BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A- GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

Sr. No.	Description	Details
1.	Corporate Identity Number (CIN) of the Listed Entity:	L31300MH1992PLC067802
2.	Name of the Listed Entity:	RAM RATNA WIRES LIMITED
3.	Year of Incorporation:	1992
4.	Registered office address:	Ram Ratna House, Victoria Mill Compound (Utopia City), Pandurang Budhkar Marg, Worli, Mumbai – 400 013, Maharashtra, India
5.	Corporate office address:	Alembic Business Park (W), Ground Floor, Bhailal Amin Marg, Gorwa, Vadodara – 390 003, Gujarat
6.	Email:	investorrelations.rrwl@rrglobal.com
7.	Telephone:	022-6828 6000
8.	Website:	www.rrshramik.com
9.	Financial year for which reporting is being done:	2025-26
10.	Name of the Stock Exchange(s) where shares are listed:	BSE Limited National Stock Exchange of India Limited
11.	Paid-up Capital:	₹ 46,67,45,360
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:	Shri Saurabh Gupta AGM – Company Secretary Telephone: 022-6828 6000 Email: investorrelations.rrwl@rrglobal.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 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):

Sr. No.	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Manufacturing of wires	Manufacturing of winding wires and strips	72.03%
2	Manufacturing of copper tubes	Manufacturing of copper tubes and pipes	21.52%

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	Manufacture of insulated wire and cable made of steel, copper, aluminium	273201	72.03%
2	Manufacture of copper products and alloys	242002	21.52%

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	5	2	7
International	0	0	0

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	8

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

For FY 2025-26, exports contributed to 7.39% of the Company's total turnover.

c. A brief on types of customers:

The Company serves a broad and diversified customer base. While the primary emphasis remains on business-to-business (B2B) relationships, the Company's reach extends across several critical industrial spaces. Its core clientele consists of:

- **Manufacturing Leaders:** Leading Original Equipment Manufacturers (OEMs) and Tier 1, 2, and 3 manufacturers
- **Diverse Sectors:** High-growth industries including automotive, with a specific focus on electric vehicle mobility, and prominent electrical companies within India and international markets
- **Specialised Segments:** Multinational Corporations (MNCs) and clients operating within the air conditioning, refrigeration, and HVAC sectors
- **SME Enterprises:** Small and medium enterprises, particularly those dedicated to the manufacturing, servicing, and repair of electrical equipment

A consistent focus on quality and dependable delivery has enabled us to foster these long-standing relationships. To ensure reliability and confidence across all segments, every product and solution is delivered in strict compliance with recognised national and international standards, including:

Standards Compliance: IS, IEC, JIS, NEMA, ASTM, DIN, GB/T and EN.

IV. EMPLOYEES

20. Details as at the end of 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)	271	251	92.62%	20	7.38%
2.	Other than permanent (E)	4	1	25%	3	75%
3.	**Total employees (D + E)**	**275**	**252**	**91.64%**	**23**	**8.36%**
			Workers			
4.	Permanent (F)	1,017	965	94.89%	52	5.11%
5.	Other than permanent (G)	750	683	91.07%	67	8.93%
6.	**Total workers (F + G)**	**1,767**	**1,648**	**93.27%**	**119**	**6.73%**

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)	Nil	Nil	Nil	Nil	Nil
2.	Other than permanent (E)	Nil	Nil	Nil	Nil	Nil
3.	**Total differently abled employees (D + E)**	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**
Differently-abled workers						
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil
5.	Other than permanent (G)	Nil	Nil	Nil	Nil	Nil
6.	**Total differently abled workers (F + G)**	**Nil**	**Nil**	**Nil**	**Nil**	**Nil**

21. **Participation/Inclusion/Representation of women:**

	Total (A)	No. and percentage of females	
		No. (B)	% (B / A)
Board of Directors	**10**	1	10%
Key Managerial Personnel	**4***	Nil	0%

Includes Managing Director and Joint Managing Director who are part of both the Board of Directors (BoD) and Key Managerial Personnel (KMP).

22. **Turnover rate for permanent employees and workers:**

	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	6.29%	28.57%	7.92%	3.68%	7.14%	3.92%	3.95%	0.00%	3.79%
Permanent workers	15.27%	11.54%	15.06%	8.52%	2.35%	8.19%	10.16%	18.18%*	10.55%*

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. (a) **Names of holding/subsidiary/associate companies/joint ventures:**

Sr. 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	Tefabo Product Private Limited	Subsidiary	64%	No
2	Epavo Electricals Private Limited	Joint Venture	50%	No
3	RR-Imperial Electricals Limited	Joint Venture	10%	No

VI. CSR DETAILS

24.	i)	**Whether CSR is applicable as per section 135 of the Companies Act, 2013:**	Yes
	ii)	**Turnover (in ₹ Lakhs)**	₹ 5,07,610.97
	iii)	**Net worth (in ₹ Lakhs)**	₹ 58,819.64

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 was received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide a weblink to the 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 the close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at the close of the year	Remarks
Communities	Yes, Communities may reach out with concerns or inquiries via indsales.sc@rrglobal.com	0	0	None	0	0	None
Investors (other than shareholders)	Yes, Investors are encouraged to contact via this link: https://www.rrshramik.com/investor/investor-contact/	0	0	None	0	0	None
Shareholders	Yes, Shareholders are encouraged to contact at investorrelations.rrwl@rrglobal.com and RTA for their queries	3	0	Resolved	1	0	Resolved
Employees and workers	Employees and workers can communicate their requirements or concerns through the formal channel hr-sil.sc@rrglobal.com or through informal means	0	0	None	0	0	None
Customers	Yes, Customers are supported through various mail id's such as: indsales.sc@rrglobal.com, techcell-sil.rrwl@rrglobal.com, quality.coppertubebrd@rrglobal.com and quality-rrwl.bhiwadi@rrglobal.com wherein they can raise their queries for sales and with regards to any technical assistance. Customers can also provide feedback through this link: https://www.rrshramik.com/contact-us/feedback-form/	64	0	Resolved	77*	0	Resolved
Value Chain Partners	Yes, Value Chain Partners, including suppliers and distributors, may address their queries or requirements through indsales.sc@rrglobal.com	0	0	None	0	0	None
Other (please specify)		0	0	None	0	0	None

**Previous year figures have been restated for better comparison by adding Customer complaints for Global Copper Private Limited which has been merged into the Company.*

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:

