

August 20, 2025

To,
National Stock Exchange of India Limited
Manager – Listing Department
5, Exchange Plaza, Bandra-Kurla Complex
Bandra (East),
Mumbai 400 051

To,
BSE Limited
Manager – Listing Department
Floor 25, P. J. Towers,
Dalal Street,
Mumbai 400 001

Symbol: FINPIPE

Scrip Code: 500940

Sub.: Business Responsibility and Sustainability Report for the Financial Year 2024-25

Ref.: Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir / Madam,

In terms of Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, read with the relevant SEBI Circular(s) as issued from time to time, we are submitting herewith the Business Responsibility and Sustainability Report (“BRSR”) for the Financial Year 2024-25, which forms an integral part of the 44th (Forty-Fourth) Annual Report of the Company.

The same is also available on the Company’s website of the Company at <https://www.finolexpipes.com/>

You are requested to take the above on your records.

Thanking you,

Yours sincerely,
For **Finolex Industries Limited**

Dakshinamurthy Iyer
Company Secretary & Compliance Officer
M. No.: A13004



Annexure-4

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR)

SECTION A- GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the listed entity	L40108PN1981PLC024153
2. Name of the listed entity	Finolex Industries Limited
3. Year of incorporation	1981
4. Registered office address	Gat No.399, Village Urse, Taluka Maval, District Pune, Maharashtra, India - 410506
5. Corporate address	IndiQube 'The Kode' - 11 th Floor, S.No. 134, Hissa No. 1/38, Banner Pashan Link Road, Pune, Maharashtra, India - 411045
6. E-mail	investors@finolexind.com
7. Telephone	020-27408200
8. Website	www.finolexpipes.com
9. Financial year for which reporting is being done	April 1, 2024 to March 31, 2025
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11. Paid-up Capital	₹ 124.10 Crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Mr. Dakshinamurthy Iyer Tel: 020 - 27408200 Email: investors@finolexind.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	This report is prepared on a standalone basis
14. Name of assessment or assurance provider	Not Applicable for the Financial Year ended on March 31, 2025
15. Type of assessment or assurance obtained	Not Applicable for the Financial Year ended on March 31, 2025

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	Manufacturing	PVC Pipes & Fittings	99%

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	PVC Pipes & Fittings	22209	99%

III. Operations

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

Location	Number of Plants	Number of Offices	Total
National	04	08	12
International	-	-	-

19. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States)	25
International (No. of Countries)	-

Remarks: The Company serves PAN INDIA (every state) except Mizoram, Manipur & Sikkim

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

Nil

c. A brief on types of customers

Finolex Industries Limited (The Company / Finolex) is one of the most trusted brands in Pipes & Fittings. We are one of the leading producer of PVC resin, making it the largest backward integrated pipes company in India. We offer wide range of PVC pipes and fittings suitable for applications in agriculture, plumbing and sanitation. Our customers are Farmers, Plumbers, Plumbing Contractors and Builders.

IV. Employees**20. Details as 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)	1,303	1,245	95.55	58	4.45
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total employees (D + E)	1,303	1,245	95.55	58	4.45
Workers						
4.	Permanent (F)	196	196	100	-	-
5.	Other than Permanent (G)	2,908	2,791	95.98	117	4.02
6.	Total Workers (F + G)	3,104	2,987	96.23	117	3.77

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)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
Differently Abled Workers						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	2	2	100%	-	-
6.	Total Workers (F + G)	2	2	100%	-	-

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No(B)	%(B/A)
Board of Directors	11	2	18
Key Managerial Personnel*	2	-	-

*(Excluding Key Managerial Personnel covered under Board of Directors)

22. Turnover rate for permanent employees and workers:

Particulars	FY 24-25 (Turnover rate in current FY)%			FY 23-24 (Turnover rate in previous FY)%			FY 22-23 (Turnover rate in the year prior to the previous FY)%		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.27	15.84	22.02	16.81	16.67	16.80	19.20	20.78	19.25
Permanent Workers	1.53	-	1.53	3	-	3	4.38	-	4.38

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Finolex Plasson Industries Private Limited	Associate	46.35	No
2	Pawas Port Limited	Associate	49.99	No

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) - Yes****(ii) Turnover (In Crores) :** 4,109.33**(iii) Net worth (In Crores) :** 5,978.36**VII. Transparency and Disclosures Compliances****25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		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 https://www.finolexpipes.com/investors/policies-code-of-conduct/	-	-	-	-	-	-
Investors (other than shareholders)	Yes https://www.finolexpipes.com/investors/investors-relations-centre/	-	-	-	-	-	-
Shareholders	Yes https://www.finolexpipes.com/investors/investors-relations-centre/	63	-	-	140	-	-
Employees and workers	Yes https://www.finolexpipes.com/esg/?it=sustainability/	-	-	-	-	-	-
Customers	Yes https://www.finolexpipes.com/esg/?it=sustainability/	1,245	-	-	1,811	-	-
Value Chain partners	Yes https://www.finolexpipes.com/esg/?it=sustainability/	-	-	-	-	-	-
Other (please specify)	NA	-	-	-	-	-	-

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	Human Rights	R	Risk: <ul style="list-style-type: none"> Responsibility to identify and manage human rights risks in its operation and supply chain and mitigate from adverse risks and consequential damages. 	<ul style="list-style-type: none"> The Company has always been committed to foster a culture of trust and care, which is also a part of its human rights policy with detailed process set along for due diligence procedures to evaluate human rights risks at all levels of operations. Environment Health and Safety (EHS) training, Prevention of Sexual Harassment (POSH), code of conduct related to human rights are extensively covered during employee induction and then as a refresher for employees in a timely manner. 	Negative: <ul style="list-style-type: none"> Any violation can lead to severe reputational, regulatory and damage to the organization. Positive: <ul style="list-style-type: none"> Brand differentiation, Talent attraction and retention, Community trust and market goodwill
2	Talent Management	R/O	Risk: <ul style="list-style-type: none"> Failure to attract and retain talent by management to support business objectives. Lack of highly skilled and welltrained employees to contribute to business performance. Opportunity: <ul style="list-style-type: none"> Skilled and well-trained employees can improve manufacturing efficiency, reduce defects, and drive innovation in product design. Well-trained sales, distribution, and customer support teams can strengthen dealer relationships and improve after-sales service, increasing market share. 	<ul style="list-style-type: none"> The Company continues to assess and develop employees' capabilities across levels and geographies. The Company invested in talent by providing skills based learning opportunities, access to mentoring / coaching, business projects and continues to mobilize employees into critical roles. The Company invested in functional training programmes for management, employees & workers to build a future ready and resilient organization. 	Negative: <ul style="list-style-type: none"> High training and recruitment costs. Positive: <ul style="list-style-type: none"> Enhanced innovation and productivity, Increased employee engagement and retention, leading to a more skilled workforce.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Occupational Health and Safety	R	Risk: <ul style="list-style-type: none"> Inherently associated with business activities and processes. Occupational Health & Safety has an impact on employee well being and productivity impacting business of the Company. Non-compliance with safety measures by employees. 	<ul style="list-style-type: none"> Implementation and strict adherence of robust OHS management system and process safety management to address the risks. The Company has in place proactive measures like HIRA, safety walks, Job Safety Analysis (JSA), Hazard and Operability study (HAZOP), Risk and Consequences Analysis, and Safety Audits. The Company complies with all applicable Health and Safety regulations 	Negative: <ul style="list-style-type: none"> Accidents can put life / property in danger and impact overall productivity and result in financial loss to the Company.
4	Resource Management	R	Risk: <ul style="list-style-type: none"> Water availability in extreme weather conditions may lead to downtime and reduced productivity. 	<ul style="list-style-type: none"> Rain water harvesting by using ground water recharge and surface reservoirs is being practiced. Possibility of recycling of treated effluent to 100%. 	Negative: <p>Business disruption due to:</p> <ul style="list-style-type: none"> Water shortage; High water Cost; & Reputational implications.
	Resource Management	O	Opportunity: <ul style="list-style-type: none"> Water conservation measures can help in cost savings by reduction in water consumption and associated costs such as water and waste water treatment. 		Positive: <ul style="list-style-type: none"> Achieving long term cost benefits and improved water footprint.
	Resource Management (Energy)	R/O	Risk: <ul style="list-style-type: none"> Risks and mitigation associated with energy management are covered under climate change. Opportunity: <ul style="list-style-type: none"> Improved operational efficiency. 	<ul style="list-style-type: none"> Undertaken measures to conserve energy at Company's facilities by using energy efficient measures and implementing energy saving SOPs and practices to ensure optimal energy consumption at our plants. Conduct internal energy audits periodically to monitor process gaps and ensure continuous improvement. 	Negative: <ul style="list-style-type: none"> Potential for increased compliance and environment costs. Positive: <ul style="list-style-type: none"> Reduced energy costs, improved profit margins, and enhanced competitiveness. Reduced carbon footprint, and potential for government incentives. Avoidance of penalties and ensured operational continuity.
5	Operating and Financial Performance	R/O	Risks: <ul style="list-style-type: none"> Loss of investor's and stakeholder's trust due to non-compliance. Loss of brand value and reputation. Opportunity: <ul style="list-style-type: none"> Positive returns for stakeholders and investors. Business growth due to robust and consistent economic performance. 	<ul style="list-style-type: none"> The Company has robust corporate governance practices, stringent policies and procedures and a comprehensive financial management and business continuity plan to ensure consistent economic performance. 	Negative: <ul style="list-style-type: none"> Decreased revenue due to loss of stakeholder trust. Increased cost to Company due to regulatory non compliance. Positive: <ul style="list-style-type: none"> Increased revenues as a result of prudent financial growth.

