Business Responsibility & Sustainability Report

SECTION A : GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L27100GJ1986PLC009212
2	Name of the Listed Entity	RAJOO ENGINEERS LIMITED
3	Year of incorporation	1986
4	Registered office address	Rajoo Avenue, Survey No. 210, Plot No.1 Industrial Area, Veraval Shapar, Rajkot - 360 024, Gujarat, India
5	Corporate address	Rajoo Avenue, Survey No. 210, Plot No.1 Industrial Area, Veraval Shapar, Rajkot - 360 024, Gujarat, India
6	E-mail	rel@rajoo.com
7	Telephone	9712962704
8	Website	www.rajoo.com
9	Financial year for which reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Ltd., BSE Limited
11	Paid-up Capital	Rs. 17,86,75,293
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	CS Kevin Dhruve Telephone: +91 9712962704 Email: compliances@rajoo.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis
14	Name of the assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Manufacture of machinery and equipment n.e.c.	97.84%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Plastic Extrusion Plant & Machinery	28292	97.84%

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	2	5	7
International	0	0	0

19. Markets served by the entity:

a. Number of locations

Location	Number
National (No. of States)	22 States & 3 UTs
International (No. of Countries)	45

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

Contribution of exports as a percentage to total turnover is 51.65%

c. A brief on types of customers

The Company markets and sells its plastic extrusion machinery directly to customers in India and overseas through its dedicated sales and marketing team. Its customer base comprises Indian, international and multinational companies operating across a wide range of end-user industries, including packaging, infrastructure, agriculture, healthcare, consumer goods and other industrial applications. The Company focuses on delivering high-quality, technologically advanced machinery and maintaining long-term customer relationships through reliable products and comprehensive after-sales support.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
			EMPLOYEES			
1.	Permanent (D)	76	72	94.74%	4	5.26%
2.	Other than Permanent (E)	170	160	94.12%	10	5.88%
3.	**Total employees (D + E)**	**246**	**232**	**94.31%**	**14**	**5.69%**
			WORKERS			
4.	Permanent (F)	260	252	96.92%	8	3.08%
5.	Other than Permanent (G)	31	27	87.10%	4	12.90%
6.	**Total workers (F + G)**	**291**	**279**	**95.88%**	**12**	**4.12%**

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	%(B / A)	No. (C)	% (C / A)
			DIFFERENTLY ABLED EMPLOYEES			
1.	Permanent (D)	1	0	0.00%	1	100.00%
2.	Other than Permanent (E)	2	1	50.00%	1	50.00%
3.	**Total differently abled employees (D + E)**	**3**	**1**	**33.33%**	**2**	**66.67%**
			DIFFERENTLY ABLED WORKERS			
4.	Permanent (F)	2	2	100.00%	0	0.00%
5.	Other than Permanent (G)	0	0	0.00%	0	0.00%
6.	**Total differently abled workers (F + G)**	**2**	**2**	**100.00%**	**0**	**0.00%**

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	3	30%
Key Management Personnel	2	0	0%

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

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.15%	22.22%	**18.34%**	24.15%	19.35%	**23.83%**	23.94%	25.81%	**24.07%**
Permanent Workers	5.63%	0.00%	**5.51%**	18.54%	0.00%	**18.54%**	9.85%	0.00%	**9.85%**

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/subsidia/ 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	Rajoo Bausano Extrusion Private Limited	Joint Venture	49%	No
2	Kohli Printing and Converting Machines Private Limited	Subsidiary	60%	No

VI. CSR Details

24 (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
(ii) Turnover (in Rs.): 29,828.51 Lakh
(iii) Net worth (in Rs.): 33,176.82 Lakh

VII.Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.rajoo.com/pdf/Codes_and_Policies/Amended_CSR_Policy.pdf	0	0	-	0	0	-

Investors (other than shareholders)	Yes https://rajoo.com/shareholders-and-investors-corner.html	0	0	-	0	0	-
Shareholders		11	0	-	24	0	-
Employees and workers	Yes. Policy not uploaded	0	0	-	0	0	-
Customers	Please refer Q1 of Principle 9	1072	43	-	627	28	-
Value Chain Partners	NA	0	0	-	0	0	-
Other (please specify)	-	0	0	-	0	0	-

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy efficiency and climate change	Risk & Opportunity	Manufacturing operations consume electricity and other energy resources. Increasing regulatory focus and customer expectations on sustainability create both risks and opportunities.	Adoption of energy-efficient manufacturing practices, use of renewable energy, preventive maintenance and continuous monitoring of energy consumption.	Reduced operating costs, improved energy efficiency and enhanced competitiveness.
2.	Product quality and customer satisfaction	Risk & Opportunity	Product quality, reliability and after-sales service directly influence customer retention, reputation and business growth.	Robust quality management systems, product testing, customer feedback mechanisms, timely corrective actions and continuous product improvement.	Higher customer satisfaction, repeat business and reduced warranty and service costs.
3.	Occupational health and safety	Risk	Manufacturing activities involve operational and workplace safety risks.	Periodic risk assessments, safety training, PPE usage, machine guarding, emergency	Reduced workplace incidents, lower compliance risks and improved employee

				preparedness and regular safety audits.	productivity.
4.	Human capital development	Opportunity	Skilled employees are critical for innovation, operational excellence and business growth.	Employee training, skill development, performance management, employee welfare and equal opportunity practices.	Improved productivity, employee retention and long-term organizational capability.
5.	Regulatory compliance and corporate governance	Risk	Non-compliance with applicable laws and regulations may lead to financial penalties and reputational impact.	Strong internal controls, compliance monitoring, periodic audits, Board oversight and adherence to statutory requirements.	Avoidance of penalties, strengthened stakeholder confidence and sustainable business operations.
6.	Sustainable supply chain	Risk & Opportunity	Dependence on suppliers and service providers may affect operational continuity and responsible sourcing.	Vendor evaluation, contractual compliance requirements and engagement with suppliers on statutory and ethical practices.	Improved supply chain resilience, reduced operational disruptions and enhanced business continuity.

