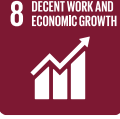


Business Responsibility & Sustainability Report

The Board of Directors is pleased to share the Company's 4th Business Responsibility and Sustainability Report ("BRSR") for the financial year April 1, 2025, to March 31, 2026 (FY 2025-26). The BRSR for FY 2025-26 is aligned with the nine principles of the National Guidelines for Responsible Business Conduct ("NGRBC") notified by the Ministry of Corporate Affairs, Government of India.

List of 17 Sustainable Development Goals (SDGs), adopted by the United Nations in 2015 as part of the Agenda for Sustainable Development:

 SDG 1 - No Poverty: End poverty in all its forms everywhere.	 SDG 2 - Zero Hunger: End hunger, achieve food security and improved nutrition and promote sustainable agriculture.
 SDG 3 - Good Health and Well-Being: Ensure healthy lives and promote well-being for all at all ages.	 SDG 4 - Quality Education: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
 SDG 5 - Gender Equality: Achieve gender equality and empower all women and girls.	 SDG 6 - Clean Water and Sanitation: Ensure availability and sustainable management of water and sanitation for all.
 SDG 7 - Affordable and Clean Energy: Ensure access to affordable, reliable, sustainable and modern energy for all.	 SDG 8 - Decent Work and Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
 SDG 9 - Industry, Innovation, and Infrastructure: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.	 SDG 10 - Reduce Inequality: Reduce inequality within and among countries.
 SDG 11 - Sustainable Cities and Communities: Make cities and human settlements inclusive, safe, resilient and sustainable.	 SDG 12 - Responsible Consumption and Production: Ensure sustainable consumption and production patterns.
 SDG 13 - Climate Action: Take urgent action to combat climate change and its impacts.	 SDG 14 - Life Below Water: Conserve and sustainably use the oceans, seas and marine resources for sustainable development.
 SDG 15 - Life on Land: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	 SDG 16 - Peace, Justice and Strong Institutions: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
 SDG 17 - Partnerships for the Goals: Strengthen the means of implementation and revitalize the global partnership for sustainable development.	

Contents of the BRSR

Section A

General Disclosures

Section B

Management and Process Disclosures

Section C

Principle-wise Performance Disclosure

Principle 1

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

This Principle recognises that ethical behaviour in all operations, functions and processes, is the cornerstone of businesses guiding their governance of economic, social and environmental responsibilities.

The Principle emphasises that disclosures on business decisions and actions that impact stakeholders form the fundamental basis of operationalising responsible business conduct and should be accessible to all relevant stakeholders. It recognises that businesses are an integral part of society and that they will hold themselves accountable for the effective adoption, implementation, and making of disclosures on their performance with respect to the core elements of NGRBC guidelines.

The Principle further emphasises that the governance structure of the business should ensure this, in line with SDG 16, amongst others.

Principle 2

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

This Principle recognises the proposition of SDG 12, amongst others, that sustainable production and consumption are interrelated, contribute to enhancing the quality of life and towards protecting and preserving the earth's natural resources.

The Principle further emphasises that businesses should focus on safety and resource-efficiency in the design and manufacture of their products and use their products in a manner that creates value while minimising and mitigating their adverse impacts on the environment and society through all stages of their life cycle, from design to final disposal. Over time, businesses should embrace the idea of circularity in all their operations.

In order to do so, the Principle encourages businesses to understand all material sustainability issues across their product life cycle and value chain.

Principle 3

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

This Principle encompasses all policies and practices relating to the equity, dignity and well-being, and provision of decent work (as indicated in SDG 8, amongst others), of all employees engaged within a business or in its value chain, without any discrimination and in a way that promotes diversity.

The principle recognises that the well-being of an employee also includes the well-being of her/his family.

Principle 4

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

This Principle recognises that businesses operate in an ecosystem comprising a number of stakeholders, beyond shareholders and investors, and that their activities impact natural resources, habitats, communities and the environment.

The Principle acknowledges that it is the responsibility of businesses to ensure that the interests of all stakeholders, especially those who may be vulnerable and marginalised, are protected.

Principle further recognises that businesses have a responsibility to maximise the positive impacts and minimise and mitigate the adverse impacts of their products, operations, and practices on all their stakeholders.

Principle 5

Businesses should respect and promote human rights.

This Principle recognises that human rights are rights inherent to all human beings, and that everyone, individually or collectively, is entitled to these rights, without discrimination. It further recognises that human rights are inherent, inalienable, interrelated, interdependent and indivisible.

The Principle is inspired, informed and guided by the Constitution of India and the International Bill of Rights and recognises the primacy of the State's duty to protect and fulfil human rights.

The Principle is further informed and guided by the UN Guiding Principles on Business and Human Rights in its articulation of the responsibility of businesses to respect human rights. It affirms that the responsibility of businesses to respect human rights requires that they avoid causing or contributing to adverse human rights impacts, and that they address such impacts when they occur. The Principle urges businesses to be especially responsive to such persons, individually or collectively, who are most vulnerable to, or at risk of, such adverse human rights impacts.

Principle 6
Businesses should respect and make efforts to protect and restore the environment.

This Principle recognises that environmental responsibility is a prerequisite for sustainable economic growth and for the well-being of society.

The Principle emphasises that environmental issues are interconnected at the local, regional and global levels, which makes it imperative for businesses to address issues like pollution, biodiversity conservation, sustainable use of natural resources and climate change (mitigation, adaptation and resilience) in a just, comprehensive and systematic manner. These are aligned with SDGs 11, 13, 14 and 15, amongst others.

The Principle encourages businesses to assess the environmental impacts of their products and operations and take steps to minimise and mitigate their adverse impacts where these cannot be avoided. The Principle encourages businesses to adopt environmental practices and processes that minimise or eliminate the adverse impacts of their operations and across the value chain. The Principle encourages businesses to follow the Precautionary Principle in all their actions.

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

This Principle recognises that businesses operate within specified national and international legislative and policy frameworks, which guide their growth and also provide for certain desirable restrictions and boundaries.

The Principle recognises the legitimacy of businesses to engage with governments for the redressal of grievances or for influencing public policy. The Principle emphasises that public policy advocacy must expand the public good.

Principle 8
Businesses should promote inclusive growth and equitable development.

This Principle recognises the challenges of social and economic development faced by India and builds upon the national and local development agenda as articulated in government policies and priorities. This is particularly significant in zones affected by social disharmony and low human development.

The Principle recognises the value of the energy and enterprise of businesses and encourages them to innovate and contribute to the overall development of the country with a specific focus on disadvantaged, vulnerable and marginalised communities, as articulated in Section 135 of the Companies Act, 2013.

The Principle also emphasises the need for collaboration amongst businesses, government agencies and civil society in furthering this development agenda in line with SDG 17, amongst others.

The Principle reiterates that business success, inclusive growth and equitable development are interdependent.

Principle 9
Businesses should engage with and provide value to their consumers in a responsible manner.

This Principle is based on the fact that the basic aim of a business entity is to provide goods and services to its consumers that are safe to use, and in a manner that creates value for both.

The Principle recognises that consumers have the freedom of choice in the selection and usage of goods and services, and that the enterprises will strive to make available products that are safe, competitively priced, easy to use and safe to dispose of, for the benefit of their consumers.

The Principle also recognises that businesses should play a key role, along with other relevant stakeholders, in mitigating the adverse impacts that excessive consumption of its products may have on the overall well-being of individuals, society and our planet, in line with SDG 12, amongst others.

SECTION A: GENERAL DISCLOSURES



I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L31500MH1938PLC009887
2. **Name of the Listed Entity:** BAJAJ ELECTRICALS LIMITED
3. **Year of incorporation:** 1938
4. **Registered office address:** Mulla House, 2nd Floor, 51, Mahatma Gandhi Road, Fort, Mumbai – 400001, Maharashtra, India.
5. **Corporate address:** Bajaj Electricals Limited, 27th and 26th Floors, One Unity Center, Senapati Bapat Marg, Prabhadevi (West), Mumbai – 400013.
6. **E-mail:** legal@bajajelectricals.com
7. **Telephone:** 022-6149 7000
8. **Website:** www.bajajelectricals.com
9. **Financial year for which reporting is being done:** April 1, 2025 – March 31, 2026
10. **Name of the Stock Exchange(s) where shares are listed:** (i) BSE Limited; and (ii) National Stock Exchange of India Limited
11. **Paid-up Capital:** ₹ 23,07,81,426
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**
Mr. Prashant Dalvi
Telephone No.: 022-6149 7000
E-mail id: legal@bajajelectricals.com
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together):** The disclosures are made on a standalone basis.
14. **Name of assurance provider:** MMJC Consultancy LLP
15. **Type of assurance obtained:** Reasonable assessment on BRSR Core indicators

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing and Trading of Consumer Products	The Company deals with the manufacturing and trading of consumer durables products which include Fans, Domestic Appliances, Kitchen appliances, and Non-Electrical Kitchen Aids.	74.91%
2.	Manufacturing and Trading of Lighting Products	The Company deals with the manufacturing and trading of lighting products which includes LED products, such as lamps, bulbs, battens and ceiling lights in consumer lighting and poles, highmast, street lighting, area lighting, etc. in professional lighting.	25.09%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacturing and Trading of Consumer Products	2750	74.91%
2.	Manufacturing and Trading of Lighting Products	2740	25.09%

II. 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	4	23	27
International	0	1	1

*Excluding warehouses

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of States)	31*
International (No. of Countries)	~20

*Including union territories

b. What is the contribution of exports as a percentage of the total turnover of the entity? - ~ 2.30

c. A brief on types of customers:

A. Consumer Products Segment

The Company manufactures and trades consumer products, including Fans, Domestic Appliances, Kitchen Appliances, and Non - Electrical Kitchen Aids.

The Consumer Products Segment caters to distributors, dealers, institutions, e-commerce, international markets, and government sector who sell the Company's products directly to end-users such as consumers, corporates, and small businesses.

B. Lighting Solutions Segment

The Lighting Solutions Segment includes professional lighting, solar solutions, consumer lighting, wires and switchgears.

Professional lighting includes commercial and industrial customers who require high-quality and energy-efficient indoor and outdoor lighting solutions for their premises. These customers include contractors, project developers, corporate offices, Govt institutions, among others. The Company also provides IoT-based experience (smart lights) to B2B customers such as smart cities, Urban Local Bodies (ULB), and Government projects, as well as Solar solutions amongst others.

Consumer lighting includes Light-emitting diode ("LED") lighting products such as bulbs, battens, and ceiling lights, which cater to consumer household demand. The product portfolio also includes energy-efficient and smart connected LEDs, which cater to the smart home sentiments of consumers. The product portfolio has been expanded to House wires and switchgears to cater the residential segment.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
 Employees						
1.	Permanent (D)	1,427	1,312	91.94	115	8.06
2.	Other than permanent (E)	2,278	1,794	78.75	484	21.25
3.	Total Employees (D + E)	3,705	3,106	83.83	599	16.17
 Workers						
4.	Permanent (F)	73	73	100.00	0	0.00
5.	Other than permanent (G)	1,036	778	75.10	258	24.90
6.	Total Workers (F + G)	1,109	851	76.74	258	23.26

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently Abled Employees						
1.	Permanent (D)	1	1	100.00	0	0.00
2.	Other than permanent (E)	0	0	0.00	0	0.00
3.	Total Differently Abled Employees (D + E)	1	1	100.00	0	0.00
Differently Abled Workers						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than permanent (G)	0	0	0.00	0	0.00
6.	Total Differently Abled Workers (F + G)	0	0	0.00	0	0.00

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20.00
Key Managerial Personnel ("KMP")	3*	0	0.00

*As on March 31, 2026, the KMP of the Company are Mr. Sanjay Sachdeva - Managing Director & Chief Executive Officer, Mr. Prashant Dalvi - Chief Compliance Officer & Company Secretary and Mr. Suketu Shah - Interim Chief Financial Officer.

