

**August 30, 2025**

<b>BSE Limited</b> Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai – 400 001  <b>Scrip Code: 502219</b>	<b>National Stock Exchange of India Limited</b> Exchange Plaza, C-1, Block - G, Bandra Kurla Complex, Bandra (East), Mumbai – 400 051  <b>Symbol: BORORENEW</b>
--	--

Dear Sirs,

**Sub: Business Responsibility and Sustainability Report for FY 2024-25**

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find attached the Business Responsibility and Sustainability Report for FY 2024-25, which forms part of the Company's Annual Report for FY 2024-25.

You are requested to take the same on record.

Yours faithfully,

For **Borosil Renewables Limited**

**Ravi Vaishnav**  
**Company Secretary & Compliance Officer**  
**(Membership No. ACS - 34607)**

*Encl: As above***Works:**

Ankeshwar-Rajpipla Road,  
Village Govali, Tal. Jhagadia,  
Dist. Bharuch- 393001,  
(Gujarat), India  
T : +91 2645-258100  
F : +91 2645-258235  
E : brl@borosil.com



# Business Responsibility and Sustainability Report (BRSR)

## SECTION A: GENERAL DISCLOSURES



At Borosil Renewables Limited, our commitment to Environment, Social, and Governance (ESG) principles is deeply embedded in our business philosophy and operational strategy. As India’s pioneering solar glass manufacturer, we recognize our unique responsibility in shaping a sustainable future. Our ESG framework is designed to create long-term value for all stakeholders while contributing meaningfully to environmental stewardship, social equity, and ethical governance.

We believe sustainable development not merely as a strategic necessity, but as a core ethical commitment that guides our business decisions and long-term vision. Our ESG policy reflects our dedication to minimizing environmental impact, promoting social well-being, and upholding the highest standards of corporate governance. We invest in energy-efficient technologies and responsible sourcing and strive to lead in every aspect of our operations.

**Environmental Stewardship:** As a responsible corporate, environmental sustainability is at the heart of our operations. As India’s leading solar glass manufacturer, we play a pivotal role in supporting the renewable energy ecosystem. Our commitment to reducing our environmental footprint is reflected in our continuous efforts to lower carbon emissions, conserve natural resources, and promote circular economy practices. Our solar glass has a carbon footprint that is 22% lower than the global industry average, as certified by a reputed European institute, underscoring our commitment in sustainable manufacturing. We have invested in renewable energy, including a 10 MW wind-solar hybrid power plant and 1.5 MW wind farm that will meet approximately 30% of our electricity needs. We are further adding 16.5 MW wind-solar hybrid power plant which will be commissioned by the end of September 2025 quarter and with that the share of renewables will reach to 65% of our electricity needs. Our facilities are equipped with energy-efficient technologies and water recycling systems, and we have implemented rainwater harvesting to reduce freshwater dependency. Additionally, we are transitioning to sustainable packaging solutions and increasing the use of recyclable materials, such as steel pallets, to minimize waste generation. We have developed processes in which we eliminate use of hazardous substances like antimony from its products, setting new benchmarks in sustainable manufacturing. These initiatives are part of our broader vision to align with global climate goals and contribute to a greener future.

**Social Responsibility:** Borosil Renewables is deeply committed to fostering a socially responsible and inclusive work environment. We believe that our people are our greatest asset, and we prioritize their well-being, safety, and professional development. Our workplace policies are designed to ensure health and safety, promote diversity and inclusion, and provide equal opportunities for all employees. We invest in continuous learning and upskilling programs to empower our workforce and prepare them for future challenges. Beyond our organization, we actively engage with local communities through targeted CSR initiatives focused on education, healthcare, and sustainable livelihoods. Our community development programs are designed in consultation with local stakeholders to ensure relevance and long-term impact. We also extend our social responsibility to our supply chain by encouraging our partners to adopt ethical and sustainable practices. Through these efforts, we aim to create shared value and contribute to the socio-economic development of the regions in which we operate.

**Governance Excellence:** Strong governance is the cornerstone of Borosil Renewables' sustainable growth strategy. Our governance framework is built on the principles of transparency, accountability, and ethical conduct. The Board of Directors, comprising experienced and diverse professionals, provides strategic oversight and ensures that ESG considerations are integrated into our decision-making processes. We have established robust policies and mechanisms to manage risks, including those related to climate change, cybersecurity, and regulatory compliance. Our Code of Conduct and Whistleblower Policy reinforce our commitment to integrity and responsible business practices. We maintain open channels of communication with all stakeholders, including investors, regulators, customers, and communities, to ensure that our actions are aligned with their expectations. By embedding ESG into our governance structure, we are not only enhancing our resilience but also building trust and long-term value for all stakeholders.

## I. Details of the listed entity

Borosil Renewables Limited is India's leading manufacturer of solar glass, playing a pivotal role in the country's renewable energy landscape. Incorporated in 1962 and headquartered in Mumbai, the Company is part of the Borosil Group, which has a legacy of over six decades in glass manufacturing. Borosil Renewables operates a state-of-the-art facility in Bharuch, Gujarat, with a solar glass production capacity of 1,000 tons per day (TPD) on standalone basis. Renowned for its innovation led approach, the Company has pioneered products such as the world's first fully tempered 2mm solar glass and solar glass with ultra-low iron content for enhanced efficiency.

1. Corporate Identity Number (CIN) of the Company	L26100MH1962PLC012538
2. Name of the Company	Borosil Renewables Limited
3. Year of Incorporation	1962
4. Registered office address	1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
5. Corporate office address	1101, Crescenzo, G-Block, Opp. MCA Club, Bandra Kurla Complex, Bandra (East), Mumbai – 400051
6. E-mail	<a href="mailto:investor.relations@borosilrenewables.com">investor.relations@borosilrenewables.com</a>
7. Telephone	022-6740 6300
8. Website	<a href="http://www.borosilrenewables.com">www.borosilrenewables.com</a>
9. Financial year for which reporting is being done	April 01, 2024 – March 31, 2025
10. Name of the Stock Exchange(s) where shares are listed	BSE Limited National Stock Exchange of India Limited
11. Paid-up Capital	The paid-up capital as on March 31, 2025 – ₹ 13,24,66,748/- consisting of 13,24,66,748 fully paid-up equity shares of ₹ 1/- each.
12. Name and contact details (telephone, email, address) of the person for BRSR Reporting	Mr. P.K. Kheruka, Executive Chairman Email: <a href="mailto:investor.relations@borosilrenewables.com">investor.relations@borosilrenewables.com</a> Tel: 022 67406300 Address: 1101, Crescenzo, G-Block, Opp. MCA Club, Bandra, Kurla Complex, Bandra (East), Mumbai-400051
13. Reporting boundary	Standalone
14. Name of assessment provider	Not Applicable
15. Type of assessment obtained	Not Applicable

## II. Product/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Other Manufacturing Activities (Business activity code – C13)	100%

*Details of the business activities are in line with those given in Form MGT-7 (Annual Return) prescribed by MCA.*

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

S. No.	Product/Services	NIC Code	% of total turnover contributed
1.	Low Iron Textured Solar Glass	23101	100%

## 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	1	1	2
International	-	-	-

*The Company's reporting boundary is confined to standalone operations, excluding its international plant(s) operated through its subsidiaries.*

### 19. Markets served by the entity.

#### a. Number of locations served.

S. No.	Number of Locations served	Number
1	National (Number of states)	18
2	International (Number of countries)	23

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

Out of the total turnover of ₹ 1,10,993.63 lakhs on standalone basis, the percentage of revenue from exports contribute to 7.85%, approximating to ₹ 8,712.99 lakhs.

#### c. Briefly explain the types of customers

- i. **Solar Energy Sector:** Borosil Renewables primarily serves solar photovoltaic (PV) module manufacturers who use its high-performance solar glass in the production of solar panels. These customers include Solar PV module manufacturers in India. Solar glass is essential for solar module manufacturing and enhances energy efficiency and durability.
- ii. **Renewable Energy Developers:** The Company also supplies solar glass to EPC contractors and solar project developers who use the glasses by supplying them to module manufacturers for making solar modules.

- iii. **International Solar PV Manufacturers:** Borosil Renewables caters to international solar module manufacturers directly or through its European subsidiaries i.e. Interfloat Corporation and Glasmanufaktur Brandenburg GmbH (GMB). These overseas entities manufacture solar glass and distribute to customers across Europe and other global regions to various segments, expanding Borosil's reach.
- iv. **Infrastructure and Utility Companies:** Borosil's specialized products, such as anti-glare solar glass, are used in infrastructure projects like airports and building integrated photovoltaic (BIPV) applications in commercial buildings. These customers value the safety and performance of Borosil's glass in environments where glare reduction and durability are critical.

#### IV. Employees

##### 20. Details as at the end of the Financial Year:

###### a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees</b>						
1.	Permanent (D)	630	619	98.25%	11	1.75%
2.	Other than permanent (E)	55	50	90.91%	5	9.09%
3.	<b>Total employees (D+E)</b>	685	669	97.66%	16	2.34%
<b>Workers</b>						
4.	Permanent (F)	110	110	100%	-	-
5.	Other than permanent (G)	935	831	88.88%	104	11.12%
6.	<b>Total workers (F+G)</b>	1045	941	90.05%	104	9.95%

###### b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Differently abled Employees</b>						
1.	Permanent (D)	7	7	100%	-	-
2.	Other than permanent (E)	-	-	-	-	-
3.	<b>Total Differently abled employees (D+E)</b>	7	7	100%	-	-
<b>Differently abled Workers</b>						
4.	Permanent (F)	7	7	100%	-	-
5.	Other than permanent (G)	9	8	88.89%	1	11.11%
6.	<b>Total Differently abled workers (F+G)</b>	16	15	93.75%	1	6.25%

##### 21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	8	1	12.50%
Key Management Personnel	3	-	-

## 22. Turnover rate for permanent employees and workers

Category	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employees	16.51%	55.17%	17.36%	6.28%	54.55%	7.10%	5.86%	7.10%	25.86%
Permanent workers	4.44%	-	4.44%	2.41%	-	2.41%	-	-	-

## V. Holding, Subsidiary and Associate Companies (including Joint ventures)

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

S. No.	Name of the holding/subsidiary / Associate companies/joint ventures	Is it a holding/ Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Geosphere Glassworks GmbH	Subsidiary	100%	No
2.	Laxman AG	Subsidiary	100%	No
3.	GMB Glasmanufaktur Brandenburg GmbH*	Step-down Subsidiary	86.00%	No
4.	Interfloat Corporation*	Step-down Subsidiary	86.00%	No
5.	Renew Green (GJS Two) Private Limited	Associate	31.20%	No
6.	Clean Max Prithvi Private Limited	Associate	49.00%	No

\*Company holds an indirect stake of 86% in these companies through its wholly owned subsidiaries.

## VI. CSR Details

### 24.

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

b. If yes, Turnover: ₹ 1,10,993.63 lakhs (as of March 31, 2025)

c. Net worth: ₹ 1,11,760.61 lakhs (as of March 31, 2025)

## VII. Transparency and disclosure compliances

### 25. Complaints/grievances on any of the principles (principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC) –

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes, all employees are accountable to managing relationships and meeting expectations of internal and external stakeholders within their areas of responsibility. In addition to this, concerns of our stakeholders are addressed by Designated Officers as defined in 'Stakeholder Engagement and Grievance Redressal Policy'.  Link to the policy: <a href="#">Stakeholder Engagement and Grievance Redressal Policy</a>	-	-	-	-	-	-
Investors (other than Shareholders)		-	-	-	-	-	A grievance filed on Online Dispute Resolution (ODR) platform against the Registrar & Transfer Agent (RTA) of the Company was pending before an Arbitrator as on March 31, 2024. The matter was closed in favor of the RTA upon conclusion of FY 2023-24.
Shareholders		29	-	All complaints were resolved in FY 2024-25.	15	1	
Employees and Workers		-	-	-	-	-	-
Customers		122	-	All pending complaints were resolved by March 2025.	188	1	Actions have already been taken; feedback awaited from customer.
Value Chain Partners		-	-	-	-	-	-
Other (please specify)		-	-	-	-	-	-

Complaints are consistently handled by the relevant departments within the Company. Shareholder complaints are promptly addressed by us, either directly or through our Registrar and Transfer Agent.