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.

PRINCIPLE DESCRIPTION

P1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

P2 Businesses should provide goods and services in a manner that is sustainable and safe

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

P4 Businesses should respect the interests of and be responsive to all its stakeholders

P5 Businesses should respect and promote human rights

P6 Businesses should respect and make efforts to protect and restore the environment

P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

P8 Businesses should promote inclusive growth and equitable development

P9 Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	https://rajoo.com/codes-and-policies.html								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity & mapped to each principle.	P2 = ISO: 9001:2015- Quality Management System								

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

The Company is committed to integrating environmental, social and governance (ESG) considerations into its business operations. Its key focus areas include improving energy and resource efficiency, increasing the use of renewable energy, maintaining high standards of occupational health and safety, ensuring regulatory compliance, enhancing employee development and strengthening corporate governance practices. The Company continues to implement initiatives in these areas and periodically reviews its progress. As on the reporting date, the Company has not announced any publicly committed ESG targets with defined timelines.

6 **Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**

Not Applicable. The Company has not set any specific commitments, goals or targets with defined timelines during the reporting period.

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)***

For Rajoo Engineers Limited, to grow sustainably and be resilient over the long run, ESG integration is essential. It emphasises how crucial it is to lessen the impact on the environment, promote social responsibility, and maintain strong governance in order to satisfy stakeholder expectations and legal requirements. This dedication not only improves the Company's image but also draws in talent and spurs innovation to create better goods and a better world." - *Ms. Khushboo C. Doshi, Managing Director*

8 **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).** Ms. Khuhsboo C. Doshi, Managing Director

9 **Does the Company have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

Yes. The Risk Management Committee of the Board is responsible for overseeing sustainability and ESG-related matters as part of the Company's overall risk management framework. The Committee reviews and monitors key environmental, social and governance risks and opportunities, resource efficiency initiatives, climate-related and business continuity risks, occupational health and safety, regulatory compliance and other sustainability-related matters. The Committee periodically reports its observations and recommendations to the Board of Directors to facilitate informed decision-making and promote sustainable business practices.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director /Committee of the Board/Any other Committee									Frequency (Annually/Half-yearly/Quarterly/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Risk Management Committee and the Board of Directors									Annually								

Compliance requirements of relevance to the principles, and, rectification of any non-compliances	Risk Management Committee and the Board of Directors	As and when required

	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	No. The Company has not carried out an independent assessment or evaluation of the working of its policies by an external agency during the reporting period.								

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

Questions	**P 1**	**P 2**	**P 3**	**P 4**	**P 5**	**P 6**	**P 7**	**P 8**	**P 9**
The entity does not consider the Principles material to its business (Yes/No)	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)									

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

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 & awareness programs held	Topics/ principles covered under the training and its impact	%age of persons in respective category covered by the awareness programs
Board of Directors	4	Corporate governance, business ethics, SEBI and Companies Act compliances, ESG, risk management and cybersecurity. Impact: Enhanced governance, regulatory compliance and informed decision-making.	100%
Key Managerial Personnel	3	Regulatory compliance, business ethics, anti-corruption, ESG, risk management, information security and leadership. Impact: Improved compliance, accountability and operational effectiveness.	100%
Employees other than BoD and KMPs	6	Occupational health & safety, Code of Conduct, POSH, quality management, environmental awareness, cybersecurity and human rights. Impact: Improved workplace safety, ethical conduct, productivity and compliance.	100%
Workers	7	Safe work practices, use of PPE, emergency preparedness, machine safety, fire safety, environmental protection and workplace discipline. Impact: Enhanced safety awareness, reduced workplace risks and improved operational efficiency.	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:**

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	No material penalty or fine during the reporting period.	Not Applicable
Settlement	Nil	Nil	Nil	No settlement during the reporting period.	Not Applicable
Compounding fee	Nil	Nil	Nil	No compounding fee paid during the reporting period.	Not Applicable

Non-Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	No instances of imprisonment during the reporting period.	Not Applicable
Punishment	Nil	Nil	No non-monetary punishment during the reporting period.	Not Applicable

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
No appeal or revision was preferred during the reporting period, as there were no monetary or non-monetary actions disclosed under Question 2 above.	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's HR Policy and Whistle Blower/Vigil Mechanism contain provisions relating to ethical conduct and prevention of bribery, corruption and other unethical practices. These mechanisms provide employees with appropriate channels to report concerns or suspected instances of misconduct, which are reviewed and addressed in accordance with the Company's internal procedures.
Web-link of Whistle Blower Policy: https://rajoo.com/pdf/Codes_and_Policies/vigil_mechanism_whistle_blower_policy.PDF

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payable	50.91	64.77

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading house as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	Nil	Nil
	b. Number of dealers/distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	3.18%	0.12%
	b. Sales (Sales to related parties/ Total Sales)	3.27%	2.87%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	100%	0%
	d. Investments (Investments in related parties/ Total Investments made)	100%	0%

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	% ageof value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil	Not Applicable	0%

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

Yes. The Company has established processes and controls to identify, prevent, and manage conflicts of interest involving members of the Board of Directors. Directors are required to make periodic disclosures of their interests, directorships, shareholdings, and related party relationships in accordance with the applicable provisions of the Companies Act, 2013 and SEBI regulations. The Company has also adopted a Code of Conduct for Directors and Senior Management and a Policy on Related Party Transactions to ensure transparency and ethical decision-making. In cases where a potential conflict of interest exists, the concerned Director is required to disclose the nature of such interest and abstain from participating in the discussion and voting on the relevant matter. The Board periodically reviews such disclosures and compliance with the applicable governance framework.