22. Turnover rate for permanent employees and workers:

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	26.96%	36.15%	27.68%	26.39%	31.16%	26.78%	21.61%	25.61%	21.90%
Permanent Workers	0.00%	0.00%	0.00%	15.18%*	0.00%	15.18%	4.08%	0.00%	4.08%

*Primarily impacted due to the VRS and CRS implemented for permanent employees in the 'workmen' category at the Manufacturing Unit located in Nashik, Maharashtra.

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 (A)	Indicate whether holding / Subsidiary/ Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Hind Lamps Private Limited	Associate	19.00	No
2.	Bajaj Electricals Limited Employees' Welfare Fund No 1	Joint Venture	67.07	No
3.	Bajaj Electricals Limited Employees' Welfare Fund No 2	Joint Venture	67.07	No
4.	Bajaj Electricals Limited Employees' Welfare Fund No 3	Joint Venture	67.07	No
5.	Bajaj Electricals Limited Employees' Welfare Fund No 4	Joint Venture	67.07	No
6.	Bajaj Electricals Limited Employees' Housing Welfare Fund	Joint Venture	67.07	No

VI. CSR Details

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

(ii) Turnover (in ₹): 4,46,215.98 Lakh

(iii) Net worth (in ₹): 1,48,303.49 Lakh

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		***Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	***Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes*	0	0	-	0	0	-
Investors	Yes*	0	0	-	0	0	-
(other than shareholders)							
Shareholders	Yes*	0	0	-	0	0	-
Employees and workers	Yes**	0	0	-	0	0	-
Customers	Yes*	6	3	Refer P9E3	4	4	Refer P9E3
Value Chain Partners	Yes*	0	0	-	0	0	-
Other (please specify)	-	0	0	-	0	0	-

*Any grievances can be addressed to the Chief Compliance Officer & Company Secretary of the Company, whose contact details are made available on the website of the Company at <https://www.bajajelectricals.com/pages/contact>

**Any grievances can be addressed to the concerned Committee(s) as per Internal Policies of the Company.

***Only such complaints that qualify under Principles 1 to 9 of the National Guidelines on Responsible Business Conduct have been considered above.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Product Quality and Safety	Risk	Maintaining high standards of product quality and safety is essential in the consumer appliances and lighting business. Any failure to meet prescribed quality benchmarks, safety norms, or regulatory requirements may result in product defects, increased customer complaints, and potential product recalls. Such issues can negatively affect customer confidence and damage the brand's reputation.	The organisation follows robust quality management systems across its manufacturing and sourcing processes. Products are developed and tested in line with applicable standards to ensure safety and reliability. Regular inspections, audits, and quality checks are carried out to maintain consistency. Customer feedback and continuous improvement initiatives are leveraged to enhance product performance and safety standards.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Climate Action, Energy & Emissions	Risk & Opportunity	Energy consumption and greenhouse gas emissions are key aspects of the Company's operations. Rising energy costs, transition to low-carbon regulations, and increased stakeholder expectations on climate action may pose operational and compliance risks. Additionally, physical risks such as extreme weather events can impact operations and workforce productivity. At the same time, improving energy efficiency and reducing emissions present opportunities to optimize costs and strengthen sustainability performance.	The Company focuses on improving energy efficiency across its operations through process optimization and adoption of energy-efficient technologies. It monitors energy consumption and emissions to identify improvement areas. Initiatives such as use of cleaner fuels, energy conservation measures, and integration of renewable energy, where feasible, are undertaken. The Company also works towards enhancing awareness among employees and implementing practices to reduce overall carbon footprint.	Negative and Positive
3.	Occupational Health and Safety	Risk	Bajaj Electricals is committed to maintaining a safe and conducive work environment for all employees, workers, and vendors. Employee health and safety remain a top priority, as workplace hazards can result in injuries, illnesses, reduced productivity, increased operational costs, and potential reputational damage, which may ultimately impact the Company's financial performance.	Employee health and safety remain a top priority for the Company. This commitment is reinforced through a strong safety culture supported by several proactive measures: Robust Safety Governance: Establishing a comprehensive safety governance framework, underpinned by clearly defined protocols and extensive training programs for all employees. Hazard-Specific Safety Audits: Conducting regular audits to identify potential risks and implementing mitigation strategies to minimize their impact. Regulatory Compliance: Ensuring strict adherence to all applicable health and safety regulations to maintain a safe and secure working environment. Digital Monitoring: Utilizing the "ONE EHS" platform for real-time reporting, tracking workplace incidents, accidents, and safety observations. Emergency Preparedness: Organizing regular mock drills and emergency response training to strengthen preparedness and enhance response capabilities during critical situations.	Negative
4.	Innovation & Technology	Opportunity	Bajaj Electricals leverages innovation and technology to develop energy-efficient and smart electrical appliances, improve manufacturing efficiency, and enhance customer experience. Investing in R&D, automation, and digital solutions allows the Company to remain competitive, meet evolving market demands, and integrate sustainability into products and operations.	Invest in R&D and advanced manufacturing technologies, implement digital transformation initiatives, integrate IoT-enabled smart products, collaborate with technology partners and academic institutions, and encourage employee-driven innovation programs.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Sustainable Supply Chain Management	Risk	Ensuring a resilient and sustainable supply chain is critical to the Company's operations. Bajaj Electricals Limited recognizes that supply chain disruptions, such as raw material shortages, delayed deliveries, or supplier non-compliance with ESG standards, can affect product quality, operational efficiency, and the Company's reputation. Proactive management of these risks and active engagement with suppliers is essential to safeguard business continuity and maintain stakeholder trust. At the same time, there is an opportunity to collaborate with suppliers on sustainable practices, local sourcing, and transparency, enhancing long-term resilience and operational efficiency.	The Company has formulated a Model Responsible Value Chain Partner Code of Conduct, which applies to all suppliers and covers critical aspects such as Business Ethics, Labor Practices and Human Rights, and Environment, Health and Safety. Suppliers for the Room Air Conditioners, Commercial Air Conditioners, and Commercial Refrigeration businesses are actively trained and made aware of sustainability requirements. Additionally, these suppliers undergo regular assessments to evaluate their performance on key sustainability parameters. To mitigate supply chain risks and enhance resilience, the Company implements the following practices: Contingency Planning: Develops effective plans to address potential supply chain disruptions and ensure continuity of operations. Supplier Diversification: Reduces dependence on specific suppliers, enhancing overall supply chain resilience. Quality Control: Implements stringent measures to maintain high product and service standards across the supply chain. Regular Supplier Audits: Conducts audits to ensure suppliers adhere to ethical, social, and sustainable practices. Local Supplier Partnerships: Engages regional suppliers to strengthen local resilience and support community development. Training on ESG: Provides regular training to value chain partners on Environmental, Social, and Governance (ESG) practices and sustainability requirements. Open Communication: Maintains continuous dialogue with suppliers to adapt to changing business needs and market conditions. ESG Supplier Screening: Ensures that suppliers meet ESG criteria for responsible sourcing and sustainable business practices.	Negative
6.	Circular Economy and Waste Management	Risk	Effective waste management and resource optimization are essential for sustainable operations. Risks include improper handling of electronic and manufacturing waste, non-compliance with environmental regulations, and potential reputational damage. Non-adherence to regulatory requirements, including Extended Producer Responsibility (EPR) obligations, may result in fines, penalties, and significant reputational impact. At the same time, opportunities exist to implement circular economy practices such as material recovery, recycling, and reuse which reduce dependency on raw materials and enhance sustainability performance.	Mitigation Measures: To address these risks, the Company has implemented a series of proactive measures, including: Waste Reduction and Recycling Programs: Implementing initiatives to minimize overall waste generation across operations. Supplier Collaboration: Working closely with suppliers to encourage waste-reducing practices throughout the supply chain. Responsible Recycling Partnerships: Engaging with CPCB-authorized recyclers to ensure proper collection, treatment, and recycling of waste materials in line with sustainable waste management standards. Regulatory Compliance: Ensuring full adherence to all waste management regulations, including Extended Producer Responsibility (EPR) obligations, to meet legal requirements and maintain high environmental standards.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Corporate Governance	Risk & Opportunity	Strong corporate governance is critical to ensure transparency, accountability, and ethical decision-making. Risks include non-compliance with statutory requirements, weak internal controls, lack of board oversight, and governance lapses, which can result in legal penalties, reputational damage, and loss of investor confidence. Conversely, robust governance frameworks present opportunities to enhance stakeholder trust, attract investment, and strengthen long-term sustainability.	To strengthen its corporate governance framework, the Company has implemented the following measures: Robust Governance Framework: Established well-defined policies, procedures, and control mechanisms to ensure accountability, transparency, and ethical decision-making across all levels of the organisation. Transparency in Business Practices: Promotes open communication and clear disclosure practices to build trust and maintain strong relationships with stakeholders. Regular Internal Audits: Conducts periodic internal audits to identify, monitor, and address financial and operational risks, ensuring continuous improvement. Regulatory Compliance: Ensures strict adherence to applicable corporate governance regulations, statutory requirements, and industry best practices to uphold legal and ethical standards. Training and Awareness: Provides ongoing training and awareness programs for employees and management to reinforce governance principles, compliance requirements, and ethical conduct.	Positive & Negative
8.	Business Ethics and Compliance	Risk	Failure to uphold strong business ethics and effectively prevent corruption can expose Bajaj Electricals Limited to significant legal, financial, and reputational risks. Instances of unethical conduct, including corruption, fraud, conflicts of interest, or non-compliance with applicable laws and regulations, can lead to regulatory actions, penalties, and increased scrutiny from authorities. Such lapses may also damage the Company's reputation, erode stakeholder trust, and adversely impact relationships with customers, investors, business partners, and regulators. A decline in stakeholder confidence can result in reduced business opportunities and long-term value erosion.	To uphold high standards of business ethics and integrity, the Company has implemented the following measures: Code of Conduct: Established and enforced a comprehensive Code of Conduct that addresses ethical practices, anti-bribery and anti-corruption standards, and appropriate conduct in dealings with all stakeholders. Stakeholder Communication: Clearly communicates expectations regarding ethical behavior and compliance standards to suppliers, customers, and other business partners. Mandatory Training: Conducts regular training and awareness programs for employees and management on ethical conduct, anti-corruption policies, and compliance requirements. Whistle Blower Mechanism: Maintains a robust and accessible Whistle Blower Policy, encouraging employees and stakeholders to report unethical practices without fear of retaliation. Monitoring and Enforcement: Continuously monitors adherence to ethical standards and ensures timely corrective actions in case of any deviations or violations.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Human Capital Development	Risk & Opportunity	Employees are a key driver of operational efficiency, innovation, and long-term growth. Inadequate focus on skill development, employee engagement, and retention may lead to reduced productivity, higher attrition, and loss of critical talent. Conversely, investing in employee development, capability building, and engagement creates opportunities to enhance workforce productivity, innovation, and organisational performance.	To address risks related to talent retention, skill gaps, and productivity, the Company has implemented the following measures: Learning and Development Initiatives: The Company conducts structured training programs covering technical, functional, behavioural, and leadership development to enhance employee capabilities and overall performance. Leadership Development and Succession Planning: Focuses on identifying and nurturing high-potential employees through leadership development initiatives and structured succession planning to ensure continuity in critical roles. Performance Management Systems: Implements a robust performance management framework to align individual goals with organisational objectives, enabling continuous feedback, development planning, and performance improvement. Digital HR Platforms: Leverages digital tools and platforms to streamline HR processes, enable learning, track performance, and enhance overall employee experience. Employee Engagement Initiatives: Promotes a culture of collaboration and engagement through various employee interaction platforms, feedback mechanisms, and cross-functional exposure opportunities. Diversity and Inclusion Focus: Encourages an inclusive workplace through equitable hiring practices, sensitization programs, and initiatives aimed at improving workforce diversity. Health, Safety and Well-being: Prioritizes employee well-being through health and safety programs, awareness initiatives, and a safe working environment across all operations. Recognition and Rewards: Implements structured recognition and reward programs to motivate employees, acknowledge performance, and enhance retention.	Negative and Positive
10.	Data Privacy & Cybersecurity	Risk	Bajaj Electricals increasingly relies on digital systems, customer databases, and interconnected technologies across its operations, supply chain, and customer interfaces. This exposes the Company to risks such as data breaches, cyberattacks, unauthorized access, and system disruptions. Any compromise of sensitive data or IT systems may lead to regulatory penalties, operational downtime, financial losses, and reputational damage, thereby impacting stakeholder trust.	Implement robust IT governance and cybersecurity frameworks; deploy firewalls, encryption, and access control mechanisms; conduct regular vulnerability assessments and system audits; ensure compliance with applicable data protection regulations; provide employee awareness and training on cybersecurity practices; establish incident response and business continuity plans.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11.	Customer Satisfaction	Risk & Opportunity	Bajaj Electricals Limited operates in a highly competitive consumer appliances and lighting market where customer expectations around product quality, safety, durability, and after-sales service are critical. Any failure to meet these expectations may lead to customer dissatisfaction, increased complaints, warranty claims, and erosion of brand reputation. Conversely, consistently delivering superior product quality and service experience strengthens customer trust, enhances brand loyalty, and drives repeat business.	The Company focuses on maintaining high product quality standards through robust quality assurance processes and continuous improvement initiatives. It has established customer feedback and grievance redressal mechanisms to capture and address customer concerns in a timely manner. The Company also leverages its service network to provide after-sales support and warranty services, ensuring improved customer experience. Insights from customer interactions are used to enhance product design, service delivery, and overall engagement.	Positive and Negative
12.	Water Stewardship	Risk & Opportunity	Water is a critical resource for manufacturing processes, utilities, and domestic use across the Company's operations. Inefficient water management, overconsumption, or non-compliance with regulatory requirements can lead to operational disruptions, increased costs, and environmental impact. At the same time, effective water stewardship presents an opportunity to improve resource efficiency, reduce dependency on freshwater sources, and enhance sustainability performance.	The Company is committed to reducing its water footprint as part of improving operational efficiency and promoting environmental sustainability. It recycles treated effluent from Sewage Treatment Plants ("STP") and Effluent Treatment Plants ("ETP") for use in operations and green belt development. An expert agency has been engaged to assess and manage water-related risks across facilities. Rainwater harvesting systems have been implemented, including at the Nashik unit, to support water conservation and groundwater recharge. Additionally, Zero Liquid Discharge ("ZLD") systems are in place across all manufacturing units ensuring effective wastewater treatment, reuse, and minimal environmental discharge.	Positive and Negative
13.	Diversity, Inclusion and Human Rights	Risk & Opportunity	Bajaj Electricals Limited acknowledges the importance of maintaining an inclusive workplace and upholding human rights across its operations. Any gaps in ensuring equal opportunity, fair treatment, and safe working conditions may result in regulatory non-compliance, reputational risks, and reduced employee engagement. Strengthening diversity and inclusion practices, along with respect for human rights, contributes to a positive work environment, improved productivity, and long-term sustainability.	The Company is committed to providing equal opportunity and maintains policies that prohibit discrimination and promote fair employment practices. It ensures compliance with applicable labour laws and standards relating to employee welfare, safety, and human rights. The Company has established grievance redressal mechanisms to address employee concerns and supports a respectful and inclusive workplace culture through awareness initiatives. These principles are also communicated, where relevant, across its value chain.	Positive and Negative
14.	Community Engagement	Opportunity	Engaging with local communities in areas of operation is essential for building long-term relationships and maintaining a social license to operate. Inadequate engagement may lead to community concerns, potential disruptions, and reputational risks. Proactive community engagement and development initiatives contribute to inclusive growth, strengthen stakeholder trust, and enhance overall reputation.	Community development initiatives are undertaken in line with the CSR framework, focusing on areas such as education, skill development, healthcare, and environmental sustainability. Engagement with local stakeholders helps in identifying community needs and implementing programs aimed at improving quality of life. Regular monitoring and impact assessment of CSR initiatives are conducted to ensure effectiveness and alignment with organisational objectives.	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
15.	Product Marketing & Labelling	Risk	Inaccurate or misleading product marketing and labelling, including incorrect product specifications, safety information, or energy ratings, may result in regulatory non-compliance, customer dissatisfaction, and reputational damage. Failure to provide clear and transparent information can lead to customer complaints, product returns, and loss of trust.	Ensure all product information complies with applicable regulatory standards and undergoes rigorous internal review processes. Maintain accurate and transparent labelling, including safety instructions and usage guidelines. Regularly update product information in line with regulatory changes and conduct periodic audits of marketing and labelling practices.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES



Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.bajaelectricals.com/pages/esg								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes / certifications / labels / standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The policies are compliant with respective principles of NGRBC								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Please review the relevant sections of the Integrated Annual Report for detailed information about the management approach and commitments, categorized by the capital of the Integrated Annual Report.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Please refer to the Integrated Report for performance and progress against specific commitments, goals and targets.								
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)	Refer to the message from the Chairman and the Managing Director & Chief Executive Officer along with the relevant sections of the Integrated Annual Report.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors								

10. Details of Review of NGRBCs by the Company:

[illegible]

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1:

BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE



Essential Indicators:

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	0*	NA	NA
Key Managerial Personnel	4	Principles 1 and 5	100.00
Employees other than BoD and KMPs	4	Principles 1 and 5	99.16
Workers	0	NA	NA

*Except for Mr. Shekhar Bajaj and Mrs. Pooja Anant Bajaj who have undergone total of 4 training and awareness programmes which are applicable to permanent employees of the Company. Also, Mr. Sanjay Sachdeva is counted under the Key Managerial Personnel as on March 31, 2026.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine					
Settlement			Nil		
Compounding fee					
Non-Monetary					
Imprisonment			Nil		
Punishment					

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
	NA

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

Yes, the Company has an Anti-Bribery and Anti-Corruption Policy to ensure that proper procedures are in place to prevent any violations of the law and to clearly outline the responsibilities of the Company's personnel and business partners in preventing bribery and corruption. This policy drives the Company's Anti-Bribery Management System ("ABMS"), with the primary objective of mitigating bribery-related risks by implementing robust processes and controls, training and awareness activities that ensure:

- Compliance with applicable anti-bribery laws;
- Creating awareness about the Company's emphasis on ethical business practices and its zero-tolerance approach towards conduct that is in breach of this Policy; and
- Effective Implementation of ABMS by incident reporting, investigation, and compliance.

Please find the Anti-Bribery and Anti-Corruption Policy at: <https://www.bajajelectricals.com/pages/investors>

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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, as there were no such cases of corruption and conflict of interest.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	55.09	49.22

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	3.58	5.71
	b. Number of trading houses where purchases are made from	74	39
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	77.04	92.70

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	60.15	59.26
	b. Number of dealers / distributors to whom sales are made	2,525	3,657
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	6.08	7.61
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	4.99	4.21
	b. Sales (Sales to related parties / Total Sales)	0.08	0.11
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	-	-
	d. Investments (Investments in related parties / Total Investments made)	-	-

Leadership Indicators:

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in value chain covered by the awareness programmes
50	Internal care audit, Safety, CRM data analysis, ISO, SixSigma, 8D CAPA, Quality testing, Quality standards, etc.	49.00

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

Yes, the Company maintains a strict policy against unethical conduct and ensures compliance with relevant principles, including those pertaining to conflicts of interest.

The Company has adopted a comprehensive Code of Conduct (the "Code"), which is applicable to the Directors and Senior Management of the Company. The Code is publicly available on the Company's website at: <https://www.bajajelectricals.com/pages/investors>.

The Code mandates adherence to the highest standards of integrity and ethical behavior. It prohibits acceptance of any benefits from business associates that could compromise, or appear to compromise, objective business judgment. Directors and Senior Management are expected to act honestly, fairly, ethically, and with integrity, and to maintain a professional, courteous, and respectful demeanor at all times.

To reinforce accountability:

- The Board of Directors and Senior Management are required to annually affirm compliance with the Code.
- A declaration to this effect, signed by the Managing Director & Chief Executive Officer, is annexed to the Corporate Governance Report.
- Directors and Senior Management are explicitly prohibited from engaging in business activities that create or may create conflicts with their responsibilities to the Company.

In line with Regulation 26(5) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, members of the senior management are also required to disclose annually to the Board all material, financial, and commercial transactions where they have a personal interest and where such transactions could potentially lead to a conflict of interest with the Company. No instances of corruption or conflict of interest were identified during the reporting period.

PRINCIPLE 2:**BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE****Essential Indicators:**

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	87.81	98.00	Investment in new molds and products
Capex	0.00	0.00	Not Applicable

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

Yes.

At Bajaj Electricals, sustainable sourcing practices are adopted in alignment with the Business Partner Code of Conduct and the Sourcing Policy. The Company has initiated efforts to identify and categorize suppliers as strategic and tactical based on the value of business transacted, where strategic suppliers are those that individually comprise significant portion of BEL's total purchases (by value) OR are critical to the supply chain. BEL also tracks and reports the proportion of its inputs that are sourced sustainably, through internal supplier assessments and through certified suppliers.

Some of the specific measures in place include:

1. **New Vendor Evaluation:**

We have a dedicated process for vendor onboarding which includes assessment of parameters such as commercial capability, technical capability, legal compliance, electrical safety, fire safety, hazardous material storage, and process management, which is jointly conducted by the Supply Chain Management (SCM) and Quality Assessment teams.

2. **Existing Vendor Re-evaluation:**

Some existing suppliers are audited twice a year with a gap of 6 months. They are evaluated on parameters such as safety, legal compliance, organisational policies, work environment, and product quality. Root cause analysis (RCA) is conducted in case of quality issues, and corrective action is taken where necessary. Assessment of Tier 2 vendors is also conducted where the supply of critical components or materials is concerned.

3. **Mulya Program:**

The Company provides a digital platform in the form of a web portal which is accessible to all supply partners, under the Mulya initiative. This enables vendors to contribute VAVE (Value Analysis/Value Engineering) ideas/initiatives focused on reducing costs or adding value without compromising quality.

4. **Hello Local:**

We have reduced dependence on imports through continuous efforts for localization of products and development of the domestic supply base.

5. **Local Sourcing:**

The Company is committed to sourcing locally without compromising on quality. We procure finished goods and services from local vendors, which helps create job opportunities in semi-urban areas.

6. **Governance Meetings:**

From time to time, the Company conducts governance meetings with strategic suppliers, workshops, and training sessions to raise awareness about quality, product development, and delivery. The Company regularly interacts with all its suppliers to understand their concerns and expectations and to take immediate action to address their needs.

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

~97% for Consumer Products - considering finished goods purchased from domestic vendors. This excludes the finished goods from BEL's own factories.

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

The Company has established robust and compliant mechanisms for the safe collection, recovery, recycling, and disposal of various categories of end-of-life product waste. These processes are aligned with applicable regulatory requirements and circular economy principles, aiming to minimize environmental impact through responsible and efficient waste management across the value chain.

