reassignment or placement of family members in suitable employment were required during the reporting period. Similarly, no cases requiring rehabilitation or alternative employment arrangements were reported during FY 2024-25. The Company continues to maintain a proactive occupational health and safety management system focused on hazard identification, risk assessment, preventive controls, employee training, emergency preparedness and continuous monitoring to minimise workplace risks and ensure a safe working environment for all employees and workers.</td></tr>
<tr><td>Workers</td></tr>
</table>

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

No. The Company does not currently have a formal transition assistance programme specifically designed to facilitate continued employability or manage career transitions arising from retirement or termination of employment. However, the Company remains committed to the continuous learning and professional development of its workforce through regular technical, behavioural and functional training programmes, skill enhancement initiatives and competency development interventions conducted throughout the employment lifecycle.

The Company also promotes a supportive work environment through performance management, employee engagement initiatives and learning opportunities that strengthen employees' capabilities and enhance their long-term employability. While formal transition assistance programmes are not currently in place, the Company continues to review its people practices and employee welfare initiatives as part of its commitment to responsible human resource management and sustainable workforce development.

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 undertakes periodic assessments of its value chain partners through its established vendor evaluation and procurement processes. Suppliers and contractors are evaluated on parameters including compliance with applicable statutory requirements, occupational health and safety practices, quality management systems, operational capability and regulatory adherence. Purchase Orders also incorporate mandatory legal and statutory compliance clauses requiring vendors to comply with applicable labour, health and safety and other regulatory requirements. While a percentage-based assessment of value chain partners by value of business is not currently tracked for reporting purposes, the Company ensures that critical suppliers and contractors are evaluated prior to onboarding and periodically during the course of engagement based on defined compliance criteria.
Working Conditions	The Company also reviews value chain partners with respect to compliance with applicable labour laws and working condition requirements as part of its vendor evaluation framework. Suppliers are expected to comply with statutory provisions relating to employee welfare, working conditions and workplace safety and are required to furnish supporting compliance documentation whenever requested. Through periodic assessments and contractual compliance requirements, the Company seeks to promote responsible business practices across its supply chain. However, percentage-based coverage of value chain partner assessments based on business value is presently not maintained for reporting purposes.

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.

The Company follows a structured vendor evaluation and compliance monitoring process to identify and address any observations relating to health and safety practices, statutory compliance and working conditions of its value chain partners. As part of the procurement process, suppliers are required to comply with applicable legal and contractual requirements, including labour laws, occupational health and safety requirements and other statutory obligations. Where observations or gaps are identified during vendor evaluations, document verification or ongoing engagement, the Company engages directly with the concerned supplier to communicate the observations and seek timely corrective action. Vendors may be required to submit additional compliance documents, implement corrective measures and demonstrate continued compliance before further business engagements are considered.

During FY 2025-26, no significant risks or material concerns relating to health and safety practices or working conditions of value chain partners were identified that required major corrective action. The Company continues to strengthen its vendor evaluation framework through periodic reviews, contractual compliance requirements and ongoing engagement with suppliers to promote responsible, safe and sustainable practices across its value chain.

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 follows a structured and systematic approach to identify and prioritize its key stakeholder groups as part of its governance framework and commitment to responsible business conduct. Stakeholders are identified based on their influence on the Company's operations, their dependence on the Company's business activities and the potential impact of the Company's decisions and operations on them. This process enables the Company to understand stakeholder expectations and integrate their perspectives into business planning, risk management and long-term value creation.

The stakeholder identification process encompasses both internal and external stakeholder groups, including employees, workers, customers, shareholders and investors, suppliers and contractors, channel partners, regulatory and government authorities, lenders, local communities and other relevant business associates. The Company periodically reviews its stakeholder landscape considering changes in business operations, regulatory developments, emerging sustainability priorities and evolving stakeholder expectations.

Stakeholder identification and prioritisation are supported through continuous engagement conducted via multiple formal and informal channels, including employee interactions, customer feedback mechanisms, supplier assessments, investor communications, statutory consultations, community engagement initiatives, grievance redressal mechanisms and regulatory interactions. Feedback and inputs received through these channels are evaluated to understand material concerns, business relevance, opportunities for collaboration and areas requiring improvement.

The insights gathered through this process support the Company's materiality assessment, sustainability initiatives, risk management practices and strategic decision-making, ensuring that stakeholder interests are appropriately considered while promoting transparency, accountability and sustainable value creation. The Company continues to strengthen its stakeholder engagement practices to foster long-term relationships built on trust, responsiveness and responsible business conduct.

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, Intranet, Notice Boards, Interactive Meetings, Training and Awareness Programmes, Performance Reviews, One-on-One Interactions, Employee Surveys, Suggestion Schemes, Cultural and Engagement Activities, Safety Committee Meetings	Ongoing / Regular	Employee engagement focuses on workplace safety, occupational health, skill development, learning and career progression, performance management, employee wellbeing, grievance redressal, diversity and inclusion, statutory benefits, compensation and benefits, ethical conduct, and organizational communication. Regular interactions help strengthen employee engagement, improve productivity, and foster a safe and inclusive workplace.
Shareholders & Investors	No	Annual General Meeting (AGM), Postal Ballot, Stock Exchange Filings, Annual Report, Investor Presentations, Earnings Updates, Company Website, Emails, Conference Calls, Board Meetings	Quarterly, Annually and Event-Based	Engagement is aimed at providing transparent disclosures on financial performance, business strategy, corporate governance, risk management, sustainability and ESG initiatives, regulatory compliance, capital allocation, corporate actions, and long-term value creation while addressing investor queries and expectations.

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
Customers	No	Company Website, Customer Service Channels, Emails, Dealer Network, Social Media Platforms, Advertisements, Promotional Campaigns, Product Demonstrations, Feedback Mechanisms, Customer Meetings	Ongoing / Event-Based	Discussions primarily relate to product quality, product safety, timely deliveries, pricing, customer satisfaction, after-sales service, technical support, innovation, complaint resolution, sustainability initiatives, and strengthening long-term customer relationships. Feedback received is utilized for continuous improvement of products and services.
Suppliers & Vendors	Yes	Vendor Meetings, Emails, Purchase Orders, Contracts, Supplier Audits, Vendor Evaluation Process, Review Meetings, Compliance Declarations	Periodically	Engagement focuses on procurement requirements, timely deliveries, product quality, ethical business conduct, statutory compliance, environmental and social expectations, occupational health and safety requirements, grievance handling, sustainability performance, responsible sourcing practices, and continuous improvement of supplier performance through periodic evaluations.
Distributors & Retailers	No	Emails, Business Meetings, Distributor Conferences, Agreements, Dealer Meets, After-Sales Interactions, Digital Communication Platforms	Periodically	Key discussions include sales performance, product availability, inventory planning, order fulfilment, marketing initiatives, promotional campaigns, pricing, payment status, customer feedback, channel development, technical support, and strengthening market presence.
Government & Regulatory Authorities	No	Statutory Filings, Regulatory Submissions, Official Correspondence, Inspections, Meetings, Licences and Approvals, Compliance Reports	As per statutory requirements / Event-Based	Engagement is undertaken to ensure compliance with applicable laws and regulations, obtain statutory approvals and licences, facilitate inspections, submit regulatory returns and disclosures, address compliance requirements, and remain updated on changes in regulatory and policy frameworks.
Communities	Yes	Community Meetings, CSR Programmes, Local Outreach Initiatives, CSR Events, Public Awareness Programmes, Company Website, Interaction with Local Authorities	Periodically	Engagement is carried out to understand community expectations, implement CSR initiatives, promote education, healthcare, environmental conservation, livelihood enhancement, infrastructure development, grievance redressal, and support sustainable socio-economic development in communities surrounding the Company's operations.

