

July 11, 2026

To: DCS-CRD BSE Limited First Floor, New Trade Wing Rotunda Building, Phiroze Jeejeebhoy Towers Dalal Street, Fort, Mumbai 400 023 Stock Code: 533229	To: Listing Compliance National Stock Exchange of India Ltd. Exchange Plaza, 5th Floor Plot No. C/1, 'G' Block Bandra- Kurla Complex Bandra East, Mumbai 400 051 Stock Code: BAJAJCON
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Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report

Please find attached Business Responsibility and Sustainability Report for the year 2025-26.

The same may please be taken on record and suitably disseminated to all concerned.

Thanking you,

Yours Sincerely,

For Bajaj Consumer Care Limited

Naveen Pandey
Managing Director
DIN: 09584377

Encl: as above

Bajaj Consumer Care Ltd

(Formerly Bajaj Corp Ltd)

117, 11th Floor, Bajaj Bhavan, Jammalal Bajaj Marg, 226 Nariman Point, Mumbai - 400021

Tel.: +91 22 22049056 / 58 / 8633 | CIN: L01110RJ2006PLC047173 | Web: www.bajajconsumercare.com

Registered Office: Old Station Road, Sevashram Chouraha, Udaipur- 313 001, Rajasthan

Tel.: +91 0294-2561631, 2561632

Business Responsibility & Sustainability Report



Section A
General Disclosures



Section B
Management and Process Disclosures



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



Principle 2

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



Principle 3

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



Principle 4

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



Principle 5

Businesses should respect and promote human rights



Principle 6

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



Principle 7

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



Principle 8

Businesses should promote inclusive growth and equitable development



Principle 9

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

Business Responsibility & Sustainability Report

SECTION A GENERAL DISCLOSURES

I. Details of the listed entity:

1	Corporate Identity Number (CIN) of the Company	L01110RJ2006PLC047173
2	Name of the Listed Entity	Bajaj Consumer Care Limited ("BCCL")
3	Year of incorporation	2006
4	Registered office address	Old Station Road, Sevashram Chouraha, Udaipur – 313 001, Rajasthan
5	Corporate address	Building No.12 ,3rd Floor, Solitaire Corporate Park, 151 M. Vasanji Road, Chakala, Andheri East, Mumbai – 400 093, Maharashtra.
6	E-mail	complianceofficer@bajajconsumer.com
7	Telephone	+91 22 66919477 / 78
8	Website	www.bajajconsumer.com
9	Financial year for which reporting is being done	01/04/2025 to 31/03/2026
10	Name of the Stock Exchange(s) where shares are listed	- BSE Limited - National Stock Exchange of India Limited
11	Paid-up Capital	₹ 1306.18 Lakhs
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Name: Vivek Mishra Phone: +91 22 66919477 / 78 Email: complianceofficer@bajajconsumer.com
13	Reporting boundary	Disclosures made in this report are on a standalone basis and pertain only to Bajaj Consumer Care Limited
14	Name of assurance provider	N.A.
15	Type of assurance provider	N.A.

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	FMCG	Manufacturing, Marketing and Distribution of fast-moving consumer products, primarily hair care and other personal care products	100%

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	Hair Oils & Coconut Oil	20236	98.15%

III. Operations

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

Location	Number of plants	Number of offices & depots	Total
National	2	27	29
International	0	2	2

*BCCL distributes / exports its products to more than 35 countries in the globe focusing mainly on SAARC, Middle East and African countries. Subsidiaries of BCCL have 2 offices outside India.

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	All
International (No. of Countries)	35+

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

BCCL has envisioned global expansion and is strategically increasing its global presence. BCCL has export revenue of approx. 3% of its total turnover.

c. A brief on types of customers

BCCL operates in key consumer categories such as hair care, hair styling, and skin care. The Company is backed by a robust distribution network servicing general trade, modern trade and e-commerce spread across the length and breadth of the country and has been able to establish itself within both urban and rural retail markets. Products offered by BCCL are popular amongst all age groups owing to their quality.

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)	476	441	93%	35	7%
2.	Other than permanent (E)	46	34	74%	12	26%
3.	Total Employees (D+E)	522	475	91%	47	9%
WORKERS						
4.	Permanent (F)	0	0	0	0	0%
5.	Other than Permanent (G)	307	207	67%	100	33%
6.	Total Workers (F+G)	307	207	67%	100	33%

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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)	0	0	0%	0	0%
2.	Other than permanent (E)	0	0	0%	0	0%
3.	Total differently abled Employees (D+E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F+G)	0	0	0%	0	0%

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No (B)	% (B/A)
Board of Directors	8	1	12.5%
Key Managerial Personnel*	3	0	0%

*Key Management Personnel include Managing Director, Company Secretary and Chief Financial Officer.

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.8%	37.1%	22.9%	27.3%	34.2%	27.8%	28.7%	32.5%	29.0%
Permanent Workers	0	0	0	0	0	0	0	0	0

*Voluntary -18.3% Involuntary - 4.6%

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.	Uptown Properties & Leasing Private Limited	Wholly owned subsidiary	100%	No.
2.	Bajaj Bangladesh Limited	Wholly owned subsidiary (Incorporated in Bangladesh)	100%	No
3.	Bajaj Corp International (FZE)	Wholly owned subsidiary (Incorporated in UAE)	100%	No
4.	Vishal Personal Care Limited	Wholly owned subsidiary	100%	No

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No):

