

## BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURE

#### I. Details of the Listed Entity

|                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Corporate Identity Number (CIN) of the Listed Entity                                                                                                                                                                                       | L25200MH1980PLC022812                                                                                                                                                                                                                                                                                                         |
| 2. Name of the Listed Entity                                                                                                                                                                                                                  | Safari Industries (India) Limited ("SIIL/ Company")                                                                                                                                                                                                                                                                           |
| 3. Year of incorporation                                                                                                                                                                                                                      | 1980                                                                                                                                                                                                                                                                                                                          |
| 4. Registered office address                                                                                                                                                                                                                  | 302-303, A wing, The Qube, CTS No. 1498, A/2, M.V. Road, Marol, Andheri (East), Mumbai, Maharashtra – 400059                                                                                                                                                                                                                  |
| 5. Corporate address                                                                                                                                                                                                                          | 302-303, A wing, The Qube, CTS No. 1498, A/2, M.V. Road, Marol, Andheri (East), Mumbai, Maharashtra – 400059                                                                                                                                                                                                                  |
| 6. E-mail                                                                                                                                                                                                                                     | <a href="mailto:investor@safari.in">investor@safari.in</a>                                                                                                                                                                                                                                                                    |
| 7. Telephone                                                                                                                                                                                                                                  | +91 22 4038 1888                                                                                                                                                                                                                                                                                                              |
| 8. Website                                                                                                                                                                                                                                    | <a href="http://www.safaribags.com">www.safaribags.com</a>                                                                                                                                                                                                                                                                    |
| 9. Financial year for which reporting is being done                                                                                                                                                                                           | 2025-26                                                                                                                                                                                                                                                                                                                       |
| 10. Name of the Stock Exchange(s) where shares are listed                                                                                                                                                                                     | 1. BSE Limited<br>2. National Stock Exchange of India Limited                                                                                                                                                                                                                                                                 |
| 11. Paid-up Capital                                                                                                                                                                                                                           | ₹ 9,79,87,854                                                                                                                                                                                                                                                                                                                 |
| 12. Contact Person                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                               |
| Name of the Person                                                                                                                                                                                                                            | Mr. Sudhir Jatia                                                                                                                                                                                                                                                                                                              |
| Telephone                                                                                                                                                                                                                                     | +91 22 4038 1888                                                                                                                                                                                                                                                                                                              |
| Email address                                                                                                                                                                                                                                 | <a href="mailto:investor@safari.in">investor@safari.in</a>                                                                                                                                                                                                                                                                    |
| 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). | Consolidated<br>1. Safari Manufacturing Limited ("SML")<br>2. Safari Lifestyles Limited ("SLL")<br>(hereinafter SIIL, SML and SLL will be collectively referred to as "Safari")<br><br>For environmental indicators covered under Principle 6, the reporting boundary includes our 3 manufacturing plants (1 SIIL and 2 SML). |
| 14. Name of assessment or assurance provider                                                                                                                                                                                                  | DNV Business Assurance India Private Limited                                                                                                                                                                                                                                                                                  |
| 15. Type of assessment or assurance obtained                                                                                                                                                                                                  | Limited assurance for BRSR Core indicators                                                                                                                                                                                                                                                                                    |

#### II. Product/Services

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

| S. No. | Description of Main Activity | Description of Business Activity                                          | % Turnover of the Entity |
|--------|------------------------------|---------------------------------------------------------------------------|--------------------------|
| 1      | Manufacturing                | Manufacturer of luggage                                                   | 70%                      |
| 2      | Trade                        | Retail and wholesale trading of luggage, backpacks and travel accessories | 30%                      |

##### 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      | Manufacturer of luggage                                                   | 151201         | 70%                             |
| 2      | Retail and wholesale trading of luggage, backpacks and travel accessories | 477105, 464915 | 30%                             |

\* National Industrial Classification – 2025



### III. Operations

| 18. Number of locations where plants and/or operations/offices of the entity are situated: | Location      | Number of plants | No. of offices | Total |
|--------------------------------------------------------------------------------------------|---------------|------------------|----------------|-------|
|                                                                                            | National      | 3                | 31             | 34    |
|                                                                                            | International | 0                | 1              | 1     |

*Note: The total number of plants includes 3 manufacturing units, comprising 1 unit under SILL and 2 units under SML. Number of national offices includes 16 offices, 1 head office and 14 warehouses.*

| 19. Market served by the entity                                                             | Locations                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Numbers                               |
|---------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| a. No. of Locations                                                                         | National (No. of States)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 36 (All States and Union Territories) |
|                                                                                             | International (No. of Countries)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 14                                    |
| b. What is the contribution of exports as a percentage of the total turnover of the entity? |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 0.23%                                 |
| c. A brief on types of customers                                                            | <p><b>General Trade:</b> Independent retail outlets engaged in the sale of luggage, backpacks and related travel products.</p> <p><b>Modern Trade:</b> Organised large-format retail chains as part of a wider merchandise offerings including luggage, backpacks and travel accessories.</p> <p><b>E-commerce &amp; Q-commerce Resellers:</b> Third-party digital platforms that sell the Company's products to end consumers through online and quick commerce channels.</p> <p><b>Canteen Stores:</b> Retail outlets operated by the armed forces that supply products, including luggage and backpacks, to defence personnel.</p> <p><b>Exclusive Stores:</b> Company-operated, brand-exclusive retail outlets serving consumers directly.</p> <p><b>B2B (Business-to-Business):</b> Institutional customers purchasing luggage and backpacks in bulk for official, corporate or promotional purposes.</p> <p><b>D2C (Direct-to-Consumer):</b> Individual consumers purchasing products directly through the Company's digital platforms.</p> |                                       |

### 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)    |
| <b>Employees</b>                                        |                              |              |              |            |            |            |
| 1                                                       | Permanent (D)                | 1,056        | 982          | 93%        | 74         | 7%         |
| 2                                                       | Other than Permanent (E)     | 2,956        | 2,483        | 84%        | 473        | 16%        |
| 3                                                       | <b>Total Employees (D+E)</b> | <b>4,012</b> | <b>3,465</b> | <b>86%</b> | <b>547</b> | <b>14%</b> |
| <b>Workers</b>                                          |                              |              |              |            |            |            |
| 4                                                       | Permanent (F)                | 23           | 23           | 100%       | 0          | -          |
| 5                                                       | Other than Permanent (G)     | 2,200        | 1,744        | 79%        | 456        | 21%        |
| 6                                                       | <b>Total Workers (F+G)</b>   | <b>2,223</b> | <b>1,767</b> | <b>79%</b> | <b>456</b> | <b>21%</b> |

**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)                           | 0         | -       | -       | -       | -       |
| 2                           | Other than Permanent (E)                | 0         | -       | -       | -       | -       |
| 3                           | Total Differently Abled Employees (D+E) | 0         | -       | -       | -       | -       |
| Differently abled Workers   |                                         |           |         |         |         |         |
| 4                           | Permanent (F)                           | 0         | -       | -       | -       | -       |
| 5                           | Other than Permanent (G)                | 4         | 4       | 100%    | -       | -       |
| 6                           | Total Differently Abled Workers (F+G)   | 4         | 4       | 100%    | -       | -       |

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

| Category                  | Total (A) | No. and % of females |         |
|---------------------------|-----------|----------------------|---------|
|                           |           | No. (B)              | % (B/A) |
| Board of Directors        | 8         | 1                    | 13%     |
| Key Management Personnel* | 2         | 0                    | -       |

\*Key Managerial Personnel (KMP) includes the Chief Financial Officer and the Company Secretary, while the Managing Director is considered as part of the Board of Directors.

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

| Category            | FY 2025-26 |        |       | FY 2024-25 |        |       | FY 2023-24 |        |       |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
|                     | Male       | Female | Total | Male       | Female | Total | Male       | Female | Total |
| Permanent Employees | 19%        | 20%    | 19%   | 18%        | 20%    | 19%   | 15%        | 17%    | 16%   |
| Permanent Workers   | 33%        | -      | 33%   | 38%        | -      | 38%   | 26%        | -      | 26%   |

**V. Holding, Subsidiary and Associate Companies (including joint ventures):**
**23. (a) Names of holding/ subsidiary / associate companies / joint ventures**

| S. No. | Name of the holding/ subsidiary/ associate companies/ joint ventures | Indicate whether it is a holding/ Subsidiary/ Associate/ or 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.     | Safari Manufacturing Limited                                         | Subsidiary                                                                | 100%                              | Yes                                                                                                                           |
| 2.     | Safari Lifestyles Limited                                            | Subsidiary                                                                | 100%                              | Yes                                                                                                                           |

**VI. CSR Details**

|    |                                                                          |                |
|----|--------------------------------------------------------------------------|----------------|
| 24 | (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: | Yes            |
|    | (ii) Turnover (in ₹) for FY 2025-26*                                     | 2,042.54 Crore |
|    | (iii) Net worth (in ₹) for FY 2025-26*                                   | 1,018.99 Crore |

\*Figures disclosed are based on standalone financial statements.



## 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                                 |                                                              |         | FY 2024-25                                 |
|                                                                                                                                       |                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year |
| Communities                                                                                                                           | Yes                                                                                                          | The Company's Stakeholder Engagement Policy outlines a comprehensive approach for addressing grievances, ensuring a timely and effective resolution process for all stakeholders. Additionally, the Company's Whistle Blowers Policy and Code of Conduct for Business Partners also prescribes mechanism to report grievances and wrongful conduct. Weblink: <a href="https://safaribags.com/pages/investor-relations#policies">https://safaribags.com/pages/investor-relations#policies</a>                | -                                          | -                                                            | -       | -                                          |
| Investors (other than shareholders)                                                                                                   | Yes                                                                                                          | The Company's Stakeholder Engagement Policy outlines a strong framework for resolving grievances, ensuring efficient processes for stakeholders to address their concerns. In addition, the Company's website includes a dedicated section for investor relations, offering valuable resources for managing investor and shareholder grievances. Weblink: <a href="https://safaribags.com/pages/investor-relations#investor_contacts">https://safaribags.com/pages/investor-relations#investor_contacts</a> | -                                          | -                                                            | -       | -                                          |

| 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                                 |                                                              |         | FY 2024-25                                 |                                                              |
|                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year |
| Shareholders                                                                                                                          | Yes<br><br>The Company's Stakeholder Engagement Policy details the procedures for addressing the concerns of all stakeholders. Furthermore, the Whistle Blowers Policy establishes a clear process for reporting grievances and unethical behaviour.<br><br>The Company's website includes a dedicated investor relations section, offering essential information to address grievances from investors and shareholders.<br><br>Weblink: <a href="https://safaribags.com/pages/investor-relations#investor-contacts">https://safaribags.com/pages/investor-relations#investor-contacts</a> | 3                                          | -                                                            | -       | 6                                          | 1                                                            |
| Employees and workers                                                                                                                 | Yes<br><br>The Company's Stakeholder Engagement Policy defines the process for addressing grievances from all stakeholders. In addition, the Whistle Blowers Policy and the Prevention of Sexual Harassment Policy provide clear procedures for reporting misconduct and grievances.<br><br>Weblink: <a href="https://safaribags.com/pages/investor-relations#policies">https://safaribags.com/pages/investor-relations#policies</a>                                                                                                                                                       | -                                          | -                                                            | -       | -                                          | -                                                            |
|                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                            |                                                              |         |                                            | The pending complaint has been resolved.                     |



| 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                                 |                                                   |                                                                      | FY 2024-25                                 |                                                   |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                              | Number of complaints filed during the year | Number of complaints pending at close of the year | Remarks                                                              | Number of complaints filed during the year | Number of complaints pending at close of the year |
| Customers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Yes                                                                                                          | 1,51,444                                   | 1,395                                             | The pending complaints will be attended/ resolved during FY 2026-27. | 97,382                                     | 1,683                                             |
| <p>The Company's Stakeholder Engagement Policy and Code of Conduct for Business Partners defines a clear grievance resolution process for all stakeholders. Customers can also submit grievances or queries based on the Warranty Policy, Terms and Conditions or Shipping, Return and Exchange Policies. They can also reach out via email at <a href="mailto:customercare@safari.in">customercare@safari.in</a> or call 8069148000 for assistance.</p> <p>Weblink: <a href="#">Terms &amp; Conditions</a><br/> <a href="#">Warranty Policy</a><br/> <a href="#">Shipping, Returns &amp; Exchange Policy</a></p> |                                                                                                              | -                                          | -                                                 | -                                                                    | -                                          | The pending complaints have been resolved.        |
| Value Chain Partners                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Yes                                                                                                          | -                                          | -                                                 | -                                                                    | -                                          | -                                                 |
| <p>The Company's Stakeholder Engagement Policy and Code of Conduct for Business Partners sets out the process for stakeholders to raise and resolve grievances. Alongside this, the Whistle Blowers Policy provides a structured channel for reporting misconduct and other concerns.</p> <p>Weblink: <a href="https://safaribags.com/pages/investor-relations#policies">https://safaribags.com/pages/investor-relations#policies</a></p>                                                                                                                                                                         |                                                                                                              | -                                          | -                                                 | -                                                                    | -                                          | -                                                 |
| Others                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | -                                                                                                            | -                                          | -                                                 | -                                                                    | -                                          | -                                                 |

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

| S. No. | Material Issue Identified                  | Indicate whether risk or opportunity | Rationale for identifying the risk/opportunity                                                                                                                                                                                                                                            | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                               | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|--------------------------------------------|--------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 1      | Resource efficiency - Water, Waste, Energy | Opportunity                          | Efficient management of water, energy and materials reduces environmental impact, supports operational continuity and contributes to cost optimisation. It also aligns with regulatory requirements and evolving customer expectations.                                                   | NA                                                                                                                                                                                                                                                                                                                                           | Positive                                                                                       |
| 2      | Climate Strategy & Emission Management     | Risk                                 | Climate change presents risks to operations, logistics and supply chains through physical impacts such as extreme weather. Transition related factors including regulation and market expectations can affect long term performance. Managing these aspects supports business resilience. | Safari manages climate related risks through initiatives across operations and supply chains. Actions include increasing renewable energy use, improving energy efficiency and upgrading equipment to reduce emissions. Operational changes and logistics optimisation support emission reduction efforts.                                   | Negative                                                                                       |
| 3      | Employee Engagement                        | Opportunity                          | Effective employee engagement supports productivity, workforce stability and organisational performance. An engaged workforce enables better alignment with business objectives and supports adaptability during periods of change.                                                       | NA                                                                                                                                                                                                                                                                                                                                           | Positive                                                                                       |
| 4      | Occupational Health & Safety               | Risk                                 | Occupational health and safety has direct implications for employee wellbeing, regulatory compliance and continuity of operations. Workplace incidents may lead to injuries, disruption and financial exposure.                                                                           | The Company maintains safety systems across operations guided by internal policies and operating procedures. Measures include hazard identification, risk assessments, safety training, mock drills and infrastructure checks. Periodic audits, incident reviews, health surveillance and emergency preparedness form part of the framework. | Negative                                                                                       |