LEADERSHIP INDICATORS

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

   The Company has established a structured stakeholder engagement framework to facilitate regular consultations on economic, environmental, social, and governance (ESG) matters. Stakeholder interactions are carried out through multiple formal and informal channels, including Board and Committee meetings, Annual General Meetings, investor interactions, employee engagement forums, customer feedback mechanisms, supplier and vendor meetings, statutory consultations, community outreach programmes, CSR activities, grievance redressal mechanisms, and regulatory engagements. These interactions enable the Company to understand stakeholder expectations, identify emerging risks and opportunities, and gather feedback on material business and sustainability-related matters.

   Day-to-day stakeholder consultations are primarily coordinated by functional heads and senior management, who consolidate significant observations, concerns, and recommendations received through these engagements. Material issues relating to business performance, governance, environmental management, occupational health and safety, employee welfare, responsible sourcing, customer satisfaction, community development, and regulatory compliance are periodically reviewed and escalated to the Board and its Committees through management reviews, Board presentations, ESG updates, risk management discussions, and statutory reporting. This structured governance mechanism ensures that stakeholder perspectives are appropriately integrated into strategic decision-making, policy formulation, risk management, and long-term value creation while reinforcing the Company's commitment to transparency, accountability, and sustainable business practices.

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 consultation forms an integral part of the Company's approach to identifying, prioritizing, and managing material environmental and social issues across its operations and value chain. Through continuous engagement with employees, workers, customers, suppliers, distributors, investors, regulatory authorities, local communities, and other stakeholders, the Company gathers valuable insights on matters relating to environmental protection, resource efficiency, occupational health and safety, employee wellbeing, product quality, responsible sourcing, statutory compliance, and community development.

   The feedback received through these engagements is reviewed by the respective functional teams and senior management and is considered while strengthening the Company's operational practices, sustainability initiatives, CSR programmes, and governance mechanisms. Inputs from employees and safety committees support continual improvements in workplace health and safety practices, emergency preparedness, and training programmes. Engagements with suppliers and business partners contribute towards reinforcing responsible procurement practices, statutory compliance, and ethical business conduct. Customer feedback is utilized to improve product quality, service delivery, and customer satisfaction, while consultations with local communities help identify priority areas for CSR interventions such as education, healthcare, sanitation, environmental conservation, and livelihood development. Significant environmental and social matters emerging from these consultations are periodically reviewed by the management and, where appropriate, presented to the Board and relevant Committees to support informed decision-making and continuous improvement.

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, particularly communities located around its manufacturing facilities, through structured stakeholder consultations, CSR need assessments, community meetings, interactions with local authorities, and regular implementation reviews. These engagements help identify community-specific priorities and concerns relating to healthcare, education, sanitation, drinking water, environmental conservation, livelihood enhancement, skill development, women empowerment, and other socio-economic development needs.

Based on the feedback and needs identified through these consultations, the Company designs and implements targeted CSR initiatives aimed at improving the quality of life of underserved communities. The programmes focus on promoting inclusive development through interventions in education, healthcare, skill development, environmental sustainability, community infrastructure, and livelihood generation while ensuring participation of women, economically disadvantaged groups, and other vulnerable sections of society. The effectiveness of these initiatives is periodically reviewed through stakeholder interactions and programme monitoring, enabling the Company to strengthen the impact of its CSR activities and ensure that they remain responsive to evolving community expectations and aligned with its broader sustainability objectives.

PRINCIPLE 5 Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (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	914	19	2%	874	177	20%
Other than permanent	17	11	65%	75	43	57%
Total Employees	**931**	**30**	**3%**	**949**	**220**	**23%**
Workers						
Permanent	696	20	3%	720	359	50%
Other than permanent	1904	204	11%	1886	917	49%
Total Workers	**2600**	**224**	**9%**	**2607**	**1276**	**49%**

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25(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)
Permanent Employees										
Male	865	2	0.23%	863	99.77%	825	0	0%	825	100%
Female	49	2	4%	47	96%	49	0	0%	49	100%
Other than permanent										
Male	14	14	100%	0	0%	71	71	100%	0	0%
Female	3	3	100%	0	0%	4	4	100%	0	0%
Permanent Workers										
Male	689	33	5%	656	95%	710	0	0%	710	100%
Female	7	0	0%	7	100%	10	0	0%	10	100%
Other than permanent										
Male	1897	1897	100%	0	0%	1883	1883	100%	0	0%
Female	7	7	100%	0	0%	3	3	100%	0	0%

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)	5	38,04,348	1	36,04,349
Key Managerial Personnel	2	2,70,73,438	0	0
Employees other than BoD and KMP	860	8,21,580	49	6,54,900
Workers	689	6,66,298	7	6,52,968

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to female as % of total wages	3.38%	3.12%

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 HR Department, under the leadership of the Assistant Vice President – HR, as the focal point for overseeing matters relating to human rights, in accordance with its Human Rights Policy. The Human Rights Policy is overseen by the HR Department, which is responsible for its implementation, monitoring, periodic review, and reporting to senior management and the Board of Directors.

The HR Department is responsible for promoting compliance with the Company's human rights commitments, monitoring potential human rights impacts across operations and the value chain, facilitating stakeholder consultations, coordinating grievance redressal, and ensuring that human rights considerations are integrated into business practices and decision-making processes. Employees, workers, contractors, suppliers, and other stakeholders may report grievances relating to human rights directly to the designated focal point, the Assistant Vice President – HR, through the mechanism prescribed under the Human Rights Policy. The Company further supports this framework through its Code of Conduct, Whistle Blower Policy, POSH Policy, and Diversity, Equity and Inclusion initiatives, thereby reinforcing a culture of dignity, respect, fairness, and accountability across its operations.

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

The Company has established comprehensive internal mechanisms to identify, report, investigate, and redress grievances relating to human rights in accordance with its Human Rights Policy, Whistle Blower Policy, Code of Conduct, and the Policy for the Prevention, Prohibition and Punishment of Sexual Harassment of Women at the Workplace (POSH). These mechanisms are designed to ensure timely, confidential, fair, and impartial resolution of grievances while promoting ethical conduct, non-discrimination, dignity, equal opportunity, and respect for human rights across the Company's operations and value chain.

Under the Human Rights Policy, employees, workers, contractors, suppliers, business partners, and other stakeholders are encouraged to report any concerns relating to discrimination, unfair treatment, forced or child labour, workplace harassment, health and safety, freedom of association, ethical sourcing, or any other actual or suspected human rights violations. Such grievances may be reported directly to the Assistant Vice President – HR, who serves as the designated contact under the Human Rights Policy and coordinates the review and resolution of reported concerns. The policy also provides for regular stakeholder consultation and feedback to continually strengthen the Company's human rights practices.

In addition, the Company's Whistle Blower Policy provides employees and other stakeholders with a secure and confidential mechanism to report unethical behaviour, fraud, misconduct, or suspected human rights violations without fear of retaliation. Complaints received under this mechanism are investigated objectively, and oversight is exercised by the Audit Committee and the Board, ensuring transparency, confidentiality, and appropriate corrective action wherever required.