Sr. 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.	Resource Efficiency	Risk and Opportunity	• Efficient use of raw materials, particularly copper, is critical for resource-intensive manufacturing operations • Improved material efficiency supports cost control and strengthens supply resilience	Implementation of lean manufacturing techniques and investment in advanced machinery to minimise waste and process scrap.	**Positive:** Reduced raw material consumption and improved profit margins per unit.
2.	Energy and Emissions Management	Risk and Opportunity	• Energy consumption remains a major driver of manufacturing costs • Efficiency investments support climate commitments and ensure alignment with evolving environmental regulations	Adoption of renewable energy, replacement of inefficient machines, regular energy audits, and use of catalytic enamelling machines to minimise emissions.	**Positive:** Significant cost savings on utilities and avoidance of potential non-compliance penalties.
3.	Occupational Health and Safety	Risk	• Manufacturing operations inherently carry workplace risks • Strong safety systems are essential for workforce protection and ensuring statutory compliance	Mandatory safety training, regular drills, ISO 45001 certification processes, and the implementation of incident reporting systems.	**Positive:** Higher employee retention and avoidance of legal liabilities or financial penalties.
4.	Value-Added Products Portfolio	Opportunity	• A strategic focus on higher-margin products supports innovation-led growth • Growing demand from new-age applications strengthens the case for this shift	Increased R&D investment, strategic partnerships for technology transfer, and market research to identify high-growth segments like paper magnet wires, ultrafine copper wires, etc.	**Positive:** Higher profitability, revenue growth, and reduced competitive pressure from commoditised products.
5.	Market Diversification	Opportunity	• Expansion across geographies and sectors (e.g., EV, Renewable Energy) reduces exposure to demand fluctuations and concentration risks	Expanding the export footprint and strengthening distribution networks to target diverse sectors and new global markets.	**Positive:** Revenue stability during regional downturns and access to global growth opportunities.
6.	Vendor ESG Risk Assessment	Risk	• The Company's supply chain represents a significant source of indirect environmental and social impact. Failure by vendors to adhere to ESG standards can lead to supply chain disruptions and reputational damage	Transitioning from reliance on standard contractual clauses in purchase orders to a structured assessment framework. The Company aims to develop verification mechanisms to ensure vendors align with its ethical and environmental expectations.	**Negative:** Risk of financial penalties or operational downtime if supply chain partners fail to meet regulatory or sustainability standards. **Positive:** Enhanced long-term stability and protection of brand value through proactive risk management.
7.	Regulatory Compliance	Risk	• Operations are subject to various environmental, labour, and corporate regulations • Proactive management reduces the risk of disruptions	Deployment of robust compliance monitoring systems, regular legal audits, and active engagement with regulatory bodies.	**Positive:** Uninterrupted business operations and avoidance of fines or penalties.

SECTION B: MANAGEMENT & PROCESS DISCLOSURES

Sr. No.	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 NGRBC. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b) Has the policy been approved by the Board? (Yes/No)	Key policies have been approved by the Board, and some policies have been approved by the heads of departments.								
	c) Weblink of the policies, if available	The key policies have been published on the Company's website at https://www.rrshramik.com/investor/corporate-governance/ Other policies, which are approved by the heads of departments, are available internally within the Company.								
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 and mapped to each principle.	The Company is dedicated to upholding rigorous standards across quality, safety, and environmental management systems. Collectively, these certifications demonstrate the Company's commitment to regulatory compliance and consistent operational performance, reflecting the integration of sustainable practices aligned with the National Guidelines on Responsible Business Conduct (NGRBC): • **ISO 9001:2015** (Quality Management System) • **IATF 16949:2016** (Automotive Quality Management System) • **ISO 14001:2015** (Environmental Management System) • **ISO 45001:2018** (Occupational Health and Safety Management System) • **EcoVadis Silver Badge** (Top 15% rating with a score of 76/100 for sustainability, Ranked in the **top 7%** of companies assessed by EcoVadis) • **UL** (Underwriters Laboratories) • **REACH** (Registration, Evaluation, Authorisation and Restriction of Chemicals) • **RoHS** (Restriction of Hazardous Substances) • **IS 13730** (Indian Standard for winding wires) • **IEC 60317** (International Electrotechnical Commission specifications for winding wires) • **JIS** (Japanese Industrial Standards) • **NEMA** (National Electrical Manufacturers Association) • **ASTM** (American Society for Testing and Materials) • **DIN** (German Institute for Standardisation) • **GB/T** (Chinese National Standards) • **EN** (European Standards)								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	For the Company, environmental sustainability is embedded in its core business approach and long-term strategic direction. The Company focuses on reducing the environmental footprint of operations through responsible resource management, effective waste handling, and strict emission control. Within this framework, energy management remains a key priority. Ongoing efforts are directed towards lowering carbon emissions by optimising operational processes, implementing energy-efficient technologies and progressively increasing the use of renewable energy sources, including solar and wind power.								

6.	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The Company remains focused on strengthening its Environmental, Social and Governance (ESG) performance through continuous assessment and improvement. In line with its broader sustainability agenda, it prioritises initiatives that improve energy efficiency and reduce waste generation. The Company also supports employee well-being and contributes to community development through focused corporate social responsibility initiatives.
	Governance, leadership and oversight	
7.	Statement by the Director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	Company's responsible business practices continue to guide the way we operate and create long-term value. While we are in the process of evolving towards a more consolidated sustainability framework, the principles of environmental stewardship and operational efficiency remain deeply embedded across our operations and decision-making processes. As a manufacturing organisation, we continue to focus on improving resource efficiency and reducing our overall environmental impact. I am pleased to share that our ongoing commitment to sustainable operations has been formally recognised with an EcoVadis Silver Badge, placing the Company in the top 7% of all the evaluated organisations. Reflecting this commitment, we successfully recorded a year-on-year improvement in both our energy intensity and emission intensity. Our consumption of renewable energy has also increased year-on-year, a milestone significantly driven by the successful commissioning of our 4 MW solar power plant. Alongside our energy initiatives, we continued to optimise our resource efficiency through targeted investments in comprehensive water conservation and management infrastructure. Our operational facilities remain central to our progress. To reduce shop-floor emissions and improve workflows, we upgraded to eco-friendly, battery-operated material handling equipment, including electric forklifts, stackers, and tow trucks. Furthermore, we accelerated our transition towards zero-emission mobility by introducing electric motorcycles to our fleet. As we move forward, we remain committed to further strengthening our sustainability approach and advancing responsible growth in a balanced and practical manner for the benefit of all our stakeholders.
8.	Details of the highest authority responsible for implementing and overseeing the Business Responsibility policy(ies).	The Board of Directors is the highest authority responsible for implementation and oversight of the Business Responsibility Policies.
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.	No

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether the 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	Board of Directors									Periodic Basis								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Board of Directors									Periodic Basis								

11.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No but, as a part of the ISO management systems framework and its periodic assessments, policies, procedures and operational systems undergo comprehensive internal audits. These reviews help ensure that processes remain aligned with established standards and requirements. Additionally, the Company's internal audit framework conducts regular evaluations to assess policy effectiveness and support ongoing compliance.								

