



Ref: KRBL/SE/2026-27/41

September 2, 2026

The General Manager Department of Corporate Services BSE Limited Floor 25, Phiroze Jeejeebhoy Towers Dalal Street, Mumbai – 400 001	National Stock Exchange of India Limited “Exchange Plaza”, C-1, Block-G Bandra-Kurla Complex Bandra (E), Mumbai-400051
Scrip Code: 530813	Symbol: KRBL
ISIN: INE001B01026	

Sub: Business Responsibility and Sustainability Report for the financial year ended March 31, 2026.

Dear Sir/Madam,

Pursuant to the provisions of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for the financial year ended March 31, 2026, which forms an integral part of the Annual Report for the financial year ended March 2026.

The above information will also be available on the Company's website at www.krblrice.com under the head 'Investor Relations'.

You are requested to kindly take the same on record.

Thanking you,

Yours Faithfully,

For KRBL Limited

Shubham
Kandhway
Digitally signed by
Shubham Kandhway
Date: 2026.09.02
19:36:39 +05'30'

Shubham Kandhway
Company Secretary & Compliance Officer
M. No. – F10757

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

FY2025-26

SECTION A: GENERAL DISCLOSURES

I. DETAILS OF THE LISTED ENTITY

1. Corporate Identity Number (CIN) of the Company	L01111DL1993PLC052845
2. Name of the Company	KRBL Limited
3. Year of Incorporation	1993
4. Registered Office Address	5190, Lahori Gate, Delhi – 110006
5. Corporate Address	C-32, 5 th & 6 th Floor, Sector-62, Noida (UP), India – 201301
6. E-mail ID	investor@krblindia.com , cs@krblindia.com
7. Telephone	0120-4060300/0120-4060365
8. Website	http://www.krblrice.com/
9. Financial Year for Which Reporting is Being Done	FY2025-26
10. Name of the Stock Exchange(s) Where Shares Are Listed	National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11. Paid-Up Capital	₹22,88,89,892
12. Name and Contact Details of the Person Who May Be Contacted in Case of any Queries on the BRSR Report	Name: Mr Shubham Kandhway, Company Secretary and Compliance Officer E-mail: cs@krblindia.com Telephone: +91-120-4060300
13. Reporting Boundary	The disclosure made under this report are on a Standalone basis.
14. Name of Assessment or Assurance Provider	Not applicable for this year
15. Type of Assessment or Assurance Obtained	Not applicable for this year

II. PRODUCTS/SERVICES

16. Details of Business Activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover
1.	Manufacturing	Manufacture of Food Products	97.98
2.	Electricity Supply	Electric Power Generation	1.62

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

S. No.	Product/Service	NIC Code	% of Total Turnover Contributed
1.	Manufacture of Food Products (Rice, Chia Seeds, Flax Seeds, Quinoa, Glucose, Edible Oil, etc.)	106	97.98
2.	Electric Power Generation (Solar Energy and Other Non-Conventional Sources)	351	1.62

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	-	-	-

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (Number. of States)	Pan India (28 States and 8 Union Territories)
International (Number. of Countries)	90+ Countries

The Company has a nationwide presence, serving all states and union territories across India, and exports its products to over 90 countries globally.

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

25.50%

c. A brief on types of customers

The Company serves a diverse and extensive customer base across the globe, comprising end consumers, channel partners including distributors, wholesalers, retailers, and institutional buyers, which includes modern trade, hotels, restaurants, caterers, and e-commerce partners. Our Flagship Brand “India Gate”, the World’s No. 1 Basmati Rice Brand*, is also a household name in India for premium basmati rice reaching over 1.2 Crore Indian kitchens. The Company has a diversified portfolio of consumer foods including Regional Rice, Biryani Masalas, Edible Oils, Brown Rice, Quinoa, Chia Seeds, and Flax Seeds. Our customers have maintained strong, long-term relationships with the Company for more than 26 years, reflecting the Company’s commitment to lasting partnerships.

**As per Secondary Market Research Report, MAT June 2022*

IV. EMPLOYEES

20. Details as at end of the Financial Year

a. Employees and Workers (Including Differently Abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	2,618	2,537	96.91	81	3.09
2.	Other Than Permanent (E)	159	154	96.86	5	3.14
3.	Total Employees (D+E)	2,777	2,691	96.90	86	3.10
WORKERS						
4.	Permanent (F)	467	443	94.86	24	5.14
5.	Other Than Permanent (G)	369	316	85.64	53	14.36
6.	Total Workers (F+G)	836	759	90.79	77	9.21

b. Differently-Abled Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY-ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other Than Permanent (E)	-	-	-	-	-
3.	Total Differently-Abled Employees (D+E)	-	-	-	-	-
DIFFERENTLY-ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other Than Permanent (G)	-	-	-	-	-
6.	Total Differently-Abled Workers (F+G)	-	-	-	-	-

21. Participation/Inclusion/Representation of Women:

	Total (A)	Number and Percentage of Females	
		No. (B)	% (B/A)
Board of Directors	8 [@]	2	25.00
Key Management Personnel*	6 [#]	1	16.67

**Includes Executive Directors, Chief Financial Officer and Company Secretary.*

[#]During the year under review, Mr Piyush Asija tendered his resignation from the position of Company Secretary and Compliance Officer of the Company with effect from the close of business hours on 27 February 2026.

[@]During the year under review, Mr Ashok Pai (DIN: 06874699) tendered his resignation from the Directorship of the Company with effect from the close of business hours on 8 April 2025 and Mr Anil Kumar Chaudhary (DIN: 03256818) tendered his resignation from the Directorship of the Company with effect from the close of business hours on 8 September 2025.

22. Turnover Rate for Permanent Employees and Workers:

	FY2025-26			FY2024-25			FY2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.12%	21.58%	11.42%	11.27%	17.82%	11.42%	13.19%	23.38%	13.40%
Permanent Workers	22.24%	9.68%	21.54%	17.08%	2.38%	16.23%	17.98%	4.17%	17.19%

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

23. Names of Holding/Subsidiary/Associate Companies/Joint Ventures:

S. No.	Name of Holding/Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of listed entity? *(Yes/No)
1.	KRBL DMCC	Wholly Owned Subsidiary	100	Yes
2.	K B Exports Private Limited	Subsidiary	70	Yes
3.	KRBL LLC	Step Down Subsidiary	100*	Yes

#Subsequent to the close of year under review, name of KRBL DMCC was changed to KRBL FZCO.

*through KRBL FZCO (KRBL DMCC)

VI. CSR DETAILS

24. i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii) Turnover for the financial year ended 31 March 2026: ₹6,098 Cr

iii) Net worth as on 31 March 2026: ₹5,796 Cr

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 (NGRBC):

Stakeholders are a fundamental component of our organisational strategy and responsible business practices. It involves systematically identifying, understanding, and engaging with individuals or groups who are impacted by, or have the ability to influence, our operations. These stakeholders include employees, customers, suppliers, investors, regulators, and local communities, among others. We recognise that effective stakeholder engagement, supported by a robust grievance redressal mechanism, is essential for achieving our organisational objectives.

We are committed to fostering open, transparent, and effective communication with all stakeholders. Our Stakeholder Engagement and Grievance Redressal Policy provide a structured framework for addressing queries, concerns, and complaints in a fair, timely, and impartial manner. We strive to ensure that all stakeholders are treated with respect and that their concerns are addressed and resolved efficiently across all our operations.

Stakeholder Group from Whom Complaint is Received	Grievance Redressal Mechanism in Place (Yes/No)	FY2025-26		FY2024-25		Remarks
		No. of Complaints Filed During the Year	No. of Complaints Pending Resolution at Close of the Year	No. of Complaints Filed During the Year	No. of Complaints Pending Resolution at Close of the Year	
Communities	Yes	-	-	-	-	-
Investors (Other Than Shareholders)	Yes	-	-	-	-	-
Shareholders		1	-	2	-	-
Employees and Workers	Yes	-	-	-	-	-
Customers	Yes	683	-	708	-	-
Value Chain Partners	Yes	50	-	62	-	-
Other (Please Specify)	Yes	-	-	-	-	-

If yes, then provide web-link for grievance redress policy The Company has a Stakeholders Engagement and Grievance Redressal Policy approved by the Board of Directors to redress the grievances of all the stakeholders, which can be accessed via the link: <https://krblrice.com/wp-content/uploads/2024/08/Stakeholders-Engagement-And-Grievance-Redressal-Policy.pdf>

26. Overview of the entity's material Responsible Business Conduct issues

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/Opportunity	In Case of Risk, Approach to Adapt or Mitigate.	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
1.	Food Safety and Quality	R	Food safety and quality is material for KRBL as it underpins consumer health, regulatory compliance, and brand trust. Variability in paddy sourcing, strict FSSAI and global standards, and KRBL's premium positioning make consistent quality critical to market access and reputation.	KRBL mitigates them through a certified, end-to-end Food Safety & Quality Management System aligned with FSSAI regulations and global standards (FSSAI 22000, BRGS, SQF), using HACCP-based hazard analysis, stringent raw-material specifications and supplier controls, validated in-process and hygiene controls, extensive product testing against contaminant and residue limits, robust traceability and recall readiness, and strong governance via audits, management reviews and a documented Food Safety & Quality Culture Plan to ensure continuous improvement and sustained consumer trust.	Negative

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/Opportunity	In Case of Risk, Approach to Adapt or Mitigate.	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
2.	Corporate Governance	O	The Company's governance framework promotes ethical conduct, regulatory compliance, internal controls, enterprise risk management, and transparent decision-making. Strong Board oversight and effective governance practices enable it to respond to evolving business and regulatory expectations while supporting long-term value creation for all stakeholders.	Not Applicable	Positive
3.	Brand and reputation	O	KRBL's brand reputation is critical to its leadership in the premium basmati market, driven by consistent quality, food safety, and trusted sourcing. It directly impacts customer trust, export relationships, and long-term competitiveness, with growing importance placed on sustainability and responsible business practices.	Not Applicable	Positive
4.	Occupational Health and Safety	R	The operations within rice milling involve multiple high-risk activities, from paddy cleaning, de-husking, and polishing to grading, packaging, and storage each presenting unique health and safety challenges due to machinery use, dust exposure, noise, and manual material handling. In this setting, ensuring robust occupational health and safety (OHS) management becomes vital to safeguard the well-being and productivity of the workforce.	KRBL mitigates occupational health and safety risks through a structured OHS management system that identifies and controls rice-mill-specific hazards such as dust, noise, moving machinery, and manual handling across all operations, using engineering controls (ventilation, guarding, enclosures), safe operating procedures and permits, mandatory PPE, ergonomic improvements, health surveillance, regular safety trainings, and emergency drills to reduce accidents and occupational illnesses while protecting workforce well-being and productivity.	Negative