Yes, CSR is applicable as per Section 135 of Companies Act, 2013

(ii) Turnover - FY 2025-26 - INR 108,093.9 Lakhs

(iii) Net worth - FY 2025-26 - INR 79,336.1 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities & Value Chain Partners	Yes, BCCL has a grievance redressal mechanism Policy for all its stakeholders. Weblink: Policies Investors Bajaj Consumer Care Ltd Designated email id: feedback@bajajconsumer.com or registering complaints and grievance.	0	0	-	0	0	-
Investors (other than Shareholders)	NA	0	0	-	0	0	-
Shareholders	Yes. Designated email id: complianceofficer@bajajconsumer.com is displayed on Company's website for registering and addressing all grievances or complaints from investors and shareholders. www.bajajconsumercare.com	10	0	Action Taken	3	0	Action Taken
Employees and workers	Employee related grievance can be addressed on grievance@bajajconsumer.com Policy is hosted on SAP Success Factors	0	0	-	0	0	-

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Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redressal policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes. Designated email id- consumer@bajajconsumer.com for registering and addressing complaints from consumers. Email id is displayed on the packaging of BCCL's products	73	0	Customer concerns are addressed promptly and effectively, ensuring a high level of satisfaction with complaint resolution.	114	0	Customer concerns are addressed promptly and effectively, ensuring a high level of satisfaction with complaint resolution.
Value Chain Partners	Yes, Bajaj Consumer Care Limited has a grievance redressal mechanism in place for all its stakeholders. The process is set internally and communicated to all stakeholders. Designated email id: feedback@bajajconsumer.com for registering complaints and grievance.	0	0	-	0	0	-
Others (Specify)	None	NA	NA	NA	NA	NA	NA

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

BCCL has conducted comprehensive materiality assessment to identify its Environmental, Social and Governance (ESG) related material issues and understand the impact of these issues on the business of the Company and its stakeholders.

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	Product Stewardship	Opportunity	BCCL believes that being responsible for environmental and social impacts of its products throughout their life cycle can help promote the development of product designs and contribute to the profitability along with the creation of a circular economy.	The approach is to conduct Life Cycle Assessment (LCA) of the main product range for better design and sustainable product development.	Positive: The cost incurred for an LCA would be beneficial over the long run.
2	Human Capital Development	Opportunity/ Risk	Consistent investment in growth and development helps build a skilled, motivated, and diverse workforce that drives innovation, productivity, and growth. Further retaining key talent is of vital importance as higher turnover could lead to increased rehiring costs.	BCCL is working towards an inclusive environment promoting human rights, learning and development. BCCL is conscious about its obligations under applicable labour laws.	Positive: Retention of key talent in the organisation augments productivity and better operational performance.
3	Climate Change and Energy & Emission	Risk	Climate change and consequent impact on our business including but not limited to increasing environmental obligations, change in market demands etc. would need the robust strategy to ensure business continuity.	BCCL shall continue working towards measurable plans with targets for a sustainable business.	Negative: Increased costs in mitigating the impacts of climate change.
4	Waste Management	Risk and Opportunity	Effective waste management can reduce the environmental impact arising out of the business of the company, comply with regulations, enhance reputation, and fulfil social responsibility. Implementing waste reduction strategies and promoting recycling can also lead to cost savings and increased efficiency in the Company’s operations.	BCCL follows the principle of optimized use of materials which promotes waste reduction and use of recycled material wherever possible. BCCL has formulated a waste management policy ensuring better waste management practices.	Positive: The establishment of good waste management practices will rationalize the overall cost of production and will help reducing the environmental impact of our products.

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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)
5	Supply Chain Management	Risk/ Opportunity	A robust and agile supply chain forms the backbone of the business. Ethical and sustainable sourcing practices mitigate risks, and enhance reputation and brand image. On the other hand, efficiently managed uninterrupted distribution network ensures that the customers and business are well served.	BCCL has been working towards strengthening its supply chain and has formulated a sustainable sourcing policy which encourages suppliers to take steps aligning them with the company's sustainability vision.	Positive: Improvement in long-term sustainability and competitiveness in the market due to reduced environmental impact.
6	Corporate Governance & Compliance	Risk	Corporate governance and compliance failures can lead to a range of risks and significant negative impacts on a company's financial, operational, and reputational performance, and should be addressed with diligence and transparency.	Strong management teams and compliance with relevant mandatory and non-mandatory governance practices.	Negative: Any regulatory or compliance failure can lead to financial implications
7	Responsible Marketing and Communication	Risk/ Opportunity.	By promoting ethical, sustainable, and healthy products and practices, companies can attract and retain customers who value these attributes. It also helps ensure compliance with regulations and avoid potential legal or financial consequences. Whereas, risks associated with irresponsible marketing practices might lead to reputational damage, decline in market share, consumer trust and negative publicity on media platforms.	Complying with all the required regulations to avoid any potential legal or financial consequences and establishing an ethical guideline to ensure consumer privacy, responsible advertising and transparency of disclosures.	Positive: Effective and responsible marketing and communication creates positive customer experience leading to enhanced brand loyalty. Negative: Inadequate/inaccurate disclosures and lack of transparency can include breaches related to consumer laws and may lead to government levied fines and penalties.
8	Business Ethics and Values	Risk	Ethical behaviour reflects a company's commitment to responsible and sustainable business practices, which is an important consideration for the employees, responsible investors, customers, and communities.	We encourage our employees and partners to follow the code of conduct in all forms	Negative: Irresponsible, unethical and unsustainable practice can lead to various adverse implications.