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)
6	Corporate Governance	R	Risk: <ul style="list-style-type: none"> Strong corporate governance is core to achieve the Company's objectives and any risks or non-compliance can undermine stakeholder's trust, damage reputation and disrupt business. 	<ul style="list-style-type: none"> The Company has put in place strong corporate governance framework as per regulatory guidelines. It has in place a fair, transparent & accountable Corporate Governance structure across its hierarchy to safeguard the interests of all stakeholders. There is an effective mechanism, supported by strong policies to supervise the Executive Management and oversee the critical functions of the Company. 	Negative: <ul style="list-style-type: none"> Poor corporate governance or unethical practices may lead to loss of confidence of stakeholders including investors and customers.
7	Climate Change	R	Risk: <ul style="list-style-type: none"> Changes in climate related regulations and policies. Climate-related events such as extreme weather conditions, natural disasters, or disruptions in raw material availability can affect our supply chain. Reputational risks for companies that are perceived to have a negative environmental impact. 	<ul style="list-style-type: none"> Mitigation measures to reduce greenhouse gas emissions (such as engaging in long term renewable PPAs, installation of roof top solar systems etc.), improve energy efficiency. Monitoring and reporting on climate performance, including setting targets and tracking progress towards emissions reductions and other climate-related goals. 	Negative: <ul style="list-style-type: none"> Climate-related risks can have financial implications including increased costs of energy, raw materials, and compliance with environmental regulations. Positive: <ul style="list-style-type: none"> Initiatives taken around climate change has a positive implication towards business.
8	Data privacy and security	R	Risk: <ul style="list-style-type: none"> Loss of the Company's and stakeholders' sensitive information due to theft or system breakdown. 	<ul style="list-style-type: none"> Strengthening the cybersecurity and information security measures by aligning with global frameworks and best practices. 	Negative: <ul style="list-style-type: none"> Loss of sensitive data can result in regulatory non compliance and penalties.
9	Quality management and Product stewardship	O	Opportunity: <ul style="list-style-type: none"> Emphasizing product quality allows the Company to differentiate its brand in the market. Delivering high quality products enhances customer satisfaction and builds trust. 		Positive: <ul style="list-style-type: none"> Differentiation with competitors and increased customer trust leads to higher sales volumes, revenue growth and increase in brand reputation.
10	Ecosystem and biodiversity	R	Risk: <ul style="list-style-type: none"> Impact of operations on the biodiversity in the vicinity of Company's manufacturing plants. 	<ul style="list-style-type: none"> Conducting biodiversity studies to measure Biodiversity index and develop plans as per outcome of the study. 	Negative: <ul style="list-style-type: none"> Long term risk of ecosystem degradation and Biodiversity leading to reputational risk.
11	Environment Management	R	Risk: <ul style="list-style-type: none"> Evolving environmental regulations may increase the risk of non-compliance. Operations at production sites could pose potential adverse impacts on the environment if not effectively managed. 	<ul style="list-style-type: none"> Implementation of robust Environmental management system, ESG policy, SHE policy to address the risks. 	Negative: <ul style="list-style-type: none"> Unmanaged Environmental risks may pose huge financial burden on operations leading to reputational damage.

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)
12	Sustainable supply chain	R/O	Risk: <ul style="list-style-type: none"> Inefficiencies in the sustainable supply chain and high dependency on limited suppliers/vendors can impact the business during supply chain disruptions in case of adverse macro-economic scenarios. Opportunity: <ul style="list-style-type: none"> Foster long-term, trusted partnerships with suppliers and vendors by promoting effective relationship management and embedding responsible procurement practices, ensuring quality, reliability, and shared commitment to sustainability. 	<ul style="list-style-type: none"> Finolex regularly engages with its suppliers through structured interactions that strengthen business relationships and add mutual value. Suppliers are selected based on well-defined social, ethical, and environmental criteria, and are expected to adhere to the Supplier Code of Conduct, which includes EHS (Environment, Health & Safety) requirements. By conducting awareness programs, communication forums, and interactive sessions, Finolex fosters strong partnerships, builds trust, and advances responsible and sustainable practices across its supply chain. 	Negative: <ul style="list-style-type: none"> Supply chain disruptions may impact production timelines and delay deliveries. Positive: <ul style="list-style-type: none"> Opportunity to have a strong and compliant supply chain system which ensures low risk on environmental and social parameters.
13	Community Development	O	Opportunity: <ul style="list-style-type: none"> Need Assessment done prior to project execution helps us develop strong community relations and ensure social consent to operate. 		Positive: <ul style="list-style-type: none"> The benefits CSR endeavours bring to the community generates goodwill and enhances the Company's reputation.
14	Risk Management	O	Opportunity: <ul style="list-style-type: none"> The Company is better placed to identify and mitigate risks and leverage upcoming opportunities. 	<ul style="list-style-type: none"> Risk Management Policy, RMC and Internal Audits conducted. 	Positive: <ul style="list-style-type: none"> Avoiding loss of revenue by preventing adverse impacts of unprecedented risks.

SECTION B- MANAGEMENT AND PROCESS DISCLOSURES

Policy and management processes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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	https://www.finolexpipes.com/esg/ https://www.finolexpipes.com/investors/policies-code-of-conduct/								
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

<p>4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.</p>	<ul style="list-style-type: none"> • All plants of the Company are certified for Integrated Management System (Quality Management System, Environment Management System & Occupational Health and Safety Management System) as per ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 and also certified with Responsible Care (RC) logo. • Our products pipes and fittings confirms to relevant Bureau of Indian Standards and ASTM standards as applicable. • ISO 27001:2022 Certification for Information Security Management system. • S&P Global Corporate Sustainability Assessment (CSA).
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Reduce Carbon Footprint</p> <ul style="list-style-type: none"> • 100% electric powered forklifts by 2030 at all the plants. • Implement Responsible care programme at all Plants by 2025. <p>Biodiversity</p> <ul style="list-style-type: none"> • Conduct Biodiversity study in Ratnagiri Plant by 2025. • Plantation of 1,00,000* trees by 2025 with regular monitoring of the survival rate of the saplings. (*Increase in plantation from the base level (FY-21-22) of 62,000 to 100,000 Nos.) • Public commitments to no deforestation and publicly available biodiversity policy. <p>Renewable Energy</p> <ul style="list-style-type: none"> • At least 15% of Power Consumed to come from Renewable Sources. • Ensure sustained engagement in ESG awareness by maintaining over 95% participation in training programs for all eligible employees across the organization. <p>Attract & Nurture Talent</p> <ul style="list-style-type: none"> • Maintain employee turnover rate consistently under 15%. <p>Ensure Data Privacy & Security</p> <ul style="list-style-type: none"> • ISO 27001:2022 certification for Information Security Management System. • Mandate regular, organization-wide training so all employees stay current on information security best practices. <p>Code of Conduct</p> <ul style="list-style-type: none"> • Maintain 95% adherence to the Employee Code of Conduct through documented acknowledgements and consistent training.
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>The Company is committed towards ESG norms and protection of environment.</p> <ul style="list-style-type: none"> • Total 75% of diesel forklifts were replaced with Electric forklifts. • During FY 24-25, we have extended Integrated Management System covering ISO 9001, ISO 14001 and ISO 45001 to the remaining sites along with recertification of Responsible Care Logo for next 3 years making it 100% coverage. • Biodiversity study for Ratnagiri plant – completed. • Plantation increased from base level (FY 2021-22) of 62,000 no. to 100,000 nos. • Public commitments to no deforestation and publicly available. • Biodiversity policy – policies established. • Increase in renewable energy share from 3.2% in FY23-24 to 11.14% in FY24-25.