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/Opportunity	In Case of Risk, Approach to Adapt or Mitigate.	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
5.	Climate Change	R	Climate change poses a significant risk to the Company due to its dependence on basmati rice production, which is highly vulnerable to erratic rainfall, rising temperatures, and water scarcity in key sourcing regions such as Haryana, Punjab, and Uttar Pradesh. Increasing variability in monsoon patterns, prolonged dry spells, and heat stress affect crop yields, grain quality, and farmer resilience, while also impacting water-intensive milling operations through groundwater depletion and shifting hydrological conditions. Additionally, evolving climate regulations and potential carbon pricing introduce transition risks, underscoring the need to strengthen climate resilience to protect long-term operations and value creation.	KRBL mitigates climate change risks through climate-resilient agriculture and low-carbon, resource-efficient operations, partnering with farmers in key sourcing states to adopt climate-smart practices and resilient varieties, while within its facilities it maximises renewable energy (rice husk, solar, wind), improves energy and water efficiency, and strengthens climate governance and disclosures to stay ahead of evolving Indian climate policy and carbon-pricing mechanisms, thereby enhancing long-term resilience of its basmati value chain and operations.	Negative
6.	Waste Management	O	Effective waste management is a material topic for the Company, due to the wastes generated across the value chain. For KRBL, which operates at scale and holds a prominent position in India's agri-food sector, the materiality of waste management extends beyond compliance; it encompasses resource efficiency, cost optimisation, and corporate reputation.	Not Applicable	Positive
7.	Sustainable Farming and Raw Materials	R	Sustainable farming and sourcing are material for KRBL as product quality, supply reliability, and export competitiveness depend on high-quality paddy. Promoting climate-resilient farming reduces supply risks, supports farmers, and strengthens long-term business resilience.	KRBL mitigates risks related to sustainable farming and raw materials by leveraging its large contract-farming and seed development programmes to promote climate-resilient, resource-efficient basmati cultivation (high-quality seeds, integrated pest management (IPM) kits, good agricultural practices, water-efficient methods) with its farmer base, while enforcing robust paddy quality specifications, traceability, and sustainable sourcing procedures, thereby securing high-quality raw material, supporting farmer livelihoods, and strengthening long-term supply reliability and export competitiveness.	Negative

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/Opportunity	In Case of Risk, Approach to Adapt or Mitigate.	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
8.	CSR and Community Relations	O	KRBL's business is closely connected with farming and rural communities. As a result, CSR and community relations are considered material as they help strengthen stakeholder relationships, contribute to community development, enhance the Company's reputation, and support long-term sustainable growth.	Not Applicable	Positive
9.	Water Management	O	Water management is material for KRBL due to the high-water intensity of rice processing and operations in water-stressed regions like Punjab. Regulatory requirements and growing stakeholder scrutiny make efficient water use critical for compliance, cost control, and business continuity.	Not Applicable	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURE

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates 9 Principles referred to as P1-P9 as given below:

- P1** Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable.
- P2** Businesses should provide goods and services in a manner that is sustainable and safe.
- P3** Businesses should respect and promote the well-being of all employees, including those in their value chains.
- P4** Businesses should respect the interests of and be responsive to all their stakeholders.
- P5** Businesses should respect and promote human rights.
- P6** Businesses should respect and make efforts to protect and restore the environment.
- P7** Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.
- P8** Businesses should promote inclusive growth and equitable development.
- P9** Businesses should engage with and provide value to their consumers in a responsible manner.

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
POLICY AND MANAGEMENT PROCESSES									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)*	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web link of the policies, if available.	REFER NOTE AT THE END OF THE SECTION								
2. Whether the entity has translated the policy into procedures. (Yes/No)									
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)									
4. Name the national and international codes/ certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea, SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	- Food Safety System Certification 22000 (FSSC Version 6) - Safe Quality Food (SQF) Food Safety Code for Food Manufacturing, Edition 9 - BRCGS Food Safety Certification, Issue 9 - HALAL Product Certification - USFDA (U.S. Food and Drug Administration) Registered	BRCGS ETRS (Ethical Trade and Responsible Sourcing)	- SEDEX SMETA Pillar 4 - Amfori BSCI	Good Manufacturing Practice (GMP)	Advertising Standards Council of India (ASCI) - Code on Fair Advertising to Consumer				

Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has established a set of short-term ESG targets covering key environmental, social, and governance priorities, as outlined below: Management Systems & Certifications • Prepare the Gautam Buddha Nagar manufacturing unit to achieve ISO 50001 certification by implementing an energy management system and ensuring compliance readiness by FY2027-28. • Prepare the Gautam Buddha Nagar manufacturing unit for ISO 14001 certification through the implementation of a comprehensive environmental management system by FY2027-28. Governance, Assurance, & Leadership • Implement mandatory annual ESG awareness training for Board members by FY2026-27. • Obtain third-party assurance for BRSR core metrics to strengthen data credibility by FY2027-28. Water Management & Stewardship • Develop and institutionalise a Water Stewardship Policy in line with global best practices by FY2026-27. • Conduct a detailed water audit along with a water balance assessment for the Dhuri manufacturing unit by FY2026-27. Operational Excellence: Safety, Waste, & Quality • Achieve zero accidents and incidents across all KRBL operations through proactive safety management practices by FY2027-28. • Ensure full workforce training on waste management practices, including segregation and disposal, by FY2026-27. • Achieve complete traceability with recall readiness to conduct mock recalls within two hours by FY2026-27. Supply Chain Sustainability • Initiate assessment and capacity-building of supply chain partners beyond packaging vendors by FY2028-29. The Company has outlined key ESG targets for FY2026-27 to strengthen its sustainability performance and align with evolving stakeholder expectations. These initiatives reflect a strategic commitment to embedding ESG principles across the organisation: 1. Improving S&P ESG Rating: Enhance sustainability performance, governance practices, and disclosure quality to achieve a higher rating under the S&P Global ESG assessment framework. 2. Adoption of GRI Standards: Transition to GRI-aligned reporting to ensure globally benchmarked, transparent, and stakeholder-relevant ESG disclosures.								
6. Performance of the entity against specific commitments, goals, and targets along with reasons in cases where the same are not met.	We endeavour to make consistent progress in ESG and track it by way of milestones and metrics. (Refer to the ESG highlights on Page No. 60 of the Annual Report)								

GOVERNANCE, LEADERSHIP, AND OVERSIGHT

7. Statement by Director responsible for the business responsibility report, highlighting ESG-related challenges, targets, and achievements.

At KRBL, sustainability is embedded as a strategic lever for long-term value creation, guiding both our capital allocation decisions and operational priorities. Our ESG-led approach is integral to strengthening business resilience, optimising resource efficiency, and mitigating emerging risks, while unlocking new growth opportunities. By aligning sustainability with financial performance, we continue to enhance stakeholder value and reinforce our position as a responsible and future-ready market leader.

We embed environmental stewardship, social responsibility, and robust governance practices across every aspect of our operations. This reflects our steadfast commitment to sustainable growth and our responsibility towards key stakeholders, including farmers, customers, employees, value chain partners, communities, and shareholders. During the financial year, we remained deeply mindful of our environmental, social, and governance obligations while advancing initiatives that deliver measurable and lasting impact.

During the year, we achieved several important milestones in advancing our sustainability agenda. Notably, the commissioning of a 1.75 MW turbine at one of our units marked a significant step in strengthening our renewable energy portfolio and supporting our transition towards cleaner energy sources. Alongside this, we recorded an approximate 48% reduction in grid electricity consumption in FY2025-26 compared to the previous year, reflecting a combination of enhanced energy sourcing and operational efficiencies. Our continued focus on process optimisation also led to an improvement of around 10% in energy intensity per unit of turnover. In parallel, our water stewardship initiatives delivered meaningful outcomes, with an approximate 18% reduction in water withdrawal from water-stressed areas.

These achievements underscore our commitment to resource efficiency and circularity. Our renewable energy initiatives, spanning wind and solar, remain integral to our long-term climate strategy. In FY2025-26, our renewable energy assets enabled the avoidance of approximately 1,44,308 tonnes of CO₂ emissions, equivalent to the annual carbon sequestration of around 5.77 Million trees.

Through our Extended Producer Responsibility (EPR) initiatives, we responsibly collected, recycled, or disposed of over 3,620 tonnes of plastic waste during the year. This was achieved through active collaboration with waste pickers, collection centres, and recycling partners. As a company heavily reliant on plastic packaging, we have maintained our position as a plastic-neutral organisation since 2019, consistently meeting regulatory EPR requirements. We have further strengthened our packaging sustainability by incorporating 40% recycled PET in rigid packaging and integrating recycled content in flexible packaging (Category II) across both domestic and export markets.

We continue to enhance our ESG performance and disclosure practices, with a focus on improving our standing in global benchmarks such as the S&P Global CSA assessment and aligning with GRI Standards. Our ongoing efforts include the implementation of a comprehensive ESG roadmap that integrates sustainability into core business operations, governance frameworks, and value chain management. We also remain committed to fostering diversity, equity, and inclusion, as reflected in the increased representation of women in our workforce during the year.

From reducing our environmental footprint through energy efficiency and resource conservation to strengthening governance and promoting inclusive growth, we are committed to aligning with and exceeding global best practices while delivering sustainable value for all stakeholders.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility and Sustainability (BRSR) Policy(ies).

The CSR & ESG Committee, chaired by Mr Anoop Kumar Gupta, Joint Managing Director, oversees and reviews the Company's sustainability policies and their implementation.

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 Board of Directors holds overall responsibility for decision-making on sustainability-related issues. The Board has delegated specific powers to the CSR & ESG Committee, which provides strategic direction to the management and monitors the execution of ESG initiatives and sustainability measures. The composition and terms of reference of the CSR & ESG Committee are detailed in the Report on Corporate Governance forming part of this Annual Report. Furthermore, the Board periodically reviews the progress and performance of ESG and sustainability-related matters to ensure continuous improvement and alignment with the Company's long-term objectives.

10. Details of review of the National Guidelines on Responsible Business Conduct (NGRBC) by the company:

Subject for Review	Indicate Whether Review was Undertaken by the Director/Committee of the Board/Any Other Committee									Frequency: Annually (A)/Half Yearly (H)/Quarterly (Q)/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 & follow up action																		Ongoing basis.
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																		Quarterly (Q) and as and when required.

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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
As part of internal financial control oversight, Management and the Audit Committee review adherence to Company policies, supported by the auditors, while select policies and principles are periodically evaluated by independent external agencies.								

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

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

NOTE:

Principle	Applicable Policies	Link
Principle 1: Businesses should conduct and govern themselves with Integrity, and in a manner that is ethical, transparent, and accountable.	- Code of Business Conduct and Ethics - Insider Trading Policy - Whistle Blower Policy - Anti-Bribery and Anti-Corruption Policy - Anti-Fraud Policy - BRSR Policy - Sustainable Procurement Policy - Product Responsibility Policy - BRSR Policy - Human Rights Policy - Other HR Related Policy - Policy on Sexual Harassment (PoSH) - Anti-Discrimination and Equal Opportunity Policy - Stakeholders Engagement and Grievance Redressal Policy - Nomination, Remuneration, and Board Diversity Policy	The policies related to all the aforementioned nine Principles are available on the company's website: https://krblrice.com/policies-codes-related-documents under the head “Investor Relations”. However, the internal policies of the Company pertaining to employment, leave, and product quality are available on the Company's intranet only.
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	Applicable Policies	Link
Principle 4: Businesses should respect the interests of and be responsive to all their stakeholders.	- Stakeholders Engagement and Grievance Redressal Policy - CSR Policy - BRSR Policy - Occupational Health and Safety Policy - Human Rights Policy - Policy on Sexual Harassment (PoSH) - Anti-Discrimination and Equal Opportunity Policy - BRSR Policy - Environmental Protection Policy - Environmental Policy	The policies related to all the aforementioned nine Principles are available on the company's website: https://krblrice.com/policies-codes-related-documents under the head "Investor Relations". However, the internal policies of the Company pertaining to employment, leave, and product quality are available on the Company's intranet only.
Principle 5: Businesses should respect and promote human rights.	- Code of Business Conduct and Ethics - Anti-Bribery and Anti-Corruption Policy - Responsible Advocacy Policy - Anti-Fraud Policy - BRSR Policy	
Principle 6: Businesses should respect and make efforts to protect and restore the environment.	- Stakeholders Engagement and Grievance Redressal Policy - Sustainable Procurement Policy - CSR Policy - BRSR Policy	
Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	- Stakeholders Engagement and Grievance Redressal Policy - IT Cybersecurity Policy - BRSR Policy	
Principle 8: Businesses should promote inclusive growth and equitable development.	BRSR Policy	
Principle 9: Businesses should engage with and provide value to their consumers in a responsible manner.		