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)
9	Occupational Health and Safety	Risk	Overall, employee health and safety is critical for companies to ensure legal compliance, reduce accidents and injuries, improve productivity, enhance reputation, and fulfill social responsibility.	Strict adherence to Hazard Identification and Risk Assessment (HIRA), ISO 45001 certification	Negative: Any critical incidence or negligence can lead to various adverse implications
10	Customer Relationship Management	Opportunity	Companies that prioritize customer satisfaction and feedback results in increased customer satisfaction and enhanced customer engagement. This further leads to improved product innovation, customer trust and retention, diversity and inclusion and consumer centricity.	We have a strong market connection and we are working towards leveraging feedbacks and fostering deeper consumer engagement.	Positive: A robust customer feedback mechanism will help the organization to analyze customer satisfaction levels and identify opportunities to strengthen customer loyalty.
11	Diversity and Inclusion	Opportunity	DEI helps build a more inclusive and equitable workplace, leading to improved business performance, increased customer satisfaction, and social responsibility. DEI initiatives aim to create a diverse and inclusive work environment where employees feel valued, respected, and empowered to contribute their unique perspectives and ideas. By fostering a culture of inclusivity, organizations can attract and retain top talent, enhance innovation, and ultimately drive better business outcomes.	As part of our policy, we encourage a diverse workforce with equal opportunity in our organization.	Positive: A diverse workforce promotes inclusiveness and business performance
12	Water and Effluents	Risk	Water is a finite and critical natural resource, so its effective management is important to the business. At BCCL, we have incorporated effective water management techniques that has helped us reduce our consumption.	We are working towards reducing the consumption of water and taking steps to replenish the ground water through various initiatives.	Negative: Ineffective utilization and increased consumption can lead to creating depleted ground water levels in neighboring areas.

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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)
13	Privacy and data security	Risk	Data security is critical for any organization in this digitally connected world. Without proper data security measures, organizations are at risk of losing sensitive information, facing legal, financial and reputational consequences.	Data security related solutions for network and cyber security are implemented.	Negative: Incidents like cyber-attacks and data leaks can cost significantly in terms of business continuity and consequent financial implication.
14	Community Development	Opportunity	Communities are important part of our society thus assessment of social needs and harmonious engagement & integration is important. Identifying It's a powerful tool that addresses social and economic issues, promotes inclusivity and diversity, and empowers communities to take action. This approach leads to a mutually beneficial relationship between the community and the organization.	Strong engagement and connection with the communities where we operate	Positive: CSR activities promote goodwill and elevate reputation resulting in long term financial and reputational rewards for the Company.

SECTION B MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes, BCCL acknowledges and covers all the principles and core elements of NGRBC within its various policies adopted in the organization.								
b. Has the policy been approved by the Board? (Yes/No)	Yes. All the policies following NGRBC principles are approved by the Board.								
c. Web Link of the Policies, if available	List of Policies: 1. Code of Conduct 2. Business Responsibility Policy 3. Whistle Blower Policy 4. Board Performance Evaluation Policy 5. Policy on Prevention of Sexual Harassment at Workplace. 6. Employees-related policies 7. Corporate Social Responsibility policy 8. Risk Management Policy 9. Code of Practices Procedure for Fair Disclosure of UPSI 10. Determination of materiality of events and dissemination 11. Sustainable Sourcing Policy 12. Waste Management Policy 13. Employee Grievance Redressal Policy 14. Grievance Redressal Policy for external stakeholder 15. Code of Conduct for Regulation Monitoring-Reporting of Trading under SEBI PIT Regulations 2015 as amended 16. Dividend Distribution Policy 17. Policy on Nomination Remuneration-Corporate Governance 18. Code of Conduct for Directors and SM 19. Code for Independent Directors 20. Succession Plan for Board and Senior Management 21. Related Party Transaction Policy 22. Policy on Material Subsidiary 23. Familiarization programme for Independent Directors 24. Policy on Archival and Preservation of documents 25. Policy for hiring employees or former employees of Independent Auditors 26. Brand Protection Policy. 27. HIV and AIDS Policy 28. Contract Management Policy Weblink of the policies: https://www.bajajconsumercare.com/policies.php Few policies are hosted on the internal applications of the Company.								

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Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The company has ensured to implement its policies into procedures across the organization.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The company values all its stakeholders and makes sure that all the policies are in line of identifying and mitigating the issues associated with all the value chain partners.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trust) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ol style="list-style-type: none"> ISO 9001(QMS),14001 (EMS),45001 (OHSAS) certifications GMP certification HALAL certification NABL certification FSSAI license for coconut oil FDA & AYUSH certification 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please refer Point no 6.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We have defined our medium-term goals in Water, CO2 emissions, and waste with the baseline of FY 2021-2022. The numbers are enumerated below:								

Description	Baseline FY 21-22	FY 23-24	FY 24-25	FY 25-26	Improvement FY 25-26 vs FY 21-22	Improvement FY 25-26 vs FY 24-25
Water (Lit/KL)	737	351	335	298	60%	11%
CO2e (Kg/KL) (Scope 1 + Scope 2)	76.5	63.5	57.7	53.1	31%	8%
Wastage (Kg/KL)	48	32	37	34	28%	8%

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	BCCL understands that an organization's long-term success is to a great extent determined by how proactively it responds to its environmental, social, and governance dimensions. BCCL is working towards building a brighter future that transcends beyond the mainstream approach of profitability to sustainability, inclusivity, and prosperity.			
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/(ies).	The Risk Management & ESG Committee of the Board shall review and oversee the implementation of the Sustainability Policies of the Company.			
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Risk Management & ESG Committee of the Board of Directors of the Company shall be responsible to take decisions on sustainability-related issues of the Company. Following is the composition of Committee as on March 31, 2026			
	Name of Member	DIN	Designation	Role
	Mr. Anupam Dutta	01626554	Independent & Non-Executive Director	Chairman
	Mr. Naveen Pandey	09584377	Non-Independent & Executive	Member
	Ms. Lilian Jessie Paul	02864506	Independent & Non-Executive	Member
	Mr. Rajesh Menon	NA	Head Supply Chain, Operations & IT	Member

10. Details of Review of NGRBCs by the Company:

Sr. No	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow-up action	The Senior Management reviews and evaluates the Company’s policies. During this evaluation, the policy’s effective implementation is assessed. Requisite adjustments in policies and procedures are adopted on need basis.									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Board of Directors of the Company review the status of all applicable statutory compliance on quarterly basis.									Quarterly								

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No, the Company has not engaged any external agency for independent assessment / evaluation of the working of its policies.								