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

S. No.	Material issue identified	Is it 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.	Climate Change	Risk and Opportunity	<ul style="list-style-type: none"> <li>Climate change presents significant threats to our business in the short, medium, and long term, including extreme weather events, water scarcity, and disruptions to the supply chain.</li> <li>Adopting responsible business practices is crucial for creating long-term value.</li> <li>As the global economy transitions to a low-carbon model, we encounter potential challenges from regulations and market dynamics, such as shifts in consumer preferences, rising product costs, and changing government policies and regulations.</li> </ul>	<ul style="list-style-type: none"> <li>We have implemented a plan to mitigate risks associated with climate change. Our commitment to combating climate change involves taking steps to lower our carbon footprint.</li> <li>We are dedicating resources to develop new technologies, transitioning to renewable energy sources, and enhancing the efficiency of our factory operations</li> </ul>	<p><b>Negative:</b></p> <p>The unpredictable nature of climate change can cause disruptions in the supply chain and result in inventory losses. This could directly harm the Company's revenue.</p> <p><b>Positive:</b></p> <p>Climate change also offers a significant opportunity for us, as the global demand for renewable energy solutions is on the rise. This trend not only spurs market growth but also fosters innovation in solar glass technologies, resulting in improved efficiency and cost-effectiveness.</p>
2.	Circular Economy	Opportunity	<ul style="list-style-type: none"> <li>A circular economy presents substantial opportunities by improving resource efficiency, minimizing waste, and lowering costs through recycling efforts. It encourages innovation, sets the Company apart in the marketplace, and aligns with regulatory incentives for sustainable practices.</li> <li>Embracing circular methods extends the lifespan of products and enhances the Company's reputation with stakeholders, supporting its sustainability objectives and long-term success.</li> </ul>	-	<p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>Reducing raw material costs, minimizing waste disposal expenses, and improving operational efficiency through sustainable practices, we can achieve cost savings over the long term.</li> <li>Additionally, meeting consumer demand for environmentally friendly products and gaining access to green financing and incentives can further enhance financial performance. Adopting circular economy principles can lead to improved profitability and resilience in the face of regulatory changes and market shifts toward sustainability.</li> </ul>

S. No.	Material issue identified	Is it risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Water and Effluent Management	Risk	<ul style="list-style-type: none"> <li>Water is a scarce resource, making its availability a significant challenge, especially in regions experiencing water stress.</li> <li>Implementing efficient effluent treatment systems helps prevent pollution, safeguard the Company's reputation, and minimize potential regulatory risks.</li> </ul>	<ul style="list-style-type: none"> <li>Efforts to recycle and reuse water are already underway, including the treatment of effluents.</li> <li>Recycled water is utilized for gardening, cleaning, and other related activities.</li> <li>Additionally, the Company is actively involved in supporting water management projects in Gujarat as part of its corporate social responsibility (CSR) initiatives.</li> </ul>	<p><b>Negative:</b></p> <p>Recycling wastewater to make it suitable for industrial reuse is an expensive process and may incur significant expenditures.</p>
4.	Energy Efficiency and Management	Opportunity	<ul style="list-style-type: none"> <li>Reduces operational costs through lower energy consumption.</li> <li>Enhances compliance with environmental regulations and climate goals.</li> <li>Aligns with customer demand for sustainable solutions.</li> <li>Supports long-term business resilience and competitiveness.</li> <li>Enables access to green financing and incentives.</li> <li>Demonstrates commitment to responsible business practices.</li> </ul>	-	<p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>Minimizes exposure to energy price volatility.</li> <li>Improves brand reputation and stakeholder trust.</li> <li>Meets growing customer demand for sustainable practices.</li> <li>Strengthens long-term business resilience and adaptability.</li> </ul>
5.	GHG Management	Risk	<ul style="list-style-type: none"> <li>Increasing global and domestic regulatory pressures around carbon emission reduction</li> <li>Regulatory requirements such as carbon pricing and mandatory disclosures, pose compliance risks if GHG emissions are not effectively managed.</li> <li>There is a reputational risk associated with failing to meet stakeholder expectations, especially from investors,</li> </ul>	<ul style="list-style-type: none"> <li>Technological advancements and enhanced operational efficiency can contribute to reducing GHG emissions.</li> <li>The Company promotes resource efficiency by employing innovative technologies and processes that minimize energy consumption and emissions without compromising business objectives.</li> </ul>	<p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>Stricter emission control regulations might affect production capacity by enforcing tighter emission limits.</li> <li>Adhering to these regulations could necessitate operational changes, which may result in decreased output or higher costs due to the need to upgrade equipment and processes.</li> </ul>

S. No.	Material issue identified	Is it 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)
			<p>customers, and rating agencies who prioritize low-carbon operations.</p> <ul style="list-style-type: none"> <li>GHG management is also linked to supply chain risks, as disruptions caused by climate change (e.g., extreme weather events) can affect raw material availability and logistics.</li> </ul>	<ul style="list-style-type: none"> <li>It embraces the use of renewable energy sources wherever possible to transition towards cleaner operations.</li> </ul>	
6.	Ecosystems and Biodiversity	Risk	<ul style="list-style-type: none"> <li>Degradation of ecosystems and biodiversity loss can negatively impact the Company's brand image and stakeholder trust, especially as sustainability expectations rise.</li> <li>If industrial operations affect local ecological balance which in turn leads to potential regulatory scrutiny, community opposition, or disruptions in supply chains.</li> <li>The Company acknowledges that responsible resource use and habitat preservation are essential for long-term operational resilience and environmental compliance.</li> </ul>	<ul style="list-style-type: none"> <li>Appropriate compensatory measures are taken to offset environmental impact if any.</li> <li>The Company promotes resource efficiency and sustainable operations by using recyclable materials, minimizing pollution, and embracing renewable energy sources to reduce ecological disruption.</li> <li>We conduct assessments on biodiversity to monitor and understand potential impacts at project sites.</li> <li>These assessments allow us to identify and mitigate any adverse effects on local ecosystems, ensuring that our operations remain in harmony with the natural environment.</li> </ul>	<p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>Environmental degradation can lead to regulatory penalties, community opposition, and reputational damage, affecting the Company's ability to operate smoothly and maintain stakeholder trust.</li> <li>Disruption of ecosystems may impact resource availability and supply chains, leading to increased operational costs and reduced long-term business resilience.</li> </ul>
7.	Innovation, Research and Development	Opportunity	<ul style="list-style-type: none"> <li>Innovation and R&amp;D enable the Company to develop advanced solar glass technologies such as anti-reflective, anti-soiling, and antimony-free coatings, which enhance product performance and meet evolving customer needs.</li> </ul>		<p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>Drives product advancement and market leadership by enabling the development of high-performance solar glass technologies that meet evolving customer and industry demands.</li> </ul>

S. No.	Material issue identified	Is it 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)
			<ul style="list-style-type: none"> <li>• These efforts support sustainable growth by improving energy efficiency, reducing environmental impact, and aligning with global standards, thereby strengthening Borosil's competitive edge in the renewable energy sector.</li> <li>• R&amp;D fosters continuous improvement and helps the Company stay ahead in a rapidly changing market, contributing to long-term value creation and stakeholder satisfaction.</li> </ul>	-	<ul style="list-style-type: none"> <li>• Supports sustainable and efficient operations, enhancing environmental performance and long-term business resilience through continuous improvement and technological innovation.</li> </ul>
8.	Sustainable Packaging	Opportunity	<ul style="list-style-type: none"> <li>• The Company has adopted the use of recyclable packaging materials and recyclable steel pallets, which significantly reduce environmental impact and support circular economy practices. This aligns with global sustainability goals and enhances operational efficiency.</li> <li>• These initiatives not only contribute to resource conservation and waste reduction, but also improve brand reputation and stakeholder confidence, positioning the Company as a responsible and forward-thinking player in the renewable energy sector.</li> </ul>	-	<p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>• Reduces environmental impact and supports circular economy goals through the use of recyclable packaging and steel pallets, enhancing operational sustainability and resource efficiency.</li> <li>• Strengthens brand reputation and stakeholder confidence by demonstrating commitment to eco-friendly practices, which can lead to increased customer loyalty and market differentiation.</li> </ul>
9.	Product Quality	Opportunity	<ul style="list-style-type: none"> <li>• In a highly competitive market, rising consumer expectations for durability, functionality, and aesthetic appeal make superior product quality a strategic advantage. Borosil's commitment to high standards helps it differentiate its solar glass products and build customer trust.</li> </ul>	-	<p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>• High product quality enhances customer satisfaction and loyalty, strengthens brand reputation, and opens up access to premium markets with stringent quality standards.</li> </ul>

S. No.	Material issue identified	Is it 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)
			<ul style="list-style-type: none"> <li>Maintaining consistent product quality supports long-term customer relationships, enhances brand reputation, and opens up opportunities in international markets where compliance with stringent quality standards is essential.</li> </ul>		<ul style="list-style-type: none"> <li>It supports long-term business growth by reducing returns and defects, improving operational efficiency, and reinforcing the Company's position as a trusted supplier in the renewable energy sector.</li> </ul>
10.	Data Privacy and Cyber Security	Risk	<ul style="list-style-type: none"> <li>A breach in customer privacy or data security could lead to reputational damage, loss of business opportunities, and increased litigation, which can significantly impact stakeholder trust and financial performance.</li> <li>The Company handles sensitive personal and business data across its operations, including employees, customers, vendors, and partners. Any failure in protecting this data could disrupt operations and expose the Company to regulatory penalties and compliance risks.</li> </ul>	<ul style="list-style-type: none"> <li>The Company has implemented a data privacy policy and integrated it into its broader risk management framework, ensuring that personal and business data are handled securely across all operations.</li> <li>The Company conducts regular assessments and audits to identify vulnerabilities, strengthen cyber defences, and ensure compliance with applicable data protection regulations.</li> <li>Borosil invests in IT infrastructure and security systems to prevent unauthorized access, data breaches, and cyber threats, while also training employees on best practices for data handling and cyber hygiene.</li> </ul>	<p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>Breaches in data privacy or cyber security can lead to reputational damage, legal penalties, and loss of stakeholder trust, affecting customer relationships and business continuity.</li> <li>Cyber threats may disrupt operations, compromise sensitive information, and result in financial losses due to litigation, regulatory fines, and recovery costs.</li> </ul>
11.	Human Rights	Risk	<ul style="list-style-type: none"> <li>Non-compliance with human rights standards such as issues related to child labor, forced labor, discrimination, or unsafe working conditions can lead to serious legal consequences, regulatory action, and loss of business licenses, especially in global markets with strict compliance requirements.</li> </ul>	<ul style="list-style-type: none"> <li>The Company has implemented a comprehensive Human Rights Policy that prohibits child labor, forced labor, and discrimination, and ensures safe and fair working conditions across its operations and supply chain.</li> </ul>	<p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>Violations of human rights, such as child labor or unsafe working conditions, can lead to legal penalties, regulatory action, and reputational damage, affecting stakeholder trust and business continuity.</li> </ul>

S. No.	Material issue identified	Is it 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)
			<ul style="list-style-type: none"> <li>• Reputational damage from any perceived or actual violation of human rights can erode stakeholder trust, affect investor confidence, and result in loss of market access, particularly in ESG-sensitive sectors like renewable energy.</li> <li>• The Company acknowledges that human rights risks can arise across its value chain, including suppliers and contractors. Failure to monitor and address these risks could disrupt operations and supply continuity.</li> </ul>	<ul style="list-style-type: none"> <li>• The Company conducts regular due diligence and audits to monitor compliance with human rights standards and has established grievance redressal mechanisms to address concerns raised by employees, contractors, and other stakeholders.</li> <li>• Borosil provides training and awareness programs to employees and partners to promote a culture of respect for human rights and ensure alignment with national and international guidelines.</li> </ul>	<ul style="list-style-type: none"> <li>• Failure to uphold human rights standards across the supply chain may result in loss of market access, investor confidence, and disruptions in operations due to non-compliance with global ESG expectations.</li> </ul>
12.	Health, Safety and Employee Wellbeing	Risk	<ul style="list-style-type: none"> <li>• The Company operates in a manufacturing environment where employees are exposed to physical risks, machinery, and industrial processes. Any lapse in health and safety standards can lead to workplace accidents, injuries, or fatalities, resulting in legal liabilities and operational disruptions.</li> <li>• Poor employee well-being can negatively affect morale, productivity, and retention, leading to increased turnover and reduced efficiency.</li> <li>• Inadequate safety measures or failure to comply with occupational health standards can damage the Company's reputation and stakeholder trust.</li> </ul>	<ul style="list-style-type: none"> <li>• The Company has implemented robust occupational health and safety protocols, including regular safety audits, risk assessments, and compliance with national and international safety standards to prevent workplace accidents and injuries.</li> <li>• Promoted employee well-being through initiatives such as health check-ups, wellness programs, mental health support, and training sessions that foster a safe and supportive work environment.</li> <li>• Borosil ensures that all employees and contractors are trained in safety procedures, emergency response, and hazard awareness, helping to build a culture of safety and accountability across its operations.</li> </ul>	<p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>• Workplace accidents or poor health and safety standards can lead to legal liabilities, regulatory penalties, and reputational damage, affecting stakeholder trust and business continuity.</li> <li>• Neglecting employee well-being may result in low morale, reduced productivity, and high attrition rates, which can disrupt operations and increase long-term human resource costs.</li> </ul>

