SANDHAR
Growth. Motivation. Better Life

Ref· STL / SE/ 2026-2027/ BRSR/34

Dated: 25th August, 2026

To,
Department of Corporate Services,
BSE Limited
Phiroze Jeejeebhoy Towers, Dalal Street,
Mumbai – 400 001

To,
Listing Department,
National Stock Exchange of India Limited
C-1, G-Block, Bandra-Kurla Complex
Bandra, (E), Mumbai – 400 051

BSE Code: 541163; NSE: SANDHAR

Subject: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed the Business Responsibility and Sustainability Report ("BRSR") for the Financial Year 2025-26 which forms an integral part of the 34th Annual Report of the Company for the financial year 2025-26.

We request you to take the same on record.

Thanking you,

For Sandhar Technologies Limited

Yashpal Jain
Digitally signed by Yashpal Jain
Date: 2026.08.25 18:16:32 +05'30'

Yashpal Jain
Chief Financial Officer & Company Secretary
M. No. A13981

Encl.: As above

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	:	L74999DL1987PLC029553
2.	Name of the Listed Entity	:	SANDHAR TECHNOLOGIES LIMITED
3.	Year of incorporation	:	19-10-1987
4.	Registered office address	:	B-6/20, L.S.C. Safdarjung Enclave New Delhi, Delhi, India, 110029
5.	Corporate address	:	Plot-13, Sector-44, Gurugram, Haryana, India, 122002
6.	E-mail	:	brsr@sandhar.in
7.	Telephone	:	0124-4518900
8.	Website	:	www.sandhargroup.com
9.	Financial year for which reporting is being done	:	2025-2026
10.	Name of the Stock Exchange(s) where shares are listed	:	National Stock Exchange of India Limited and BSE Limited
11.	Paid-up Capital	:	₹ 6,019.07 Lakhs
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	:	Shri. Yashpal Jain Email: brsr@sandhar.in Telephone: 0124-4518900
13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	:	The disclosures under this report are made on a standalone basis.
14	Name of assessment or assurance provider:		Not Applicable
15	Type of assessment or assurance obtained:		Not Applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Metal & Metal Products	100%

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.	Locks	259, 282, 293, 309, 453 and 454	26.79%
2.	Sheet Metal Components	282, 293, 309, 453 and 454	20.76%
3.	Other Products	282, 293, 309, 453 and 454	23.88%
4.	Wheel Assembly	293, 309, 453 and 454	7.50%
5.	Cabins	282	9.71%
6.	Mirror Assembly	282, 293, 309, 453 and 454	8.45%
7.	Handle Bar Assembly	293, 309, 453 and 454	1.86%
8.	Plastic Parts	292, 293, 309, 453 and 454	1.05%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	16	2	18
International	-	-	-

*The total number of 16 plants includes.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	28
International (No. of Countries)	8

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

The overall contribution of the exports to the total turnover is 1.78%.

c. A brief on types of customers

- The Company is a market leader in the automotive components and system segment, offering a wide range of innovative, high-quality, and cost-effective products to customers worldwide. Sales are primarily conducted through a Business-to-Business (B2B) model, catering mainly to Original Equipment Manufacturers (OEMs).

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	EMPLOYEES					
1.	Permanent (D)	845	789	93%	56	7%
2.	Other than Permanent (E)	39	26	67%	13	33%
3.	**Total employees (D + E)**	**884**	**815**	**92%**	**69**	**8%**
	WORKERS					
4.	Permanent (F)	408	385	94%	23	6%
5.	Other than Permanent (G)	15	15	100%	-	0%
6.	**Total workers (F + G)**	**423**	**400**	**95%**	**23**	**5%**

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

c. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors*	11	3	27.27%
Key Management Personnel**	3	-	0%

* The Board of Directors comprises seven (7) Independent Director, two (2) Executive Director and two (2) Non-Executive Director.