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

UN SDGs



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 Audits Impact	% of Persons in the Respective Category Covered by the Awareness Programmes
Board of Directors	6	Presentation on Regulatory Updates including Materiality under Regulation 30, Insider Trading and Policy awareness, Risk Management, Role and Responsibilities of Independent Directors, Inductions sessions	100.00
Key Managerial Personnel (KMP)	6	Presentation on Regulatory Updates including Materiality under Regulation 30, Insider Trading and Policy awareness, Risk Management, Role and Responsibilities of Independent Directors, Inductions sessions	100.00
Employees other than BoD and KMPs*	514	Food Safety & Quality, Environment & Sustainability, Occupational Health & Safety, Ethics, Governance & Compliance, Operations & Technical Training, Supply Chain, Security & Procurement, HR, IT & General Development	95.52
Workers#	498	Food Safety & Quality, Environment & Sustainability, Occupational Health & Safety, Ethics, Governance & Compliance, Operations & Technical Training, Supply Chain, Security & Procurement, HR, IT & General Development	92.29

*Only Permanent Employees are being considered.

#Only Permanent Workers are being considered.

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):

NGRBC Principle	Monetary			Brief of the Case	Has an Appeal been Preferred (Y/N)
	Name of the Regulatory/ Enforcement Agencies/ Judicial Institutions	Amount (In ₹)			
Penalty/Fine					
Settlement		Nil			
Compounding Fee					
	Non-Monetary			Brief of the Case	Has an Appeal been Preferred (Y/N)
	Name of the Regulatory/ Enforcement Agencies/ Judicial Institutions	Amount (In ₹)			
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 Institution
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.

The Company has adopted a formal Anti-Bribery and Anti-Corruption Policy and maintains a strict zero-tolerance stance towards bribery, corruption, and any form of unethical business conduct. We are committed to operating with integrity, transparency, and accountability in all aspects of our business.

This Policy applies to the Company, its subsidiaries, Directors, senior management personnel, officers, and other employees, including both permanent and contractual staff as well as workers engaged in various capacities. It also extends to value-chain partners associated with the Company. All covered individuals and entities are expected to comply fully with the provisions of this Policy. Any act of giving, offering, soliciting, or receiving bribes or any other undue advantage from a third party, whether in the public or private sector, is strictly prohibited.

The detailed Anti-Bribery and Anti-Corruption Policy is available on the Company's website at: <https://krblrice.com/Anti%20Bribery%20and%20Anti%20Corruption%20Policy.pdf>

The Board of Directors, senior management personnel, and other employees of the Company are also required to adhere to the Code of Business Conduct and Ethics at the time of joining and must affirm their compliance on an annual basis.

Additionally, the Company has established a Vigil Mechanism (Whistleblower Policy) to enable Directors, employees, and workers to confidentially report any concerns related to unethical behaviour, misconduct, fraud, or violations of Company policies. The mechanism ensures direct access to the Chairperson of the Audit Committee and provides safeguards against any form of victimisation or retaliation.

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

	FY2025-26	FY2024-25
Directors		
KMPs		
Employees		Nil
Workers		

6. Details of complaints about conflict of interest:

	FY2025-26		FY2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors				
Number of complaints received in relation to issues of Conflict of Interest of the KMPs				Nil

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

Not applicable.

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

	FY2025-26	FY2024-25
Number of days of accounts payable	11.72	14.17

9. Openness of business:

Parameters	Metrics	FY2025-26	FY2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	37.94	34.39
	b. Number of trading houses where purchases are made from	809	639
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	18.10	17.60

Parameters	Metrics	FY2025-26	FY2024-25
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	76.73	79.67
	b. Number of dealers/distributors to whom sales are made	754	737
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	22.67	29.41
Share of RPTs in*	a. Purchases (purchases with related parties/total purchases)	0.00*	0.00
	b. Sales (sales to related parties/total sales)	0.15	0.23
	c. Loans & advances (loans & advances given to related parties/total loans & advances)	0.00	0.00
	d. Investments (investments in related parties/total Investments made)	0.00	0.00

*Refer to Note 46 of the standalone Financial Statements forming part of the Annual Report.

Leadership Indicators

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

Total Number of Awareness Programmes Held	Topics/Principles Covered Under the Training	% of Value Chain Partners Covered (by Value of Business Done with Such Partners) Under the Awareness Programmes*
1	Value Chain Code of Conduct	78.77

*Only Packaging Vendors are considered.

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

Yes, the Company has a duly approved Code of Business Conduct and Ethics applicable to the Board of Directors, senior management personnel, employees, and workers, which lays down clear principles for identifying, avoiding, disclosing, and appropriately managing situations involving actual or potential conflicts of interest with the Company, including requirements of integrity, transparency, and acting in the best interests of the Company. The Code requires concerned individuals to promptly disclose any actual or potential conflict of interest to the Board of Directors (or appropriate authority) and to comply with the prescribed procedures for review and oversight of such conflicts.

In addition, the Company obtains declarations at the time of appointment and on an annual basis, and as and when any change arises, from its Board of Directors and senior management personnel regarding their concern or interest in other entities, to enable effective monitoring and management of conflicts of interest. Further, Directors are required to abstain from participation in discussions and from voting on agenda items at Board/Committee meetings in which they are interested or deemed to be interested, thereby ensuring that such matters are considered and decided independently and objectively.

PRINCIPLE 2 – BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

UN SDGs



Essential Indicators

- 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.**

	FY2025-26	FY2024-25	Details of Improvements in Environmental and Social Impact
R&D	100.00%	100.00%	Strengthening seed quality is essential for improving agricultural productivity and sustainability. The use of certified seeds with enhanced traits such as disease resistance, climate resilience, and higher yield helps farmers achieve consistent and profitable outputs, supported by proper selection, breeding, and storage practices. Alongside this, farmer training on Good Agricultural Practices (GAP) promotes efficient soil, water, and nutrient management, as well as safe pesticide use. When combined with Integrated Pest Management (IPM) kits, farmers are better equipped to manage pests sustainably and adopt resource-efficient farming practices.
Capex	0.60%	25.15%	Advanced Analytical Research Laboratory strengthens food safety and quality control by enabling timely in-house testing for contaminants and pesticide residues. It supports regulatory compliance, reduces contamination risk, and helps protect consumer health and trust.

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

Yes, KRBL is deeply committed to sustainable sourcing practices that uphold the highest standards of human rights and ethical business conduct. We align our approach with the core principles of the International Labour Organization (ILO) and the UN Guiding Principles on Business and Human Rights, embedding these values across our procurement and operational systems.

Reflecting our leadership in ethical trade, the Gautam Buddha Nagar unit of KRBL is SEDEX-certified (Supplier Ethical Data Exchange), underscoring our transparency and accountability in sourcing operations. Notably, KRBL is the first organisation in the global rice industry to undergo the BRCGS Ethical Trade and Responsible Sourcing (ETRS) assessment, achieving a perfect score of 5 out of 5, a milestone that highlights our steadfast commitment to ethical labour practices and social responsibility.

We consistently promote fair labour practices, safe and inclusive workplaces, and respect for human rights throughout our value chain. Our procurement processes include regular assessments of raw material and packaging suppliers against clearly defined social and environmental criteria, ensuring adherence to principles of worker welfare, ethical conduct, and sustainability.

All KRBL manufacturing units follow the Ethical Trading Initiative (ETI) Base Code, reinforcing our focus on integrity, fairness, and human dignity at every stage of production. Furthermore, our Sustainable Sourcing Policy guides supplier selection by prioritising partners who integrate sustainability into their core operations. Through these collective efforts, KRBL not only demonstrates its responsibility as an ethical enterprise but also contributes to building a transparent, inclusive, and resilient agri-supply chain.

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

Responsible sourcing forms a cornerstone of KRBL's commitment to sustainable and inclusive growth. We embed ethical, social, and environmental principles across every stage of our procurement process to create long-term value for all stakeholders. Wherever feasible, we prioritise sourcing from local suppliers, including Micro, Small, and Medium Enterprises (MSMEs) and small-scale producers, to strengthen regional economies and promote equitable development.

Given the diversity of our supply chain, quantifying the proportion of sustainably sourced materials remains a challenge. However, our expectations from suppliers are clear. Each vendor is required to adhere to KRBL's Value Chain Code of Conduct, which sets out our standards on safety, environmental stewardship, and social responsibility. We emphasise ethical labour practices, respect for human rights, waste reduction, and the maintenance of safe and fair working conditions.

Through continuous engagement and collaboration with our suppliers, we support and encourage progressive improvements in sustainability performance. By embedding responsibility into procurement decisions, KRBL drives operational excellence while fostering a transparent, resilient, and responsible agribusiness ecosystem.

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 Waste	Name of Policy/Process	Policy/Process Description
Plastics (including packaging)	Extended Producer Responsibility	As part of our Extended Producer Responsibility (EPR) commitment, we actively recover plastic waste through authorised waste management partners, ensuring environmentally responsible recycling or safe disposal. We strictly adhere to the regulations laid down by the Central Pollution Control Board (CPCB). Since 2019, we have proudly maintained our status as a plastic-neutral* organisation by consistently fulfilling and surpassing our annual EPR targets.
E-waste	Extended Producer Responsibility	At KRBL, we manage electronic waste through a structured and compliant e-waste management system aligned with our goals, and applicable regulatory frameworks. All e-waste generated across our operations is inventoried, segregated, and channelised exclusively through government-accredited e-waste recyclers to ensure environmentally sound recycling and safe disposal. We maintain proper documentation and traceability to meet statutory requirements under the E-Waste Management Rules and ensure regulatory compliance. Periodic awareness initiatives are conducted to sensitise employees on responsible e-waste handling and disposal practices. This initiative reinforces our commitment to SDG 12 - Responsible Consumption and Production by reducing environmental impact, promoting resource efficiency, and strengthening sustainable waste management practices.
Hazardous waste	Safely disposed	We manage toxic and hazardous waste in strict compliance with the guidelines prescribed by the Central Pollution Control Board and State Pollution Control Board as an integral part of our Environmental, Social, and Governance framework. All hazardous materials are handled, stored, and disposed of through authorised and environmentally responsible methods to minimise ecological impact and safeguard public health. This proactive waste management approach aligns with Sustainable Development Goal SDG 3 - Good Health and Well-being and SDG 12 - Responsible Consumption and Production, reflecting our commitment to sustainable, responsible, and accountable operations.
Other waste	Safely Disposed	All non-hazardous waste generated by the Company is systematically segregated, managed, and disposed of through environmentally responsible practices in compliance with applicable regulatory requirements.

**This data pertains to only the domestic market.*

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, KRBL Limited complies fully with the Extended Producer Responsibility (EPR) requirements under the Plastic Waste Management Rules, 2016 and further amendments, reflecting its commitment to sustainable and responsible packaging. As the Company's core products, food grains, require plastic packaging to maintain quality and food safety, KRBL has proactively adopted a "Replace with EPR" approach to responsibly manage post-consumer plastic waste.

In FY2025-26, the Company collected, recycled, or co-processed 3,620 MT of plastic waste through partnerships with authorised collection centres and recycling/co-processing facilities. The EPR programme is executed through a dedicated Waste Management Agency (WMA), ensuring nationwide recovery across Category I: Rigid Plastic (120 MT) and Category II: Flexible Plastic (3,500 MT).

KRBL also continues to explore opportunities to increase the use of recycled content in its packaging materials to further reduce environmental impact. All EPR-related compliances, including credit transfers and annual returns, are systematically managed through the official EPR portal, reinforcing the Company's strong governance practices in plastic waste management.

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 Web-Link
-	-	-	-	-	-

KRBL has not yet undertaken a Life Cycle Assessment (LCA) of its products. Nevertheless, we acknowledge the significance of assessing the environmental impacts associated with our products throughout the entire life cycle, from raw material procurement to end-of-life management. As part of our commitment to advancing sustainability practices, we intend to evaluate the feasibility of conducting Life Cycle Assessment in the future to gain deeper insights.