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	Percentage of persons in respective category covered by the awareness programme
Board of Directors (BoD)	6	The Company's familiarisation programmes cover key topics such as business performance, financial updates, amendments to the Companies Act, 2013 and SEBI regulations along with their implications for the Company, as well as strategic investment and expansion plans. These programmes include range of topics including insights on the said principles.	100%
Key Managerial Personnel (KMP)	6		100%
Employees other than BoD & KMP	207	Training sessions on various topics of QMS, EMS, OHS and Skill Upgradation	100%
Workers	275		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 ₹)**	**Brief of the case**	**Has an appeal been preferred? (Yes/No)**
Penalty/Fine	No material penalty/fine was paid in 2025-26				
Settlement					
Compounding Fee					

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

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

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

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

Yes, the Company enforces a dedicated Anti-Bribery and Anti-Corruption Policy with a zero-tolerance approach, ensuring fairness and integrity across all its business dealings. This policy applies strictly to all associated individuals, including directors, employees, and contractors.

Furthermore, the Company maintains a Vigil Mechanism / Whistle Blower Policy that empowers individuals to safely report suspected malpractice, bribery, or unethical behaviour. Under this framework, protected disclosures are addressed directly to the Chairman of the Audit Committee for secure and confidential investigation.

The relevant policies are available within the Company.

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		
Employees		
Workers		

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	**Remarks**	**Number**	**Remarks**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	None	Nil	None
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				

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

There were no actions taken by any regulators/law enforcement agencies/judicial institutions for the charges of corruption or conflict of interest.

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)	FY2024-25 (Previous Financial Year)
Number of days of accounts payables	49	46

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)	FY2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	29.21%	31.86%
	b. Number of dealers/distributors to whom sales are made	225	224
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	49.41%	53.19%
Shares of RPTs in	a. Purchases (Purchases with related parties/ Total purchases)	1.13%	1.33%
	b. Sales (Sales to related parties/Total sales)	2.20%	1.92%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	100%	99.35%
	d. Investments (Investments in related parties/ Total Investments made)	100%	100%

LEADERSHIP INDICATORS

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

Total no. of awareness programmes held	Topics/Principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil		

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.**

The Company has implemented a formal Code of Conduct for Directors and Senior Management, establishing clear requirements to identify, prevent and manage actual or potential conflicts of interest. The Code restricts Board members from participating in activities or relationships that may conflict with the Company's interests and provides examples of common conflict situations for clarity and guidance. It also reinforces the expectation that all decisions are taken in good faith, with integrity, and through the exercise of independent judgement.

The Code is publicly accessible on the Company's website at: https://www.rrshramik.com/investor/corporate-governance

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 products and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	NA	NA	None
Capex	7.74%	2.20%*	The Company strategically invested in the following operational and sustainability initiatives: **Environmental Impacts** • **Renewable Energy:** Commissioned a 4 MW solar power plant • **Water Conservation:** Installed a Rainwater Harvesting System, two Sewage Treatment Plants, and a tube water treatment plant **Operational & Workplace Impacts** • **Sustainable Material Handling:** Deployed battery-operated equipment across facilities • **Fleet Electrification:** Procured electric motorcycles

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

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

The Company ensures ethical and sustainable sourcing across its value chain through the following internal commitments:

- **Regulatory Compliance:** Strict adherence to REACH and RoHS regulations and international sustainability standards to maintain high levels of accountability
- **Responsible Procurement:** Integrating environmental stewardship, occupational health and safety, and ethical business practices into its broader supply chain operations, supported by a dedicated Conflict Mineral Policy

- **Global Alignment:** Ensuring the Company's sourcing strategies remain aligned with recognised frameworks, such as the Responsible Business Code of Conduct and the UN Global Compact, to which the Company aims to uphold its 10 principles
- **Sustainability Recognition:** Earning the EcoVadis Silver Badge which places the Company in the top 7% of all companies assessed, which distinctly highlights the Company's robust commitment to sustainable sourcing across its operations

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

As the Company procures the majority of its inputs from environmentally-responsible vendors, about 86.29% of the Company's raw materials were sourced sustainably.

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.

Waste type	Details
a) Plastics (including packaging)	To reduce waste generation and contribute to responsible waste management, the Company actively reclaims the plastic reels used in its packaging. All other plastic materials are carefully segregated, collected, and managed through authorised disposal agencies in full compliance with Extended Producer Responsibility (EPR) rules and broader waste management regulations, minimising their overall environmental impact.
b) E-waste	All e-waste is handled responsibly and in full compliance with applicable legislative requirements, ensuring environmentally sound disposal.
c) Hazardous waste	While the nature of the Company's operations precludes the reclamation of hazardous waste, it remains committed to minimising environmental impact. Materials such as used oil, cotton rags and sludge are managed with the highest level of care. These wastes are strictly stored and disposed of in accordance with authorisation guidelines, using only authorised vendors to ensure regulatory compliance and environmental protection.
d) Other waste	The Company does not reclaim packaging waste. Instead, materials such as paper and wooden pallets are systematically segregated and repurposed to enable their continued reuse, with any remaining scrap materials being sold to authorised scrap dealers.

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

Yes, the Company is subject to Extended Producer Responsibility (EPR) under the Plastic Waste Management Rules, 2016, particularly for plastic waste arising from imported materials. The Company implements efficient and effective waste management practices in full compliance with EPR 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 an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No) If yes, provide the weblink
No Life Cycle Assessment (LCA) has been carried out by the Company as of FY 2025–26.					

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

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

Indicate Input Material	Recycled or reused input material to total material	
	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
	Nil	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)	Not Applicable			Not Applicable		
E-waste						
Hazardous waste						
Other waste (Paper)						

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 the respective category
Nil	

PRINCIPLE 3

BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
	(A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	251	251	100%	251	100%	NA	NA	Nil	0%	Nil	0%
Female	20	20	100%	20	100%	20	100%	NA	NA	20	100%
Total	**271**	**271**	**100%**	**271**	**100%**	**20**	**7.38%**	**Nil**	**0%**	**20**	**7.38%**
Other than permanent employees											
Male	1	1	100%	Nil	0%	NA	NA	Nil	0%	Nil	0%
Female	3	3	100%	Nil	0%	3	100%	NA	NA	3	100%
Total	**4**	**4**	**100%**	**Nil**	**0%**	**3**	**75%**	**Nil**	**0%**	**3**	**75%**

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

Category	% of workers covered by										
	Total	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
	(A)	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent Workers											
Male	965	965	100%	965	100%	NA	NA	Nil	0%	Nil	0%
Female	52	52	100%	52	100%	52	100%	NA	NA	52	100%
Total	**1017**	**1017**	**100%**	**1017**	**100%**	**52**	**5.11%**	**Nil**	**0%**	**52**	**5.11%**
Other than Permanent Workers											
Male	683	683	100%	683	100%	NA	NA	Nil	0%	Nil	0%
Female	67	67	100%	67	100%	67	100%	NA	NA	67	100%
Total	**750**	**750**	**100%**	**750**	**100%**	**67**	**8.93%**	**Nil**	**0%**	**67**	**8.93%**

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company	0.08%	0.08%*

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

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 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 authority (Y/N/N.A.)
PF	82.66%	99.16%	Y	91.87%	100%	Y
Gratuity	97.79%	100%	Y	100%	100%	Y
ESI	0%	11.31%	Y	0%	10.05%	Y
Others – please specify	0%	0%	N	0%	0%	N

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability.*

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, differently abled employees and workers are provided with the requisite facilities in line with the Rights of Persons with Disabilities Act, 2016.