S. No.	Material issue identified	Is it risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13.	Code of Conduct	Opportunity	<ul style="list-style-type: none"> <li>• Encourages ethical behavior and responsible decision-making across the organization.</li> <li>• Builds trust and credibility with stakeholders, including investors, customers, and partners.</li> <li>• Helps ensure compliance with legal and regulatory standards, reducing risk.</li> <li>• Supports long-term sustainability and governance objectives.</li> <li>• Enables continuous improvement through regular updates and alignment with global best practices.</li> <li>• Strengthens internal culture and promotes accountability at all levels.</li> </ul>	-	<p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>• Promotes ethical behavior, accountability, and compliance, which strengthens stakeholder trust and reduces legal and reputational risks.</li> <li>• Supports long-term sustainability by aligning with global ESG standards and enables continuous improvement through regular updates and responsible governance practices.</li> </ul>
14.	Labor Management	Risk	<ul style="list-style-type: none"> <li>• Managing a large and diverse workforce, including permanent and contract workers, presents challenges in ensuring fair labor practices, compliance with labor laws, and maintaining workplace safety and well-being.</li> <li>• Any lapses in labor standards such as poor working conditions, lack of inclusivity, or high turnover can lead to operational disruptions, regulatory penalties, and damage to the Company's reputation among stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>• Implement a structured risk management framework aligned with global standards to proactively address labor-related issues.</li> <li>• Ensure fair labor practices, safe working conditions, and legal compliance across all employee categories.</li> <li>• Conduct regular training and awareness programs to promote ethical behavior and workplace rights.</li> <li>• Integrate stakeholder feedback into ESG planning to prioritize labor issues effectively.</li> <li>• Maintain oversight through dedicated committees to monitor and improve labor management practices.</li> </ul>	<p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>• Increased legal exposure from non-compliance with labor laws and regulations.</li> <li>• Damage to company reputation and stakeholder trust.</li> <li>• Reduced employee morale and productivity.</li> <li>• Difficulty in attracting and retaining skilled talent.</li> </ul>

S. No.	Material issue identified	Is it 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)
15.	Diversity, Equity and Inclusion (DEI)	Opportunity	<ul style="list-style-type: none"> <li>• DEI fosters a more inclusive and innovative workplace by bringing together diverse perspectives, which enhances creativity, problem-solving, and decision-making.</li> <li>• Helps in attracting and retaining top talent by creating a culture of belonging, fairness, and equal opportunity, which is increasingly valued by job seekers and employees.</li> <li>• A diverse and inclusive workforce improves customer understanding and satisfaction, especially in a globalized market with varied consumer needs.</li> </ul>	-	<p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>• Fosters innovation and creativity by encouraging diverse perspectives and experiences.</li> <li>• Improves employee engagement, satisfaction, and retention through inclusive and fair workplace practices.</li> <li>• Enhances brand reputation and stakeholder trust by demonstrating commitment to social responsibility and ethical governance.</li> <li>• Strengthens organizational resilience and adaptability in a global and multicultural business environment.</li> </ul>
16.	Talent Development, Attraction, Engagement and Retention	Risk	<ul style="list-style-type: none"> <li>• Difficulty in hiring and retaining skilled employees can disrupt operations, increase costs, and reduce productivity.</li> <li>• High turnover, lack of career growth, and poor engagement can also harm morale and weaken the Company's ability to meet strategic goals.</li> </ul>	<ul style="list-style-type: none"> <li>• Invests in continuous learning and development programs to upskill employees and support career growth.</li> <li>• Implements fair and transparent recruitment practices to attract diverse and qualified talent.</li> <li>• Promotes employee engagement through regular feedback, recognition, and inclusive workplace culture.</li> <li>• Offer competitive compensation and benefits to retain skilled professionals.</li> </ul>	<p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>• Operational disruptions due to skill gaps or high employee turnover.</li> <li>• Increased costs from frequent hiring, onboarding, and training.</li> <li>• Decline in employee morale and productivity.</li> <li>• Loss of institutional knowledge and leadership continuity.</li> <li>• Difficulty in maintaining innovation and competitiveness.</li> </ul>

S. No.	Material issue identified	Is it 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)
17.	Customer Relations	Opportunity	<ul style="list-style-type: none"> <li>Customer relations are a high-priority material issue as they directly impact brand loyalty, customer retention, and business growth.</li> <li>The Company treats customer feedback and grievance redressal as strategic opportunities for service improvement and innovation through dedicated teams and digital tools.</li> <li>Strong customer engagement aligns with ESG principles and responsible business conduct, enhancing trust, transparency, and long-term sustainability.</li> </ul>	-	<p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>Builds stronger customer loyalty and improves retention, supporting long-term revenue stability.</li> <li>Enhances brand reputation and credibility, attracting new customers and business partners.</li> <li>Encourages continuous improvement and innovation through actionable customer feedback.</li> <li>Improves responsiveness and service quality, leading to higher customer satisfaction.</li> </ul>
18.	Regulatory Issues and Compliance	Risk	<ul style="list-style-type: none"> <li>Non-compliance with evolving regulations can lead to legal penalties, reputational damage, and operational disruptions, especially in sectors like solar manufacturing that are subject to stringent environmental and safety norms.</li> <li>The Company operates in multiple jurisdictions and must adhere to diverse regulatory frameworks, increasing the complexity and risk of inadvertent non-compliance.</li> </ul>	<ul style="list-style-type: none"> <li>The Company has implemented a robust compliance program that includes regular internal audits to ensure adherence to applicable laws and standards.</li> <li>Employees receive comprehensive training on relevant regulations and ethical practices, reinforcing a culture of integrity and accountability.</li> <li>The Company We maintain active engagement with regulatory bodies, allowing it to stay ahead of changes in the legal landscape and respond promptly to new requirements.</li> </ul>	<p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>Exposure to legal penalties and fines due to non-compliance with environmental, safety, or corporate governance regulations.</li> <li>Reputational damage that can erode stakeholder trust, affecting investor confidence and customer loyalty.</li> <li>Operational disruptions from regulatory investigations or enforcement actions, potentially delaying projects, or halting production.</li> <li>Increased costs and resource allocation for remediation, legal defense, or compliance upgrades.</li> </ul>

S. No.	Material issue identified	Is it 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)
				<ul style="list-style-type: none"> <li>The Company continuously reviews and updates its policies based on stakeholder feedback, global best practices, and regulatory developments to maintain transparency and trust.</li> </ul>	
19.	Supply Chain Management	Risk	<ul style="list-style-type: none"> <li>The Company relies on a complex network of suppliers for raw materials and services, and any disruption due to geopolitical issues, climate change, or regulatory non-compliance can directly impact production timelines and costs.</li> <li>Supply chain vulnerabilities can affect business continuity, especially in the solar glass industry where quality and timely delivery are critical. This makes supplier reliability and ethical sourcing essential to maintaining operational efficiency and stakeholder trust.</li> </ul>	<ul style="list-style-type: none"> <li>The Company maintains diversified sourcing strategies to reduce dependency on single suppliers and enhance resilience against geopolitical or logistical disruptions.</li> <li>Actively engages with suppliers to build long-term partnerships and improve transparency, traceability, and risk preparedness across the value chain.</li> <li>Borosil conducts regular assessments and audits of its suppliers to ensure compliance with quality, safety, and sustainability standards.</li> </ul>	<p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>Disruption in production due to delays or shortages in raw materials, affecting delivery timelines and customer satisfaction.</li> <li>Increased operational costs from sourcing alternatives or managing supply chain inefficiencies.</li> <li>Reduced business resilience in the face of geopolitical tensions, climate-related events, or market volatility.</li> </ul>

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES



This section is aimed at helping businesses demonstrate the structures, policies, and processes put in place towards adopting the NGRBC principles and core elements. These are briefly as below:

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

### 1. Policy and Management processes

Sr. No.	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	(a) Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	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	<ol style="list-style-type: none"> <li>1. Code of Conduct (for Board of Directors, Senior Management &amp; other Employees)</li> <li>2. Whistle Blower Policy</li> <li>3. Quality, Health, Safety and Environmental Policy</li> <li>4. ESG Policy</li> <li>5. Employee Welfare Policy</li> <li>6. Prevention of Sexual Harassment Policy</li> <li>7. Stakeholder Engagement and Grievance Redressal Policy</li> <li>8. Sustainable Development Policy</li> <li>9. CSR Policy</li> <li>10. Human Rights Policy</li> <li>11. Responsible Marketing Policy</li> <li>12. Policy Relating to Remuneration for the Directors, Key Managerial Personnel and Other Employees</li> <li>13. Sustainable Supply Chain Policy</li> <li>14. Anti-Bribery and Anti-Corruption Policy</li> <li>15. Equal Opportunity, Diversity, and Inclusion Policy</li> <li>16. Board Diversity Policy</li> <li>17. Data Privacy Policy</li> </ol>								

Sr. No.	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
2.	Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	<p>Yes, the Company expects its value chain partners to adhere to the following policies in all their dealings.</p> <ul style="list-style-type: none"> <li>i. Whistle Blower Policy</li> <li>ii. Quality, Health, Safety and Environmental Policy</li> <li>iii. ESG Policy</li> <li>iv. Stakeholder Engagement and Grievance Redressal Policy</li> <li>v. CSR Policy</li> <li>vi. Human Rights Policy</li> <li>vii. Responsible Marketing Policy</li> <li>viii. Sustainable Supply Chain Policy</li> <li>ix. Anti-Bribery and Anti-Corruption Policy</li> <li>x. Equal Opportunity, Diversity and Inclusion Policy</li> <li>xi. Data Privacy Policy</li> </ul>								
4.	Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> <li>• <b>Principle 2:</b> Certificate on constancy of performance</li> <li>• <b>Principle 2 &amp; 6:</b> ISO 14001:2015 (Environmental management system)</li> <li>• <b>Principle 3 &amp; 5:</b> ISO 45001:2018 (Occupational health and safety)</li> <li>• <b>Principle 9:</b> Certificate on constancy of performance</li> <li>• <b>Principle 9:</b> ISO 9001:2015 (Quality Management System.)</li> </ul>								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	<p><b>Environment:</b></p> <ul style="list-style-type: none"> <li>• Carbon neutral (at operational sites by 2050).</li> <li>• 5% reduction in water consumption (ltr/sqm) (2mm basis) annually over baseline of FY 2021-22 until FY 2025-26.</li> </ul> <p><b>Social:</b></p> <ul style="list-style-type: none"> <li>• 2% increment in gender diversity YoY from FY24.</li> <li>• Annual health assessment for 100% of workers.</li> </ul> <p><b>Governance:</b></p> <ul style="list-style-type: none"> <li>• Develop a Code of Conduct assessment module and start recording &amp; monitoring number of breaches of code of conduct.</li> <li>• Set up an ombudsman's office &amp; extend its responsibility to include suppliers &amp; customers.</li> </ul>								

Sr. No.	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
6.	<b>Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.</b>	<p><b>Environment:</b></p> <ul style="list-style-type: none"> <li>Achieved a 6.75% reduction in Scope 1+2 Emissions</li> <li>Achieved a substantial 30.40% reduction in water consumption (ltr/sqm for 2mm basis) over baseline of FY 2021-22.</li> </ul> <p><b>Social:</b></p> <ul style="list-style-type: none"> <li>1.91% increase in gender diversity from FY 2023-24 across workforce.</li> <li>76% Workers covering 64% contractual and 92% On-Roll successfully underwent annual health assessment.</li> </ul> <p><b>Governance:</b></p> <p>The organization issued a new policy with several initiatives to enhance adherence to the Code of Conduct and ensure comprehensive training for all employees.</p> <ul style="list-style-type: none"> <li>A series of six training sessions on the Code of Conduct was conducted for 232 employees in FY 2024-25.</li> <li>Furthermore, 24 informational mailers, referred to as Learning Bytes, have been disseminated to the entire workforce.</li> <li>Efforts are underway to transform these training sessions into an e-learning module to achieve complete participation.</li> <li>The organization is actively monitoring instances of Code of Conduct violations, with no breaches reported thus far.</li> </ul> <p>In addition, Mr. Mandar Chandrachud, Group General Counsel has been appointed as the Ombudsman effective July 26, 2024. He can be contacted for relevant concerns via his official communication channel: <a href="mailto:ombudsman.br@borosil.com">ombudsman.br@borosil.com</a>.</p>								

## Governance, leadership and oversight

### 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Borosil Renewables Limited, sustainability is not just a strategic priority, it is a core value that guides our decisions and defines our purpose. As a key enabler of the renewable energy ecosystem, we are committed to integrating environmental, social, and governance (ESG) principles across our operations. The past year has presented both opportunities and challenges, from navigating global supply chain disruptions to meeting evolving stakeholder expectations. Despite these, we have made meaningful progress in advancing our ESG goals and remain focused on building a resilient, responsible, and future-ready organization.

Borosil Renewables continues to lead in environmental stewardship by embedding sustainability into its core operations. As India's leading solar glass manufacturer, we have reduced 22% of our carbon footprint which is significantly lower than the global industry average through cleaner production technologies and process optimization. Our investment in a 10 MW wind-solar hybrid power plant and 1.5 MW wind farm now supplies nearly 30% of our energy needs from renewable sources. We have developed processes in which we eliminate use of hazardous substances like antimony from our products and adopted recyclable packaging materials, reinforcing our commitment to responsible manufacturing. Going forward, we aim to further reduce energy intensity and expand

our use of renewable energy across operations as we are further adding 16.5 MW wind-solar hybrid power plant which will be commissioned by the end of September 2025 quarter and with that the share of renewables will reach to 65% of our electricity needs.

We place strong emphasis on inclusive growth and employee well-being. Our workplace policies promote diversity, equal opportunity, and safety, supported by regular training and wellness initiatives. We actively engage with local communities through CSR programs focused on education, healthcare, and sustainable livelihoods. Across our value chain, we advocate ethical labour practices and support skill development to uplift workers and partners. Our goal is to deepen community engagement and enhance workforce diversity, ensuring that our growth benefits all stakeholders equitably.