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

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

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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 programs on any of the principles during the financial year:

Segment	Total number of training and awareness programs held	Topics / Principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	04	Familiarization session on Company's business, strategic directions, organizational structure, detailed business updates along with key functional priorities and industry overview during Board meetings.	100%
Key Managerial Personnel	4 E-learning Modules	<ul style="list-style-type: none"> Prevention of Sexual Harassment (POSH) Code of Conduct Whistle Blower Policy SEBI (Prohibition of Insider Trading Code) 2015 	100%
Employees other than Board of Directors and KMPs	6 Classroom program & 5 E-Learning modules	<p>The following topics are covered under the training programs</p> <ul style="list-style-type: none"> Prevention of Sexual Harassment (POSH) Managerial development Code of Conduct Brand Protection Skill development 	93%
Workers	15 Modules	<p>The following topics are covered under the training program:</p> <ul style="list-style-type: none"> Fire Fighting & Fire Safety General Safety Awareness Training Tool- Box Training Machine Safety Training Training on unsafe act & condition Health & safety measures training Material Handling & Issuance Material receiving & Verification Critical to quality process Defects category Root cause analysis Troubleshooting Changeover Basic maintenance TPM 	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					
Category	NGRBC Principle	Name of the regulatory / enforcement agencies / judicial institutions	Amount (in ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty 1	Principle 1	The Deputy Commercial Tax Officer, Erode, Tamil Nadu	65,657	Demand of tax under Section 129(3) for FY 25-26 of the CGST Act, 2017, order passed by the Office of the Deputy Commercial Tax Officer, State/UT: Tamil Nadu, on account of goods being dispatched from an unregistered place.	Yes
Penalty 2	Principle1	The Assistant Commissioner of State Tax, Cuttack-I, West Circle: Cuttack, Odisha.	2,723,684	Demand of tax under section 73 of the CGST Act, 2017, on account of alleged GST credit mismatch aggregating to Rs 27,23,684, and a penalty of Rs 2,72,368 has been imposed under section 73(9) of the CGST Act 2017	Yes
Penalty 3	Principle1	The Commissioner, CGST (Appeals), Dehradun.	2,89,69,633	Demand of tax under section 73 and section 74 of the CGST Act, 2017, on account of alleged HSN classification & GST credit mismatch aggregating to Rs 2,89,69,633 and penalty of Rs 2,81,22,756 has been imposed under section 74(11) read with section 122(2) of the CGST Act 2017	Yes
Penalty 4	Principle1	The Superintendent, Tax officer	24,74,017	Demand of tax under section 73 of CGST Act 2017, on account of the disallowance of the GST credit with a declared tax value of Rs. 24,74,017/- along with penalty of Rs. 2,47,401/-.	Yes
Penalty 5	Principle1	The Superintendent ASD-3 Central Tax South Commissionerate.	13,94,289	Demand of tax under Section 73 of the CGST Act, 2017, on account of the disallowance of the GST credit with a declared tax value of Rs. 13,94,289. Penalty of Rs. 1,72,756 has been imposed under Section 73 of the CGST Act, 2017.	Yes
Penalty 6	Principle1	The Deputy Commercial Tax Officer.	51,75,117	Demand of tax under section 73(9) of CGST/BGST Act 2017, on account of the disallowance of the GST credit with a declared tax value of Rs. 51,75,117 along with penalty of Rs.5,17,513. Also, Interest of Rs. 34,93,202 under section 50 of the CGST Act, 2017 has been levied.	Yes

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Non-Monetary			
NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment	No such punishments were enforced during the reporting period.		

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.

No.	Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
1	Penalty 1	The Deputy Commercial Tax Officer, Erode (Tamil Nadu)
2	Penalty 2	The Assistant Commissioner of State Tax
3	Penalty 3	The Commissioner, CGST Commissionerate (Dehradun)
4	Penalty 4	The Assistant Commissioner
5	Penalty 5	The Superintendent, Central Tax, South Commissionerate
6	Penalty 6	The Deputy Commissioner of State Tax

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.

The Company has an anti-corruption and anti-bribery policy as a part of the Code of Conduct to avoid facilitation of any kind of bribery. The Company has an ethos of maintaining high ethical standards and all the employees are expected to act with personal and professional integrity and maintain honest and ethical conduct while working. BCCL does not encourage any form of bribery or corruption whether direct or indirect by employees or its business partners.

The Company's code of conduct is available on the company's website: Policies | Investors | Bajaj Consumer Care Ltd

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

No such action has been taken against any of the above categories of personnel during the financial year 2025-26.

	FY'2025-26		FY'2024-25	
Directors	0	0	0	0
KMPs	0	0	0	0
Employees	0	0	0	0
Workers	0	0	0	0

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

	FY'2025-26		FY'2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of directors	Nil	-	Nil	-
Number of complaints received in relation to issues of conflict of interest of KMPs	Nil	-	Nil	-

- 7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.- NA.
- 8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY'2025-26	FY'2024-25
Number of days of accounts payables	54	52

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	FY' 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	3.01%	2%
	b. Number of trading houses where purchases are made from	15	16
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	3.01%	2%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	100%	100%
	b. Number of dealers / distributors to whom sales are made	2526	2259
	c. Sales to top 10 dealers / distributors as % of total sales to dealers/ distributors	5.71%	5.57%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.4%	NIL
	b. Sales (Sales to related parties / Total Sales)	0.7%	1.1%
	c. Loans & Advances (Loans & advances given to related parties / Total loans & advances)	NIL	NIL
	d. Investments (Investments in related parties / Total investment made)	9.6%	10.7%

Business Responsibility & Sustainability Report

PRINCIPLE 2

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

Essential Indicators

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

Type	Current Financial Year FY 2025-26	Previous Financial Year FY 2024-25	Details of improvements in environmental and social impacts
R&D	65.41	46.45	Our consumer first approach guides us in developing consumer centric products for hair & skin wellness. We continuously improve quality of products to provide best value to our consumers. Efforts are also made through our packaging development to reduce our plastic footprint through reduction, reuse and recycle of pre-consumer and post-consumer plastic.
Capex	1.00	36.67	The investments done in the previous 2 years have continued to benefit us in the areas of water conservation and carbon footprint reduction.