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

Name of Product/Service	Description of the Risk/Concern	Action Taken
-	-	-

As no Life Cycle Assessment (LCA) has been conducted to date, no significant social or environmental concerns or risks have been identified.

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

Indicate Input Material	Recycled or Re-Used Input Material to Total Material	
	FY2025-26	FY2024-25
Corrugated fibre-based packaging	94.75%	95.36%

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:

	FY2025-26			FY2024-25		
	Re-Used (in MT)	Recycled (in MT)	Safely Disposed (in MT)	Re-Used (in MT)	Recycled (in MT)	Safely Disposed (in MT)
Plastics (including packaging)	-	1,470	2,150	-	1,060	2,260
E-waste	-	-	-	-	-	-
Hazardous waste	-	-	-	-	-	-
Other waste	-	-	-	-	-	-

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate Product Category	Reclaimed Products and Their Packaging Materials as % of Total Products Sold in Respective Category
Category 01 (Rigid Plastic)	100
Category 02 (Flexible Plastic)	100

Note: Packaging waste management is undertaken through applicable EPR mechanisms; however, quantities directly attributable to products reclaimed through a take-back system are not separately quantified.

PRINCIPLE 3 – BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

UN SDGs



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	2,537	2,537	100.00	2,537	100.00	-	-	272	10.72	-	-
Female	81	81	100.00	81	100.00	81	100.00	-	-	-	-
Total	2,618	2,618	100.00	2,618	100.00	81	3.09%	272	10.39%	-	-
OTHER THAN PERMANENT EMPLOYEES											
Male	154	-	-	-	-	-	-	-	-	-	-
Female	5	-	-	-	-	5	100.00	-	-	-	-
Total	159	-	-	-	-	5	3.14%	-	-	-	-

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	443	443	100.00	443	100.00	-	-	-	-	-	-
Female	24	24	100.00	24	100.00	24	100.00	-	-	-	-
Total	467	467	100.00	467	100.00	24	5.14%	-	-	-	-
OTHER THAN PERMANENT WORKERS											
Male	316	-	-	-	-	-	-	-	-	-	-
Female	53	-	-	-	-	53	100.00	-	-	-	-
Total	369	-	-	-	-	53	14.36%	-	-	-	-

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

	FY2025-26	FY2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.29%	0.09%

2. Details of retirement benefits for the current and previous financial year:

Benefits [^]	FY2025-26			FY2024-25		
	No. of Employees Covered (as a % of Total Employees)	No. of Workers Covered (as a % of Total Workers)	Deducted and Deposited with the Authority (Yes/No/N.A.)	No. of Employees Covered (as a % of Total Employees)	No. of Workers Covered (as a % of Total Workers)	Deducted and Deposited with the Authority (Yes/No/N.A.)
PF	90.83	97.64	Yes	89.61	97.18	Yes
Gratuity	99.92	100.00	Yes	100.00	100.00	Yes
ESI*	15.62	97.64	Yes	18.37	100.00	Yes
Others – Labour Welfare Fund (LWF) [#]	100.00	100.00	Yes	100.00	100.00	Yes

[^]As per the ESI Regulation, 100% of the Eligible Employees and Workers have been covered under the benefits.

[#]Employees and Workers are covered under the Labour Welfare Fund, wherever applicable.

[^]Only Permanent Employees and Permanent Workers are considered.

3. Accessibility of workplaces

Are the premises/offices accessible to differently abled employees 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, our workplaces are designed to be accessible, featuring ramps, elevators, and handrails along staircases to ensure smooth movement for individuals with disabilities, in line with the provisions of 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.

KRBL upholds the highest standards of integrity and fair competition in all its business operations. The Company is firmly committed to being an Equal Opportunity employer that embraces diversity and inclusivity at every level. We ensure that every employee is treated with dignity, and we do not tolerate any form of discrimination in employment or workplace practices.

Creating an environment where equality, inclusion, and mutual respect thrive is central to our organisational ethos. To reinforce this commitment, KRBL has implemented a comprehensive Anti-Discrimination and Equal Opportunity Policy, which guides our efforts to maintain a safe, respectful, and equitable workplace for all employees.

The policy is available for reference at: <https://krblrice.com/wp-content/uploads/2024/08/Anti-Discrimination-and-Equal-Opportunity-Policy.pdf>

5. Return to work and retention rates of permanent employees and workers who took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	100%	100%	NA [#]	NA [#]
Female	NA [#]	0%	NA [#]	NA [#]
Total	100%	80%	NA [#]	NA [#]

[#]No maternity leaves were availed during the financial year.

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 Employees	KRBL operates a comprehensive Human Resources Management System (HRMS) portal designed to support employee engagement and internal communication. The portal includes an integrated helpdesk through which employees can raise the grievances which are resolved in a timely manner. In addition to the digital platform, suggestion boxes are installed across company premises, enabling employees to share their feedback and improvement ideas directly and confidentially.
Other than Permanent Employees	The Human Resources Department remains accessible to all employees for addressing their queries or concerns. The Company is committed to ensuring prompt and effective resolution of all matters through direct interaction as well as email communication, fostering an open and responsive work environment.
Permanent Workers	The Company has established dedicated committees namely the Works Committee, Grievance Handling Committee, and Safety Committee to address issues related to working conditions and safety. All grievances raised by workers are systematically recorded in the designated registers maintained at the plant premises, ensuring transparency and proper documentation of all concerns.
Other than Permanent Workers	

KRBL has instituted several policies to ensure that employees and workers have access to fair and effective grievance redressal mechanisms. The Stakeholder Engagement and Grievance Redressal Policy extends to all stakeholders who may influence or be impacted by the Company's operations.

In addition, the Whistleblower Mechanism provides Directors and employees a secure channel to report any ethical concerns, breaches of the Code of Business Conduct and Ethics, or instances of misconduct. To strengthen awareness, the Company regularly conducts communication and training initiatives such as awareness sessions, presentations, and e-mail notifications encouraging stakeholders to report genuine concerns promptly.

Furthermore, in compliance with the Prevention of Sexual Harassment (POSH) Act, the Company has constituted an Internal Complaints Committee at each unit, as well as at its Registered and Corporate Offices, ensuring a safe and respectful workplace for all.

The related policies are available at: <https://krblrice.com/policies-codes-related-documents>

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

Category	FY2025-26			FY2024-25		
	Total Employees/Workers in the Respective Category (A)	No. of Employees/Workers in the Respective Category, Who Are Part of the 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 the Association(s) or Union (D)	% (D/C)
Total Permanent Employees	2,618	-	-	2,357	-	-
Male	2,537	-	-	2,299	-	-
Female	81	-	-	58	-	-
Total Permanent Workers	467	-	-	638	-	-
Male	443	-	-	600	-	-
Female	24	-	-	38	-	-

8. Details of training given to employees and workers:

Category	FY2025-26					FY2024-25				
	On Health and Safety/Wellness Measures*		On Skill Upgradation*		Total (D)	On Health and Safety Measures/Wellness		On Skill Upgradation		
	Total (A)									
	No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)	
EMPLOYEES										
Male	2,537	2,398	94.52	2399	94.56	2,506	2,183	87.11	1,157	46.17
Female	81	81	100.00	75	92.59	58	50	86.12	27	46.55
Total	2,618	2,479	94.69	2474	94.50	2,564	2,233	87.09	1,184	46.18
WORKERS										
Male	443	405	91.42	406	91.65	874	532	60.87	403	46.11
Female	24	24	100.00	24	100.00	92	38	41.30	5	5.43
Total	467	429	91.86	430	92.08	966	570	59.01	408	42.24

*Only Permanent Employees and Permanent Workers were considered.

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

Category	FY2025-26			FY2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
EMPLOYEES*						
Male	2537	2537	100.00	2,506	2,506	100.00
Female	81	81	100.00	58	58	100.00
Total	2618	2618	100.00	2,564	2,564	100.00
WORKERS*						
Male	443	443	100.00	874	874	100.00
Female	24	24	100.00	92	92	100.00
Total	467	467	100.00	966	966	100.00

*Only Eligible Employees and Workers are covered.

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, the Company has implemented a comprehensive Occupational Health and Safety Management System across the operational premises. The system encompasses key elements such as Hazard Identification and Risk Assessment (HIRA), safety and emergency response training, incident reporting and investigation mechanisms, emergency preparedness drills, regular internal audits, inspections, and compliance monitoring. This framework ensures that occupational health and safety requirements for all

employees and workers are systematically addressed through proactive risk management and continuous improvement measures.

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 follows a structured and proactive approach to occupational risk management for identifying work-related hazards and assessing risks on both routine and non-routine bases. Periodic Hazard Identification and Risk Assessment (HIRA) exercises are conducted across the manufacturing locations to systematically identify workplace hazards and evaluate associated risks. Routine internal safety audits are carried out to detect unsafe conditions, deviations, and non-compliances. For every incident, a detailed root cause analysis is undertaken, followed by the implementation of corrective and preventive actions to avoid recurrence. Employees are regularly trained in emergency preparedness, fire safety, use of personal protective equipment (PPE), noise control, machine safety, and safe work practices. Regular mock drills, such as fire evacuation and emergency response exercises, are organised to ensure readiness. Additionally, a Permit-to-Work (PTW) system is implemented for all routine, non-routine, and high-risk activities to assess and control risks prior to commencing the work.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Yes, the Company has established well-defined processes that enable employees and workers to report work-related hazards and remove themselves from unsafe conditions without fear of reprisal. Dedicated committees such as the Works Committee, Grievance Handling Committee, and Safety Committee actively address safety-related concerns and grievances raised by the workforce. A structured reporting mechanism is in place, allowing workers to report hazards directly to their supervisors, safety officers, or committee representatives. Regular safety training and mock drills are conducted to enhance awareness and empower workers to recognise and promptly report unsafe situations. All workers are equipped with appropriate personal protective equipment (PPE) and are encouraged to stop work and withdraw from hazardous environments until corrective measures are implemented.

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

Yes, all employees and workers have access to non-occupational medical and healthcare services. KRBL provides company-funded medical assistance and accident insurance coverage, wherever applicable.

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

Safety Incident/Number	Category*	FY2025-26	FY2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one Million-person hours worked)	Employees	0.40	0.74
	Workers	1.43	3.72
Total recordable work-related injuries	Employees	4	1
	Workers	13	8
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

*Including the Contract Workforce

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

KRBL Limited places the highest priority on fostering a safe, healthy, and inclusive work environment for all employees and workers. The Company's occupational health and safety practices are embedded within its governance framework, ensuring compliance, proactive risk management, and continuous improvement.

Commitment to Employee Well-being

- KRBL maintains strong governance through dedicated committees such as the POSH Committee, Safety Committee, Grievance Committee, and Works Committee, ensuring effective oversight and accountability.
- Transparent communication mechanisms are in place to address employee concerns related to workplace safety, discrimination, or harassment in a timely manner.

Robust Health & Safety Systems

- The Company has implemented a formal Occupational Health & Safety (OH&S) Management System across operating sites to identify hazards, assess risks, and establish preventive controls.
- Employees undergo regular training programmes covering personal hygiene, fire safety, first aid, site inspection practices, firefighting techniques, and pest control management.
- Periodic safety audits and inspections are conducted to monitor compliance and strengthen safety performance.

Emergency Preparedness & Protection

- Mandatory usage of Personal Protective Equipment (PPE) is enforced for all employees working in production and high-risk zones.
- KRBL organises recurring fire drills, evacuation exercises, and emergency response simulations, ensuring all personnel are equipped to act swiftly and effectively during emergencies.
- Regular POSH sensitisation and awareness sessions are conducted to reinforce the Company's commitment to a respectful and safe workplace culture.

Health Support & Welfare Initiatives

- Awareness initiatives such as health camps on yoga, meditation, nutrition, and women's health encourage holistic well-being.
- The Company also hosts blood donation camps to foster a spirit of social responsibility and community engagement.