(a)  Plastics (including packaging)	In line with its Extended Producer Responsibility ("EPR") obligations under the Plastic Waste Management Rules, 2022, the Company has partnered with the Central Pollution Control Board ("CPCB")-authorized recyclers to ensure environmentally sound management of post-consumer plastic waste. A structured reverse logistics mechanism is in place to facilitate the collection of products and associated packaging at end-of-life for recycling or safe disposal. Through these initiatives, the Company has successfully enabled the collection and recycling of over 1,732.6 MT of plastic waste.
(b)  E-waste	The Company is fully compliant with the E-Waste (Management) Rules, 2022. As a producer of electrical and electronic equipment, it collaborates with CPCB-registered recyclers for the efficient collection and recycling of e-waste. Additionally, the Company undertakes consumer awareness initiatives across multiple platforms to promote responsible e-waste disposal and provides guidance on end-of-life product returns through product labelling. During FY 2025-26, approximately 19,906 MT of e-waste was collected and recycled through authorized partners.
(c)  Hazardous waste	Hazardous waste generated from operations across manufacturing units is managed in strict compliance with applicable regulations and is disposed of through state pollution board authorized recyclers. The Company's Chakan and Chhatrapati Sambhajnagar units have received "Zero Waste to Landfill" certification from M/s Intertek USA, demonstrating its strong commitment to responsible and sustainable waste management practices.
(d)  Other waste	The Company engages with state pollution board-authorized recyclers for the management of other waste streams. To ensure effective waste segregation and enhance recycling efficiency, clearly designated bins for plastic, wet, dry, and other waste categories are deployed across all facilities.

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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Yes, EPR is applicable to the Company's operations.

The Company's waste collection mechanism is fully aligned with the guidelines prescribed under the approved EPR plan submitted to the Pollution Control Boards. As per the CPCB, the Company has successfully achieved 100% of its EPR targets for electronic waste.

The following are elaborate category-wise details:

a) E-Waste:

Waste comprising structural and component-level iron is systematically collected through authorised dismantlers and recyclers and channelised via CPCB-registered agencies for environmentally sound recycling. The Company has achieved 100% compliance against its targets in this category.

Aluminium waste generated from product casings and components is segregated at source and processed through certified recyclers for recovery and reuse. The Company has successfully met 100% of its EPR targets for aluminum.

Copper from wiring, printed circuit boards, and electrical assemblies is recovered through authorised dismantlers using safe and efficient extraction processes. The Company has successfully met 100% of its EPR targets for copper.

b) Plastic:

Plastic waste, including product housing, insulation materials, and plastic components, is channelised through authorised recyclers in line with EPR requirements. By prioritising recyclability and responsible end-of-life management, the Company has achieved 100% fulfilment of its EPR obligations for plastic packaging.

c) Overall E-Waste Management:

The Company has established a robust reverse logistics network involving Producer Responsibility Organisations (PROs) and CPCB-authorized recyclers for collection, transportation, dismantling, and environmentally sound disposal of end-of-life electrical and electronic equipment. This system ensures complete traceability and regulatory compliance.

The Company continues to strengthen its waste management framework in line with evolving regulatory requirements, with a strong focus on waste minimisation, resource recovery, recycling efficiency, and promotion of circular economy principles.

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 the Product / Service	Boundary for which Life Cycle Perspective / Assessment was conducted	% of total Turnover contributed	Whether conducted by independent external agency	Whether conducted by independent external agency
27503	Ceiling Fan	Cradle to Grave	17.88	Yes	No
27400	LED Lamp	Cradle to Grave	4.43	Yes	No

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 risk and concern	Action taken
No significant social or environmental concerns or risks were identified.		

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

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

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
 Plastics (including packaging)	0.00	1,732.60	0	0.00	1,400.00	0.00
 E-waste	0.00	19,905.98	0	0.00	12,231.00	0.00
 Hazardous waste	0.00	11.03	61.95	0.00	0.00	0.00
 Other waste (Non-Hazardous)	1.47	1,129.48	130.15	0.00	11.00	0.00

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
Nil	

PRINCIPLE 3:

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

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
 Permanent employees											
 Male	1,312	1,312	100.00	1,312	100.00	NA	NA	1,312	100.00	0	0.00
 Female	115	115	100.00	115	100.00	115	100.00	NA	NA	0	0.00
 Total	1,427	1,427	100.00	1,427	100.00	115	100.00	1,312	100.00	0	0.00
 Other than Permanent employees											
 Male	1,794	1,794	100.00	1,491	83.11	NA	NA	361	20.12	339	18.90
 Female	484	484	100.00	459	94.83	484	100.00	NA	NA	73	15.08
 Total	2,278	2,278	100.00	1,950	85.60	484	100.00	361	20.12	412	18.09

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 (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
 Permanent workers											
 Male	73	73	100.00	73	100.00	NA	NA	73	100.00	2	2.74
 Female	0	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
 Total	73	73	100.00	73	100.00	NA	NA	73	100.00	2	2.74
 Other than Permanent workers											
 Male	778	269	34.58	778	100.00	NA	NA	0	0.00	0	0.00
 Female	258	144	55.81	258	100.00	132	51.16	NA	NA	0	0.00
 Total	1036	413	39.86	1036	100.00	132	12.74	0	0.00	0	0.00

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.06%	0.06%*

*Number for FY2024-25 has been updated as per corrected calculation methodology.

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

Benefits	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Yes / No / Not Applicable)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Yes / No / Not Applicable)
PF	100	100	Yes	100.00	100.00	Yes
Gratuity	100	100	Yes	100.00	100.00	Yes
ESI	0.21	0.00	Yes	0.00	36.50	Yes
Others - please specify						
Superannuation	6.30	0.00	Yes	6.05	0.00	Yes
NPS	13.67	0.00	Yes	14.08	0.00	Yes

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

Yes, most of the premises/offices of the Company are accessible to differently abled employees and workers. The Company, in its endeavour to promote an inclusive workplace, provides facilities such as ramps to make its offices accessible to differently abled employees and workers. The Company's offices in Mumbai (Lower Parel), New Delhi, Kolkatta, Chennai and Bangalore are accessible to employees and visitors with disabilities. The management is developing a plan to ensure that all of the Company's facilities become accessible to differently abled employees and workers.

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

Yes, the Company has an Equal Opportunity Employer Policy that demonstrates its commitment towards ensuring equality, fostering an inclusive workplace and work culture, and promoting diversity across the organisation where every individual is treated with dignity and respect. The Company provides equal employment opportunities without discrimination based on age, color, disability, marital status, nationality, region, race, caste, religion, place of birth, gender, sexual orientation, or family background. Employees are encouraged to report any grievances or policy violations to the HR Compliance team. The policy is available at: <https://www.bajajelectricals.com/pages/investors>

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

Gender	Permanent Employees		Permanent Workers*	
	Return to work rate	Retention rate	Return to work rate	Retention rate
 Male	100.00%	91.18%	NA	NA
 Female	100.00%	90.00%	NA	NA
 Total	100.00%	90.91%	NA	NA

* Return-to-work rate and retention rate for permanent workers have been reported as 'NA', as no permanent workers availed paternity leave during the reporting year

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

	Yes/No (If yes, then give details of the mechanism in brief)
 Permanent Workers	Yes, the Company has dedicated grievance mechanisms in place.
 Other than Permanent Workers	- For employees the Company has an internal policy and grievance mechanism. - For workers, safety committee meetings are conducted at factory level to redress their grievances.
 Permanent Employees	For women employees and workers, the Company has an ICC (Internal Complaints Committee) formed under POSH and a common Grievance redressal committee for any other grievances.
 Other than Permanent Employees	The Company's vigil mechanism allows reporting of genuine concerns or grievances regarding any poor or unacceptable practice, as well as incidents of misconduct.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	1,427	1	0.07	1,669	8	0.48
 Male	1,312	1	0.08	1,532	8	0.52
 Female	115	0	0.00	137	0	0.00
Total Permanent Workers	73	71	97.26	74	72	97.30
 Male	73	71	97.26	74	72	97.30
 Female	0	0	0.00	0	0	0.00

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial Year)					FY 2025-26 (Current Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
 Employees										
 Male	1,312	135	10.29	1,094	83.38	1,532	361	23.56	1,207	78.79
 Female	115	18	15.65	95	82.61	137	20	14.60	117	85.40
 Total	1,427	153	10.72	1,189	83.32	1,669	381	22.83	1,324	79.33
 workers										
 Male	73	73	100.00	2	2.74	74	53	71.62	0	0.00
 Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
 Total	73	73	100.00	2	2.74	74	53	71.62	0	0.00

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
 Employees						
 Male	1,312	1285	97.94	1,532	1,532	100.00
 Female	115	112	97.39	137	137	100.00
+ Total	1,427	1,397	97.90	1,669	1,669	100.00
 workers						
 Male	73	2	2.74	74	2	2.70
 Female	0	0	0.00	0	0	0.00
+ Total	73	2	2.74	74	2	2.70

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 Health and Safety Management System and remains firmly committed to fostering a strong culture of safety, health, and well-being across all its plants, warehouses, offices, and operational sites. To uphold the highest safety standards, the Company conducts regular safety rounds using the 'One EHS' digital tool, which enables seamless reporting, tracking, and timely closure of unsafe acts and conditions. This proactive mechanism facilitates early identification and mitigation of potential hazards, thereby reinforcing a secure, compliant, and resilient work environment.

In addition, the Company undertakes routine safety audits, including specialized fire safety audits, to rigorously assess workplace risks and continuously strengthen existing safety protocols and emergency preparedness measures. These efforts are further supported by regular compliance checks and safety committee reviews, ensuring adherence to all applicable statutory, legal, and regulatory health and safety requirements across locations.

Key safety initiatives undertaken by the Company include:

- Regular safety rounds through the 'One EHS' digital platform for real-time reporting, monitoring, and closure of unsafe acts and unsafe conditions.
- Periodic safety, fire, and compliance audits to assess operational risks and strengthen preventive and corrective controls.
- Machine safeguarding measures, including 360° machine guarding, two-hand safety systems, protective fencing, and physical barriers across manufacturing plants to minimize human-machine interaction risks.
- Structured training programmes covering occupational health and safety, environmental awareness, safe work practices, firefighting, first aid, and emergency response preparedness.
- Periodic mock drills and emergency simulations to enhance readiness and improve response capability during emergency situations.
- Safety culture development initiatives across warehouses and plant locations through toolbox talks, awareness campaigns, employee engagement activities, and safe behaviour reinforcement programmes.
- Periodic medical check-ups and wellness programmes to enable early detection of health concerns and ensure timely medical intervention and employee well-being support.
- Through these integrated and multi-layered initiatives, the Company continues to work

towards its vision of "Zero Accident Sites," underscoring its unwavering commitment to ensuring a safe, healthy, and resilient workplace for all employees, contractors, and other stakeholders.

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

The Company places a strong emphasis on Hazard Identification and Risk Assessment ("HIRA") for both routine and non-routine activities. This structured and proactive approach enables the identification, evaluation, and mitigation of risks associated with critical equipment, processes, and work environments, thereby strengthening overall workplace safety and operational resilience.

Key Elements of the HIRA Process:

- **Review of Incident History:** Past incidents, near-misses, and unsafe conditions are systematically analyzed to identify recurring patterns and high-risk areas. This helps in prioritizing critical activities that require immediate attention and preventive measures.
- **Stakeholder Consultation:** The Company actively engages employees, supervisors, safety teams, and other relevant stakeholders to gather practical insights on potential risks. This participative approach enhances hazard awareness and ensures that on-ground challenges are effectively addressed.
- **Material Safety Data Sheets (MSDS):** Safety data related to chemicals, machinery, and equipment is thoroughly reviewed to understand potential hazards, exposure risks, and necessary safety precautions, ensuring safe handling and operation.

Risk Assessment Approach:

The Company utilizes a Probability Consequence Risk Matrix to systematically assess the likelihood and impact of identified hazards. Risk evaluations are conducted in consultation with employees who are directly exposed to or involved in activities, ensuring realistic and practical risk assessment. Hazards categorized as high-risk are addressed on priority, with immediate implementation of short-term control measures to reduce exposure. This is followed by detailed analysis to design and implement effective long-term mitigation strategies.