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

Yes, BCCL has formulated a sustainable sourcing policy which guides us in terms of vendor onboarding as well as regular follow up audits and checks done at the vendor's sites. The Company has processes of assessing and auditing vendors in compliance with local statutory laws which mandate payment of minimum wages, restriction of child labor, other labor laws, and other environmental or pollution compliances.

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

96.46% of the input has been sourced sustainably for FY 2025-26 as per our sustainable sourcing policy.

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.

Type of Product	Process
Plastics (including packaging)	Plastic Waste generated by the Company is recycled and / or disposed as per the EPR guidelines.
E-waste	BCCL engages with certified e-waste vendors for disposal / recycle of e-waste.
Hazardous waste	Hazardous waste is disposed of through authorized vendors.
Other waste	All other waste such as scrap is disposed off from time to time through authorized vendors.

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, EPR is applicable to BCCL's usage of plastic packaging for its products. The Company complied with the requirement of Plastic Waste Management Rules, 2016 and subsequent amendments thereto.

PRINCIPLE 3

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)	
PERMANENT EMPLOYEES											
Male	441	441	100%	441	100%	NA	NA	441	100%	0	0%
Female	35	35	100%	35	100%	35	100%	NA	NA	0	0%
Total	476	476	100%	476	100%	35	7%	441	93%	0	0%
OTHER THAN PERMANENT EMPLOYEES											
Male	34	34	100%	34	100%	NA	NA	0	0%	0	0%
Female	12	12	100%	12	100%	12	100%	NA	NA	0	0%
Total	46	46	100%	46	100%	12	26%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day care Facilities	
	No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)	
PERMANENT WORKERS											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
OTHER THAN PERMANENT WORKERS											
Male	207	207	100%	207	100%	NA	NA	0	0%	70	34%
Female	100	100	100%	100	100%	100	100%	NA	NA	30	30%
Total	307	307	100%	307	100%	100	100%	0	0%	100	33%

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.14%	0.15%

Business Responsibility & Sustainability Report

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	100%	Y	100%	100%	Y
Others- Please Specify			NA			

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, the Company has ensured that necessary measures are taken in both the plants and the Corporate Office to provide access to the differently abled persons to the various areas of operation. The Company recognizes and is working towards improving infrastructure for eliminating barriers to accessibility for differently abled persons in its other premises.

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 recognizes the importance of providing equal opportunities. The central aspect of our culture has been a sense of "one BCCL Family". Our Business Responsibility Policy mandates equal opportunities during recruitment and employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation. The policy for Equal Opportunity is uploaded on the website of the organization i.e. <https://www.bajajconSUMERcare.com/policies.php>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	N.A.	N.A.
Female	100%	100%	N.A.	N.A.
Total	100%	100%	N.A.	N.A.

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	In case of any grievances, contract workers are encouraged to contact our shift supervisors and Unit HR in addition to their contractor & contractor supervisors. All grievances are looked into and adequate measures are taken to redress them.
Permanent Employees	The Company has Grievance Redressal and Whistle Blower Policies in place that provide guidance to raise complaints in case of concerns. These policies are available on the employee portal of the Company. There are dedicated teams that are responsible for addressing the respective complaints.
Other than Permanent Employees	The Company has Grievance Redressal and Whistle Blower Policies in place that provide guidance to raise complaints in case of concerns. These policies are available on the employee portal of the Company. There are dedicated teams that are responsible for addressing the respective complaints.

Business Responsibility & Sustainability Report

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 a system?

Yes. BCCL remains committed to providing a safe, healthy and inclusive workplace across all its manufacturing locations. The Company has established adequate safety infrastructure, standard operating procedures, and risk management systems to prevent workplace incidents and ensure employee well-being. Health and safety measures are periodically reviewed and strengthened in line with regulatory requirements and industry best practices.

To further enhance safety performance, the Company engages external experts to conduct regular safety audits and risk assessments across its facilities. Observations and recommendations arising from such assessments are reviewed by the management, and necessary corrective and preventive actions are implemented in a time-bound manner.

BCCL promotes a participative approach towards workplace safety by encouraging employees and workers to actively contribute during safety trainings, awareness programs and committee meetings. Suggestions received from employees are evaluated and implemented to strengthen the safety culture and improve operational practices.

In addition to physical safety, the Company also focuses on the overall well-being of employees. Periodic health check-ups, wellness initiatives, and awareness sessions with medical practitioners and well-being experts are organized to support both physical and mental health. These initiatives reflect BCCL's continued commitment to safeguarding employee health, enhancing workplace safety, and promoting a culture of care and responsibility across the organization.

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

BCCL has implemented a structured Risk Identification and Management framework to identify and mitigate risks related to employee health, safety, and workplace well-being across its operations.

The Company follows established risk assessment methodologies, including Hazard Identification and Risk Assessment (HIRA), to evaluate routine operational activities and identify significant risks. Based on the assessment outcomes, appropriate control measures and mitigation plans are implemented to minimize potential hazards.

All manufacturing sites operate in alignment with internationally recognized standards such as ISO 45001, ensuring systematic management of occupational health and safety risks. The Company also evaluates non-routine and high-risk activities through Job Safety Analysis (JSA) and a robust work permit system to ensure that adequate precautions are taken prior to execution.