Governance at Borosil Renewables is anchored in transparency, accountability, and ethical conduct. Our Board of Directors provides strategic oversight, supported by committees that ensure compliance with regulatory standards and ESG integration. We have a robust Code of Conduct and Whistleblower Policy to uphold integrity across the organization. Regular disclosures and stakeholder engagement help maintain trust and alignment with global governance benchmarks. As we scale, we remain committed to strengthening our governance framework to support sustainable and responsible growth.

We continuously monitor our progress toward achieving our ESG objectives, taking necessary actions to ensure we remain on track. Our commitment extends to developing processes that raise awareness of environmental concerns among both our internal team and external stakeholders. We regularly update them on our ESG goals and the progress we are making. Our ESG initiatives are managed through a structured approach involving three tiers within the Company:

- i. **Executive Leadership** – The Executive Chairman and Vice-Chairman provide oversight and strategic direction, ensuring alignment with the Company's broader vision.
- ii. **Steering Committee** – This committee supervises ESG initiatives, coordinates with external agencies and internal teams, and ensures timely execution of projects.
- iii. **Cross-Functional Team** – Responsible for data collection and reporting, this team ensures accurate tracking and communication of ESG progress.

Through this structured framework, we aim to make our ESG efforts effective, transparent, and aligned with our strategic objectives. We are dedicated to fostering an organizational culture that prioritizes sustainability and social responsibility, contributing to a better future for our stakeholders and the environment.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

All Corporate Policies, including the Business Responsibility (BR) Policies of Borosil Renewables Limited, are embedded into the Company's day-to-day operations and are implemented by the management across all levels. The ultimate responsibility for the implementation and oversight of the BR Policies rests with Mr. P. K. Kheruka, the Executive Chairman of the Company. He provides strategic direction and ensures that the Company's business practices are aligned with its sustainability and responsibility commitments.

**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 Company has formed a Corporate Social Responsibility & Environment, Social & Governance (CSR & ESG) Committee to aid in making decisions regarding sustainability issues. In addition to recommending and monitoring CSR related activities, the Committee is also entrusted with overseeing matters pertaining to Environmental, Social & Governance of the Company.

Moreover, the Committee is responsible for other tasks mandated by applicable laws or directed by the Board to ensure compliance with relevant regulations.

The following members are a part of the CSR & ESG Committee:

Sr. No.	Name	Designation
1.	Mr. Pradeep Kumar Kheruka	Chairman
2.	Mr. Shreevar Kheruka	Member
3.	Ms. Vanaja Sarna	Member
4.	Mr. Shailendra Kumar Shukla	Member

#### 10. Details of Review of NGRBCs by the Company.

Subject for Review	a. Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									b. Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	All the NGRBC policies are reviewed by Whole-time Director/ CSR & ESG Committee/Board.									The policy review is conducted on a need basis.								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The respective departments issue Compliance Certificates on applicable laws, which are then formally recorded by the Board of Directors									The review is conducted on a quarterly basis.								

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

No. However, the processes and compliances undergo scrutiny by internal auditors and are subject to relevant regulatory requirements. From both the best practices and risk management perspectives, the Board and its committees regularly review and update the policies.

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

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

## SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

### 1 PRINCIPLE

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



Borosil Renewables Limited embeds integrity at the core of its operations, ensuring ethical, transparent, and accountable conduct across all levels. A comprehensive Code of Conduct governs the behavior of employees, directors, and partners, promoting fair practices and a zero-tolerance approach to corruption. Governance is led by a diverse Board and supported by committees that ensure compliance with legal standards and uphold stakeholder trust through timely and accurate disclosures.

To strengthen transparency, the Company has a Whistleblower Policy that facilitates secure reporting of misconduct. Regular training and awareness initiatives reinforce ethical practices throughout the organization. These measures collectively foster a culture of responsibility and openness, aligning Borosil Renewables' governance with global best practices and supporting its commitment to sustainable growth.

### ESSENTIAL INDICATORS

#### 1. Percentage coverage by training and awareness programs on any of the Principles during the financial year.

S. No.	Segment	Total number of training & awareness programs held	Topics/principles covered under the training	% age of people in respective category covered by the awareness programs
1.	Board of Directors	1	Familiarization of the Company's operation and its core values	100%
2.	Key Managerial Personnel	2	POSH, Code of Conduct	100%
3.	Employees other than BOD and KMPs	2	POSH, Code of Conduct	27.00%
4.	Workers	2	POSH, Code of Conduct	36.00%

#### 2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by its directors/KMPs) with regulators/law enforcement agencies/judicial institutions in the financial year in the following format.

Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Monetary		
			Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 7	CGST & Central Excise	17,33,956*	Central Tax Credit alleged to be wrongly migrated through TRAN-1 Form.	Yes

Monetary					
Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Principle 6	CGWA	4,00,000	For non-installation/faulty digital water flow meter with telemetry system, non-installation/faulty DWLR/Telemetry system, Non-Submission of Water level/ Water quality Data, Non-maintenance of logbook of daily withdrawal/non submission of Groundwater abstraction data.	No
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non-Monetary				
Type	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment	No such punishment/imprisonment were enforced by any regulator/law enforcement agencies/judicial institutions.			

\*Represents only the amount of penalty levied.

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Central Tax Credit alleged to be wrongly migrated through TRAN-1 Form.	Office of The Superintendent, CGST & Central Excise, Range-III, Division-X Ankleshwar

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

Borosil Renewables Limited has an established Anti-Bribery and Anti-Corruption (ABAC) Policy that underscores its commitment to maintaining the highest ethical standards in every aspect of its business operations. The policy articulates a zero-tolerance stance toward bribery and corruption, laying down robust principles in alignment with applicable laws.

Key highlights of the ABAC Policy include:

- Zero Tolerance Approach:** A firm commitment to prohibiting all forms of bribery and corruption, irrespective of whether they involve government officials or entities within the private sector.
- Employee Guidance:** Comprehensive guidelines for all employees to identify and tackle bribery and corruption-related issues, encouraging professional, fair, and transparent business dealings globally.
- Prohibition of Improper Payments:** Explicit prohibition against offering, making, or receiving payments or items of value that intend to influence decision-making or secure any undue advantage. Facilitation payments and kickbacks are forbidden.

- d. **Red Flag Indicators:** A list of potential risk scenarios (“red flags”) is available to help employees and business partners identify suspicious practices that may suggest improper conduct.
- e. **Reporting and Monitoring Mechanisms:** A defined process for reporting any suspicions or breaches of the policy. The Ethics Committee oversees these matters, supported by the Whistle Blower Policy, ensuring that disclosures are managed appropriately and with confidentiality.
- f. **Gift and Hospitality Protocol:** All hospitality and gifts must be declared and reviewed by the Ethics Committee, with assessments documented through the “Declaration for Gifts, Business Entertainment, and Hospitality” form to ensure that they are not used to exert undue influence.
- g. **Regular Reviews:** The Ethics Committee regularly reviews the policy’s effectiveness, ensuring its continued suitability, adequacy, and alignment with current legal requirements and ethical best practices.

Through this policy, Borosil Renewables Limited affirms its dedication to lawful and ethical business conduct, striving to foster a culture of integrity that aligns with international standards. This commitment is integral to the Company’s governance framework and is pivotal in fostering trust with stakeholders, partners, and the communities it serves. The Policy can be accessed through the weblink [Anti-Bribery and Anti-Corruption \(ABAC\) Policy](#).

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

Sr. No.	Segment	FY 2024-25	FY 2023-24
1.	Directors	Nil	Nil
2.	Key Managerial Personnel	Nil	Nil
3.	Employee	Nil	Nil
4.	Workers	Nil	Nil

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

Sr. No.	Segment	FY 2024-25		FY 2023-24	
		Number	Remarks	Number	Remarks
1.	Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
2.	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

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

Not Applicable

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	24.42	22.28

## 9. Open-ness of business

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	10.96%	-
	b. Number of trading houses where purchases are made from	465	-
	c. Purchases from the top 10 trading houses as % of total purchases from trading houses.	70.84%	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	0.04%	0.35%
	b. Sales (Sales to related parties/Total Sales)	0.001%	0.65%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	99.71%	99.40%
	d. Investments (Investments in related parties/ Total Investments made)	81.14%	100%

## LEADERSHIP INDICATORS

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

Total number of awareness programs held	Topics/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) under the awareness programs
Nil		

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

Yes. Borosil Renewables Limited has robust processes in place to prevent and manage conflicts of interest involving members of the Board. The Company has implemented policies such as the Code of Conduct for Directors and Senior Management and the Policy on Related Party Transactions, which clearly outline expectations and procedures for identifying and addressing potential conflicts.

Each year, directors are required to disclose their interests, including any roles they hold in other entities, partnerships, or corporations. In cases where a conflict arises, only those members of the Board who have no interest in the matter participate in the discussion and voting, while the concerned directors abstain. These measures ensure transparency, ethical governance, and compliance with regulatory standards, reinforcing the Company's commitment to responsible leadership.

## 2

## PRINCIPLE

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



Borosil Renewables Limited ensures its products are both environmentally sustainable and safe for end users. As India's leading solar glass manufacturer, the Company contributes significantly to clean energy adoption. Its solar glass is designed with ultra-low iron content for higher efficiency and is produced using processes that reduce carbon emissions by 22% compared to industry norms. The elimination of hazardous substances like antimony and the use of renewable energy in operations reflect its commitment to safe and sustainable manufacturing.

The Company maintains stringent quality and safety standards across its product lifecycle. Through continuous R&D, it develops innovative solutions like fully tempered 2mm solar glass, enhancing durability and performance. Responsible sourcing, recyclable packaging, and lifecycle-conscious design further ensure that Borosil's products meet global sustainability benchmarks while prioritizing user safety.

## ESSENTIAL INDICATORS

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

S. No.	Segment	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
1.	R&D	100%	100%*	The cost accounts for investments in initiatives aimed at minimizing reliance on environmentally harmful substances, such as eliminating antimony from solar glass to make it antimony-free.
2.	CAPEX	79.01%	3.00%	Deployment of software in R&D center and resource conservation initiatives in manufacturing of solar glass

\*Investments were used to set up a new R&D Facility.

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

Yes, our sustainable sourcing policy reflects a strong dedication to promoting sustainability throughout our supply chain. Grounded in ethics, transparency, and governance, the policy establishes rigorous standards for environmental stewardship, workplace health and safety, and ethical behavior. We urge suppliers to adhere to Borosil Renewables' Supplier Code of Conduct, advocating for practices that enhance sustainability in all aspects of operations.

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

In FY 2024-25, we procured 17.26% of our input material sustainably, primarily through local suppliers, micro, small, and medium enterprises (MSMEs). We rely on licensed and regulated vendors for our key goods and services, fostering long-term partnerships with them.

**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.**

At Borosil Renewables, we are dedicated to adopting sustainable waste management practices that emphasize environmental responsibility, resource conservation, and adherence to regulations. Our waste management strategy includes a holistic approach to handling different types of waste produced throughout our operations. With these efforts, we strive to reduce our environmental impact, preserve resources, and support a cleaner, more sustainable future. We are committed to continuously enhancing our waste management practices by pursuing innovative solutions and involving stakeholders to meet our sustainability goals.

The Company's Waste Management Policy includes key elements such as:

- a. Regulatory Compliance
- b. Waste Reduction at Source
- c. Effective Waste Segregation at Scrap Yard Designated Areas
- d. Recycling Partnerships
- e. Sustainable Practices for Wet Waste Treatment at Source

Product	Process to safely reclaim the product
Plastics (Including packaging)	All our plastic waste is safely stored, transported, and sent to government-authorized recyclers for recycling. This ensures that the plastic waste is responsibly managed and recycled, thereby reducing our environmental impact.
E- Waste	Electronic waste produced in the factory is kept in designated areas and subsequently sent to recyclers authorized by the Gujarat Pollution Control Board (GPCB) for further processing. Records of e-waste generation and disposal (Form Number 06) are maintained to monitor the process in accordance with GPCB guidelines.
Hazardous Waste	<p>We have designated specific areas for the storage of hazardous waste, including empty bags, contaminated containers, and used oil. These areas feature closed sheds and secondary containment systems to prevent spills. Each storage chamber is clearly marked with appropriate signage, and spill kits are readily available at the scrap yard. Hazardous waste is stored for a maximum of 90 days. Handling procedures require the use of proper personal protective equipment (PPE), coverage under a Workers' Compensation policy for all personnel involved, and a prohibition on hot work activities near the scrap yard. Critical handling of hazardous materials involves thorough briefings and documentation. The transportation of hazardous waste is strictly regulated, requiring manifests, adherence to GPCB guidelines, GPS-equipped vehicles, and end-user consent for reuse or recycling. Specific protocols are also established for the disposal of oil-soaked cotton waste, batteries, and plastic drums within specified timeframes.</p> <p>Our plant generates the following hazardous waste:</p> <ul style="list-style-type: none"> <li>i. Containers, barrels, and liners that have been contaminated with hazardous chemicals or waste under Category 33.3.</li> <li>ii. Used oil classified under Category 5.1.</li> </ul>

Product	Process to safely reclaim the product
Other Waste	<p>Our solid waste management practices are tailored to the specific nature of each type of waste, following appropriate guidelines. Regular safety audits at our plant ensure ongoing evaluation and enhancement of our safety standards and practices. We are dedicated to a zero-waste policy and fostering a circular economy. Here are some of our waste management initiatives:</p> <ul style="list-style-type: none"> <li>i. Material Reclamation from Customers: We have successfully reclaimed 90% of steel pallets and nearly 12% of wooden pallets, highlighting our commitment to resource efficiency and waste reduction.</li> <li>ii. Zero-Waste Solar Glass Manufacturing: Our plant fully utilizes broken or waste glass (culets) by reintegrating it into the manufacturing process, achieving a zero-waste solar glass production facility.</li> <li>iii. Wet Waste Management: Wet waste produced at our facilities is effectively managed and transformed into manure through composting.</li> <li>iv. Biomedical Waste Disposal: We carefully segregate, store, and dispose of biomedical waste according to regulatory guidelines to ensure safety and environmental compliance.</li> <li>v. Recycling Partnerships: Waste from all our plants is sold to registered recyclers approved by government authorities, ensuring responsible recycling and disposal.</li> <li>vi. Circular Economy Practices: We are committed to integrating circular economy principles by minimizing waste, reusing materials, and ensuring resources remain in use for as long as possible.</li> </ul>

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

Yes, the Company has secured Extended Producer Responsibility (EPR) authorization for plastic waste from the Central Pollution Control Board (CPCB) in accordance with the Plastic Waste Management Rules of 2016 and its subsequent amendments. The plastic waste collection plan aligns with the targets set by the CPCB. We file periodical returns in the CPCB portal for importer and brand owner categories fulfilling the targets and compliance conditions.