Hierarchy of Risk Control Measures:

- **Elimination:** Wherever feasible, hazards are completely removed from the workplace, addressing risks at their source and ensuring maximum safety.
- **Substitution:** Hazardous materials, processes, or equipment are replaced with safer alternatives to minimize potential harm.

- **Isolation or Enclosure of Hazard:** Containing or segregating the hazard, for example, by restricting access to high-risk areas such as chemical storage rooms
- **Engineering Controls:** Technical interventions such as redesigning equipment, automating processes, or improving workplace layouts are implemented to reduce or eliminate exposure to hazards.
- **Administrative Controls:** Safe work practices and procedures are established, including job rotation, shift scheduling, standard operating procedures (SOPs), and training programs to limit the duration and frequency of exposure.
- **Use of Personal Protective Equipment PPE and Training:** In situations where risks cannot be fully mitigated through other controls, appropriate Personal Protective Equipment (PPE) is provided, along with comprehensive training to ensure its proper use and effectiveness.

Through this comprehensive and layered approach, the Company ensures continuous identification, assessment, and mitigation of workplace hazards. This not only strengthens regulatory compliance but also fosters a culture of safety, accountability, and well-being, creating a safer and healthier environment for all employees.

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

Yes, Bajaj Electricals Limited has established multiple channels to enable workers to report work-related hazards, fostering a culture of transparency, accountability, and proactive risk management. These mechanisms ensure that safety concerns are identified, communicated, and addressed in a timely and effective manner.

Reporting Mechanisms:

- **EHS Portal:** A centralized digital platform is implemented for reporting near misses, unsafe conditions, and deviations related to Environment, Health, and Safety (EHS). All reported cases are systematically tracked, and any unresolved issues are escalated to higher authorities if not addressed within the defined timelines, ensuring prompt corrective action.
- **EHS Daily Tracker Initiative:** Manufacturing units follow a structured daily EHS data tracking system, wherein all incidents and observations are recorded and documented regularly. Daily updates are shared with site teams to drive immediate action, while consolidated monthly data is analyzed and presented in graphical formats for review by safety committees, enabling informed decision-making.
- **Additional Reporting Channels:**
 - Suggestion boxes and registers are placed at key locations to encourage workers to report concerns or share improvement ideas.
 - Designated safety officers are available to address and escalate safety-related issues. Regular safety committee meetings are conducted to review concerns and monitor corrective actions. A dedicated email channel (esg@bajajelectricals.com) is available for employees and stakeholders to report incidents or provide feedback. Employees are empowered with the right to withdraw from any work situation that they believe poses an immediate and serious risk to their health or safety. The Company ensures that adequate safeguards are in place so that individuals exercising this right do not face any retaliation or adverse consequences.

These comprehensive and inclusive practices reflect the Company's strong commitment to maintaining a safe, responsive, and employee-centric work environment, where every worker is encouraged to actively participate in strengthening safety standards.

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

Yes, all workers are covered under non-occupational medical and healthcare services. Employees and workers are included under the Company's Group Medclaim Policy, while workers are additionally covered under the Employees' State Insurance (ESI) scheme. These provisions ensure comprehensive healthcare support extending beyond occupational requirements.

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.00929	0
Total recordable work-related injuries	Employees	0	0
	Workers	1	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

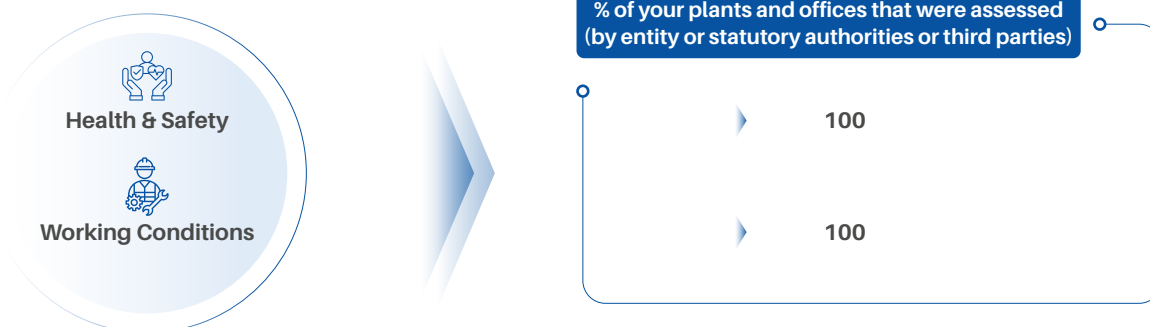
The Company remains committed to fostering a strong culture of safety, health, and well-being across all its plants, warehouses, offices, and operational sites. The key measures undertaken by the Company include:

- Regular safety rounds through the 'One EHS' digital tool, enabling seamless reporting, tracking, and timely closure of unsafe acts, unsafe conditions, and near-miss incidents, thereby supporting proactive hazard identification and mitigation.
- Periodic safety audits and fire safety audits across all locations to continuously evaluate workplace risks, strengthen safety protocols, and ensure compliance with statutory and regulatory requirements.
- Implementation of machine and process safety controls, including machine guarding, safety interlocks, protective barriers, and other engineering controls to minimise workplace risks and enhance operator safety.
- Structured health and safety training programmes for employees covering occupational safety, safe work practices, environmental awareness, firefighting, first aid, and emergency response preparedness.
- Regular mock drills and emergency response simulations to improve preparedness, strengthen incident response capability, and ensure effective handling of emergency situations.
- Periodic medical check-ups and on-site medical support to enable early diagnosis, timely treatment, and continuous monitoring of employee health and well-being.
- Mental wellness and stress management initiatives, including wellness sessions and employee engagement programmes, to support emotional well-being and help employees effectively manage workplace stress.
- Health awareness and lifestyle programmes to encourage preventive healthcare, healthy habits, and overall employee wellness.
- Sports, team-building, and employee engagement activities to promote physical fitness, improve morale, and strengthen team cohesion across the workforce.

These initiatives reflect the Company's continued commitment to safeguarding employee well-being and building a workplace culture centered on safety, health, and resilience.

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

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

14. Assessments for the year:**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:**

There were no significant risks / concerns from the assessments undertaken for health & safety practices and working conditions.

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, the Company has a life insurance policy in the event of the death of an employee

(B) Workers: Yes, the company has a life insurance policy in the event of death of the worker.

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

The contract between the Company and its value chain partners incorporates statutory provisions, including payment and deduction of statutory dues such as Goods and Services Tax ("GST"), Tax Deducted at Source ("TDS"), etc. The value chain partners are primarily responsible for adherence to various statutes. The central team, along with the branches, monitors such deductions on a regular basis to ensure that the same are deposited with the government authorities. Depositing of statutory dues and filing of returns by value chain partners are cross-checked by the system with data available on government portals. In case any deficiency/ mismatch is observed, the respective team takes up with the value chain partners for review and corrections. In a few cases, payment of GST and TCS is made to vendors only after respective payments are reflected at the relevant government portals. The Company also conducts regular structured audits and reviews to ensure compliance with statutory obligations pertaining to workers in our value chain, including the timely payment of wages and social security benefits. If any non-compliance occurs, strict measures are taken against business partners who fail to meet these obligations.

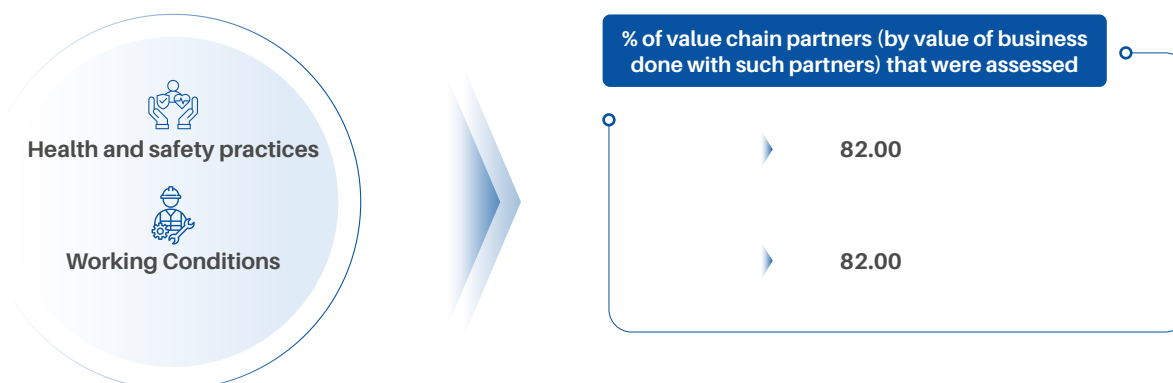
3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

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

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

No.

5. Details on assessment of value chain partners:



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.

Risks and concerns are discussed with suppliers based on the observations from evaluation. Corrective actions are undertaken by suppliers and communicated to our team for re-evaluation and closure of action points.

PRINCIPLE 4:**BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS****Essential Indicators:****1. Describe the processes for identifying key stakeholder groups of the entity.**

The Company takes a people-centric and stakeholder-inclusive approach for its value creation. At the Company level, stakeholder engagement is an important aspect for its overall decision-making process. The Company identifies its key stakeholders by prioritizing the list of stakeholder groups based on their ability to influence and to get influenced by the Company's performance and operations. Identified stakeholders primarily include the Company's board of directors and its leadership team, investors, customers, vendors, employees, and communities. The Company engages through tailored engagement strategies with each stakeholder groups. These steps towards stakeholder engagement and feedback mechanism help the Company in identifying and addressing stakeholder concerns, if any.

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
Investors	No	Annual general meetings, investor and analyst meets and conferences, quarterly earnings calls and presentation, integrated reports, and press releases.	Quarterly or as and when required	- Economic performance - Business model resilience and profitability - Ethics and compliance - Financial growth and business - Scalability - ESG interventions
Shareholders	No	Email, SMS, Newspaper, Investor calls, Advertisement, Stock Exchange, Website, Survey, Virtual and Physical Meetings, Conferences, etc.	Periodic basis	- Financial results & Business updates - Dividend & TDS communication - Investors' service request - Updates on material events
Regulators/ Government	No	Strategic Representation And Meetings With Government Agencies, Representation Through Trade Bodies	Real time and need based	Obtaining permissions / licenses / clarifications/ waivers /business development approvals/vendors and logistical support /recover
Employees	No	Emails, Meetings, Communication Through Digital Platform, International Townhall, Trainings And L&D Activities, Rewards And Recognition, Employee Survey, Amongst Other.	Ongoing and need based	- Career enhancement and growth opportunities - Employee benefits - Occupational health and safety - Rewards and recognitions - Learning and development Interventions
Distributors /Vendors/ Dealers	No	Contract Management & Supplier Governance Meeting, Vendor Meets, Training Programmes, Quality Enhancement Programmes, Safety Training, Feedback And Surveys, Amongst Other.	Ongoing and need based	- Product quality - Product Development - ESG aspects including health, safety and human rights - Supply chain sustainability - Increase reach and provide opportunities to collaborate in CSR activities - Cost - Delivery

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
Customers	No	Customer feedback and surveys, Brand Campaigns (ATL & BTL), Social media engagements, Loyalty programmes, amongst other.	Real time Need-based	• Innovation • Product and solution offerings • Product, quality, safety • Accessibility • Sustainable products
Local Communities	Yes	CSR Interventions, Email, physical meetings, IEC materials such as posters, audio visual ads community meetings and visits.	Ongoing and need based	• Community upliftment and development • Health and well-being • Financial assistance and support

Leadership Indicators:

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

We maintain regular communication with our diverse range of stakeholders. Each functional team actively engages with their stakeholders, and understand their concerns and feedback regarding economic, environmental, and social matters to the Board members.

