Registered Office / Urse Plant
Finolex Industries Limited
Gat No. 399, Village Urse, Tal.-Maval,
Dist. Pune 410 506, Maharashtra, India
CIN L40108PN1981PLC024153

Tel +91 2114 237251 / 237253
Toll Free 1800 200 3466
Fax +91 2114 237252
Email investors@finolexind.com
Web finolexpipes.com

FINOLEX
PIPES & FITTINGS

August 28, 2026

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

Symbol: FINPIPE

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

Scrip Code: 500940

Sub.: Business Responsibility and Sustainability Report for the Financial Year 2025-26

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 2025-26, which forms an integral part of the 45th (Forty-Fifth) 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

Encl: As above

Corporate Office
Finolex Industries Limited
IndiQube 'The Kode' - 11th Floor,
S. No. 134, Hissa No. 1/38,
Baner Pashan Link Road,
Pune - 411045,
Maharashtra, India

Tel +91 20 27408200
Fax +91 20 27489000
Email care@finolexpipes.com
Web finolexpipes.com

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**	28/03/1981
4.	**Registered office address**	Gat No.399, Village Urse, Taluka Maval, District Pune, Maharashtra, India, 410506
5.	**Corporate address**	IndiQube 'The Kode' - 11th 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**	https://www.finolexpipes.com/
9.	**Financial year for which reporting is being done**	1st April 2025 to 31st March 2026
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 assurance provider**	TUV SUD SOUTH ASIA PRIVATE LIMITED
15.	**Type of assurance obtained**	Reasonable assurance

II. Product/Services

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

Sr. 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):

Sr. 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	4	7	11
International	-	-	-

19. Markets served by the entity

a. Number of locations

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

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” or “Finolex”) is one of India’s leading manufacturers of PVC resin, pipes, and fittings. With a strong backward-integrated business model, the Company is among the largest integrated PVC pipe manufacturers in India. Finolex offers a diverse range of PVC pipes and fittings catering to applications across agriculture, plumbing, and sanitation. Its customer base includes farmers, plumbers, plumbing contractors, and builders.

IV. Employees

20. Details as of the end of the financial year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1.	Permanent(D)	1,132	1,090	96.29%	42	3.71%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D+E)**	**1,132**	**1,090**	**96.29%**	**42**	**3.71%**
WORKERS						
4.	Permanent(F)	193	193	100.00%	-	-
5.	Other than Permanent (G)	2,977	2,847	95.63%	130	4.37%
6.	**Total workers (F+G)**	**3,170**	**3,040**	**95.90%**	**130**	**4.10%**

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	1	1	100.00%	-	0.00%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total differently-abled employees (D+E)**	**1**	**1**	**100.00%**	**-**	**0.00%**
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)	-	-	-	-	-
5.	Other than Permanent (G)	3	3	100.00%	-	0.00%
6.	**Total differently-abled workers (F+G)**	**3**	**3**	**100.00%**	**-**	**0.00%**

21. Participation/Inclusion/Representation of Women:

	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	10	2	20.00%
Key Management Personnel	2	-	-

22. Turnover rate for permanent employees and workers:

	FY 2026			FY 2025			FY 2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	22.44%	44.00%	23.33%	22.27%	15.84%	22.02%	16.81%	16.67%	16.80%
Permanent Workers	1.54%	-	1.54%	1.53%	-	1.53%	3.00%	-	3.00%

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

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

S. No.	Name of the holding/ subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	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 the Companies Act, 2013: (Yes/No): Yes

(ii) Turnover (Rs. in Crores): 4113.43

(iii) Net worth (Rs. in Crores): 6077.36

VII. Transparency and Disclosure 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 the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2026			FY 2025		
		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/	0	0	-	0	0	-
Investors (other than shareholders)	Yes https://www.finolexpipes.com/investors/investors-relations-centre/	0	0	-	0	0	-
Shareholders	Yes https://www.finolexpipes.com/investors/investors-relations-centre/	52	1	-	63	0	-
Employees and workers	Yes https://www.finolexpipes.com/esg/?it=sustainability/	0	0	-	0	0	-
Customers	Yes https://www.finolexpipes.com/esg/?it=sustainability/	1,113	0	-	1,245	0	-
Value Chain Partners	Yes https://www.finolexpipes.com/esg/?it=sustainability/	0	0	-	0	0	-
Other (please specify)	Not Applicable	-	-	-	-	-	-

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

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, and 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:** • Respecting and protecting human rights across our operations and value chain is fundamental to responsible business practices. • Failure to identify, assess and address human rights risks may result in adverse social, legal and reputational consequences.	• The Company is committed to fostering a workplace built on trust, dignity and mutual respect. Its Human Rights Policy outlines a structured due diligence framework to identify and manage human rights risks across operations. • Awareness on Environment, Health & Safety (EHS), Prevention of Sexual Harassment (POSH), the Code of Conduct and other human rights-related practices is provided during employee induction and reinforced through periodic refresher programmes.	**Negative:** • Human rights violations may result in regulatory action, reputational damage and operational disruptions. **Positive:** • Strong human rights practices strengthen stakeholder trust, enhance employer attractiveness and reinforce the Company's reputation.
2	**Talent Management**	R/O	**Risk:** • Challenges in attracting, developing and retaining skilled talent may affect business performance and long-term growth. **Opportunity:** • A skilled, engaged and future-ready workforce enhances manufacturing efficiency, product quality, innovation, customer service and overall business competitiveness.	• The Company continuously invests in developing employee capabilities across functions and geographies through structured learning programmes, mentoring, coaching, cross-functional projects and leadership development initiatives. • Functional and technical training programmes help build a resilient, agile and future-ready workforce while preparing employees for critical business roles.	**Negative:** • Increased recruitment, onboarding and training costs, along with potential productivity loss due to talent gaps **Positive:** • Enhanced innovation, operational excellence, employee engagement and retention contribute to sustainable business performance.

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 & Safety	R	**Risk:** • Occupational Health & Safety remains critical to employee well-being, operational continuity and productivity. Workplace incidents or non-adherence to safety protocols may affect people, assets and business operations.	• The Company maintains a robust Occupational Health & Safety Management System supported by preventive risk management practices. Safety initiatives such as Hazard Identification & Risk Assessment (HIRA), Job Safety Analysis (JSA), Hazard and Operability Studies (HAZOP), Risk & Consequence Analysis, safety walks and periodic safety audits are implemented across operations. • Compliance with all applicable health and safety regulations is regularly monitored.	**Negative:** • Workplace incidents may impact employee safety, damage assets, reduce productivity and lead to financial and reputational losses.
4	Resource Management (Water)	R	**Risk:** • Water availability may be affected by changing climatic conditions and water stress, potentially disrupting operations and impacting productivity.	• The Company promotes responsible water stewardship through rainwater harvesting, groundwater recharge and surface water storage systems. • Continuous efforts are undertaken to improve water efficiency, including progressing towards maximum reuse of treated effluent wherever technically feasible.	**Negative:** • Water scarcity may increase operating costs, disrupt production and adversely impact business continuity and reputation.
5	Resource Management (Water)	O	**Opportunity:** • Efficient water management and conservation initiatives contribute to resource optimisation, operational resilience and long-term cost savings by reducing freshwater consumption and wastewater treatment requirements.	• The Company continuously identifies opportunities to optimise water use through conservation measures, process improvements and increased reuse of treated water across operations.	**Positive:** • Improved water efficiency supports long-term cost optimisation, enhances water security and reduces the Company's overall water footprint.