### LEADERSHIP INDICATORS

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If yes, provide the web-link.
----------	--------------------------	---------------------------------	---	--	---

The Company has not conducted LCA for any of the products in FY 2024-25

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	Description of the risk/concern Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Recycle	NA	NA
Reuse Material*		
Glass Cullet	36.53%	43.33%
Wooden Pallets	8.20%	<12.00%
Steel Pallets	43.00%	90.00%

\*Wooden Pallets and Steel Pallets are returned from customers, whereas glass cullets are reused in processes.

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	-	197.40	-	-	239.05	-
E-waste	-	-	-	-	1.10	-
Hazardous waste	27.17	76.44	-	-	28.02	-
Battery Waste	-	0.36	-	-	0.35	-
Other Waste	1,26,973.54	5,129.84	634.04	1,56,724.03	5,923.21	600.00

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
Steel pallets	43.02%
Wooden pallets	8.02%

## 3

## PRINCIPLE

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



Borosil Renewables Limited prioritizes the well-being, safety, and growth of its employees and those across its value chain. It ensures a safe, inclusive, and equitable workplace through strong health and safety protocols, regular training, and wellness initiatives. The Company promotes diversity and equal opportunity, supported by active employee engagement and feedback mechanisms to foster a positive work culture.

Extending its commitment beyond direct employees, Borosil Renewables advocates ethical labor practices among suppliers and partners, emphasizing fair wages, safe working conditions, and respect for human rights. It also supports skill development and capacity-building across its value chain, ensuring inclusive and responsible growth aligned with principles of dignity and social equity.

## 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	
		Number (B)	% (B/A)	Number (B)	% (B/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	619	619	100%	619	100%	-	-	573	92.57%	-	-
Female	11	11	100%	11	100%	11	100%	-	-	5	45.45%
<b>Total</b>	<b>630</b>	<b>630</b>	<b>100%</b>	<b>630</b>	<b>100%</b>	<b>11</b>	<b>1.75%</b>	<b>573</b>	<b>90.95%</b>	<b>5</b>	<b>0.79%</b>
<b>Other than Permanent Employees</b>											
Male	50	15	30.00%	50	100%	-	-	-	-	-	-
Female	5	2	40.00%	5	100%	5	100%	-	-	5	100%
<b>Total</b>	<b>55</b>	<b>17</b>	<b>30.91%</b>	<b>55</b>	<b>100%</b>	<b>5</b>	<b>9.09%</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>9.09%</b>

**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	
		Number (B)	% (B/A)	Number (B)	% (B/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	110	110	100%	110	100%	-	-	110	100%	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
<b>Total</b>	<b>110</b>	<b>110</b>	<b>100%</b>	<b>110</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>110</b>	<b>100%</b>	<b>-</b>	<b>-</b>
<b>Other than Permanent Workers</b>											
Male	831	-	-	831	100%	-	-	-	-	-	-
Female	104	-	-	104	100%	104	100%	-	-	104	100%
<b>Total</b>	<b>935</b>	<b>-</b>	<b>-</b>	<b>935</b>	<b>100%</b>	<b>104</b>	<b>11.12%</b>	<b>-</b>	<b>-</b>	<b>104</b>	<b>11.12%</b>

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.09%	0.06%

**2. Details of retirement benefits for Current and Previous FY**

Sr. No.	Benefits	FY 2024-25			FY 2023-24		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority. (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
1.	PF	100%	100%	Yes	100%	100%	Yes
2.	Gratuity	100%	100%	Yes	100%	100%	Yes
3.	ESI	NA	NA	NA	NA	NA	NA

**3. Accessibility of workplaces - Are the premises/offices of the entity 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, the Company's establishments are well accessible to differently abled employees. The Company is also working continuously towards improving its infrastructure to make it more differently abled friendly.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.**

Yes, Borosil Renewables Limited has instituted an Equal Opportunity, Diversity & Inclusion Policy that aligns with the provisions of the Rights of Persons with Disabilities Act, 2016. The policy underscores the Company's commitment to fostering a workplace that is inclusive, respectful, and free from discrimination. It ensures that individuals with disabilities are provided equal opportunities in all aspects of employment, including recruitment, training, career advancement, and workplace accommodations.

The policy explicitly incorporates the mandates of the Rights of Persons with Disabilities Act, 2016 and references the Transgender Persons (Protection of Rights) Act, 2019. It promotes equitable and unbiased practices, encourages sensitization and training programs, and ensures that all employment-related decisions are based on merit and relevant abilities, without any discrimination on the basis of disability or other protected characteristics. Please refer to our policy here, [Equal opportunity, diversity & inclusion policy](#).

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate* (%)	Return to work Rate (%)	Retention Rate (%)
Male	NA	NA	NA	NA
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

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

		Yes/No (If yes, then give details of the mechanism in brief)
1.	Permanent workers	Borosil Renewables has constituted a Grievance Redressal Committee for employees and workers. The Committee aims to deal with an individual grievance fairly and promptly to facilitate a culture to achieve "No complaint" within an organization to improve productivity and facilitate a conducive environment.  The Committee enables employees to understand how to effectively lodge work-related complaints, and to support managers in resolving such issues effectively. The grievance is submitted through writing or via email on: <a href="mailto:brl-grievancecommittee@borosil.com">brl-grievancecommittee@borosil.com</a>  The Grievance Committee comprises of members from different management cadres, ranging from senior management to workmen cadre. The final settlement of any grievance is reached within a reasonable period (normally not exceeding one month) after the recommendations of the Grievance Committee.
2.	Other than Permanent Workers	
3.	Permanent Employees	
4.	Other than Permanent Employees	

**7. Membership of employees in association(s) or Unions recognized by the listed entity**

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective categories (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)

**Permanent Employees**

<b>Total</b>	<b>630</b>	-	-	<b>685</b>	-	-
Male	619	-	-	669	-	-
Female	11	-	-	16	-	-

**Permanent Workers**

<b>Total</b>	<b>110</b>	<b>110</b>	<b>100%</b>	<b>124</b>	<b>124</b>	<b>100%</b>
Male	110	110	100%	124	124	100%
Female	-	-	-	-	-	-

**8. Details of training given to employees**

Category	FY 2024-25					FY 2023-24				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)

**Employees**

Male	669	583	87.14%	451	67.41%	669	542	81.02%	312	46.64%
Female	16	8	50.00%	6	37.50%	16	16	100%	10	62.50%
<b>Total</b>	<b>685</b>	<b>591</b>	<b>86.28%</b>	<b>457</b>	<b>66.72%</b>	<b>685</b>	<b>558</b>	<b>81.46%</b>	<b>322</b>	<b>47.01%</b>

**Workers**

Male	941	835	88.74%	140	14.88%	1,158	1,032	89.12%	88	7.60%
Female	104	80	76.92%	17	16.35%	80	32	40.00%	12	15.00%
<b>Total</b>	<b>1,045</b>	<b>915</b>	<b>87.56%</b>	<b>157</b>	<b>15.02%</b>	<b>1,238</b>	<b>1,064</b>	<b>85.95%</b>	<b>100</b>	<b>8.08%</b>

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
<b>Permanent Employees</b>						
Male	619	578	93.38%	669	610	91.18%
Female	11	10	90.91%	16	14	87.50%
<b>Total</b>	<b>630</b>	<b>588</b>	<b>93.33%</b>	<b>685</b>	<b>624</b>	<b>91.09%</b>
<b>Permanent Workers</b>						
Male	110	-	-	124	-	-
Female	-	-	-	-	-	-
<b>Total</b>	<b>110</b>	<b>-</b>	<b>-</b>	<b>124</b>	<b>-</b>	<b>-</b>

## 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 all its facilities. The facility is certified under ISO standards for both Occupational Health and Safety Management and Environmental Management Systems.

The system covers a wide range of safety and health measures, including:

- Installation of fire and smoke detectors, fire extinguishers, and sprinkler systems across the plant premises.
- Regular maintenance of all fire safety installations through established maintenance contracts.
- Periodic fire drills to enhance fire safety awareness among employees.
- Biannual testing of drinking water by approved laboratories.
- Annual air quality assessments to ensure a safe working environment.
- Availability of first aid boxes, wheelchairs, and foldable stretchers at each plant for medical emergencies.
- Prominent display of emergency contact numbers (police, ambulance, hospital, and building management) at every workstation.

This system ensures a proactive approach to occupational health and safety, fostering a secure and responsive workplace for all employees.

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

The Company has implemented a multi-layered and proactive approach to identifying work-related hazards and assessing risks across all its business operations. These processes are designed to ensure the safety and well-being of employees and workers during both routine and non-routine activities.

### Routine Activities

- A structured Hazard Identification and Risk Assessment (HIRA) framework is in place for all operational processes. This framework facilitates a thorough review of potential hazards, their causes, consequences, and impacts.
- Job Safety Analysis (JSA) and Process Hazard Analysis (PHA) are conducted to evaluate specific tasks and processes.
- Hazards and Operability (HAZOP) studies are used to assess complex systems and identify deviations that could lead to hazards.
- Safety inspections and daily briefings are conducted to maintain ongoing vigilance.

### Non-Routine Activities

- A Permit to Work (PTW) system is strictly enforced, supported by prior risk assessments. These assessments cover risk factors such as severity, likelihood, type of work, and environmental conditions.
- Standard Operating Procedures (SOPs) and internal guidelines ensure 100% compliance with PTW protocols.

### Employee Engagement and Reporting

- Employees and workers are actively encouraged to report unsafe acts, conditions, workplace incidents, accidents, or near-miss events in a timely manner.
- Feedback is gathered through periodic meetings and shop floor visits by the safety team.

### Risk Mitigation and Controls

- Based on identified risks, appropriate mitigation strategies are implemented.
- Controls are evaluated based on risk priority and severity, ensuring targeted and effective interventions.

### Continuous Improvement

- Periodic safety audits are conducted to review safety procedures, facilities, and practices.
- These audits help identify areas for improvement and reinforce the Company's commitment to maintaining high safety standards.
- Incident statistics are carefully analyzed to uncover vulnerabilities and guide future safety enhancements.

This comprehensive system ensures that hazard identification and risk assessment are embedded into the Company's operational culture, promoting a safe and resilient workplace.

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

Yes, the Company has well-established processes that enable employees to report work-related hazards and remove themselves from potentially risky situations. These processes are designed to foster a culture of safety, transparency, and proactive risk management.

### Reporting Mechanisms

- A structured and accessible reporting system is in place, allowing employees to promptly communicate concerns, incidents, or observations.
- Multiple channels are available for reporting, including signboards placed throughout the workplace and direct communication with designated safety personnel.
- Designated individuals are appointed to manage and respond to reports, ensuring timely and effective resolution of safety issues.

### Awareness and Training

- Regular awareness programs are conducted to educate employees and workers on process hazards and control measures.
- Employees undergo training to recognize unsafe conditions and report them to the safety officer.
- Behavior-Based Safety (BBS) programs are implemented to help employees identify and isolate themselves from hazardous situations.

### Preventive and Corrective Measures

- The Health & Safety department assesses unsafe conditions and provides corrective actions to mitigate risks.
- Periodic mock drills are conducted to familiarize employees with evacuation procedures and emergency response protocols.
- Safety audits are carried out regularly to identify and address process safety hazards.

### Empowerment and Engagement

- Employees are actively encouraged to report unsafe acts, conditions, and near-miss incidents.
- The Company empowers employees to remove themselves from hazardous situations without fear of reprisal, reinforcing a safety-first mindset.

These measures collectively ensure a responsive and resilient safety culture, where employees are both protected and empowered to act in the interest of their well-being.

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

Yes, all employees of the Company have access to non-occupational medical and healthcare services. The Company has deployed doctors on call at its facilities to diagnose and manage non-occupational health conditions through regular health check-ups. Additionally, treatment expenses for such conditions are supported, ensuring comprehensive healthcare access beyond occupational needs.