Through these structured processes, BCCL ensures that operational risks are proactively identified, regularly reviewed, and effectively controlled. This risk-based approach supports continuous improvement in workplace safety, strengthens operational resilience, and reinforces the Company's commitment to safeguarding employee health and well-being.

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

Yes, BCCL has established mechanisms to ensure timely identification and reporting of work-related hazards across its operations. Employees and workers are encouraged to actively participate in regular safety meetings, training programs, and awareness sessions conducted at manufacturing sites, fostering a culture of shared responsibility towards workplace safety.

The Company promotes proactive reporting of unsafe acts, near misses, and unsafe working conditions. All reported observations are systematically reviewed, and appropriate corrective and preventive actions are implemented in a time bound manner. These measures are monitored to ensure effective closure and to mitigate any potential hazards.

Through this participative and structured approach, BCCL aims to strengthen its safety culture, enhance risk awareness, and ensure a safe and healthy working environment for all employees and stakeholders.

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

Yes, BCCL provides access to medical benefits for all permanent employees and their eligible family members through Company-provided or Company-supported healthcare programs. The Company also facilitates periodic and annual health check-ups for selected employees, aimed at early identification of health risks and promoting preventive healthcare practices.

To ensure timely access to medical support, BCCL has established tie-ups with hospitals and healthcare providers located near its manufacturing facilities. Employees and workers can avail themselves of medical consultation and treatment services through these empanelled healthcare institutions.

In addition, the Company organizes regular on-site doctor visits at manufacturing locations, enabling employees and workers to seek medical advice and address health concerns promptly. These initiatives reflect BCCL's commitment to promoting employee health, enhancing access to healthcare, and supporting overall workforce well-being.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers		
Total recordable work-related injuries	Employees	Nil	Nil
	Workers		
No. of fatalities	Employees	Nil	Nil
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers		

* Including in the contract workforce.

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

Some of the measures taken by the entity are as below:

BCCL ensures implementation of necessary safety measures across all areas of its operations to maintain a safe and healthy workplace. The Company has established structured assessment and reporting mechanisms to identify unsafe acts and conditions, enabling timely corrective and preventive actions and ensuring effective closure of identified risks.

Third-party safety audits are conducted periodically across manufacturing locations, and recommendations arising from such audits are reviewed and implemented to strengthen safety controls. In addition, designated safety personnel conduct regular internal safety audits to identify potential risks and initiate mitigation actions in a time-bound manner.

The Company also conducts regular safety awareness programs and training sessions covering topics such as road safety, fire safety, emergency preparedness, and workplace hazard management. These initiatives aim to enhance employee awareness and promote safe work practices across all levels of the organization.

BCCL follows Hazard Identification and Risk Assessment (HIRA) processes to proactively identify operational risks and implement appropriate control measures to maintain a hazard-free workplace. Further, the Company has established emergency response plans for identified risks and conducts periodic mock drills across manufacturing facilities to ensure preparedness and effective response during emergency situations.

Business Responsibility & Sustainability Report

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	10	0	All the complaints are addressed appropriately	8	0	All the complaints are addressed appropriately
Health & Safety	11	0		10	0	

14. Assessments for the year:

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

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

BCCL conducts periodic internal audits and safety checks across its manufacturing units and corporate operations to evaluate compliance with established health, safety, and operational standards. Based on the audit findings, appropriate corrective and preventive actions are identified and implemented in a time-bound manner to address gaps and strengthen control mechanisms.

In the event of workplace incidents, detailed investigations are carried out to determine root causes and identify corrective measures to prevent recurrence. Key learnings and insights from such investigations are communicated across locations at regular intervals to drive continuous improvement and enhance safety awareness throughout the organization.

Based on assessments and audit observations, the Company has implemented several corrective and preventive measures, including:

- Implementation of additional control measures, such as restricting movement of workers and employees in finished goods dispatch areas, to minimize the risk of workplace incidents.
- Installation of adequate machine guarding for all rotating equipment to prevent potential injuries and enhance operational safety.
- Conducting electrical safety awareness drives to educate employees and workers of risks associated with electrical equipment and safe handling practices.
- Communication of safety procedures and emergency protocols to all visitors through mandatory safety induction videos at plant entry points.

These initiatives reflect BCCL's commitment to strengthening workplace safety, minimizing operational risks, and promoting a culture of continuous improvement across all its operations.

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 key stakeholder is defined as an individual, group of people or institution that would add value to the business. BCCL has identified both internal and external stakeholders along with an engagement plan. It is committed to engaging with all its stakeholders to understand their perspectives and concerns to craft strategies and policies to deliver long-term value. Constructive communication with internal and external stakeholders is an important exercise that helps with valuable insights to shape our priorities and strategy concerning our commitment and growth plans.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of engagement (Annually/Half Yearly/ Quarterly / Others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Email, noticeboard, intranet, SMS, Meetings, Website, periodic Town halls, employee engagement surveys, conferences, offsite training programs etc.	Frequency is decided based on the nature of communication	Talent Management, Learning & Development, Hiring, Engagement, Rewards & Recognition, Update on Company's performances
Shareholders	No	Email, newspapers, intimation to stock exchanges, website, investor conferences, general meetings etc.	Quarterly/ Annually /need basis	Notices of General Meetings, dividend intimations, analyst meets, disclosure of financial results and other corporate actions and disclosures.
Investors and other External Channels	No	Emails, SMS, ads, website, newspaper	Quarterly/Need basis	General updates, Business Performance, and other Miscellaneous information
Vendors / Suppliers	No	Email, phone, web portal, meetings etc.	Daily, monthly	Discussions around purchase strategies and supply/ operational issues
Community	Yes	Emails, website, pamphlets, newspaper, meetings	As and when required	To identify community needs and concerns by conducting Community Problem Analysis, Focus Group Discussion (FGDs), Prioritization and develop Participatory Action Plan by incorporating needs & concerns raised during dialogue & engagement processes with community.
Board of Directors	No	Notice & Agenda of Committee & Board Meetings, Emails	Quarterly and need basis	Approval of financials and other corporate actions, update on business operations and other related matters.