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	**Resource Management (Energy)**	R/O	**Risk:** • Inefficient energy use and evolving energy-related regulations may increase operational costs and environmental impacts. **Opportunity:** • Improved energy efficiency enhances operational performance while supporting climate commitments and cost optimisation.	• The Company continues to implement energy conservation initiatives through energy-efficient technologies, operational best practices and energy-saving Standard Operating Procedures (SOPs). • Periodic internal energy audits are conducted to identify improvement opportunities, monitor performance and drive continual improvement.	**Negative:** • Higher energy consumption may increase compliance and operating costs. **Positive**: • Improved energy efficiency lowers energy costs, strengthens profitability, reduces carbon emissions, supports regulatory compliance and may enable access to government incentives while ensuring operational continuity.
7	**Operating & Financial Performance**	R/O	**Risk:** • Failure to maintain strong financial performance or comply with applicable regulations may erode stakeholder confidence, impact business continuity and adversely affect the Company's reputation. **Opportunity:** • Consistent financial performance, prudent capital allocation and sustainable growth create long-term value for shareholders and other stakeholders while strengthening the Company's market position.	• The Company maintains a robust corporate governance framework supported by sound financial controls, comprehensive risk management practices and business continuity planning. • These measures help drive operational resilience, regulatory compliance and sustainable financial performance.	**Negative:** • Loss of stakeholder confidence, regulatory non-compliance or weak financial performance may adversely impact revenue, profitability and business growth. **Positive:** • Consistent financial performance strengthens investor confidence, supports long-term value creation and enhances business resilience.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	**Corporate Governance**	R	**Risk:** • Strong corporate governance is essential for maintaining stakeholder confidence and achieving long-term business objectives. Governance failures or non-compliance with applicable regulations may adversely affect reputation, business continuity and stakeholder trust.	• The Company maintains a transparent, accountable and ethical governance framework aligned with regulatory requirements and leading governance practices. Well-defined policies, effective oversight mechanisms and Board-level supervision support sound decision-making while safeguarding stakeholder interests.	**Negative:** • Weak governance practices or unethical conduct may result in regulatory actions, reputational damage and reduced confidence among investors, customers and other stakeholders.
9	**Climate Change**	R	**Risk:** • Evolving climate-related regulations, transition risks and physical impacts such as extreme weather events may disrupt operations, affect raw material availability and increase compliance obligations. • Additionally, stakeholder expectations regarding climate performance continue to evolve, influencing business reputation and resilience.	• The Company continues to implement climate mitigation initiatives, including enhancing energy efficiency, increasing the use of renewable energy through long-term renewable power arrangements and rooftop solar installations, wherever feasible. • Climate performance is regularly monitored through emissions tracking, performance reviews and progress against climate-related objectives.	**Negative:** • Climate-related risks may increase energy, raw material and compliance costs while affecting operational continuity. **Positive:** • Investments in climate action improve operational resilience, reduce emissions, strengthen environmental performance and support long-term business sustainability.
10	**Data Privacy & Security**	R	**Risk:** • Cybersecurity incidents, system failures or unauthorised access to sensitive business information may compromise operational integrity, stakeholder trust and regulatory compliance.	• The Company continues to strengthen its cybersecurity and information security framework by adopting recognised standards, implementing robust IT controls and regularly enhancing cyber resilience in line with evolving threats and industry best practices.	**Negative:** • Data breaches or cyber incidents may lead to business disruption, regulatory penalties, financial losses and 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)
11	**Quality Management & Product Stewardship**	O	**Opportunity:** • Delivering consistent product quality and responsible product stewardship strengthens customer confidence, enhances brand differentiation and supports long-term business growth. • Superior product performance also enables stronger customer relationships and competitive advantage.	• The Company maintains stringent quality assurance systems and continuous process improvements to ensure product reliability, consistency and compliance with applicable quality standards throughout the product lifecycle.	**Positive:** • Superior product quality enhances customer satisfaction, strengthens brand reputation, improves market competitiveness and supports revenue growth through increased customer loyalty.
12	**Ecosystem & Biodiversity**	R	**Risk:** • Manufacturing operations may have direct or indirect impacts on local ecosystems and biodiversity if not managed responsibly. • Protecting biodiversity is essential for maintaining ecological balance, supporting regulatory compliance and strengthening stakeholder confidence.	• The Company undertakes periodic biodiversity assessments to evaluate the ecological characteristics around its manufacturing facilities. The findings are used to identify potential impacts and implement appropriate conservation and improvement measures, wherever required.	**Negative:** • Adverse impacts on biodiversity may result in ecosystem degradation, increased regulatory scrutiny and reputational risks.
13	**Environmental Management**	R	**Risk:** • Evolving environmental regulations and operational activities may increase compliance obligations and environmental risks if not effectively managed. • Inadequate environmental controls could adversely impact operations, stakeholder confidence and business continuity.	• The Company has established robust Environmental Management Systems supported by its ESG and SHE (Safety, Health & Environment) policies. • These frameworks enable effective identification, monitoring and management of environmental risks while ensuring compliance with applicable regulatory requirements.	**Negative:** • Poor environmental performance or regulatory non-compliance may result in financial liabilities, operational disruptions and 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)
14	**Sustainable Supply Chain**	R/O	**Risk:** • Supply chain disruptions, overdependence on limited suppliers or inadequate sustainability practices may affect operational continuity, product availability and business resilience, particularly during adverse macroeconomic conditions. **Opportunity:** • Building long-term partnerships with responsible suppliers strengthens supply chain resilience, enhances transparency and supports sustainable business growth.	• Finolex actively engages with suppliers through structured interactions that promote collaboration, transparency and mutual value creation. Suppliers are evaluated against clearly defined quality, ethical, social and environmental criteria and are expected to comply with the Supplier Code of Conduct, including Environment, Health & Safety (EHS) requirements. • Regular awareness programmes, communication forums and engagement initiatives help reinforce responsible procurement practices and strengthen long-term partnerships across the value chain.	**Negative:** • Supply chain disruptions may affect production schedules, increase procurement costs and delay customer deliveries. **Positive:** • A resilient and responsible supply chain enhances operational continuity, strengthens ESG performance and reduces environmental and social risks across the value chain.
15	**Community Development**	O	**Opportunity:** • Meaningful engagement with local communities and systematic need assessments enable the Company to implement impactful CSR initiatives, strengthen community relationships and reinforce its social licence to operate.	• Community needs assessments are undertaken prior to project implementation to ensure CSR initiatives address local priorities effectively. • Continuous stakeholder engagement and regular monitoring help maximise long-term social impact and strengthen community partnerships.	**Positive:** • Effective community development initiatives enhance goodwill, strengthen stakeholder trust and reinforce the Company's reputation as a responsible corporate citizen.
16	**Risk Management**	O	**Opportunity:** A robust enterprise risk management framework enables the Company to proactively identify, assess and mitigate emerging risks while capitalising on evolving business opportunities, thereby strengthening long-term resilience.	• The Company has established a structured Risk Management Policy supported by the Risk Management Committee and periodic internal audits. • Risks are regularly assessed, monitored and reviewed to enable timely mitigation and informed decision-making across the organisation.	**Positive:** • Proactive risk management minimises potential financial losses, strengthens business continuity, enhances organisational resilience and supports sustainable value creation.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

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)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available.									

BRSR Principle	Policy Name	Web Link
P1 Ethics, Transparency & Accountability	Code of Conduct for Directors & Senior Management	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Code-of-Conduct-for-Directors-and-Senior-Management-and-Code-of-Independent-Directors.pdf
	Employee Code of Conduct	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Employee-Code-of-Conduct.pdf
	Anti-Bribery & Anti-Corruption Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Anti-Bribery-and-Anti-Corruption-Policy.pdf
	Anti-Money Laundering Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Anti-Money-Laundering-Policy.pdf
	Whistleblower Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Whistle-Blower-Policy.pdf
	Related Party Transaction Policy	https://www.finolexpipes.com/site/assets/files/147246/related_party_transactions_policy-1.pdf
	Tax Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Tax-Policy.pdf
	Insider Trading Code	https://www.finolexpipes.com/site/assets/files/147259/code_of_conduct_to_regulate_monitor_report_of_trading_by_insiders.pdf
	Fair Disclosure Code	https://www.finolexpipes.com/site/assets/files/147257/code_of_practice_and_procedure_for_fair_disclosure_of_unpublished_price_sensitive_information.pdf
P2 Sustainable & Safe Goods and Services	IMS Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/IMS_Policy.pdf
	Supplier Code of Conduct	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Supplier-Code-of-Conduct-for-Suppliers-and-Vendors.pdf
P3 Employee Well-being	Equal Opportunity Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Equal-Opportunity-Policy-Statement.pdf
	POSH Policy	https://www.finolexpipes.com/site/assets/files/147249/policy_on_sexual_harassment_of_women_at_the_workplace.pdf

P4 Stakeholder Responsiveness	Stakeholder Engagement & Inclusiveness Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Policy-on-Stakeholders-Engagement-and-Inclusiveness.pdf
P5 Human Rights	Human Rights Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Human-Rights-Policy.pdf
P6 Environmental Protection	ESG Policy Statement	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Environmental-Social-and-Governance-(ESG)-Policy-Statement.pdf
	Biodiversity Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Biodiversity-Policy.pdf
	No Deforestation Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/No-Deforestation-Policy.pdf
P7 Responsible Public Advocacy	Anti-Trust & Fair Competition Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Anti-Trust-and-Fair-Competition-Policy.pdf
P8 Inclusive Growth & Development	CSR Policy	https://www.finolexpipes.com/site/assets/files/148640/corporate_social_responsibility_-_policy.pdf
	Inclusive & Equitable Development Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Policy-on-Inclusive-and-Equitable-Development.pdf
P9 Consumer Value & Responsibility	Information Security Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/Information_Security_Policy.pdf
	IMS Policy	https://www.finolexpipes.com/site/templates/assets/pdf/sustainability/IMS_Policy.pdf