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 enforces a Policy on Non-discrimination and an HR Policy, ensuring equal opportunity across all employment practices. Hiring, remuneration, and promotions are based solely on occupational qualifications, strictly prohibiting any discrimination based on disability or other personal attributes.

Furthermore, the Company explicitly protects vulnerable individuals, including those with handicaps, from any form of exploitation. Under this framework, the HR Head and respective HODs are directly responsible for implementing these guidelines and maintaining a discrimination-free workplace.

The relevant policies are available within the Company.

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*	NA	NA	NA	NA
Female	0%	0%	0%	0%
Total	**0%**	**0%**	**0%**	**0%**

**Currently parental benefits are only available to the female employees and workers of the Company.*

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, permanent workers have access to multiple channels, both formal and informal, to raise concerns and grievances. These avenues include a dedicated internal email system, as well as the option to directly approach their respective HR heads to address any workplace matters. Their rights and well-being are robustly safeguarded under the Company's Human Rights Policy and the Policy of Non-discrimination, ensuring an equitable workplace. Furthermore, all employees are fully protected under the Company's Vigil Mechanism Policy, which enables the secure and confidential reporting of any instances of misconduct or unethical behaviour.
Other than Permanent Workers	Yes, individuals outside the permanent workforce are equally supported by an array of formal and informal communication avenues for expressing their grievances, including open access to HR leadership. The organisation extends comprehensive safeguarding to all non-permanent workers under the auspices of its Human Rights Policy and Policy of Non-discrimination, proactively ensuring a respectful atmosphere devoid of any prejudice or inequality. In addition to these fundamental protections, the Vigil Mechanism / Whistle Blower Policy stands as a formal, highly confidential apparatus for addressing severe concerns, granting all individuals strict immunity from any retaliatory actions when reporting misconduct.
Permanent Employees	Yes, permanent employees have at their disposal a variety of formal and informal channels to report any work-related issues, which includes the option to directly consult with their HR representatives. To guarantee equitable treatment, the Company enforces stringent codes of conduct and structured disciplinary procedures. Furthermore, every employee's dignity and rights are actively defended by the Human Rights Policy and the Policy of Non-discrimination, which collectively foster a secure, unbiased, and harassment-free work environment. Should highly sensitive matters arise, personnel are fully shielded by the Vigil Mechanism Policy, allowing them to raise concerns confidentially and securely without any fear of reprisal.
Other than Permanent Employees	Yes, contractual and temporary employees have equal access to multiple avenues, both formal and informal, for addressing their concerns. They can directly approach their respective HR heads to escalate any grievances. Furthermore, their rights and well-being are robustly safeguarded under the Company's Human Rights Policy and the Policy of Non-discrimination, which collectively ensure an equitable, harassment-free workplace. Additionally, all categories of employees are covered by the Vigil Mechanism Policy, which guarantees transparency, enables the confidential reporting of misconduct, and provides strict protection against any form of retaliation.

7. **Membership of employees and workers 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 the respective category (A)	No. of employees/ workers in the respective category who are part of association(s) or Union (B)	% (B / A)	Total employees/ workers in the respective category(C)	No. of employees/ workers in the respective category who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	**271**	**Nil**	**0%**	**209**	**Nil**	**0%**
Male	251	Nil	0%	194	Nil	0%
Female	20	Nil	0%	15	Nil	0%
Total Permanent Workers	**1,017**	**Nil**	**0%**	**816**	**Nil**	**0%**
Male	965	Nil	0%	764	Nil	0%
Female	52	Nil	0%	52	Nil	0%

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 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	252	252	100%	252	100%	212	212	100%	212	100%
Female	23	23	100%	23	100%	17	17	100%	17	100%
Total	**275**	**275**	**100%**	**275**	**100%**	**229**	**229**	**100%**	**229**	**100%**
Workers										
Male	1,648	1,648	100%	1,648	100%	1,129*	1,129*	100%	1,129*	100%
Female	119	119	100%	119	100%	87*	87*	100%	87*	100%
Total	**1,767**	**1,767**	**100%**	**1,767**	**100%**	**1,216**	**1,216**	**100%**	**1,216**	**100%**

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

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

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	252	252	100%	212	212	100%
Female	23	23	100%	17	17	100%
Total	**275**	**275**	**100%**	**229**	**229**	**100%**
Workers						
Male	1,648	1,648	100%	1,129*	1,129*	100%
Female	119	119	100%	87*	87*	100%
Total	**1,767**	**1,767**	**100%**	**1,216***	**1,216***	**100%**

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

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 of such system?**

Yes, the Company has put in place a comprehensive Occupational Health and Safety (OHS) management framework that is designed in accordance with the internationally recognised ISO 45001:2018 standard. This framework is consistently applied across all manufacturing locations, ensuring a uniform approach to workplace health and safety.

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 places strong emphasis on providing a safe and healthy workplace through a formal Occupational Health and Safety (OH&S) management framework. The framework enables systematic identification, evaluation, and control of risks arising from routine activities as well as non-routine operations. Central to this approach is the conduct of Hazard Identification and Risk Assessment (HIRA) exercises twice a year across all operating locations, enabling early identification and mitigation of potential hazards.

The framework is further reinforced through regular workplace inspections, safety walk, safety talk, monitoring compliance with relevant legal and statutory requirements, and focussed measures to minimise risks associated with manual handling. Together, these elements align with the Company's OH&S objectives and are periodically reviewed to support continual enhancement of health and safety performance.

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

Yes, to ensure a secure and resilient working environment, the Company champions a pre-emptive strategy for mitigating occupational risks across all aspects of its business. This robust safety framework is anchored by three primary pillars:

- **Dynamic Risk Assessment (HIRA):** The Company utilises comprehensive Hazard Identification and Risk Assessment protocols to evaluate both daily activities and non-standard operations. By meticulously weighing the probability of an incident against its potential severity, the Company can deploy highly targeted and effective preventative safeguards.
- **Visual Hazard Communication:** To cultivate a culture of constant vigilance, the Company's operational zones are enhanced with intuitive visual aids. Strategically positioned signage, clear floor demarcations, and educational displays empower employees to instantly recognise potential dangers and reinforce safe workplace habits.
- **Continuous Compliance Monitoring:** The Company executes scheduled internal audits and comprehensive site inspections to rigorously test the efficacy of active safety controls. This routine scrutiny allows us to swiftly uncover emerging vulnerabilities, rectify operational gaps, and drive the relentless enhancement of the Company's health and safety standards.