- ESG Policy: ESG policy framework and monitoring mechanism established.
- Participation milestone: every eligible employee attended the ESG awareness and training session, marking 100% coverage.
- During the reported timeframe, the company experienced a 14% turnover rate.
- Successfully achieved ISO 27001:2022 certification for our Information Security Management System, demonstrating our commitment to global standards in data protection and risk management.
- The organization has rolled out a required Information Security Awareness course on Learning Management System (LMS). Currently, 86% of employees have completed it.
- Assigned on the LMS, the compulsory Code of Conduct training has been completed by 60% of the workforce.

Other than above, following initiatives were taken in FY 2024-25

- Implemented several energy conservation initiatives including green energy use resulted in avoiding more than 30,000 tCO₂e.
- More than 311,000 m³ effluent recycled.
- More than 411,000 m³ Rainwater harvested.
- Carbon sequestration (Biomass) study conducted in Ratnagiri and more than 22,000 tCO₂e carbon is sequestered.

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):

In a world where sustainability, responsible business practices, and stakeholder engagement are paramount, Environmental, Social, and Governance (ESG) has become a critical component of corporate management. ESG governance involves the systems and processes through which organizations integrate environmental, social, and governance considerations into their decision-making, operations, and risk management frameworks. At Finolex, sustainability has been our core value for years. Everything we do is done with excellence, considering both the present and the future. Guided by the wisdom of the farmers we collaborate with, we recognize that the innovative ideas we sow today will flourish in the future. We possess the patience and resolve to nurture these ideas until they come to fruition. With every step we take, we prioritize our stakeholders and the environment. We invest in their future and our shared future.

Our ESG journey began with the goal of holistic growth as an organization, creating value for all our stakeholders. Our initial milestone was achieving the 'Responsible Care' accreditation from the Indian Chemical Council in FY 2021-22. This accreditation underscores our dedication to continuous improvement in safe chemicals management and excellence in environmental, health, safety, and security performance. We are committed to delivering products and services of the highest quality to our customers while minimizing harm to the environment and society. Our progress is evident, through increase in renewable energy share from 3.2% in FY23-24 to 11.14% in FY24-25. This contributed to reduction in our carbon footprint by more than 31,000 MT CO₂e (against last year's 20,000 MT CO₂e), along with other energy saving initiatives. Further to this, Carbon sequestration study conducted in FY 24-25, showed more than 22,000 MT CO₂e carbon sequestered through Biomass. As part of our ESG stewardship, we have also recycled over 311,000 m³ effluent back into our processes and harvested over 467,000 Lakh m³ of rainwater. During FY 24-25, we have also extended Integrated Management System covering ISO 9001, ISO 14001 and ISO 45001 to the remaining sites and recertification of Responsible care logo for next 3 years making it 100% coverage.

We have also certified for ISO27001:2022 Information security management systems. Other areas of improvement include Great Place To Work ("GPTW") certification for the 3rd year in succession, roll out of Biodiversity policy. Our CSR initiatives through our CSR partner Mukul Madhav Foundation ("MMF") support all the 17 SDGs with focus on Health, education, environmental protection, and community well-being, making a real difference where it matters most. In FY 24-25, one of the initiatives includes Olive ridley (Turtle) conservation project at Gaokhadi Ratnagiri Beach through collaboration with Forest Department.

Reflecting on the past 44 years, we realize that our journey is just beginning, with the most challenging work still ahead. This prospect fills us with purpose and excitement for the future. The legacy we've built has united a large, thriving family, creating a bright future filled with possibilities. We acknowledge that climate change poses the greatest business challenge in the coming years, as we face unprecedented extreme weather events like heatwaves, floods, and cyclones. To ensure a positive environmental footprint, we are committed to increasing the use of renewable energy resources and reducing specific energy consumption. It is our collective duty to care for Mother Earth and use natural resources efficiently at each of our manufacturing facilities.

Saurabh Dhanorkar
Managing Director
DIN: 00011322

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies):	At the highest level, the Board of Directors of the Company, led by Mr. Saurabh Dhanorkar, Managing Director and Mr. Saumya Chakrabarti, Director - Technical have the primary role to protect and assess the performance of Business Responsibility policy(ies).
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:	The Company's Risk Management Committee regularly reviews our sustainability goals and performance. Additionally, Rachit Agarwal, designated as Risk Manager, oversees internal risks faced by the organization.

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 Co mmittee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action																		Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		Quarterly

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.

Sr. no	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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	Percentage of persons in respective category covered by the awareness programmes
Board of directors	09	The Board Members and Key Managerial Personnel of the Company are familiarized with matters relating to regulatory matters, risk management, health, safety & environment, business performance, operations, HR and CSR initiatives at the quarterly Board/ Committee Meetings. The Executive Directors participated in the ESG Materiality Assessment Survey.	100
Key Managerial personnel	12	Key Managerial Personnel (KMPs) actively engaged in the ESG Materiality Assessment Survey and workshop, gaining valuable insights into the principles of Environment, Social, and Governance (ESG) as outlined by SEBI and MCA. They also participated in various training and awareness programs focused on the Code of Conduct, Prevention of Sexual Harassment (POSH), IT Security, and other essential compliance topics.	100
Employees other than BoD and KMPs	66	POSH/Code of Conduct, Induction on Employee Benefits/regulations, EHS related Training and awareness programmes covering topics on Code of Conduct, Prevention of Sexual Harassment (POSH), IT Security etc. which provided them the awareness on the subject. It prepares them to avoid potential risks.	80.12
Workers	66	POSH/Code of Conduct, Induction on Employee Benefits/regulations, EHS related Training and awareness programmes covering topics on Code of Conduct, Prevention of Sexual Harassment (POSH), IT Security etc. which provided them the awareness on the subject. It prepares them to avoid potential risks.	98.47

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):**

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Monetary		
			Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine Settlement Compounding fee		During the financial year, neither the Company nor any of its directors or Key Managerial Personnel (KMPs) have incurred any fines, penalties, punishments, awards, compounding fees, or settlement amounts in connection with proceedings before regulators, law enforcement agencies, or judicial institutions that are considered material under Regulation 30(4)(i)(c) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("LODR"). Refer to the Company's website for all disclosures made under Regulation 30 of SEBI (LODR) Regulations, 2015 at https://www.finolexpipes.com/investors/compliance-report			

Non-Monetary				
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment			Nil	

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:

S. No.	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 enforces a firm zero-tolerance stance against all forms of bribery. This commitment is consistently reflected in our interactions with stakeholders and is deeply rooted in our Core Values—Customer Centricity, Ethics, Transparency, Teamwork, and Ownership.

We strictly prohibit any act of offering, promising, giving, or authorizing the transfer of anything of value—whether directly or indirectly—to any individual or organization with the intent to improperly influence decisions or gain unfair advantage. This policy applies universally and without exception.

All employees of Finolex, along with our suppliers and third-party associates, are required to adhere to the Company's Anti-Bribery and Anti-Corruption (ABAC) Policy. This policy outlines clear procedures for reporting and addressing any violations. It is publicly available at: <https://www.finolexpipes.com/esg/>.

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

Category	FY 2024-25	FY 2023-24
Directors		
KMPs	NIL	NIL
Employees		
Workers		

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

Category	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Number	Remarks	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL		NIL	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

Not Applicable

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

Particulars	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of days of accounts payables	47	30

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

Parameter	Metrics	FY 2024-25 (Current Financial Year) %	FY 2023-24 (Previous Financial Year) %
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	58.86	59.29
	b. Number of trading houses where purchases are made from	26	33
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	83.14	80.63
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	99.37	99.48
	b. Number of dealers / distributors to whom sales are made	716	751
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	19.24	18.79
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NIL	NIL
	b. Sales (Sales to related parties / Total Sales)	NIL	NIL
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total Investments made)*	NIL	NIL

* For Purchases calculation, we have considered direct material plus energy consumed for resin production.