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

| S. No. | Material Issue Identified              | Indicate whether risk or opportunity | 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      | Human Rights                           | Risk                                 | Human rights issues such as discrimination, forced labour may arise within operations or the value chain. Any non-compliance can affect reputation, stakeholder confidence and legal standing.             | Human rights risks are managed through policies, employee awareness programmes and grievance redressal mechanisms. Periodic assessments and customer-led information requests support monitoring and response.                                                       | Negative                                                                                       |
| 6      | Corporate Governance                   | Opportunity                          | Sound governance supports transparency, accountability and informed decision making. It strengthens regulatory compliance and stakeholder confidence while supporting long term value creation.            | NA                                                                                                                                                                                                                                                                   | Positive                                                                                       |
| 7      | Sustainable Supply Chain               | Risk                                 | Supply chain practices affect traceability, ethical conduct and environmental performance. Gaps at supplier locations may lead to operational disruption, reputational exposure and regulatory concerns.   | Supplier sustainability is assessed through evaluations and performance reviews. Expectations are defined through a Code of Conduct for Business Partners and related policies. Engagement with suppliers supports compliance and continuity across the value chain. | Negative                                                                                       |
| 8      | Customer Relationship Management (CRM) | Opportunity                          | Effective customer relationship management supports trust, service quality and retention. Customer insights also inform product development and market expansion efforts.                                  | NA                                                                                                                                                                                                                                                                   | Positive                                                                                       |
| 9      | Compliance & Risk Management           | Risk                                 | Gaps in compliance or risk oversight may result in regulatory action, financial loss or operational disruption. Evolving regulatory requirements increase the need for structured monitoring and controls. | Compliance and risk are management overseen through the Risk Management Committee and the Enterprise Risk Management framework. Internal controls support identification, monitoring and timely response to risks across functions.                                  | 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                                                                                                                                                                                                         | The Company's mandatory Policies are available on its website and can be accessed at: <a href="https://safaribags.com/pages/investor-relations#aboutus">https://safaribags.com/pages/investor-relations#aboutus</a><br><br>All other Policies are made available to the Employees through the Company's internal Human Resource Portal.                                                                                                                                                                                                                                                                                                                                                                       |     |     |     |     |     |     |     |     |
| 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, Trustee) (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | Safari holds ISO 9001:2015 certification, in line with internationally recognised quality management standards.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |     |     |     |     |     |     |     |     |
| 5                                    | Specific commitments, goals and targets set by the entity with defined timelines, if any.                                                                                                                                                         | Safari has defined time-bound sustainability commitments and targets aligned with its ESG strategy. Further details are available in the ESG Section of this Report.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |     |     |     |     |     |     |     |     |
| 6                                    | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.                                                                                                                    | Safari monitors its performance against defined sustainability commitments and targets on an ongoing basis. Progress is reviewed against established timelines and any deviations are evaluated as part of internal review processes. Detailed disclosures on performance and progress are provided in the ESG Section of this Report.                                                                                                                                                                                                                                                                                                                                                                        |     |     |     |     |     |     |     |     |
| Governance, Leadership and Oversight |                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |     |     |     |     |     |     |     |     |
| 7                                    | Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements.                                                                                                         | Our approach integrates product quality with sustainability across all areas of our operations. We maintain high quality standards across our travel products while ensuring responsible manufacturing practices and efficient resource utilisation. Our operations are guided by a focus on safe, inclusive and healthy workplaces, supporting the well-being and engagement of our workforce. At the same time, robust governance structures and effective internal controls guide decision-making and enable responsible business outcomes.<br><br>Further, details on ESG-related priorities, achievements and future direction are provided in the Leadership Message in the ESG Section of this Report. |     |     |     |     |     |     |     |     |
| 8                                    | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).                                                                                                                        | Mr. Sudhir Jatia<br>Chairman and Managing Director<br>DIN: 00031969                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |     |     |     |     |     |     |     |     |
| 9                                    | Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.                                                                            | Yes<br>Mr. Sudhir Jatia<br>Chairman and Managing Director<br>DIN: 00031969                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |     |     |     |     |     |     |     |     |

**10. Details of Review of NGRBCs by the Company:**

| Subject for Review                                                                                              | Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee |    |    |    |          |    |    |    |    | Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify) |    |    |    |    |          |    |    |    |
|-----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|----|----|----|----------|----|----|----|----|--------------------------------------------------------------------------|----|----|----|----|----------|----|----|----|
|                                                                                                                 | P1                                                                                              | P2 | P3 | P4 | P5       | P6 | P7 | P8 | P9 | P1                                                                       | P2 | P3 | P4 | P5 | P6       | P7 | P8 | P9 |
| Performance against above policies and follow up action                                                         |                                                                                                 |    |    |    | Director |    |    |    |    |                                                                          |    |    |    |    | Annually |    |    |    |
| Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances |                                                                                                 |    |    |    | Director |    |    |    |    |                                                                          |    |    |    |    | Annually |    |    |    |

|                                                                                                                                          |           |           |           |           |           |           |           |           |           |
|------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).</b> | <b>P1</b> | <b>P2</b> | <b>P3</b> | <b>P4</b> | <b>P5</b> | <b>P6</b> | <b>P7</b> | <b>P8</b> | <b>P9</b> |
|                                                                                                                                          |           |           |           |           | No        |           |           |           |           |
| If yes, provide name of the agency                                                                                                       |           |           |           |           | -         |           |           |           |           |

|                                                                                                                                 |           |           |           |           |           |           |           |           |           |
|---------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:</b>      | <b>P1</b> | <b>P2</b> | <b>P3</b> | <b>P4</b> | <b>P5</b> | <b>P6</b> | <b>P7</b> | <b>P8</b> | <b>P9</b> |
| The entity does not consider the Principles material to its business (Yes/No)                                                   |           |           |           |           |           |           |           |           |           |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) |           |           |           |           |           |           |           |           |           |
| The entity does not have the and/or human and technical resources available for the task (Yes/No)                               |           |           |           |           |           |           |           |           |           |
| It is planned to be done in the next financial year (Yes/No)                                                                    |           |           |           |           |           |           |           |           |           |
| Any other reason (please specify)                                                                                               |           |           |           |           |           |           |           |           |           |

Not Applicable

Note: The data with respect to BRSR Core parameters for the previous year has been revised at certain places due to a change in methodology for the current financial year.

## 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.

SDGs:



### ESSENTIAL INDICATORS

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

| Segment                            | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact                                                                                                                                                                                                                                                                                                                                                                                                                                                               | %age of persons in respective category covered by the awareness programmes |
|------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| Board of Directors                 | 4                                                      | 1. Environment, Social, Governance<br>2. Corporate Governance<br>3. Corporate Social Responsibility<br>4. Risk Management Framework                                                                                                                                                                                                                                                                                                                                                                                       | 100%                                                                       |
| Key Management Personnel*          | 5                                                      | 1. Environment, Social, Governance<br>2. Corporate Governance<br>3. Corporate Social Responsibility<br>4. Awareness on Prevention of Sexual Harassment<br>5. Fire Fighting & Mock Drills                                                                                                                                                                                                                                                                                                                                  | 100%                                                                       |
| Employees other than BODs and KMPs | 100                                                    | 1. Business Awareness and Industry Engagement<br>2. Environmental Sustainability and ESG Awareness<br>3. Quality Management and Operational Excellence<br>4. Occupational Health and First Aid<br>5. Fire Safety and Emergency Preparedness and Response<br>6. Workplace Safety, Hygiene and Hazard Control<br>7. Human Resources and Workplace Conduct<br>8. Prevention of Sexual Harassment (POSH)<br>9. Leadership Development and Organisational Culture<br>10. Digital Systems and Functional Capability Development | 100%                                                                       |
| Workers                            | 36                                                     | 1. Occupational Health and First Aid<br>2. Fire Safety and Emergency Preparedness and Response<br>3. Workplace Safety, Hygiene and Hazard Control<br>4. Personal Protective Equipment Awareness<br>5. Material Handling and Manual Operations Safety<br>6. Workplace Conduct and Capability Development<br>7. Prevention of Sexual Harassment (POSH)                                                                                                                                                                      | 100%                                                                       |

\*Key Managerial Personnel includes the Chief Financial Officer and Company Secretary, while the Managing Director has been considered as a part of the Board of Directors.



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:

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

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

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

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

Yes. The Company has an Anti-Corruption and Anti-Bribery Policy in place that sets out clear expectations for ethical business conduct and integrity across all operations. The Company follows a zero-tolerance approach towards bribery and corrupt practices. It strictly prohibits the offering, giving, solicitation or acceptance of any undue financial and non-financial advantage.

The Policy applies to all employees and extends to directors, agents, representatives, vendors, suppliers, contractors, sub-contractors and other business partners associated with the Company. It provides guidance on acceptable practices related to gifts, hospitality and facilitation payments and mandates compliance with all applicable laws and regulations.

Safari has established appropriate reporting and escalation mechanisms, enabling employees and stakeholders to report concerns or suspected violations through defined channels, including reporting to immediate supervisors, department heads or the Chief Human Resources Officer (CHRO). The Company ensures that such concerns are addressed appropriately, with protection against retaliation.

The Policy is available internally on the Company's HR Portal.

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

| Category  | FY 2025-26 | FY 2024-25 |
|-----------|------------|------------|
| Directors | Nil        | Nil        |
| KMPs      | Nil        | Nil        |
| Employees | Nil        | Nil        |
| Workers   | Nil        | Nil        |

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

| Topic                                                                                        | FY 2025-26 |         | FY 2024-25 |         |
|----------------------------------------------------------------------------------------------|------------|---------|------------|---------|
|                                                                                              | Number     | Remarks | Number     | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil        | NA      | Nil        | NA      |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      | Nil        | NA      | Nil        | 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 cases on corruption and conflicts of interest.

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

|                                     | FY 2025-26 | FY 2024-25 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 38 days    | 51 days    |

**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:

| Parameters                 | Metrics                                                                                 | FY 2025-26 | FY 2024-25 |
|----------------------------|-----------------------------------------------------------------------------------------|------------|------------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases                                | 8.46%      | 12.25%     |
|                            | b. Number of trading houses where purchases are made from                               | 6          | 5          |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses     | 100%       | 100%       |
| Concentration of Sales     | a. Sales to dealers/ distributors as % of total sales                                   | 17.37%     | 17.84%     |
|                            | b. Number of dealers/ distributors to whom sales are made                               | ~1,000     | ~1,050     |
|                            | c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors   | 18.13%     | 17.94%     |
| Share of RPTs in*          | a. Purchases (Purchases with related parties/ Total Purchases)                          | Nil        | Nil        |
|                            | b. Sales (Sales to related parties/ Total Sales)                                        | Nil        | Nil        |
|                            | c. Loans & advances (Loans & advances given to related parties/ Total loans & advances) | Nil        | Nil        |
|                            | d. Investments (Investments in related parties/ Total Investments made)                 | Nil        | Nil        |

\*There are no RPTs at consolidated level.

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

| Total number of awareness programmes held | Topics / principles covered under the training | %age of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|-------------------------------------------|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| 1                                         | Legal Metrology training                       | 100%                                                                                                               |



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

Yes. The Company has established processes to avoid or manage conflicts of interest involving members of the Board of Directors. The Company has adopted a Code of Conduct applicable to Directors and Senior Management, which lays down clear guidelines on handling situations involving actual or potential conflicts of interest. Board members are obligated to refrain from participating in discussions or decision-making on matters where a conflict exists or may arise. The Code further mandates that Directors should not have any personal financial interests in contracts, transactions or business arrangements that could conflict with the Company's interests. To ensure adherence, the Company obtains annual declarations and affirmations of compliance with the Code of Conduct from members of the Board and Senior Management. These mechanisms collectively support transparent governance and ethical business practices.

**PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe**

SDGs:



**ESSENTIAL INDICATORS**

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

| Type                         | FY 2025-26 | FY 2024-25 | Details of improvement in social and environmental aspects                                                                                                                                                                                                                                                                                                                                                                                                            |
|------------------------------|------------|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Research & Development (R&D) | 0%         | 0%         | Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Capital Expenditure (CAPEX)  | 4%         | 7%         | The Company has strengthened its environmental sustainability initiatives by adopting electric-powered, energy-efficient reach trucks and stackers for material handling, significantly reducing emissions and overall energy consumption. Additionally, to support employee well-being under its social responsibility agenda, the Company has installed new water coolers and dispensers, ensuring access to safe and hygienic drinking water across the workplace. |

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

Yes. The Company has procedures in place for sustainable sourcing. The Company's sourcing activities are guided by its Sustainable Sourcing Policy, which outlines principles and expectations for responsible procurement, including environmental and social considerations across the supply chain.

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

The Company is currently in the process of developing systems and frameworks to track and measure the proportion of inputs sourced sustainably. Once these mechanisms are fully operational and data validation processes are established, quantitative disclosures will be made in subsequent reporting cycles.

**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 designs its products with a focus on durability and long-term usability, thereby reducing the frequency of replacement and minimising end-of-life waste disposal. As a result, instances of product reclamation from customers at the end of life are limited. However, in cases where products are returned (e.g. due to manufacturing defects), the Company undertakes efforts to reclaim, reuse or repurpose such products, where feasible, to prevent them from entering the waste stream.

- (a) **Plastics (including packaging):** The Company undertakes responsible management of plastic waste, particularly packaging materials. Post-use packaging waste is collected and channelled through authorised recycling networks, supporting circularity and environmentally responsible disposal practices.
- (b) **E-waste:** E-waste generated from operations (e.g. IT equipment, electronic devices) is disposed of through authorised recyclers in compliance with applicable environmental regulations, ensuring safe handling and recycling.
- (c) **Hazardous waste:** Hazardous waste, to the extent generated, is handled, stored and disposed of through authorised recyclers in line with regulatory requirements, ensuring minimal environmental impact and safe disposal.
- (d) **Other waste:** Other waste arising from operations is managed through approved waste management channels, including segregation, recycling and responsible disposal mechanisms, aligned with applicable laws and good environmental practices.

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

Yes. Extended Producer Responsibility (EPR) is applicable to the Company under the provisions of the Plastic Waste Management Rules, 2016, as amended.

The Company has duly registered and submitted its EPR plan with the relevant Pollution Control Board(s). Its waste collection, channelisation and processing activities are aligned with applicable regulatory requirements.

The Company continues to monitor and strengthen its EPR implementation mechanisms, including engagement with authorised recyclers and waste management partners, to ensure effective fulfilment of its obligations and support responsible plastic waste management.