The Company has also constituted an Internal Complaints Committee (ICC) under its POSH Policy to address complaints relating to sexual harassment at the workplace in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The ICC follows a structured process for receiving, investigating, and resolving complaints while maintaining confidentiality and ensuring fairness to all parties involved.

Collectively, these policies and governance mechanisms provide a robust framework for safeguarding human rights, promoting ethical conduct, ensuring accessible grievance redressal, and reinforcing the Company's commitment to protecting the dignity, rights, health, safety, and well-being of all individuals associated with its operations and value chain.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (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 2025-26 (Current Financial Year)	FY 2024-25 (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 has established robust mechanisms to ensure that individuals reporting cases of discrimination, harassment, unethical conduct, or human rights violations are protected against retaliation, victimization, or any adverse consequences. The Company's Whistle Blower Policy provides a secure and confidential reporting mechanism that enables employees and other stakeholders to report concerns in good faith without fear of reprisal. The policy strictly prohibits retaliation against any person who raises a genuine concern and provides for objective investigation of complaints under the oversight of the Audit Committee and the Board, thereby ensuring impartiality, confidentiality, and appropriate corrective action wherever required.

In matters relating to sexual harassment, the Company's Policy for the Prevention, Prohibition and Punishment of Sexual Harassment of Women at the Workplace (POSH) provides a structured grievance redressal framework through a duly constituted Internal Complaints Committee (ICC). The Committee conducts inquiries in a fair, confidential, and time-bound manner in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The policy safeguards the privacy of all parties involved, prohibits retaliation or victimization of the complainant or witnesses, and ensures that no employee suffers discrimination, intimidation, or adverse employment consequences for reporting concerns in good faith.

Further, under the Human Rights Policy, employees, workers, contractors, suppliers, and other stakeholders are encouraged to report any actual or suspected human rights violations through the designated grievance mechanism. The Company is committed to ensuring that all complaints are handled with fairness, sensitivity, confidentiality, and respect for the dignity and rights of all individuals. Together, these mechanisms reinforce the Company's commitment to providing a safe, respectful, and inclusive workplace where concerns can be raised without fear of retaliation or discrimination.

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

Yes. Human rights requirements form an integral part of the Company's business agreements and contractual arrangements. The Company expects all suppliers, contractors, service providers, and other business partners to conduct their operations in accordance with applicable laws and uphold the principles set out in the Company's Human Rights Policy, Code of Conduct, Equal Opportunity & Anti-Discrimination Policy, and other applicable governance policies.

The Company's procurement and vendor onboarding processes incorporate contractual provisions requiring business partners to comply with all applicable labour, employment, occupational health and safety, environmental, and statutory requirements. Purchase Orders and contractual terms include legal compliance obligations, and vendors are expected to maintain ethical business practices, prohibit child labour, forced labour, discrimination, harassment, and any form of unfair labour practices while respecting the rights and dignity of all workers.

Compliance with these requirements is further reinforced through the Company's vendor evaluation and assessment process, which considers statutory compliance, workplace practices, and adherence to contractual obligations. Where required, vendors may be requested to furnish supporting documents and implement corrective actions to address identified gaps.

Through the integration of these human rights expectations into its contractual framework and supplier management processes, the Company seeks to promote responsible business conduct across its value chain and ensure that business relationships are aligned with its commitment to ethical practices, respect for human rights, and sustainable value creation.

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.

During the reporting year, the Company assessed 100% of its manufacturing facilities and offices for risks relating to child labour, forced or involuntary labour, sexual harassment, workplace discrimination, wages, and other applicable human rights parameters through internal reviews, statutory compliance evaluations, and periodic audits.

No significant risks, instances of non-compliance, or material concerns were identified during these assessments. Accordingly, no major corrective actions were required during the reporting period.

The Company continues to strengthen its human rights management framework through periodic compliance reviews, employee awareness and training programmes, implementation of established policies and grievance redressal mechanisms, oversight by relevant committees, and regular monitoring of workplace practices. These ongoing measures help ensure continued compliance with applicable legal requirements and reinforce the Company's commitment to providing a safe, inclusive, equitable, and respectful workplace for all employees, workers, and other stakeholders.

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 substantiated human rights grievances or complaints that required modification or introduction of business processes. Accordingly, no significant changes to existing business processes were necessitated during the year.

   The Company continues to strengthen its human rights governance framework through the implementation of its Human Rights Policy, Equal Opportunity & Anti-Discrimination Policy, Whistle Blower Policy, and Policy for the Prevention, Prohibition and Redressal of Sexual Harassment (POSH). These policies are supported by established grievance redressal mechanisms, employee awareness programmes, periodic policy reviews, and compliance monitoring to ensure that any concerns, if identified, are addressed promptly and effectively. The Company remains committed to continuously reviewing and improving its systems in line with applicable legal requirements and responsible business practices.

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

   The Company follows a structured approach towards human rights due diligence by integrating human rights considerations into its governance, operational, and supplier management processes. The due diligence framework covers the Company's manufacturing facilities and offices and extends to relevant value chain partners through procurement and vendor management processes.

   The scope of due diligence includes compliance with applicable labour laws and human rights principles relating to child labour, forced or involuntary labour, non-discrimination, equal opportunity, prevention of sexual harassment, fair wages, freedom of association, occupational health and safety, working conditions, and grievance redressal. These aspects are monitored through internal reviews, statutory compliance assessments, periodic audits, vendor evaluations, and contractual compliance requirements.

   The Company also expects suppliers, contractors, and service providers to comply with applicable statutory requirements and uphold the principles outlined in its Human Rights Policy, Code of Conduct, Equal Opportunity & Anti-Discrimination Policy, and other relevant governance policies. Human rights expectations are incorporated into vendor engagement processes, contractual obligations, and periodic assessments to encourage responsible business conduct throughout the value chain.

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 endeavours to ensure that its offices and manufacturing locations are accessible to differently abled visitors in accordance with the applicable provisions of the Rights of Persons with Disabilities Act, 2016. Accessibility considerations are incorporated into workplace infrastructure and facilities to promote safe and convenient access for employees, visitors, and other stakeholders.

   Where applicable, the Company's premises include accessibility features such as unobstructed entrances, elevators, ramps, handrails, appropriate signage, and other infrastructure designed to facilitate ease of movement. The Company periodically reviews its facilities and continues to assess opportunities for further improvement to ensure that workplaces remain inclusive and accessible in line with regulatory requirements and good workplace practices.

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 specifically covering human rights parameters such as Sexual Harassment, Discrimination at Workplace, Child Labour, Forced or Involuntary Labour, Wages, or other related human rights aspects. Accordingly, the percentage of value chain partners (by value of business done with such partners) assessed under these parameters was 0%.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	Nevertheless, the Company continues to promote responsible business conduct across its value chain through its procurement and vendor management processes. Suppliers, contractors, and service providers are expected to comply with applicable statutory requirements and contractual obligations relating to labour practices, workplace safety, ethical conduct, and human rights. Compliance expectations are communicated through contractual clauses, Purchase Orders, the Vendor Evaluation process, and applicable Company policies, including the Human Rights Policy, Code of Conduct, and Equal Opportunity & Anti-Discrimination Policy. The Company remains committed to progressively strengthening its due diligence and supplier engagement practices as part of its broader ESG and responsible sourcing framework.

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

As no formal human rights assessments of value chain partners were conducted during the reporting period, no significant risks or concerns were identified requiring corrective action.