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
3. Do the enlisted policies extend to your value chain partners?	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	• 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)								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	**Environment:** • Reduce carbon footprint: Achieve ≥15% renewable energy share (purchased electricity) by 2030 • Water footprint Make one manufacturing site Water neutral by 2030 • Life cycle Assessment Conduct Life Cycle Assessment (LCA) of UPVC and CPVC pipes by FY28 **Social:** • Employee Health & Safety Zero Fatality • Mandatory Training 100% coverage on Code of conduct **Governance:** • Cyber security - Zero cases of data & cybersecurity breaches - 100 % coverage of employees under information security & data privacy training • Stakeholder concerns - Address stakeholder concerns in a timely, transparent, and accountable manner • Regulatory compliance - Sustain an effective regulatory compliance framework								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	**Climate Action and Carbon Footprint Reduction:** • Target: Achieve ≥15% renewable energy share in purchased electricity by 2030: Our environmental performance reflects steady progress on our decarbonisation journey. During the year, renewable energy accounted for 11.6% of the Company's total electricity consumption, marking a significant improvement over the previous year. The increased adoption of renewable energy and implementation of energy efficiency measures helped avoid over 39,000 tCO_2e emissions. In addition, our commitment to nature-based climate solutions was strengthened through biomass conservation initiatives, which have cumulatively sequestered more than 22,000 tCO_2e. Renewable Energy Certificates (RECs) procured under the Renewable Purchase Obligation (RPO) mechanism further contributed to a reduction of approximately 15,000 tCO_2e in Scope 2 (market-based) emissions. • Water Stewardship Target: Make one manufacturing site water-neutral by 2030. Water stewardship remains a strategic priority for the Company. We continue to enhance water conservation, recycling and recharge initiatives across our operations. During the year, over 305,000 KL of treated effluent was recycled and reused within our facilities, while more than 2.37 million KL of rainwater was harvested through direct and indirect recharge mechanisms. These initiatives reinforce our commitment to responsible water management and support our long-term objective of achieving water neutrality.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	• Life Cycle Assessment (LCA) Target: Conduct a Life Cycle Assessment (LCA) of uPVC and CPVC pipes by FY2028. To strengthen our understanding of environmental impacts across the product value chain, the Company has planned to undertake a Life Cycle Assessment (LCA) study covering its key uPVC and CPVC pipe products. The study is scheduled to commence in FY2026-27 and will provide valuable insights into resource consumption, emissions and environmental hotspots enabling data-driven sustainability improvements. **Employee Health & Safety:** • **Zero Fatality:** During FY 2025-26, the Company sustained zero employee and contractor fatalities across all manufacturing locations. Going forward, the Company aims to maintain this performance through robust safety governance, proactive hazard identification and risk mitigation, ISO 45001-certified Occupational Health & Safety Management Systems, and 100% safety training coverage for employees and contractors. • **Mandatory Training:** 100% coverage on Code of conduct The Company continued to strengthen ethical business practices by delivering Code of Conduct training through its Learning Management System (LMS). During FY 2025-26, an overall training coverage of 64% was achieved against the target of 100%. To improve coverage, the Company plans to enhance employee awareness, strengthen monitoring mechanisms, and conduct periodic training campaigns and follow-ups through the LMS, with the objective of progressing towards full coverage in the coming years. • **Cyber Security:** Zero cases of data & cybersecurity breaches The Company remains committed to safeguarding information assets and maintaining robust cybersecurity resilience. During FY 2025-26, zero cases of data privacy breaches and cybersecurity incidents were recorded. This was achieved through the deployment of appropriate security controls, periodic vulnerability assessments, continuous monitoring of IT systems, and employee awareness and training programmes. • **100 % coverage of employees under information security & data privacy training:** During FY 2025-26, the Company achieved 54% employee coverage for information security and data privacy training through its LMS platform against the target of 100%. Focused efforts, including periodic reminders, enhanced tracking, and targeted interventions, are being undertaken to improve coverage and move towards full compliance with the target.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Finolex, sustainability is integral to the way we create long-term value. As stakeholder expectations and regulatory requirements continue to evolve, we recognise that responsible growth must be strengthened by sound governance, prudent environmental stewardship and meaningful stakeholder engagement. ESG is therefore embedded in our business strategy and decision-making processes, guiding how we manage risks, pursue opportunities and strengthen organisational resilience. For more than four decades, our journey has been shaped by responsible manufacturing, operational excellence and a commitment to creating shared value for stakeholders. Inspired by the farming communities we serve, we believe that the decisions we take today will determine the sustainability of tomorrow. This conviction continues to guide our efforts to build a transparent, inclusive and environmentally responsible enterprise.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	During FY 2025-26, we continued to build on the strong ESG foundation established in the previous year by matured governance systems, reinforcing responsible business practices and further embedding sustainability across our operations. The achievements secured in FY 2024-25, including 100% Integrated Management System coverage across all manufacturing locations encompassing ISO 9001, ISO 14001 and ISO 45001 standards, recertification under Responsible Care® enabling continued use of the Responsible Care logo, and ISO 27001:2022 certification, provided a robust platform for sustained improvement. During FY 2025-26, our focus remained on maintaining these standards, deepening implementation and advancing our commitment to operational excellence, information security, responsible chemical management and long-term stakeholder value creation. Our environmental performance demonstrates steady progress in our decarbonisation journey. Renewable energy accounted for 11.6% of our electricity consumption supporting the avoidance of over 39,000 tCO_2e through RE integration and energy-efficiency improvements. Nature-based interventions also continued to play an important role, with biomass conservation initiatives contributing cumulative carbon sequestration of more than 22,000 tCO_2e. Complementing these efforts, RECs procured under the RPO framework reduced market-based Scope 2 emissions by over 15,000 tCO_2e. Water stewardship remains a strategic priority for the Company. During the year, we recycled over 305,000 KL of treated effluent back into our operations and harvested over 2.37 million KL of rainwater through direct and indirect recharge mechanisms. These initiatives reinforce our commitment to circular resource management and long-term water security. We continued to strengthen the social and governance dimensions of our business through an enhanced policy framework covering ethical business conduct, human rights, workplace safety, diversity and inclusion, biodiversity conservation and information security. The introduction of our Supply Chain Code of Conduct represents an important step in extending responsible business practices across the value chain by setting clear expectations on ethics, regulatory compliance, environmental stewardship, labour practices and responsible sourcing. Creating value beyond our operations remains central to our purpose. Through our long-standing partnership with our CSR partner, Mukul Madhav Foundation, we continue to support initiatives that enhance access to healthcare, education, sanitation, environmental protection and livelihood opportunities. Aligned with all 17 United Nations Sustainable Development Goals, our community initiatives reflect our belief that business success and societal progress must advance together.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
	As we mark 45 years of Finolex's journey, we recognise that the future will present increasingly complex sustainability challenges. Climate change, resource constraints, evolving regulatory expectations and changing stakeholder priorities will require businesses to continuously innovate, adapt and strengthen resilience. Going forward, our focus will remain on accelerating renewable energy adoption, improving resource efficiency, reducing emissions intensity, enhancing climate resilience and embedding ESG considerations more deeply into strategic decision-making across the organisation. We remain committed to creating enduring value for our stakeholders while contributing meaningfully to a more sustainable, inclusive and resilient future. **Udipt Agarwal** Managing Director DIN: 11219144								
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. Udipt Agarwal, Managing Director, and Mr. Rambabu Sanka, Director – Technical, provides oversight on the implementation and performance of policies related to Business Responsibility.								
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 periodically reviews sustainability-related goals, performance, and associated risks. Additionally, Mr. Rachit Agarwal, Head – Management Audit and designated Risk Manager, oversees the identification, assessment, and management of internal risks across the organisation.								

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other-please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Committee of the Board									Quarterly								

11. Has the entity carried out an independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) If yes provide the name of the agency.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No	No	No	No	No	No	No	No

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

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

SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	5	Board familiarisation covering regulatory developments, risk management, health, safety and environment (HSE), business performance, operations, human resources, CSR initiatives and other governance and sustainability matters. Executive Directors also participated in the ESG Materiality Assessment Survey.	100
Key Managerial Personnel	5	Familiarisation of Key Managerial Personnel covered regulatory developments, risk management, health, safety and environment (HSE), business performance, operations, human resources, CSR initiatives, and other governance and sustainability matters. Executive Directors also participated in the ESG Materiality Assessment Survey.	100
Employees other than BoD and KMPs	82	Training and awareness programmes covering the Code of Conduct, Prevention of Sexual Harassment (POSH), Information & Cyber Security, Employee Benefits & NPS, Environment, Health & Safety (EHS), Process Safety, Technical Competency, and Quality & Productivity Improvement were conducted to enhance employee awareness, strengthen technical capabilities, promote safe work practices, improve productivity, and mitigate operational risks	89.20

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Workers	72	Training and awareness programmes covering the Code of Conduct, Prevention of Sexual Harassment (POSH), Information & Cyber Security, Employee Benefits & NPS, Environment, Health & Safety (EHS), Process Safety, Technical & Process Training, and Quality & Productivity Improvement were conducted to enhance employee awareness, build technical capabilities, promote safe work practices, improve productivity, and minimise operational risks.	100

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

Monetary					
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In INR)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine 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				
	NGRBC Principle	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Imprisonment	-	-	-	NA
Punishment	-	-	-	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

Yes.