## LEADERSHIP INDICATORS

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

| NIC Code | Name of Product/ Service       | % of Total Turnover Contributed | Boundary for which the Life Cycle Perspective/ Assessment was conducted | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/ No) If yes, provide the web-link |
|----------|--------------------------------|---------------------------------|-------------------------------------------------------------------------|-----------------------------------------------------------|------------------------------------------------------------------------------|
| 151201   | Polypropylene (PP) Eclipse Bag | 6.88%                           | Cradle-to-Gate                                                          | 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 the risk/ concern                                                       | Action Taken                                                                                                                                                                                                                                         |
|--------------------------------|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Polypropylene (PP) Eclipse Bag | Climate change impact during the production stage due to raw materials and energy use. | Renewable energy is used alongside grid electricity in manufacturing operations. Material usage in components and packaging has been optimised and manufacturing processes have been improved to reduce energy consumption and associated emissions. |



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):

| Indicated input Material (By Weight)        | Recycled or re-used input material to total material |            |
|---------------------------------------------|------------------------------------------------------|------------|
|                                             | FY 2025-26                                           | FY 2024-25 |
| Poly Bag Flexible (Packaging Material)      | 100%                                                 | 100%       |
| Raw Material for Polypropylene (PP) Luggage | 8%                                                   | 8%         |
| Raw Material for Polycarbonate (PC) Luggage | 65%                                                  | 61%        |

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:

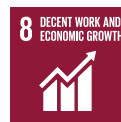
|                                                                         | FY 2025-26 |          |                 | FY 2024-25 |          |                 |
|-------------------------------------------------------------------------|------------|----------|-----------------|------------|----------|-----------------|
|                                                                         | Reused     | Recycled | Safely Disposed | Reused     | Recycled | Safely Disposed |
| Plastics (including packaging) - Poly Bag Flexible (Packaging Material) | Nil        | 650      | Nil             | Nil        | 543      | Nil             |
| E-waste                                                                 | NA         | NA       | NA              | NA         | NA       | NA              |
| Hazardous waste                                                         | NA         | NA       | NA              | NA         | NA       | NA              |
| Other waste                                                             | NA         | NA       | NA              | NA         | NA       | NA              |

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 |
|----------------------------------------|-----------------------------------------------------------------------------------------------------|
| Poly Bag Flexible (Packaging Material) | 100%                                                                                                |

**PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains**

SDGs:



## ESSENTIAL INDICATORS

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

| Category                       | % of employees covered by |                  |      |                    |      |                    |      |                    |      |                     |      |
|--------------------------------|---------------------------|------------------|------|--------------------|------|--------------------|------|--------------------|------|---------------------|------|
|                                | Total (A)                 | Health Insurance |      | Accident Insurance |      | Maternity Benefits |      | Paternity Benefits |      | Day Care Facilities |      |
| Permanent Employees            |                           |                  |      |                    |      |                    |      |                    |      |                     |      |
| Male                           | 982                       | 982              | 100% | 982                | 100% | -                  | -    | 982                | 100% | 0                   | -    |
| Female                         | 74                        | 74               | 100% | 74                 | 100% | 74                 | 100% | -                  | -    | 74                  | 100% |
| Total                          | 1,056                     | 1,056            | 100% | 1,056              | 100% | 74                 | 7%   | 982                | 93%  | 74                  | 7%   |
| Other than Permanent Employees |                           |                  |      |                    |      |                    |      |                    |      |                     |      |
| Male                           | 2,483                     | 2,483            | 100% | 2,483              | 100% | -                  | -    | 0                  | -    | 0                   | -    |
| Female                         | 473                       | 473              | 100% | 473                | 100% | 473                | 100% | -                  | -    | 0                   | -    |
| Total                          | 2,956                     | 2,956            | 100% | 2,956              | 100% | 473                | 16%  | 0                  | -    | 0                   | -    |

Note:

100% of Permanent Employees are covered under Term Life Insurance.  
Health and Accident Insurance includes Employees covered under ESIC.



## b. Details of measures for the well-being of Workers:

| Category                     | % of workers covered by |                  |         |                    |        |                    |        |                    |        |                     |        |
|------------------------------|-------------------------|------------------|---------|--------------------|--------|--------------------|--------|--------------------|--------|---------------------|--------|
|                              | Total<br>(A)            | Health Insurance |         | Accident Insurance |        | Maternity Benefits |        | Paternity Benefits |        | Day Care Facilities |        |
|                              |                         | No. (B)          | % (B/A) | No. (C)            | %(C/A) | No.(D)             | %(D/A) | No. (E)            | %(E/A) | No. (F)             | %(F/A) |
| Permanent Workers            |                         |                  |         |                    |        |                    |        |                    |        |                     |        |
| Male                         | 23                      | 23               | 100%    | 23                 | 100%   | -                  | -      | 23                 | 100%   | 0                   | -      |
| Female                       | 0                       | -                | -       | -                  | -      | -                  | -      | -                  | -      | -                   | -      |
| Total                        | 23                      | 23               | 100%    | 23                 | 100%   | -                  | -      | 23                 | 100%   | 0                   | -      |
| Other than Permanent Workers |                         |                  |         |                    |        |                    |        |                    |        |                     |        |
| Male                         | 1,744                   | 1,744            | 100%    | 1,744              | 100%   | -                  | -      | 0                  | -      | 0                   | -      |
| Female                       | 456                     | 456              | 100%    | 456                | 100%   | 456                | 100%   | -                  | -      | 0                   | -      |
| Total                        | 2,200                   | 2,200            | 100%    | 2,200              | 100%   | 456                | 21%    | 0                  | -      | 0                   | -      |

Note:

100% of Permanent Workers are also covered under Term Life Insurance.

Health and Accident Insurance includes Workers covered under ESIC.

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

|                                                                             | FY 2025-26 | FY 2024-25 |
|-----------------------------------------------------------------------------|------------|------------|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.43%      | 0.39%      |

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

| S. No. | Benefits              | FY 2025-26                                         |                                                |                                                      | FY 2024-25                                         |                                                |                                                      |
|--------|-----------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|
|        |                       | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| 1      | PF                    | 100%                                               | 100%                                           | Yes                                                  | 100%                                               | 100%                                           | Yes                                                  |
| 2      | Gratuity              | 100%                                               | 100%                                           | Yes                                                  | 100%                                               | 100%                                           | Yes                                                  |
| 3      | ESIC                  | 59%                                                | 99%                                            | Yes                                                  | 67%                                                | 98%                                            | Yes                                                  |
| 4      | Others-Please Specify | Not Applicable                                     |                                                |                                                      |                                                    |                                                |                                                      |

Note: Trainees are excluded from PF and Gratuity benefits of Employees.

## 3. Accessibility of workplaces

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

Yes. The Company ensures that its premises and offices are designed to provide accessibility to differently abled employees and workers, in line with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company promotes an inclusive and enabling work environment by incorporating necessary accessibility features and continuously reviewing its infrastructure to support the needs of persons with disabilities.



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 upholds the principles of equal opportunity in line with the Rights of Persons with Disabilities Act, 2016. These principles are embedded within the Company's Human Rights Policy, which outlines its commitment to fair, inclusive and non-discriminatory practices across the workplace. The Company further reinforces this commitment through its Recruitment Policy, which promotes equitable, transparent and merit based hiring practices, ensuring equal opportunity for all candidates, including persons with disabilities.

Both Policies are accessible internally through the Company's HR Portal.

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         | 97%                 | 100%           | -                   | -              |
| Female       | 67%                 | 100%           | -                   | -              |
| <b>Total</b> | <b>95%</b>          | <b>100%</b>    | <b>-</b>            | <b>-</b>       |

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:

| Category                                                                                                                                                                                                                                                                                            | Yes/No | Details of the mechanism in brief                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent Workers                                                                                                                                                                                                                                                                                   | Yes    | The Company has a structured grievance redressal mechanism that enables employees and workers to raise concerns through defined reporting lines, designated committees and digital platforms, depending on the nature of the issue.                                                                                                                                                                                                                                                                                                         |
| Other than Permanent Workers                                                                                                                                                                                                                                                                        | Yes    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Permanent Employees                                                                                                                                                                                                                                                                                 | Yes    | The process is governed by established policies. The <b>Whistle Blowers Policy</b> enables reporting of unethical conduct, fraud or Code of Conduct violations with confidentiality safeguards. The <b>Stakeholder Engagement Policy</b> provides channels to raise concerns or ensures timely review and response. Complaints related to workplace sexual harassment are addressed under the <b>Prevention of Sexual Harassment Policy</b> , which outlines procedures for reporting, inquiry and resolution in line with applicable laws. |
| Other than Permanent Employees                                                                                                                                                                                                                                                                      | Yes    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| The above-mentioned mechanisms are accessible to non-permanent employees and workers as well, enabling them to raise concerns through appropriate channels and ensuring fair review, transparency, confidentiality and protection against retaliation and resolution in line with Company policies. |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

7. Membership of Employees and Workers in association(s) or Unions recognized by the listed entity:

| Category                   | FY 2025-26                                         |                                                                                              |             | FY 2024-25                                         |                                                                                              |             |
|----------------------------|----------------------------------------------------|----------------------------------------------------------------------------------------------|-------------|----------------------------------------------------|----------------------------------------------------------------------------------------------|-------------|
|                            | 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)      |
| <b>Permanent Employees</b> |                                                    |                                                                                              |             |                                                    |                                                                                              |             |
| Male                       | 982                                                | 0                                                                                            | -           | 959                                                | 0                                                                                            | -           |
| Female                     | 74                                                 | 0                                                                                            | -           | 68                                                 | 0                                                                                            | -           |
| <b>Total</b>               | <b>1,056</b>                                       | <b>0</b>                                                                                     | <b>-</b>    | <b>1,027</b>                                       | <b>0</b>                                                                                     | <b>-</b>    |
| <b>Permanent Workers</b>   |                                                    |                                                                                              |             |                                                    |                                                                                              |             |
| Male                       | 23                                                 | 23                                                                                           | 100%        | 32                                                 | 32                                                                                           | 100%        |
| Female                     | 0                                                  | -                                                                                            | -           | 0                                                  | -                                                                                            | -           |
| <b>Total</b>               | <b>23</b>                                          | <b>23</b>                                                                                    | <b>100%</b> | <b>32</b>                                          | <b>32</b>                                                                                    | <b>100%</b> |

## 8. Details of training given to Employees and Workers:

| Category  | FY 2025-26 |                               |         |                      |         | FY 2024-25 |                               |         |                      |         |
|-----------|------------|-------------------------------|---------|----------------------|---------|------------|-------------------------------|---------|----------------------|---------|
|           | 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      | 3,465      | 378                           | 11%     | 3,465                | 100%    | 3,240      | 124                           | 4%      | 3,240                | 100%    |
| Female    | 547        | 47                            | 9%      | 547                  | 100%    | 436        | 38                            | 9%      | 436                  | 100%    |
| Total     | 4,012      | 425                           | 11%     | 4,012                | 100%    | 3,676      | 162                           | 4%      | 3,676                | 100%    |
| Workers   |            |                               |         |                      |         |            |                               |         |                      |         |
| Male      | 1,767      | 1,767                         | 100%    | 1,767                | 100%    | 1,779      | 1,779                         | 100%    | 1,779                | 100%    |
| Female    | 456        | 456                           | 100%    | 456                  | 100%    | 316        | 316                           | 100%    | 316                  | 100%    |
| Total     | 2,223      | 2,223                         | 100%    | 2,223                | 100%    | 2,095      | 2,095                         | 100%    | 2,095                | 100%    |

## 9. Details of performance and career development reviews of Employees and Workers:

| Category         | FY 2025-26                                         |                                                                              |             | FY 2024-25                                         |                                                                              |             |
|------------------|----------------------------------------------------|------------------------------------------------------------------------------|-------------|----------------------------------------------------|------------------------------------------------------------------------------|-------------|
|                  | Total employees/workers in respective category (A) | No. of employees/workers in respective category, who had a career review (B) | % (B/A)     | Total employees/workers in respective category (C) | No. of employees/workers in respective category, who had a career review (D) | %(D/C)      |
| <b>Employees</b> |                                                    |                                                                              |             |                                                    |                                                                              |             |
| Male             | 3,465                                              | 1,969                                                                        | 57%         | 3,240                                              | 1,845                                                                        | 57%         |
| Female           | 547                                                | 235                                                                          | 43%         | 436                                                | 196                                                                          | 45%         |
| <b>Total</b>     | <b>4,012</b>                                       | <b>2,204</b>                                                                 | <b>55%</b>  | <b>3,676</b>                                       | <b>2,041</b>                                                                 | <b>56%</b>  |
| <b>Workers</b>   |                                                    |                                                                              |             |                                                    |                                                                              |             |
| Male             | 1,767                                              | 1,767                                                                        | 100%        | 1,779                                              | 1,779                                                                        | 100%        |
| Female           | 456                                                | 456                                                                          | 100%        | 316                                                | 316                                                                          | 100%        |
| <b>Total</b>     | <b>2,223</b>                                       | <b>2,223</b>                                                                 | <b>100%</b> | <b>2,095</b>                                       | <b>2,095</b>                                                                 | <b>100%</b> |

## 10. Health and safety management system:

|                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No).<br>If yes, the coverage such system? | <p>Yes. The Company has implemented an internal occupational health and safety (OHS) management system across its operations. The system is supported by documented Standard Operating Procedures (SOPs) and guided by the Company's Occupational Health and Safety Policy, applicable across all business activities.</p> <p>The coverage of the system extends to employees, contractors and other personnel engaged in the Company's operations. The OHS framework includes documented procedures across the following key areas:</p> <ul style="list-style-type: none"> <li><b>Safety governance and training</b><br/>Structured safety induction programmes, role-based training and periodic awareness initiatives for employees and contractors.</li> <li><b>Operational safety controls</b><br/>Implementation of systems such as work permits, mandatory use of personal protective equipment (PPE) and defined contractor safety requirements to manage operational risks.</li> </ul> |
|----------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



|                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                    | <ul style="list-style-type: none"> <li>• <b>Monitoring and inspections</b><br/>Regular workplace inspections, shopfloor audits and environmental monitoring, along with third-party assessments wherever applicable.</li> <li>• <b>Incident management and medical support</b><br/>Established processes for reporting and investigating and addressing incidents and accidents, supported by access to medical services and health monitoring.</li> <li>• <b>Emergency preparedness and fire safety</b><br/>Comprehensive measures covering emergency response plans, fire drills, alarm and detection systems, fire extinguishers, hydrants and periodic inspection and maintenance of safety systems.</li> </ul> |
| b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity? | The Company follows a structured Hazard Identification and Risk Assessment (HIRA) process to identify and evaluate work-related hazards. This is supported by periodic safety audits, routine inspections and management reviews conducted across operational areas, covering both routine and non-routine activities to ensure proactive risk mitigation.                                                                                                                                                                                                                                                                                                                                                          |
| c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/ No)   | Yes. The Company has established a documented near-miss and incident reporting mechanism, enabling Workers to report hazards and unsafe conditions. Reported concerns are reviewed and corrective and preventive actions are implemented. In situations involving immediate risk to health or safety, workers are empowered to remove themselves from such conditions without fear of reprisal.                                                                                                                                                                                                                                                                                                                     |
| d. Do the Employees/ Workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)              | Yes. Employees and Workers have access to non-occupational medical and healthcare services in accordance with applicable Company practices, supporting overall employee well-being.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

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

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

\*Including the contractual workforce.

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

The Company maintains a safe and healthy workplace through a structured framework of policies, systems and operational controls that focus on risk prevention, employee well-being and maintenance of safe working conditions across its offices, warehouses and manufacturing facilities.

The Company's safety framework is supported by the following key measures:

- **Safety audits and workplace inspections:**  
Periodic safety audits are conducted at manufacturing locations to evaluate existing controls and identify improvement areas. In addition, routine workplace and shopfloor inspections are carried out by trained personnel to assess equipment condition, operational safety and housekeeping standards.
- **Near miss reporting and review:**  
A formal mechanism is in place for reporting near-miss incidents. Reported cases are systematically reviewed to identify root causes and corrective and preventive actions are implemented to minimise recurrence.

- **Safety training:**

The Company provides role-specific safety training to employees and workers, covering safe work practices, emergency response procedures and awareness of operational risks relevant to their functions.

- **Safety Committee oversight:**

A cross-functional Safety Committee periodically reviews workplace safety performance, addresses operational safety concerns and monitors the implementation of corrective actions based on audit findings and employee feedback.

- **Use of automation:**

The Company leverages automation and robotics in manufacturing processes to reduce manual handling, thereby limiting exposure to potential operational hazards.

In addition, the Company regularly monitors workplace conditions such as illumination levels, noise levels and overall environmental parameters to ensure a safe and healthy working environment. All facilities comply with applicable fire safety requirements, with installations including fire alarms, sprinklers, extinguishers and clearly marked emergency exits. Regular fire drills are conducted to strengthen emergency preparedness. Work areas are maintained in clean, hygienic and climate-controlled conditions to support employee health and well-being.