**Key Managerial Personnel includes one member who is acting as Chief Financial Officer as well as Company Secretary. Futher, Shri Jayant Davar, who served as the Chairman, Managing Director and Chief Executive Officer (CEO) of the Company up to 31 December 2025, was appointed and re-designated as Executive Chairman (Executive Director) and Chief Executive Officer (CEO) of the Company with effect from 1 January 2026, pursuant to the approval of the shareholders at 33rd Annual General meeting held on 19 September 2025.
Furthermore, Shri Gurvinder Jeet Singh was appointed as an Additional Director in the category of Executive Non-Independent Director and designated as Whole-time Director & Head – Corporate Strategy with effect from 22 May 2025 for a term of three consecutive years. His appointment was subsequently approved by the Members of the Company through a Postal Ballot, the results of which were declared on 26 June 2025

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-2026 (Turnover rate in current FY)			FY 2024-2025 (Turnover rate in previous FY)			FY 2023-2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.45%	19.85%	18.54%	26.61%	32.48%	26.92%	26.09%	32.20%	26.43%
Permanent Workers	4.11%	8.16%	4.33%	4.18%	10.91%	4.55%	2.07%	3.85%	2.16%

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 (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Sandhar Automotive Systems Private Limited	Subsidiary	100%	No
2	Sandhar Ascat Private Limited (formerly known as Sandhar Tooling Private Limited)	Subsidiary	100%	No
3	Sandhar Auto Castings Private Limited	Subsidiary	100%	No
4	Sandhar Engineering Private Limited	Subsidiary	100%	No
5	Sandhar Technologies Barcelona S. L	Subsidiary	100%	No
6	Sandhar Auto Electric Solutions Private Limited	Subsidiary	100%	No
7	Winnercom Sandhar Technologies Private Limited	Joint Venture	50%	No
8	Sandhar Han Shin Auto Technologies Private Limited	Joint Venture	50%	No
9	Sandhar Whetron Electronics Private Limited	Joint Venture	50%	No
10	Sandhar Amkin Industries Private Limited	Joint Venture	69.12%	No
11	Sandhar Han Sung Technologies Private Limited	Joint Venture	50%	No

VI. CSR Details

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

Turnover (in ₹) – 3,04,443.58 Lakhs

Net worth (in ₹) – 1,31,148.47 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)*	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes	-	-	-	-	-	-
Shareholders	Yes	1	-	-	-	-	-
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	144	-	-	1,361	-	-
Value Chain Partners (Other than customers)	Yes	0	0	-	382	9	-
Other (please specify)	Not Applicable	-	-	-	-	-	-

*The Company's Vigil Mechanism/Whistle-Blower Policy provides a robust framework for employees and directors to raise concerns and grievances. The policy is accessible at: https://sandhargroup.com/investors/disclosures-under-regulation-46-of-the-lodr. Additionally, the Company has a Grievance Redressal Policy in place specifically for employees, ensuring that workplace-related concerns are addressed through a structured and transparent process.

A dedicated email ID, investors@sandhar.in, is available for investors and shareholders to raise their queries. The Legal and Secretarial Department oversees the monitoring and resolution of concerns received through this channel, in coordination with the relevant departments within the Company.

With regard to suppliers, customized surveys are periodically conducted to gauge their satisfaction and gather feedback on their business interactions with the Company.

Additionally, the Company obtains customer assessment and feedback through specified platforms as per the Company's Policy on a regular basis to identify areas of concern reported. This enables the identification of key concerns and areas for improvement, ensuring customer issues are addressed systematically and effectively.