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

Essential Indicators

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

	Current Financial Year (FY 2025-26)	Previous Financial Year (FY 2024-25)	Details of improvements in environmental and social impacts
R&D	0%	0%	NA
Capex	0%	0%	NA

During the financial year, the Company did not make any specific R&D or capital expenditure investments exclusively aimed at improving the environmental and social impacts of its products and processes.

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

Yes. The Company has procurement processes that encourage sourcing from reliable and responsible suppliers who comply with applicable laws, regulations, and quality standards. While sustainability considerations are integrated into the procurement process wherever feasible, the Company promotes responsible sourcing practices through supplier evaluation, quality requirements, compliance checks, and long-term business relationships. The Company continues to explore opportunities to further strengthen sustainable sourcing practices across its supply chain.

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

The Company has procedures in place to encourage responsible procurement and sourcing from suppliers complying with applicable laws, regulations, and quality standards. However, the Company has not undertaken a formal assessment or quantification of sustainably sourced inputs during the reporting period. Accordingly, the percentage of inputs sourced sustainably is presently not available.

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

The Company's products comprise plastic extrusion machinery and related equipment, which are industrial capital goods having a long operational life. The Company does not currently operate a formal product take-back or end-of-life reclamation programme. However, the products are designed to facilitate repair, replacement of components, and extended operational use, thereby reducing waste generation.

(a) Plastics (including packaging): Plastic packaging materials generated during dispatch are minimized wherever feasible. Customers are encouraged to reuse or recycle packaging materials through authorized recyclers in accordance with applicable regulations.

(b) E-waste: Electrical and electronic components forming part of the machinery, when replaced or discarded at the end of their useful life, are required to be disposed of through authorized e-waste recyclers in compliance with applicable e-waste management regulations.

(c) Hazardous Waste: Any hazardous waste such as used oil, lubricant residues, paint residues, or contaminated materials generated during maintenance or operation of machinery is required to be handled and disposed of by authorized agencies in accordance with applicable environmental regulations.

(d) Other Waste: Metal components, steel structures, and other recyclable materials contained in the machinery can be recovered, reused, or recycled through authorized scrap dealers and recyclers at the end of the product life cycle, thereby promoting resource conservation and circular economy principles.

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

No. Extended Producer Responsibility (EPR) is presently not applicable to the Company's principal business activities. The Company is engaged in the manufacturing of plastic extrusion machinery and does not operate as a Producer, Importer, or Brand Owner of products covered under the applicable EPR regulations. Accordingly, the requirement relating to submission and implementation of an EPR waste collection plan with the Pollution Control Boards is not applicable to the Company.

Leadership Indicators

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

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

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Nil		

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Nil	Nil	Nil
E-waste	Nil	Nil	Nil	Nil	Nil	Nil
Hazardous waste	Nil	Nil	Nil	Nil	Nil	Nil
Other waste	Nil	Nil	Nil	Nil	Nil	Nil

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
Plastic Extrusion Machinery	Nil

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

Essential Indicators

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

Category	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	72	0	0.00%	72	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	4	0	0.00%	4	100.00%	4	100.00%	0	0.00%	0	0.00%
Total	**76**	**0**	**0.00%**	**76**	**100.00%**	**4**	**5.26%**	**0**	**0.00%**	**0**	**0.00%**
Other than Permanent employees											
Male	160	0	0.00%	160	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	10	0	0.00%	10	100.00%	10	100.00%	0	0.00%	0	0.00%
Total	**170**	**0**	**0.00%**	**170**	**100.00%**	**10**	**5.88%**	**0**	**0.00%**	**0**	**0.00%**

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 employees											
Male	252	0	0.00%	252	100.00%	0	100.00%	0	0.00%	0	0.00%
Female	8	0	0.00%	8	100.00%	8	100.00%	0	0.00%	0	0.00%
Total	**260**	**0**	**0.00%**	**260**	**100.00%**	**8**	**3.08%**	**0**	**0.00%**	**0**	**0.00%**
Other than Permanent employees											
Male	27	0	0.00%	27	100.00%	0	0.00%	0	0.00%	0	0.00%
Female	4	0	0.00%	4	100.00%	4	100.00%	0	0.00%	0	0.00%
Total	**31**	**0**	**0.00%**	**31**	**100.00%**	**4**	**12.90%**	**0**	**0.00%**	**0**	**0.00%**

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

Particulars	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.01%	0.01%

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	90.00%	90.00%	Y	90.00%	90.00%	Y
Gratuity	90.00%	90.00%	Y	90.00%	90.00%	Y
ESI	0.00%	0.00%	NA	0.00%	0.00%	NA
Others	-	-	NA	-	-	NA

3. **Accessibility of workplace**

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

Yes. The Company's premises and offices are accessible to differently abled employees and workers, with appropriate accessibility measures provided, wherever applicable, in accordance with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company continues to review and improve accessibility measures as and when required.

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 an Equal Opportunity Policy that promotes equal opportunities in employment and prohibits discrimination on the grounds of disability and other protected characteristics. The Policy is applicable to employees and workers and is aligned with the principles of the Rights of Persons with Disabilities Act, 2016. The policy is available internally and is not hosted on the Company's website.