### 13. Number of Complaints on the following made by Employees and Workers:

|                    | FY 2025-26            |                                       |         | FY 2024-25            |                                       |         |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
|                    | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | 0                     | 0                                     | NA      | 0                     | 0                                     | NA      |
| Health & Safety    | 0                     | 0                                     | NA      | 0                     | 0                                     | NA      |

### 14. Assessments for the year:

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

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

During the reporting period, no significant risks or major safety-related concerns were identified through the Company's health and safety assessments and monitoring processes. Accordingly, no major corrective actions were required to be undertaken. The Company continues to follow a proactive approach by conducting regular audits, inspections and reviews to identify potential risks at an early stage and implement preventive measures wherever necessary, ensuring sustained workplace safety and compliance.

## 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/ No):** Yes (for permanent employees)

b. **Workers (Yes/ No):** Yes

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

The Company undertakes multiple measures to ensure that statutory dues are duly deducted and deposited across its value chain in compliance with applicable laws. The Company ensures that statutory dues relating to its employees, including income tax, provident fund, professional tax and ESIC, are deducted and deposited in



accordance with prevailing laws. To extend compliance across the value chain, the Company includes mandatory contractual clauses in agreements with suppliers, contractors and service providers and takes a declaration on Code of Conduct for Business Partners during the vendor registration process which requires adherence to applicable labour and tax regulations.

The Company further strengthens oversight through periodic compliance, safety and due diligence audits conducted for selected value chain partners. These assessments help verify adherence to statutory requirements and identify potential gaps. Additionally, the Company obtains periodic written confirmations and declarations from value chain partners regarding compliance with relevant statutory obligations. These mechanisms collectively enable the Company to maintain robust oversight, promote accountability and address any instances on non-compliance within the value chain in a timely manner.

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:**

| Category  | 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                               | FY 2024-25 | FY 2025-26                                                                                                                                        | FY 2024-25 |
| Employees | NA                                       | NA         | NA                                                                                                                                                | NA         |
| Workers   | NA                                       | NA         | NA                                                                                                                                                | NA         |

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. The Company does not currently have a formal transition assistance programme to support employees in managing career transition arising from retirement or termination of employment. However, the Company provides support on a case-to-case basis, in line with applicable policies and business requirements. During the course of employment, employees are encouraged to enhance their skills and competencies and explore internal career progression opportunities, thereby strengthening their long-term employability.

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

| % of value chain partners (by value of business done with such partners) that were assessed |      |
|---------------------------------------------------------------------------------------------|------|
| Health and safety practices                                                                 | 100% |
| Working Conditions                                                                          | 100% |

Safari expects its value chain partners to adhere to the same high standards of values, ethics and business conduct that guide the Company's operations. While a comprehensive, formal ESG assessment framework for all value chain partners is currently under development, the Company has undertaken targeted assessments of key partners on specific aspects such as health and safety practices and working conditions as part of its ongoing due diligence and audit processes. The Company intends to further strengthen and formalise this assessment approach in the coming year(s).

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:**

No significant risks or concerns were identified from the assessments of health and safety practices and working conditions of value chain partners during the reporting period. Accordingly, no major corrective actions were required or undertaken. The Company continues to monitor its value chain partners through periodic reviews and due diligence processes to ensure ongoing compliance with applicable standards and to proactively identify and address any potential risks.

## PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

SDGs:



### ESSENTIAL INDICATORS

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

Safari follows a structured approach to identify its key stakeholder groups, considering individuals, groups and organisations that have a direct or indirect impact on, or are impacted by, the Company's operations and business objectives. The identification process takes into account factors such as the nature of the relationships, the degree of influence and dependency and the significance of engagement required for effective decision-making, accountability and long-term value creation. Based on this assessment, stakeholders are categorised into internal and external groups to support focused engagement and prioritisation. Internal stakeholders include employees and workers. External stakeholders comprise customers, suppliers, value chain partners, government and regulators, investors and shareholders and the communities in and around the Company's area of operations.

This structured classification supports targeted engagement, periodic review and alignment with the Company's sustainability and governance framework.

#### 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                                           |
|------------------------------------------------|-----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------|
| Customers                                      | No                                                              | Website, social media platforms, advertisements, SMS, newspapers, pamphlets, customer feedback mechanisms                     | Regular basis                                                                        | Product features and usage, warranty related matters, customer complaints, after sales service, feedback on products and services.        |
| Employees                                      | No                                                              | Email, internal HR portal, meetings, notice boards                                                                            | Regular basis                                                                        | Job satisfaction, career progression, training and skill development, performance reviews, workplace engagement, rewards and recognition. |
| Suppliers                                      | No                                                              | Email, website, meetings                                                                                                      | Regular basis                                                                        | Quality standards, cost efficiency, delivery performance, schedule alignment, timely payments, long-term business opportunities.          |
| Shareholders and Investors                     | No                                                              | Email, investor relations section on website, annual reports, general meetings, newspapers                                    | Regular basis (at least quarterly)                                                   | Business developments, financial performance, quarterly and annual results, strategy and outlook                                          |
| Government and Regulators                      | No                                                              | Letters, emails, online filings and submissions                                                                               | Need based                                                                           | Compliance with applicable laws and regulations, statutory reporting, regulatory disclosures.                                             |
| Local Communities                              | Yes                                                             | Engagement through NGOs and implementing agencies, community interactions under CSR programmes                                | Regular basis                                                                        | Education initiatives, health and well-being programmes and eradicating hunger, poverty and malnutrition                                  |
| Media, journalists and special interest groups | No                                                              | Interviews, formal interactions                                                                                               | As and when approached                                                               | Business overview, industry perspectives, organisational developments                                                                     |





## LEADERSHIP INDICATORS

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

The Company follows a structured and well-defined process for consultation with stakeholders on economic, environmental and social matters, ensuring effective integration of stakeholder perspectives into its governance framework.

The Management serves as the primary interface for stakeholder engagement and is responsible for ongoing interaction with key stakeholder groups. Inputs and feedback are gathered through various channels, including internal reviews, operational discussions, stakeholder engagements and periodic assessments.

These stakeholder insights are consolidated and evaluated by Management and subsequently presented to the relevant Board Committees as part of periodic updates, strategy discussions, policy reviews and decision-making proposals. The Board Committees, including those responsible for sustainability, risk management and governance, review these inputs while evaluating strategies, policies and action plans and provide guidance, recommendations, or approvals. Feedback and directions from the Board and its Committees are then communicated back to Management for implementation, monitoring and further stakeholder engagement where required.

This structured approach ensures that stakeholder perspectives are effectively incorporated into the Company's decision making processes and supports alignment with its sustainability priorities and BRSR reporting principles.

- 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. Safari uses stakeholder consultations as a key input for identifying and managing material environmental and social topics. The Company engages with key stakeholder groups, including employees, customers, local communities, suppliers and other business partners through structured and ongoing interactions. Feedback received through these engagements is systematically reviewed and incorporated into the Company's policies, operating practices and action plans.

For instance:

- Workplace-related inputs from employees and workers are considered in strengthening occupational health and safety procedures, workplace policies and employee well-being initiatives.
- Customer feedback on product usage and sustainability aspects informs product design, quality improvements and customer communication processes.
- Inputs on environmental practices and operational impacts are integrated into resource management practices, waste handling processes and operational controls.
- Community feedback is used to guide CSR initiatives and community development programmes, ensuring alignment with local needs and priorities.

Key environmental and social matters emerging from these consultations are reviewed during periodic management discussions and presented to the relevant Board Committees for oversight and strategic direction. This structured approach enables the Company to align its policies and business practices with stakeholder expectations, while ensuring responsiveness to evolving regulatory requirements and sustainability priorities.

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

Safari engages with vulnerable and marginalized stakeholder groups, particularly local communities in and around its areas of operations, through a structured and need-based approach.

The Company undertakes community level engagements, often in collaboration with implementing agencies and partners, to identify key social and economic concerns. These interactions help in understanding local priorities and challenges.



Based on such consultations, the Company has implemented targeted initiatives under its CSR and community development programmes, including:

- Eradicating hunger, poverty and malnutrition
- Promoting education, including special education and employment enhancing vocation skills
- Promoting health care including preventive health care and sanitation

These actions are designed to address identified community needs and improve overall quality of life for vulnerable groups. The Company periodically reviews the effectiveness of these initiatives and aligns them with stakeholder feedback, ensuring that its interventions remain relevant, inclusive and responsive to evolving community requirements.

## PRINCIPLE 5: Businesses should respect and promote human rights

SDGs:



### ESSENTIAL INDICATORS

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

| Category               | FY 2025-26   |                                      |             | FY 2024-25   |                                      |             |
|------------------------|--------------|--------------------------------------|-------------|--------------|--------------------------------------|-------------|
|                        | Total (A)    | No. of employees/workers covered (B) | % (B/A)     | Total (C)    | No. of employees/workers covered (D) | % (D/C)     |
| <b>Employees</b>       |              |                                      |             |              |                                      |             |
| Permanent              | 1,056        | 902                                  | 85%         | 1,027        | 846                                  | 82%         |
| Other than permanent   | 2,956        | 2,293                                | 78%         | 2,649        | 457                                  | 17%         |
| <b>Total Employees</b> | <b>4,012</b> | <b>3,195</b>                         | <b>80%</b>  | <b>3,676</b> | <b>1,303</b>                         | <b>35%</b>  |
| <b>Workers</b>         |              |                                      |             |              |                                      |             |
| Permanent              | 23           | 23                                   | 100%        | 32           | 32                                   | 100%        |
| Other than permanent   | 2,200        | 2,200                                | 100%        | 2,063        | 2,063                                | 100%        |
| <b>Total Workers</b>   | <b>2,223</b> | <b>2,223</b>                         | <b>100%</b> | <b>2,095</b> | <b>2,095</b>                         | <b>100%</b> |

2. Details of minimum wages paid to Employees and Workers, in the following format:

| Category                    | FY 2025-26   |                       |            |                        |             | FY 2024-25   |                       |            |                        |             |
|-----------------------------|--------------|-----------------------|------------|------------------------|-------------|--------------|-----------------------|------------|------------------------|-------------|
|                             | Total (A)    | Equal to Minimum Wage |            | More than Minimum Wage |             | Total (D)    | Equal to Minimum Wage |            | More than Minimum Wage |             |
|                             |              | No. (B)               | % (B/A)    | No. (C)                | % (C/A)     |              | No. (E)               | % (E/D)    | No. (F)                | % (F/D)     |
| <b>Employees</b>            |              |                       |            |                        |             |              |                       |            |                        |             |
| <b>Permanent</b>            | <b>1,056</b> | <b>14</b>             | <b>1%</b>  | <b>1,042</b>           | <b>99%</b>  | <b>1,027</b> | <b>10</b>             | <b>1%</b>  | <b>1,017</b>           | <b>99%</b>  |
| Male                        | 982          | 13                    | 1%         | 969                    | 99%         | 959          | 9                     | 1%         | 950                    | 99%         |
| Female                      | 74           | 1                     | 1%         | 73                     | 99%         | 68           | 1                     | 1%         | 67                     | 99%         |
| <b>Other than Permanent</b> | <b>2,956</b> | <b>171</b>            | <b>6%</b>  | <b>2,785</b>           | <b>94%</b>  | <b>2,649</b> | <b>145</b>            | <b>5%</b>  | <b>2,504</b>           | <b>95%</b>  |
| Male                        | 2,483        | 144                   | 6%         | 2,339                  | 94%         | 2,281        | 127                   | 6%         | 2,154                  | 94%         |
| Female                      | 473          | 27                    | 6%         | 446                    | 94%         | 368          | 18                    | 5%         | 350                    | 95%         |
| <b>Permanent</b>            | <b>23</b>    | <b>0</b>              | <b>0%</b>  | <b>23</b>              | <b>100%</b> | <b>32</b>    | <b>0</b>              | <b>0%</b>  | <b>32</b>              | <b>100%</b> |
| Male                        | 23           | 0                     | -          | 23                     | 100%        | 32           | 0                     | -          | 32                     | 100%        |
| Female                      | 0            | -                     | -          | -                      | -           | 0            | -                     | -          | -                      | -           |
| <b>Other than Permanent</b> | <b>2,200</b> | <b>943</b>            | <b>43%</b> | <b>1,257</b>           | <b>57%</b>  | <b>2,063</b> | <b>1,168</b>          | <b>57%</b> | <b>895</b>             | <b>43%</b>  |
| Male                        | 1,744        | 781                   | 45%        | 968                    | 56%         | 1,747        | 1,002                 | 57%        | 745                    | 43%         |
| Female                      | 456          | 162                   | 36%        | 289                    | 63%         | 316          | 166                   | 53%        | 150                    | 47%         |

**3. Details of remuneration/ salary/ wages:****a. Median remuneration/ wages:**

|                                      | Male   |                                                                 | Female |                                                                 |
|--------------------------------------|--------|-----------------------------------------------------------------|--------|-----------------------------------------------------------------|
|                                      | Number | Median remuneration/<br>salary/ wages of<br>respective category | Number | Median remuneration/<br>salary/ wages of<br>respective category |
| Board of Directors (BOD)             | 7      | 9,50,000                                                        | 1      | 4,00,000                                                        |
| Key Managerial Personnel*            | 2      | 1,17,62,350                                                     | 0      | -                                                               |
| Employees other than BOD<br>and KMP# | 979    | 6,52,600                                                        | 74     | 8,06,550                                                        |
| Workers#                             | 23     | 4,55,172                                                        | 0      | -                                                               |

\*KMP includes Chief Financial Officer and Company Secretary. The Managing Director has been considered as a part of the Board of Directors.

#Disclosures cover only permanent Employees and Workers.

Note: Remuneration excludes variable pay and sitting fees, wherever applicable

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

|                                                 | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------|------------|------------|
| Gross wages paid to females as % of total wages | 8.90%      | 9.02%      |

**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

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

The Company has established structured internal mechanisms to identify, receive and redress grievances related to human rights issues. These mechanisms are guided by the Company's Human Rights Policy, which sets out its commitment to respecting human rights and establishes expectations for ethical conduct across its operations. Human rights-related concerns are identified and addressed through defined due diligence and internal review processes, ensuring timely evaluation and resolution of grievances.

Grievances specifically relating to workplace harassment are addressed under the Prevention of Sexual Harassment Policy, which provides defined reporting channels and procedures for inquiry and resolution, thereby promoting a safe, inclusive and respectful work environment.

The Company also extends its human rights commitments to value chain through the Code of Conduct for Business Partners and the Sustainable Sourcing Policy. These frameworks set expectations for responsible conduct by value chain, including adherence to human rights principles and enable the identification, assessment and remediation of human rights-related risks, where required.