** The previous year's figures have been revised or regrouped wherever necessary.

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Climate Change	Risk & Opportunity	Climate change poses both risks and opportunities with significant implications for the Company's long-term operational and financial sustainability. As a leader in the automotive components and systems sector, the Company is exposed to both physical risks (e.g., extreme weather events, supply chain disruptions) and transition risks (e.g., evolving regulations, shifting market preferences). At the same time, climate change presents opportunities through increased demand for sustainable mobility solutions, including electric vehicles (EVs) and low-emission technologies.	The Company has integrated climate-related considerations into its enterprise risk management framework. Key mitigation strategies include: - Ongoing assessment and reduction of carbon footprint across operations and supply chain. - Adoption of cleaner technologies and energy-efficient manufacturing practices. - Monitoring regulatory developments and adapting business strategies accordingly. These initiatives are aimed at ensuring business resilience and regulatory compliance, while supporting the Company's long-term sustainability vision.	Negative and Positive
2	Stakeholder Engagement	Opportunity	Stakeholder engagement presents a strategic opportunity for the Company to strengthen its relationships with key internal and external stakeholders, including customers, employees, investors, suppliers, regulators, and the communities it serves. Engaging meaningfully with stakeholders helps the Company: - Gather actionable insights and diverse perspectives. - Anticipate emerging expectations and market trends. - Enhance trust, transparency, and brand reputation. - Make informed decisions that are aligned with stakeholder priorities and long-term value creation. The Company has institutionalized a robust and continual stakeholder engagement framework, involving structured dialogues, feedback mechanisms, and periodic assessments to ensure alignment with stakeholder interests.	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Waste Manage-ment	Risk and Opportunity	Improper handling, treatment, or disposal of waste can pose environmental, regulatory, and reputational risks to the Company. Being part of a resource-intensive manufacturing sector, the Company generates various types of industrial and hazardous waste. At the same time, efficient waste management presents a strategic opportunity to enhance resource efficiency, promote circularity, and reduce environmental footprint. By focusing on waste reduction, recycling, and reuse, the Company can derive environmental and operational benefits while aligning with sustainability goals.	Disposal of waste through authorised vendors.	Negative and Positive
4	Water Manage-ment	Risk and Opportunity	Water is a critical natural resource for manufacturing operations, and its efficient management is essential for business continuity, environmental stewardship, and community well-being. The Company recognizes water scarcity, regulatory pressure, and community expectations as key risks that require proactive mitigation. At the same time, adopting sustainable water practices offers opportunities to reduce operational costs, strengthen license to operate, and demonstrate leadership in responsible resource use. The Company is committed to enhancing water-use efficiency and ensuring equitable access to water for stakeholders in and around its operational areas.	To address water-related risks and promote sustainability, the Company has adopted a multi-pronged approach: - Zero Liquid Discharge (ZLD)-compliant systems have been implemented in four major manufacturing units, utilizing Rotary Evaporators and Solar Evaporators to significantly reduce liquid discharge. - Other facilities are equipped with Effluent Treatment Plants (ETPs) and Sewage Treatment Plants (STPs) to ensure proper treatment of industrial and domestic wastewater. - Treated water is reused for non-potable applications such as gardening, thereby reducing the Company's dependence on freshwater sources. - The Company continuously evaluates new technologies and practices to improve water recycling and conservation.	Negative and Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Health & Safety	Risk & Opportunity	Health and safety management is a fundamental aspect of responsible business operations. Inadequate health and safety measures can lead to workplace incidents, legal liabilities, reputational damage, and loss of productivity making it a key risk area. On the other hand, robust health and safety practices enhance employee morale, retention, and operational efficiency, thereby presenting an opportunity to strengthen organizational resilience and stakeholder trust. The Company is fully committed to the continuous improvement of its health and safety practices, guided by its Safety, Health, and Environment (SHE) policy. This commitment applies across all business locations and extends to employees, contract workers, and other stakeholders.	- A structured health and safety management system is in place to ensure compliance with relevant laws and internal standards. - Regular training programmes, mock drills, and audits are carried out to promote awareness and preparedness. - Safety monitoring and incident tracking systems are deployed to ensure timely interventions. - Employee participation and feedback are actively encouraged in shaping safety initiatives.	Negative and Positive
6	Women Empow-erment & Employee Engagement	Opportunity	A motivated, engaged, and inclusive workforce is essential for driving innovation, productivity, and sustainable business performance. The Company recognizes the importance of employee engagement and is committed to fostering a workplace culture that supports continuous learning, collaboration, and well-being. In addition, the Company is actively working toward enhancing gender diversity and empowering women through targeted initiatives, inclusive policies, and focused hiring efforts. These actions not only contribute to social equity but also strengthen the Company's positioning as a responsible and progressive employer.	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Community Engagement	Opportunity	Effective community engagement is a cornerstone of sustainable business practices and social license to operate. The Company recognizes its responsibility to contribute positively to the social and economic development of communities in and around its operational areas. Engaging proactively with local communities helps identify their needs, fosters mutual trust, and creates shared value. Through sustained dialogue and collaboration, the Company aims to support community well-being, enhance livelihoods, and promote inclusive growth. This engagement also helps mitigate potential social risks and strengthens long-term stakeholder relationships.	Not Applicable	Positive