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

	Permanent Employees		Permanent Workers	
Gender	**Return to work rate**	**Retention rate**	**Return to work rate**	**Retention rate**
Male	NA	NA	NA	NA
Female	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**

*No female employee/ worker availed maternity leave during FY 2025-26; hence, return-to-work and retention rates are not applicable.

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

	Yes/No *(If Yes, then give details of the mechanism in brief)*
Permanent Workers	Yes
Other than Permanent Workers	Yes
Permanent Employees	Yes
Other than Permanent Employees	Yes

Yes. The Company has established grievance redressal mechanisms through which employees and workers can raise their concerns with the HR Department and designated management personnel. Complaints relating to sexual harassment are addressed through the Internal Committee constituted under the POSH Act, while concerns relating to unethical conduct, misconduct or other serious matters may be reported through the Whistle Blower/Vigil Mechanism. Grievances are reviewed, investigated and appropriately resolved within a reasonable timeframe, while maintaining confidentiality and protecting the complainant against retaliation.

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total Employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total Employees/workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	The Company does not have any employees' association or workers' trade union that is recognised by the Company. Accordingly, the percentage of employees and workers who are members of recognised associations or unions is Nil.					
-Male						
-Female						
Total Permanent Workers						
-Male						
-Female						

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and Safety Measures		On Skill up gradation		Total (D)	On Health and Safety Measures		On Skill up gradation	
		No. (B)	% (B/A)	No. (C)	% (C /A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	232	15	6.47%	88	37.93%	229	25	10.92%	52	22.71%
Female	14	5	35.71%	3	21.43%	11	5	45.45%	6	54.55%
Total	**246**	**20**	**8.13%**	**91**	**36.99%**	**240**	**30**	**12.50%**	**58**	**24.17%**
Workers										
Male	279	30	10.75%	137	49.10%	110	17	15.45%	29	26.36%
Female	12	7	58.33%	5	41.67%	0	0	0.00%	0	0.00%
Total	**291**	**37**	**12.71%**	**142**	**48.80%**	**110**	**17**	**15.45%**	**29**	**26.36%**

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	232	136	58.62%	229	229	100.00%
Female	14	14	100.00%	11	11	100.00%
Total	**246**	**150**	**60.98%**	**240**	**240**	**100.00%**
Workers						
Male	279	257	92.11%	110	110	100.00%
Female	12	8	66.67%	0	0	0.00%
Total	**291**	**265**	**91.07%**	**110**	**110**	**100.00%**

10. Health and safety management system:

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

Yes. The Company has implemented an Occupational Health and Safety (OHS) management system across its manufacturing facilities and offices. The system covers all employees, workers and contract workers. It includes measures for hazard identification, risk assessment, safe work practices, use of personal protective equipment (PPE), emergency preparedness and response, incident reporting and investigation, safety training, periodic health check-ups, statutory compliance and continuous monitoring to provide a safe and healthy workplace.

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

The Company has established processes to identify work-related hazards and assess occupational health and safety risks on both routine and non-routine activities. Hazard identification and risk assessments are carried out through regular workplace inspections, safety audits, job safety analyses, machine and equipment inspections, incident and near-miss investigations, and statutory compliance reviews. For non-routine activities such as maintenance, installation, commissioning and repair work, specific risk assessments are conducted prior to commencement of work, and appropriate control measures, including permit-to-work systems, use of personal protective equipment (PPE), safety briefings and supervision, are implemented. The findings from these assessments are periodically reviewed, and corrective and preventive actions are taken to eliminate or minimize identified risks and continuously improve workplace safety.

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

Yes. The Company has established processes that enable employees and workers to promptly report work-related hazards through their supervisors, safety officers, departmental heads or the grievance reporting mechanism. Workers are encouraged to immediately report unsafe conditions or practices and, where there is a reasonable belief of imminent danger, may remove themselves from the hazardous situation until appropriate corrective measures are implemented. All reported hazards are investigated, corrective actions are taken, and the effectiveness of such actions is monitored to prevent recurrence.

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

No. The Company does not provide specific non-occupational medical and healthcare services to its employees and workers.

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	125	120
	Workers	130	245
Total recordable work-related injuries	Employees	1	3
	Workers	14	11
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Your Company is committed to improving employee safety, health, and well-being by identifying, assessing, and mitigating all risks and hazards. Your Company believes that all accidents are preventable. Your Company has emergency plans in place to manage residual risks, thereby protecting its employees and workers from harm.

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

Particulars	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year:

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

No significant safety-related incidents or material risks were identified during the reporting period that required major corrective action. The Company regularly reviews its health and safety practices, workplace conditions and statutory compliance through periodic inspections, risk assessments and safety audits. Any routine observations identified during these reviews are addressed through timely corrective and preventive actions, employee training, enhanced safety awareness and continuous monitoring to maintain a safe and healthy work environment.

Leadership Indicators

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

(A) Employee - No
(B) Worker - No

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 makes sure that contract labour supply agencies fulfil their statutory compliance obligations, including timely payment of Provident Fund, ESI/Workman Compensation Insurance, Professional Tax, and Labour Welfare Fund, when processing invoice payments to these agencies. Moreover, the Company also ensures that all relevant statutory payments concerning transactions undertaken by it, are deducted and deposited according to regulatory standards for their employees. This procedure undergoes scrutiny in both internal and external audits. The company anticipates its partners in the value chain, to follow business responsibility principles and maintain transparency and accounting values.