**6. Number of Complaints on the following made by Employees and Workers:**

|                                          | FY 2025-26               |                                             |         | FY 2024-25               |                                             |         |
|------------------------------------------|--------------------------|---------------------------------------------|---------|--------------------------|---------------------------------------------|---------|
|                                          | Filed during<br>the year | Pending<br>resolution at the<br>end of year | Remarks | Filed during<br>the year | Pending<br>resolution at the<br>end of year | Remarks |
| Sexual Harassment                        | Nil                      | Nil                                         | NA      | Nil                      | Nil                                         | NA      |
| Discrimination<br>at workplace           | Nil                      | Nil                                         | NA      | Nil                      | Nil                                         | NA      |
| Child Labour                             | Nil                      | Nil                                         | NA      | Nil                      | Nil                                         | NA      |
| Forced Labour<br>/ Involuntary<br>Labour | Nil                      | Nil                                         | NA      | Nil                      | Nil                                         | NA      |
| Wages                                    | Nil                      | Nil                                         | NA      | Nil                      | Nil                                         | NA      |
| Other human<br>rights related<br>issues  | Nil                      | Nil                                         | NA      | Nil                      | Nil                                         | NA      |

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

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

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

The Company has mechanisms in place to prevent adverse consequences to complainants in cases of discrimination and harassment through its Policy for Prevention of Sexual Harassment (POSH). The Policy provides safeguards against retaliation during and after the complaint process and ensures confidentiality to protect the identity and dignity of the complainant and other parties involved.

Complaints are addressed through the Internal Complaints Committee (ICC) in accordance with defined procedures and timelines. The Committee is empowered to recommend appropriate interim measures, during the pendency of an inquiry to prevent undue influence or further impact on the complainant. Such measures may include transfer of the complainant or respondent, grant of special leave for a period of up to three months in addition to regular leave entitlements or changes in reporting arrangements. Outcomes and actions arising from the inquiry are implemented in line with the prescribed procedure to ensure fair treatment and continued protection of the complainant.

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

Yes. The Company incorporates human rights requirements into its supplier and contractor agreements, including purchase orders, mandating compliance with applicable labour laws, ethical standards and workforce rights. These expectations are further communicated through the Company's Code of Conduct for Business Partners and the Sustainable Sourcing Policy, which apply across the value chain and cover key principles such as non-discrimination, prohibition of child and forced labour, fair treatment and safe working conditions.

**10. Assessment for the year:**

|                             | <b>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</b> |
|-----------------------------|--------------------------------------------------------------------------------------------------------------|
| Child labour                | 100%                                                                                                         |
| Forced/involuntary labour   | 100%                                                                                                         |
| Sexual harassment           | 100%                                                                                                         |
| Discrimination at workplace | 100%                                                                                                         |
| Wages                       | 100%                                                                                                         |
| Others – please specify     | NA                                                                                                           |

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

No risks or concerns were identified from the assessments conducted under Question 10. Accordingly, no specific corrective actions were required during the reporting period. The Company continues to address any non-routine observations in line with applicable laws, internal procedures and operational requirements, ensuring continued compliance and workplace safety.

**LEADERSHIP INDICATORS**

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

Not Applicable.

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

The Company is currently in the process of evaluating the implementation of a formal Human Rights Due Diligence Framework as part of its ESG commitments. While a comprehensive due diligence process is under development, human rights considerations are presently addressed through existing policies, supplier codes and internal review

mechanisms across operations and the value chain. The proposed framework is expected to further strengthen the Company's approach to identification, assessment and mitigation of human rights risks in line with evolving regulatory and stakeholder expectations.

**3. Is the premise/ office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

Yes. The Company ensures that its premises and offices are accessible to persons with disabilities, in line with the requirements of the Rights of Persons with Disabilities Act, 2016. Most locations are equipped with accessibility features to facilitate safe and convenient entry and movement. Accessibility provisions are also integrated into infrastructure planning and periodic reviews, supporting an inclusive environment for both employees and visitors.

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

|                                  | % of value chain partners (by value of business done with such partners) that were assessed |
|----------------------------------|---------------------------------------------------------------------------------------------|
| Sexual Harassment                | 100%                                                                                        |
| Discrimination at workplace      | 100%                                                                                        |
| Child Labour                     | 100%                                                                                        |
| Forced Labour/Involuntary Labour | 100%                                                                                        |
| Wages                            | 100%                                                                                        |
| Others – please specify          | -                                                                                           |

The Company follows a structured assessment framework to evaluate value chain partners against defined environmental, social and governance (ESG) criteria, with a focus on key human rights and labour practices. The assessment framework covers areas such as prohibition of child labour, non-discrimination, fair wages, workplace safety and ethical business conduct, including compliance with anti-bribery requirements.

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

No such instances were raised during the assessment, accordingly no corrective actions were required or undertaken during the reporting period.

**PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**

SDGs:



**ESSENTIAL INDICATORS**

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

| Parameter                                                       | FY 2025-26    | FY 2024-25    |
|-----------------------------------------------------------------|---------------|---------------|
| <b>From renewable sources</b>                                   |               |               |
| Total electricity consumption (A)                               | 11,493        | 5,759         |
| Total fuel consumption (B)                                      | -             | -             |
| Energy consumption through other sources (C)                    | -             | -             |
| <b>Total energy consumed from renewable sources (A+B+C)</b>     | <b>11,493</b> | <b>5,759</b>  |
| <b>From non-renewable sources</b>                               |               |               |
| Total electricity consumption (D)                               | 68,297        | 62,165        |
| Total fuel consumption (E)                                      | 2,273         | 1,463         |
| Energy consumption through other sources (F)                    | -             | -             |
| <b>Total energy consumed from non-renewable sources (D+E+F)</b> | <b>70,570</b> | <b>63,628</b> |
| <b>Total energy consumed (A+B+C+D+E+F)</b>                      | <b>82,063</b> | <b>69,387</b> |

| Parameter                                                                                                                                                                     | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| <b>Energy intensity per rupee of turnover</b><br>(Total energy consumed/ turnover in rupees) (GJ/ million ₹)                                                                  | 4.01       | 3.92       |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total energy consumed/ Revenue from operations adjusted for PPP) (GJ/ million USD) | 81.54      | 80.92      |
| <b>Energy intensity in terms of physical output</b>                                                                                                                           | -          | -          |
| <b>Energy intensity (optional) – the relevant metric may be selected by the entity</b>                                                                                        | -          | -          |

\*The revenue from operations has been adjusted for PPP based on the latest 2026 PPP conversion factor (20.34) for India published by IMF.

**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:

Yes. Limited assurance for FY 2025-26 has been carried out by DNV Business Assurance India Private Limited.

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

No. The Company does not have any sites or facilities covered under the PAT Scheme.

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

| Parameter                                                                                                                                                                      | FY 2025-26    | FY 2024-25    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                                                                                                              |               |               |
| (i) Surface water                                                                                                                                                              | -             | -             |
| (ii) Groundwater                                                                                                                                                               | -             | -             |
| (iii) Third party water (Municipal Water)                                                                                                                                      | 27,579        | 8,966         |
| (iv) Seawater/ desalinated water                                                                                                                                               | -             | -             |
| (v) Others (Tanker Water)                                                                                                                                                      | 17,760        | 16,776        |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>                                                                                                | <b>45,399</b> | <b>25,742</b> |
| <b>Total volume of water consumption (in kilolitres)</b>                                                                                                                       | <b>45,399</b> | <b>25,742</b> |
| <b>Water intensity per rupee of turnover</b> (Total water consumption/ turnover) (kL/ million ₹)                                                                               | 2.21          | 1.45          |
| <b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b> (Total water consumption/ Revenue from operations adjusted for PPP) (kL/ million USD) | 45.05         | 30.02         |
| <b>Water intensity in terms of physical output</b>                                                                                                                             | -             | -             |
| <b>Water Intensity (optional) – the relevant metric may be selected by the entity</b>                                                                                          | -             | -             |

\*The revenue from operations has been adjusted for PPP based on the latest 2026 PPP conversion factor (20.34) for India published by IMF.

**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:

Yes. Limited assurance for FY 2025-26 has been carried out by DNV Business Assurance India Private Limited.

4. Provide the following details related to water discharge:

| Parameter                                                    | FY 2025-26 | FY 2024-25 |
|--------------------------------------------------------------|------------|------------|
| <b>Water discharge by destination and level of treatment</b> |            |            |
| (i) To Surface water                                         |            |            |
| - No treatment                                               | -          | -          |
| - With treatment – Secondary Treatment                       | -          | -          |
| (ii) To Groundwater                                          |            |            |
| - No treatment                                               | -          | -          |
| - With treatment – Secondary Treatment                       | -          | -          |



| Parameter                              | FY 2025-26 | FY 2024-25 |
|----------------------------------------|------------|------------|
| (iii) To Seawater                      |            |            |
| - No treatment                         | -          | -          |
| - With treatment – Secondary Treatment | -          | -          |
| (iv) Sent to third-parties             |            |            |
| - No treatment                         | -          | -          |
| - With treatment – Secondary Treatment | -          | -          |
| (v) Others                             |            |            |
| - No treatment                         | -          | -          |
| - With treatment – Secondary Treatment | -          | -          |
| <b>Total water discharged</b>          | -          | -          |

**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:

Yes. Limited assurance for FY 2025-26 has been carried out by DNV Business Assurance India Private Limited.

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

Yes. Safari has implemented Zero Liquid Discharge (ZLD) across its manufacturing facilities. Sewage generated from operations is treated through Sewage Treatment Plants (STPs) installed at respective locations. The treated wastewater is recycled and reused within the premises for non-process purposes such as sanitation and horticulture, ensuring that no liquid effluent is discharged outside the facilities. This approach supports efficient water management and aligns with the Company's environmental sustainability objectives and regulatory requirements.

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

| Parameter                           | Please specify unit | FY 2025-26 | FY 2024-25 |
|-------------------------------------|---------------------|------------|------------|
| NOx                                 | -                   | -          | -          |
| SOx                                 |                     | -          | -          |
| Particulate matter (PM)             |                     | -          | -          |
| Persistent organic pollutants (POP) |                     | -          | -          |
| Volatile organic compounds (VOC)    |                     | -          | -          |
| Hazardous Air Pollutants (HAP)      |                     | -          | -          |
| Others – please specify             |                     | -          | -          |

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

Yes. Limited assurance for FY 2025-26 has been carried out by DNV Business Assurance India Private Limited.

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

| Parameter                                                                                                                                                                       | Unit                             | FY 2025-26 | FY 2024-25 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|------------|------------|
| <b>Total Scope 1 emissions</b><br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | tCO <sub>2</sub> e               | 171        | 83         |
| <b>Total Scope 2 emissions</b><br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | tCO <sub>2</sub> e               | 13,470     | 12,554     |
| <b>Total Scope 1 and 2 emissions</b>                                                                                                                                            | tCO <sub>2</sub> e               | 13,641     | 12,637     |
| <b>Total Scope 1 and Scope 2 emissions intensity per rupee of turnover</b><br>(Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)                                | tCO <sub>2</sub> e/<br>million ₹ | 0.67       | 0.71       |

| Parameter                                                                                                                                                                                                    | Unit                               | FY 2025-26 | FY 2024-25 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|------------|------------|
| <b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)*</b><br>(Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP) | tCO <sub>2</sub> e/<br>million USD | 13.55      | 14.74      |
| <b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>                                                                                                                              | -                                  | -          | -          |
| <b>Total Scope 1 and Scope 2 emissions intensity (optional) – the relevant metric may be selected by the entity</b>                                                                                          | -                                  | -          | -          |

\*The revenue from operations has been adjusted for PPP based on the latest 2026 PPP conversion factor (20.34) for India published by IMF.

**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:

Yes. Limited assurance for FY 2025-26 has been carried out by DNV Business Assurance India Private Limited.

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

- 1 MW Solar Rooftop System at SML's Halol Factory:** Safari continued to operate its 1 MW Solar Rooftop System at its SML Halol Factory as part of its renewable energy transition and efforts to reduce dependence on grid electricity. This initiative showcases a strategic move to leverage underutilized rooftop space for generating renewable energy, which aligns with the Company's sustainability strategy to use renewable energy and reduce operational GHG emissions. During FY 2025–26, the system generated 14,29,452 kWh of on-site renewable energy, contributing 23% to the SML Halol Factory's total energy consumption. In addition to reducing dependence on grid electricity, the Solar Rooftop System at SML Halol Factory enabled reduction of 1,015 tCO<sub>2</sub>e of greenhouse gas emissions during the year.
- 3 MW Rooftop Solar Photovoltaic (PV) System at SML's Jaipur Factory:** Furthering its investment in clean energy, Safari has also installed a 3 MW Rooftop Solar Photovoltaic (PV) System at its SML Jaipur Factory as part of its broader efforts to expand the use of renewable energy across its manufacturing operations. The solar installation supports the Safari's objective of reducing its carbon footprint by substituting a portion of grid electricity consumption with clean, on-site renewable power. During FY 2025–26, the Rooftop Solar PV System at SML Jaipur Factory generated 17,63,000 kWh of clean electricity. This contributed to reduction of 1,252 tCO<sub>2</sub>e of Scope 2 greenhouse gas emissions, reflecting the Safari's continued focus on integrating renewable energy solutions into its operational infrastructure.
- Strategic Non-Use of Diesel Generators across Facilities:** Safari has made a conscious choice to avoid the use of diesel generators across all its manufacturing units. By relying exclusively on grid electricity and renewable sources, the Company has eliminated the need for fossil fuel-based power backup, reinforcing its transition to cleaner, emission-free operations.
- Electric Material Handling Equipment:** Safari has adopted electric-powered, energy-efficient reach trucks and stackers for material handling, contributing to a reduction in overall emissions and energy usage.
- Installation of Water Cooled Chiller:** Safari in its SML's Jaipur Factory has demonstrated commitment to energy efficiency and sustainability from the design phase itself. As part of this effort, Safari assessed various technologies and chose to install energy-efficient systems to minimize both environmental impact and operational costs. One of such technology implementation was to install water-cooled chillers instead of conventional air-cooled chillers. This design choice is expected to result in substantial energy savings.
- High efficient Variable Frequency Drive (VFD) based air compressor:** Safari in its SML's Jaipur Factory has installed a high-efficiency Variable Frequency Drive (VFD) based air compressor. Unlike conventional air compressors that operate at a constant speed regardless of demand, the VFD based system adjusts motor speed in real-time based on the air requirement. This significantly improves energy efficiency by reducing unnecessary power consumption during low-load conditions.





- **Modification in Water Pump System of Cooling Tower:** The replacement of the 7.5 kW submersible water pump with a 5.5 kW mono block water pump resulted in significant energy savings and operational efficiency in SIIIL's Halol Factory. By reducing the energy consumption from 180 kWh to 132 kWh per day, the project achieved notable reductions in energy use, contributing to our energy conservation efforts. Additionally, the new pump required less manpower for maintenance, further enhancing the efficiency of the cooling tower system.
- **Modification made to CNC machine to address energy consumption:** An initiative project was undertaken to implement an on/off switch for the blower, allowing operators to shut it down when not in use. This modification in the CNC system lead to energy savings, reducing annual electricity consumption by 22,176 kWh units and electricity cost savings of ₹1,90,713 per year. The energy saving would also contribute to estimated GHG emission reduction of 16 tCO<sub>2</sub>e.
- **Installation of Servo Based Voltage Stabilizer in CNC cutting Machines:** Safari at its SML Jaipur Factory has installed a servo-based voltage stabilizer to support power optimisation and stable operation of CNC cutting machines. The stabilizer regulates and maintains consistent input voltage, thereby helping protect the machines from voltage fluctuations and ensuring reliable performance during operations. By improving voltage stability, the system helps reduce avoidable energy losses, enhances equipment reliability and supports efficient utilisation of power. This initiative forms part of the Company's broader efforts to integrate energy-efficient infrastructure and reliable power management systems at its new manufacturing facilities.
- **Installation of Highly efficient Servo Based Injection Moulding Machine:** At SML's Jaipur Factory has been equipped with high-efficiency servo-based injection moulding machines integrated with robotic arms and 6-axis CNC cutting machines. Compared to conventional fixed-speed hydraulic injection moulding machines and manual pick-and-place operations, the servo-based system enables power consumption to be optimised in line with mould load requirements, thereby reducing avoidable energy use during operations. Further, the integration of robotic automation and precision CNC cutting has helped improve cycle time, productivity, operational safety and process consistency. This initiative reflects the Company's focus on embedding energy-efficient and automation-led technologies in new manufacturing facilities to support sustainable and efficient operations.
- **Installation of On-Load Tap Changer (OLTC) Transformer:** At SML's Jaipur Factory, the Company has integrated energy efficiency considerations at the design stage itself, with a focus on optimising power quality, improving equipment reliability and reducing operational inefficiencies. As part of this approach, the facility has been equipped with an advanced On-Load Tap Changer (OLTC) Transformer in place of a conventional Off-Load Tap Changer system. The OLTC Transformer enables automatic voltage regulation while the transformer remains in operation, thereby supporting stable voltage supply to plant machinery and utilities. This helps enhance protection of electrical equipment, reduce operational disruptions arising from voltage fluctuations and optimise energy consumption. The initiative reflects the Company's commitment to adopting efficient technologies at new facilities and embedding sustainability-oriented design practices into its manufacturing infrastructure.