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

Yes, all Company locations are supported by access to non-occupational medical and healthcare services available on-site or near the premises. In addition, the Company has arrangements with nearby hospitals to ensure timely and convenient access to medical assistance during emergencies.

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	Nil	Nil
	Workers	Nil	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	Nil	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

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

The Company provides a safe and healthy working environment for all employees and workers. To support this commitment, it has implemented the following key measures to maintain strong occupational health and safety standards:

(i) **Occupational Health and Safety Management System:** While one of the Company's manufacturing plants has been certified under ISO 45001:2018, reflecting its alignment with internationally recognised occupational health and safety requirements, similar best practices are being progressively integrated across all other manufacturing units as part of the Company’s ongoing certification journey

(ii) **Proactive Risk Management:** Hazard Identification and Risk Assessment (HIRA) exercises are carried out twice a year to systematically identify workplace hazards and implement appropriate risk mitigation measures

(iii) **Safety Audits and Manual Handling Controls:** Periodic safety audits, awareness programmes, safety walks are undertaken to identify potential risks, particularly in manual handling, followed by corrective and preventive actions, including the provision of appropriate safety equipment such as PPE kits, earplugs, etc.

(iv) **Air Quality Management:** Air Handling Units (AHUs) have been installed across operational areas to enhance indoor air quality and improve employee comfort

(v) **Regulatory Compliance:** Strict compliance is maintained with all applicable legal and regulatory provisions related to occupational health and safety

(vi) **Emergency Preparedness:** First aid kits and medical boxes are strategically placed across all locations to enable prompt response to medical emergencies

(vii) **Preventive Healthcare:** Annual health check-ups facilitate early detection and prevention, ensuring physiological and psychological safety for the entire workforce

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	None	Nil	Nil	None
Health & Safety	Nil	Nil	None	Nil	Nil	None

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.**

(i) Corrective Actions and Root Cause Analysis:

Whenever an incident or grievance is reported, the Company undertakes a comprehensive Root Cause Analysis (RCA) to determine the fundamental causes contributing to the issue. This disciplined process goes beyond addressing immediate concern and focuses on identifying opportunities for systemic improvement. The outcomes of the RCA are formally recorded and shared with senior management, ensuring appropriate oversight, accountability, and informed decision-making.

(ii) Support and Preventive Measures:

Based on the findings of the RCA, suitable corrective and preventive actions are implemented in a timely manner. The individual concerned is provided with appropriate support, which may include counselling, grievance resolution assistance, or medical support, depending on the nature of the matter. The Company remains committed to maintaining a safe, respectful, and inclusive work environment and takes proactive measures to prevent the recurrence of similar issues in the future.

LEADERSHIP INDICATORS

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

Yes, in the unfortunate event of a fatality occurring in the course of official duties or during business travel, the Company provides compensation in accordance with its Employees' Compensation Policy. The policy applies to workers, employees, and their dependents, and is supported by comprehensive Mediclaim coverage. In addition, eligible workers are covered under the Employees' State Insurance Corporation (ESIC) scheme, providing access to medical care and financial assistance.

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 reinforces statutory compliance by including specific provisions within all trade agreements that require business partners to deduct and deposit applicable statutory dues. Regular records confirming the deduction and remittance of such dues are obtained from value chain partners and are used as a verification mechanism to monitor and ensure ongoing compliance.

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:**

	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	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

At present, the Company does not have transition assistance programmes in place to support continued employability or to manage career transitions arising from retirement or cessation of employment.

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	100%
Working conditions	100%

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.**

Nil

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.**

A structured stakeholder mapping exercise is undertaken by the Company to determine its key stakeholder groups, based on an evaluation of their influence on the organisation and the degree to which the Company's activities affect them. Through this process, priority stakeholder groups such as employees, customers, suppliers, investors and shareholders, regulatory authorities, and local communities are identified to ensure purposeful engagement and timely consideration of their views and concerns.

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

Sr. No.	Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half-yearly/ Quarterly/others – please specify)	Purpose and scope of engagement, including key topics and concerns raised during such engagement
1	Customers	No	Digital channels, sales promotions, marketing collaterals, physical and virtual interactions/meetings	Continuous	Product related

2	Employees	No	HR communications through digital channels, notice boards, physical and virtual interactions, meetings	Continuous	Workplace policies, health and safety, employee wellbeing, training, and career development
3	Suppliers	No	Digital channels, Code of Conduct, relationship-building activities, physical and virtual meetings/ interactions	Continuous	Product related
4	Regulatory Authorities	No	Emails, letters, conferences, documentation submissions and representations	Periodic/As and when necessary	Compliance updates, regulatory changes, reporting requirements, and audits
5	Shareholders	No	Newspapers, website, stock exchanges, Annual Report, general meetings	Continuous	Updates on financial performance, governance policies.
6	Communities	No	CSR programme, digital channels	As and when required	CSR initiatives, grievances and complaints management, among others

LEADERSHIP INDICATORS

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

   The Company has established formal mechanisms to enable ongoing dialogue between stakeholders and the Board on material economic, environmental, and social matters. Engagement occurs through structured forums, including scheduled stakeholder interactions, surveys, feedback platforms and direct discussions led by senior leadership.

   Inputs received through these channels are presented to and considered by the Board during its strategic deliberations. This ensures stakeholder perspectives are meaningfully incorporated into the Company's sustainability priorities and overall business strategy.

2. **Whether stakeholder consultation is used to support identifying and managing 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 proactively engages with its stakeholders on environmental and social issues. Insights gathered through these interactions inform policies and operational practices, supporting long-term positive outcomes and advancing a sustainable operating environment.

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

   The Company continues to focus on supporting vulnerable and marginalised communities through targeted Corporate Social Responsibility (CSR) initiatives and philanthropic contributions. Education remains a key area of intervention. In line with this focus, the Company has supported a reputed non-profit organisation in developing and implementing value-based educational programmes for children across multiple regions in India. These programmes aim to promote moral values, cultural awareness and character development among children from diverse backgrounds.

   In addition, the Company contributes to a tribal development initiative implemented through a specialised agency dedicated to the welfare of tribal children. The programme seeks to improve access to education and address structural barriers faced by tribal communities. Together, these initiatives align with the Company's CSR priorities and its broader commitment to inclusive growth. By strengthening access to quality education and skill development opportunities, the Company aims to support the long-term socio-economic advancement of marginalised communities.