Leadership Indicators

1. **Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

S. No.	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
1	1396*	Company overview, usage of products in plumbing segment, relevant areas for product availability	20

*In case of suppliers, the Company ensures that they adhere to the Supplier Code of Conduct (COC) which covers environment, health, safety and human rights parameters and must sign the COC as part of the on-boarding process.

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 robust processes to prevent and manage conflicts of interest involving members of the Board. The Code of Conduct for the Board of Directors and Senior Management specifically addresses this topic and is available at: <https://www.finolexpipes.com/esg/>.

To ensure transparency and accountability, all Board members and senior management are required to submit a mandatory declaration and affirmation regarding any potential conflicts of interest. This declaration, endorsed by the Managing Director, is included in the Company's Annual Report.

No instances of corruption or conflict of interest were identified during the reporting period. These declarations reinforce the Company's commitment to ethical governance and ensure ongoing compliance with its Code of Conduct.

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

- 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:**

Category	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	9	9	Installation of energy-efficient equipment, wastewater treatment facilities, solar energy systems, and infrastructure enhancements in HSEF-related areas-leading to reduced energy consumption, more sustainable operations, and enhanced well-being for employees and surrounding communities.

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

Yes

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

Approx. 62%

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

The Company actively follows regulatory guidelines to ensure proper recycling and reuse of waste. Plastic waste is processed in compliance with prescribed standards and sent to authorized recyclers. E-waste is directed to certified dismantlers and recyclers, while hazardous waste is disposed of through approved Common Hazardous Waste Treatment, Storage, and Disposal Facilities (CHWTSDFs).

- 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, the company has been registered as a brand owner & importer for plastic as per the Amendment to Plastic Waste Management Rules 2016 notified EPR Guideline on February 16, 2022. Annual EPR targets are being set & returns are being filed on the Centralized EPR Portal.

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?

S. No.	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.
1	22209	Pipes and Fittings	99	Cradle to grave	No	No
2	20131	PVC Resin	1	Cradle to grave	No	No

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:

S. No.	Name of Product / Service	Description of the risk / concern	Action Taken
	No significant social or environmental concerns or risks were identified.		

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 24-25 Current Financial Year	FY 23-24 Previous Financial Year
Recycle inhouse crush material	3.6	4.3

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 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	235.482	1465	-	88.1	1294.71	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

Note: Reused = Jumbo bags multiple times resulted in avoiding equivalent packaging material & Recycled = EPR credits

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
PVC Resin	61%

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 Employee:

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Employees											
Male	1,245	1,245	100	1,245	100	-	-	1,245	100	-	-
Female	58	58	100	58	100	58	100	-	-	-	-
Total	1,303	1,303	100	1,303	100	58	100	1,245	100	-	-
Other than permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	196	196	100	196	100	-	-	196	100	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	196	196	100	196	100	-	-	196	100	-	-
Other than permanent Workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

*Remarks: Other than permanent workers insurance and benefits are covered by their respective facility provider

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

Particulars	FY 24-25 Current Financial Year	FY 23-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.08%	0.08%

2. Details of retirement benefits:

Benefits	FY 24-25 Current Financial Year			FY 23-24 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	100	Y	100	100	Y
Gratuity	100	100	Y	100	100	Y
ESI	100	100	Y	100	100	Y
Others – please specify	-	-	-	-	-	-

*Remarks: The Company is maintaining gratuity trust. The employees & workers who falls within the ESI limit are 100% covered, i.e wherever ESI is applicable (whose gross salary is less than ₹ 21,000/-) 100% employees & workers are covered under the ESI scheme. In addition where the employees & workers are above the ESI limit they are covered under WC (Workmen Compensation) Policy.

3. Accessibility of Workplace

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:

Yes

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 Policy in line with the Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder. The policy, available on the Company's website at <https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Equal-Opportunity-Policy-Statement.pdf>, affirms our commitment to a diverse, inclusive, and discrimination-free workplace, ensuring fair employment practices, accessibility, and a safe, respectful environment for all.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	100	100
Female	100	100	100	100
Total	100	100	100	100

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:

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	<p>Yes, the Company has a grievance redressal mechanism in line with the statutory framework under Industrial Dispute Act, 1947 where workers or their representatives can raise their grievances in areas like wages, discrimination, child labour, human rights related issues etc.</p> <ol style="list-style-type: none"> Any workman desirous to redress the grievance arising out of employment or relating to unfair treatment or wrongful exaction on the part of a superior shall either himself or through a trade union of which he is a member, submit a complaint to the Manager or any Officer appointed by the Manager in this behalf. The Manager or any such officer shall cause to be investigated the complaint at such times and places as <ol style="list-style-type: none"> The workman and any other workman of his choice, or Where the complaint is made through a trade union of the workmen of the establishment, a member of such union shall have the right to be present at such investigation. Where the complainant alleges unfair treatment or wrongful exaction on the part of a superior, a copy of the order finally made by the Manager shall be shared to the complainant if he asks for. In other cases the decision of the Investigation Officer and the action, if any, taken thereon by the Manager shall be intimated to the complainant. provided that complaints relating to assault or abuse by any person holding a supervisory position or refusal of an application for urgent leave shall be inquired into as early as possible by the Manager or such other officer or officers as workmen may appoint. The decision of the Manager upon any question arising out of, in connection with, or incidental to these Standing Orders shall be inquired into as early as possible by the Manager or such other officer or officers as workmen may appoint. <p>Further Our "Dial HR - Happy to Listen" initiative serves as a dedicated platform for employees to share their feedback, concerns, and suggestions in a confidential and supportive manner. This program reflects our emphasis on open communication and ensuring that employee voices are heard and valued.</p>
Other than Permanent Workers	

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes. The Company has grievance redressal mechanism in place wherein employee can raise their grievances with respective HR department. The HR department shall take appropriate action and resolve the grievance within a reasonable time.
Other than Permanent Employees	Further Our "Dial HR - Happy to Listen" initiative serves as a dedicated platform for employees to share their feedback, concerns, and suggestions in a confidential and supportive manner. This program reflects our emphasis on open communication and ensuring that employee voices are heard and valued.

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union(B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union(D)	%(D / C)
Total Permanent Employees	1,303	-	-	1,313	-	-
- Male	1,245	-	-	1,270	-	-
- Female	58	-	-	43	-	-
Total Permanent Workers	196	196	100	197	197	100
- Male	196	196	100	197	197	100
- Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1,245	1,077	86.51	1,119	89.88	1,270	973	76.61	1,206	94.96
Female	58	50	86.21	57	98.28	43	33	76.74	43	100
Total	1,303	1,127	86.49	1,176	90.25	1,313	1,006	76.62	1,249	95.13
Workers*										
Male	2,987	2,987	100	2,987	100	2,981	2,981	100	197	100
Female	117	117	100	117	100	108	108	100	108	100
Total	3,104	3,104	100	3,104	100	3,089	3,089	100	3,089	100

*Note: We ensure that training to other than permanent workers on Health and safety measures and Skill upgradation is provided by their respective facility provider.

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,245	1,143	91.81	1,270	1,086	85.51
Female	58	43	74.14	43	35	81.40
Total	1,303	1,186	91.02	1,313	1,121	85.38
Workers*						
Male	196	196	100	197	197	100
Female	-	-	-	-	-	-
Total	196	196	100	197	197	100

*Note: Performance and career development review of other than permanent workers/employees is taken care by their respective facility provider.

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 is committed to a safe and healthy workplace through its Safety, Health and Environment (SHE) policy, implemented across all plants and offices. It is certified under ISO 9001 (Quality), ISO 14001 (Environment), and ISO 45001 (Occupational Health and Safety) as part of its Integrated Management System.

To mitigate risks and prevent work-related injuries or illnesses, the Company conducts regular safety initiatives, including National Safety Week, Fire Services Week, audits, inspections, mock drills, and first aid training, with active participation from all employees.

A robust Process Safety Management (PSM) system with 11 elements and 27 procedures guides risk assessment, hazard control, SOPs/SMPs, equipment reliability, and safe work practices covering material handling, transport, lifting, and PPE usage. All incidents and near misses are reported, investigated, and analysed for continuous improvement.

Remarks:

ISO 45001 system has been implemented as a part of an Integrated Management system.