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

| Parameter                                                                                                                                         | FY 2025-26      | FY 2024-25      |
|---------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----------------|
| <b>Total waste generated (in metric tonnes)</b>                                                                                                   |                 |                 |
| Plastic waste (A)                                                                                                                                 | 183.52          | 369.48          |
| E-waste (B)                                                                                                                                       | 0.14            | 0.26            |
| Bio-medical waste (C)                                                                                                                             | 0.05            | 0               |
| Construction and demolition waste (D)                                                                                                             | 0               | 0               |
| Battery waste (E)                                                                                                                                 | 0               | 0               |
| Radioactive waste (F)                                                                                                                             | -               | -               |
| Other Hazardous waste. Please specify, if any. (G) <sup>§</sup>                                                                                   | 5.33            | 0               |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector) <sup>#</sup> | 1,567.22        | 1,303.40        |
| <b>Total (A+B + C + D + E + F + G+ H)</b>                                                                                                         | <b>1,756.25</b> | <b>1,673.14</b> |
| <b>Waste intensity per million of turnover (Total waste generated/ Revenue from operations) (MT/ million ₹)</b>                                   | <b>0.09</b>     | <b>0.09</b>     |



| Parameter                                                                                                                                                                      | FY 2025-26 | FY 2024-25 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|
| <b>Waste intensity per million of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated/ Revenue from operations adjusted for PPP) (MT/ million USD)</b> | 1.75       | 1.95       |
| <b>Waste intensity in terms of physical output</b>                                                                                                                             | -          | -          |
| <b>Waste Intensity (optional) – the relevant metric may be selected by the entity</b>                                                                                          | -          | -          |

<sup>§</sup>Other hazardous waste includes oil-soaked cotton waste and used oil.

<sup>#</sup>Non-hazardous waste majorly includes dry waste and corrugated scrap.

<sup>\*</sup>The revenue from operations has been adjusted for PPP based on the latest 2026 PPP conversion factor (20.34) for India published by IMF.

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

| Parameter                                                                                                         | FY 2025-26      | FY 2024-25      |
|-------------------------------------------------------------------------------------------------------------------|-----------------|-----------------|
| <b>Category of waste (Hazardous Waste)</b>                                                                        |                 |                 |
| (i) Recycled                                                                                                      | 4.60            | 0.26            |
| (ii) Re-used                                                                                                      | 0               | 0               |
| (iii) Other recovery operations                                                                                   | 0               | 0               |
| <b>Total</b>                                                                                                      | <b>4.60</b>     | <b>0.26</b>     |
| <b>Category of waste (Non-Hazardous Waste)</b>                                                                    |                 |                 |
| (i) Recycled                                                                                                      | 1,636.23        | 1,672.88        |
| (ii) Re-used                                                                                                      | 0               | 0               |
| (iii) Other recovery operations                                                                                   | 0               | 0               |
| <b>Total</b>                                                                                                      | <b>1,636.23</b> | <b>1,672.88</b> |
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b> |                 |                 |
| <b>Category of waste (Hazardous Waste)</b>                                                                        |                 |                 |
| (i) Incineration                                                                                                  | 0.21            | 0               |
| (ii) Landfilling                                                                                                  | -               | 0               |
| (iii) Other disposal operations                                                                                   | -               | 0               |
| <b>Total</b>                                                                                                      | <b>0.21</b>     | <b>0</b>        |
| <b>Category of waste (Non-Hazardous Waste)</b>                                                                    |                 |                 |
| (i) Incineration                                                                                                  | -               | 0               |
| (ii) Landfilling                                                                                                  | -               | 0               |
| (iii) Other disposal operations                                                                                   | -               | 0               |
| <b>Total</b>                                                                                                      | <b>-</b>        | <b>0</b>        |

**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:

Yes. Limited assurance for FY 2025-26 has been carried out by DNV Business Assurance India Private Limited.

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:

Safari follows a structured waste management system to ensure responsible handling, regulatory compliance and reduced environmental impact across its operations. Waste is segregated at source to enable efficient recycling and disposal. Recyclable waste streams, including plastics, are channelled through authorised vendors and recyclers in line with applicable regulations.



Hazardous waste, to the extent generated, is managed in accordance with the Hazardous Waste Management Rules 2016. Such waste is safely handled, stored and disposed of through authorised recyclers and treatment facilities, ensuring compliance and minimising environmental risks.

The Company follows a preventive approach by avoiding the use of toxic chemicals in its products and manufacturing processes. This reduces the generation of hazardous waste at source and supports safe operations and environmental protection.

Overall, the Company's approach focuses on waste minimisation, responsible disposal and regulatory compliance, aligned with its sustainability objectives.

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

| S. No.                                                                                                                              | Location of Operations/Offices | Type of Operations | Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|-------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Not Applicable. The Company does not have any manufacturing plants or operations located in or around ecologically sensitive areas. |                                |                    |                                                                                                                                                           |

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 |
|-----------------------------------|----------------------|------|-----------------------------------------------------------|------------------------------------------------|-------------------|
| Not Applicable                    |                      |      |                                                           |                                                |                   |

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

| S. No.                                                                                                                                                                      | Specify the Law / Regulation / Guidelines Not Complied With | Details of the Non-Compliance | Fines / Penalties / Actions Taken by Regulatory Agencies (e.g., Pollution Control Boards, Courts) | Corrective Action Taken, if Any |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------|
| Yes. The Company is compliant with all applicable environmental laws, regulations and guidelines. No instances of non compliance were observed during the reporting period. |                                                             |                               |                                                                                                   |                                 |

## LEADERSHIP INDICATORS

1. **Water withdrawal, consumption and discharge in areas of water stress:**

For each facility/ plant located in areas of water stress, provide the following information:

- (i) Name of the area: None
- (ii) Nature of operations: Not Applicable
- (iii) Water withdrawal, consumption and discharge in the following format: Not Applicable

| Parameter                                | FY 2025-26 | FY 2024-25 |
|------------------------------------------|------------|------------|
| <b>Water withdrawal by source</b>        |            |            |
| (i) Surface water                        | -          | -          |
| (ii) Groundwater                         | -          | -          |
| (iii) Third party water                  | -          | -          |
| (iv) Seawater / desalinated water        | -          | -          |
| (v) Others                               | -          | -          |
| <b>Total volume of water withdrawal</b>  | -          | -          |
| <b>Total volume of water consumption</b> | -          | -          |

| Parameter                                                                             | FY 2025-26 | FY 2024-25 |
|---------------------------------------------------------------------------------------|------------|------------|
| <b>Water intensity per rupee of turnover (Water consumed / turnover)</b>              | -          | -          |
| <b>Water intensity (optional) – the relevant metric may be selected by the entity</b> | -          | -          |
| <b>Water discharge by destination and level of treatment</b>                          |            |            |
| (i) Into Surface water                                                                |            |            |
| - No treatment                                                                        | -          | -          |
| - With treatment – please specify level of treatment                                  | -          | -          |
| (ii) Into Groundwater                                                                 |            |            |
| - No treatment                                                                        | -          | -          |
| - With treatment – please specify level of treatment                                  | -          | -          |
| (iii) Into Seawater                                                                   |            |            |
| - No treatment                                                                        | -          | -          |
| - With treatment – please specify level of treatment                                  | -          | -          |
| (iv) Sent to third-parties                                                            |            |            |
| - No treatment                                                                        | -          | -          |
| - With treatment – please specify level of treatment                                  | -          | -          |
| (v) Others                                                                            |            |            |
| - No treatment                                                                        | -          | -          |
| - With treatment – please specify level of treatment                                  | -          | -          |
| <b>Total water discharged</b>                                                         | -          | -          |

**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:

Yes. Limited assurance for FY 2025-26 has been carried out by DNV Business Assurance India Private Limited.

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

| Parameter                                                                                                                                                                       | Unit | FY 2025-26                                                                                           | FY 2024-25 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------------------------------------------------------------------------------------------------------|------------|
| <b>Total Scope 3 emissions</b><br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | -    | The Company is planning to conduct a Scope 3 accounting exercise as part of its broader ESG roadmap. |            |
| <b>Total Scope 3 emissions per rupee of turnover</b>                                                                                                                            | -    |                                                                                                      |            |
| <b>Total Scope 3 emission intensity (optional)– the relevant metric may be selected by the entity</b>                                                                           | -    |                                                                                                      |            |

**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

**If yes, name of the external agency:**

Not Applicable

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

Not Applicable



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

| S. No. | Initiative undertaken                                                              | Details of the initiative (Web-link, if any, may be provided along-with summary)                                                                                                                                                                                                                                                                                                                                   | Outcome of the initiative                                                                                                                                                                                                                                                                                                             |
|--------|------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1      | Installation of OLTC Transformer                                                   | At SML Jaipur Plant, Safari installed an advanced On-Load Tap Changer (OLTC) Transformer instead of a conventional off-load tap changer system. The initiative was integrated at the design stage of the newly operational facility to optimise power quality, support automatic voltage regulation during operations and ensure stable voltage supply to plant machinery and utilities.                           | Improved power quality, enhanced protection of electrical equipment, reduction in operational disruptions caused by voltage fluctuations and optimisation of energy consumption.                                                                                                                                                      |
| 2      | Installation of Water Cooled Chiller                                               | At SML Jaipur Plant, Safari installed water-cooled chillers instead of conventional air-cooled chillers as part of its energy-efficient design approach. The technology was selected after assessing alternatives to minimise environmental impact and operational costs.                                                                                                                                          | Expected to deliver substantial energy savings, reduce operational costs and improve cooling efficiency compared to conventional air-cooled systems.                                                                                                                                                                                  |
| 3      | High-Efficiency VFD Based Air Compressor                                           | At SML Jaipur plant, a high-efficiency Variable Frequency Drive (VFD) based air compressor was installed. Unlike conventional compressors that run at constant speed irrespective of requirement, the VFD based compressor adjusts motor speed in real time based on compressed air demand.                                                                                                                        | Reduced avoidable power consumption during low-load conditions and improved overall energy efficiency of compressed air operations.                                                                                                                                                                                                   |
| 4      | Servo Based Injection Moulding Machines and Voltage Stabilization for CNC Machines | At SML Jaipur plant, Safari installed servo-based injection moulding machines integrated with robotic arms and 6-axis CNC cutting machines. These machines optimise power consumption based on mould load requirements. In addition, servo-based voltage stabilizers were installed for CNC cutting machines to regulate input voltage, protect equipment from voltage fluctuations and support stable operations. | Reduced avoidable energy consumption, improved productivity, better cycle time, enhanced operational safety, improved process consistency, reduced energy losses and better equipment reliability.                                                                                                                                    |
| 5      | Rooftop Solar PV Systems                                                           | At SML Halol Plant, Safari continued to operate its 1 MW Rooftop Solar PV System to reduce dependence on grid electricity.<br><br>At SML Jaipur plant, Safari installed a 3 MW Rooftop Solar PV System to expand clean energy use across manufacturing operations.                                                                                                                                                 | The SML Halol plant generated 14,29,452 kWh of renewable energy during FY 2025-26, contributing 23% of the plant's total energy consumption and reducing 1,015 tCO <sub>2</sub> e emissions. The SML Jaipur plant generated 17,63,000 kWh of clean electricity and reduced 1,252 tCO <sub>2</sub> e of Scope 2 emissions and 22% mix. |
| 6      | Optimization of Energy Contract Demand                                             | At SIIL Halol plant, the contracted power demand with the electricity board was optimised based on actual plant operating requirements. The maximum contract demand was reduced from 2,000 kVA to 1,700 kVA.                                                                                                                                                                                                       | Monthly power demand charges reduced from ₹ 5.38 lakh to ₹ 4.16 lakh, generating monthly savings of approximately ₹ 1.21 Lakh.                                                                                                                                                                                                        |
| 7      | Sewage Treatment Plant (STP) for wastewater treatment and reuse                    | Safari plants have Sewage Treatment Plants for treatment of wastewater generated within plant premises. Treated water is reused for non-potable applications such as gardening, flushing and housekeeping.                                                                                                                                                                                                         | Recycled water reused: 877 KL at SIIL Halol Plant, 10,580 KL at SML Halol Plant and 7,184 KL at SML Jaipur Plant.                                                                                                                                                                                                                     |

| S. No. | Initiative undertaken                                               | Details of the initiative (Web-link, if any, may be provided along-with summary)                                                                                                                                                                                                                          | Outcome of the initiative                                                                                                                                                      |
|--------|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8      | Introduction of Electric Vehicle for Plant Movement                 | At SILL Halol plant, Safari introduced a company-owned electric vehicle for plant related movement. The initiative avoids the use of petrol/ diesel based vehicles for day-to-day internal movement.                                                                                                      | Reduced dependence on fossil fuel-based vehicles and supported lower transport-related emissions from plant operations.                                                        |
| 9      | Robotic Manipulator Arm and Automated Conveyor System               | At SML Halol and Jaipur Plants, robotic manipulator arms were integrated with injection moulding systems, supported by automated conveyor systems, degating stations and repositioned CNC machinery. The initiative addressed risks and inefficiencies associated with manual transfer of product shells. | Improved operational efficiency, strengthened operational safety, reduced manual handling and decreased the need for additional personnel.                                     |
| 10     | In-House Manufacturing of Wheels and Trolleys                       | At SML's manufacturing operations, in-house production of components such as wheels and trolleys was developed to address delays from vendors and volatile pricing of imported components. The SML facility is designed for significant wheel production.                                                 | Improved production planning flexibility, reduced supply-chain disruptions, lowered import dependency, reduced associated value-chain emissions and supported cost efficiency. |
| 11     | Development of Polypropylene Luggage as Alternative Material Option | At the SILL manufacturing operations, Safari developed and launched a new range of polypropylene luggage as an alternative to polycarbonate luggage. This was undertaken as part of product development and value engineering.                                                                            | Lower raw material cost and improved material efficiency through the use of an alternative product material.                                                                   |

- 5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link:**
- Yes. The Company follows a Disaster Recovery and Business Continuity Framework to ensure operational resilience during unforeseen disruptions. The framework outlines structured response measures and procedures for the recovery of critical information technology systems and essential business functions. It is periodically reviewed and updated to reflect evolving risk scenarios and industry benchmarks, such as recovery point objectives (RPO) and recovery time objectives (RTO), as well as applicable regulatory guidance. This approach supports the Company to maintain continuity of operations and preparedness in emergency situations.
- 6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard:**
- No significant adverse environmental impacts arising from the Company's value chain were identified during the reporting period. As part of its due diligence processes, the Company conducts supplier assessments prior to onboarding, covering parameters such as regulatory compliance, environmental practices, quality and reliability. These assessments support the early identification and mitigation of potential environmental risks within the supply chain. The Company maintains ongoing engagement with suppliers and value chain partners to promote responsible practices, monitor compliance and encourage alignment with its sustainability expectations.
- 7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts:**
- Safari conducts value chain assessments as part of its onboarding and ongoing engagement processes to ensure alignment with its ethical standards and business principles, including environmental considerations. However, the quantification of the percentage of value chain partners assessed specifically for environmental impacts is currently under development. The Company is in the process of strengthening its assessment framework and tracking mechanisms to enable such disclosures. Coverage of environmental assessments across value chain partners is planned to be progressively expanded in subsequent reporting periods.