PRINCIPLE 5

BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	271	271	100%	209	209	100%
Other than permanent	4	4	100%	20	20	100%
Total employees	**275**	**275**	**100%**	**229**	**229**	**100%**
Workers						
Permanent	1,017	1,017	100%	816	816	100%
Other than permanent	750	750	100%	403*	403*	100%
Total workers	**1,767**	**1,767**	**100%**	**1,219***	**1,219***	**100%**

Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability

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	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
	(A)	No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	**271**	**Nil**	**0%**	**271**	**100%**	**209**	**Nil**	**0%**	**209**	**100%**
Male	251	Nil	0%	251	100%	194	Nil	0%	194	100%
Female	20	Nil	0%	20	100%	15	Nil	0%	15	100%
Other than permanent	**4**	**Nil**	**0%**	**4**	**100%**	**20**	**Nil**	**0%**	**20**	**100%**
Male	1	Nil	0%	1	100%	18	Nil	0%	18	100%
Female	3	Nil	0%	3	100%	2	Nil	0%	2	100%
Workers										
Permanent	**1,017**	**314**	**30.88%**	**703**	**69.12%**	**816**	**400**	**49.02%**	**416**	**50.98%**
Male	965	310	32.12%	655	67.88%	764	397	51.96%	367	48.04%
Female	52	4	7.69%	48	92.31%	52	3	5.77%	49	94.23%
Other than permanent	**750**	**660**	**88%**	**90**	**12%**	**403**	**403**	**100%**	**Nil**	**0%**
Male	683	593	86.82%	90	13.18%	368	368	100%	Nil	0%
Female	67	67	100%	Nil	0%	35	35	100%	Nil	0%

Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability

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

a. **Median remuneration/wages:**

	Male		Female	
	Number	**Median remuneration/ salary/ wages of the respective category (in ₹)**	**Number**	**Median remuneration/salary/ wages of the respective category (in ₹)**
Board of Directors (BoD)	9	15,05,000	1	14,35,000
Key Managerial Personnel (KMP)*	2	44,68,800	Nil	Nil
Employees other than BoD and KMP	245	6,18,324	20	4,05,696
Workers	965	2,96,232	52	2,34,763

**KMP excludes the Managing Director and the Joint Managing Director as they are already included under Board of Directors (BoD).*

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	5.31%	4.69%*

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

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 HR department serves as the designated focal point responsible for addressing and managing human rights impacts and requirements across the Company. Additionally, the Human Rights Policy outlines the H.R. Head as the key authority overseeing these initiatives.

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

The Company has established an internal Human Rights Policy to address related grievances and is committed to its ongoing review and enhancement. The policy reflects the Company's core values and clearly articulates a zero-tolerance approach towards any form of human rights violation.

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	**Pending resolution at the end of the year**	**Remarks**	**Filed during the year**	**Pending resolution at the end of the year**	**Remarks**
Sexual Harassment	Nil	Nil	None	Nil	Nil	None
Discrimination at Workplace	Nil	Nil	None	Nil	Nil	None
Child Labour	Nil	Nil	None	Nil	Nil	None
Forced Labour/ Involuntary Labour	Nil	Nil	None	Nil	Nil	None
Wages	Nil	Nil	None	Nil	Nil	None
Other Human Rights Related Issues	Nil	Nil	None	Nil	Nil	None

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 of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	0%	0%
Complaints on POSH upheld	Nil	Nil

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

The Company enforces a zero-tolerance approach to all forms of harassment, discrimination, and bullying in the workplace. To safeguard employee rights and foster a safe and respectful working environment, the organisation has implemented a comprehensive policy aligned with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, along with broader measures that prohibit any other unlawful or unwelcome behaviour.

The policy incorporates strong safeguards to ensure confidentiality, prevent retaliation, and protect complainants from discrimination or victimisation during and after the grievance redressal process. Dedicated Internal Complaints Committees (ICCs) have been established across the Company's manufacturing facilities and offices to receive, review, and address such complaints.

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

Yes, respect for human rights is embedded in the Company's contractual and commercial arrangements. The Supplier Code of Conduct (SCoC) forms part of all agreements, purchase orders, and contracts with suppliers, service providers, vendors, agents, contractors, and other business associates. The SCoC requires strict compliance with applicable laws and alignment with internationally recognised environmental, social, and governance standards. These include provisions on employee well-being, prevention of harassment and discrimination, and prohibition of child and forced labour.

10. Assessments for the year:

	% of your plants and offices that were assessed (by the 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	100%

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

No significant risks or concerns were identified during the assessment carried out in the reporting period.

LEADERSHIP INDICATORS

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

During the reporting period, the Company did not receive any grievances or complaints related to human rights. Accordingly, no changes were required to be made to the existing business processes.

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

The Company remains firmly committed to respecting and embedding human rights principles across all its operations. All manufacturing locations are assessed and have integrated protocols that are in alignment with ISO 45001:2018, covering key aspects of labour practices, workplace conditions, and human rights safeguards. A zero-tolerance approach is maintained towards child labour, forced or compulsory labour, and any form of harassment or discrimination.

A preventive and systematic approach is followed to identify, mitigate, and address actual or potential human rights risks. To strengthen awareness and reinforce compliance, employees receive training on applicable human rights legislation and ethical business practices. Guided by strong corporate beliefs and foundational values, human rights principles are integrated into operational frameworks and policies. This ensures consistent adherence to statutory requirements, ethical standards, and the Company's Code of Conduct.

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, differently abled visitors are provided with the requisite facilities in line with 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	Nil
Discrimination at Workplace	Nil
Child Labour	Nil
Forced Labour/Involuntary Labour	Nil
Wages	Nil
Others – Please Specify	Nil

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

   Not Applicable

PRINCIPLE 6

BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources (in GJ)		
Total electricity consumption (A)	29,227.64	24,564.38
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A + B + C)	**29,227.64**	**24,564.38**
From non-renewable sources (in GJ)		
Total electricity consumption (D)	3,08,906.85	2,46,307.48
Total fuel consumption (E)	7,950.20	10,174.74*
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D + E + F)	**3,16,857.05**	**2,56,482.22***
Total energy consumed (A + B + C + D + E + F)	**3,46,084.69**	**2,81,046.60***
Energy intensity per rupee of turnover (Total energy consumed/ Revenue in Lakhs)	0.6818	0.7759*
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue in Lakhs adjusted for PPP)	13.8676	15.5792*
Energy intensity in terms of physical output (Total energy consumed/Total production in metric tonnes)	6.69	6.71*
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

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

   As the Company does not fall under the PAT scheme of the Government of India, this does not apply to it.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	79,902	70,445
(iii) Third-party water	-	-
(iv) Seawater/Desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**79,902**	**70,445**
Total volume of water consumption (in kilolitres)	**79,902**	**70,445**
Water intensity per rupee of turnover (Total volume of water consumption/Revenue in Lakhs)	0.1574	0.1945*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total volume of water consumption/ Revenue in Lakhs adjusted for PPP)	3.2017	3.9047*
Water intensity in terms of physical output (Total volume of water consumption/Total production in metric tonnes)	1.54	1.68*
Water intensity (optional) – the entity may select the relevant metric	-	-