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

	Total no. of affected employees/workers		No.of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

No. The Company does not have a formal transition assistance programme to facilitate continued employability or the management of career endings resulting from retirement or termination of employment. Employees are, however, provided with applicable statutory and contractual benefits in accordance with the Company's policies and prevailing labour laws.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
working condition	0%

The Company has not undertaken a formal assessment of its value chain partners during the reporting period with respect to health and safety practices and working conditions. However, the Company expects its manpower agencies and other service providers to comply with applicable labour laws, occupational health and safety requirements, and contractual obligations.

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

No significant risks or concerns relating to the health and safety practices or working conditions of value chain partners were identified during the reporting period. Accordingly, no corrective actions were required or undertaken. The Company continues to engage with its manpower agencies and other service providers to ensure compliance with applicable labour laws, occupational health and safety requirements, and contractual obligations.

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

Essential Indicators

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

The Company identifies its key stakeholders based on the nature of its business operations, the extent of their influence on the Company's activities, and the actual or potential impact of the Company's operations on them. The stakeholder identification process considers factors such as business dependency, regulatory requirements, operational significance, and stakeholder expectations.

Key stakeholder groups identified by the Company include shareholders and investors, employees and workers, customers, suppliers and business partners, lenders and financial institutions, government and regulatory authorities, local communities, and industry associations. The Company engages with these stakeholders through various channels such as meetings, communications, surveys, statutory disclosures, grievance mechanisms, customer interactions, supplier engagements, and community initiatives.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email,SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others –please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and Investors	No	Annual Report, Stock Exchange Filings, Website, Email, AGM/EGM, Investor Meetings	Quarterly/ Annually/ As Required	Financial performance, corporate governance, business strategy, risk management, dividend, regulatory compliance and shareholder value creation.
Employees and Workers	No	Notice Board, Email, Meetings, Training Programmes, Grievance Mechanism, HR Communications	Ongoing / Regular	Employee welfare, health and safety, working conditions, training and development, compensation, career growth and workplace concerns.
Customers	No	Email, Telephone, Customer Meetings, Exhibitions, Website, Service Visits	Ongoing / Regular	Product quality, after-sales service, technical support, product performance, customer

				satisfaction and business requirements.
Suppliers and Business Partners	No	Email, Meetings, Purchase Orders, Vendor Communications, Telephone	Ongoing / Regular	Procurement requirements, quality standards, delivery schedules, payment terms, compliance and business continuity.
Lenders and Financial Institutions	No	Meetings, Email, Financial Reports, Regulatory Filings	Quarterly/ Half-Yearly/ As Required	Financial performance, credit facilities, compliance with loan covenants and business outlook.
Government and Regulatory Authorities	No	Statutory Filings, Email, Official Correspondence	As Required	Regulatory compliance, statutory approvals, environmental and labour law compliance and corporate governance matters.
Local Communities	Yes	Community Meetings, CSR Activities, Grievance Mechanism, Local Interactions	Periodic / As Required	Community development, education, health, environmental initiatives, local employment opportunities and addressing community concerns.
Industry Associations and Trade Bodies	No	Meetings, Conferences, Seminars, Industry Forums, Email	Periodic	Industry developments, policy advocacy, regulatory updates, export promotion and sector-specific issues.

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**

   Stakeholder consultations are generally carried out by the respective functional departments and senior management teams. Feedback, concerns, suggestions and material issues arising from such engagements are periodically reviewed by the management and, where relevant, escalated to the Board of Directors or its Committees through management reports, presentations and periodic updates. The Board reviews significant stakeholder concerns and material matters relating to business performance, environmental compliance, occupational health and safety, employee welfare, community development, risk management and corporate governance. This process enables the Board to consider stakeholder perspectives while making strategic and operational decisions and supports the Company's commitment to sustainable and responsible business practices.

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

   Yes. The Company considers stakeholder engagement as an important input in identifying and managing material economic, environmental and social topics relevant to its operations. Feedback received from employees, customers, suppliers, local communities, investors and regulatory authorities is reviewed by the management and considered while formulating policies, operational practices and improvement initiatives.

   Inputs received from employees have contributed to strengthening workplace health and safety measures, training programmes and employee welfare initiatives. Feedback from customers is considered for improving product quality, operational efficiency and after-sales support services. Suggestions from suppliers and business partners are evaluated for enhancing procurement practices, quality standards and supply chain efficiency. The Company also takes into account regulatory developments and inputs from government authorities to ensure compliance with applicable environmental, health and safety requirements. The stakeholder feedback received through various engagement mechanisms is periodically reviewed and incorporated, wherever appropriate, into the Company's business processes, risk management framework and sustainability-related initiatives.

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

   The Company engages with vulnerable and marginalized stakeholder groups primarily through its community outreach and Corporate Social Responsibility (CSR) initiatives. During the financial year, concerns and requirements relating to education, healthcare, sanitation, community infrastructure and social welfare were identified through stakeholder interactions. Based on the feedback received, the Company undertook and supported various CSR and community development initiatives in accordance with its CSR policy and applicable statutory requirements.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. employees/ workers covered (B)	% (B / A)	Total (C)	No. employees/ workers covered (D)	% (D / C)
Employees						
Permanent	76	76	100.00%	183	183	100.00%
Other than permanent	170	170	100.00%	57	57	100.00%
Total Employees	**246**	**246**	**100.00%**	**240**	**240**	**100.00%**
Workers						
Permanent	260	260	100.00%	102	102	100.00%
Other than permanent	31	31	100.00%	8	8	100.00%
Total Workers	**291**	**291**	**100.00%**	**110**	**110**	**100.00%**