KRBL celebrated Safety Week from 5th March, 2026 to 12th March, 2026 across the units, promoting a "Zero Accident" culture through targeted awareness sessions, safety demonstrations, and extensive employee participation.

Through these comprehensive measures, KRBL Limited reaffirms its unwavering commitment to maintaining a workplace that is not only safe and compliant but also promotes the physical, mental, and emotional well-being of its workforce.

13. Number of complaints on working conditions and health and safety made by employees and workers:

Category	FY2025-26			FY2024-25		
	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 Health and Safety	Nil			Nil		

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 and safety practices and working conditions.

No significant risks or concerns have been identified during recent assessments.

Leadership Indicators

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

No; however, employees and workers are covered under the applicable insurance schemes.

The Company is committed to ensuring financial security for its employees and workers and their families through comprehensive compensatory coverage schemes. All permanent employees and workers are covered under a Group Accident Insurance Policy that provides financial protection to nominees and dependents.

Furthermore, as per applicable labour laws and regulations, all eligible employees and workers are covered under the Employee State Insurance (ESI) scheme, which provides statutory death benefits to dependents.

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

The Company has a policy in place that promotes adherence to applicable statutory requirements by its value chain partners. Suppliers and contractors are expected to comply with the Company's Value Chain Code of Conduct and applicable legal and regulatory requirements.

The Company also undertakes assessments, wherever considered appropriate, as part of its engagement with value chain partners. Pre-onboarding assessments may include a review of relevant compliance-related information and other applicable documentation.

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 Who are rehabilitated and Placed in Suitable Employment or Whose Family Members have been Placed in Suitable Employment	
	FY2025-26	FY2024-25	FY2025-26	FY2024-25
Employees	4	1	-	-
Workers	13	8	-	-

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)

The Company is committed to supporting employees through significant career transitions. We provide comprehensive transition assistance programmes and mentorship programmes where senior employees transfer institutional knowledge. For employees nearing retirement who wish to continue, we explore flexible employment arrangements such as consulting roles, part-time positions, or advisory roles. We maintain a transparent retirement policy with clear communication of benefits and exit procedures. These comprehensive programmes reflect our commitment to the entire employee lifecycle, ensuring employees are supported with dignity during transitions while strengthening organisational culture and employer brand.

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*	90.78
Working conditions*	90.78

**Only Packaging Vendors were considered.*

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

KRBL is dedicated to supporting the health and safety of its value chain partners by responding promptly to incidents and working collaboratively to strengthen safe workplace practices.

PRINCIPLE 4 – BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

UN SDGs



Essential Indicators

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

The Company identified its key stakeholder groups through a structured, cross-functional process that begins with mapping the full stakeholder universe across the value chain, including investors and shareholders, promoters, employees, customers, regulators, NGOs/communities, suppliers, and the Board, based on functional inputs from internal teams with secondary research where needed (e.g., regulators and NGOs) to capture external expectations. Each stakeholder group is then assessed using a standardised 1–3 scoring framework covering level of influence and vulnerability, enabling a consistent and objective evaluation. The scores are averaged and normalised into priority weightages, which help classify stakeholders by their strategic importance and guide the depth and cadence of subsequent engagement. The prioritisation is then validated to ensure alignment with current business realities, and the process is refreshed periodically to reflect evolving stakeholder dynamics and inform materiality assessment and engagement planning.

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

Key Stakeholders	Whether Identified as Vulnerable and Marginalised Group (Yes/No)	Channels of Communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of Engagement	Purpose and Scope of Engagement, including Key Topics and Concerns Raised during such Engagement
Customer and Dealers	No	E-mails, Telephonic, Advertisements, Social Media, Website, Pamphlets, Newspapers, TV, Magazines	Ongoing basis	Insights and Engagement: At KRBL, we believe that meaningful engagement with our customers and dealers shapes the future of our products. Through continuous dialogue and interaction across diverse platforms, we gain valuable insights into their preferences and experiences, enabling us to enhance quality, innovate thoughtfully, and strengthen trust with every product we create. Transparency and Communication: At KRBL, we uphold transparency as the foundation of consumer trust. We are committed to share authentic, accurate, and easily accessible information about our products, processes and sustainability practices. By using clear labelling, traceable QR codes, and open disclosures, we enable consumers to connect with our journey and make conscious, informed choices. Innovation Driven by Consumer Insight: Consumer input plays a pivotal role in driving our innovation agenda. It guides us in designing more sustainable products, eco-friendly packaging, and responsible production processes. This reflects our dedication to not only meeting consumer expectations but also aligning our values with those of our customers.
Suppliers	No	E-mails, Telephonic, Meetings	Ongoing basis	Sustainability Collaboration: Vendors are increasingly engaging with KRBL to co-develop sustainable solutions such as eco-friendly packaging, reduction in transportation emissions, and improved waste management. These collaborations support our goals and promote a more responsible value chain. Capacity Building Support: Recognising gaps in supplier capabilities, we offer regular training and awareness sessions focused on regulatory compliance (e.g., FSSAI, EPR), digital traceability tools and sustainable sourcing practices. This strengthens supplier performance and supports our broader sustainability vision.

Key Stakeholders	Whether Identified as Vulnerable and Marginalised Group (Yes/No)	Channels of Communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of Engagement	Purpose and Scope of Engagement, including Key Topics and Concerns Raised during such Engagement
NGO and Communities	Yes	On-site community meetings	Need basis	CSR Engagement: KRBL engages with beneficiaries through its approved CSR initiatives and programmes. Collaboration with Local Businesses: KRBL works with local businesses and farmers to support community development, encourage local entrepreneurship, and strengthen the local economy through its sourcing-related activities. Environmental Initiatives: The Company promotes environmentally responsible practices and supports awareness initiatives on conservation and climate change to contribute to sustainable community development.
Shareholders and Investors	No	E-mails, Website, Annual Reports, Annual General Meetings, Quarterly Earnings Presentations and Calls, Newspaper Publications, Stock Exchange Announcements, Press Releases, Social Media Timely Responses to Shareholder Queries	Periodic/Ongoing	Feedback Mechanism: Dedicated e-mail channels for shareholders to raise queries and provide feedback; timely responses ensured. Communication: Regular updates through emails, investor presentations, stock exchanges, and newspapers. Investor Interactions: Periodic investor presentations and conference calls for financial performance and strategy updates. Reporting: Publication of quarterly and annual results.
Investors				Transparent and Continuous Communication: KRBL ensures open, transparent, and regular communication with its investors through disclosures, presentations, and exchange updates. This continuous dialogue fosters trust, enhances accountability, and aligns investor understanding with the Company's strategic direction. Comprehensive Performance and Governance Updates: KRBL provides timely updates on our financial performance, business outlook, governance practices, and compliance framework. Regular reporting on CSR and ESG initiatives further reinforces our commitment to responsible business conduct and long-term sustainability. Strengthening Long-Term Value Creation: Through interactive sessions, feedback mechanisms, and periodic investor engagements, KRBL actively seeks to understand investor expectations and concerns. Insights gathered inform our decisions on capital allocation, risk management, and growth strategies, ensuring alignment with long-term value creation goals.
Employees	No	Email, Calls, HRMS Portal	Ongoing basis	Fostering Open and Inclusive Communication: KRBL encourages transparent, two-way dialogue between employees and management through meetings that promote idea sharing, feedback, and collaboration called the Annual Operating Plan. Alignment on Performance and Values: Regular engagements ensure alignment on business performance, strategic priorities, compliance, and sustainability goals, reinforcing corporate values and collective accountability.

Key Stakeholders	Whether Identified as Vulnerable and Marginalised Group (Yes/No)	Channels of Communication (E-mail, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Others	Frequency of Engagement	Purpose and Scope of Engagement, including Key Topics and Concerns Raised during such Engagement
Regulatory Authorities	No	Disclosures, Newspapers publications, Emails, Website, Statutory Filings	Ongoing basis	Ensuring Compliance and Transparency: KRBL maintains regular engagement with regulatory authorities to ensure full compliance with applicable laws, standards, and reporting obligations. Through timely submissions, inspections, and audits, we demonstrate our commitment to operating with transparency, integrity, and accountability. Collaboration on Policy and Regulatory Updates: We actively engage with relevant government bodies and industry associations to stay informed about evolving regulatory frameworks. These interactions help us anticipate policy changes, align our operations with updated requirements, and contribute constructively to sector-wide regulatory discussions.

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 aims to facilitate structured communication between stakeholders and the Board on economic, environmental, and social (EES) topics through its CSR & ESG Committee, comprising members of the Board. Chaired by Mr Anoop Kumar Gupta, Joint Managing Director, with representation from Independent and Executive Directors, this Committee reviews stakeholder inputs, monitors ESG performance, and provides strategic direction on sustainability priorities. The Stakeholders Relationship Committee (SRC) also oversees and addresses stakeholder grievances, particularly those of shareholders and investors, ensuring timely resolution and strengthening stakeholder confidence.

Stakeholder engagement is undertaken through multiple channels, including the Annual General Meeting, earnings calls, investor and analyst interactions, media engagements, customer and supplier interactions, employee engagement platforms, and the Company's grievance redressal mechanisms.

While day-to-day engagement with stakeholders is carried out by the respective functional teams, significant feedback, emerging concerns, risks, and stakeholder expectations are periodically consolidated and placed before the CSR & ESG Committee or Stakeholders Relationship Committee, as the case may be and, where appropriate, the Board, through reports, presentations and review meetings. This ensures that stakeholder perspectives are formally communicated to the Board level, enabling informed decision-making and alignment of business strategy with material EES considerations.

2. Whether stakeholder consultation is used to support the identification and management of environmental, social and economic 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, in consultation with various stakeholders, uses stakeholder engagement as a key input in identifying and managing material environmental, economic, and social topics. Through our recent materiality assessment, we engaged with diverse stakeholder groups including employees, investors, customers, suppliers, and regulatory bodies to gather insights on issues most relevant to them and the business.

Material topics were shortlisted and prioritised based on their potential impact. The outcome of this exercise is being integrated into our sustainability strategy and roadmap, ensuring that identified priorities are embedded into our policies, risk management framework, and business planning processes.

This approach enables the Company to continuously align its goals with stakeholder expectations, address emerging sustainability challenges, and strengthen its long-term value creation agenda.

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

The Company actively engages with vulnerable and marginalised stakeholder groups through focused Corporate Social Responsibility (CSR) outreach programmes. Need-based assessments are conducted to identify the specific requirements of the communities, particularly those that are socially or economically disadvantaged.

Based on these assessments, the Company implements various initiatives under its CSR framework, including projects aimed at promoting healthcare, such as preventive healthcare, enhancing education, research, and sustainable development, and eradicating hunger and poverty. These initiatives are designed to create meaningful and equitable impact, ensuring inclusive development and social well-being.