The Company adopts a zero-tolerance approach towards bribery and corruption across all its business activities. Guided by our Core Values of Customer Centricity, Ethics, Transparency, Teamwork, and Ownership, we are committed to conducting business with integrity, fairness, and accountability in every interaction. We strictly prohibit the offering, promising, giving, soliciting, or authorising, directly or indirectly, anything of value to any individual or organisation with the intent to improperly influence decisions or obtain an undue business advantage. This commitment applies to all employees, suppliers, contractors, and third-party business associates without exception. Compliance with the Company's Anti-Bribery and Anti-Corruption (ABAC) Policy is mandatory, and the Policy provides a clear framework for preventing, reporting, investigating, and addressing any actual or suspected instances of bribery or corruption.

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:

	FY 2026	FY 2025
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2026		FY 2025	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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 2026	FY 2025
Number of days of accounts payables	42	47

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

Parameter	Metrics	FY 2026	FY 2025
Concentration of Purchases	Purchases from trading houses as % of total purchases	21.67%	24.13%*
	Number of trading houses where purchases are made from	8	13*
	Purchases from top 10 trading houses as % of total purchases from trading houses	100.00%	99.40%*
Concentration of Sales	Sales to dealers/ distributors as % of total sales	98.95%	99.37%
	Number of dealers distributors to whom sales are made	730	716
	Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	17.33%	19.24%
Share of RPTs in	Purchases (Purchases with related parties/ Total Purchases)	NIL	NIL
	Sales (Sales to related parties/ Total Sales)	NIL	NIL
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	Investments (Investments in related parties/ Total Investments made)	NIL	NIL

* Note: Previous year's figures have been restated pursuant to a review and refinement of procurement data classification and reporting methodology to ensure consistency and comparability with the current year's disclosure.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
52	Product features, intended use, installation processes, quality standards, safety requirements, warranty provisions and customer grievance mechanisms	-

Note: While the Company conducted awareness programmes for value chain partners during the year, the exact coverage as a percentage of value chain partners is presently not available. The Company is enhancing its systems and processes for data collection and monitoring to facilitate disclosure of this metric in subsequent reporting years.

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 a robust framework to identify, disclose, and manage actual or potential conflicts of interest involving members of the Board. The Code of Conduct for the Board of Directors and Senior Management sets out the principles and procedures governing conflicts of interest, ensuring transparency, ethical conduct, and independent decision-making. The Code is available on the Company's website at https://www.finolexpipes.com/esg/.

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

Essential Indicators

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

	FY 2026	FY 2025	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	0.98%	9.00%	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.

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

   Yes

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

   Around 90% of the direct purchases are sourced sustainably, through reputed suppliers. These reputed suppliers are selected based on social, ethical and environment norms. Also, supplier Code of Conduct (COC) covers EHS parameters to be adhered to and supply chain partners must sign the COC as a part of the contract documents. The PVC production of the Company is mainly captively consumed.

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

Category	Description
(a) Plastics (including packaging)	The Company is committed to the responsible management of waste by complying with applicable regulatory requirements for its recycling and reuse. Plastic waste is processed in accordance with prescribed standards and disposed of through authorised recyclers.
(b) E-waste	E-waste is disposed of through authorised dismantlers and certified recyclers in compliance with applicable regulatory requirements.
(c) Hazardous waste	Hazardous waste is disposed of through approved Common Hazardous Waste Treatment, Storage and Disposal Facilities (CHWTSDFs) or authorised recyclers, as applicable, in compliance with applicable regulatory requirements.
(d) Other waste	-

d. **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 is registered as a Brand Owner and Importer under the Extended Producer Responsibility (EPR) framework in accordance with the Plastic Waste Management Rules, 2016, as amended, and the EPR Guidelines notified on February 16, 2022. The Company sets annual EPR targets and files the prescribed returns through the Centralised EPR Portal in compliance with applicable regulatory requirements.

Leadership Indicators

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

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
22209	Pipes and Fittings	99	Cradle to grave*	No	No
20131	PVC Resin	1	Cradle to grave*	No	No

*In line with the life cycle thinking approach embedded in ISO 14001 requirements, the Company has undertaken Life Cycle Assessment (LCA) studies to understand environmental impacts across the product life cycle and identify opportunities for reducing resource consumption, emissions, and waste generation.

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 2026	FY 2025
Recycle inhouse crush material in %	4.8	3.6

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:**

Particulars	FY 2026			FY 2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	-	-	-	-	-
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste General Waste (Dry & Wet)	-	-	-	-	-	-

Note: Figures for FY 24-25 have been revised following internal data consolidation efforts

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
-	-

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

Essential Indicators

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

Category	Total (A)	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,090	1,090	100	1,090	100	-	-	1,090	100	-	-
Female	42	42	100	42	100	42	100.00%	-	-	4	9.52
Total	1,132	1,132	100	1,132	100	42	100.00%	1,090	100	4	0.35
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

Note: FY 2024-25 data has been restated to reflect the availability of a day care facility at the Bhadalwadi plant, consequent to the female employee count (including contractual workers) exceeding the prescribed threshold.

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

Category	Total (A)	% of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	193	193	100	193	100	-	-	193	100	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	193	193	100	193	100	-	-	193	100	-	-
Other than Permanent workers											
Male	Not Applicable										
Female											
Total											

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

Particulars	FY 2026	FY 2025
Cost incurred on well-being measures as a % of total revenue of the company	0.11	0.08

2. Details of retirement benefits

Benefits	FY 2026			FY 2025		
	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	3.89%	100	Y	2.45%	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 Rs, 21,000/-). In addition where the employees & workers are above the ESI limit they are covered under WC (Workmen Compensation) Policy.

3. Accessibility of Workplaces

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

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	100.00%	97.87%	100.00%	100.00%
Female	100.00%	100.00%	-	-
Total	**100.00%**	**98.00%**	**100.00%**	**100.00%**

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	Yes, the Company has a grievance redressal mechanism in accordance with the Industrial Disputes Act, 1947. It enables workers and their representatives to raise concerns relating to wages, discrimination, child labour, human rights, and other workplace matters, which are addressed through a structured grievance resolution process
Other than Permanent Workers	Yes, the Company has established a structured grievance redressal mechanism in accordance with the applicable statutory framework and the Certified Standing Orders. Employees and workers may raise grievances relating to employment conditions, wages, discrimination, unfair treatment, harassment, child labour, human rights, or other workplace matters either directly or through their recognised trade union representatives. All grievances are investigated in a fair, timely, and transparent manner by the designated authorities, with the complainant being informed of the outcome and actions taken, as applicable. In addition, the Company's "Dial HR – Happy to Listen" initiative provides employees with a dedicated platform to confidentially share feedback, concerns, and suggestions, reinforcing an open, inclusive, and supportive workplace culture.

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes, the Company has an established grievance redressal mechanism through which employees can raise workplace-related concerns with the respective Human Resources (HR) department. All grievances are addressed through a fair, confidential, and structured process, with the HR department taking appropriate action to resolve them in a timely manner.
Other than Permanent Employees	Yes, the Company has an established grievance redressal mechanism through which employees can raise workplace-related concerns with the respective Human Resources (HR) department. All grievances are addressed through a fair, confidential, and structured process, with the HR department taking appropriate action to resolve them in a timely manner.

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

Category	FY 2026			FY 2025		
	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	1,132	-	-	1,303	-	-
Male	1,090	-	-	1,245	-	-
Female	42	-	-	58	-	-
Total Permanent Workers	193	193	100.00%	196	196	100.00%
Male	193	193	100.00%	196	196	100.00%
Female	-	-	-	-	-	-

8. Details of training given to employees and workers:

Category	FY 2026					FY 2025				
	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	1,090	977	89.63%	997	91.47%	1,245	1,077	86.51%	1,119	89.88%
Female	42	42	100.00%	27	64.29%	58	50	86.21%	57	98.28%
Total	1,132	1,026	90.024%	1,024	90.46%	1,303	1,127	86.49%	1176	90.25%
					Workers*					
Male	3,040	3,040	100%	3,040	100%	2,987	2,987	100%	2,987	100%
Female	130	130	100%	130	100%	117	117	100%	117	100%
Total	3,170	3,170	100%	3,170	100%	3,104	3,104	100%	3,104	100%

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

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

Category	FY 2026			FY 2025		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
			Employees			
Male	1,090	1,072	98.35%	1,245	1,143	91.81%
Female	42	37	88.10%	58	43	74.14%
Total	1,132	1,109	97.97%	1,303	1,186	91.02%
			Workers			
Male	193	193	100%	196	196	100%
Female	-	-	-	-	-	-
Total	193	193	100%	196	196	100%

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 providing a safe and healthy workplace through its Safety, Health and Environment (SHE) Policy. Its Integrated Management System is certified to ISO 9001, ISO 14001, and ISO 45001 standards. Workplace risks are managed through a robust Process Safety Management (PSM) framework supported by regular safety campaigns, audits, inspections, mock drills, and training programmes. All incidents and near misses are reported, investigated, and analysed to strengthen preventive measures and drive continuous improvement.