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

Sr. No.	Safety Incident/Number	Category	FY 2024-25	FY 2023-24
1.	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
		Workers	Nil	0.45
2.	Total recordable work-related injuries	Employees	Nil	Nil
		Workers	Nil	2
3.	No. of fatalities	Employees	Nil	Nil
		Workers	Nil	Nil
4.	High consequence work-related injury or ill health (excluding fatalities)	Employees	Nil	Nil
		Workers	Nil	Nil

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

To guarantee a safe and healthy work environment, the Company has implemented several measures:

- a. Hazard Elimination:** The Company ensures a hazard-free workplace by complying with Occupational Safety and Health Administration (OSHA) standards and regulations. Digital signage systems remind employees about proper body mechanics, forklift safety, PPE requirements, and strategies to prevent slips, trips, and falls. Employees are encouraged to identify and report safety concerns, with prompt actions taken to address them.
- b. Comprehensive Training:** Safety training is provided to all employees in a language they comprehend. New employees undergo initial training, while refresher courses are offered for existing employees or when job roles change. Electronic message boards reinforce safety training with concise messages.
- c. Provision of Equipment:** Employees are provided with safe tools and equipment, which are properly maintained. Workplace digital signage promotes injury prevention, and employees are educated on safe handling of hazardous materials, lock-out tag-out procedures, and machine guarding.
- d. Visual Safety Aids and Messages:** The workplace uses color codes, posters, labels, and signs to inform employees of potential hazards. OSHA posters are displayed prominently throughout the workplace, and digital signage shares crucial safety information and updates.
- e. Safety Committee and Regular Meetings:** A workplace health and safety committee is formed, comprising representatives from various departments, including senior management and shop-floor employees. The Committee meets quarterly to discuss safety topics, inspections, injury and illness statistics, and other safety-related matters. Regular departmental or Company-wide safety meetings are held to gather employee feedback, enhancing hazard identification and employee well-being.
- f. Engaging Safety Learning:** The Company incorporates elements of fun into safety learning, ensuring employees remain engaged, retain safety information, and actively contribute to accident prevention.
- g. Periodic Health and Safety Audits:** Regular internal and external audits are conducted by the Company to assess and maintain a safe and healthy workplace for its employees.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Condition	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	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 & safety practices and working conditions.

Borosil Renewables Limited is committed to maintaining a safe and healthy work environment across all its operations. During the reporting period, the Company undertook several corrective and preventive actions to address safety-related concerns and enhance workplace safety standards. These include:

- Strengthening the implementation of its Quality, Health, Safety and Environmental (QHSE) Policy, which mandates compliance with all applicable legal and internal safety requirements and promotes proactive risk prevention measures.

- Conducting regular safety audits and risk assessments to identify potential hazards and implement mitigation strategies, including engineering controls and process improvements.

- Enhancing employee safety awareness through targeted training programs, safety drills, and behavior-based safety initiatives to encourage safe practices and reduce unsafe behavior.

- Establishing and reviewing emergency response protocols and business continuity plans to ensure preparedness for unforeseen incidents.

- Promoting a culture of safety through feedback mechanisms and active engagement with the Joint Health and Safety Committee, enabling timely resolution of concerns raised by employees.

These actions reflect Borosil's ongoing commitment to continuous improvement in health and safety performance emphasizing employee well-being.

## LEADERSHIP INDICATORS

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

(A) Employees: Yes

(B) Workers: Yes

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

The Company ensures that statutory dues as applicable are deducted and deposited in accordance with the regulations. This activity is also reviewed as part of the internal and statutory audit. The Company expects its value chain partners to uphold business responsibility principles and values of transparency and accountability.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

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

No

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	Nil
Working Conditions	Nil

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

Not Applicable

## 4

## PRINCIPLE

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



Borosil Renewables Limited actively engages with a diverse set of stakeholders including customers, employees, investors, suppliers, regulatory bodies, and local communities. The Company recognizes that understanding and addressing stakeholder expectations is essential for sustainable and inclusive growth. It maintains open communication channels and regularly seeks feedback to align its strategies with stakeholder needs and concerns.

Through transparent disclosures, ethical business practices, and inclusive decision-making, Borosil Renewables Limited fosters trust and long-term relationships. The Company also integrates stakeholder inputs into its ESG initiatives, product innovation, and community development programs, ensuring that its actions create shared value and contribute positively to society and the environment.

## ESSENTIAL INDICATORS

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

Borosil Renewables Limited identifies key stakeholder groups through a structured and dynamic process that evaluates each group's impact, influence, and relevance to the Company's operations and strategic objectives. Stakeholders are mapped based on their ability to affect or be affected by the Company's decisions, products, and performance.

The process involves:

- Assessing the degree of influence stakeholders have on business outcomes, regulatory compliance, and reputation.
- Evaluating the impact of the Company's operations on stakeholders, especially in areas such as environmental footprint, employment, and community development.
- Determining the relevance of stakeholder interests to Borosil's long-term goals, including sustainability, innovation, and value creation.

Key stakeholders such as the shareholders, customers, associations, value chain partners, employees, government & regulatory agencies, leadership and communities are prioritized accordingly. Through structured engagement and open communication, Borosil addresses stakeholder concerns, integrates feedback into decision-making, and fosters relationships that go beyond transactional interactions. This approach enhances accountability, supports sustainable growth, and aligns business conduct with stakeholder expectations.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
<b>External Stakeholders</b>				
Communities	Yes, the children and women workforce from the local community are recognized as disadvantaged, vulnerable and marginalized.	The engagement team interacts with the local community to comprehend their needs and requirements. This connection is also established through community development programs organized by the Company. Furthermore, some of the Company's CSR initiatives contribute to engaging with stakeholders who are disadvantaged, vulnerable, and marginalized.	On a continual basis	To understand and address the concerns of communities near the plant premises and assist them in fulfilling their needs.
Shareholders	No	Frequent updates, yearly reports, conferences for analysts and institutional investors, communication through emails, newspaper ads, and stock exchange announcements.	Quarterly/Annually/ Periodic basis	To provide them with updates about the Company and its performance.
Customers	No	Email, pamphlets and websites, exhibitions and social media.	On continual basis	Promoting products, tracking leads and opportunities, gathering information, building relationships, managing complaints, and collecting feedback.
Associations	No	Participation in annual conferences and consultation.	Annual/Periodic basis	To engage with colleagues and work together on industry challenges and innovations.
Value Chain Partners	No	Phone, e-mail, social media channels, websites and conferences.	On continual basis	To improve sustainable practices by encouraging collaboration, ensuring that business activities create value throughout the entire supply chain.
Government and Regulators	No	Website, portals, email, statutory filings	Need-based and compliance based	To ensure adherence to all relevant laws and regulations.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
<b>Internal Stakeholders</b>				
Employees	No	Employee surveys, interaction through newsletters, performance management systems, training, communication sessions (town hall meetings)	On continual basis	To convey significant decisions and gather their feedback to enhance systems, processes, and productivity.
Leadership	No	Regular updates to Board and leadership through Board meetings, familiarization programs	Quarterly/Need-basis	To review performance, make decisions regarding future actions, and approve necessary measures based on requirements.

## LEADERSHIP INDICATORS

- 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 recognizes that stakeholder consultation is essential for shaping its sustainability strategy and aligning business decisions with stakeholder expectations. The Company engages key stakeholder groups including customers, investors, employees, and suppliers through structured mechanisms such as direct interactions, surveys, and feedback sessions.

As part of its ESG materiality assessment, Borosil conducts stakeholder surveys to identify and evaluate significant economic, environmental, and social issues. The feedback collected is analyzed and mapped using a materiality matrix, which helps prioritize issues based on their relevance to stakeholders and their impact on the Company's business operations.

The findings from these consultations and the materiality matrix are formally presented to the Board of Directors. This ensures that stakeholder insights are integrated into strategic planning and decision-making processes. By embedding stakeholder feedback into governance, Borosil strengthens transparency, accountability, and long-term value creation.

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

Yes. The Company uses stakeholder consultation to support the identification and management of environmental and social topics. The Company engages key stakeholders including customers, investors, employees, and suppliers through structured surveys and direct interactions as part of its ESG materiality assessment process.

The feedback gathered from stakeholders regarding Environmental, Social, and Governance issues is reviewed by senior management and the Board of Directors. This dialogue is informed by the materiality assessment, risk evaluation, and the significance of the stakeholders' input. The insights are prioritized using a materiality matrix, which helps identify key issues based on their relevance to stakeholders and impact on business operations.

These findings are then incorporated into the Company's policies and activities. For instance, stakeholder concerns around workplace safety, energy efficiency, and responsible sourcing have led to strengthened safety protocols, increased investment in clean technologies, and enhanced supplier governance frameworks. This approach ensures that stakeholder expectations are embedded into Borosil's sustainability strategy and operational decisions.

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

The Company is committed to supporting disadvantaged, vulnerable, and marginalized groups through Corporate Social Responsibility (CSR) initiatives. The Company's CSR policy, approved and periodically reviewed by the Board's CSR & ESG Committee, is designed to maximize positive impact on communities and beneficiaries, particularly those near its operational areas.

Engagement with these groups is carried out both directly and through well-established partner organizations. Over the past year, Borosil Renewables has implemented several projects aimed at addressing the needs of marginalized communities. These include fruit tree plantation drives, operating schools in tribal regions, and improving infrastructure for education and healthcare facilities.

The Company maintains cordial relationships with vulnerable groups by proactively engaging with communities that may be impacted by its operations. Concerns are identified and addressed in a timely manner. Feedback from these engagements informs the design and execution of CSR projects, ensuring that initiatives are tailored to uplift and empower marginalized stakeholders.

## 5

## PRINCIPLE

Businesses should respect and promote human rights.



Borosil Renewables Limited is committed to upholding and promoting human rights across its operations and value chain. The Company ensures fair treatment, non-discrimination, and equal opportunity for all employees, while fostering a safe and inclusive workplace. Policies and practices are aligned with national laws and international human rights standards, including the principles of dignity, freedom, and respect.

The Company also expects its suppliers and partners to adhere to ethical labor practices, including the prohibition of child labor, forced labor, and any form of exploitation. Through regular audits, training, and stakeholder engagement, Borosil Renewables reinforces its commitment to human rights and ensures that its business contributes positively to the well-being of individuals and communities it impacts.

### ESSENTIAL INDICATORS

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	630	170	26.98%	685	95	13.87%
Other than permanent	55	13	23.64%	-	-	-
<b>Total</b>	<b>685</b>	<b>183</b>	<b>26.72%</b>	<b>685</b>	<b>95</b>	<b>13.87%</b>
<b>Workers</b>						
Permanent	110	25	22.73%	124	30	24.19%
Other than permanent	935	350	37.43%	1,114	700	62.84%
<b>Total</b>	<b>1045</b>	<b>375</b>	<b>35.89%</b>	<b>1,238</b>	<b>730</b>	<b>58.97%</b>

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

Category	FY 2024-25					FY 2023-24				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>										
Male	619	-	-	619	100%	669	-	-	669	100%
Female	11	-	-	11	100%	16	-	-	16	100%
<b>Other than permanent</b>										
Male	50	35	70%	15	30%	-	-	-	-	-
Female	5	3	60%	2	40%	-	-	-	-	-
<b>Workers</b>										
<b>Permanent</b>										
Male	110	-	-	110	100%	124	-	-	124	100%
Female	-	-	-	-	-	-	-	-	-	-
<b>Other than permanent</b>										
Male	831	831	100%	-	-	1,034	1,034	100%	-	-
Female	104	104	100%	-	-	80	80	100%	-	-

## 3. Details of remuneration/salary/wages:

### a. Median Remuneration/wages:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (₹)	Number	Median remuneration/salary/wages of respective category (₹)
Board of Directors (BoD)*	7	12,50,000	1	2,00,000
Key Managerial Personnel*	2	44,27,622	-	-
Employees other than BoD and KMP	619	4,55,184	11	4,27,146
Workers	110	4,06,968	-	-

\*As of March 31, 2025

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	3.56%	1.24%

**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. A dedicated Grievance Redressal Committee responsible for addressing human rights impacts or issues that may arise from its business operations. This committee ensures that concerns related to ethical conduct, workplace rights, and social responsibility are addressed in a timely and transparent manner. It serves as a focal point for receiving, reviewing, and resolving grievances, thereby reinforcing the Company's commitment to upholding human rights across its value chain.

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

The Company upholds human rights as a core value and has established strong internal mechanisms to ensure fair, ethical, and inclusive practices while addressing related grievances across its operations. A dedicated Grievance Redressal Committee serves as the focal point for receiving, reviewing, and resolving concerns related to human rights. Employees and workers can raise grievances verbally, in writing, or via email, ensuring accessibility and confidentiality. The committee handles issues in accordance with the Company's Human Rights Policy and Stakeholder Engagement and Grievance Redressal Policy, ensuring timely and impartial resolution.

The Company maintains a zero-tolerance policy against all forms of slavery, forced labor, child labor, human trafficking, violence, harassment, and abuse whether physical, sexual, psychological, or verbal. It also implements reasonable measures to safeguard employee well-being while respecting their privacy and dignity, and strives to maintain a safe, inclusive, and harmonious workplace for all, regardless of ethnicity, gender, caste, religion, disability, or other factors.