The Company continues to strengthen its supplier governance framework by incorporating statutory compliance requirements, ethical business practices, and contractual obligations into its procurement processes. Vendor performance is periodically reviewed through established evaluation mechanisms, and where any non-compliance with contractual or statutory requirements is identified, the concerned vendor is required to implement appropriate corrective and preventive actions within stipulated timelines. The Company will continue to enhance its value chain due diligence processes in line with evolving regulatory requirements and responsible business practices.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	23,035	23,314
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**23,035**	**23,314**
From non-renewable sources		
Total Electricity Consumption- [in Giga Joules] (D)	2,87,591	2,72,887
Total Fuel Consumption- [in Giga Joules] (E)	39,936	87,952
Energy consumption through other sources (F)	-	1396
Total energy consumed from non-renewable sources [in Giga Joules] (D+E+F)	**3,27,527**	**3,62,235**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total energy consumed [in Giga Joules] (A+B+C+D+E+F)	**3,50,562**	**3,85,549**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.000005546	0.000007249
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.000114	0.000162
Energy intensity in terms of physical Output	2.692799	5.073614
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

The Purchase Power Parity (PPP) rate used for calculation is FY 2025-26 – 20.6 & FY 24-25 – 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.

During FY 2025-26, the Company did not undertake any independent external assessment, evaluation or assurance by an external agency in relation to this disclosure. The Company continues to monitor its environmental performance through established internal management systems, periodic statutory compliance reviews and third-party monitoring where required under applicable environmental regulations.

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.**

During FY 2025-26, none of the Company's manufacturing facilities were identified as Designated Consumers (DCs) under the Perform, Achieve and Trade (PAT) Scheme of the Government of India. Accordingly, no energy efficiency targets were prescribed for the Company under the scheme during the reporting period.

Nevertheless, the Company remains committed to improving energy efficiency across its operations through continuous monitoring of energy consumption, implementation of energy conservation initiatives, adoption of energy-efficient technologies and equipment, optimization of manufacturing processes and periodic review of operational performance. These initiatives support the Company's broader objective of enhancing resource efficiency and reducing its environmental footprint.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater (KL)	72,521	71,886
(iii) Third party water (KL)	2,12,620	2,13,551
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**2,85,141**	**2,85,437**
Total volume of water consumption (in kilolitres)	**2,85,141**	**2,85,437**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water intensity per rupee of turnover (Total Water Consumption / Revenue from operations)	0.000004511	0.000005366
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)(Total water consumption / Revenue from operations adjusted for PPP)	0.000093	0.000120
Water intensity in terms of physical output	2.190275	3.756195
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

The Purchase Power Parity (PPP) rate used for calculation is FY 2025-26 – 20.6 & FY 24-25 – 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.

During FY 2025-26, the Company did not undertake any independent external assessment, evaluation or assurance by an external agency in relation to this disclosure. The Company continues to monitor its environmental performance through established internal management systems, periodic statutory compliance reviews and third-party monitoring where required under applicable environmental regulations.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (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	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	9,193	8,322
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**9,193**	**8,322**

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

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.

During FY 2025-26, the Company did not undertake any independent external assessment, evaluation or assurance by an external agency in relation to this disclosure. The Company continues to monitor its environmental performance through established internal management systems, periodic statutory compliance reviews and third-party monitoring where required under applicable environmental regulations.

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

The Company has implemented water management practices aligned with the principles of Zero Liquid Discharge (ZLD) and wastewater reuse across its manufacturing facilities, with the objective of minimizing freshwater consumption, maximizing water recycling and ensuring compliance with applicable environmental regulations.

The Usgaon manufacturing unit continues to operate under a full Zero Liquid Discharge (ZLD) system, wherein all industrial wastewater generated during operations is scientifically treated and completely reused within the premises, ensuring that no industrial effluent is discharged outside the facility.

The Roorkee manufacturing unit operates under a Zero Liquid Discharge approach and has obtained the necessary consent from the State Pollution Control Board. The unit is equipped with a Sewage Treatment Plant (STP) for the treatment of domestic wastewater, and the treated water is reused for gardening and other non-potable applications within the premises.

The Verna manufacturing unit follows a closed-loop water management system and has implemented wastewater recycling measures to ensure that treated wastewater is reused within the facility without any discharge outside the plant boundary.

The Pimpri and Urse manufacturing units are equipped with Sewage Treatment Plants (STPs) for the treatment of domestic sewage. The treated water is effectively reused for gardening and other approved non-potable applications, thereby reducing dependence on freshwater resources.

The Ponda manufacturing unit also operates under a Zero Liquid Discharge (ZLD) regime. Domestic wastewater generated at the facility is managed through a septic tank and soak pit system, ensuring that there is no discharge of wastewater outside the premises and that wastewater is managed in accordance with applicable environmental requirements.

Across its manufacturing operations, the Company continuously monitors the performance of its wastewater treatment and reuse systems through regular operational controls, preventive maintenance and statutory compliance monitoring. These initiatives strengthen the Company's commitment to responsible water stewardship, resource efficiency and sustainable environmental management while minimizing the impact of its operations on surrounding ecosystems.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Nox	mg/m^3	60.72	43.63
Sox	mg/m^3	26.42	10.5
Particulate matter (PM)-	mg/m^3	117.82	208.21
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others –		-	-

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.

All manufacturing plants of the Company undergo periodic ambient air quality and emissions monitoring through government-approved/accredited external agencies in accordance with applicable regulatory requirements. The monitoring reports are reviewed internally and submitted to the respective regulatory authorities, as required, to ensure continued compliance with applicable environmental standards.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions	Metric tonnes of CO_2 equivalent	2,305.07	6,145
Total Scope 2 emissions	Metric tonnes of CO_2 equivalent	44,009.62	55,108
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.000000733	0.000001152
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)		0.000015	0.000026
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.355761	0.806056
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 FY 2025-26 – 20.6 & FY 24-25 – 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.

During FY 2025-26, the Company did not undertake any independent external assessment, evaluation or assurance by an external agency in relation to this disclosure. The Company continues to monitor its environmental performance through established internal management systems, periodic statutory compliance reviews and third-party monitoring where required under applicable environmental regulations.

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

The Company continues to undertake multiple initiatives across its manufacturing facilities to reduce Greenhouse Gas (GHG) emissions through improved energy efficiency, adoption of cleaner technologies and increased use of renewable energy. These initiatives form part of the Company's broader commitment to climate action, operational efficiency and sustainable manufacturing.

At the Roorkee manufacturing facility, a multi-pronged approach has been adopted to improve energy efficiency and reduce emissions. Key initiatives include optimization of the cooling water system through the implementation of a header system to reduce pump load, replacement of conventional metal halide lamps with energy-efficient LED lighting and scheduling the operation of high-energy machinery to minimize peak electricity demand. Air leakages are being reduced through phased replacement of old pipelines with energy-efficient PPR pipes. The unit has also installed High Volume Low Speed (HVLS) fans to improve ventilation with lower energy consumption, optimized cooling tower operations, and implemented automatic shutdown systems for idle machinery. Additionally, the facility is progressing towards installation of a rooftop solar power plant to further increase the use of renewable energy.

At the Usgaon manufacturing unit, plans are underway to install a solar power system to reduce dependence on grid electricity and lower associated GHG emissions. The facility also operates under a Zero Liquid Discharge (ZLD) system, supporting the Company's overall environmental sustainability initiatives.

The Urse manufacturing facility has implemented solar power generation and rainwater harvesting systems, contributing to reduced dependence on conventional energy sources while promoting efficient management of natural resources.