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

Pre-start up Safety Review (PSSR) is followed prior to start up to ensure that all safety systems are in place. Considering complexity of process and known hazards, the Company follows below methodologies to address the risks:

- 1 Hazard and Operability (HAZOP) Study** - Hazard & Operability study (HAZOP) is a systematic way to identify possible SHE hazards in the system and suggest recommendations. It is a process of examining Piping and Instrumentation Diagram (P&IDs) by applying guide words and parameters to all pipes and vessels in the process. This explicitly identifies the hazards, the potential failures, and the potential causes of failure and the recommended actions to address the issues.
- 2 Failure Modes and Effects Analysis (FMEA)** - FMEA study is conducted for critical equipment and processes. The Company uses it to design a process, review and improve a process which further acts as an efficient process control. Its' step-by-step approach identifies each failure mode, with the analysis, then estimating the effects of failure and devising ways of controlling the process so that failure can be prevented.
- 3 Fault Tree Analysis (FTA)** - This analysis method is mainly used in Safety engineering and reliability engineering to understand how systems can fail and to identify the best ways to reduce the risk or to determine event rates of an accident or a particular system failure. This helps the Company in highlighting the critical components related to system failure and to prioritize the action items in order to solve the problems.
- 4 What-if method** - It is done for critical equipment where failure is possible by different modes and failure can cause a hazardous situation.
- 5 Job Safety Analysis (JSA)/ Task Risk analysis** - JSA is conducted for all jobs involving high risk & critical job.
- 6 Reporting of unsafe condition** - Any worker / employee from any department can report unsafe condition from the work premises related to safe operation of the process.

- 7 Other Measures** such as Safety Walk, Safety Audit and Safety Report are carried to identify work-related hazards and assess risks. We strictly follow the Hazard Identification and Risk Analysis (HIRA) process and maintain HIRA register for each critical activity.

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 regularly reviews and enhances its health and safety practices under the supervision of the Director – Technical cum Occupier. A Safety Committee comprising executive and worker representatives addresses safety concerns across office and plant locations.

A self-spot audit system enables employees to report unsafe acts and conditions. To strengthen HSE awareness, the Company organizes events such as National Safety Week, Fire Service Week, and World Environment Week, featuring safety training, fire drills, quizzes, poster competitions, and safety pledges.

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

Yes. Employees and workers have access to non-occupational medical and healthcare services. Medical centers and first aid facilities are available for both employees and workers. They are covered under group mediclaim and group accident policy.

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

Safety Incident/Number	Category	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	0.19	-
Total recordable work-related injuries	Employees	-	-
	Workers	1	-
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

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

The Company prioritizes health, safety, and employee well-being, aiming to maintain the highest safety standards across its operations. The Company follows an Integrated Management System certified under ISO 9001 (Quality), ISO 14001 (Environment), and ISO 45001 (Occupational Health & Safety).

Key health and safety initiatives include:

1. ISO-Certified Management System: Ensuring zero incidents through preventive measures and plant reliability under ISO 9001, 14001, and 45001 certifications.
2. Awareness Initiatives: Observance of National Safety Week, National Fire Services Week, Environment Week, workplace inspections, audits, first aid training, and regular mock drills.
3. Risk Assessments: Conducting safety walks and evaluations of existing and new facilities using tools like HAZOP (Hazard and Operability Study) and Job Safety Analysis (JSA).
4. SOP Implementation: Developing and enforcing Standard Operating Procedures (SOPs) and Standard Maintenance Procedures (SMPs) to ensure safe working conditions and continuous employee and contractor training.

5. Value Chain Partner Evaluation: Periodic assessment of contractors and other partners on basic SHE compliance, including Pre-Startup Safety Reviews (PSSR) for new or modified facilities.
6. Equipment Inspection: Regular inspections of mechanical systems, pressure vessels, and critical devices, along with ongoing maintenance reviews.
7. Safe Material Handling: Establishing dedicated units for safe inward and outward transport and storage of chemicals and materials within plant premises

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

14. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% (through Internal and External Safety Audit, insurance agencies).
Working Conditions	100% (through Internal and External Safety Audit).

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:

Yes, there was one LTC during mould change job when a mould felled fell down from rack system at our fitting's facility at Badhalwadi. Following corrective actions have been taken:

1. Reduction in number of size changes in a day.
2. Stopping of mould change activity during silent hours
3. All mould rack doors are kept open to ensure the rails are in line when the trolley is pulled out.
4. The handle of the rack system is now put under lock and key and shall be issued through records to eligible authorities only
5. Training on SOPs improved by including videos related to such SOPs. Refresher training is scheduled accordingly.

Leadership Indicators

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

Yes. The Company extends life insurance coverage for work related death of its employees and workers. Benefits are extended as per applicable labour laws such as Employee State Insurance Act, 1948, Employee Provident Funds and Miscellaneous Provisions Act, 1952, Workmen's Compensation Act, 1923 and Group Personal Accident benefits (policies are in place).

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 maintains a robust compliance framework to ensure statutory clearances and obligations are fulfilled by all value chain partners. Mandatory provisions such as payment and deduction of statutory dues are explicitly outlined within Purchase Orders and contract agreements. To uphold compliance integrity, the Company routinely verifies that all relevant clauses are adhered to and honoured by its partners.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	-	-	-	-
Workers	1	-	-	-

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)

Yes (Critical talent is retained on consultancy or retainer-ship model).

5. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	44
Working Conditions	44

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:

Not applicable. The value chain partners were assessed for health, safety practices and working conditions and no significant risks or concerns were identified based on receipt of their responses.

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's approach to identifying and prioritizing stakeholders is anchored in the principles of inclusiveness, relevance, and responsiveness. Engagement strategies are tailored based on the type of stakeholder, their expectations, and the significance of the relationship to our business.

Our key stakeholder groups include dealers, retailers, customers, shareholders/investors, employees, suppliers, communities, media, and regulatory authorities. We maintain ongoing communication with them through a mix of digital and in-person channels such as surveys, conferences, investor interactions, workshops, and impact assessments.

We are dedicated to addressing stakeholder concerns proactively through well-designed initiatives, policies, and programs ensuring continuous dialogue and fostering long-term value creation.

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

S. No.	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
1	Dealers/ Retailers/ Customer	No	<ul style="list-style-type: none"> Dealers/ Retailers Meet Trainings Field meetings Telephonic Conversations/ Call Centre Help desk Email interaction 	Regularly on a need basis	<ul style="list-style-type: none"> Easy Access to Products and services Reliable supply of best-in-class products and services
2	Investor/ Shareholder	No	<ul style="list-style-type: none"> Investor Presentation/ Analyst meet Annual General Meetings Media releases Financial results/ declaration Annual Reports, Sustainability Reports, websites 	Quarterly / Annually	<ul style="list-style-type: none"> Information on Company's financial and non-financial performance Transparent Disclosures good governance practices
3	Community	Yes (Some of the Company's CSR Project / activities Beneficiaries)	<ul style="list-style-type: none"> CSR partnership with Mukul Madhav Foundation Contribution towards various causes like education, healthcare, rural development, environment initiatives 	<ul style="list-style-type: none"> Social Contribution /CSR activities Community Impact assessment surveys Complaint and grievance mechanism 	<ul style="list-style-type: none"> Proactive Involvement Community Development
4	Employees	No	<ul style="list-style-type: none"> Employee engagement programs Internal publications and circulars Feedback and surveys Performance updates Learning and development programmes. 	<ul style="list-style-type: none"> Daily (Department wise internal interaction) L&D programmes, Feedback, and Survey conducted periodically Half yearly / annually 	<ul style="list-style-type: none"> Health and Safety Opportunities for personal and professional growth Learning and development Work-life balance and career progression Transparency and involvement in Company's strategies

S. No.	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
5	Suppliers	No	<ul style="list-style-type: none"> Meetings Conferences and workshops Communication via telephone, email, etc. 	<ul style="list-style-type: none"> Regularly on a need basis 	<ul style="list-style-type: none"> Long term relationship Quick response to queries Services support and timely deliveries
6	Media	No	<ul style="list-style-type: none"> Written Communications Interviews and Forums Meetings Publications & Announcements 	<ul style="list-style-type: none"> Frequency of engagement is on a need basis 	<ul style="list-style-type: none"> Credible information on progress to stakeholders
7	Regulators	No	<ul style="list-style-type: none"> Meetings Representation through trade bodies Workshops Written communication 	<ul style="list-style-type: none"> Frequency of engagement is on a need basis 	<ul style="list-style-type: none"> Compliance with rules and regulations Timely reporting through various compliance based forums

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 several Board-level committees that play a critical role in shaping and overseeing its Environmental, Social, and Governance (ESG) strategy. These committees contribute significantly to strengthening the Company's resilience, sustainability, and inclusive growth. Key committees include the ESG Committee, Risk Management Committee, Stakeholders' Relationship Committee, Corporate Social Responsibility (CSR) Committee, and Safety Committee.