PRINCIPLE 5 – BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

UN SDGs



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	FY2025-26			FY2024-25		
	Total (A)	No. of Employees/ Workers Covered (B)	% (B/A) (B)	Total (A)	No. of Employees/ Workers Covered (D)	% (D/C) (D)
EMPLOYEES						
Permanent	2,618	2,474	94.50	2,357	2,272	96.39
Other than Permanent	159	149	93.71	207	207	100
Total Employees	2,777	2,623	94.45	2,564	2,479	96.68
WORKERS						
Permanent	467	445	95.29	638	589	92.32
Other than Permanent	369	329	89.16	328	44	13.41
Total Workers	836	774	92.58	966	633	65.53

2. Details of minimum wages paid to employees and workers:

Category	FY2025-26					FY2024-25				
	Total (A)	Equal to Minimum Wages		More than Minimum Wages		Total (D)	Equal to Minimum Wages		More than Minimum Wages	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
EMPLOYEES										
Permanent										
Male	2,537	0	0.00	2,537	100.00	2,299	0	0.00	2,299	100.00
Female	81	0	0.00	81	100.00	58	0	0.00	58	100.00
Other than Permanent										
Male	154	12	7.79	142	92.21	207	0	0.00	207	100.00
Female	5	0	0.00	5	100.00	0	0	0.00	0	0.00
WORKERS										
Permanent										
Male	443	25	5.64	418	94.36	600	60	10.00	540	90.00
Female	24	5	20.83	19	79.17	38	5	13.16	33	86.84
Other than Permanent										
Male	316	263	83.23	53	16.77	274	238	86.86	36	13.14
Female	53	51	96.23	2	3.77	54	54	100.00	0	0.00

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

a. Median remuneration/wages:

(Amount in ₹ Lakh)

	Male		Female	
	Number	Median Remuneration/ Salary/Wages of Respective Category	Number	Median Remuneration/ Salary/Wages of Respective Category
Board of Directors (BoD)	6	205.13	2	153.47
KMP (other than BoD)	2	128.16	0	0
Employees other than BOD and KMP	2,533	3.56	80	6.15
Workers	443	1.86	24	1.79

Notes:

1. This table includes information for only permanent employees and workers.
2. We have Executive Directors who are paid remuneration by way of salary; the Independent Non-Executive Directors are paid sitting fees only.
3. KMPs here include the Chief Financial Officer and Company Secretary.
4. During the year under review, M. Piyush Asija tendered his resignation from the position of Company Secretary and Compliance Officer of the Company with effect from the close of business hours on 27 February 2026.
5. During the year under review, Mr Ashok Pai (DIN: 06874699) tendered his resignation from the Directorship of the Company with effect from the close of business hours on 8 April 2025, and Mr Anil Kumar Chaudhary (DIN: 03256818) tendered his resignation from the Directorship of the Company with effect from the close of business hours on 8 September 2025.
6. Remuneration of the Directors is within the limit as prescribed under Section 197 read with Schedule V of the Act and other applicable laws.

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

	FY2025-26	FY2024-25
Gross wages paid to females as % of total wages	6.08	5.26

*Only Permanent Employees covered.

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 Human Resources department serves as the central point of contact for addressing all matters relating to human rights at KRBL. Additionally, the Company has constituted an Internal Committee in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act) to address employee concerns pertaining to harassment and ensure a safe and respectful workplace.

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

KRBL has established a robust framework of policies and mechanisms to uphold human rights and promote ethical, transparent, and responsible practices across its operations. Key policies include the Code of Business Conduct and Ethics, Vigil Mechanism (Whistleblower Policy), Policy on Prevention of Sexual Harassment (POSH), Corporate Social Responsibility (CSR) Policy, Anti-Fraud Policy, Anti-Bribery and Anti-Corruption Policy, and the Stakeholder Engagement and Grievance Redressal Policy, among others.

The Human Resources department serves as the central point for managing all human rights-related matters, ensuring fair, respectful, and dignified treatment for all employees and actively working to prevent discrimination and any form of involuntary labour. To facilitate open communication, KRBL provides an Employee Self-Service (ESS) module on the HRMS Portal through which employees can directly raise grievances or complaints.

Through these measures, KRBL reaffirms its commitment to protecting human rights not only within the workplace but also across the communities it serves.

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

Category	FY2025-26			FY2024-25		
	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	-	-	-	-	-	-
Discrimination at workplace	-	-	-	-	-	-
Child labour	-	-	-	-	-	-
Forced /Involuntary labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights issues	-	-	-	-	-	-

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

	FY2025-26	FY2024-25
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees/workers	-	-
Complaints on POSH upheld	-	-

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

KRBL regularly conducts training sessions for employees and workers on the Prevention of Sexual Harassment (POSH) to promote a safe and inclusive workplace. Informative posters on appropriate workplace conduct and the prevention of discrimination are displayed across notice boards at all locations to raise awareness and reinforce respectful behaviour. Comprehensive guidance on addressing and mitigating discrimination and harassment is also integrated into the employee induction programme.

The Internal Committee (ICC) ensures that all complaints are handled fairly and confidentially, taking necessary measures to prevent any adverse consequences to the complainant. The Committee also provides procedural guidance and enforces restrictions applicable to third parties, ensuring a secure and supportive environment for all employees.

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

Yes, the principles outlined in the Code of Business Conduct and Ethics emphasise the Company's commitment to upholding human rights across all areas of operation. The Code serves as a guiding framework to ensure that these principles are respected and followed by all stakeholders. All matters pertaining to human rights are effectively addressed by the respective departments to ensure continuous compliance and ethical conduct.

10. Assessments for the year:

We have not received any complaints pertaining to Human Rights issues for the current financial year. However, we are yet to conduct a formal Human Rights assessment of our offices in this regard.

	% of Offices that were Assessed (by Entity or Statutory Authorities or Third Parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	100.00
Wages	
Others – please specify	

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

The Board of Directors have approved the Equal Opportunity and Anti-Discrimination Policy, the Anti-Fraud Policy, and the Stakeholder Engagement and Grievance Redressal Policy, which collectively outline the standard operating procedures for addressing and managing human rights-related issues.

Leadership Indicators

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

We are committed to cultivating a workplace where human rights are respected through consistent, hands-on training programmes for employees. These initiatives focus on practical awareness, ethical decision-making, and fostering mutual respect across all levels of operation.

In the reporting period under review, no significant business process was modified/introduced as a result of addressing human rights grievances/complaints.

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

Human rights due diligence in the formal and structured sense has not been conducted during the reporting period. However, the Company remains committed to protecting and respecting human rights across its operations and value chain. The Company's Human Rights Policy and Code of Conduct embed human rights principles and expectations for all employees, workers, and value chain partners.

The Company continues to maintain grievance redressal mechanisms accessible to all employees and workers, enabling the reporting and addressing of any human rights concerns. Key human rights issues, including forced labour prevention, child labour elimination, freedom of association, non-discrimination, equal remuneration, safe working conditions, and prevention of harassment, are addressed through the Company's existing policies, procedures, and governance frameworks.

While formal due diligence has not been systematically conducted, the Company acknowledges the importance of human rights assessments and commits to strengthening its human rights management practices in future reporting periods through structured due diligence processes aligned with the UN Guiding Principles on Business and Human Rights.

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. KRBL's premises and offices have been designed and maintained to ensure accessibility for visitors, employees, and workers with disabilities in compliance with the Rights of Persons with Disabilities Act, 2016 and its further amendments. Accessibility features include handrails and elevators. The Company remains committed to ensuring a barrier-free work environment for all.

4. Details of assessment of value chain partners.

	% of Value Chain Partners (by Value of Business done with such Partners) that were Assessed
Sexual harassment*	90.78
Discrimination at workplace*	90.78
Child labour*	90.78
Forced labour/involuntary labour*	90.78
Wages*	90.78
Others – please specify	-

*Only Packaging Vendors were considered.

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

KRBL is committed to maintaining a safe and respectful workplace through regular awareness initiatives and a fair process for addressing concerns and grievances.

PRINCIPLE 6 – BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

UN SDGs



Essential Indicators

1. Details of total energy consumption in Giga Joules (GJ) and energy intensity:

Parameter	FY2025-26 (GJ)	FY2024-25 (GJ) [#]
From renewable sources		
Total electricity consumption (A)	7,430.21	7,400.39
Total fuel consumption (B)	28,24,428.62	27,10,707.61
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)*	28,31,858.83	27,18,107.99
From non-renewable sources		
Total electricity consumption (D)	27,212.32	55,537.62
Total fuel consumption (E)	42,452.50	1,76,641.82
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	69,664.82	2,32,179.45
Total energy consumed (A+B+C+D+E+F)	29,01,523.65	29,50,287.44
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (KJ/₹)	47.58	52.74
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (Total energy consumed/Revenue from operations adjusted for PPP)(kJ/₹ adjusted for PPP)**	967.83	1,065.39
Energy intensity in terms of physical output (kJ/kg)	4,243.77	4,469.04

*More than 95% of the energy consumed in operations is derived from renewable sources, reducing reliance on fossil fuels and grid electricity.

**The PPP factor has been considered as per IMF data.

[#]Values have been revised for FY2024-25.

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 does not currently operate any sites or facilities classified as Designated Consumers (DCs) under the Government of India's Performance, Achieve, and Trade (PAT) Scheme.

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

Parameter	FY2025-26	FY2024-25 [#]
Water Withdrawal by Source (in Kilolitres)		
(i) Surface water	4,29,985.20	5,22,828.00
(ii) Groundwater	64,373.11	74,994.89
(iii) Third-party water	9,157.50	8,643.45
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	5,03,515.81	6,06,466.34
Total volume of water consumption (in kilolitres)	5,03,477.81	6,06,408.34
Water intensity per rupee of turnover	0.0000083	0.0000108
(Total water consumption/Revenue from operations) (kL/₹)		

Parameter	FY2025-26	FY2024-25 [#]
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (Total water consumption/Revenue from operations adjusted for PPP) (kL/₹ adjusted for PPP)*	0.00017	0.000219
Water intensity in terms of physical output (kL/kg)	0.00074	0.000918

*The PPP factor has been considered as per IMF data.

[#]Values have been revised for FY2024-25.

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	FY2025-26	FY2024-25 [#]
Water Discharge by Destination and Level of Treatment (in Kilolitres)*		
(i) To surface water	38.00	58.00
• No treatment	0	0
• With treatment - tertiary	38.00	58.00
(ii) To groundwater	0	0
• No treatment	0	0
• With treatment	0	0
(iii) To seawater	0	0
• No treatment	0	0
• With treatment	0	0
(iv) Sent to third-parties	0	0
• No treatment	0	0
• With treatment	0	0
(v) Others	0	0
• No treatment	0	0
• With treatment	0	0
Total water discharged (in kilolitres)	38.00	58.00

*The water discharged is within permissible limits and is carefully monitored through on-site meters. The information is readily accessible online via governing regulatory platforms.

[#]Values have been revised for FY2024-25.

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.

KRBL's product portfolio primarily comprises FMCG products that require substantial quantities of fresh water during production. Recognising the critical importance of water stewardship, we have implemented robust wastewater management systems across the manufacturing facilities. Our plants are equipped with Effluent Treatment Plants (ETPs) featuring both secondary and tertiary treatment processes, alongside Sewage Treatment Plants (STPs), to ensure effective domestic water recycling and reuse.

At Gautam Buddha Nagar Facility, treated water is redirected for use in boiler operations, thereby reducing our dependency on freshwater resources. Additionally, treated wastewater at the Dhuri unit, maintained within permissible BOD and COD limits, is utilised for gardening and greenbelt development, supporting our environmental sustainability goals.

To further enhance water conservation, recharge wells have been installed at the Gautam Buddha Nagar and Barota plants, enabling groundwater replenishment. These initiatives collectively reflect KRBL's commitment to responsible water resource management, circular use, and the preservation of local ecosystems.

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

Parameter	Unit	FY2025-26	FY2024-25
NOx	mg/nm ³	186.00	-
SOx	mg/nm ³	9.60	-
Particulate matter (PM)	mg/nm ³	27.00	69.90
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others please specify (CO ₂)	-	-	-

Note: KRBL regularly monitors stack emissions across its facilities through periodic testing to ensure compliance with applicable regulatory requirements. This is supported by both internal assessments and periodic checks conducted by relevant government or authorised agencies.

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) and their intensity, in the following format:

Parameter^	Unit	FY2025-26	FY2024-25#
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	3,747.24*	13,981.66*
Total Scope 2 emissions (break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	MTCO ₂ e	5,366.87*#	11,215.51
Total Scope 1 and Scope 2 emission intensity per rupee of turnover	MTCO ₂ e/₹	0.00000015	0.00000045
(Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	MTCO ₂ e/₹ adjusted for PPP	0.0000030	0.0000091
(Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)\$			
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MTCO ₂ e/kg	0.000013	0.000038

Note:

#Values have been revised for FY2024-25.