These mechanisms are supported by regular awareness initiatives and a culture of openness, enabling early identification and resolution of human rights concerns. The Company's approach ensures that human rights are not only protected but actively promoted throughout its value chain. For further details, kindly refer to the [Human Rights Policy](#) and the [Stakeholder Engagement and Grievance Redressal Policy](#).

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

	FY 2024-25		FY 2023-24	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil
Child Labor	Nil	Nil	Nil	Nil
Forced Labor/Involuntary Labor	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

We foster a workplace culture rooted in dignity, respect, and transparency. The Company has instituted robust mechanisms to ensure that individuals who report incidents of discrimination or harassment are protected from any adverse consequences, including retaliation or victimization.

- Confidentiality and Privacy Protection:** The Company is committed to maintaining the confidentiality of all complaints related to discrimination and harassment. Reports and related information are handled with utmost discretion under the provisions of the Policy on Sexual Harassment (PoSH) and the Whistle-blower Policy. Any breach of confidentiality is treated as a serious violation and may result in disciplinary action.
- Independent Internal Committee (IC):** In accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Borosil Renewables has constituted an Independent Internal Committee comprising leaders from diverse functions. This committee operates autonomously to investigate complaints and recommend appropriate actions, ensuring impartiality and fairness.
- Whistle-blower Protection:** The Company’s Whistle-blower Policy empowers employees and business associates to report unethical or improper conduct through “protected disclosures.” These disclosures can be made orally or in writing, and for serious violations, an anonymous reporting channel is available. The policy explicitly prohibits retaliation against whistle-blowers.
- Non-Retaliation Assurance:** Borosil strictly enforces a non-retaliation policy. Complainants are assured that their decision to report misconduct will not affect their employment, performance evaluations, or career progression. This assurance is reinforced through internal communications and leadership commitment.
- Training and Awareness:** Regular training programs are conducted to educate employees about workplace rights, grievance mechanisms, and respectful conduct. These sessions also emphasize the importance of supporting complainants and maintaining confidentiality.
- Monitoring and Governance:** All complaints are tracked and reviewed by designated governance bodies to ensure timely resolution and accountability. The Company also discloses relevant statistics and actions taken in its annual sustainability reports.

Through these mechanisms, Borosil Renewables Limited upholds its commitment to ethical governance, employee well-being, and human rights, ensuring a safe and supportive environment for all stakeholders.

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

Yes, the clauses related to human rights are included in the business agreements and contracts. All suppliers and service providers should accept the conditions related to human rights in the BRL Supplier Code of Conduct prior to execution of business agreements and contracts.

**10. Assessments for the year**

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual Harassment	100%
Discrimination at workplace	100%
Child Labor	100%
Forced Labor/Involuntary Labor	100%
Wages	100%

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

Not applicable, as Borosil Renewables Limited has not identified any significant risks or concerns from the human rights assessments conducted at its plant and office locations.

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

Not applicable, as Borosil Renewables Limited has not received any human rights-related grievances or complaints during the reporting period. Consequently, no business process modifications or introductions have been necessitated in this context.

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

No human rights due diligence was conducted by Borosil Renewables Limited during FY 2024–25. The Company continues to monitor its operations and value chain for any potential human rights risks and remains committed to initiating due diligence processes as and when required.

**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, the premises and offices of the Company are accessible to differently abled visitors, in alignment with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company has taken proactive measures to ensure barrier-free access and inclusive infrastructure across its operational locations.

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	-
Child Labor	-
Forced Labor/Involuntary Labor	-
Wages	-

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

Not Applicable

## 6 PRINCIPLE

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



The Company is deeply committed to environmental stewardship and integrates sustainability into its core operations. As a solar glass manufacturer, the Company contributes directly to the clean energy transition. Its manufacturing processes are designed to minimize environmental impact, with a carbon footprint 22% lower than the industry average. The Company has also invested in a 10 MW wind-solar hybrid power plant to meet a significant portion of its energy needs through renewables.

Efforts to protect and restore the environment include responsible resource management, waste reduction, and the elimination of hazardous substances like antimony from its products. Borosil Renewables promotes circular economy practices through recyclable packaging and sustainable sourcing. Water conservation measures, such as rainwater harvesting and recycling systems, are implemented at its facilities. Through continuous innovation and adherence to global environmental standards, the Company ensures its growth aligns with ecological preservation and climate action goals.

### ESSENTIAL INDICATORS

#### 1. Details of total energy consumption (in GJ) and energy intensity, in the following format

Parameter	FY 2024-25	FY 2023-24
<b>From renewable sources</b>		
Total electricity consumption (A)	1,42,592	1,36,313
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>1,42,592</b>	<b>1,36,313</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	5,15,683	3,78,393
Total fuel consumption (E)	19,51,823	18,61,662
Energy consumption through other sources (F)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>24,67,506</b>	<b>22,40,056</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>26,10,098</b>	<b>23,76,369</b>

Parameter	FY 2024-25	FY 2023-24
<b>Energy Intensity per rupee of turnover</b> (Total energy consumed/ Revenue from operations) – GJ/₹ lakhs	23.52	24.10
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumed/Revenue from operations adjusted for PPP) – GJ/USD lakhs	485.84	487.37
Energy intensity – GJ/Employee	3,602.14	3,469.15

*\*Note: Indicate if any independent assessment/evaluation 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? If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	3,99,833.00	3,82,307.00
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	3,99,833.00	3,82,307.00
<b>Total volume of water consumption (in kilolitres)</b>	3,99,833.00	3,82,307.00
<b>Water intensity per rupee of turnover</b> (Water consumed/turnover in lakhs) – kL/₹ lakhs	3.60	3.88
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/Revenue from operations adjusted for PPP) – kL/USD lakhs	74.42	78.45
<b>Water intensity</b> – kL/Employee	583.69	558.11

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

No

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
<b>Water discharged by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>(ii) To Groundwater</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>(iii) To Seawater</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>(iv) Sent to third parties</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>(v) Others</b>		
- No treatment (Used for gardening purposes)	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

*Note: Indicate if any independent assessment/evaluation 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.**

Yes, we have implemented a comprehensive Zero Liquid Discharge (ZLD) mechanism to manage wastewater responsibly and sustainably. The Company ensures 100% of the effluent generated at its manufacturing plant is treated and reused within its operations, with no liquid waste discharged into the environment.

Key features of the ZLD system include:

- **Advanced Treatment Technology:** The facility utilizes a Membrane Bioreactor (MBR) system with an initial capacity of 50 KLD, recently expanded with two additional units of 5 KLD each and one unit of 15 KLD, enhancing overall treatment capacity.
- **Multi-Stage Treatment Process:** Effluent is first treated chemically to neutralize and remove contaminants, followed by biological treatment to break down organic matter and pathogens.
- **Closed-Loop Water Reuse:** Treated water is fully reintegrated into plant operations for various uses, effectively closing the loop on water consumption.
- **Environmental Commitment:** The ZLD system reflects Borosil's commitment to environmental stewardship and sustainable water management, supported by recent capital investments to expand treatment capacity.

This initiative underscores Borosil Renewables Limited's dedication to minimizing environmental impact and promoting resource efficiency across its operations.

**6. Provide details of air emissions (other than GHG emissions) by the entity, in the following format.**

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NO <sub>x</sub>	µg/m <sup>3</sup>	7.79	11.24
SO <sub>x</sub>	µg/m <sup>3</sup>	4.42	16.22
Particulate Matter (PM10)	µg/m <sup>3</sup>	32.39	43.83
Particulate Matter (PM2.5)	NA	NA	NA
Persistent Organic Pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	mg/m <sup>3</sup>	6.32	2.38
Hazardous air pollutants (HAP)	NA	NA	NA
Others- please specify (SO <sub>2</sub> , NO <sub>2</sub> , CO)	NA	NA	NA

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

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

Parameter	Please specify units	FY 2024-25	FY 2023-24
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	1,16,453.08	1,17,781.54
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	74,618.38	85,138.54
<b>Total Scope 1 and 2 Emissions</b>	tCO <sub>2</sub> e	1,91,071.46	2,02,920.08
<b>Total Scope 1 and Scope 2 emissions intensity rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO <sub>2</sub> e /₹ lakhs	1.72	2.06
<b>Total Scope 1 and Scope 2 Emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO <sub>2</sub> e /₹ lakhs	35.56	41.62
<b>Total Scope 1 and Scope 2 emission intensity</b>	tCO <sub>2</sub> e /employee	278.93	296.23

\*Note: Indicate if any independent assessment/evaluation 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 Green House Gas emission? If yes, then provide details.

Yes, the Company has implemented several initiatives aimed at reducing greenhouse gas (GHG) emissions, demonstrating its commitment to sustainable and responsible operations:

- a. **Renewable Energy Procurement:** In FY 2024–25, the Company sourced **28% of its total energy** from renewable sources such as wind and solar power. This strategic shift significantly contributes to the reduction of Scope 2 GHG emissions.
- b. **Energy Efficiency Projects:** Borosil has undertaken multiple energy-saving initiatives across its manufacturing units:
  - TL5 cooling and quenching blower automation
  - Acoustic blower automation in TL3, TL4, and TL5
  - Non-load loss savings through TL2 transformer stoppage

These measures have resulted in daily savings of 529 kWh, contributing to lower energy consumption and reduced emissions.
- c. **Green Energy Infrastructure:** The Company is investing in a 10 MW wind and solar hybrid power plant, which is expected to meet approximately 30% of its electricity needs, further reducing dependence on fossil fuels.

- d. **Low-Carbon Product Innovation:** Borosil manufactures antimony-free solar glass, which supports clean energy generation and avoids the use of toxic substances. Its anti-reflective and anti-soiling coatings also improve solar panel efficiency and reduce water usage.
- e. **Carbon Footprint Benchmarking:** The Company's carbon footprint has been independently assessed and found to be 22% lower than the industry default, reflecting its leadership in low-emission manufacturing.
- f. **Sustainable Logistics and Packaging:** Increased use of steel pallets for product transportation has helped reduce single-use packaging waste and emissions associated with logistics.

These initiatives collectively reflect Borosil Renewables Limited's proactive approach to climate action and its alignment with national and global sustainability goals.

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

Parameter	FY 2024-25	FY 2023-24
	<b>Total Waste generated (in MT)</b>	
Plastic waste (A)	299.00	215.30
E-waste (B)	-	1.10
Bio-medical waste (C)	0.047	0.27
Construction and demolition waste (D)	-	-
Battery waste (E)	0.36	0.35
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	1.85	28.02
Other Non-hazardous waste generated (H). Please specify, if any.	1,32,737.10	1,63,272.44
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>1,33,038.357</b>	<b>1,63,517.48</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated/Revenue from operations) – MT/₹ lakhs	1.19	1.66
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated/Revenue from operations adjusted for PPP) – MT/₹ lakhs	24.76	33.57
<b>Waste intensity</b> – MT/Employee	194.21	238.71

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)

Category	FY 2024-25	FY 2023-24
<b>Total Waste generated (in MT)</b>		
(i) Recycled	5,404.09	6,193.19
(ii) Re-used	1,27,000.07	1,56,724.03
(iii) Other recovery operations	-	-
<b>Total</b>	<b>1,32,404.16</b>	<b>1,62,917.21</b>

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

Category	FY 2024-25	FY 2023-24
<b>Total Waste generated (in MT)</b>		
(i) Incineration	0.047	0.27
(ii) Landfilling	634.00	600.00
(iii) Other recovery operations	-	-
<b>Total</b>	<b>634.047</b>	<b>600.27</b>

Note: Indicate if any independent assessment/evaluation 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 waste.**

The Company has adopted a multi-pronged approach to waste management and chemical safety, aligned with its commitment to environmental sustainability and regulatory compliance.

**Waste Management Practices**

- **Scientific Waste Handling:** All waste is managed using scientifically approved methods to minimize environmental impact.
- **Recycling Initiatives:** The Company actively recycles various types of waste including plastic drums, HDP bags, glass, paper, cardboard, metal, plastic, tires, batteries, and electronics.
- **Organic Waste Composting:** Food and green waste generated from canteens and gardens is composted on-site and used as manure for gardening purposes.
- **Scrap Yard Development:** A new scrap yard is being established to categorize and manage scrap materials more efficiently.
- **Hazardous Waste Disposal:** All hazardous waste is sent exclusively to Gujarat Pollution Control Board (GPCB)-authorized recyclers, ensuring safe and compliant disposal.

### Strategy to Reduce Hazardous and Toxic Chemicals

- **Antimony-Free Solar Glass:** Borosil manufactures antimony-free solar glass, eliminating the use of toxic substances and supporting safer solar energy solutions.
- **Process Optimization:** Continuous improvements in manufacturing processes help reduce the use of hazardous chemicals.
- **Employee Training and Safety Protocols:** Regular training ensures safe handling of materials and adherence to environmental and safety standards.
- **Regulatory Compliance:** The Company complies with all local regulations related to solid and hazardous waste management.

These practices reflect Borosil Renewables Limited's proactive approach to environmental stewardship, resource efficiency, and responsible manufacturing.