The feedback received is systematically communicated to the Board through periodic business review meetings and the enterprise risk management framework, enabling the Board to stay apprised of significant stakeholder perspectives and emerging issues. Additionally, the Stakeholder Relationship Committee, CSR & ESG Committee, and Risk Management Committee play an important role in facilitating structured and continuous stakeholder engagement while serving as channels for communicating key feedback and developments to the Board on an ongoing basis.

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

Yes, at Bajaj Electricals, stakeholder's inputs are integral to identifying and managing key environmental and social priorities, with stakeholders serving as essential partners in long-term value creation. We have a well-defined engagement framework that outlines key platforms and the frequency of interaction across internal and external stakeholders. Their insights play a vital role in shaping our policies and initiatives. Through consistent and transparent communication, we actively seek feedback to understand evolving expectations and enhance our operational effectiveness. Our business and ESG strategies are aligned with stakeholder priorities, ensuring focused action on material issues and enabling sustainable growth and mutual value creation. Further details are available in the Stakeholder Engagement section of the Integrated Annual Report.

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

The Company engages with local communities in its areas of operation, with a particular focus on economically weaker and marginalized groups. These engagements were conducted through meetings with community representatives and implementation partners to understand key concerns, which included access to electricity, access to clean cooking technology, and livelihood opportunities.

In response to these concerns, the Company undertook the following actions:

- Implemented skill development and livelihood programs through initiatives such as waste upcycling and tree plantation projects under its CSR activities.
- Installed solar power systems to improve access to reliable and clean energy.
- Encouraged local hiring wherever feasible to support community employment and income generation.

The Company continues to monitor the effectiveness of these interventions and remains committed to inclusive growth and responsible business practices.

PRINCIPLE 5:**BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS****Essential Indicators:**

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1,427	1,415	99.16	1,669	1,645	98.56
Other than permanent	2,278	2,278	100.00	2,037	1,745	85.67
Total Employees	3,705	3,693	99.67	3,706	3,390	91.47
workers						
Permanent	73	73	100.00	74	0	0.00
Other than permanent	1,036	1,036	100.00	1,646	1,600	97.21
Total Employees	1,109	1,109	100.00	1,720	1,600	93.02

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
 Employees										
Permanent	1,427	0	0.00	1,427	100.00	1,669	0	0.00	1,669	100.00
Male	1,312	0	0.00	1,312	100.00	1,532	0	0.00	1,532	100.00
Female	115	0	0.00	115	100.00	137	0	0.00	137	100.00
Other than Permanent	2,278	792	34.77	1,486	65.23	2,037	518	25.43	1,519	74.57
Male	1,794	706	39.35	1,088	60.65	1,512	384	25.40	1,128	74.60
Female	484	86	17.77	398	82.23	525	134	25.52	391	74.48
 workers										
Permanent	73	0	0.00	73	100.00	74	0	0.00	74	100.00
Male	73	0	0.00	73	100.00	74	0	0.00	74	100.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Other than Permanent	1,036	1,036	100.00	0	0.00	1,646	1,641	99.70	5	0.30
Male	778	778	100.00	0	0.00	1,347	1,343	99.70	4	0.30
Female	258	258	100.00	0	0.00	299	298	99.67	1	0.33

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)	8	25,00,000	2	18,09,571
Key Managerial Personnel (KMP)	3	98,91,640	-	NA
Employees other than BoD and KMP	1,308	14,28,028	114	13,33,239
Workers	73	3,69,254	-	NA

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	6	7

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

Yes, the 'Compliance Committee', established under the Company's Code of Conduct for Employees ('COC Committee'), is responsible for reviewing and addressing any Human Rights-related complaints raised by stakeholders.

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

Employees and value chain partners are encouraged to report any genuine human rights-related concerns through the formal grievance mechanism by writing to. The COC Committee reviews all reported cases and recommends appropriate actions to the Managing Director & Chief Executive Officer (MD & CEO). Further, any grievance involving a member of the COC Committee may be reported directly to the MD & CEO.

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

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

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

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

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

The Human Rights Policy of the Company ensures and prioritises confidentiality and safeguards the privacy of complainants throughout the process.

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

Currently our standard agreements have an overarching provision in form warranties and compliance with laws which would include applicable compliances under laws including but not limited to human rights, labor laws, etc. Further there is nothing in contravention to human rights which form part of our Agreements.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00
Forced/involuntary labour	100.00
Sexual harassment	100.00
Discrimination at workplace	100.00
Wages	100.00
Others – please specify	-

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

The auditors identified no gaps; hence corrective action is not applicable. There are policies and SOPs in place for reporting any instances.

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

NA.

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

NA.

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, most of the premises/offices of the Company are accessible to differently abled employees and workers. The Company, in its endeavour to promote an inclusive workplace, provides facilities such as ramps to make its offices accessible to differently abled employees and workers. The Company's offices in Mumbai (Lower Parel), New Delhi, Kolkata, Chennai and Bangalore are accessible to employees and visitors with disabilities. The management is developing a plan to ensure that all of the Company's facilities become accessible to differently abled employees and workers.

4. Details on assessment of value chain partners:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Sexual harassment	No such assessment was undertaken
Discrimination at workplace	No such assessment was undertaken
Child labour	No such assessment was undertaken
Forced/involuntary labour	No such assessment was undertaken
Wages	No such assessment was undertaken
Others – please specify	No such assessment was undertaken

Note: The assessment undertaken by the Company on its value chain partners does not include the above parameters at present.

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 as no risks/concerns were identified.

PRINCIPLE 6:**BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT****Essential Indicators:**

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A) in GJ	7,867.86	6,988.91
Total fuel consumption (B) in GJ	0.00	0.00
Energy consumption through other sources (C) in GJ	0.00	0.00
Total energy consumed from renewable sources (A+B+C) in GJ	7,867.86	6,988.91
From non-renewable sources		
Total electricity consumption (D) in GJ	22,919.70	25,288.91
Total fuel consumption (E) in GJ	22,020.10	24,000.83
Energy consumption through other sources (F) in GJ	0.00	0.00
Total energy consumed from non-renewable sources (D+E+F) in GJ	44,939.80	49,289.74
Total energy consumed (A+B+C+D+E+F) in GJ	52,807.66	56,278.65
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000011835	0.0000011656
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (conversion factor @20.34 INR/USD)	0.00002407	0.00002408
Energy intensity in terms of physical output	0.002	0.002
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-

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

Yes, refer Section A.

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? (Yes/No) 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. None of the facilities have been identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	13,359.08	0.00
(ii) Groundwater	9,857.61	2,067.01
(iii) Third party water	25,969	41,770.93
(iv) Seawater / desalinated water	0	0.00
(v) Others	0	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	49,185.69	43,837.94
Total volume of water consumption (in kilolitres)	49,185.69	43,837.94

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000110	0.00000091
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (conversion factor @20.34 INR/USD)	0.00002242	0.00001876
Water intensity in terms of physical output	0.002	0.002
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency. - Yes, refer Section A.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
Total water discharged (in kilolitres)	0.00	0.00

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency. - Yes, refer Section A.

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

Yes, Bajaj Electricals Limited has implemented Zero Liquid Discharge (“ZLD”) at its Chakan, Chhatrapati Sambhajnagar, and Nashik plants. At these facilities, both process and domestic wastewater are scientifically treated and reused for operations and gardening purposes, ensuring compliance with applicable norms and standards.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	mg/m3	19.36	16.81
SOx	(Kg/D)	0.44	0.50
Particulate matter (PM)	mg/m3	28.19	16.00
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – Please specify	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency. - No, however air emissions are measured by third party agencies.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,393.34	1,498.16
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	4,520.27	5,106.96
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent	0.00000013	0.00000014
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) (conversion factor @20.34 INR/USD)		0.00000269	0.00000283
Total Scope 1 and Scope 2 emission intensity in terms of physical output		0.0003	0.0003
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency - Yes, refer Section A.

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

Yes, Bajaj Electricals Limited is undertaking concerted and strategic efforts to reduce its greenhouse gas (GHG) emissions as part of its broader commitment to environmental sustainability. The Company is steadily transitioning towards cleaner and more sustainable energy sources, with a particular focus on renewable energy integration, energy efficiency, resource conservation, and emission reduction initiatives.

To reduce its environmental footprint and enhance energy efficiency, solar power systems have been installed across manufacturing units. A rooftop solar power system has been commissioned at the Nashik Plant across the Main Building and Blanking Shed, resulting in reduced grid electricity consumption and increased renewable energy adoption. In addition, identified areas at the Chakan Plant are currently under implementation for further solar capacity enhancement, which is expected to further reduce electricity consumption and strengthen the clean energy transition across operations. These initiatives not only support energy self-reliance but also significantly contribute to lowering carbon emissions and reducing dependence on conventional grid electricity.

In line with this, the Company has conducted detailed energy audits at its Chakan and Nashik facilities through Bureau of Energy Efficiency (BEE)-accredited energy auditors. These audits help identify further opportunities for energy conservation and efficiency improvements.

Several energy-efficient technologies and process optimisations have been implemented across operations, including:

- Transition from LPG to PNG in the new paint shop at the Chakan unit, enabling cleaner combustion, improved operational efficiency, and lower emissions.
- Installation of Variable Frequency Drives (VFDs) and energy-efficient motors, reducing energy consumption by optimising motor speed and torque.
- Use of aluminium piping for the compressed air system at the Chakan facility, minimising pressure drops and improving airflow efficiency.
- Waste heat recovery systems in paint booths to capture and reuse heat energy, significantly reducing fuel usage.
- Deployment of energy-efficient air compressors, further reducing electricity consumption and operating costs.
- Utilisation of natural daylight through fiberglass roofing across warehouses, reducing daytime electricity consumption and improving workplace lighting conditions.
- Installation of Retrofit Emission Control Devices (RECDs) across DG sets at multiple manufacturing plants, resulting in significant reduction in carbon emissions, particulate matter, and gaseous emissions, while improving ambient air quality.

- Implementation of Online Continuous Monitoring Systems (OCMS) for real-time monitoring of effluent and emission parameters, enhancing legal compliance, transparency, and timely corrective action.
- Powder waste reduction initiatives through process modification in the coating line, improving raw material efficiency and reducing hazardous waste generation.
- Elimination of plastic polythene sheets in the paint shop at the Chakan Plant, reducing single-use plastic consumption and minimising plastic waste generation.
- Cascading water reuse system in the Paint Shop Pre-Treatment (PT) Line, resulting in significant reduction in freshwater consumption and wastewater generation.
- Sustainable employee transportation initiatives, including shared mobility arrangements at the Chakan Plant, leading to reduced commuting-related carbon emissions and optimised fuel consumption.
- Tree plantation drive across the plant premises, enhancing green cover and supporting environmental preservation.
- Employee awareness through continuous training and reward & recognition mechanisms, which help drive decarbonization initiatives across the organisation.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	23.81	47.22
E-waste (B)	0.82	9.50
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	72.97	44.44
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	1,261.10	2,041.34
Total (A+B+C+D+E+F+G+H)	1,358.70	2,142.52
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000304	0.000000444
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (conversion factor @20.34 INR/USD)	0.00000062	0.00000092
Waste intensity in terms of physical output	0.00006	0.0001
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1,165.14	2,083.93
(ii) Re-used	1.47	11.61
(iii) Other recovery operations	0.00	0.00
Total	1,166.61	2,095.54
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	167.12	29.27
(ii) Landfilling	24.98	17.26
(iii) Other disposal operations	0	0.00
Total	192.10	46.53

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency - Yes, refer Section A.

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

Bajaj Electricals Limited is committed to a responsible, forward-looking, and sustainable waste management strategy aligned with industry best practices. The approach focuses on waste segregation, safe handling, resource recovery, and eco-friendly disposal to minimise environmental impact across operations.