Each committee conducts quarterly reviews and evaluates performance within its respective domain. The findings and consolidated performance reports are presented to the Board during its quarterly meetings. In line with their defined terms of reference, both statutory and internal committees meet regularly to monitor and assess the Company's performance across various strategic and operational areas.

To further reinforce our ESG commitment, the Company has appointed Mr. Naresh Kher as Head – HSEF & Lead ESG, responsible for driving initiatives related to Health, Safety, Environment, and ESG across the organization.

Additionally, the Company maintains active and meaningful engagement with a diverse group of stakeholders. Functional teams interact periodically with stakeholders to gather feedback and address concerns related to economic, environmental, and social issues. These insights are shared with the Board, ensuring that stakeholder perspectives are integrated into strategic decision-making.

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

The Company actively engages with its stakeholders through structured processes across various departments, as detailed under Essential Indicator 2 of this principle. Our sustainability approach is built on delivering long-term value by identifying key material issues through ongoing stakeholder consultations.

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

The Company has always upheld a strong commitment to social responsibility, rooted in the belief that every individual has the potential to make a difference and deserves to live with dignity. In collaboration with our partner, the Mukul Madhav Foundation, we actively engage with vulnerable and marginalized communities, aiming to empower them to overcome challenges and improve their quality of life.

Our efforts focus on key areas such as education, healthcare, social welfare, and skill development. A detailed overview of our Corporate Social Responsibility (CSR) initiatives can be found in the CSR Report, which forms part of the Company's Annual Report.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	%(B / A)	Total(C)	No. of employees / workers covered (D)	%(D / C)
Employees						
Permanent	1,303	1,190	91.33	1,313	1,108	84.39
Other than permanent	-	-	-	-	-	-
Total Employees	1,303	1,190	91.33	1,313	1,108	84.39
Workers						
Permanent	196	193	98.47	197	195	98.98
Other than permanent	2,908	2,841	97.70	2,892	2,892	100.00
Total Workers	3,104	3,034	97.74	3,089	3,087	99.94

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

Category	FY 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
	No. (B)	% (B / A)	No. (C)	%(C / A)		No.(E)	% (E / D)	No.(F)	% (F / D)	
Employees										
Permanent	1,303	-	-	1,303	100	1,313	-	-	1,313	100
Male	1,245	-	-	1,245	100	1,270	-	-	1,270	100
Female	58	-	-	58	100	43	-	-	43	100
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	196	-	-	196	100	197	-	-	197	100
Male	196	-	-	196	100	197	-	-	197	100
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	2,908	1,991	68.47	917	31.53	2,892	2,779	96.09	113	3.91
Male	2,791	1,971	70.62	820	29.38	2,784	2,673	96.01	111	3.99
Female	117	20	17.09	97	82.91	108	106	98.15	2	1.85

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

(In crores)

Particulars	Male		Female	
	Number	Median remuneration/salary/ wages of respective category	Number	Median remuneration/salary/ wages of respective category
Board of Directors (BoD)	9	0.3	2	0.58
Key Managerial Personnel*	2	0.48	-	-
Employees other than BoD and KMP	1,240	0.09	58	0.08
Workers	196	0.09	-	-

* (Excluding Key Managerial Personnel covered under Board of Directors)

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

Particulars	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	4.38%	3.91%

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 a clearly defined focal point at each office, plant, or location, with the Head of HR responsible for addressing human rights concerns. This structure is enabled by robust Human Rights and Whistleblower Policies that provides the guiding framework for managing and resolving such issues. Further strengthening this approach, "Dial HR - Happy to Listen" initiative offer employees a safe and confidential space to share feedback, raise concerns, and feel genuinely heard.

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

The Company maintains a strong governance framework focused on legal compliance, timely salary disbursement, and equal opportunity for all employees. Employees can raise concerns through platforms like the Ethics Helpline, HR Connect, and Dial HR. Grievances are addressed by the HR team and escalated to the Ethics Committee when required, with resolutions communicated to the concerned individuals. At factory locations, periodic Open House forums offer an additional platform for dialogue and grievance redressal.

The Company's Code of Conduct, POSH Policy, and Whistleblower Policy further enable anonymous reporting of misconduct, ensuring a safe and respectful workplace.

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

Particulars	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

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

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

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

The Company has robust mechanisms in place to safeguard complainants in cases of discrimination and harassment. Through its Whistleblower Policy, employees are encouraged to report unethical behavior, misconduct, or non-compliance without fear of retaliation including incidents that may lead to reputational or financial harm. Complainants are protected from unfair treatment such as threats, demotion, suspension, or denial of promotion, and may escalate concerns directly to the Chairman of the Audit Committee. Their identities are kept confidential to the extent permitted by law, and individuals assisting in investigations receive the same protection. The Company also ensures appropriate support is provided during legal or disciplinary proceedings. These safeguards are reinforced by a strong Code of Conduct, the Internal Complaints Committee (ICC) established under the Sexual Harassment of Women at Workplace Act, 2013, and the Equal Opportunity Policy, which collectively promote ethical conduct, diversity, and a discrimination-free, respectful work environment.

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

Yes. The Company mandates strict adherence to its Supplier Code of Conduct (SCOC) by all suppliers and value chain partners. This requirement is formally embedded within contractual documents, including Purchase Orders and Agreements. The code outlines essential human rights standards and ethical practices that suppliers are expected to uphold, reinforcing the Company's commitment to responsible sourcing and sustainable business practices.

10. Assessments for the year:

Category	% 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 10 above:

There were no significant human rights related risks / concerns identified by Company during FY 24-25.

Leadership Indicators

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

In FY 2024-25, no grievances or complaints related to Human Rights principles and guidelines were reported at the Company

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

The Company has formally not conducted human rights due diligence. However, Company's Code of Conduct affirms its commitment to upholding human rights, with clear expectations for ethical behavior across the organization. Suppliers are required to follow the Supplier Code of Conduct, which mandates respect for human rights and fair labor practices within their operations.

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

Yes. Majority of the Company's premises are accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

Category	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	44
Discrimination at workplace	44
Child Labour	44
Forced Labour/Involuntary Labour	44
Wages	44
Others – please specify	-

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

There were no significant human rights related risks / concerns identified by Company during the FY 24-25.

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:**

Remarks: Figures in GJ

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
From renewable sources		
Total electricity consumption (A)	91,733.84	26,037.00
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	91,733.84	26,037.00
From non-renewable sources		
Total electricity consumption (D)	2,37,306	2,56,573.21
Total fuel consumption (E)	36,71,356.29	40,64,120.37
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	39,08,662.29	43,20,693.58
Total energy consumed (A+B+C+D+E+F)	40,00,396.13	43,46,730.58
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	9.73 GJ / Lakh	10.17 GJ / Lakh

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	201.12 GJ / Lakh	205.64 GJ / Lakh
Energy intensity in terms of physical output	7.105 GJ / Metric Tonnes	8.004 GJ / Metric Tonnes
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Figures for FY 23-24 have been revised following internal data consolidation efforts.

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

No

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

No, We are not officially tagged as Designated Consumer (DC). Note: Company's Resin manufacturing plant at Ratnagiri has completed the initial assessment for tagging as a Designated Consumers (DC) through a third party appointed by Bureau of Energy Efficiency (BEE) and Targets are being set by BEE for the same and yet to be released.

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

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	16,62,072.00	16,12,672.00
(ii) Groundwater	22,322.00	21,866.00
(iii) Third party water	1,35,060.28	1,11,933.30
(iv) Seawater / desalinated water	6,04,857.00	16,01,510.00
(v) Others	7,78,975.00	5,75,440.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	32,03,286.28	3,923,421.3
Total volume of water consumption (in kilolitres)	23,08,603.28	21,80,721.3
Water intensity per rupee of turnover (Water consumed / turnover) KL/₹ Lakh	5.62 KL / Lakh	5.1 KL / Lakh
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	116.07 KL / Lakh	103.17 KL / Lakh
Water intensity in terms of physical output	4.1 KL / Metric Tonnes	4.02 KL / Metric Tonnes
Water intensity (optional) – the relevant metric may be selected by the entity.	-	-

Note: Figures for FY 23-24 have been revised following internal data consolidation efforts.