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, specify details in the following format:

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
-------	--------------------------------	--------------------	--

Not Applicable

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

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

Not Applicable

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

Sr. No.	Specify the law/regulation/guidelines which was not complied with	Provide details of the non-compliance	Any fines/penalties/action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken (if any)
1.	Environmental Protection Act	Please refer to Point no. 2 under heading 'Essential Indicator' of Principle no. 1		

## 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: **Jhagadia, Bharuch, Gujarat**
- (ii) Nature of operations: **Solar Glass Manufacturing Plant**
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	3,99,833.00	3,82,307.00
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>3,99,833.00</b>	<b>3,82,307.00</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>3,99,833.00</b>	<b>3,82,307.00</b>
<b>Water intensity per rupee of turnover (Water consumed/turnover) – kL/₹ lakhs</b>	<b>3.60</b>	<b>3.88</b>
<b>Water intensity – kL/Employee</b>	<b>583.69</b>	<b>558.11</b>
<b>Water discharged by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilolitres)</b>	<b>-</b>	<b>-</b>

*Note: Indicate if any independent assessment/evaluation 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 & their intensity, in the following format:

Parameter	Unit	FY 2024-25	FY 2023-24
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	tCO <sub>2</sub> e	The Company has not ascertained Scope 3 emissions for the current year but is actively implementing systems to record these emissions in the coming years.	
<b>Total Scope 3 emissions per rupee of turnover</b>	tCO <sub>2</sub> e/₹ lakhs		
<b>Total Scope 3 emission intensity</b>	tCO <sub>2</sub> e/Employee		

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

Not Applicable

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

Not Applicable

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1.	Renewable Energy Procurement	Sourced 28% of total energy from wind and solar power in FY 2024–25	Reduced Scope 2 GHG emissions and reliance on fossil fuels
2.	Renewable Energy Transition	Increased renewable energy share from 22% in FY 2023–24 to 28% in FY 2024–25	Achieved approximately 6% reduction in indirect emissions from electricity consumption
3.	Energy Efficiency Measures	TL5 cooling and quenching blower automation, acoustic blower automation in TL3–TL5, TL2 transformer stoppage	Saved 529 kWh/day
4.	Zero Liquid Discharge (ZLD) System	Installed MBR system with total capacity of 75 KLD to treat and reuse wastewater	100% wastewater recycled: no liquid discharge into the environment
5.	Recycling Rejected Water	Reused rejected water from tempering line packing washing machine in cooling tower makeup	Saved 100 KL/day of water
6.	RO Feed Optimization	Used overflow drinking water as feed for RO plants	Saved 15–20 KL/day of water
7.	Waste Recycling	Recycled plastic drums, HDP bags, glass, paper, cardboard, metal, tires, batteries, and electronics	Reduced landfill waste and promoted circular economy
8.	Organic Waste Composting	Composted food and green waste from canteens and gardens	Generated manure for on-site gardening and landscaping
9.	Antimony-Free Solar Glass	Manufactured solar glass without toxic antimony	Reduced hazardous chemical usage and improved product safety

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

Yes, the Company has a comprehensive Business Continuity and Disaster Management Plan tailored to its solar glass manufacturing operations. The plan includes risk mitigation strategies for natural disasters, cyber threats, and operational disruptions. It outlines protocols for maintaining critical functions, safeguarding data, ensuring employee safety, and managing internal and external communications. A dedicated Risk Management Committee oversees the implementation and periodic review of the plan to ensure its effectiveness. These measures help protect infrastructure, maintain production continuity, and safeguard stakeholder interests.

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

No significant adverse environmental impacts have been identified from the value chain of Borosil Renewables Limited during the reporting period. The Company maintains stringent environmental standards across its operations and engages with suppliers and partners to promote sustainable practices. Regular monitoring and compliance with applicable environmental regulations are ensured to mitigate potential risks.

**7. How many Green Credits have been generated by the:**

**a. Company**

Nil

**b. Value Chain Partners**

Nil

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

Nil. The Company did not conduct environmental impact assessments of its value chain partners during the reporting period.

## 7

## PRINCIPLE

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



Borosil Renewables Limited engages with public and regulatory bodies in a responsible, ethical, and transparent manner. The Company advocates for policies that support clean energy, sustainable manufacturing, and responsible business practices, aligning with national and global sustainability goals. All interactions with government agencies, industry associations, and regulatory authorities are conducted with integrity and in compliance with applicable laws.

The Company participates in industry forums and associations to contribute constructively to policy discussions, particularly in areas related to renewable energy and environmental standards. Borosil Renewables ensures that its policy advocacy is evidence-based, non-partisan, and aimed at fostering long-term societal and environmental benefits. No political contributions are made, and other efforts, if any, are disclosed in accordance with regulatory requirements.

## ESSENTIAL INDICATORS

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

Borosil Renewables Limited is affiliated with 8 trade and industry chambers/associations.

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

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1.	CAPEXIL	National
2.	All India Glass Manufacturers' Federation	National
3.	Solar Ancillary Manufacturer's Association (SAMA)	National
4.	The Associated Chambers of Commerce and Industry of India	National
5.	Confederation of Indian Industry (CII)	National
6.	Indian Solar Manufacturers Association (ISMA)	National
7.	Federation of Gujarat Industries	State
8.	Bombay Chamber of Commerce & Industry	State

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

Name of authority	Brief of the case	Corrective action taken
No corrective actions are applicable, as Borosil Renewables Limited has not received any adverse orders from regulatory authorities related to anticompetitive conduct during the reporting period.		

## LEADERSHIP INDICATORS

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

Sr. No.	Public Policy Advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others- please specify)	Relevant Web link
1.	Advocated for the Imposition of Anti-Dumping Duty on Imports of Textured/ Tempered Glass from China & Vietnam	Petition to Directorate General of Trade Remedies, Department of Commerce, Ministry of Commerce and Industry	Yes	Quarterly	<a href="#">Anti-dumping investigation concerning imports of 'Textured Tempered Coated and Uncoated Glass' originating in or exported from China PR and Vietnam</a>
2.	Advocated for the Imposition of Counter-Vailing Duty on Imports of Textured/ Tempered Glass from Vietnam	Petition to Directorate General of Trade Remedies, Department of Commerce, Ministry of Commerce and Industry	Yes	Quarterly	<a href="#">Countervailing duty investigation concerning imports of 'Textured Tempered Coated and Uncoated Glass' originating in or exported from Vietnam</a>

In addition, we have also worked towards the imposition of Basic Customs Duty on Imports of Textured/Tempered Solar Glass as per the import tariff as also in removal of difficulties faced by the member industries in SAMA by representing at MNRE and other relevant Central Government Ministries to develop a domestic supply chain of Solar PV Ancillaries.

## 8

## PRINCIPLE

Businesses should promote inclusive growth and equitable development.



Borosil Renewables Limited is committed to fostering inclusive growth and contributing to equitable development through its business operations and community initiatives. The Company supports local employment, skill development, and capacity-building programs that empower individuals and promote socio-economic upliftment. Its CSR activities focus on education, healthcare, and sustainable livelihoods, particularly in communities surrounding its manufacturing facilities.

The Company also ensures that its growth benefits all stakeholders by promoting fair labor practices, responsible sourcing, and inclusive workplace policies. By integrating sustainability and equity into its value chain, Borosil Renewables contributes to long-term development that is both socially responsible and economically inclusive.

### ESSENTIAL INDICATORS

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

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

Not Applicable

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

Sr. 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 ₹)
---------	--	-------	----------	---	--------------------------	---------------------------------------

Not Applicable

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

The Company has a formal grievance redressal mechanism in place to address concerns raised by the community and other stakeholders. The process is governed by the Company's Stakeholder Engagement and Grievance Redressal Policy, which outlines the channels for submitting complaints and identifies responsible person for resolution. Grievances can be submitted via email, phone, or in-person visits, and are handled with transparency and confidentiality. The Company ensures that all grievances are resolved within a defined timeframe. The policy is publicly accessible on the Company's website [Stakeholder Engagement and Grievance Redressal Policy](#)

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

Category	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	17.26%	19.25%
Directly from within India	54.67%	36.03%

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

Location	FY 2024-25	FY 2023-24
Rural	78.85%	90.00%
Semi-urban	Nil	Nil
Urban	2.33%	3.00%
Metropolitan	18.82%	7.00%

**LEADERSHIP INDICATORS**

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

**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 ₹)
Nil			

**3. a. Do you have a Preferential Procurement Policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)**

No, the Company does not have a formal preferential procurement policy specifically targeting suppliers from marginalized or vulnerable groups. However, the Company actively supports the local economy by prioritizing procurement from local vendors, including MSMEs and small businesses. This approach is integrated into the Company's broader procurement strategy and value chain, helping to promote inclusive growth and community development.

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

Not Applicable

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

Not Applicable

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

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

Nil

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

Name of authority	Brief of the Case	Corrective action taken
-------------------	-------------------	-------------------------

Nil

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

Sr. No.	CSR Project	No. of people benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Horticulture – Plantation of fruit trees and related activities in Marathwada Region, Maharashtra.	242 farmers supported	100%
2.	Expansion of infrastructure at Smt. Jayaben Mody Hospital by implementing various projects including solar roof top etc.	The project is designed to benefit the public at large and hence the exact number and percentage of beneficiaries cannot be ascertained	Since this is an ongoing project, the number and percentage of beneficiaries cannot be determined.
3.	One Teacher School' called as 'Ekal Vidyalaya'.	Students of 97 schools benefited from this project.	Since this is an ongoing project, the number and percentage of beneficiaries cannot be determined.
4.	Environment Protection initiatives in Chinmaya Vibhooti at Kolwan, Mulshi (Pune).	The project is designed to benefit the public at large and hence the exact number and percentage of beneficiaries cannot be ascertained	100%
5.	Enhancement of Urology Department of Sardar Patel Hospital & Heart Institute, Ankleshwar, Gujarat.	The project is designed to benefit the public at large and hence the exact number and percentage of beneficiaries cannot be ascertained	100%

**9**  
**PRINCIPLE**

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



Borosil Renewables Limited is committed to delivering high-quality, safe, and sustainable products that meet the evolving needs of its consumers. As a key supplier to the solar energy sector, the Company ensures that its solar glass products are manufactured using environmentally responsible processes and meet stringent quality and safety standards. Continuous innovation and customer-centric design enable Borosil to enhance product performance while contributing to clean energy adoption.

The Company maintains transparent communication with customers and provides accurate product information to support informed decision-making. It actively seeks customer feedback to improve offerings and ensure satisfaction. By prioritizing safety, sustainability, and responsiveness, Borosil Renewables builds long-term trust and delivers meaningful value to its consumers.

**ESSENTIAL INDICATORS**

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

The Company has a structured mechanism to receive and respond to consumer complaints and feedback. Customers can register complaints through multiple channels including email, helplines, and the Company’s website. A dedicated team ensures timely resolution and implements corrective and preventive actions where necessary. The Company also conducts regular customer satisfaction surveys to gather feedback on product quality and performance. Survey results are analyzed internally and used to drive improvements. Additionally, complaint data is studied holistically, and trends are monitored to enhance customer experience and product reliability. These practices reflect our commitment to responsiveness and continuous improvement.

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

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

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	Nil	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Other	122	Nil	Nil	188	1	Nil

### 4. Details of instances of product recalls on accounts of safety issues

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

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

Yes, we are in the process of implementing an Information Security Management System (ISMS) aligned with ISO 27001:2022 standards. As part of this initiative, the Company is developing an advanced IT Security Policy to strengthen its cyber security framework. Additionally, Borosil Renewables has a Data Privacy Policy in place, under which regular awareness programs and training sessions are conducted to educate employees on information security and data privacy. Employees are encouraged to report suspicious activities, and the Company ensures proactive risk mitigation. The Data Privacy policy can be accessed through the weblink [Data Privacy Policy](#).

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

Not applicable, as the Company did not receive any complaints or adverse orders related to advertising, delivery of essential services, cyber security and data privacy of customers, product recalls, or product/service safety from regulatory authorities during the reporting period.

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

- Number of instances of data breaches – Nil
- Percentage of data breaches involving personally identifiable information of customers – Nil
- Impact, if any, of the data breaches – Nil

## LEADERSHIP INDICATORS

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

### Official Website:

The Company's website provides detailed information on its solar glass products, innovations, sustainability initiatives, and investor-related disclosures. The website can be accessed through the weblink [www.borosilrenewables.com](http://www.borosilrenewables.com)

### Social Media Platforms:

Borosil Renewables actively shares updates, product information, and thought leadership content through its social media handles [YouTube](#), [LinkedIn](#), [Twitter](#)

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

The Company educates consumers about the safe and responsible usage of its products through multiple initiatives. Customers are provided with detailed product manuals that include handling, storage, and usage instructions. The Company's teams maintain regular contact with customers to address queries and offer guidance. Additionally, Borosil Renewables actively participates in exhibitions and leverages its social media platforms to share educational content and promote responsible usage practices.

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

The Company has established effective communication mechanisms to inform consumers of any potential risk of disruption or discontinuation of essential services. The Company's sales and key account management teams maintain consistent communication with customers through both verbal and written channels. In the event of any delays or disruptions in product supply, customers are promptly informed, and next steps are collaboratively determined to minimize impact and ensure continuity.

- 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 whole? (Yes/No)**

Not Applicable. As the Company primarily operates on a B2B basis, the display of extensive product information on the product itself is not required. Relevant details are shared directly with customers through product manuals and technical documentation.

Yes. The Company conducts regular customer satisfaction surveys to gather feedback on its products and quality parameters. The results are thoroughly analyzed internally and used to guide future actions and improvements.