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

The Company adopts a structured approach to hazard identification and risk management through established process safety tools, including Hazard and Operability (HAZOP) Studies, Failure Modes and Effects Analysis (FMEA), Fault Tree Analysis (FTA), What-if Analysis, Job Safety Analysis (JSA), and Hazard Identification and Risk Assessment (HIRA). Regular safety walks, audits, inspections, and reporting of unsafe conditions support the identification, assessment, and mitigation of workplace hazards. HIRA registers are maintained for all critical activities, and corrective actions are implemented to strengthen process safety and drive continuous improvement.

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 its health and safety management practices under the oversight of the Director – Technical cum Occupier. A Safety Committee comprising management and worker representatives addresses workplace health and safety concerns, while a self-spot audit system encourages employees to report unsafe acts and conditions. Regular HSE awareness programmes, safety training, mock drills, and campaigns such as National Safety Week, Fire Service Week, and World Environment Week reinforce a strong safety culture.

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

Yes. Employees and workers have access to non-occupational healthcare services, including first-aid facilities and medical centres/hospitals. They are also covered under Group Mediclaim and Group Personal Accident insurance policies.

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

Safety Incident/Number	Category	FY 2026	FY 2025
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 is committed to fostering a safe, healthy, and secure workplace by embedding robust occupational health and safety practices across its operations. Guided by its Integrated Management System, certified to ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health & Safety Management) standards, the Company adopts a proactive approach to risk prevention, operational safety, and employee well-being.

Key health and safety initiatives include:

1. **Integrated Safety Management:** Maintaining certified management systems under ISO 9001, ISO 14001, and ISO 45001 to strengthen process reliability, drive continual improvement, and prevent workplace incidents.

2. **Safety Awareness and Capability Building:** Promoting a strong safety culture through observance of National Safety Week, National Fire Services Week, Environment Week, workplace inspections, safety audits, first-aid training, and periodic emergency response mock drills.

3. **Hazard Identification and Risk Assessment:** Conducting routine safety walks and comprehensive risk assessments for existing and new facilities using structured methodologies such as Hazard and Operability Studies (HAZOP) and Job Safety Analysis (JSA).

4. **Standardised Safe Work Practices:** Establishing and implementing Standard Operating Procedures (SOPs) and Standard Maintenance Procedures (SMPs), complemented by regular safety training and competency development programmes for employees and contractors.

5. **Safety Performance Across the Value Chain:** Periodic assessment of contractors and other partners on basic SHE compliance, including Pre-Startup Safety Reviews (PSSR) for new or modified facilities.

6. **Preventive Inspection and Asset Integrity:** Undertaking regular inspections and maintenance of critical equipment, pressure vessels, mechanical systems, and other safety-critical assets to ensure operational integrity and reliability.

7. **Safe Handling of Materials:** Ensuring the safe receipt, storage, handling, and transportation of chemicals and other materials through dedicated infrastructure and established operational controls within plant premises.

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

Category	FY 2026			FY 2025		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	-	-	NIL	-	-	NIL
Health & Safety	-	-	NIL	-	-	NIL

14. Assessment 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%
Working Conditions	100%

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

Corrective Actions Taken for the LTI happened at Badhalwadi Plant in FY 2024-25 as detailed below:

- The number of daily size changeovers was reduced to minimise operational risks and improve process stability.
- Mould change activities during the night shift were discontinued to enhance operational safety.
- Mould rack doors were kept permanently open to ensure proper rail alignment during trolley movement.
- Access to the mould rack system was strengthened by keeping the handle under lock and key, with issuance restricted to authorised FIL personnel through a documented record system.
- SOP training was enhanced by incorporating assessment videos, and refresher training was scheduled accordingly.
- An in-house Permit-to-Work (PTW) system was implemented for mould change activities to strengthen the safe execution of critical operations.

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 provides life insurance coverage in the event of work-related fatalities of employees and workers. Statutory social security benefits are provided in accordance with applicable labour laws, including the Employees' State Insurance Act, 1948, the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, the Payment of Gratuity Act, 1972, and the Employees' Compensation Act, 1923. In addition, employees and workers are covered under Group Personal Accident insurance policies.

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

   The Company has established a robust compliance framework to ensure that value chain partners comply with applicable statutory requirements. Purchase orders and contracts clearly specify obligations relating to statutory dues, and compliance is periodically reviewed to promote accountability and regulatory adherence.

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

Category	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 2026	FY 2025	FY 2026	FY 2025
Employees	-	-	-	-
Workers	-	1	-	-

   Note: One contractor worker suffered a high-consequence work-related injury during FY 2024-25. The worker was provided with necessary medical treatment and compensation in accordance with applicable statutory requirements. The Company continues to provide rehabilitation support and will consider suitable redeployment, as required, based on medical fitness and capability assessment.

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 through consultancy and retainer arrangements, wherever required, to ensure continuity of expertise and business operations.

5. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	75%
Working Conditions	75%

   Note: Assessments covered upstream value chain partners representing approximately 75% of the Company's procurement spend, measured by the value of business conducted with such partners during the reporting period.

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. Value chain partners were assessed for health and safety practices and working conditions, and no significant risks or concerns were identified based on the responses received.

PRINCIPLE 4: Business should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

   The Company identifies its key stakeholder groups through a structured and periodic assessment based on the nature of their relationship with the business, the extent of their influence on the Company's operations, and the Company's impact on them. Stakeholders are prioritised considering factors such as business relevance, dependency, regulatory requirements, level of engagement, and the significance of economic, environmental, and social impacts. The identified stakeholder groups are reviewed periodically to ensure that the engagement approach remains aligned with evolving business priorities and stakeholder expectations.

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

Stakeholder Group	Whether identified as a 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
Dealers/ Retailers/ Customer	Yes	• Dealers/ Retailers Meet • Trainings • Field meetings • Telephonic Conversations/ Call Centre • Help desk • Email interaction	Regularly on a need basis	• Easy Access to Products and services • Reliable supply of best-in class products and services
Investor/ Shareholder	No	• Investor Presentation/ Analyst meet • Annual General Meetings Media releases • Financial results/ declaration • Annual Reports, Sustainability Reports, websites	Quarterly / Annually	• Information on Company’s financial and non financial performance • Transparent Disclosures good governance practices
Community	Yes	• CSR partnership with Mukul Madhav Foundation • Contribution towards various causes like education, healthcare, rural development, environment initiatives	• Social Contribution / CSR activities • Community Impact assessment surveys • Complaint and grievance mechanism	• Proactive Involvement • Community Development

Stakeholder Group	Whether identified as a Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	• Employee engagement programs • Internal publications and circulars • Feedback and surveys • Performance updates • Learning and development programmes.	• Daily (Department wise internal interaction) • L&D programmes, Feedback, and Survey conducted periodically • Half yearly / annually	• 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
Suppliers	No	• Meetings • Conferences and workshops • Communication via telephone, email, etc.	• Regularly on a need basis	• Long term relationship • Quick response to queries Services support and timely deliveries
Media	No	• Written Communications • Interviews and Forums Meetings • Publications & Announcements	Frequency of engagement is on a need basis	• Credible information on progress to stakeholders
Regulators	No	• Meetings • Representation through trade bodies Workshops • Written communication	• Frequency of engagement is on a need basis	• 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's Board provides oversight of Environmental, Social, and Governance (ESG) matters through a well-defined governance framework supported by dedicated Board-level and management committees. Key committees, including the ESG Committee, Risk Management Committee, Stakeholders' Relationship Committee, Corporate Social Responsibility (CSR) Committee, and Safety Committee, oversee ESG-related risks, opportunities, and performance within their respective areas of responsibility.

   These committees meet regularly to review performance, monitor progress against defined objectives, and evaluate key environmental, social, governance, and operational matters. Their recommendations and performance updates are periodically presented to the Board to support informed decision-making and strategic oversight.

   The Company also maintains regular engagement with its stakeholders through functional teams to understand their expectations, gather feedback, and address material economic, environmental, and social issues. Key stakeholder insights are periodically shared with the Board, enabling stakeholder perspectives to be integrated into the Company's strategic planning and decision-making processes.

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 the policies and activities of the entity:**

   The Company actively engages with its stakeholders through structured engagement mechanisms across various functions, as detailed under Essential Indicator 2 of this Principle. Insights gathered through these ongoing interactions form the basis of our materiality assessment, helping us identify and prioritise key economic, environmental, social, and governance (ESG) issues while creating long-term value for the business and its stakeholders.