At the Verna manufacturing facility, older diesel generator (DG) sets have been replaced with newer and more fuel-efficient units to reduce emissions. The installation of Uninterruptible Power Supply (UPS) systems has further minimized reliance on DG sets during power interruptions, thereby lowering fuel consumption and associated GHG emissions.

The Pimpri manufacturing facility focuses on improving fuel efficiency through regular preventive maintenance and performance monitoring of DG sets, ensuring optimized operation and reduced emissions.

At the Ponda manufacturing facility, the Company is planning to install a solar power system to increase the use of renewable energy and reduce greenhouse gas emissions associated with grid electricity consumption. This initiative is expected to contribute to lowering the facility's carbon footprint while supporting the Company's long-term climate and energy management objectives.

Collectively, these initiatives demonstrate the Company's continued commitment to improving energy efficiency, increasing the adoption of renewable energy, optimizing resource consumption and investing in cleaner technologies to reduce its greenhouse gas emissions and support its long-term sustainability goals.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (Kgs) (A)	101.69	630.31
E-waste (B)	0.82	3.05
Bio-medical waste (C)	0.0022	0.25
Construction and demolition waste (D)	0	0
Battery waste (E)	0.223	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	17.12	14.17
Other non-hazardous waste generated	4,857.04	**1,629.40**
Total (A+B + C + D + E + F + G + H)	**4,976.90**	**2,277.18**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) -	0.000000079	0.000000043
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.0000016	**0.0000010**
Waste intensity in terms of physical output	0.038229	0.029966
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	6.44	-
(ii) Re-used	77.38	1.8
(iii) Other recovery operations	-	-
Total	**83.82**	**1.8**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	0.0022	-
(iii) Other disposal operations	3,862.73	72.13
Total	**3,862.73**	**72.13**

The Purchase Power Parity (PPP) rate used for calculation is FY 2025-26 – 20.6 & FY 24-25 – 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.

During FY 2025-26, the Company did not undertake any independent external assessment, evaluation or assurance by an external agency in relation to this disclosure. The Company continues to monitor its environmental performance through established internal management systems, periodic statutory compliance reviews and third-party monitoring where required under applicable environmental regulations.

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

The Company follows a structured and environmentally responsible approach to waste management across all its manufacturing facilities in accordance with its Waste Management Policy and applicable environmental regulations. Waste generated at manufacturing locations is segregated at source into hazardous, non-hazardous, recyclable, e-waste, and organic waste streams to facilitate safe handling, storage, recycling, and disposal. All waste is disposed of only through authorized recyclers, treatment, storage and disposal facilities (TSDFs), or other approved agencies, as applicable, ensuring compliance with statutory requirements. The Company also conducts awareness and training programmes for employees and contractor workers to promote responsible waste management practices and strengthen environmental compliance.

The Company's waste management strategy is guided by the principles of the circular economy, with a focus on reducing waste generation at source and promoting recovery, reuse, and recycling. It continually invests in improving waste management practices and technologies with the objective of minimizing waste sent to landfill while maximizing resource efficiency. Stakeholder engagement, including collaboration with authorized recyclers, regulatory authorities, and waste management agencies, further supports the effective implementation of these initiatives.

With respect to hazardous and toxic chemicals, the Company adopts a preventive and compliance-based approach by ensuring that such materials are identified, handled, stored, transported, and disposed of in accordance with applicable hazardous waste regulations. Hazardous wastes, including used oil, waste oil, contaminated drums, oil-soaked cotton, and other regulated wastes, are channelled only through approved recyclers, co-processors, or authorized TSDF facilities as prescribed under the applicable rules. Regular monitoring, employee training, and adherence to prescribed handling procedures help minimize environmental risks and ensure safe management of hazardous waste throughout its lifecycle.

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

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.

The Company does not have any manufacturing facilities, offices, or other operational locations situated in or around ecologically sensitive areas requiring specific environmental approvals or clearances under applicable regulations. Accordingly, this disclosure is Not Applicable. The Company continues to operate in compliance with applicable environmental laws and remains committed to minimizing its environmental footprint through responsible operational and environmental management practices.

12. **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link

During FY 2025-26, the Company did not undertake any new projects that required an Environmental Impact Assessment (EIA) under the provisions of the Environmental Impact Assessment Notification or any other applicable law. Accordingly, no statutory environmental impact assessments were conducted during the reporting period. The Company continues to monitor and manage the environmental aspects of its existing operations through its environmental management systems, regulatory compliance mechanisms, and periodic internal reviews to ensure continual environmental performance and compliance with applicable legal requirements.

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, 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. During FY 2025-26, the Company complied with all applicable environmental laws, regulations, and guidelines, including the Water (Prevention and Control of Pollution) Act, 1974, the Air (Prevention and Control of Pollution) Act, 1981, the Environment (Protection) Act, 1986, and the rules framed thereunder, along with the applicable conditions of environmental consents and authorizations issued by the respective regulatory authorities. There were no instances of non-compliance, no fines or penalties imposed, and no enforcement actions initiated by Pollution Control Boards, courts, or any other regulatory authorities during the reporting period. The Company continues to monitor its environmental performance through established environmental management systems, periodic compliance reviews, and regular monitoring to ensure continued adherence to applicable statutory requirements.

LEADERSHIP INDICATORS

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**
For each facility / plant located in areas of water stress, provide the following information:

   (i) Name of the area

   (ii) Nature of operations

   (iii) 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 2025-26 (Current Financial Year)	FY 2024-25 (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	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(ii) Into Groundwater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iii) Into Seawater		
- No treatment	Nil	Nil
- With treatment – please specify level of treatment	Nil	Nil
(iv) Sent to third-parties		
- No treatment	Nil	Nil
-With treatment – please specify level of treatment	Nil	Nil
(v) Others		
- 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.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Transport Facility given to Management Personnels/Employees)	Metric tonnes of CO_2 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 Company does not operate within or in the vicinity of any ecologically sensitive areas as reported under Question 10 of the Essential Indicators. Accordingly, no significant direct or indirect impacts on biodiversity arising from the Company's operations in such areas were identified during the reporting period.

Consequently, no biodiversity-specific prevention or remediation measures were required in relation to ecologically sensitive areas. Nevertheless, the Company continues to implement environmental management practices across its operations, including compliance with applicable environmental regulations, responsible resource management, pollution prevention measures, waste management, and periodic environmental monitoring, to minimise the environmental impact of its activities and support biodiversity conservation.

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.	PLC-SCADA based control panel system	The Company continues to operate the PLC-SCADA based control panel system installed during the previous financial year to enable real-time monitoring and control of energy and resource consumption across manufacturing operations.	Improved operational efficiency through optimized energy and resource utilization, enhanced process monitoring, reduced wastage, and better control over emissions and resource consumption.
2	Replacement of SF_6-based circuit breaker	The upgraded 33kV HPA circuit breaker with a VD4 vacuum circuit breaker continues to be in operation, replacing the earlier SF_6 gas-based equipment.	Eliminated the use of SF_6 gas, a greenhouse gas with high global warming potential, thereby reducing environmental impact while enhancing operational reliability and regulatory compliance.
3	Sewage Treatment Plant (STP)	The 15 KLD Sewage Treatment Plant commissioned in the previous financial year continues to treat domestic wastewater for reuse in non-potable applications.	Facilitated wastewater treatment and reuse, reduced freshwater consumption, supported water conservation, and strengthened responsible water management practices.