Waste Management Hierarchy: The Company follows the globally recognized waste hierarchy by prioritising:

- Avoidance / Reduction: Preventing waste generation at source through improved operational efficiency and sustainable practices.
- Reuse: Extending the life cycle of materials by reusing them for the same or different purposes without altering their form.
- Recycling: Converting waste materials into new products or raw materials, thereby conserving natural resources.
- Recovery: Extracting valuable energy or materials from waste that cannot be reused or recycled.
- Disposal: Environmentally compliant disposal of residual waste as the last resort.

5R Framework: In line with its sustainability approach, the Company follows the (5R) principles:

- Refuse: Elimination of single-use plastics
- Reduce: Minimising raw material, paper, and packaging waste through process optimization and digitisation
- Reuse: Reuse of pallets, containers, and packing materials within the supply chain
- Recycle: Segregated waste sent to certified recyclers, including e-waste and hazardous waste
- Rotten: Conversion of garden and organic waste into manure

Waste Segregation and Handling: Waste is segregated at source across all facilities using color-coded and labeled containers. Trained employees ensure safe handling and transfer of waste using PPE, after which it is sent to certified vendors for recycling, reuse, recovery, or scientific disposal.

Hazardous Waste Management: Hazardous waste, including used oil, paint sludge, chemical containers, and e-waste, is promptly identified, safely stored, and handled in accordance with CPCB guidelines and applicable environmental regulations. The waste is disposed of through CPCB/SPCB-authorized recyclers, Treatment, Storage and Disposal Facilities (TSDFs), or co-processed in cement kilns, with complete manifest tracking and reporting to the concerned authorities.

Non-Hazardous Waste Initiatives: Non-hazardous waste is segregated at source and managed in accordance with CPCB guidelines and applicable environmental regulations. The waste is routed to authorized recyclers and recovery agencies for recycling, reuse, and resource recovery, with proper documentation and tracking maintained to ensure regulatory compliance and support circular resource utilization.

EPR and Compliance: Bajaj Electricals complies with Extended Producer Responsibility (EPR) requirements under Plastic, Battery, and E-Waste Management Rules and ensures RoHS compliance across products and operations.

Water and Wastewater Management: The Company has implemented a Zero Liquid Discharge (ZLD) system with ETP, RO, and evaporation units for wastewater treatment and reuse. STPs at Chakan and Nashik facilities treat domestic wastewater, which is reused for green belt development.

Continuous Improvement: The Company continues to strengthen waste management through R&D collaboration, powder recovery reuse in the paint shop, and dedicated hazardous waste storage facilities.

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

S No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Yes/No) If no, the reasons thereof and corrective action taken, if any.
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As the Company does not operate in or around ecologically sensitive areas, there are no environmental approvals or clearances to report.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
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As the Company has not undertaken any projects in the current financial year that require environmental impact assessments according to applicable laws, this question is 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 (Yes/No). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Bajaj Electricals Limited is compliant with the applicable environmental laws/ regulations/ guidelines in India. There were no instances of non-compliance during the reporting period.

Leadership Indicators:

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):** Not Applicable

For each facility / plant located in areas of water stress, provide the following information: Not Applicable

- (i) **Name of the area:** Not Applicable
(ii) **Nature of operations:** Not Applicable
(iii) **Water withdrawal, consumption, and discharge in the following format:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	0.00	0.00
(iii) Third party water	0.00	0.00
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres)	0.00	0.00
Total volume of water consumption (in kilolitres)	0.00	0.00
Water intensity per rupee of turnover (Water consumed/turnover?)	0.00	0.00
Water intensity (optional) - the relevant metric may be selected by the entity	0.00	0.00
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
(iv) Sent to third parties	0.00	0.00
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
(v) Others	0.00	0.00
- No treatment	0.00	0.00
- With treatment - please specify level of treatment	0.00	0.00
Total water discharged (in kiloliters)	0.00	0.00

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

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,86,401.99	4,33,629.94
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/INR	0.00000418	0.00000898
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

As the Company does not operate in or around ecologically sensitive areas, there are no environmental approvals or clearances to report.

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

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Solar Power Installation and Capacity Enhancement	The Company has implemented solar energy initiatives to reduce dependence on conventional grid electricity and increase the share of renewable energy in its overall energy mix. A rooftop solar power system was installed at the Nashik Plant across the Main Building and Blanking Shed to generate clean energy and reduce reliance on MSEB power supply. At the Chakan Plant, additional areas have been identified for solar capacity enhancement, and the project is currently under implementation.	Reduction in grid electricity consumption at the Nashik Plant, increased renewable energy adoption, lower carbon footprint, and improved energy sustainability. Upon completion, the Chakan project is expected to further reduce electricity consumption and strengthen clean energy transition across operations.
2.	Emission Reduction through RECD Installation across Manufacturing Plants	The Company implemented Retrofit Emission Control Devices (RECDs) across DG sets at multiple manufacturing locations to reduce emissions and improve air quality. RECD units were installed on a 320 KVA DG set at Chakan Plant, a 200 KVA DG set at Nashik Plant (Assembly Area), and DG sets at Chh. Sambhaji Nagar Plant. The systems were integrated with existing DG infrastructure to ensure smooth implementation without operational disruption.	Achieved up to 75% reduction in carbon emissions at the Chakan Plant, along with significant reduction in particulate matter and gaseous emissions across all locations. The initiative improved ambient air quality within plant premises and strengthened compliance with environmental regulations and sustainability commitments.
3.	OCMS Implementation for Enhanced Environmental Compliance	The Company initiated the installation of Online Continuous Monitoring Systems (OCMS) to enable real-time monitoring of effluent and emission parameters and strengthen environmental compliance. At the Nashik Plant (ETP RO Evaporation Plant), OCMS has been installed at the outlet of the treated effluent line for continuous monitoring of discharge parameters. At the Chh. Sambhaji Nagar Plant, installation is currently in progress to enable 24x7 monitoring of emissions and sampling data.	Enabled 24x7 real-time monitoring of effluent and emission parameters, strengthened legal and regulatory compliance, improved transparency and reliability of environmental data, and enhanced capability for timely corrective actions across operations.

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
4.	Powder Waste Reduction at Chakan Plant	A process improvement initiative was undertaken at the Chakan Plant by modifying the design of powder coating hangers to improve component holding and positioning during the coating process. This enhanced powder deposition efficiency and reduced overspray losses, leading to better material utilization and lower waste generation.	Achieved approximately 7% reduction in powder waste, resulting in lower hazardous waste generation from coating operations, improved raw material efficiency, cost optimization, and enhanced environmental performance through waste minimization.
5.	Waste Reduction – Plastic Elimination in Paint Shop at Chakan Plant	To reduce plastic waste generation, the Company eliminated the use of plastic polythene sheets from top and bottom process applications in the paint shop at the Chakan Plant. This process improvement was implemented to minimize single-use plastic consumption within operations.	Reduction in plastic waste generation, lower use of single-use plastic in process operations, and improved environmental performance through waste minimization.
6.	Utilisation of Natural Daylight through Fiberglass Roofing at all warehouses	To improve energy efficiency in warehouse operations, the Company installed translucent fiberglass roofing sheets across most warehouses to maximize the use of natural daylight. The roofing design allows optimal sunlight penetration while maintaining structural integrity and operational safety, thereby reducing dependence on artificial lighting during daytime hours.	Reduction in daytime electricity consumption, lower overall energy usage and operating costs, reduced carbon footprint due to lower grid power reliance, and improved workplace lighting conditions through natural daylight.
7.	Tree Plantation Drive at Chakan Plant	The Company undertook a tree plantation initiative at the Chakan Plant, where more than 350 trees were planted as part of its environmental conservation efforts. The initiative aims to enhance green cover within and around the plant premises.	Increase in greenery and green belt area, contribution to environmental preservation, and improvement in local ecological balance and sustainability.
8.	Sustainable Carpooling – Employee Transportation at Chakan Plant	To reduce carbon emissions from employee commuting, the Company introduced a 17-seater bus facility at the Chakan Plant as an alternative to individual cab transportation. This initiative supports shared mobility and helps optimize fuel consumption and transportation efficiency.	Carbon emissions avoided: 3,109 kg/year, along with reduced use of cabs, lower fuel consumption, and improved sustainability in employee transportation practices.
9.	Cascading Reuse in Paint Shop PT Line at Chakan	Implemented a cascading water reuse system in the Paint Shop Pre-Treatment (PT) Line, where water from one stage of the process is reused in preceding stages to maximize utilization and reduce freshwater intake.	Significant reduction in water consumption and wastewater generation, improved resource efficiency, and enhanced sustainable water management practices across operations.

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

Bajaj Electricals has a comprehensive Business Continuity and Disaster Management Plan covering critical business functions across manufacturing plants, warehouses, offices, and IT infrastructure. All our applications have been migrated to the cloud, with approximately 90% hosted on Software-as-a-Service (SaaS) platforms. Notably, we have adopted SAP RISE (cloud) for our core ERP operations, which offers enhanced resilience, scalability, and integrated disaster recovery features.

This cloud-first strategy significantly strengthens our business continuity posture. Cloud and SaaS platforms offer built-in redundancies, automated backups, rapid failover, and geographically distributed infrastructure, resulting in minimal downtime and faster recovery during disruptions. Key applications have defined recovery mechanisms, and our IT team conducts regular Disaster Recovery (DR) drills to validate readiness and response capabilities.

The Risk Management Committee periodically reviews and updates the plan to reflect emerging threats. Additionally, structured stakeholder communication protocols ensure that roles, responsibilities, and critical updates are shared in a timely manner during disaster scenarios. This integrated approach minimises operational impact, ensures continuity of services, and reinforces Bajaj Electricals' commitment to proactive risk management and resilience.

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

The Company has not identified any significant adverse environmental impacts arising from its value chain to date, however, the Company undertakes several measures to mitigate potential environmental risks. Vendor evaluation during onboarding and the re-evaluation of existing suppliers include assessments of regulatory compliance and management systems. These evaluations help ensure suppliers are aligned with environmental standards, and any observations are addressed through corrective actions and follow-up reviews.

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

No such assessment was undertaken.

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

- By the listed entity: Nil
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not tracked

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



Essential Indicators:

- Number of affiliations with trade and industry chambers/ associations. 9
- List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	IMC Chamber of Commerce and Industry	National
2	Bombay Chamber of Commerce	State
3	Confederation of Indian Industry	National
4	Council For Fair Business Practices	National
5	The Indian Society of Advertisers	National
6	Indian Fan Manufacturers Association	National
7	Consumer Electronics and Appliances Manufacturers Association	National
8	Electric Lamp & Component Manufacturers Association	National
9	The Associated Chamber of Commerce	National

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

Name of authority	Brief of the case	Corrective action taken
The Company has not engaged in any anti-competitive conduct and has not received any adverse orders from regulatory authorities in this regard. As such, there has been no need for corrective actions.		

Leadership Indicators:

- Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/ Others - please specify)	Web link, if available
None					

PRINCIPLE 8:**BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT****Essential Indicators:**

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
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NA, as there was no such project which was mandated for social impact assessment based on applicable laws.

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

S No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
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NA, as no such project for which R&R is ongoing.

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

At Bajaj Electricals, effective mechanisms have been established to receive and redress grievances from the community, aligning with the Company's policy of engaging with stakeholders in a consistent and systematic manner. The policy is disclosed on the Company's website for the information and reference of all relevant stakeholders. The approach is rooted in identifying and understanding the concerns of all stakeholders, including those who are disadvantaged, vulnerable, and marginalized. Their concerns are prioritized, and efforts are made to address them in an equitable and transparent manner.