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

   The Company is committed to contributing to the well-being of the communities in which it operates. Through its CSR implementation partner, the Mukul Madhav Foundation, the Company undertakes initiatives focused on education, healthcare, social welfare, and skill development to support inclusive and sustainable community development. Further details are provided in the CSR Report forming part of the 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 2026			FY 2025		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,132	987	87.19%	1,303	1,190	91.33%
Other than permanent	-	-	-	-	-	-
Total Employees	**1,132**	**987**	**87.19%**	**1,303**	**1,190**	**91.33%**
Workers						
Permanent	193	193	100.00%	196	193	98.47%
Other than permanent	2,977	2,847	95.63%	2,908	2,841	97.70%
Total Employees	**3,170**	**3,040**	**95.90%**	**3,104**	**3,034**	**97.74%**

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

Category	FY 2026					FY 2025				
	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	1,132	-	-	1,132	100.00%	1,303	-	-	1,303	100.00%
Male	1,090	-	-	1,090	100.00%	1,245	-	-	1,245	100.00%
Female	42	-	-	42	100.00%	58	-	-	58	100.00%
Other than Permanent	-	-	-	-	-	-	-	-	-	-
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent	193	-	-	193	100.00%	196	-	-	196	100.00%
Male	193	-	-	193	100.00%	196	-	-	196	100.00%
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	2,977	1,344	45.15%	1,633	54.85%	2,908	1,991	68.47%	917	31.53%
Male	2,847	1,314	46.15%	1,533	53.84%	2,791	1,971	70.62%	820	29.38%
Female	130	30	23.08%	100	76.92%	117	20	17.09%	97	82.91%

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

a. Median remuneration/wages:

Rs. in Crore

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	11	0.72	2	0.66
Key Managerial Personnel	2	0.72	-	-
Employees other than BoD and KMP	1,085	0.092	42	0.075
Workers	193	0.096	-	-

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

Particulars	FY 2026	FY 2025
Gross wages paid to females as % of total wages	2.89%	4.38%

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 established Human Rights and Whistleblower Policies supported by a structured grievance redressal mechanism. The Head of HR at each office and plant serves as the designated focal point for receiving, addressing, and resolving human rights-related concerns arising from the Company's operations.

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

The Company maintains a robust governance framework founded on legal compliance, timely payment of wages and salaries, and equal opportunity for all employees. Multiple grievance and feedback channels, including the Ethics Helpline and HR Connect, enable employees to raise concerns in a safe and confidential manner. Grievances are addressed through the Human Resources function and, where required, escalated to the Ethics Committee for appropriate resolution. Employees are informed of the outcome upon closure of the grievance. In addition, periodic Open House sessions at manufacturing locations provide a platform for dialogue and grievance resolution. The Company's Code of Conduct, Prevention of Sexual Harassment (POSH) Policy, and Whistleblower Policy also provide mechanisms for reporting actual or suspected misconduct, including anonymous reporting, fostering a respectful, inclusive, and ethical workplace.

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

Particulars	FY 2026			FY 2025		
	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 2026	FY 2025
Total Complaints reported under Sexual Harassment 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 complaint in discrimination and harassment cases:

The Company is committed to fostering a fair, inclusive, and respectful workplace through its Equal Opportunity Policy, which promotes diversity and prohibits discrimination. Employees are encouraged to report any unethical conduct, misconduct, or non-compliance through the Whistleblower Policy without fear of retaliation. All concerns are addressed through a structured and confidential process. The Company's Code of Conduct reinforces the highest standards of integrity, ethical behaviour, and responsible business conduct. In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, the Company has constituted an Internal Complaints Committee (ICC) to address complaints of sexual harassment and ensure a safe, dignified, and equitable work environment for all employees.

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

Yes. Compliance with the Company's Supplier Code of Conduct (SCOC) is mandatory for all suppliers and value chain partners and is embedded in Purchase Orders and contractual agreements. The SCOC sets out expectations on human rights, ethical conduct, labour practices, and regulatory compliance, supporting responsible sourcing and sustainable value chain management

10. Assessment 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 labor	100
Sexual harassment	100
Discrimination at workplace	100
Wages	100
Others-please specify	NA

Note: Human rights impact assessments were conducted across all manufacturing sites of the Company during the reporting period. Corporate offices and other non-manufacturing locations were not covered under the assessment scope.

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

There were no significant human rights related risks / concerns identified by Company during FY 25-26.

Leadership Indicators

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

No complaint was received in FY25-26 for human rights violation.

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

The Company has not conducted a formal human rights due diligence assessment. However, its Code of Conduct reinforces the Company's commitment to respecting human rights and promoting ethical business practices. The Supplier Code of Conduct further requires suppliers to uphold human rights, fair labour practices, and ethical standards across 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
Child labour	75%
Forced/involuntary labor	75%
Sexual harassment	75%
Discrimination at workplace	75%
Wages	75%
Others-please specify	-

Note: Assessments covered upstream value chain partners representing approximately 75% of the Company's procurement spend, measured by the value of business conducted with such partners during the reporting period.

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

There were no significant human rights related risks / concerns identified by Company during the FY 2025-26.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	Unit	FY 2026	FY 2025
From renewable sources			
Total electricity consumption (A)	GJ	98,470.21	91,733.84
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	98,470.21	91,733.84
From non-renewable sources			
Total electricity consumption (D)	GJ	2,32,400	2,37,306
Total fuel consumption (E)	GJ	35,12,999.41	36,71,356.29
Energy consumption through other sources (F) (Natural Gas)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	37,45,399.1	39,08,662.29
Total energy consumed (A+B+C+D+E+F)	GJ	38,43,869.28	40,00,396.13
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/INR	0.0000934566	0.000096582
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	GJ/INR adjusted to PPP	188.76	201.12
Energy intensity in terms of physical output	GJ/MT	6.48	7.11
Energy intensity *(optional)*- the relevant metric may be selected by the entity		-	-

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. TUV SUD South Asia Private Limited

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: The Company's Resin manufacturing plant at Ratnagiri has completed the initial assessment for designation as a Designated Consumer (DC) under the Perform, Achieve and Trade (PAT) scheme through a third-party agency appointed by the Bureau of Energy Efficiency (BEE). The energy efficiency targets are currently being finalised by BEE and are awaited.

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

Parameter	FY 2026	FY 2025
Water withdrawal by source (in kilolitres)		
(i) Surface Water	19,52,906.00	16,62,072.00
(ii) Ground Water	24,911.00	22,322.00
(iii) Third Party Water	1,09,550	1,35,060.28
(iv) Seawater / desalinated water	5,37,404	6,04,857.00
(v) Others	7,30,816	7,78,975.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	33,55,587	32,03,286.28
Total volume of water consumption (in kilolitres)	24,84,964.6	23,08,603.28
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations) in kL/INR	6	5.62
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) in kL/Million INR adjusted to PPP	122.03	116.07
Water intensity in terms of physical output in kL/Tonne of Production	4.19	4.1
Water intensity (optional) – the relevant metric may be selected by the entity	2	-

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. TUV SUD South Asia Private Limited

4. Provide the following details related to water discharged:

Parameter	FY 2026	FY 2025
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)	2,72,951.00	4,33,837.00
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 (Full-fledged Effluent Treatment Plant (ETP) and Sewage Treatment Plant (STP) is available)	597671.4	484064.27
Total water discharge (in kilolitres)	**8,70,622.4**	**917901.27**

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. TUV SUD South Asia Private Limited

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

No.

Note: The Company has established wastewater treatment and reuse practices across its operations. The Ratnagiri site operates a dedicated Effluent Treatment Plant (ETP), with treated effluent recycled for process requirements and cooling tower make-up, while the remaining treated water is utilised for green belt development. Other sites have Sewage Treatment Plants (STPs), with treated water reused for gardening activities.

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

Parameter	Please specify unit	FY 2026	FY 2025
NOx	Ppm	12.85	21.87
Sox	Kg/day	19.46	28.5
Particulate matter (PM)	Mg/nm^3	24.28	23.18
Persistent organic compounds (POP)	NA	-	-
Volatile organic compounds (VOC)	Ppm	-	-
Hazardous air pollutants (HAP)	NA	-	-
Others-please specify	ppm	-	-

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. Independent assessment/evaluation/assurance has been carried out by government-approved third-party laboratories, namely M/s. Gadark Lab Pvt. Ltd., M/s. EHS Matrix Pvt. Ltd., and M/s. Ecocare Solutions Pvt. Ltd.