Note: No new initiatives involving specific technologies or innovative solutions to improve resource efficiency or reduce impacts arising from emissions, effluent discharge, or waste generation were undertaken during FY 2025-26. The Company continued to realize environmental benefits from the sustainability initiatives implemented in earlier years.

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

Yes. The Company has established a Business Continuity and Disaster Management framework to enhance operational resilience and ensure continuity of critical business functions during emergencies and unforeseen disruptions. The framework encompasses emergency preparedness and response procedures, defined roles and responsibilities, communication protocols, risk assessment, preventive maintenance, and periodic review of critical operations. Manufacturing facilities maintain site-specific emergency response plans supported by safety procedures, emergency contact mechanisms, evacuation plans, firefighting systems, mock drills, and trained personnel. The Company periodically reviews and strengthens its preparedness measures to address evolving operational risks and minimise disruption to employees, customers, business partners, and other 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?**

   During the reporting period, the Company did not identify any significant adverse environmental impacts arising from its value chain that required specific mitigation or adaptation measures.

   The Company nevertheless encourages its suppliers, contractors, and other value chain partners to comply with applicable environmental laws and regulatory requirements through contractual obligations, vendor engagement, and procurement practices. Environmental compliance forms part of the Company's broader responsible sourcing approach, and the Company continues to strengthen supplier awareness and engagement to promote environmentally responsible practices across its value chain.

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 formal environmental impact assessments of its value chain partners for reporting purposes. Accordingly, the percentage of value chain partners (by value of business done with such partners) formally assessed for environmental impacts was 0%.

   However, the Company incorporates environmental compliance expectations into its procurement and vendor management processes through contractual requirements and statutory compliance obligations. Suppliers and contractors are expected to comply with applicable environmental laws and regulations while conducting business with the Company. The Company remains committed to progressively strengthening its supplier engagement and environmental due diligence processes as part of its broader ESG and responsible sourcing framework.

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 Chamber of Commerce, Industries and Agriculture (MCCIA)	State
3.	Indian Electricals & Electronics Manufacturers Association (IEEMA)	National
4.	International Copper Association India (ICA)	International

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

Name of authority	Brief of the case	Corrective action taken
During the reporting period, no adverse orders relating to anti-competitive conduct were passed against the Company by any regulatory authority. Accordingly, no corrective actions were required or undertaken during the year.		

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
During the reporting period, the Company did not formally advocate any public policy positions requiring disclosure under this indicator.					

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
During the reporting period, the Company did not undertake any projects requiring a Social Impact Assessment (SIA) under applicable laws. Accordingly, no Social Impact Assessments were conducted during the financial year.					

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)
During the reporting period, the Company did not undertake any projects involving Rehabilitation and Resettlement (R&R) activities. Accordingly, there were no ongoing R&R projects requiring disclosure.						

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

The Company has established mechanisms to receive and address grievances from communities, particularly in relation to its CSR initiatives and community development programmes. In accordance with its CSR Policy, the Company engages with local communities through a transparent, participative, and responsive approach to understand their needs, expectations, and concerns.

Community members may communicate their grievances or feedback through formal channels, including written representations, emails, direct interactions with Company representatives, stakeholder consultations, and meetings conducted during the planning and implementation of CSR projects. Feedback received from beneficiaries, implementing agencies, and other community stakeholders is reviewed to ensure that concerns are appropriately addressed.

The CSR Committee of the Board oversees the implementation of the Company's CSR initiatives and periodically reviews the progress and effectiveness of CSR programmes. Where required, appropriate corrective actions are undertaken to address community concerns and improve programme implementation. Through continuous stakeholder engagement and regular monitoring, the Company strives to strengthen community relationships and ensure that its social initiatives create sustainable and meaningful value.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	3%	3%
Directly from within India	92%	97%

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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	53%	25.10%
Semi – urban	-	-
Urban	23%	52%
Metropolitan	24%	23%

LEADERSHIP INDICATORS

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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	0.47 Cr.
2.	Uttarakhand	Roorkee	0.24 Cr.

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) – No.** The Company does not have a formal preferential procurement policy that provides preference in procurement to suppliers comprising marginalized or vulnerable groups. Supplier selection is primarily based on objective criteria such as quality, technical capability, commercial competitiveness, delivery performance, legal compliance, and adherence to the Company's Supplier Code of Conduct and responsible business practices.

   (b) **From which marginalized /vulnerable groups do you procure? – Not Applicable.** As the Company does not have a preferential procurement policy for suppliers from marginalized or vulnerable groups, no specific procurement is undertaken under this category. All suppliers are evaluated through the Company's established procurement processes and are expected to comply with the requirements of the Supplier Code of Conduct relating to labour and human rights, health and safety, environmental protection, ethical business conduct, and statutory compliance.

   (c) **What percentage of total procurement (by value) does it constitute? –** Since the Company does not have a preferential procurement policy for suppliers comprising marginalized or vulnerable groups, procurement from such suppliers is not tracked as a separate category. Accordingly, the percentage of total procurement by value attributable to such suppliers is Nil (0%) for FY 2025-26.

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
Nil				

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

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

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	Missionaries Of Charity, Mother Teresa's Home	Owing to the nature of CSR projects implemented during the reporting period, the number of beneficiaries cannot be reliably quantified, as the interventions are intended to generate wider community benefits and may not involve individually identifiable beneficiaries. The Company, however, ensures that its CSR initiatives are designed and implemented in an inclusive manner, with due consideration to marginalized and vulnerable groups, wherever applicable, thereby promoting equitable and sustainable development.	
2	Various Schools in Maharashtra, Goa & Uttarakhand		
3	Pawna Hospital		
4	Roorkee Schools		
5	Shanta Durga Shikshan Swastha		
6	NGO at Goa		
7	Lata Mangeshkar Medical Foundation		
8	Talegaon General Hospital - Onco Lifecare Trust		
9	Pune District School		
10	Shirwal School		
11	AIMS for Seva		
12	Deaf & Dumb School		
13	Jahangir Hospital		
14	Shankar Maharaj Seva Samiti		
15	Govt. Higher Secondary School		
16	Animal Welfare		
17	Inlakhs Hospital		
18	Dattaram Mantrawadi School		
19	AASTHA Anand Niketan		
20	Arpan Seva Sansthan – Jaipur		
21	Roorkee Police		
22	Maharaja Jagat Singh		
23	Sadhu Vasvani Mission		
24	Agricultural Trust, Baramati		
25	Karmveer Bhaurao Patil		
26	Akshayapatra		

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, transparent, and multi-channel grievance redressal mechanism to receive, address, and resolve consumer complaints and feedback in a timely and effective manner. Recognizing customer satisfaction as a key driver of business excellence, the Company is committed to delivering responsive service, maintaining product quality, and fostering long-term customer relationships through continuous engagement and prompt grievance resolution.

Consumers can connect with the Company's Customer Care team through multiple communication channels, including the dedicated toll-free helpline 1800 209 0166, WhatsApp support (+91 20 2750 6219), email at service@finolex.com, the contact form available on the Company's website, and its official social media platforms. These channels enable customers to conveniently register complaints, seek technical assistance, request product-related information, or provide feedback regarding products and services.

All complaints and service requests received through these channels are recorded in a centralized grievance management system, assigned unique reference numbers, and routed to the appropriate functional teams based on their nature and priority. The Customer Service team coordinates closely with technical, manufacturing, quality assurance, logistics, and sales functions to investigate complaints, identify root causes, implement corrective and preventive actions, and ensure timely closure of each case. Customer grievances are regularly monitored until resolution, and service performance is tracked against defined turnaround timelines.