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

**a. By the listed entity**

Not Applicable.

**b. By the top ten value chain partners (in terms of value of purchase and sales, respectively)**

Not Applicable.

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

SDGs:



**ESSENTIAL INDICATORS**

**1. a) Number of affiliations with trade and industry chambers/ associations: 4**

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

| S. No. | Name of the trade and industry chambers/ associations  | Reach of trade and industry chambers/ associations (State/National) |
|--------|--------------------------------------------------------|---------------------------------------------------------------------|
| 1      | IMC Chamber of Commerce and Industry                   | National                                                            |
| 2      | Association for Development of Luggage and Accessories | National                                                            |
| 3      | Organisation of Plastics Processors of India           | National                                                            |
| 4      | Federation of Gujarat Industries                       | State                                                               |

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

| Name of Authority                                                                                                                           | Brief of the case | Corrective action taken |
|---------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------------|
| Not Applicable. During the period, there were no orders received from regulatory authorities w.r.t anti-competitive conduct by the Company. |                   |                         |

**LEADERSHIP INDICATORS**

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

| S. No. | Public policy advocated | Method resort for such advocacy | Whether the information is available in public domain? (Yes/No) | Frequency of review by Board (Annually/ Half yearly/ Quarterly/ Other-please specify) | Web Link, if available |
|--------|-------------------------|---------------------------------|-----------------------------------------------------------------|---------------------------------------------------------------------------------------|------------------------|
| Nil    |                         |                                 |                                                                 |                                                                                       |                        |

During FY 2025–26, Safari did not engage in any public policy advocacy. However, Safari maintains active and regular engagement with government authorities, regulatory bodies and legislative institutions. We acknowledge our responsibilities within the democratic and constitutional framework and remain committed to operating in full compliance with all applicable laws and regulations.

## PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

SDGs:



### ESSENTIAL INDICATORS

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

| Name of the project                                                                                                         | Brief details of the project | SIA Notification No. | Date of Notification | Whether conducted by independent external agency? (Yes/No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-----------------------------------------------------------------------------------------------------------------------------|------------------------------|----------------------|----------------------|------------------------------------------------------------|--------------------------------------------------|-------------------|
| No Social Impact Assessments (SIA) have been required under any applicable laws or regulations during the reporting period. |                              |                      |                      |                                                            |                                                  |                   |

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

| S. No.                                                                                                    | Name of the project for which R&R is going on | State | District | No. of Project Affected Families (PAFs) | No. of PAFs covered by R&R | Amounts paid to % of PAFs in the FY (in ₹) |
|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------|-------|----------|-----------------------------------------|----------------------------|--------------------------------------------|
| Not Applicable. Safari currently has no ongoing projects involving Rehabilitation and Resettlement (R&R). |                                               |       |          |                                         |                            |                                            |

- Describe the mechanisms to receive and redress grievances of the community:

The Company has established mechanisms to receive, assess and address community grievances through its Stakeholder Engagement Policy and Code of Conduct for Business Partners for recording, reviewing and responding to concerns raised by external stakeholders. Community inputs received during interactions, site-level engagements and CSR activities are assessed by designated teams and addressed through appropriate corrective or developmental action.

In addition, stakeholders have access to the Company's Whistle Blower Policy, which provides secure and confidential reporting channels for concerns related to unethical conduct or policy violations. Complaints may be submitted anonymously and are reviewed in line with defined procedures to ensure fairness, objectivity and timely resolution.

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

|                                              | FY 2025-26 | FY 2024-25 |
|----------------------------------------------|------------|------------|
| Directly sourced from MSMEs/ Small producers | 49%        | 50%        |
| Directly from within India                   | 66%        | 59%        |

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

| Location     | FY 2025-26 | FY 2024-25 |
|--------------|------------|------------|
| Rural        | 0%         | 0%         |
| Semi-urban   | 17%        | 22%        |
| Urban        | 0%         | 0%         |
| Metropolitan | 83%        | 78%        |





## 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):

Not Applicable

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

| S. No.                                                                                                                                                           | State | Aspirational District | Amount Spent in ₹ |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------------------|-------------------|
| Currently, no CSR programs or interventions are being undertaken by the Company in the Aspirational Districts identified as per NITI Aayog, Government of India. |       |                       |                   |

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

No

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

Not Applicable

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

Not Applicable

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

| S. No.         | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes/ No) | Basis of calculating of benefits 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 case | Corrective action taken |
|-------------------|---------------|-------------------------|
| Not Applicable    |               |                         |

6. Details of beneficiaries of CSR Projects:

| S. No. | CSR Project                                                                              | No of persons benefited from CSR Projects | % of beneficiaries from vulnerable and marginalised groups |
|--------|------------------------------------------------------------------------------------------|-------------------------------------------|------------------------------------------------------------|
| 1      | Promoting healthcare, including preventive healthcare and sanitation                     | 930                                       | 100%                                                       |
| 2      | Eradicating hunger, poverty and malnutrition                                             | 2,273                                     | 100%                                                       |
| 3      | Promoting education, including special education and employment enhancing vocation skill | 6,889                                     | 100%                                                       |

## PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

SDGs:



### ESSENTIAL INDICATORS

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

The Company has established structured and accessible mechanisms to receive and address consumer complaints and feedback. All products carry clear contact information to enable consumers to raise concerns, seek assistance or share feedback.

The Company maintains an online customer complaints register to record, track and monitor grievance until resolution. Complaints are reviewed and addressed through defined internal processes and the register is updated upon closure. Consumers can reach the Company through multiple channels, including a toll-free helpline, email support and a dedicated customer care section on the Company's website, ensuring timely and effective response.

#### Contact information:

Websites: [www.safaribags.com](http://www.safaribags.com); [www.genietravel.com](http://www.genietravel.com); [www.urbanjungle.shop](http://www.urbanjungle.shop)

Phone: 080 691 48000

Email: [customercare@safari.in](mailto:customercare@safari.in)

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

| Business                                              | As a percentage to total turnover |
|-------------------------------------------------------|-----------------------------------|
| Environment and Social parameters relevant to product | 0%                                |
| Safe and responsible usage                            | 0%                                |
| Recycling and/or safe disposal                        | 0%                                |

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

| Category                       | FY 2025-26               |                                       |                                                                      | FY 2024-25               |                                       |                                            |
|--------------------------------|--------------------------|---------------------------------------|----------------------------------------------------------------------|--------------------------|---------------------------------------|--------------------------------------------|
|                                | Received during the year | Pending resolution at the end of year | Remarks                                                              | Received during the year | Pending resolution at the end of year | Remarks                                    |
| Data privacy                   | Nil                      | Nil                                   | NA                                                                   | Nil                      | Nil                                   | NA                                         |
| Advertising                    | Nil                      | Nil                                   | NA                                                                   | Nil                      | Nil                                   | NA                                         |
| Cyber-security                 | Nil                      | Nil                                   | NA                                                                   | Nil                      | Nil                                   | NA                                         |
| Delivery of essential services | Nil                      | Nil                                   | NA                                                                   | Nil                      | Nil                                   | NA                                         |
| Restrictive Trade Practices    | Nil                      | Nil                                   | NA                                                                   | Nil                      | Nil                                   | NA                                         |
| Unfair Trade Practices         | Nil                      | Nil                                   | NA                                                                   | Nil                      | Nil                                   | NA                                         |
| Others – Customer Grievances   | 1,51,444                 | 1,395                                 | The pending complaints will be attended/ resolved during FY 2026-27. | 97,382                   | 1,683                                 | The pending complaints have been resolved. |

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

| Category          | Number | Reason for recall |
|-------------------|--------|-------------------|
| Voluntary recalls | Nil    | NA                |
| Forced recalls    | Nil    | NA                |

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

Yes. The Company has established a framework to manage cybersecurity and data privacy risks. The Company follows an internal IT and Data Governance Policy, which sets out requirements for data protection, system access controls and information security management across its operations. The framework covers user access management, data protection measures and defined procedures for handling information security incidents. Technical safeguards, such as network security systems and authentication controls, are implemented to protect information assets and are supported by periodic reviews and assessments. Data protection requirements are also extended to business partners through contractual obligations and Code of Conduct for Business Partners to ensure handling of information across value chain.

The IT and Data Governance Policy is available internally on the Company's HR Portal and Code of Conduct for Business Partners is uploaded at [www.safaribags.com](http://www.safaribags.com)

**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:**

No product related issues or instances were reported during the reporting period with respect to safety matters. Accordingly, no corrective actions were required or undertaken. The Company continues to maintain internal controls and review mechanisms to address these areas. Customer education initiatives are carried out to support correct and responsible product usage. These measures help manage potential risks and support product quality, customer safety and regulatory compliance on an ongoing basis.

**7. Provide the following information relating to data breaches:****a. Number of instances of data breaches**

There were no reported or identified instances of data breaches during the reporting year.

**b. Percentage of data breaches involving personally identifiable information of customers:**

Safari reported no data breaches during FY 2025–26. This outcome reflects the effectiveness of our robust data security measures and protocols, which are designed to safeguard the confidentiality, integrity and availability of sensitive information.

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

Not Applicable

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

Safari provides clear and comprehensive information on its products and services through multiple channels to facilitate informed consumer decision-making. Product details are communicated through packaging and labels, while additional information is accessible via the Company's official websites and authorised digital platforms. All products display customer contact details, enabling consumers to seek information, provide feedback or raise complaints.

## Contact information:

Phone: 080-69148000

Email: [customercare@safari.in](mailto:customercare@safari.in)

## Web platforms:

- [www.safaribags.com](http://www.safaribags.com)
- [www.genietravel.com](http://www.genietravel.com)
- [www.urbanjungle.shop](http://www.urbanjungle.shop)

## E-commerce platforms:

- [www.amazon.in](http://www.amazon.in)
- [www.flipkart.com](http://www.flipkart.com)
- [www.myntra.com](http://www.myntra.com)
- [www.ajio.com](http://www.ajio.com)
- [www.jiomart.com](http://www.jiomart.com)
- [www.nykaa.com](http://www.nykaa.com)

## Q-commerce platform:

- [www.zepto.com](http://www.zepto.com)
- [www.blinkit.com](http://www.blinkit.com)
- [www.bigbasket.com](http://www.bigbasket.com)
- [www.swiggy.com/instamart](http://www.swiggy.com/instamart)
- [www.slikk.club](http://www.slikk.club)
- [www.zilo.one](http://www.zilo.one)

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

Safari provides clear and accessible guidance to consumers to promote safe and responsible use of its products. Product-specific instructions are included through information cards with luggage products, covering aspects such as lock-setting and reset procedures to support safe usage during travel. Key safety and usage instructions are also provided on product labels and packaging. The Company promotes responsible disposal practices by including packaging instructions to guide customers on recycling and environmentally sound disposal of materials.

Additional guidance on product features, care and usage is made available through the Company website, E-commerce and Q-commerce platforms and customer support channels, ensuring consistent access to accurate and relevant information. These measures enable consumers to make informed decisions and use products safely and responsibly.

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

At Safari, we are committed to maintaining clear and timely communication with our customers, especially in the event of service disruptions or discontinuations. Our dedicated customer service team is readily available to address inquiries, provide support and resolve concerns efficiently. In addition to reactive assistance, we engage in proactive outreach to notify and guide affected consumers, ensuring they are informed of the situation and any remedial steps. Furthermore, we maintain real-time updates on our official website to keep all customers aware of ongoing or upcoming interruptions in essential services, thereby reinforcing trust and transparency in our customer relationships.

## 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

Product information disclosure: Yes



The Company displays product information in accordance with applicable legal requirements. Details on product specifications, usage instructions, warranty terms and safety precautions are communicated through labels, packaging, user manuals, marketing content and the Company website. Information is presented through visuals and clear descriptions to enhance understanding, enabling informed purchase decisions and promoting safe usage.

Consumer Satisfaction Survey: Yes

The Company captures customer feedback through structured interactions across key touchpoints, including customer care channels such as email, phone and the Company website, covering major products and key locations. Feedback is periodically reviewed and analysed to assess customer satisfaction and is used to drive continuous improvement in products and service delivery.

ON BEHALF OF THE BOARD OF DIRECTORS  
For **SAFARI INDUSTRIES (INDIA) LIMITED**

sd/-

**Sudhir Jatia**

Chairman & Managing Director  
DIN: 00031969

Place: Mumbai  
Date: 19<sup>th</sup> May 2026



## INDEPENDENT ASSURANCE STATEMENT

### to the Management of Safari Industries (India) Limited

Safari Industries (India) Limited (Corporate Identity Number L25200MH1980PLC022812, hereafter referred to as 'Safari' or 'the Company') has commissioned DNV Business Assurance India Private Limited ('DNV', 'us' or 'we') to undertake an independent assurance of the Company's disclosures in Business Responsibility and Sustainability Report (hereafter referred as 'BRSR'). The disclosures include BRSR Core as per Annexure 17A of SEBI's Master Circular for BRSR (Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, dated January 30, 2026).



#### Our Conclusion:

On the basis of the assessment undertaken, nothing has come to our attention to suggest the BRSR Core Key Performance Indicators (KPIs) under 9 ESG attributes (as listed in Annexure I of this statement) do not properly adhere to the reporting requirements outlined in the Industry Standard on Reporting of BRSR Core.

#### Scope of Work and Boundary

The scope of our engagement includes independent assurance of 'BRSR Core' - limited level of assurance for the Financial Year (FY) 2025-26. Boundary covers consolidated reporting of BRSR Core KPIs of Safari's operations that fall under the direct operational control of the Company's Legal structure as indicated in 'Reporting Boundary' section in BRSR. Based on the agreed scope with the Company, the boundary of limited assurance covers the operations of Safari across India, which include the corporate office, 3 manufacturing sites in India, unless otherwise stated in the table below.

| BRSR Core Attribute                                                                    | Boundary for limited Assurance                    |
|----------------------------------------------------------------------------------------|---------------------------------------------------|
| Attribute 1: Green-house gas (GHG) footprint                                           | 3 manufacturing sites, excluding corporate office |
| Attribute 2: Water footprint                                                           |                                                   |
| Attribute 3: Energy footprint                                                          |                                                   |
| Attribute 4: Embracing circularity - details related to waste management by the entity |                                                   |

#### Reporting Criteria and Standards

The disclosures have been prepared by Safari in reference to:

- Industry Standard on Reporting of BRSR Core, Circular No.: SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated Dec 20, 2024.
- BRSR Core (Annexure 17A) as per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026, "Master circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities", dated January 30, 2026.
- Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.