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

No

4. Provide the following details related to water discharged: Water discharge by destination and level of treatment (in kilolitres):

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
With treatment – please specify level of treatment Seawater is mainly used for cooling and the water is returned to sea through a cooling tower	4,33,837	7,56,222
(iv) Sent to third-parties		
- No treatment	-	-
With treatment – please specify level of treatment	NA	NA
(v) Others		
- No treatment	-	-
With treatment – please specify level of treatment	-	-
Full-fledged Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) is available	4,84,064.27	5,31,424.28
Total water discharged (in kilolitres)	9,17,901.27	12,87,646.28

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

No

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

No

Note: The Company have full-fledged effluent treatment, and we recycle 50% of treated effluent back to process or as cooling tower make up, while rest is used for watering the green belt.

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

Parameter	Please specify unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Nox	mg/Nm ³	21.87	16.21
SOx	mg/Nm ³	28.50	32.32
Particulate matter (PM)	mg/Nm ³	23.18	31.51
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

Note: Figures for FY 23-24 have been revised following internal data consolidation efforts.

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

Yes done through government approved third party laboratories i.e. M/s. Gadark Lab Pvt. Ltd., M/s. EHS Matrix Pvt. Ltd., M/s. Ecocare Solutions Pvt. Ltd.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) in MTCO₂E & its intensity, in the following format:

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	3,53,473.99	3,82,031.47
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	TCO ₂ e	54,106.07	58,297.02
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	TCO ₂ e / rupee of turnover	0.99 TCO ₂ e / Lakh	1.03 TCO ₂ e / Lakh
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TCO ₂ e / rupee of turnover	20.49 TCO ₂ e / Lakh	20.83 TCO ₂ e / Lakh
Total Scope 1 and Scope 2 emission intensity in terms of physical output	TCO ₂ e / rupee of turnover	0.72 TCO ₂ e / Metric Tonnes	0.81 TCO ₂ e / Metric Tonnes
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Figures for FY 23-24 have been revised following internal data consolidation efforts.

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

No

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

Project No	Project Description	Energy Saving in GJ	Reduction of CO2 (MT CO2e)
1	Replacement of VCM CT pumps by new higher efficiency pumps (P9202 B & C with new pumps of capacity 2350 m ³ /hrs & of 46 m head.)	4,137.5	406.6
2	Steam saving by heat integration in VCM Plant	58,964.0	5,660.5
3	Replacement of old K-4802F+K-7001 (GM90+ K7001) system with new GM150 blower	1,292.4	127.0
4	Replacement of Centrifugal pump P5114B by multistage energy efficient pump	408.6	40.2
5	Power saving by Deaerator make up pump impeller trimming	1,272.3	125.0
6	Increasing the centrifuge inlet slurry temperature.	34,316.2	3,294.4
7	Installation of Energy efficient Avalong mixer	43.2	9.8
8	Installation of Energy saving Transformer-2.5 MVA	186.6	42.6
9	Installation of cooling Tower Energy saving system resulted in 22KW/Day saving	28.9	6.6
10	Pump House Incoming water Tank filter pump motor modified from 5.5 KW To 0.75 KW which saving 32850 Units Annually.	1,183.9	269.9
11	Solar Street Lights are installed on periphery 5 numbers from Feb 25 Saving 25 Units /Day = 300Units/Annum	1.1	0.2
12	Cooling Tower water level sensor installed to reduce water wastage and Pump unit consumption, 30% saving achieved 1825 Units/Annum.	6.6	1.5
13	Express feeder installed and started from 15 March 2024 it resulted in very low power cuts from daily 2 power cuts to average monthly 2 power cuts. Reduced the Power loss (Reheating and Setup) 1.20L Units/Annum and Material Loss by 19.20 Tone/Annum.	432.0	98.5
14	Energy Saving through optimizing the compound conveying system root blower cycle time.	1,122.6	110.3
Total		1,03,395.9	10,193.1

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

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	3,312.43	3,427.9
E-waste(B)	3.93	2.67
Bio-medical waste (C)	0.017	0.038
Construction and demolition waste (D)	-	-
Battery waste (E)	6.44	4.69
Radioactive waste (F)		
Other Hazardous waste.Please specify, if any. (G)	5,607.1	6,314.22
Other Non-hazardous waste generated (H). Please specify, if any.(Break-up by composition i.e. by materials relevant to the sector)	8,637.47	6,461.43
Total (A + B + C + D + E + F + G + H)	17,567.37	16,210.94
Waste intensity per rupee of turnover (Total Waste Generated / Revenue from operations)	0.043 MT / Lakh	0.038 MT / Lakh
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Waste Generated / Revenue from operations adjusted for PPP)	0.883 MT / Lakh	0.778 MT / Lakh
Waste intensity in terms of physical output (Total Waste Generated / Physical Output)	0.031 MT / Metric Tonnes	0.030 MT / Metric Tonnes

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
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 – Plastic		
(i) Recycled	3,312.43	3,427.94
(ii) Re-used	-	-
(iii) Other recovery operations		
Total Plastic Waste Recycled, Re-used and other recovery operations	3,312.43	3,427.94
Category of waste - E-Waste		
(i) Recycled	3.93	2.67
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total E-Waste Recycled, Re-used and other recovery operations	3.93	2.67
Category of waste - Bio-medical waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total Bio-medical Waste Recycled, Re-used and other recovery operations	-	-
Category of waste - Construction and demolition waste		
(i) Recycled		
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total Construction Waste Recycled, Re-used and other recovery operations	-	-
Category of waste - Battery waste		
(i) Recycled	6.44	4.69
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total Battery Waste Recycled, Re-used and other recovery operations	6.44	4.69
Category of waste - Radioactive waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total Radioactive Waste Recycled, Re-used and other recovery operations	-	-
Category of waste - Other Hazardous waste		
(i) Recycled	5,439.7	6,277.63
(ii) Re-used	137.46	137.05
(iii) Other recovery operations	-	-
Total Other Hazardous Waste Recycled, Re-used and other recovery operations	5,577.16	6,414.68
Category of waste - Other Non-Hazardous waste		
(i) Recycled	8,561.13	6,620.92
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total Other Non-hazardous Waste Recycled, Re-used and other recovery operations	8,561.13	6,620.92
Total	17,461.09	16,470.9

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste – Plastic		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total Plastic Waste Incineration, Landfilling and other disposal operations	-	-
Category of waste - E-Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total E-waste Waste Incineration, Landfilling and other disposal operations	-	-
Category of waste - Bio-medical Waste		
(i) Incineration	0.0169	0.0377
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total Bio-medical Waste Incineration, Landfilling and other disposal operations	0.0169	0.0377
Category of waste - Construction and demolition waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total Construction Waste Incineration, Landfilling and other disposal operations	-	-
Category of waste – Battery		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total Battery Waste Incineration, Landfilling and Other disposal operations	-	-
Category of waste – Radioactive		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total Radioactive Waste Incineration, Landfilling and Other disposal operations	-	-
Category of waste - Other Hazardous waste. Please specify, if any		
(i) Incineration	11.914	16.09
(ii) Landfilling	18.01	20.94
(iii) Other disposal operations	-	-
Total Other Hazardous Waste Incineration, Landfilling and Other disposal operations	29.924	37.03
Category of waste - Other Non-hazardous waste generated		
(i) Incineration	-	-
(ii) Landfilling	30.57	44.87
(iii) Other disposal operations	45.77	25.94
Total Other Non-hazardous Waste Incineration, Landfilling and Other disposal operations	76.34	70.81
Total	106.28	107.88

Note: Figures for FY 23-24 have been revised following internal data consolidation efforts.

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

No

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 believes in enhancing the circularity of its system. All our plants maintain emissions and waste within the permissible limits. The Company segregates various categories of waste and store them appropriately at designated waste storage areas across the plants. Canteen waste is converted into manure through an organic waste processor unit. Garden waste is crushed and used along with canteen waste or used for mulching. The rest of the waste is disposed of through third-party vendors. Hazardous waste, used oil, lead acid batteries, and E-waste are disposed of through State Pollution Control Board authorized parties. Biomedical waste is disposed of through a common biomedical waste treatment and disposal facility.