The Company also analyses complaint trends and customer feedback on a periodic basis to identify recurring issues, improve product quality, strengthen service delivery processes, and enhance the overall customer experience. Insights obtained through this feedback mechanism are used to support continual improvement initiatives across operations, reinforcing the Company's commitment to quality, transparency, accountability, and customer-centric business practices.

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 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (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	0	Not Applicable
Forced recalls	0	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 provides the governance framework for information security, cyber security, data privacy and the secure use of information technology assets across the organization. The policy is applicable to all employees, contractors, consultants, temporary staff and other authorized users who access the Company's IT infrastructure, applications and information assets.

The policy is designed to safeguard the confidentiality, integrity and availability of information through clearly defined governance mechanisms, security controls and user responsibilities. It establishes standards for the secure acquisition, deployment, use, monitoring and maintenance of IT systems while ensuring compliance with applicable legal, regulatory and contractual requirements.

The framework covers multiple aspects of cyber security and data protection, including:

- Information security governance and clearly defined roles and responsibilities for users, departmental heads and the IT function.
- User access management through role-based access controls, user authentication requirements and periodic review of user privileges to ensure access is granted only on a need-to-know basis.
- Password management requirements, authentication controls and account administration to prevent unauthorized access.
- Endpoint security through deployment of antivirus solutions, system hardening, regular software updates and security patch management.
- Network security controls including firewalls, secure internet connectivity, network monitoring and protection against unauthorized intrusion.
- Email and internet usage guidelines to minimize phishing, malware and other cyber threats while promoting responsible use of Company IT resources.
- Data classification, storage, retention and secure disposal practices to protect confidential business information and personal data.
- Backup management and disaster recovery measures to ensure availability of critical business information and continuity of operations in the event of system failures or cyber incidents.
- Asset management procedures covering procurement, allocation, maintenance, transfer and disposal of IT hardware and software.
- Vendor and third-party access controls to ensure secure access to Company systems wherever applicable.
- Continuous monitoring of IT infrastructure, incident reporting mechanisms and escalation procedures for timely identification and response to cyber security events.
- Periodic awareness programmes and user responsibilities aimed at strengthening cyber security culture and reducing information security risks arising from human error.

The Company periodically reviews and updates its IT security framework to address evolving cyber threats, emerging technologies and changing regulatory expectations. Through this structured governance framework, the Company seeks to ensure the protection of its digital assets, customer information and business-critical systems while supporting secure and resilient business operations.

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.**

During FY 2025-26, no significant issues or incidents were reported relating to advertising practices, delivery of essential services, cyber security, customer data privacy, product recalls, or regulatory actions concerning the safety of the Company's products or services. Consequently, no corrective actions were required during the reporting period.

The Company nevertheless continues to maintain robust internal controls, standard operating procedures, quality assurance systems, product testing protocols and information security measures to minimize operational and compliance risks. Regular monitoring, preventive maintenance, employee awareness programmes and periodic reviews of business processes are undertaken to ensure continued compliance with applicable laws, safeguard customer information, maintain product quality and prevent the occurrence of any such incidents in the future.

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** – Nil

c. **Impact, if any, of the data breaches** - Not Applicable. No data breaches involving customer information were reported during the reporting period. Consequently, there was no impact on customers, business operations or regulatory compliance arising from data breach incidents. The Company continues to maintain appropriate security controls and monitoring mechanisms to protect confidential and personally identifiable information.

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 www.finolex.com, which serves as the primary platform for customers, distributors, channel partners and other stakeholders. The website provides detailed information on the Company's product portfolio, including technical specifications, product catalogues, certifications, application guides, installation instructions, safety information and other relevant technical resources across various product categories.

In addition to its website, the Company disseminates product information through brochures, technical catalogues, product data sheets, authorized dealer and distributor networks, exhibitions, trade fairs, digital marketing initiatives and social media platforms. Customers can also access information through the Company's customer service channels and sales representatives who provide technical guidance and product-related assistance. These multiple communication platforms ensure that stakeholders have timely access to reliable and up-to-date information regarding the Company's products and services.

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

The Company follows a comprehensive approach to promote the safe, efficient and responsible use of its products by providing consumers and channel partners with detailed product-related information and technical guidance.

Each product is accompanied by appropriate product literature, installation guidelines, operating instructions and safety precautions to facilitate correct handling and usage. Detailed technical information, product catalogues, application guides and safety instructions are also made available through the Company's official website, digital platforms and authorized dealer network.

To enhance technical awareness, the Company regularly conducts product awareness programmes, technical training sessions, demonstrations and workshops for electricians, contractors, distributors, dealers and other channel partners. These programmes focus on proper product selection, safe installation practices, applicable standards, product performance and maintenance requirements.

The Company's technical support and customer service teams remain available to address product-related queries, provide installation guidance and resolve customer concerns. Feedback received from customers and channel partners is also used to strengthen product information, improve customer awareness and continuously enhance the overall user experience. Through these initiatives, the Company promotes responsible product usage while reinforcing its commitment to customer safety, product quality and long-term customer satisfaction.

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

While the Company's products are not classified as essential services, it has established communication mechanisms to ensure timely dissemination of information in the event of any significant disruption affecting product availability or customer service.

Where necessary, information relating to supply disruptions, changes in product availability or other important customer updates is communicated through multiple channels, including the Company's official website, customer service team, authorized distributors and dealers, sales representatives, email communications and other appropriate digital platforms. Customer enquiries are addressed through the Company's established customer support channels to ensure timely resolution and transparent communication.

The Company continuously monitors its manufacturing and supply chain operations and undertakes appropriate business continuity measures to minimize operational disruptions and ensure uninterrupted customer service to the extent practicable. This proactive communication approach reflects the Company's commitment to reliability, transparency and customer-centric business practices.

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)

The Company provides product information that extends beyond the statutory labelling requirements prescribed under applicable laws. Product packaging, catalogues and technical literature include comprehensive information such as technical specifications, installation guidelines, application recommendations, safety precautions, quality certifications, handling instructions and other relevant technical details to enable customers to make informed purchasing and usage decisions.

In addition, the Company's website provides extensive technical documentation, product brochures, application guides and product-related resources that support customers, installers and channel partners in the proper selection and safe use of its products.

The Company periodically assesses customer satisfaction through structured interactions with customers, distributors, dealers, Original Equipment Manufacturers (OEMs) and other channel partners. Customer feedback is collected through the Customer Service Department, sales teams, dealer interactions, technical support engagements, complaint resolution mechanisms and periodic market surveys conducted across key product categories and operational regions.

The feedback received is systematically analysed to evaluate customer expectations relating to product quality, product performance, service delivery, technical support and overall customer experience. The insights derived from these engagements are used to strengthen product development, improve service quality, enhance customer support processes and reinforce the Company's commitment to continuous improvement and customer satisfaction.

Independent Practitioner's Reasonable Assurance Report on Business Responsibility and Sustainability Report Core KPIs of Finolex Cables Limited

To,
The Board of Directors
Finolex Cables Limited
Pune, Maharashtra, India.

We have undertaken to perform a Reasonable Assurance for Business Responsibility and Sustainability Report (hereinafter "BRSR") 'Core Key Performance Indicators (KPIs)' for Finolex Cables Limited vide Engagement Letter dated 05th March 2026 in respect of the agreed BRSR in accordance with the criteria stated below. This is included in BRSR of the Company for the financial year ended 31st March 2026.