#### Assurance Methodology/Standard

This assurance engagement has been carried out in accordance with DNV's VeriSustain™ protocol, V6.0, which is based on our professional experience and international assurance practice, and the international standard in Assurance Engagements, ISAE 3000 (revised) - Assurance Engagements other than Audits or Reviews of Historical Financial Information. DNV's VeriSustain™ Protocol, V6.0 has been developed in accordance with the most widely accepted reporting and assurance standards.

Apart from DNV's Verisustain™ protocol (v6.0), DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements to evaluate disclosures wrt. Greenhouse gases.

#### Basis of our conclusion

As part of our independent assurance engagement, we have evaluated the reported environmental, social, and governance (ESG) information against the agreed criteria. Throughout the engagement, we exercised professional judgment and maintained professional skepticism to ensure the integrity and reliability of our conclusions.

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected Safari sites. We carried out the following activities:

- Reviewed the disclosures under BRSR Core, encompassing the framework for assurance consisting of a set of Key Performance Indicators (KPIs) under 9 ESG attributes.

DNV Headquarters, Veritasveien 1, P.O.Box 300, 1322 Høvik, Norway. Tel: +47 67 57 99 00. [www.dnv.com](http://www.dnv.com)

DNV Business Assurance India Private Limited

Statement Number: DNV-2026-ASR-870628

#### Our competence and Independence

DNV applies its own management standards and compliance policies for quality control, which are based on the principles enclosed within ISO/IEC 17029:2019- Conformity Assessment - General principles and requirements for validation and verification bodies and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. DNV has complied with the Code of Conduct during the assurance engagement. DNV's established policies and procedures are designed to ensure that DNV, its personnel and, where applicable, others are subject to independence requirements (including personnel of other entities of DNV) and maintain independence where required by relevant ethical requirements.

This engagement work was carried out by an independent team of sustainability assurance professionals. During the reporting period i.e. FY 2025-26, DNV, to the best of its knowledge, was not involved in any non-audit/non-assurance work with the Company and its Group entities which could lead to any Conflict of Interest. DNV was not involved in the preparation of any statements or data included in the Report except for this Assurance Statement. DNV maintains complete impartiality toward stakeholders interviewed during the assurance process.



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- Our focus included disclosures, management processes, and key ESG metrics specified under the BRSR Core. The Industry Standard on Reporting of BRSR Core used a basis of limited level of assurance.
- Understanding the key systems, processes and controls for collecting, managing and reporting the Key Performance Indicators (KPIs) of BRSR Core. Understand and test, on a sample basis to evaluate adherence to the reporting principles.
- Collect and evaluate documentary evidence and management representations supporting adherence to the reporting principles. We adopted a risk-based approach, that is, we concentrated our assurance efforts on the issues of high material relevance to the Company's business and its key stakeholders.
- DNV audit team conducted on-site audits for 2 plant locations as mentioned in Annexure I of the statement. Sample based assessment of site-specific data disclosures was carried out. We were free to choose sites for conducting our assessment.
- Verification of the consolidated reported performance disclosures in context to the Principle of Completeness as per VeriSustain™ Protocol, V6.0 for limited level of assurance for the disclosures.

### Inherent Limitations

DNV's assurance engagement assume that the data and information provided by the Company to us as part of our review have been provided in good faith, is true, complete, sufficient, and authentic, and is free from material misstatements. The assurance scope has the following limitations:

- The assurance engagement considers an uncertainty of  $\pm 5\%$  based on materiality threshold for estimation/measurement errors and omissions.
- DNV has not been involved in evaluation or assessment of any financial data/performance of the company. DNV's opinion on specific BRSR Core Attribute 8 on "Number of days of accounts payable", Attribute 9 "Open-ness of business" and all sections of BRSR indicators where currency or INR has been applied relies on the third party audited financial reports of the Company. DNV does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- The assessment is limited to data and information within the defined Reporting Period. Any data outside this period is not considered within the scope of assurance.
- Data outside the operations specified in the assurance boundary is excluded from the assurance, unless explicitly mentioned otherwise in this statement.
- The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.
- The assessment does not include a review of the Company's strategy or other related linkages expressed in the Report. These aspects are not within the scope of the assurance engagement.
- The assurance does not extend to mapping the Report with reporting frameworks other than those specifically mentioned. Any assessments or comparisons with frameworks beyond the specified ones are not considered in this engagement.
- Aspects of the Report that fall outside the mentioned scope and boundary are not subject to assurance. The assessment is limited to the defined parameters.
- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.

### Responsibility of the Company

Safari has the sole responsibility for the preparation of the BRSR Report and is responsible for all information disclosed for BRSR Core 9 ESG attributes in BRSR Report. The company is responsible for maintaining processes and procedures for collecting, analyzing and reporting the information and also, ensuring the quality and consistency of the information presented in the Report. Safari is also responsible for ensuring the maintenance and integrity of its website and any referenced BRSR disclosures on their website.

### DNV's Responsibility

In performing this assurance work, DNV's responsibility is to the Management of the Company; however, this statement represents our independent opinion and is intended to inform the outcome of the assurance to the stakeholders of the Company. DNV disclaims any liability or co-responsibility for any decision a person or entity would make based on this assurance statement.

### Use and distribution of Assurance Statement

This assurance statement, including our conclusion has been prepared solely for the exclusive use and benefit of management of the company and solely for the purpose for which it is provided. To the fullest extent permitted by law, DNV does not assume responsibility to anyone other than company for DNV's work or this assurance statement. We have not performed any work, and do not express any conclusion, on any other information that may be published outside of the Report and/or on Company's website for the current reporting period.

The use of this assurance statement shall be governed by the terms and conditions of the contract between DNV and the Company. DNV does not accept any liability if this assurance statement is used for any purpose other than its intended use, nor does it accept liability to any third party in respect of this assurance statement.

|                                                                                                    |                                                                                                  |
|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
| For DNV Business Assurance India Private Limited,                                                  |                                                                                                  |
| <b>Sarkar, Chandan</b><br>Digitally signed by Sarkar, Chandan<br>Date: 2026.07.08 13:12:06 +05'30' | <b>Sharma, Anjana</b><br>Digitally signed by Sharma, Anjana<br>Date: 2026.07.08 13:42:34 +05'30' |
| Chandan Sarkar<br>Lead Verifier                                                                    | Anjana Sharma<br>Assurance Reviewer                                                              |
| Verifier: Suraiya Rahman                                                                           |                                                                                                  |

08/07/2025, Bengaluru, India.

DNV Headquarters, Veritasveien 1, P.O.Box 300, 1322 Høvik, Norway. Tel: +47 67 57 99 00. www.dnv.com

DNV Business Assurance India Private Limited

Statement Number: DNV-2026-ASR-870628



### Annexure I - BRSR Core Verified Data

| Sr. No. | Attribute                                                                        | Parameter                                                                                                                                                                                 | Unit of Measures                                                                                              | Verified Value |
|---------|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|----------------|
| 1       | <b>Green-house gas (GHG) footprint</b>                                           | Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                     | Total emissions (tCO <sub>2</sub> e)                                                                          | 171.27         |
|         |                                                                                  | Total Scope 2 emissions (Break-up of the GHG (CO <sub>2</sub> e) into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Total emissions (tCO <sub>2</sub> e)                                                                          | 13,469.73      |
|         |                                                                                  | Total Scope 1 and Scope 2 emission intensity per rupee of turnover                                                                                                                        | tCO <sub>2</sub> e/Total Revenue from Operations (tCO <sub>2</sub> e / million INR)                           | 0.67           |
|         |                                                                                  | Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)                                                                             | tCO <sub>2</sub> e / Total Revenue from Operations adjusted for PPP in USD (tCO <sub>2</sub> e / million USD) | 13.55          |
|         |                                                                                  | Total Scope 1 and Scope 2 emissions (MT) / Total Output of Product or Services                                                                                                            | tCO <sub>2</sub> e/Total Output of Product or Services                                                        | 0              |
| 2       | <b>Water footprint</b>                                                           | Total water consumption                                                                                                                                                                   | KL                                                                                                            | 45,339.36      |
|         |                                                                                  | Water consumption intensity                                                                                                                                                               | KL / Total Revenue from Operations (KL / million INR)                                                         | 2.21           |
|         |                                                                                  |                                                                                                                                                                                           | KL / Total Revenue from Operations adjusted for PPP in USD (KL / million USD)                                 | 45.05          |
|         |                                                                                  |                                                                                                                                                                                           | KL / Product or Service                                                                                       | 0              |
|         |                                                                                  | Water Discharge by destination and levels of Treatment                                                                                                                                    | KL                                                                                                            | 0.00           |
| 3       | <b>Energy footprint</b>                                                          | Total energy consumed                                                                                                                                                                     | Giga Joules (GJ)                                                                                              | 82,063.09      |
|         |                                                                                  | % of energy consumed from renewable sources                                                                                                                                               | In % terms                                                                                                    | 14.01%         |
|         |                                                                                  | Energy intensity                                                                                                                                                                          | GJ/ Total Revenue from Operations (GJ/ million INR)                                                           | 4.01           |
|         |                                                                                  |                                                                                                                                                                                           | GJ/ Total Revenue from Operations adjusted for PPP in USD (GJ/ million USD)                                   | 81.54          |
|         |                                                                                  |                                                                                                                                                                                           | GJ/ Total Output of Product or Services                                                                       | NA             |
| 4       | <b>Embracing circularity - details related to waste management by the entity</b> | Plastic waste (A)                                                                                                                                                                         | MT                                                                                                            | 183.52         |
|         |                                                                                  | E-waste (B)                                                                                                                                                                               | MT                                                                                                            | 0.14           |
|         |                                                                                  | Bio-medical waste (C)                                                                                                                                                                     | MT                                                                                                            | 0.05           |
|         |                                                                                  | Construction and demolition waste (D)                                                                                                                                                     | MT                                                                                                            | 0              |
|         |                                                                                  | Battery waste (E)                                                                                                                                                                         | MT                                                                                                            | 0              |
|         |                                                                                  | Radioactive waste (F)                                                                                                                                                                     | MT                                                                                                            | 0              |
|         |                                                                                  | Other Hazardous waste (G)                                                                                                                                                                 |                                                                                                               |                |
|         |                                                                                  | Oil-soaked Cotton Waste                                                                                                                                                                   | MT                                                                                                            | 0.16           |
|         |                                                                                  | Used / Spent Oil (MT)                                                                                                                                                                     | MT                                                                                                            | 5.17           |
|         |                                                                                  | Other Non-Hazardous Waste (H)                                                                                                                                                             | MT                                                                                                            | 1,567.22       |
|         |                                                                                  | Total (A+B + C + D + E + F + G + H)                                                                                                                                                       | MT                                                                                                            | 1,756.25       |
|         |                                                                                  | Waste intensity per rupee of turnover from operations                                                                                                                                     | Metric tonnes /Total Revenue from Operations (MT/ million INR)                                                | 0.09           |
|         |                                                                                  | Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)                                                                                                          | Total waste generated in MT/ Revenue from operations adjusted for PPP (MT/ million INR)                       | 1.75           |
|         |                                                                                  | For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations                                                                      | MT                                                                                                            | 1,640.83       |
|         |                                                                                  |                                                                                                                                                                                           | Intensity (Kg of Waste Recycled Recovered /Total Waste generated)                                             | 0.93           |
|         |                                                                                  | For each category of waste generated, total waste disposed by nature of disposal method                                                                                                   | MT                                                                                                            | 0.21           |
|         |                                                                                  |                                                                                                                                                                                           | Intensity (Kg of Waste Disposed /Total Waste generated)                                                       | 0.0001         |
| 5       | <b>Enhancing Employee Wellbeing and Safety</b>                                   | Spending on measures towards well-being of employees and workers - cost incurred as a % of total revenue of the company                                                                   | In % terms                                                                                                    | 0.43%          |
|         |                                                                                  | Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)                                             | Number of Permanent Disabilities                                                                              | 0              |
|         |                                                                                  |                                                                                                                                                                                           | Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)                                 | 0              |
|         |                                                                                  |                                                                                                                                                                                           | No. of fatalities                                                                                             | 0              |
| 6       | <b>Enabling Gender Diversity in Business</b>                                     | Gross wages paid to females as % of wages paid                                                                                                                                            | In % terms                                                                                                    | 8.90%          |
|         |                                                                                  | Complaints on POSH                                                                                                                                                                        | Total Complaints on Sexual Harassment (POSH) reported                                                         | 0              |
|         |                                                                                  |                                                                                                                                                                                           | Complaints on POSH as a % of female employees / workers                                                       | 0              |



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|   |                                                   |                                                                                                                                                    |                                                                                              |        |
|---|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|--------|
|   |                                                   |                                                                                                                                                    | Complaints on POSH upheld                                                                    | 0      |
| 7 | Enabling Inclusive Development                    | Input material sourced from following sources as % of total purchases -and from within India                                                       | Directly sourced from MSMEs/ small producers (In % terms - As % of total purchases by value) | 48.75% |
|   |                                                   |                                                                                                                                                    | Sourced directly from within India                                                           | 65.87% |
|   |                                                   | Job creation in smaller towns - Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost  | Location                                                                                     |        |
|   |                                                   |                                                                                                                                                    | Rural                                                                                        | 0      |
|   |                                                   |                                                                                                                                                    | Semi-urban                                                                                   | 16.96% |
|   |                                                   |                                                                                                                                                    | Urban                                                                                        | 0      |
|   |                                                   |                                                                                                                                                    | Metropolitan                                                                                 | 83.04% |
| 8 | Fairness in Engaging with Customers and Suppliers | Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events                             | In % terms                                                                                   | 0      |
|   |                                                   | Number of days of accounts payable                                                                                                                 | (Accounts payable *365) / Cost of goods/services procured                                    | 38     |
| 9 | Open-ness of business                             | Concentration of purchases & sales done with trading houses, dealers, and related parties<br>Loans and advances & investments with related parties | Purchases from trading houses as % of total purchases                                        | 8.46%  |
|   |                                                   |                                                                                                                                                    | Number of trading houses where purchases are made from                                       | 6      |
|   |                                                   |                                                                                                                                                    | Purchases from top 10 trading houses as % of total purchases from trading houses             | 100%   |
|   |                                                   |                                                                                                                                                    | Sales to dealers / distributors as % of total sales                                          | 17.37% |
|   |                                                   |                                                                                                                                                    | Number of dealers / distributors to whom sales are made                                      | ~1000  |
|   |                                                   |                                                                                                                                                    | Sales to top 10 dealers / distributors as % of total sales to dealers / distributors         | 18.13% |
|   |                                                   |                                                                                                                                                    | Share of RPTs (as respective %age) in                                                        | 0      |
|   |                                                   |                                                                                                                                                    | Purchases                                                                                    | 0      |
|   |                                                   |                                                                                                                                                    | Sales                                                                                        | 0      |
|   |                                                   |                                                                                                                                                    | Loans & advances                                                                             | 0      |
|   |                                                   |                                                                                                                                                    | Investments                                                                                  | 0      |

## Annexure II - Sites selected for audits

| S.no | Site                       | Location                |
|------|----------------------------|-------------------------|
| 1.   | Corporate Office (remote)  | Mumbai                  |
| 2.   | India Sites (onsite)       | SML - Jaipur, Rajasthan |
| 3.   | India Sites (remote audit) | SML - Halol, Gujarat    |