^Total biogenic emissions in FY2025-26 is 2,87,814.93 MTCO₂e and FY2024-25 was 2,76,226.53 MTCO₂e.

*Emission factor for (Scope 1 emissions) fuels and fugitive emissions was taken from IPCC.

*#Emission factor for (Scope 2 emissions) electricity was taken from the CO₂ Baseline Database for the Indian Power Sector User Guide Version 20.0 published in 2025.

\$The PPP factor has been considered as per IMF data.

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.

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

Yes, sustainability is at the heart of KRBL's operations, and we are committed to making measurable progress in reducing Greenhouse Gas (GHG) emissions across our manufacturing facilities. Through a combination of technological upgrades, renewable energy adoption, and process optimisation, we have established a multi-faceted strategy to lower our carbon footprint and enhance energy efficiency.

Key Projects and Initiatives:

1. Renewable Energy Adoption

- **Solar Power Installations:** KRBL has invested significantly in solar power systems for its Barota unit, generating clean and renewable electricity. This reduces dependency on grid-based power generated from fossil fuels, directly cutting Scope 2 emissions.
- **Rice Husk-Based Power Generation:** Residual rice husk, a by-product of our milling process, is used as a sustainable biofuel in our boilers at the Dhuri and Gautam Buddha Nagar units. The recent installation of a 1,750-kW turbine at the Dhuri plant enables on-site renewable power generation.

2. Energy Efficiency Enhancements

- **High-Efficiency Motors:** At the Gautam Buddha Nagar unit, the replacement of IE2 motors with energy-efficient IE3 and IE4 motors resulted in reduced power consumption and associated indirect emissions.
- **Variable Frequency Drives (VFDs):** At the Gautam Buddha Nagar unit, we installed VFDs to optimise motor operations, lower electricity demand, and minimise mechanical losses, reducing both energy consumption and maintenance frequency.
- **LED Lighting Systems:** At Gautam Buddha Nagar and Dhuri units, the transition from SON/CFL lamps to LED lighting has enhanced illumination efficiency while decreasing overall electricity usage, indirectly reducing GHG emissions from energy generation.

3. Process Optimisation and Automation

- **Boiler and Steam System Optimisation:** At the Dhuri unit, regular maintenance, insulation improvements, and process controls have enhanced boiler efficiency, ensuring more energy output per unit of fuel, thereby lowering fuel-related emissions.
- **Smart MCC Systems:** At the Gautam Buddha Nagar unit, continuous monitoring of motor health and performance has enabled improved system reliability and reduced unnecessary energy losses.
- **High-Capacity Blowers:** At the Dhuri unit, upgraded blowers have improved husk feeding efficiency using the same energy input, enhancing combustion efficiency and reducing fuel consumption.

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

Parameter	FY2025-26	FY2024-25 [#]
Total Waste Generated (in Metric Tonnes)		
Plastic waste (A)	3,620.00	3,320.00
E-waste (B)	0.79	1.95
Biomedical waste (C)	0.36	0.36
Construction and demolition waste (D)	-	-
Battery waste (E)	-	0.71
Radioactive waste (F)	-	-
Other hazardous waste. Please specify, if any (G)	0.91	1.33
Other non-hazardous waste generated (H) (rice husk ash, metal scraps, etc)*	36,093.00	34,243.83
Total (A + B + C + D + E + F + G + H)	39,715.06	37,568.19
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) (kg/₹)	0.00065	0.00067
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (Total waste generated/Revenue from operations adjusted for PPP) (kg/₹ adjusted for PPP)	0.013	0.013
Waste intensity in terms of physical output (kg/kg)	0.058	0.057

Parameter	FY2025-26	FY2024-25 [#]
For Each Category of Waste Generated, Total Waste Recovered Through Recycling, Re-Using or Other Recovery Operations (in Metric Tonnes)		
(i) Recycled	1,470.79	1,325.96
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,470.79	1,325.96
For Each Category Of Waste Generated, Total Waste Disposed of by Nature of Disposal Method (in Metric Tonnes)		
(i) Incineration	0.365	-
(ii) Landfilling	35,086.97	33,674.40
(iii) Other disposal operations	4,207.40	2,567.83
Total	39,294.74	36,242.23

Note:

*KRBL is committed to environmental responsibility and transparent reporting. It is important to clarify that during the loading of rice husk ash onto trucks for landfill, water is sprayed to suppress dust and ensure safe transportation. However, this moisture can artificially inflate the recorded weight of the ash. To maintain accuracy and consistency, KRBL now calculates rice husk ash quantities based on an estimated residual ash content of approximately 18% of the total rice husk generated and used in our electricity generation process.

#Values have been revised for FY2024-25.

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.**

Environmental stewardship lies at the heart of our operations. We uphold sustainability through a proactive and holistic waste management strategy that integrates best practices across all waste categories, reaffirming our commitment to a cleaner and greener future.

Extended Producer Responsibility (EPR): We take full accountability for the lifecycle management of plastic and electronic waste (e-waste). Our structured systems ensure responsible collection, recycling, and disposal, fully compliant with applicable EPR regulations to minimise environmental footprint.

Hazardous Waste Management: We handle all hazardous and toxic wastes with utmost care, strictly conforming to Pollution Control Board (PCB) norms. This disciplined approach ensures safe disposal, protecting surrounding ecosystems and community health.

Resource Efficiency & Circularity: Non-hazardous waste is managed through authorised partners for proper recycling and disposal. Additionally, rice husk, a key by-product of our milling operations, is repurposed for power generation, optimising resource use and advancing our circular economy objectives.

- 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.**

S.No.	Location of Operations/Offices	Type of Operations	Whether the Conditions of Environmental Approval/ Clearance are Being Complied With? (Y/N) If No, the Reasons Thereof and Corrective Action Taken, if Any
Nil			

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

KRBL prioritises strict adherence to environmental regulations. While Environmental Impact Assessments (EIAs) were not required for FY2025-26, we remain committed to conducting them when necessary. We actively engage with relevant authorities to ensure our activities align with best practices.

- 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.**

S. 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				

KRBL goes beyond mere compliance. We aim towards establishing a robust environmental management system that adheres to all applicable material laws and regulations governing the environment.

Leadership Indicators

- 1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres): For each facility/plant located in areas of water stress, provide the following information:**

(i) Name of the area – Gautam Buddha Nagar, Dhuri, and Barota

(ii) Nature of operations – Rice Manufacturing and Processing

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

Parameter	FY2025-26	FY2024-25
Water Withdrawal by Source (in Kilolitres)		
(i) Surface water	4,23,456.00	5,22,828.00
(ii) Groundwater	64,373.11	74,994.89
(iii) Third-party water	0.00	96.22
(iv) Seawater/desalinated water	0.00	0.00

Parameter	FY2025-26	FY2024-25
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	4,87,829.11	5,97,919.11
Total volume of water consumption (in kilolitres)	4,87,791.11	5,97,861.11
Water intensity per rupee of turnover (Water consumed / turnover) (kL/₹)	0.0000080	0.0000107
Water intensity in terms of physical output (kL/Kg)	0.000713	0.000905
Water Discharge by Destination and Level of Treatment (in Kilolitres)		
(i) Into surface water	38.00	58.00
• No treatment	0	0
• With treatment – tertiary	38.00	58.00
(ii) Into groundwater	0	0
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(iii) Sent to third-parties	0	0
• No treatment	0	0
• With treatment – please specify level of treatment	0	0
(iv) Into seawater	0	0
• 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)	38.00	58.00

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

No.

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

Parameter	Unit	FY2025-26	FY2024-25
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover		Not Applicable.	
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Not applicable. The Company's manufacturing facilities are not located in or around ecologically sensitive areas. Accordingly, no significant direct or indirect impacts on biodiversity in such areas have been identified.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No.	Initiative Undertaken	Details of the Initiative (Web-link, if Any, may be Provided along with a Summary)	Outcome of the Initiative
1.	Generation of renewable electricity	Solar panels were being installed for the Barota unit, which compensates to the use of fossil fuels.	Transitioning towards green electricity and lowering emissions
2.	Rice-husk based power generation	Installation of a 1,750-kW turbine for facilitating the generation of renewable electricity at the Dhuri unit.	Transitioning towards green electricity and lowering the emissions

Sr. No.	Initiative Undertaken	Details of the Initiative (Web-link, if Any, may be Provided along with a Summary)	Outcome of the Initiative
3.	Energy efficiency enhancements	Implementation of energy efficiency measures including replacement of IE2 motors with IE3 and IE4 motors, installation of VFDs, and transition to LED lighting systems at the Dhuri and Gautam Buddha Nagar units.	Reduced electricity consumption, lower indirect GHG emissions, and improved operational efficiency with decreased maintenance requirements
4.	Boiler and steam system optimisation, smart MCC system implementation, and upgrade to high-capacity blowers	Enhancements include improved boiler maintenance and insulation, real-time motor performance monitoring, and installation of high-capacity blowers to optimise husk feeding and combustion efficiency at the Dhuri and Gautam Buddha Nagar units.	Improved energy efficiency, reduced fuel consumption, enhanced system reliability, and lower fuel-related emissions

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

Yes. KRBL has an emergency preparedness and crisis management plan that functions as a business continuity and disaster management plan, covering incidents from receipt, storage, production, and dispatch of rice, with defined responses for earthquake, power failure, flood, cyber risk, transport disruption, riots, sabotage, and sudden pandemic situations.

The plan includes employee training, first aid readiness, quarantine of affected product, alternate transport and production continuity arrangements, captive power and DG backup, alternate communication channels, water contingency measures, cybersecurity controls, and an identified crisis management team.

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?

Value Chain Partner	Significant Adverse Impact	Mitigation Measures
Farmers	Pesticide application contaminates soil and water and affects biodiversity.	Providing in-person workshops and demonstrations, actively promoting bio-based inputs like organic manures, green manures, and bio-fertilisers specific to paddy fields.
	Excessive farming practices accelerate soil degradation through nutrient depletion, erosion, and loss of soil organic matter, diminishing land productivity over time.	Providing end-to-end support from sowing to harvesting through door-to-door assistance services.
	Excessive water usage for paddy production depletes groundwater resources, heightens water scarcity, and contributes to soil salinisation and regional water stress.	Emphasising water conservation through awareness initiatives by promoting the replacement of satha dhaan (a summer, off-season paddy variety that is cultivated twice a year and is highly water-intensive) with the main seasonal paddy crop.
Commission Agents	Transportation of paddy generate Scope 3 emissions through burning of fuel.	Sourcing from areas located near our mills which help in reducing Scope 3 emissions.
	Usage of paper.	Introduction of the Paddy Purchasing App, a digital mechanism to streamline the paddy procurement process. Through this system, orders are placed and approved online by commission agents and KRBL representatives, eliminating the need for paper-based documentation during paddy purchase transactions.
Suppliers and Vendors	Waste generated through packaging materials.	Collaborating with recycling partners for plastic packaging recovery and ensuring supplier compliance with Extended Producer Responsibility (EPR) obligations.

Value Chain Partner	Significant Adverse Impact	Mitigation Measures
Distributors (Wholesalers, Retailers, Institutional Buyers)	Transportation generates emissions through burning of fuel, while following long routes generates more emissions.	Real-time tracking of vehicles and enforcement of optimised routes.
	Shipping emits more if supplied from distant locations.	The Gujarat plant is strategically located close to the port, which helps in lowering emissions.
	Generation of packaging waste.	Introduction of 40% recycled PET in rigid packaging
	Usage of paper.	Transitioning the delivery of customer documents such as e-way bills and lorry receipts from hard copies to digital format through an electronic proof-of-delivery system.
End Consumers	Plastic packaging waste after consumption.	Collaborating with recycling partners for plastic packaging recovery through EPR while introducing recycled PET and optimising packaging sizes to reduce plastic waste generation.