Business Responsibility & Sustainability Report

PRINCIPLE 5

Businesses should respect and promote human rights.

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of Employees/ Workers covered (B)	% (B/A)	Total (C)	No. of Employees/ Workers covered (D)	% (D/C)
EMPLOYEES						
Permanent	476	476	100%	503	503	100%
Other than Permanent	46	46	100%	46	12	26%
Total Employees	522	522	100%	549	515	94%
WORKERS						
Permanent	0	0	0	0	0	0
Other than Permanent	307	0	0	356	0	0
Total Workers	307	0	0	356	0	0

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

Category	FY' 2025-26					FY' 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent	476	0	0	476	100%	503	0	0	503	100%
Male	441	0	0	441	100%	462	0	0	462	100%
Female	35	0	0	35	100%	41	0	0	41	100%
Other than Permanent	46	0	0	46	100%	46	0	0	46	100%
Male	34	0	0	34	100%	34	0	0	34	100%
Female	12	0	0	12	100%	12	0	0	12	100%
Workers										
Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent	307	270	88%	37	12%	356	304	85%	52	15%
Male	207	171	83%	36	17%	230	180	78%	50	22%
Female	100	99	99%	1	1%	126	124	98%	2	2%

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

a. Median remuneration / wages

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (p.a.)	Number	Median remuneration/ salary/ wages of respective category (p.a.)
Board of Directors (BoD)	7	15.25 (in lakhs)	1	11 (in lakhs)
Key Managerial Personnel	3	117.2 (in lakhs)	0	0
Employees other than BoD and KMP	438	10.5 (in lakhs)	35	17.8 (in lakhs)
Workers	0	0	0	0

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	7.9%	9.2%

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

Yes, the Company has teams in places to address human rights issues. The company has also established the POSH Internal Complaints Committee (ICC) to deal with sexual harassment cases reported by any worker or employee.

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

Guidance on human rights related issues is covered as a part of BCCL's Code of Conduct. The Company has a Whistle Blower Policy that allows and encourages its stakeholders to raise concerns about violations against the Code of Conduct. Any concerns reported are addressed by appropriate teams. Additionally, the Company has also established Internal Complaints Committee (ICC) under the provisions of POSH Act for dealing with any complaint or issues with respect to sexual harassment.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	The investigation was duly completed within timelines	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour / Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human Rights related issues	0	0	-	0	0	-

Business Responsibility & Sustainability Report

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

	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	1	0
Complaints on POSH as a % of female employees / workers	0.68%	0
Complaints on POSH upheld	0	0

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

BCCL policies ensure that the complete confidentiality of the complainants is always maintained to prevent any adverse consequences to the complainants.

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

Yes, the Company understands and values the importance of human rights and hence human rights requirements are a part of business agreements and contracts.

10. Assessments for the year:

	% of plants and offices that were assessed (by company 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	NA

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

Not applicable, there were no significant risks/ concerns that needed corrective actions.

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	FY 2024-25
From renewable resources		
Total electricity consumption (A)	313	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) – in GJ	313	0
Total electricity consumption (D) – in GJ	3036	3511
Total fuel consumption (E)	533	491
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F) – in GJ	3569	4002
Total energy consumed (A+B+C+D+E+F)	3882	4002
Energy intensity per rupee of turnover (Total energy consumed / revenue from operations)	359	431
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * (Total energy consumed /Revenue from operations adjusted for PPP) in Joules/INR	7304	8913
Energy intensity in terms of physical output	8.15	7.96
Energy intensity (optional) – the relevant metric may be selected by the entity	0.26	0.28

*the physical output : full time employees (FTE)

* For calculation of Revenue from Operations adjusted Purchasing power parity (PPP), conversion factor @ 20.34 INR/USD as per IMF has been considered for FY 2025-26 (Source: <https://www.imf.org/external/datamapper/PPPEX@WE0/OEMDC>).

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – No

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

The Company as of now does not have any sites or facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) scheme of the Government of India.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater (KL)	3685	3888
(iii) Third party water	767	920
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	4452	4808
Total volume of water consumption (in kiloliters)	4452	4808
Water intensity per rupee of turnover (Water consumed / turnover) (Litre/INR)	0.000412	0.000518
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP)	0.0084	0.0107
Water intensity in terms of physical output	9.35	9.56
Water intensity (optional) – the relevant metric may be selected by the entity	298.21	335.37

*The physical output : fulltime employees (FTE)

* For calculation of Revenue from Operations adjusted Purchasing power parity (PPP), conversion factor @ 20.34 INR/USD as per IMF has been considered for FY 2025-26 [Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>].

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency – No.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater (KL)	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	542	555
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	542	555

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.

BCCL understands the criticality of water and we are working towards integrating water neutrality in our operations. The Company has taken initiatives towards being a Zero Liquid Discharge Operations by investing in STP in our plant at Paonta Sahib Site and upgrading the ETP facilities at our operations in Guwahati. We have stopped sending any discharged water outside Paonta Sahib Site from July 2023 onwards.

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	FY 2024-25
NOx	g/Kw-hr	0.1	0.2
Sox	mg/Nm ³	Not detected	Not detected
Particulate matter (PM)	g/KW-hr	0.02	0.03
Hydrocarbon	%	Not detected	Not detected
Carbon monoxide	g/Kw-hr	1.19	1.82
Hazardous air Pollutants (HAP)	mg/Nm ³	Not detected	Not detected
Others – please specify	mg/Nm ³	NA	NA

* Volatile organic Compounds (VOC)- Carbon monoxide

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

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	39.8	36.7
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	753.5	790.0
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Gm/Rupee	0.07	0.09
Total Scope 1 and 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* Total Scope 1 and Scope 2 GHG Emission / Revenue from operations adjusted for PPP)	Gm/Rupee	1.49	1.84
Total Scope 1 and 2 emission intensity in terms of physical output	MT/PAX	1.67	1.64
Total Scope 1 and 2 emission intensity (optional) – the relevant metric may be selected by the entity	Kg/kl	53	58

*The physical output: Full time employees (FTE).