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

Parameter	Unit	FY 2026	FY 2025
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	3,44,107	3,53,473.99
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	52,987	54,106.07
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	emission intensity per million rupees of turnover	0.96	0.99
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	emission intensity per million rupee of turnover adjusted for Purchasing Power Parity (PPP)	19.5	20.49
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Emission intensity per tonne of production	0.67	0.72

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. TUV SUD South Asia Private Limited

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

	Project Description	Energy Saving in GJ	Reduction of CO2 (MT CO2e)
1	Installation of the new small capacity boiler feed water circulation pump	2,726	267.89
2	Reduction of Auxiliary Power by Trimming of Auxiliary Cooling Water Pump	991.5	97.4
3	Optimization of steam venting through Deaerator by modifying orifice size	25,369.7	2,435.5
4	Heat Integration in PVC plant using Reactor temp ramping, centrifuge temp rise and change in operation philosophy of frequent start/stop	24,895.7	2,390
5	Heat integration in VCM plant, by supplying waste steam from Cracker quench overhead to VCM stripper (E-1420 steam line to C-1503)	11,904.9	1,142.9
6	The main incoming water line in the pump house has been modified.	50.6	11.5
7	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
8	Steam saving by heat integration in VCM Plant	58,964.0	5,660.5
9	Replacement of old K-4802F+K-7001 (GM90+ K7001) system with new GM150 Blower	1,292.4	127.0
10	Replacement of Centrifugal pump P5114B by multistage energy efficient Pump	408.6	40.2
11	Power saving by Deaerator make up pump impeller trimming	1,272.3	125.0
12	Increasing the centrifuge inlet slurry temperature.	34,316.2	3,294.4
13	Installation of Energy efficient Avalong Mixer	43.2	9.8
14	Installation of Energy saving Transformer-2.5 MVA	186.6	42.6
15	Installation of cooling Tower Energy saving system resulted in 22KW/Day Saving	28.9	6.6
16	Pump House Incoming water Tank filter	1,183.9	269.9
17	Dual vaccum tank - V pump operation modify for energy saving	3,562.6	351.0
18	Solar Street Lights are installed on periphery 5 numbers from Feb 25 Saving 25 Units /Day = 300Units/Annum	1.1	0.2
19	Cooling Tower water level sensor installed to reduce water wastage and Pump unit consumption, 30% saving achieved 1,825 Units/Annum.	6.6	1.5
20	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
21	Energy Saving through optimizing the compound conveying system root blower cycle time.	1,122.6	1,10.3
	Total	1,06,958.5	16,889.3

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

Parameter	FY 2026	FY 2025
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	4,882.75	3,312.43
E-waste **(B)**	0.2	3.93
Biomedical Waste **(C)**	0.0152	0.017
Construction and demolition waste **(D)**	-	-
Battery waste **(E)**	13.44	6.44
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	5,868.78	5607.1
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	8,111.07	8,637.47
Total (A+B + C + D + E + F + G + H)	**18,876.25**	**17,567.37**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	**0.46**	**0.043**

Parameter	FY 2026	FY 2025
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	**0.927**	**0.883**
Waste intensity in terms of physical output (in terms of tonnes of production)	**0.032**	**0.031**
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste:		
i) Recycled	18,610.84	17,323.65
ii) Re-used	197.67	137.46
iii) Other recovery operations (Co-processing)	-	-
Total	**18,808.5**	**17,461.11**

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste:		
i) Incineration	14.89	11.93
ii) Landfilling	42.75	48.58
iii) Other Disposal operations	-	45.77
Total	**57.48**	**106.28**

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

Yes. TUV SUD South Asia Private Limited

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 continues to strengthen its waste management practices by focusing on waste minimisation, segregation, recovery, and responsible disposal, thereby supporting circularity across its operations. Waste generated at various facilities is segregated at source and stored in designated areas to enable effective management. Organic waste from canteens is processed into manure through organic waste processor units, while garden waste is reused through mulching or combined with organic waste for further processing.

Hazardous waste streams, including used oil, lead-acid batteries, and e-waste, are managed separately through State Pollution Control Board-authorised agencies to ensure safe handling and compliant disposal. Biomedical waste is managed through authorised common biomedical waste treatment and disposal facilities. Other non-hazardous waste is channelled through appropriate recovery, recycling, or disposal mechanisms, as applicable.

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:

Sr. 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 current financial year:

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

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

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):

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

i) Name of the area : Masar, Tal. Padra, Vadodara

ii) Nature of operations : Manufacturing

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

Parameter	FY 2026	FY 2025
Water withdrawal by source (in kilolitres)		
i) Surface Water	-	-
ii) Ground Water	24,911	22,322
iii) Third Party Water	-	-
iv) Seawater / desalinated water	-	-
v) Others	-	-
Total volume of water withdrawal (in kilolitres)	24,911	22,322
Total volume of water consumption (in kilolitres)	**17,329**	**22,322**
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	**0.04 KL/Lakh**	**0.05 KL/Lakh**
Water intensity (optional) – the relevant metric may be selected by the entity	**0.23 KL/MT**	**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	-	-
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 (STP)	7,582	5,368
Total water discharged (in kilolitres)	**7,582**	**5,368**

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. TUV SUD South Asia Private Limited

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

Parameter	Unit	FY 2026	FY 2025
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	25,869.234	25,832.758
Total Scope 3 emissions per rupee of turnover	emissions per rupee of turnover	0.062	0.063
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		0.044	0.046

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 manufacturing plants /operational sites are not located within or in close proximity to any 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.	305282 KL recycled

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

Yes.

The Company has established a Business Continuity framework to identify, assess, and manage risks that could disrupt its operations while safeguarding stakeholder interests. Business continuity is supported through robust IT systems, including SAP-enabled data backup, real-time replication, and high-availability architecture to ensure access to critical information during disruptions. The Risk Management Committee oversees key enterprise risks, including cybersecurity and disaster preparedness, and periodically reviews mitigation measures to strengthen operational resilience and ensure business continuity.

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.

There were no significant adverse environmental impacts identified across the Company's value chain based on its internal assessment.

7. Percentage of value chain partners (by value of business done with such partners)

Assessments covered upstream value chain partners representing approximately 75% of the Company's procurement spend, measured by the value of business conducted with such partners during the reporting period.

8. How many Green Credits have been generated or procured:

a. **By the listed entity:** None

b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners:** Nil

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

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

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

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

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

Note: The Company actively engages with various national and state-level industry associations, chambers, and trade bodies. Through the participation of its senior leadership, the Company contributes industry perspectives and technical expertise to policy consultations and sectoral discussions. Its approach to public policy engagement is guided by the principles of integrity, transparency, and ethical conduct, ensuring that all advocacy efforts are undertaken responsibly.

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**

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

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

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

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

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

The Company has established dedicated CSR and Public Relations (CSR/PR) teams across all manufacturing locations to ensure that concerns raised by local communities are heard, addressed, and resolved in a timely and transparent manner. Grievances are initially reviewed and managed at the plant level through a structured escalation process involving the Plant Operations Head and the Human Resources team, depending on the nature of the issue. This localized approach enables prompt, context-specific resolution while fostering open dialogue and trust with community stakeholders. Concerns requiring higher-level attention are escalated through the Company's governance framework to ensure appropriate review, decision-making, and closure. Through this structured grievance redressal mechanism, the Company promotes accountability, responsiveness, and meaningful stakeholder engagement, reinforcing its commitment to being a responsible and trusted neighbour in the communities where it operates.

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

Particulars	FY 2026	FY 2025
Directly sourced from MSMEs/ small producers	14.31%	9.03%
Directly from within India	41.86%	41.12%

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

Location	FY 2026	FY 2025
Rural	63.21%	55.70%
Semi-urban	0.88%	1.11%
Urban	9.25%	9.73%
Metropolitan	26.66%	33.46%

Note: During FY 2025-26, the Company adopted a location classification methodology aligned with RBI classification system i.e. the Indian Census/municipal classification framework for categorization of employment locations into Rural, Semi-urban, Urban and Metropolitan areas. The corresponding FY 2024-25 disclosures were restated accordingly.

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 INR)
1	Andhra Pradesh	Visakhapatnam	1,33,332
2	Bihar	Sitamarhi, Katihar, Muzaffarpur, Gaya	99,00,000
3	Chhattisgarh	Kanker	54,63,700
4	Gujarat	Dahod	5,98,440
5	Jharkhand	Ranchi	22,00,000
6	Maharashtra	Gadchiroli	21,00,000
7	Odisha	Gajapati	6,67,518
8	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 group? (Yes/ No)**

   No

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

   Not Applicable

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

   Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No	Basis of calculating benefit share
Nil				

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

Name of 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.	Mid-Day meals to children in 2 government schools	237	100
2.	Preventing Child abuse and Trafficking	34,500	100
3.	Building Fluoride-Safe Schools and Communities in Kanker, Chhattisgarh	632	100
4.	Supported Thalassemia Patients with medicines	21	100
5.	Imparting sexual and reproductive health education to youth and adolescents	7,000	100
6.	Agriculture Management Services - Empowering small and marginal farming communities by enhancing their agricultural practices and ensuring sustainable livelihoods.	200	100
7.	Supported Deafblind children and adults with Education and Rehabilitation services	126	100
8.	Udyamita BAIF	100	100

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, including dedicated email addresses and toll-free numbers, for customers to share feedback and raise complaints. Dealers also have access to a dedicated Customer Relationship Management (CRM) system for the registration, tracking, and resolution of grievances. Annual customer feedback surveys covering product quality, delivery performance, and customer service help capture stakeholder expectations, and the insights are used to drive continuous improvement and inform business decisions.