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

90.78; only packaging vendors were considered.

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

a. By the listed entity – Zero

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners – We have not yet identified any value chain partners who have generated or procured Green Credits.

PRINCIPLE 7 – BUSINESS, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

UN SDGs



Essential Indicator

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

KRBL conducts its business with integrity and maintains transparent engagement with relevant authorities and stakeholders across its operations. The Company follows an ethical approach to advocacy, supporting policies that are aligned with its values and the wider interests of the business and community. KRBL also contributes to policy discussions through its membership in five trade and industry chambers and associations.

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

S. No.	Name of the Trade and Industry Chambers/Associations	Reach of Trade and Industry Chambers/ Associations (State/National)
1.	AIREA (All India Rice Exporters Association).	National
2.	Federation of Indian Export Organisations (FIEO)	National
3.	The PHD Chamber of Commerce and Industry (PHDCCI)	National
4.	Bureau of Indian Standard (BIS)- Food grains, allied products and other agricultural produce sectional committee	National
5.	Bureau of Indian Standard (BIS)- Consultative group on sustainability	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 the Authority	Brief of the Case	Corrective Action Taken
-	-	-

The Company did not encounter any instances of anti-competitive conduct during the reporting period; therefore, no corrective measures were required or implemented.

Leadership Indicators

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

KRBL actively builds and sustains partnerships across local, national, and global levels through continuous engagement with diverse stakeholders. The Company collaborates with educational institutions, government bodies, and civil society organisations to advance community development and contribute to public policy objectives.

It is also an active participant in industry associations and maintains regular engagement with regulatory authorities, industry forums, and experts to share perspectives and support the development of policies that benefit both the industry and society.

S. No.	Public policy Advocated	Method Resorted for such Advocacy	Whether Information is Available In the Public Domain? (Yes/No)	Frequency of Review by Board (Annually/ Half-Yearly/ Quarterly/ Others - please specify)	Web Link, if Available
1.	We participate in multi-stakeholder engagements and public consultations, whenever relevant. The Authorised Personnels of the Company engage with various Government departments and Regulatory Bodies, through trade and industry associations, to proactively address changes/ suggestions to regulations and on issues pertaining to the FMCG industry.	Through industry bodies	No	Not Applicable	Not Applicable

PRINCIPLE 8 – BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT



Essential Indicators

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

Name and Brief Details of Project	SIA Notification No.	Date of Notification	Whether Conducted by an Independent External Agency (Yes/No)	Results Communicated in the Public Domain (Yes/No)	Relevant Web-Link
Setting up of a centralised kitchen and distribution of meals: A “Mid-Day Meal Programme” implemented in partnership with Akshaya Patra Foundation	NA	10 June 2025	Yes	Yes	https://krblrice.com/wp-content/uploads/2025/06/IA-Report-Setting-Up-of-Centralised-Kitchen-and-Distribution-of-Meals-1.pdf

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

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 ₹)
No R&R projects have been undertaken by KRBL in FY2025-26 as the same was not applicable.						

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

We acknowledge the significant influence our operations have on surrounding communities and all individuals or entities connected to our business. Each of these persons or groups is regarded as a valued stakeholder, and addressing their concerns remains a critical priority for us.

At KRBL, timely and effective resolution of stakeholder grievances is fundamental to our governance approach. To facilitate this, we have implemented a comprehensive Stakeholder Engagement and Grievance Redressal Policy, which outlines a transparent and structured mechanism for addressing concerns raised by any stakeholder. A designated point of contact ensures that all queries and grievances are managed promptly, with integrity, fairness, and accountability.

Our overarching objective is to identify and resolve grievances efficiently, reinforcing our commitment to responsible, responsive, and stakeholder-centric business practices.

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

	FY2025-26	FY2024-25
Directly sourced from MSMEs/small producers	11.08	12.86
Directly from within India	99.89	99.88

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*	FY2025-26	FY2024-25
Rural	6.89	6.01
Semi-urban	44.88	44.61
Urban	46.87	48.65
Metropolitan	1.36	1.41

*This covers only Permanent Employees.

(Places are categorised as per RBI Classification System – rural/semi-urban/urban/metropolitan)

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

Details of Negative Social Impact Identified	Corrective Action Taken
Not Applicable	

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)

Yes, KRBL has adopted a Sustainable Procurement Policy which involves identifying and working with farmers from marginalised or vulnerable groups, as well as those who follow sustainable farming practices.

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

Yes, the Company engages with local rice farmers through contract farming.

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

Throughout the Company's procurement process, products are sourced locally and from micro, small, and medium enterprises (MSMEs) and other small producers to the extent possible. However, a mapping of procurement from marginalised/vulnerable groups by value of total procurement is yet to be initiated.

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

S. No.	Intellectual Property Based on Traditional Knowledge	Owned/Acquired (Yes/No)	Benefit Shared (Yes/No)	Basis of Calculating Benefit Share
Not Applicable				

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

Name of Authority	Brief of the Case	Corrective Action Taken
Not Applicable		

6. Details of beneficiaries of CSR projects:

S. No.	CSR Project	No. of Persons Who Benefitted from the CSR Projects	% of Beneficiaries from Vulnerable and Marginalised Groups
1.	KRBL Education Programme – Skill training	1,333	100.00
2.	KRBL Education Programme – Financial assistance to students	100	100.00
3.	KRBL Education Programme – Support primary education to students	100	100.00
4.	KRBL Education Programme – Development and advancement of research and educational facilities	*	*
5.	KRBL Environment Sustainability and Research and Development Programme – Modernisation of gaushallas	*	*
6.	Distribution of Meals and Health Care	~6,967	100.00
7.	Distribution of Meals and Healthcare – Running of mobile medical vans and other allied activities	*	*
8.	Automatic roti-making machine and washing machine	400	100.00
9.	Publication and distribution of books in public interest	*	*
10.	Eye surgery camp	*	*

*Due to the nature of the project, the number of beneficiaries cannot be determined.

PRINCIPLE 9 – BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

UN SDGs



Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has a well-established mechanism for handling consumer and customer complaints, managed by our dedicated Customer Care team. We offer an accessible and user-friendly system through dual contact channels, i.e., a toll-free number (+91-8448893199) and a customer care email ID (customercare@krblindia.com), ensuring customers and end consumers can conveniently register their queries and concerns. All complaints are addressed in a timely manner, with resolutions provided in strict adherence to our defined guidelines. The Company has a Stakeholder Engagement and Grievance Policy in place, which can be accessed via the link: <https://krblrice.com/wp-content/uploads/2024/08/SEGR-Policy-31.07.2024-Adopted.pdf>.

Furthermore, with the objective of gaining insights into customer experiences, preferences, and feedback regarding our products and services, a feedback call is conducted after the resolution of each complaint within a maximum timeline of 30 days of resolving the complaint. In addition to the feedback calls, a Customer Satisfaction Assessment form is also shared via email with the complainant to share their feedback on their overall experience with our services.

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

	As a % to Total Turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100
Recycling and/or safe disposal	100

3. Number of consumer complaints:

	FY2025-26			Remarks	FY2024-25			Remarks
	Received During the Year	Pending Resolution at End of the Year			Received During the Year	Pending Resolution at End of the Year		
Data privacy	-	-	-	-	-	-	-	-
Advertising	-	-	-	-	-	-	-	-
Cybersecurity	-	-	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-	-	-
Restrictive trade practices	-	-	-	-	-	-	-	-
Unfair trade practices	-	-	-	-	-	-	-	-
Other	683	-	-	-	708	-	-	-

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

KRBL has recorded no product recalls during the current financial year.

	Number	Reasons for Recall
Voluntary recalls	-	Not Applicable
Forced recalls	-	Not Applicable

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

KRBL has developed various comprehensive security policies that outline access control, security, incident management procedures, etc. Our policy on cybersecurity and risks related to data privacy is available on our website https://krblrice.com/Cyber%20Security%20Guideline_Policy.pdf. Training is provided to all employees on cybersecurity best practices. We have a dedicated IT team which ensures role-based access controls with proper encryption in place, ensuring employees have access to the necessary data required for their job responsibilities. All softwares are regularly updated, and antivirus software is installed for protection against external threats. Internal audits and mock drills are also regularly conducted.

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

During the reporting period, no issues were reported relating to misleading advertising, delivery of essential services, cybersecurity or customer data privacy breaches, occurrence of product recalls, or penalties/actions by regulatory authorities concerning our products. Accordingly, no corrective actions were required in these areas.

Notwithstanding the above, KRBL Limited maintains robust internal controls and preventive mechanisms, including statutory review of advertising and communication material, established food safety and quality management systems, data protection and IT security protocols, and defined procedures for complaint handling and product recall management. These systems are periodically reviewed and strengthened to mitigate risks and ensure continued compliance with applicable laws and regulations.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches** – No such instances
- b. Percentage of data breaches involving personally identifiable information of customers** – 0%
- c. Impact, if any, of the data breaches** – No impact

Leadership Indicators

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

KRBL leverages a comprehensive multi-channel strategy to ensure brand visibility and consumer engagement across diverse touchpoints. Our official websites www.krblrice.com and www.indiagatefoods.com serve as primary sources of product information, recipes, and cooking tips to enhance consumer experience. We maintain a strong presence across traditional media, including leading Hindi and regional entertainment, movies, and children's television channels, as well as reputed national and regional publications. Digitally, we actively connect with our audience through platforms such as LinkedIn, Instagram, Facebook, X (formerly Twitter), and the Smart Consumer App. Our products are readily available through major e-commerce platforms such as Amazon, Flipkart, Reliance Digital, and Spencer's, as well as large-format offline retailers like D-Mart, Smart Bazaar[j6.1], and Vishal Mega Mart. We have also expanded our footprint across quick commerce platforms including Blinkit, Swiggy Instamart, Big Basket, and Zepto, ensuring faster access and greater convenience for today's on-the-go consumer.

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

At KRBL Limited, consumer education forms an integral part of our commitment to transparency and responsible business practices. We ensure easy access to accurate and comprehensive product information through our official websites: www.krblrice.com and www.indiagatefoods.com, which provide product details, usage guidance, nutritional information, and recipes. We engage consumers through social media platforms including Instagram, Facebook, LinkedIn, and X (formerly Twitter) to share product-related information and responsible consumption messaging. Our communication efforts are further supported through television and print media. In addition, we conduct on-ground consumer engagement initiatives such as cooking demonstrations, food festivals, recipe contests, and cause-based campaigns. All product packs carry clear and transparent labelling, including ingredient details, usage instructions, and manufacturing and expiry dates, to enable informed consumer choices. Consumers can reach us through our toll-free number (+91-8448893199), email (customercare@krblindia.com), and website contact channels, ensuring accessibility and effective grievance redressal.

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

While KRBL Limited does not operate within the domain of essential services, the Company has established structured mechanisms to ensure timely and effective communication with consumers and other stakeholders in the event of any disruption. Critical information is disseminated through multiple channels, including the Company's official websites, mass media, social media platforms, distribution network, sales representatives, and direct email communication. Additionally, consumers can connect with the Company through a toll-free number (+91-8448893199) or email (customercare@krblindia.com), both of which are prominently printed on all product packaging to ensure accessibility, prompt support, and effective grievance redressal.

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, KRBL ensures full compliance with all mandatory product disclosures as required under the Legal Metrology Act, 2009, the Food Safety and Standards Act, 2006, and other applicable regulations. Going beyond legal requirements, we voluntarily display enhanced product information, including QR codes that offer instant access to product facts, quality attributes, detailed descriptions, and even rice ageing details, empowering consumers to make informed choices. In our commitment to continuous improvement and customer satisfaction, we also conduct feedback calls within 30 days of complaint resolution to understand customer experiences, preferences, and expectations. Additionally, a Customer Satisfaction Assessment Form is shared via email, enabling us to gather valuable insights on overall service quality and further refine our offerings.