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, the 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	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(ii) To Groundwater	3,182.60	2,708.07
No treatment	-	-
With treatment – please specify level of treatment	3,182.60	2,708.07
(iii) To Seawater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-

No treatment	-	-
With treatment – please specify level of treatment	-	-
(v) Others	366.5	-
No treatment	-	-
With treatment – please specify level of treatment	366.5	-
Total water discharged (in kilolitres)	3,549.1	2,708.07

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

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

While the Company does not currently have a formal Zero Liquid Discharge (ZLD) system in place, it maintains a strong emphasis on responsible and sustainable water management through the following infrastructure:

- **Effluent & Sewage Treatment:** The Company has established effective Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) across its facilities to manage wastewater responsibly
- **Regulatory Alignment:** Domestic wastewater from sanitation facilities is treated via STPs, while industrial effluents are processed through ETPs in strict accordance with applicable regulatory requirements and environmental norms
- **Water Recycling:** Treated water from the Company's STPs is reused for non-potable applications, such as flushing and landscaping

This proactive approach to water stewardship ensures that the Company's manufacturing units remain compliant and committed to reducing their overall environmental footprint, while continuing to enhance discharge mechanisms.

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	Tonnes/year	2.36	3.87
SOx	Tonnes/year	2.02	4.90
Particulate matter (PM)	Tonnes/year	5.77	15.29
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

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

No

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	578.40	740.04*
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	60,923.29	48,987.82

Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent/ Revenue in Lakhs	0.12116	0.13727*
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Metric tonnes of CO_2 equivalent/ Revenue in Lakhs adjusted for PPP	2.46438	2.75635*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO_2 equivalent/ Total production in metric tonnes	1.19	1.19*
Total Scope 1 and Scope 2 emission intensity (optional) – the entity may select the relevant metric	-	-	-

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

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

No

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

Yes, the Company continues to advance a comprehensive range of sustainability initiatives to reduce greenhouse gas emissions, enhance energy efficiency, and minimise its environmental footprint.

Key initiatives include:

- **Renewable Energy Integration:** Building upon its existing 1350 kW solar and 2.1 MW wind installations, the Company significantly scaled its clean energy capacity by commissioning a new 4 MW solar power plant
- **Water Conservation and Management:** To optimise resource efficiency, comprehensive infrastructure was installed, including a Rainwater Harvesting System, a dedicated tube water treatment plant, and Sewage Treatment Plants (STPs) across two units with a combined capacity of 55 KLD
- **Energy Optimisation:** Automated ERP-based energy monitoring has driven a 14% reduction in electricity consumption per kilogram of production, complemented by the continued use of high-efficiency, BEE-rated electrical equipment
- **Process Efficiency and Heat Recovery:** Waste heat from electrical furnaces continues to be captured to generate steam for the copper annealing process, optimising thermal efficiency and reducing reliance on external energy sources
- **Sustainable Material Handling and Fleet Electrification:** The Company upgraded to battery-operated shop-floor machinery, including electric forklifts, tow trucks, and stackers, to reduce emissions and streamline workflows, while also procuring electric motorcycles to support zero-emission mobility
- **Sustainable Workplace Infrastructure:** Overall energy demand is further lowered through the use of wind-powered mechanical roof ventilators, motion-sensor LED workstations, and acrylic rooftop sheets that maximise natural daylight

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)**	24.57	24.86
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)**	12.19**	2.10
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	15.89	12.34
Total (A + B + C + D + E + F + G + H)	**52.65**	**39.30**
Waste intensity per rupee of turnover (Total waste generated/Revenue in Lakhs)	0.00010372	0.00010848*
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/Revenue in Lakhs adjusted for PPP)	0.00210969	0.00217834*
Waste intensity in terms of physical output (Total waste generated in metric tonnes/total production in metric tonnes)	0.0010	0.0009
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in Metric Tonnes)		
Category of waste		
(i) Recycled*	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total*	**-**	**-**
For each category of waste generated, total waste disposed by nature of disposal method (in Metric Tonnes)		
Category of waste		
(i) Incineration	12.19	2.10
(ii) Landfilling	-	-
(iii) Other disposal operations	40.46	37.20*
Total	**52.65**	**39.30***

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

***Hazardous waste increased due to the addition of new manufacturing unit at Bhiwadi, Rajasthan*

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

No

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

The Company is committed to sustainable operations through waste prevention, efficient resource utilisation, and compliance with environmental standards. Responsible consumption of water, energy, food, and raw materials is promoted across all facilities, with sustainability integrated into core manufacturing processes.

Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) operate across manufacturing units to manage industrial and domestic wastewater. Industrial effluents are treated through ETPs, while wastewater from restrooms and canteens is treated via STPs. Treated water is reused within the premises for non-potable applications such as flushing and gardening. This ensures no liquid discharge outside the premises while meeting all regulatory requirements.

The Company integrates environmental stewardship across its value chain through responsible procurement and operations. It ensures ethical sourcing aligned with REACH regulations, the UN Global Compact, and the Responsible Business Code of Conduct. This commitment extends to a comprehensive waste management framework prioritising reuse, recycling, and responsible disposal. Non-hazardous waste is composted or recycled, whilst hazardous streams, including used oil and sludge, alongside plastics and e-waste, are strictly managed and disposed of via authorised agencies in compliance with statutory requirements.

Employee awareness and participation are supported through regular training programmes on resource efficiency, waste segregation, safe chemical handling, and environmental compliance. These programmes reinforce consistent implementation of sustainability practices across operations.

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 an independent external agency (Yes / No)	Results communicated in the public domain (Yes / No)	Relevant Weblink
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:**

Yes, the Company is compliant with the applicable environmental law/regulations/guidelines in India.

Sr. No.	Specify the law/regulation/ guidelines which were 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):**

None of the Company's units fall under areas of water stress.

2. **Please provide details of total Scope 3 emissions & their 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 CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent/ Revenue in Lakhs	NA	NA
Total Scope 3 emission intensity (optional) – the entity may select the relevant metric	-	-	-

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

Not Applicable

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 (Weblink, if any, may be provided along with summary)	Outcome of the initiative
1	Renewable Energy Integration	Commissioned a 4 MW solar power plant to increase the share of clean, renewable energy.	Improved resource efficiency by increasing the utilisation of renewable energy and reducing reliance on conventional power grids.
2	Effluent Discharge & Water Conservation	Installed comprehensive water infrastructure, including Sewage Treatment Plants (STPs) at two manufacturing units with a combined treatment capacity of 55 KLD, a dedicated tube water treatment plant, and a Rainwater Harvesting System.	Optimised resource efficiency through rainwater harvesting and minimised environmental impact by ensuring proper treatment of effluent discharge.
3	Emission Reduction in Material Handling	Upgraded plant machinery to battery-operated alternatives, deploying electric forklifts, electric tow trucks, reel/pallet trucks, and various electric/semi-electric stackers across facilities.	Eliminated direct shop-floor emissions from traditional material handling equipment and streamlined operational workflows for better efficiency.
4	Transition to Zero-Emission Mobility	Procured electric motorcycles, for operational use.	Reduced greenhouse gas emissions associated with transportation and supported greener, zero-emission mobility alternatives.