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	% (B / A)	No.(C)	% (C / A)		No.(E)	% (E / D)	No.(F)	% (F / D)
Employees										
Permanent	76	12	15.79%	64	84.21%	183	43	23.50%	140	76.50%
Male	72	12	16.67%	60	83.33%	175	40	22.86%	135	77.14%
Female	4	0	0.00%	4	100.00%	8	3	37.50%	5	62.50%
Other than permanent	170	79	46.47%	91	53.53%	57	32	56.14%	25	43.86%
Male	160	73	45.63%	87	54.38%	54	30	55.56%	24	44.44%
Female	10	6	60.00%	4	40.00%	3	2	66.67%	1	33.33%
Workers										
Permanent	260	112	43.08%	148	56.92%	102	60	58.82%	42	41.18%
Male	252	107	42.46%	145	57.54%	102	60	58.82%	42	41.18%
Female	8	5	62.50%	3	37.50%	0	0	0.00%	0	0.00%
Other than permanent	31	24	77.42%	7	22.58%	8	8	100.00%	0	0.00%
Male	27	20	74.07%	7	25.93%	8	8	100.00%	0	0.00%
Female	4	4	100.00%	0	0.00%	0	0	0.00%	0	0.00%

3. **Details of remuneration/salary/wages**

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	842500	1	621000
Key Managerial Personnel	2	125000	0	0
Employees other than BoD and KMP	68	100017	4	51020
Workers	252	30000	8	23758

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	6.62	5.36

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

Yes. The Company has designated the Human Resources function as the focal point for addressing human rights-related impacts and concerns arising from its operations. Human rights issues and grievances may also be raised through the Company's grievance redressal mechanism and Whistle Blower/Vigil Mechanism, as applicable. The concerned matters are reviewed and addressed by the designated personnel in accordance with applicable policies and laws.

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

The Company has established internal mechanisms to receive, investigate and redress grievances relating to human rights, workplace conduct and employee welfare. Employees and workers may raise concerns through their reporting managers, the Human Resources department, grievance redressal channels, whistle-blower mechanism and other designated communication channels.

All grievances are handled in a fair, transparent and confidential manner. Reported concerns are reviewed by the appropriate authority and investigated, wherever required, in accordance with the Company's policies and applicable laws. Appropriate corrective and preventive actions are taken based on the nature of the grievance.

The Company maintains a zero-tolerance approach towards discrimination, harassment, child labour, forced labour, retaliation and any form of human rights violation. Employees are encouraged to report concerns without fear of reprisal, and the Company is committed to ensuring a safe, respectful and inclusive workplace. Significant grievances, if any, are escalated to senior management and reviewed periodically as part of the Company's governance framework.

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0	0
Complaints on POSH upheld	0	0

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

The Company has established policies and procedures to ensure that individuals reporting cases of discrimination, harassment, retaliation, or other workplace concerns are protected from adverse consequences. Complaints may be submitted through designated grievance redressal channels, the Human Resources department, the Internal Complaints Committee constituted under applicable laws, and the Whistle Blower/Vigil Mechanism. The Company maintains confidentiality of the complainant's identity and the information provided during the investigation process to the extent permitted by law. Any form of retaliation, victimization, intimidation, discrimination, or adverse treatment against a complainant, witness, or person participating in an investigation is strictly prohibited. Allegations of retaliation are treated as serious misconduct and are subject to disciplinary action.

The Company is committed to ensuring a fair, impartial and transparent investigation process and encourages employees and other stakeholders to report concerns without fear of reprisal. Appropriate corrective actions are taken wherever necessary to safeguard the rights and interests of all parties involved.

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

Yes

10. Assessments for the year:

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

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

During the financial year, no significant human rights risks, violations or instances of non-compliance were identified during these assessments. Accordingly, no major corrective actions were required. The Company continues to strengthen its human resource policies, grievance redressal mechanisms, workplace safety practices and statutory compliance processes to ensure adherence to applicable labour laws and human rights principles. The Company remains committed to providing a safe, inclusive and respectful workplace and periodically reviews its policies and practices to prevent any potential human rights concerns.

Leadership Indicators

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

   During the financial year, the Company did not receive any human rights grievances or complaints that required modification or introduction of any business process. Accordingly, no business processes were changed as a result of addressing human rights-related concerns. The Company continues to maintain and periodically review its policies and procedures relating to human rights, non-discrimination, prevention of sexual harassment, fair labour practices, employee welfare and grievance redressal mechanisms to ensure a safe, inclusive and respectful workplace and to proactively address any potential concerns.

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

   During the financial year, the Company undertook human rights due diligence through its existing policies, internal controls, compliance reviews and employee-related processes. The scope of the due diligence covered all manufacturing facilities and offices and included areas such as compliance with labour laws, prohibition of child labour and forced labour, prevention of discrimination and sexual harassment, fair wage practices, workplace health and safety, employee welfare and grievance redressal mechanisms. The due diligence was carried out through periodic internal reviews, statutory compliance monitoring and management oversight. No significant human rights risks or violations were identified during the reporting period.

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

   The Company is committed to providing an inclusive environment for all stakeholders. Accessibility measures for differently abled visitors are provided wherever feasible at its offices and facilities. The Company continues to review its infrastructure and processes to enhance accessibility in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Not Applicable
Discrimination at workplace	Not Applicable
Child Labour	Not Applicable
Forced Labour/Involuntary Labour	Not Applicable
Wages	Not Applicable
Others – please specify	Not Applicable

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

   No significant human rights risks or concerns were identified during the reporting period in relation to value chain partners. Accordingly, no corrective actions were required or undertaken. The Company continues to expect all business associates, suppliers and service providers, wherever applicable, to comply with relevant laws and maintain ethical business practices.