To ensure a smooth process for handling grievances, the Chief Compliance Officer & Company Secretary has been designated as the point of contact. Any grievances pertaining to the policy can be addressed to him directly. The contact details of the Company Secretary & Chief Compliance Officer are readily available on the Company website, making it convenient for stakeholders to reach out.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs / small producers	27.16	70.00
Directly from within India	96.42	94.00

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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	0.00	0.00
Semi-urban	2.20	0.22
Urban	1.02	12.56
Metropolitan	96.78	87.22

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

Leadership Indicators:

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

Details of negative social impact identified	Corrective action taken
NA	

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 INR)
1	Rajasthan	Jaisalmer	48,52,110
2	Rajasthan	Baran	51,20,000
3	Rajasthan	Karauli	15,14,920

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No) - No
- (b) From which marginalized /vulnerable groups do you procure? - We procure from marginalized and vulnerable groups such as Medium, Small, and Micro Enterprises (MSMEs), including local vendors. We engage in ongoing business with these partners and extend support on technical aspects and Critical to Quality (CTQ) parameters. The Supply Chain Management (SCM) team conducts visits to supplier locations to provide the necessary assistance and guidance on product development and upgradation.
- (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:

S No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
Not applicable				

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

Name of authority	Brief of the Case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR Projects:

S No.	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Improved Cookstove Projects	14,000 households/70,000+ individuals	100
2.	Project Nature Restoration (Tree Plantation projects)	96,431 trees planted (Additional 20,000 trees to be planted under on-going project)	NA
3.	Project Green Energy (Solar Electrification projects)	22 schools & 200 households identified for solar electrification under on-going projects)	100
4.	Project Resource Reborn (Upcycling initiatives)	50 women	100
5.	Rural Women Entrepreneurship	30 artisans	100
6.	Promoting Arts & Culture	11 artists, 400+ children	100

PRINCIPLE 9:**BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER****Essential Indicators:****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback:**

The Company follows a robust mechanism to track consumer complaints and the focus has been on making it easy for consumer voices to be heard and accordingly, a well-established escalation matrix has been developed on the Company's website. In case of a consumer complaint, each escalation is addressed promptly and followed up for resolution. Any negative response coming during the consumer survey is also addressed by calling the consumer and understanding where the Company failed to meet expectations. The Company takes measures to address consumer feedback.

Particulars	Objective
Consumer Meets	To gauge consumers' satisfaction level regarding products and services.
Consumer satisfaction feedback	To analyse consumer feedback and take suitable measures for upgrading products and services. A system of collecting feedback through feedback cards, e-mails, telephonic surveys, etc.
Consumer Care Cell	24x7 toll-free number for receiving and redressing consumer complaints.
'Bajaj Paddy' - Virtual assistant on the website of the Company	To stimulate conversations with consumers and to help them report a problem with an appliance, request a demo or schedule an appointment with a technician for installation and generate consumer complaint instantly in real time.
Product check-up and consumer meets	To address consumers' concerns and complaints.

For consumer products, the Company receives request calls for tech support and other queries including product installation, product demo, repairs/warranty claims, etc. All such requests are attended to with utmost seriousness and the entire organisation focusses on reducing the hassle to consumers. Out of close to 20 lakh+ consumer request calls received during the year, ~more than 98.55% were resolved at the end of the year. The Company resolves such requests of consumers in the following manner:

A. Tech Support

Bajaj Electricals has adopted various support methods for consumers to reach out to the Company such as Voice Call through Call centres, Web Form and Online Chat Bots at Bajaj Electricals and Morphy Richards India website and e-mail support. The Company has deployed web-based CRM for capturing consumer calls online. The consumer calls are registered online on a real time basis and almost 95%+ calls are resolved within two days of call registration. A confirmatory message is sent to each consumer with call registration ID instantly on registering the call. The Company has a CRM in place for end-to-end tracking calls registration and resolution status.

B. Consumer Satisfaction and Feedback

The Company reaches out to consumers to gauge and track consumer satisfaction level. Consumer satisfaction is measured through a digital process. The Company has managed to maintain a delighted and satisfied response rate above 99% in all these months. Further, the Company constantly monitors social media, and any online client concerns and takes immediate action to address the concerns.

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

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

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	NA	NA	-	NA	NA	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices*	6	3	Refer Note	4	4	Refer Note
Other	-	-	-	0	0	-

*In FY2025-26, these were pending consumer litigations related to its products/services, alleging UTP. These cases are being filed by consumers in/ before consumer courts/forums/regulatory authorities, but no orders alleging UTP have been issued against the Company so far.

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	Not Applicable
Forced recalls	Not Applicable	Not Applicable

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

Yes, the Company has a cyber security policy where VAPT and Security Tests are run according to the Company's security policies.

The policy is present on the Company's website and can be accessed using this link - <https://bel.darwinbox.com/hrfiles/hrpolicy/employeeepolicy>.

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:

We ensure strict internal review processes of content and claim correctness with the respective product teams and legal teams to ensure that all campaigns communication adhere strictly to the regulatory guidelines and ethical advertising standards. In the event of any future product recall, our team will ensure timely and transparent customer communication across all platforms as advised by the legal team and the cross functional teams. Consent-driven data collection has been strictly followed across all campaigns, especially in social media contests. Any personal information is collected only after receiving the customer's explicit consent and is securely stored to ensure maximum privacy and data protection.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches: Zero
- Percentage of data breaches involving personally identifiable information of customers: Zero
- Impact, if any, of the data breaches: None

Leadership Indicators:

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

Information on our products and services is available through the following channels and platforms:

- Official Website: www.bajajelectricals.com
- Social Media Platform:
 - Instagram https://www.instagram.com/bajajelectricals_ltd
 - Facebook <https://www.facebook.com/BajajElectricals>
 - YouTube <https://www.youtube.com/@bajajelectricals>
- E-commerce Platforms
- Customer / Sales-focused Official Apps

All data and updates provided in Annual Reports, Investor Presentations, and other official documents published on the corporate website.

Please note: The above communication is strictly referring to the official communications by Bajaj Electricals Limited. It excludes any content available through third-party websites or search engines like Google, unless formally published or endorsed by the company.

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

The Company undertakes several proactive measures to educate and inform consumers about the safe and responsible use of its electrical appliances and services. All products are provided with clear labelling and detailed user manuals containing instructions for safe installation, operation, and maintenance, which are available both physically and digitally through the Company's website.

To strengthen consumer awareness, customer service representatives and technicians receive periodic training on safety protocols, consumer education, and product-specific handling practices, enabling them to guide consumers effectively during installation and servicing interactions. The Company also leverages digital platforms and tools such as the virtual assistant 'Bajaj Paddy' to support consumers with troubleshooting, service requests, and safety-related guidance in an interactive manner.

Additionally, product demonstrations, service visits, and consumer engagement sessions include awareness on safe usage practices, energy efficiency measures, and operational precautions related to electrical appliances. For products involving higher voltage or specific safety considerations, consumers are guided on aspects such as grounding, circuit load management, and warranty conditions linked to proper usage. The Company further uses SMS and email communication channels to share reminders on maintenance, servicing, and safety checks, thereby promoting preventive care and minimizing risks associated with improper usage. Through these combined initiatives, the Company seeks to ensure that consumers are well-informed and equipped to use its products safely and responsibly.

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

If any such situation arises, the team ensures timely and clear communication with customers and consumers. Announcements are made through official channels such as the company website, social media, and customer service helplines, apps to ensure transparency and keep all the stakeholders well-informed.

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 about consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Wherever applicable and available and shared by other functional departments, the Company provides additional product information beyond legal requirements to enhance customer awareness and satisfaction. This includes usage guidelines, care instructions, energy efficiency ratings, and any value-added features that may benefit the consumer. The Company adheres to the approval of any released content via the Product Team or Legal Team to ensure the correctness of the data at the source.

INDEPENDENT ASSESSMENT REPORT

To,
The Board of Directors,
Bajaj Electricals Limited

Independent practitioner's assessment report on identified sustainability information on BRSR core in Bajaj Electricals Limited

We ("MMJC Consultancy LLP" or "the firm") have undertaken to perform an Assessment engagement, for Bajaj Electricals Limited ("the Company") in respect of the agreed Sustainability Information, listed below (the "Identified Sustainability Information") pertaining to Business Responsibility and Sustainability Report Core ("BRSR Core"), as notified by SEBI vide Circular dated 12th July, 2023. This Sustainability Information is as included in the Business Responsibility and Sustainability Report ("BRSR" or "the report") of the Company for the year ended March 31, 2026.

Reporting Criteria

The Business Responsibility and Sustainability Report (BRSR/the report) has been developed by the Company based on the National Guidelines on Responsible Business Conduct (NGBRCs) for BRSR. We have Identified Sustainability Information - BRSR Core (included in the report) for the year ended March 31, 2026, which is a sub-set of the Report, consisting of a set of key performance indicators (KPIs) – matrix under 9 ESG attributes and is as mentioned in the above referred circular issued by SEBI.

Our assessment engagement was with respect to the year ended March 31, 2026, only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the report and, therefore, do not express any conclusion thereon. The criteria used by the Company to prepare the Identified Sustainability Information is BRSR Core – Framework issued by SEBI Circular dated 12th July 2023.

Management's Responsibility

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information on BRSR Core, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria.

This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the BRSR (including BRSR Core) and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Assessment Methodology

Our evaluation of Bajaj Electricals Limited's Business Responsibility and Sustainability Report (BRSR) was done with reference to SEBI Regulations issued in 2015, including Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, on guidance on BRSR and the amendments to the BRSR rules, as well as FICCI Guidance Note on BRSR and BRSR Core Disclosures where relevant.

The assessment was performed by evaluating the methodology followed to obtain information with regards to the requirement list of the 9 ESG core attributes of the BRSR. We have performed procedures like interviews with the management and employees involved in gathering sustainability information at both corporate and business unit levels.

Understanding and evaluation of critical processes, systems and internal controls for generation, collection, monitoring, recording and reporting of sustainability information in accordance with the BRSR principles.

The sustainability information identified above was sampled for testing, ensuring that the BRSR Core reporting requirements were consistent with the underlying sustainability information. The BRSR reporting information was validated using documentation maintained as back-ups and other management information utilized to report under the BRSR core requirements.

Exclusions & Limitations

Exclusions:

Our assessment scope excludes the following and therefore we do not express a conclusion on the same:

- Operations of the Company other than those mentioned in the Reporting Criteria.
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Data and information outside the defined reporting period.

Head Office

Ecstasy, 802- 805, 8th Floor, Citi Of Joy, JSD Road, Mulund West, Mumbai, Maharashtra 400080

Board Number: +91 22 3100 8600 **Web:** www.mmjc.in

- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.
- Testing of any financial numbers.
- Data, statements, and claims already available in the public domain through Annual Report, Sustainability Report, or other sources available in the public domain.
- The Company's compliance with regulations, acts, and guidelines with respect to various regulatory agencies and other legal matters.

In addition to the specific exclusions mentioned above, any other information not disclosed or reported by the Company in its BRSR filing has been excluded from the scope of our assessment.

Legal Limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Opinion

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information for the year ended March 31, 2026 (as stated under "Identified Sustainability Information") are prepared in all material respects, in accordance with the Reporting Criteria.

Our Independence and Competence

Our responsibility is to assess the Identified Sustainability Information limited to BRSR Core, based on the procedures performed and evidence obtained, including evaluation of the risks of material misstatement due to fraud or error. We have complied with the independence and ethical requirements of the Code of Ethics issued by the Institute of Company Secretaries of India and SEBI Circular dated 12 July 2023 and maintain an appropriate system of quality control in accordance with applicable professional, legal, and regulatory requirements.

Restriction on use

Our assessment report has been prepared and addressed to the Board of Directors of Bajaj Electricals Limited at the request of the Company solely, to assist Company in reporting on Company's sustainability performance and activities in relation to attributes of BRSR Core (included in BRSR). Accordingly, we accept no liability to anyone other than the company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our deliverables are shown or into whose hands it may come without our prior consent in writing.

MMJC Consultancy LLP**Pradnesh Kamat****Designated Partner****Date: May 15, 2026****Mumbai**