2. **Turnover of products and/ services as a percentage of turnover from all products/services 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:**

Particulars	FY 2026			FY 2025		
	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	-	-	-	-	-	-
Others (Products defects reported)	-	-	-	-	-	-

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

Particulars	Number	Reasons for recall
Voluntary recalls	-	NA
Forced recalls	-	NA

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

Yes. The Company has established a framework/policy addressing cyber security and data privacy-related risks. The policy can be accessed at: 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. No incidents were reported during FY 2025-26.

7. **Provide the following information relating to data breaches:**

a. **Number of instances of data breaches:** Nil

b. **Percentage of data breaches involving personally identifiable information of customers:** Not Applicable

c. **Impact, if any, of the data breaches:** Not Applicable

Leadership Indicators

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

Product-related information is available on the Company's website at www.finolexpipes.com/product. In addition, as part of its standard customer communication practices, the Company shares detailed product catalogues with dealers and customers, providing information on product specifications, applications, and usage guidelines.

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

The Company promotes the safe and responsible use of its products by providing customers with clear product labelling, product literature, and periodic awareness initiatives. These measures help customers understand product specifications, installation and usage instructions, and applicable safety precautions. In addition, a comprehensive product catalogue is shared with customers at the time of purchase to ensure they have the necessary information for the correct and effective use of the Company's products.

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 statutory and regulatory requirements, including mandatory product labelling norms. Product labels, packaging, and supporting documentation provide customers with clear information on product specifications, installation and usage guidance, safety instructions, and other required regulatory disclosures, enabling safe and informed product use.

Customer satisfaction is an important focus for the Company. To better understand customer needs and expectations, the Company has established a structured feedback mechanism and periodically conducts customer satisfaction surveys across its key products, services, and major operating locations. The insights received are used to continuously improve products and services, strengthen customer relationships, and support informed business decisions that enhance the overall customer experience.

Independent Assurance Opinion Statement

Unique identification no.: **3153265655**

To

The Board of Directors
Finolex Industries Limited

TÜV SÜD South Asia Pvt Ltd. (hereinafter TÜV SÜD) has been engaged by **Finolex Industries Limited** (hereinafter "Company") having its registered office at **Gat No. 399, Village Urse, Taluka Maval, District Pune – 410506** for the period from **April 01, 2025 to March 31, 2026**.

The verification was carried out according to the steps and methods described below.

Scope of the verification

The third-party verification was conducted to obtain independent assurance about whether the Sustainability information is prepared in reference to BRSR standard/framework (hereinafter referred as "Reporting Criteria").

Reporting standard/framework

The disclosures have been prepared by **Finolex Industries Limited**, in reference to:

BRSR Core – Framework for assurance and ESG disclosures for value chain as per SEBI (Securities and Exchange Board of India) Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023.

The following sustainability indicators' reporting are included in the scope of the assurance engagement during the reporting period Financial Year (FY) 2025-26 as listed below

Reasonable level of assurance of 'BRSR 9 Core Attributes'

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the BRSR reporting, and accordingly, we do not express a conclusion on this information.

It was not part of our engagement to review product- or service-related information, references to external information sources, expert opinions and future-related statements in the Report.

Responsibility of the Company

The legal representatives of the Company are responsible for the preparation of the BRSR report in accordance with the Reporting Criteria. This responsibility includes in particular the selection and use of appropriate methods for measurement, calculation, collection and compilation of information and the making of appropriate assumptions or, where appropriate, the making of appropriate estimates. Furthermore, the legal representatives are responsible for necessary internal controls to enable the preparation of a BRSR report that is free of material - intentional or unintentional - erroneous information.

Verification methodology and procedures performed

The verification engagement has been planned and performed in accordance with the verification methodology developed by the TÜV SÜD Group which is based on ISAE 3000 assurance engagement standard and ISO 17029.

Level of Assurance

Reasonable Level of assurance for the 9 core attributes of BRSR (Ref: Annexure I of SEBI circular)

The verification was based on a systematic and evidence-based assurance process limited as stated above. The selection of assurance procedures is subject to the auditor's own judgment.

- Inquiries of personnel who are responsible for the stakeholder engagement und materiality analysis to understand the reporting boundaries
- Evaluation of the design and implementation of the systems and processes for compiling, analysing, and aggregating sustainability information as well as for internal controls sustainability information and performing internal controls
- Analytical procedures and inspection of sustainability information as reported at group level by all locations
- Inquiries of company's representatives responsible for collecting, preparing and consolidating sustainability information and performing internal controls

- Assessment of local data collection and management procedures and control mechanisms through a sample survey at selected multiple sites as mentioned below:

Sl. No.	Company Name	Site Address
Onsite review		
1	Finolex Industries Limited	**Registered Office:** Finolex Industries Limited, Gat No. 399, Village Urse, Taluka Maval, District Pune – 410506
2	Finolex Industries Limited	**Head Office:** Finolex Industries Limited, Indiqube The Kode, 11th Floor, Baner - Pashan Link Rd, Baner, Pune 411 045, Maharashtra
3	Finolex Industries Limited	Finolex Industries Limited, Ranpar – Pawas Road, District – Ratnagiri 415 616, Maharashtra
Offsite review		
4	Finolex Industries Limited	Finolex Industries Limited, Village Masar, Taluka Padra, District Vadodara 391 421, Gujarat
5	Finolex Industries Limited	Finolex Industries Limited, Gat No. 464, Village Badhal-wadi, Taluka Maval, Near Talegaon, District - Pune 410507, Maharashtra

Conclusion

Reasonable level of Assurance- BRSR 9 Core Attributes

We have conducted a reasonable assurance engagement on the sustainability information described in the "Scope" above (BRSR for FY 2025-2026 covering core KPIs mentioned in **Annexure-I: Format of BRSR core, provided by SEBI**, covering disclosures on Green-house gas (GHG) footprint, Water footprint, Energy footprint, Embracing Circularity, Enhancing Employee Wellbeing and Safety, Enabling Gender Diversity in Business, Enabling Inclusive Development, Fairness in Engaging with Customers and Suppliers, Open-ness of business).

In our opinion, the accompanying sustainability information is fairly presented, in all material aspects, in accordance with the Business Responsibility and Sustainability Report (BRSR Core KPI's) for the reporting period April 1, 2025 to March 31, 2026.

Limitations

The assurance process was subject to the following limitations:

- The subject matter information covered by the engagement are described in the "scope of the engagement". Assurance of further information included in the BRSR reporting was not performed. Accordingly, TÜV SÜD do not express a conclusion on this information.
- The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions.

Use of this Statement

The Company must reproduce the TÜV SÜD statement and possible attachments like Assurance report in full and without omissions, changes, or additions.

This statement is by the scope of the engagement solely intended to inform the Company as to the results of the mandated assessment. TÜV SÜD has not considered the interest of any other party in the selected sustainability information, this assurance report or the conclusions TÜV SÜD has reached. Therefore, nothing in the engagement or this statement provides third parties with any rights or claims whatsoever.

Independence and competence of the verifier

TÜV SÜD South Asia Pvt Ltd. is an independent certification and testing organization and member of the international TÜV SÜD Group, with accreditations also in the areas of social responsibility and environmental protection. The assurance team was assembled based on the knowledge, experience and qualification of the auditors. TÜV SÜD South Asia Pvt Ltd. hereby declares that there is no conflict of interest with the Company.

August 27, 2026

Prasenjit Mitra
General Manager- Verification, Validation and Audit
Management System Assurance

Brototi Das
Verification Team Leader, TUV SUD
Management System Assurance

Annexure I

S. No	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
1.	Green-house gas (GHG) foot-print Greenhouse gas emissions may be measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard*	Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N2O, HFCs, PFCs, SF_6, NF_3, if available) Total Scope 2 emissions (Break-up of the GHG (CO_2e) into CO_2, CH_4, N2O, HFCs, PFCs, SF_6, NF3, if available) GHG Emission Intensity (Scope 1 +2)	P6-E7
2.	Water footprint	Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment	P6-E3 P6-E4
3.	Energy footprint	Total energy consumed % of energy consumed from renewable sources Energy intensity	P6-E1
4.	Embracing circularity - details related to waste management by the entity	Plastic waste (A) E-waste (B) Bio-medical waste (C) Construction and demolition waste (D) Battery waste (E) Radioactive Waste(F) Other Hazardous waste. Please specify, if any. (G) Other Non-hazardous waste generated (H) Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) Total waste generated ((A+B + C + D + E + F + G + H) Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method	P6-E9
5.	Enhancing Employee Wellbeing and Safety	Spending on measures towards well being of employees and workers – cost incurred as a % of total revenue of the company Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3-E1 P3-E11
6.	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid Complaints on POSH	P5-E3 P5-E7

S. No	Attribute	Parameter	Cross reference to BRSR (P-Principles/ E- Essential Indicator)
7.	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or nonpermanent /on contract) as % of total wage cost	P8-E4 P8-E5
8.	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable	P9-E7 P1-E8
9.	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	P1-E9