* For calculation of Revenue from Operations adjusted Purchasing power parity (PPP), conversion factor @ 20.34 INR/USD as per IMF has been considered for FY 2025-26 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEQ/OEMDC>).

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

Business Responsibility & Sustainability Report

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

Yes, the Company has undertaken various projects to ensure the reduction in greenhouse gas emissions and invested in carbon efficient technologies in our plants to reduce the overall energy intensity. Several projects have been initiated to reduce Carbon emission like Installation of VFD in continuous running motor to improve energy efficiency, Line synchronization and interlocking to eliminate idle run, Astronomical Timer Installation in peripheral Lighting Circuit, Line Speed enhancement, Auto Shutting off in shrink tunnel during lunch time, Replaced aluminum pipelines with GI pipelines, minimized air leakages and significantly improved compressor efficiency, End of the line Automation in HSL (High Speed Line) to improve energy efficiency by avoiding the continuous run of Packing Conveyor.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	78.0	115.1
E-waste (B)	0.401	0.023
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	22.9	17.6
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	409.6	403.3
Total (A+B + C + D + E + F + G + H)	510.9	536.0
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) Gram/INR)	0.047	0.058
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.961	1.194
Waste intensity in terms of physical output	1.1	1.1
Waste intensity (optional) – the relevant metric may be selected by the entity	34	37
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	81.2	62.0
(ii) Re-used	NIL	NIL
(iii) Other recovery operations	NIL	NIL
Total	81.2	62.0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	NIL	NIL
(ii) Landfilling	NIL	NIL
(iii) Other disposal operations	429.8	474.0
Total	429.8	474.0

* The physical output: Full time employees (FTE).

* For calculation of Revenue from Operations adjusted Purchasing power parity (PPP), conversion factor @ 20.34 INR/USD as per IMF has been considered for FY 2025-26 (Source: <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>).

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

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.

We understand the impact of waste and toxins is detrimental to our surroundings and are taking all necessary steps to manage waste. We dispose of the hazardous and other toxic wastes through -authorized vendors registered with the Pollution Control Board who further dispose of the waste as per government guidelines.

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

S.No	Location of operations / offices	Type of operations	Whether the conditions of environmental approvals/clearance are being complied with? (Yes/No) If no, the reasons thereof and corrective action taken, if any
NA		NA	NA

None of our operations are in/around the ecologically sensitive areas for which environmental approvals/clearances are required.

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 the project	EIA notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Weblink
NA	NA	NA	NA	NA	NA

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:

The Company is in compliance with all applicable environmental related legislation in force.

Business Responsibility & Sustainability Report

PRINCIPLE 7

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

Essential Indicators

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

The Company has affiliations with 5 trade and industry associations.

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	Indian Society of Advertisers	National
2	Advertising Standards Council of India (ASCI)	National
3	Indian Beauty & Hygiene Association	National
4	Confederation of Indian Industry	National
5	Udaipur Chamber of Commerce	State

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 is taken
There have been no issues of anti-competitive conduct levied against the Company during the reporting period.		

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 of the Project	SIA Notification No.	Date of Notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
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The Company has not conducted Social Impact Assessments (SIA) of projects undertaken by the Company based on applicable laws, in the current financial year

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

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

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

To effectively address community grievances, the Company engages in regular dialogue and stakeholder interactions, aiming to understand concerns at the grassroots level. Emphasis is placed on resolving issues through mutual understanding and constructive communication.

Additionally, the Company’s CSR implementing agency maintains ongoing coordination with government officials from departments such as agriculture, animal husbandry, irrigation, forestry, MEDA, and other relevant stakeholders to facilitate collaboration on developmental initiatives

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	25.71%	16.9%
Directly from within India	87.15%	91.3%

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	FY 2024-25
Rural	9.8%	9.5%
Semi-urban	0.2%	0.2%
Urban	25.7%	25.4%
Metropolitan	64.3%	64.9%

(Place to be categorized as per RBI Classification System – rural / semi-urban/ urban / metropolitan

Business Responsibility & Sustainability 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.

BCCL has a well-established consumer complaint management cell called the "Voice of the Customer Cell". The cell addresses consumers' feedback about their experiences, quality and expectations from products. Consumer complaints, feedback and expectations of consumers to improve consumer satisfaction and loyalty on consumer needs, expectations, understandings, and product improvement are recorded and responded to in a time-bound manner.

Feedback is received via E-mails, Calls and SMSs from external customers as well as internal team members of the Company and resolution is provided within a reasonable time frame.

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

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

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

	FY' 2025-26			FY' 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others	73	0	Consumer complaints pertaining to products are addressed and resolved.	114	0	Consumer complaints pertaining to products are addressed and resolved.

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

Yes. The Risk management & ESG committee has adopted a framework that monitors and reviews cyber security and data privacy risks that the Company could be exposed to. It also defines measurements for risk mitigation and identification of risks in the systems and processes for internal controls.

The Company also has a Cookies and Privacy Policy and is available on the Company website at <https://www.bajajconsumercare.com/Cookies-&-Privacy-Policy.php>

The Data Protection Policy of the Company can be accessed at <https://www.bajajconsumercare.com/Data-Protection-Policy.php>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Nil. BCCL ensures to adhere to all the applicable rules and regulations.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches- NIL
- b. Percentage of data breaches involving personally identifiable information of customers- NIL
- c. Impact, if any, of the data breaches- NA