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

Yes, the Company has a comprehensive contingency plan to recover operations from disruptions like key equipment failures, natural disasters, labour shortages, and infrastructure breakdowns. This plan clearly outlines the actions for various potential contingencies, and it requires the Unit Head to notify customers and relevant parties if the disruption risks timely delivery or product conformity.

To ensure its effectiveness, the entity conducts annual mock disruptions and regularly reviews the plan with a multidisciplinary team. Additionally, a detailed On-Site Emergency Plan (OSEP) addresses immediate responses to fires, medical emergencies, earthquakes, and other hazards.

The relevant policies are available within the Company.

6. **Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

No Environmental Impact Assessments were conducted by the Company for its value chain partners.

7. **Percentage of Value Chain Partners (by value of business done with such partners) that were assessed for environmental impacts.**

Nil

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

a. **By the listed entity:**

Nil

b. **By the top ten (in terms of the 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.**

The Company is affiliated with 8 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.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Indian Electrical & Electronics Manufacturers Association	National
2.	Engineering Export Promotion Council	National
3.	Silvassa Industries Association	State
4.	Indian Copper Development Centre	National
5.	Automotive Components Manufacturers Association of India (Delhi)	National
6.	Dadra & Nagar Haveli Industries Association	State
7.	Winding Wires Manufacturers Association of India	National
8.	Federation of Indian Chambers of Commerce & Industry	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		

LEADERSHIP INDICATORS

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of review by Board (Annually/Half-yearly/Quarterly/ Others – please specify)	Weblink, 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 the project	SIA notification no.	Date of notification	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No)	Relevant Weblink
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.**

Sr. No.	Name of the 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 ₹)
No Rehabilitation and Resettlement projects were undertaken by the Company during the reporting period.						

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

The Company seeks to foster trust and transparency through structured and responsive stakeholder engagement. Although operations do not involve continuous day-to-day interaction with local communities, clear mechanisms exist to address community queries and grievances. Stakeholders may raise concerns through the designated Email channel, or by contacting the Plant HR Department, enabling prompt attention and resolution. These communication channels are regularly monitored to ensure accountability and responsiveness.

Beyond grievance redressal, the Company contributes to community well-being through targeted Corporate Social Responsibility (CSR) initiatives. These initiatives focus primarily on education and skill development. The programmes support long-term community development, while promoting inclusive growth and positive stakeholder relationships. Through accessible grievance mechanisms and focused community initiatives, the Company reinforces its commitment to responsible corporate citizenship.

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	0.31%	3.31%
Directly from within India	67.72%	90.67%*

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

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	Nil	Nil
Semi-urban	62.65%	75.18%
Urban	35.17%**	21.41%
Metropolitan	2.18%	3.41%

**Comparative figures for the previous year have been restated, wherever applicable, to enhance accuracy and comparability*

*** in FY 2025-26 Urban share has increased due to Bhiwadi unit becoming operational during the year*

(Place to be categorised as per RBI Classification System - rural/semi-urban/urban/metropolitan)

LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments**

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.	State	Aspirational district	Amount spent (in ₹)
Not Applicable			

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

While the Company does not currently maintain a formal preferential procurement policy for marginalised or vulnerable groups, it follows an equitable and non-discriminatory procurement approach. Supplier selection is based strictly on capability and performance criteria, without consideration of social or economic background.

(b) **From which marginalised/vulnerable groups do you procure?**

The Company sources its raw materials from the most suitable suppliers, based on defined criteria relating to quality, quantity, and availability.

(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**

Sr. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
The Company does not hold any Intellectual Property Rights derived from traditional knowledge.				

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

Name of authority	Brief of the case	Corrective action taken
No adverse orders have been issued in intellectual property-related disputes involving the use of traditional knowledge.		

6. **Details of beneficiaries of CSR Projects**

Sr. No.	CSR project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Promoting Education	Refer to Page No. 42 of the Annual Report	

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 has established a structured customer service framework to address feedback and complaints effectively and promptly. Multiple communication channels ensure accessibility, including a dedicated helpline, a customer care email, and an online feedback facility on the Company's official website. All customer queries, complaints, and suggestions are centrally tracked and addressed to ensure timely and consistent resolution.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	0%
Safe and responsible usage	0%
Recycling and/or safe disposal	0%

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of the year	Remarks	Received during the year	Pending resolution at the end of the year	Remarks
Data privacy	Nil	Nil	None	Nil	Nil	None
Advertising	Nil	Nil	None	Nil	Nil	None
Cybersecurity	Nil	Nil	None	Nil	Nil	None
Delivery of essential services	Nil	Nil	None	Nil	Nil	None
Restrictive trade practices	Nil	Nil	None	Nil	Nil	None
Unfair trade practices	Nil	Nil	None	Nil	Nil	None
Other	64	Nil	Resolved	77*	Nil	Relates to product-related customer complaints which were resolved during the year

**Previous year figures have been restated for better comparison by adding Customer complaints for Global Copper Private Limited which has been merged into the Company.*

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

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. **Does the entity have a framework/policy on cyber security and risks related to data privacy?**

   The Company is strengthening its cybersecurity framework to address the demands of an increasingly digital operating environment. A structured and vigilant process has been implemented to identify, manage, and mitigate cybersecurity risks, safeguarding critical digital infrastructure and sensitive business information. The framework is documented and internally accessible within the organisation, with implementation planned across the Company from the next reporting period.

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 the safety of products/services.**

   Not Applicable

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:**

      NA

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

      NA

LEADERSHIP INDICATORS

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

   Information relating to the Company's products and services is available on the Company's website at:
   http://www.rrshramik.com/

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

   The Company operates primarily as a business-to-business organisation, engaging with customers through direct interactions such as meetings, product demonstrations and site visits. During these engagements, the Company provides detailed information on the safe and responsible use of its products and services. This includes guidance on operating procedures, maintenance requirements, and relevant safety standards. This approach ensures that customers are well informed and supported in using the Company's offerings effectively and responsibly.

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)**

   Yes, the Company ensures that all product information required by applicable Industry Standards is properly displayed on its labels, and it regularly conducts consumer satisfaction surveys to drive continuous improvements.