Criteria

The criteria used by the company to prepare the BRSR Core disclosures are based on following circulars/norms released by Securities and Exchange Board of India (SEBI):

- Master Circular - SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated 11th July 2023
- BRSR Core Framework for Assurance Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12th July 2023
- BRSR Reporting Guidance (Annexure 16) and BRSR Core (Annexure 17) as per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated 11th November 2024
- Industry Standards on Reporting of BRSR Core Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20th December 2024

Identified Sustainability Information

The scope of our engagement is limited to the 9 attributes defined under the SEBI BRSR Core framework (the "Identified Sustainability Information") as reported for the financial year ended 31st March 2026 and summarised in **Appendix 1**.

Our reasonable assurance engagement was with respect to the financial year ended 31st March 2026 information only, unless otherwise stated. We have not performed any procedures with respect to information pertaining to earlier periods or any other disclosures included in the BRSR, and accordingly, do not express any conclusion thereon.

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Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable law and regulations, if any, related to reporting on Sustainability Information, Identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the stated criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the BRSR and the measurement of Identified Sustainability Indicators, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice for evaluating and measuring non-financial information allows for the use of different, but acceptable, measurement techniques and can affect comparability between entities.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (ICAI) and have the required competencies and experience to conduct this assurance engagement.

The firm applies Standard on Quality Control 1, "Quality Control for Firms that Perform Audit and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements" issued by the ICAI and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a Reasonable assurance conclusion on the Identified Sustainability Information, comprising the Company's BRSR Core disclosures as per Appendix 1, based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements 'Assurance engagement on Sustainability Information' ('SSAE 3000'), issued by the Sustainability Reporting Standards Board of Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information is prepared, in all material respects, in accordance with the Reporting Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

MEHTA CHOKSHI & SHAH LLP ★ AQ-0660 MUMBAI ★ CHARTERED ACCOUNTANTS

Basis of Opinion

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Indicators and related disclosures;

- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Indicators;

- Made enquiries with Company's Management, including those responsible for Sustainability, Environment, Social, Governance (ESG), and those with responsibility for managing the Company's BRSR;

- Obtained and understanding and performed an evaluation of the design of the key systems, processes and controls for managing, recording and reporting on the Identified Sustainability Indicators;

- Based on that understanding, the risks that the selected information may be materially misstated and determining the nature, timing and extent of further procedures;

- Evaluated the consolidation approach followed for aggregating data across various locations within the reporting boundary (as mentioned in the BRSR) to assess completeness of the reported information;

- Based on above understanding and the risks that the Identified Sustainability Indicators may be materially misstated, determined the nature, timing and extent of further procedures;

- Performed substantive testing on a sample basis of the Identified Sustainability Indicators of the head office and plants located in Pimpri, Urse, Roorkee, Ponda (Usgaon) and Verna to verify that data had been appropriately measured with underlying documents recorded, collated and reported;

- Assessed records and performed testing including recalculation of sample data;

- Reviewed records and performed testing including recalculation of sample data;

- Assessed the alignment of the Identified Sustainability Indicators with the applicable BRSR Core KPIs prescribed by SEBI;

- Assessed the BRSR Core KPIs for detecting on a test basis, any major anomalies between the information reported in the BRSR on performance with respect to the agreed indicators and relevant source data/information;

- Obtained written representations from the Company's Management in respect of the completeness and accuracy of the Identified Sustainability Information; and

- Assessed the overall presentation of the Identified Sustainability Information.

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MUMBAI
CHARTERED ACCOUNTANTS

Exclusions:

Our assurance scope excludes the following and therefore we do not express a conclusion on the same:

- To provide a Limited Assurance conclusion;
- Operations of the Company other than those specified in the "Scope of Assurance" as per the above referred Engagement Letter dated 10th February 2026;
- Disclosures in the BRSR, including qualitative and quantitative information, other than the Identified Sustainability Indicators;
- Data and information outside the defined reporting period, i.e., Financial Year ended 31st March 2026;
- Statements that describe expression of opinion, belief, aspiration, expectation, aim or future intentions provided by the Company; and
- The adequacy or effectiveness of the Company's internal controls over sustainability reporting.

Opinion on Reasonable Assurance

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information for the year ended 31st March 2026 is prepared in all material respects, in accordance with the criteria.

Restriction on use

Our Reasonable Assurance Report has been prepared and addressed to the Board of Directors of Finolex Cables Limited at the request of the Company solely, to assist Company in reporting on Company's Core KPIs sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Company. Our Deliverables should not be used for any other purpose or by any person other than the addressees of our Deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

For Mehta Chokshi and Shah LLP
Chartered Accountants
FRN: 106201W/W100598

MEHTA CHOKSHI & SHAH LLP
AAQ-0660
MUMBAI
CHARTERED ACCOUNTANTS

Abhay Mehta
Partner
Membership Number: 046088
UDIN: 26046088ZJKZCG5697
Date: 10th July 2026
Place: Mumbai

Appendix 1

List of BRSR Core Indicators

Sr. No.	Attribute	BRSR Indicators	Name of Indicator	Assurance Status
1	GHG Footprint	Section C- Principle 6 Essential Indicator- 7	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the given format	Reasonable
2	Water Footprint	Section C- Principle 6 Essential Indicator- 3	Provide details of the following disclosures related to water withdrawal & its intensity, in the given format	Reasonable
3	Water Footprint	Section C- Principle 6 Essential Indicator- 4	Provide the following details related to water discharged	Reasonable
4	Energy Footprint	Section C- Principle 6 Essential Indicator- 1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the given format	Reasonable
5	Embracing Circularity	Section C- Principle 6 Essential Indicator- 9	Provide details related to waste management by the entity & its intensity, in the given format	Reasonable
6	Enhancing Employee Wellbeing and Safety	Section C- Principle 3 Essential Indicator- 1 (c)	Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the given format	Reasonable
7	Enhancing Employee Wellbeing and Safety	Section C- Principle 3 Essential Indicator- 11	Details of safety related incidents for employees and workers (including contract-workforce)	Reasonable
8	Enabling Gender Diversity in Business	Section C- Principle 5 Essential Indicator- 3 (b)	Details of Gross wages paid to females as % of total wages paid by the entity, in the given format	Reasonable
9	Enabling Gender Diversity in Business	Section C- Principle 5 Essential Indicator- 7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	Reasonable
10	Enabling Inclusive Development	Section C- Principle 8 Essential Indicator- 4	Percentage of input material (inputs to total inputs by value) sourced from MSMEs/ small producers and within India	Reasonable
11	Enabling Inclusive Development	Section C- Principle 8 Essential Indicator- 5	Details of job creation in smaller towns- Daily wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis in the given locations, as % of total wage cost	Reasonable
12	Fairness in Engaging with Customers and Suppliers	Section C- Principle 9 Essential Indicator- 7	Provide the following information relating to data breaches: a. Number Of instances of data breaches	Reasonable

MEHTA CHOKSHI & SHAH LLP AAQ-0660 MUMBAI CHARTERED ACCOUNTANTS

			b. Percentage of data breaches involving personally identifiable information of customers c. Impact, if any, of the data breaches	
13	Fairness in Engaging with Customers and Suppliers	Section C- Principle 1 Essential Indicator- 8	Number of days of accounts payables (Accounts Payable * 365) / cost of goods/services procured) in the given format.	Reasonable
14	Openness of Business	Section C- Principle 1 Essential Indicator- 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 given format.	Reasonable

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