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

Essential Indicators

1. Details of total energy consumption [in Mega Joules (MJ)] and energy intensity, in the following format:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From Renewable sources		
Total electricity consumption (A)	2944501.20	957585.60
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total energy consumer from renewable sources (A+B+C)	2944501.20	957585.60
From Non - Renewable sources		
Total electricity consumption (D)	7041045.60	7574994.00
Total fuel consumption (E)	1285570.45	1062682.82
Energy consumption through other sources (F)	0.00	0.00
Total energy consumer from non-renewable sources (D+E+F)	8326616.05	8637676.82
TOTAL ENERGY CONSUMED (A+B+C+D+E+F)	11271117.25	9595262.42
Energy intensity per rupee of turnover (MJ/Rs.)	0.0038	0.0038
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MJ/Rs.)	0.0769	0.0800
Energy intensity in terms of physical output (MJ/ No. of Machines Manufactured)	87373.00	58153.11
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: **No**		

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

No. The Company does not have any sites or facilities identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India. Accordingly, disclosures relating to achievement of PAT targets and remedial actions are not applicable to the Company.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	281.99	294.22
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	281.99	294.22
Total volume of water consumption (in kilolitres)	281.99	294.22
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) **(in litres/Rs.)**	0.00009	0.00012
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations) **(in litres/Rs.)**	0.00192	0.00245
Water intensity in terms of physical output (in KL/ No. of Machines Manufactured)	2.19	1.78
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **No**		

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(I) To Surface water	The Company is committed to responsible water management and conservation across its manufacturing operations. Water is primarily utilized in CNC machining processes, cleaning activities, and domestic purposes. The manufacturing processes are designed to optimize water usage through efficient operational practices and recirculation, wherever feasible. The Company does not discharge any wastewater from its manufacturing operations, and there is no release of wastewater to surface water bodies, groundwater, or third-party facilities. Water used in the manufacturing process is consumed, reused, evaporated, or otherwise retained within the process cycle.	
- No treatment		
- With treatment please specify level of treatment		
(ii) To Groundwater		
- No treatment		
- With treatment please specify level of treatment		
(iii) To sea water		
- No treatment		
- With treatment please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment please specify level of treatment		
(v) Others		
- No treatment		
- With treatment please specify level of treatment		
Total Water discharged (in kilolitres)		
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **None**		

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

No. The Company has not implemented a formal Zero Liquid Discharge (ZLD) mechanism at its manufacturing facilities. However, the manufacturing operations do not result in any wastewater discharge outside the premises. Water used in CNC machining and other operational activities is efficiently utilized, recirculated, evaporated, or otherwise consumed within the process. The Company continuously undertakes measures for efficient water management and conservation in its operations.

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

Parameter	Please Specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Nox	MT	0.0849	0.0840
Sox	MT	0.2424	0.2398
Particulate matter (PM)	MT	0.0192	0.0190
Persistent organic pollutants (POP)	MT	NA	NA
Volatile organic compounds (VOC)	MT	Not Assessed	Not Assessed
Hazardous air pollutants (HAP)	MT	NA	NA
Others – please specify	MT	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **None**			

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions	Metric tonnes Co_2e	81.28	67.12
Total Scope 2 emissions	Metric tonnes Co_2e	1963.82	1678.07
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover	[Total Scope 1 and Scope 2 GHG emissions (MT)/Revenue from operations (in Lakhs)]	0.07	0.07
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	[Total Scope 1 and Scope 2 GHG emissions (MT)/ Revenue from operations adjusted for PPP (in Lakhs)]	1.39	1.45
Total Scope 1 and Scope 2 emission intensity in terms of physical output	(Total Scope 1 and Scope 2 GHG emissions (MT)/ No. of Machines Manufactured)	15.85	10.58
Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. **None**			

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

No. The Company has not undertaken any specific project exclusively aimed at reducing greenhouse gas (GHG) emissions during the financial year. However, the Company continuously undertakes energy conservation measures such as efficient utilization of electricity and fuel, preventive maintenance of machinery and equipment, use of PNG as a cleaner fuel, and replacement of conventional lighting with energy-efficient LED lighting, wherever feasible.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	77.77	72.02
E-waste (B)	0.01	0.01
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.03	0.01
Radioactive waste (F)	0.00	0.00
Other Hazardous Waste, Please specify, if any. Oil Waste (G)	0.16	0.14
Other Non-hazardous waste generated (H). Please specify - Metal Waste	0.00	26.55
Total (A + B + C + D + E + F + G + H)	**77.96**	**98.72**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/Rs. in Lakhs)	0.003	0.004
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP) (MT/Rs. in Lakhs)	0.053	0.082
Waste intensity in terms of physical output	**0.604**	**0.598**
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	0.00	0.00
(ii) Re-used	0.00	0.00
(iii) Other recovery operations	77.77	98.56
Total	**77.77**	**98.56**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(I) Incineration	0.00	0.00
(ii) Landfilling	0.00	0.00
(iii) Other disposal operations	0.00	0.00
Total	**0.00**	**0.00**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: **None**		

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 is committed to responsible waste management and environmental stewardship across its manufacturing operations. Waste generated at the manufacturing facilities is segregated at source into various categories such as metal scrap, plastic waste, packaging waste, and other recyclable materials. Metal scrap, turning chips, and plastic waste generated during manufacturing operations are periodically disposed of through sale to external parties in accordance with applicable laws and business practices.

The Company endeavors to minimize waste generation through process optimization, efficient material utilization, and good housekeeping practices. Hazardous wastes, if any, such as used oil, paint containers, and chemical residues, are stored, handled, and disposed of in compliance with applicable environmental regulations and through authorized agencies, wherever required.