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.
Not Applicable			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the FY 2024-25:

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

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

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
Not Applicable				

Leadership Indicators

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

(i) **Name of the area-** Not Applicable

(ii) **Nature of operations-** Not Applicable

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

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	22,322.00	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
(v) Others	-	-
Total volume of water withdrawal(in kilolitres)	22,322.00	-
Total volume of water consumption (in kilolitres)	22,322.00	-
Water intensity per rupee of turnover (Water consumed / turnover)	0.05 KL / Lakh	0.0000 KL / Lakh
Water intensity (optional) – the relevant metric may be selected by the entity. KL / KL of KL water consumed /₹ Lakhs	0.32	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
CY:NA	-	-
PY:NA	-	-
(ii) Into Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
	-	-
(iii) Into Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Sewage Treatment Plant	5,368.00	-
Total water discharged (in kilolitres)	5,368.00	-

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

No

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

Particulars	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 3 emissions		
(Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	25,832.758	21,058.76
Total Scope 3 emissions per rupee of turnover	0.063 TCO ₂ e / Lakh	0.049 TCO ₂ e / Lakh
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	0.046 TCO ₂ e/MT	0.039 TCO ₂ e/MT

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

No.

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

The Company's plants / sites are not located in any of the ecologically sensitive areas.

- 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	Effluent Recycling	Full-fledged effluent treatment facility upto DM plant is available	311559 m ³ recycled in FY 2024-25

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

The Company has a robust Business Continuity framework to identify, monitor, and manage risks, including business disruptions, ensuring protection of stakeholder interests. The Company continues to invest in talent, systems, and processes to enhance risk management and governance standards. As part of its IT Continuity Policy, SAP plays a key role in maintaining access to critical data during disruptions, supported by real-time replication, secure backups, and high availability architecture. The Risk Management Committee oversees major risks, including cybersecurity and disaster management, ensuring that strong systems are in place for continued operations and reliable service delivery during adverse events.

- 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:**

In Company's internal assessment, there is no significant adverse impact to the environment arising from the Value chain.

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

44% of the Company's value chain partners based on the value of business conducted have been assessed for their environmental impact.

- 8. How many Green Credits have been generated or procured?**

- a. Generated by the listed entity:**

None

- b. Procured by the top ten (in terms of value of purchases and sales, respectively) value chain Partners:**

None

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:

9

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/International)
1	Centre for Chemical Process Safety CCPs(AICG)	International
2	Chemicals & Petrochemicals Manufacturers' Association	National
3	Federation of Indian Chambers of Commerce & Industry (FICCI)	National
4	Indo American Chamber of Commerce	National
5	The Organization of Plastics Processors of India (OPPI)	National
6	Alkali Manufacturers Association of India (AMAI)	National
7	Indian Chemical Council	National
8	Indian Vinyl Council	National
9	Maharashtra Economic Development Council (MEDC)	National

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

S. No.	Name of authority	Brief of the case	Corrective action taken
Not Applicable			

Leadership Indicators

1. *Details of Public policy advocated by the entity:

Sr. No.	Public Policy Advocated	Method resort for such advocacy	Whether the information is available in public domain? (Yes/No)	Frequency of review by board (Annually/ Half yearly/ Quarterly/ Other- please specify)	Web Link, if available
-					

*Remark: The Company is an active member of various national and state-level industry confederations, chambers, and associations. Through senior leadership representation, it contributes valuable expertise and strategic insights during public policy consultations. Upholding a strong commitment to responsible engagement, the Company participates in public policy advocacy with integrity, transparency, and ethical rigor.

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 FY 2024-25:

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

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 ₹)
Not Applicable						

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

The Company has established a dedicated CSR/PR team at each of its plant locations to facilitate effective grievance redressal, including concerns raised by the local community. Upon receiving a grievance, the issue is addressed through a clearly defined escalation matrix, which typically involves the Plant Operations Head and the Human Resources team, depending on the nature of the matter. Initial efforts focus on resolving the grievance at the local plant level to ensure timely and context-specific responses. However, if resolution at this level is not feasible or requires broader intervention, the grievance is escalated to higher levels of management. This structured and tiered approach promotes transparency, accountability, and responsiveness, reinforcing the Company's commitment to addressing community concerns with integrity and care. Approach enables transparency, accountability, and responsiveness to the concerns of the community.

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

Particulars	FY 2024-2025 (%) Current Financial Year	FY 2023-2024 (%) Previous Financial Year
Directly sourced from MSMEs/ small producers	9.03	12.28
Sourced directly from within India	41.12	40.71

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:

Particulars	FY 2024-2025 (%) Current Financial Year	FY 2023-2024 (%) Previous Financial Year
Rural	5	2
Semurban	6	25
Urban	46	9
Metropolitan	43	64
Grand Total	100	100

*Remarks: Wages and Salaries paid to on-roll employees

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
No negative social impact identified	

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 ₹)
1	Bihar	Sitamarhi, Gaya, and Kathiar	98,00,000
2	Gujarat	Dahod	5,53,980
3	Jharkhand	Ranchi	15,00,000
4	Jharkhand	Hazaribag	16,00,000
5	Maharashtra	Gadchiroli	40,85,707
6	Maharashtra	Osmanabad	13,18,498
7	Odisha	Gajapati	5,34,000
8	Uttar Pradesh	Chitrakoot	13,75,000
9	Uttarakhand	Haridwar	5,00,000

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

No

b. From which marginalized /vulnerable groups do you procure?

Not applicable

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

Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the FY 2024-25), 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:

S. No.	Name of the authority	Brief of the Case	Corrective action taken
			Nil

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	Preventing Child abuse and Trafficking	14,000	100
2	Supported Thalassemia Patients with medicines	21	100
3	Setting of paediatric eye surgery unit	43	100
4	Supported Deafblind children and adults with Education and Rehabilitation services	150	100
5	3 Period Positive Holiday Homes - Converting unsafe Period Huts (Kurma Ghars) into positive resting homes for menstruating women.	350	100
6	Imparting sexual and reproductive health education to youth and adolescents	90,000	100
7	Provided training on seeds and farming to widowed farmers	474	100

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
8	Agriculture Management Services - Empowering small and marginal farming communities by enhancing their agricultural practices and ensuring sustainable livelihoods.	200	100
9	Organised entrepreneurship development and women literacy programme	471	100
10	Conducted Udyamita Entrepreneurship development for women in villages	150	100

* Note- The number of beneficiaries are part of the society and communities surrounded in the area in which the CSR activities were carried out. The number of beneficiaries covers direct beneficiaries like hospitals, colleges, schools, villages, institutions and also its end beneficiaries.

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 provides multiple channels for customers to share complaints and feedback, including email and toll-free numbers listed on the Company's website. Dealers can also connect with dedicated Customer Relationship Managers to raise and track issues.

The Company conducts annual customer feedback surveys covering product quality, delivery, and grievance redressal. Insights from these surveys are carefully considered in shaping strategic business decisions.

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

Category	As a percentage to total turnover
Environmental and social parameters relevant to the product	100
Safe and responsible usage	100
Recycling and/or safe disposal	100

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

	FY 2024-25 Current Financial Year			FY 2023-24 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

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

Category	Number	Reasons for recall
Voluntary recalls	-	-
Forced recalls	-	-

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 <https://www.finolexpipes.com/tnc/>

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:

Not applicable since no incident was reported in FY 2024-25.

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact:

Nil

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

Not Applicable

c. Impact, if any, of the data breaches:

Not Applicable

Leadership Indicators

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

All product related information is available on the Company's website at www.finolexpipes.com/product. As a standard practice, the Company also shares detailed catalogues with dealers and customers, covering product specifications and usage guidelines.

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

The Company proactively educates its customers on the safe and responsible use of products through clear product labelling, awareness programmes, and informative reminders. These initiatives help customers understand product specifications, usage instructions, and safety guidelines.

Additionally, the Company shares a comprehensive product catalogue with customers at the time of purchase, ensuring they have all necessary information for correct and effective product use.

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

Not Applicable

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 ensures that all its products comply with applicable laws and regulations, including mandatory product labelling norms. Labels, packaging, and documentation provide clear details on specifications, usage instructions, safety precautions, and other regulatory disclosures.

Customer satisfaction is a key priority for the Company. Through a robust feedback mechanism the Company gathers insights to enhance its offerings, drive innovation, and strengthen customer relationships. This approach enables the Company to consistently deliver high-quality, durable products and maintain its leadership in the market.