The Company also seeks to reduce the use of hazardous and toxic chemicals by optimizing painting and manufacturing processes, ensuring efficient consumption of chemicals, and implementing appropriate storage and handling practices to mitigate environmental and health risks. Employees are sensitized on safe handling procedures and environmental compliance requirements.

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

S. No.	Location of operations/offices	Type of operations	Whetherthe conditions of environmental approval /clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.

The Company does not have any operations or offices located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, or other protected areas where specific environmental approvals or clearances are required. Accordingly, the disclosure under this requirement is not applicable to the Company.

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

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

During the financial year, the Company did not undertake any project requiring Environmental Impact Assessment (EIA) under applicable environmental laws and regulations. Accordingly, no environmental impact assessments were conducted during the reporting period.

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 pollutioncontrol boards or by courts	Corrective action taken, if any

Yes. The Company is compliant with the applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, 1974, the Air (Prevention and Control of Pollution) Act, 1981, the Environment (Protection) Act, 1986 and the rules made thereunder. The Company has obtained the requisite environmental approvals and consents applicable to its operations and regularly monitors compliance with environmental requirements. During the financial year, there were no instances of material non-compliance with applicable environmental laws and regulations.

Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress:**

The Company's operations are not located in areas identified as water-stressed areas. Accordingly, the disclosure relating to water withdrawal, consumption, and discharge in areas of water stress is not applicable.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	The Company is in the process of evaluating and developing methodologies for assessment and reporting of Scope 3 greenhouse gas emissions across its operation. As of the reporting period, the Company has not undertaken a comprehensive assessment of Scope 3 emissions and accordingly, the disclosure on total Scope 3 emissions and related intensity metrics is not available.		
Total Scope 3 emissions per rupee of turnover			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.: **None**			

3. **With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

Not Applicable. The Company does not have any operations or facilities located in or around ecologically sensitive areas such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, or coastal regulation zones. Accordingly, there are no significant direct or indirect impacts on biodiversity in such areas requiring prevention or remediation measures.

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:**

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Renewable Energy through Solar Power	The Company, along with group companies, has formed an LLP for generation of renewable energy through solar power installations. The electricity generated by the solar plant is adjusted against the Company's electricity consumption through credit of energy units under the applicable regulatory framework.	Increased use of renewable energy, reduction in dependence on grid electricity, lowering of greenhouse gas emissions, and promotion of sustainable energy consumption.

2	Energy Efficiency Measures	Adoption of energy-efficient equipment, LED lighting, and preventive maintenance practices to optimize energy usage.	Improved energy efficiency and reduced electricity consumption.
3	Water Conservation	Efficient utilization of water in manufacturing operations with no wastewater discharge from the manufacturing process.	Conservation of water resources and elimination of wastewater discharge.
4	Waste Management	Segregation and responsible disposal of metal turning chips, and plastic waste generated during manufacturing operations.	Improved waste management and enhanced resource utilization.

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

The Company has established a business continuity and disaster management framework to ensure uninterrupted operations and minimize the impact of unforeseen events. The framework includes preventive maintenance of machinery and utilities, backup power arrangements through DG sets, fire safety systems, data backup and cybersecurity measures, emergency response procedures, and periodic safety training for employees. The Company also maintains adequate insurance coverage for its assets and operations and regularly reviews risks related to operational disruptions, natural disasters, and other emergencies. These measures help enhance operational resilience and ensure continuity of business operations.

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.

The Company recognizes that certain environmental impacts may arise across its value chain, including procurement of raw materials, transportation and logistics activities, energy consumption, and waste generation. However, during the reporting period, no significant adverse environmental impacts arising from the Company's value chain were identified.

The Company undertakes various measures to mitigate potential environmental impacts, including promoting efficient use of resources, optimizing manufacturing processes, adopting energy conservation measures, utilizing renewable energy through participation in a solar power generation initiative, and implementing responsible waste management practices. The Company also encourages suppliers and business partners to comply with applicable environmental laws and adopt sustainable business practices, wherever feasible.

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

The Company has not undertaken a formal assessment of its value chain partners for environmental impacts during the reporting period. Accordingly, the percentage of value chain partners (by value of business done with such partners) assessed for environmental impacts is Nil. The Company, however, encourages its suppliers and business partners to comply with applicable environmental laws and adopt sustainable business practices.

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

The Company has not generated or procured any Green Credits under the Green Credit Programme during the financial year. Further, information relating to Green Credits generated or procured by the top ten value chain partners is presently not available, as the Company does not monitor or collect such information from its value chain partners.

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

Essential Indicators

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

The Company has affiliation with 3 (three) trade and industry chambers/associations

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Rajkot Chamber of Commerce and Industry	State
2	Engineering Export Promotion Council (EEPC India)	National
3	Plastics Machinery Manufacturers Association of India (PMMAI)	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 as no issues or adverse orders, related to anti-competive conduct by the entity, were raised by regulatory authority.		

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
NIL					

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:**

   Not applicable for this reporting period.

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

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 mechanisms to receive and address community grievances arising from its operations and CSR initiatives. Grievances may be communicated through direct interactions, written communications, e-mails, or other stakeholder engagement channels. Such grievances are reviewed by the concerned departments and are addressed in a fair, transparent, and timely manner. The Company periodically engages with local communities to understand their concerns and incorporates feedback into its CSR and operational practices, wherever feasible.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/Small producers	42.20	37.52
Directly from within India	72.53	69.80

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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	0.00%	0.00%
Semi-Urban	0.00%	0.00%
Urban	94.37%	94.49%
Metropolitan	5.63%	5.51%

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	