8	Responsible Supply Chain Manage-ment	Risk & Opportunity	The Company acknowledges that its supply chain plays a critical role in its overall sustainability performance and reputation. Risks such as supply disruptions, non-compliance with labour and environmental standards, and unethical sourcing practices can adversely impact the Company's operations and stakeholder trust. Conversely, responsible supply chain management presents opportunities to enhance resilience, ensure compliance, drive innovation, and create shared value with suppliers. By fostering transparency, ethical sourcing, and sustainability across its supply chain, the Company aims to mitigate risks and leverage opportunities aligned with its values and regulatory requirements.	- Implementation of a robust supplier code of conduct that outlines expectations related to labour practices, human rights, environmental management, and business ethics. - Regular supplier audits and assessments to monitor compliance and identify areas for improvement. - Capacity-building initiatives to support suppliers in adopting sustainable practices. - Integration of sustainability criteria in supplier selection and performance evaluation processes.	Negative and Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Innovation	Risk	In a highly dynamic and technology-driven industry, there is a continuous need to innovate to stay competitive. The risk arises when existing or new solutions fail to keep pace with evolving market trends, customer expectations, regulatory requirements, or technological advancements. In such cases, companies may experience delays in product development, reduced competitiveness, or missed market opportunities. The Company recognizes that without sustained innovation, it may not be able to meet emerging demands, particularly in the areas of electric mobility, automation, sustainability, and smart manufacturing.	To address this risk, the Company has implemented the following measures: - Identification and nurturing of new focus areas through cross-functional collaboration and benchmarking global best practices. - Continuous upskilling of internal teams to foster a culture of innovation and adaptability.	Negative
10	Disaster Recovery	Risk	Natural disasters such as earthquakes, cyclones, floods, and epidemics pose significant threats to business continuity, employee safety, and operational efficiency. These events can cause unforeseen disruptions in production, supply chain, logistics, and resource availability, leading to financial and reputational losses. Given the Company's geographically spread manufacturing operations, disaster recovery and preparedness are critical to minimize impact and ensure quick restoration of normal operations.	- The Company has established a comprehensive Business Continuity Plan that outlines protocols for disaster preparedness, emergency response, and recovery. - Adequate insurance coverage is maintained to safeguard against material and financial losses arising from such events. - Periodic drills and training are conducted to ensure employee readiness and operational resilience. - Critical infrastructure and IT systems are backed by redundancy measures and secure data recovery processes.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Human Rights	Risk & Opportunity	Upholding human rights is a fundamental aspect of ethical and responsible business conduct. Risks such as discrimination, forced labor, unsafe working conditions, or violation of individual rights can lead to regulatory penalties, reputational damage, and stakeholder distrust. On the other hand, respecting and promoting human rights presents an opportunity to strengthen employee relations, supply chain accountability, and stakeholder confidence. The Company recognizes its responsibility to respect and protect the rights of all individuals impacted by its operations, including employees, contract workers, suppliers, and community members.	- Adoption and implementation of a Human Rights Policy aligned with international frameworks such as the UN Guiding Principles on Business and Human Rights. - Prohibition of child labor, forced labor, and discrimination across all operations and value chains. - Inclusion of human rights criteria in vendor onboarding and audits. - Grievance redressal mechanisms available to employees to report concerns confidentially and without fear of retaliation. - Training and awareness programs to embed human rights awareness across all levels of the organization.	Negative and Positive
12	Training & Education	Opportunity	A skilled and well-trained workforce is a strategic asset to the Company. Employees who are equipped with the right knowledge, tools, and competencies are more efficient, productive, and less prone to workplace injuries. Investment in training and development enhances employee satisfaction, retention, and performance. The Company provides a need-based and innovative range of training programs aimed at building both technical and behavioural capabilities across all levels. These initiatives are designed not only to meet current operational needs but also to support long-term career growth and adaptability in a rapidly evolving industry. Additionally, the Company focuses on recruiting and nurturing talent, and ensures continuous professional development and personal well-being throughout the employee lifecycle.	Not Applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
13	Data Privacy	Risk	In today's digital environment, data privacy and protection of confidential information are critical to maintaining stakeholder trust and business integrity. The Company is exposed to risks such as leakage of sensitive data, intellectual property theft, unauthorized access, infringement, or misuse of proprietary information. These risks can lead to legal liabilities, regulatory non-compliance, reputational damage, and financial loss. Intellectual property disputes, particularly in a highly competitive and innovation-driven sector, further underline the importance of robust data governance mechanisms.	- Implementation of comprehensive data security policies and protocols across operations. - Regular information audits to monitor data access, storage, and transmission processes - Non-Disclosure Agreements (NDAs) are signed with external parties before exchanging any sensitive or proprietary information. - Appropriate indemnity clauses are embedded in contracts.	Negative
14	Regulatory Compliance	Risk	Operating in a highly regulated sector, the Company is subject to a wide range of environmental, legal, financial, labor, product safety, and industry-specific regulations at the local, national, and international levels. Non-compliance whether intentional or inadvertent can result in significant legal penalties, operational disruptions, reputational damage, and loss of stakeholder confidence. As regulations continue to evolve, particularly in areas such as emissions, safety standards, Environmental, Social, and Governance (ESG) disclosures, and trade policies, staying ahead of compliance requirements is both a critical risk factor and a key component of responsible governance.	- The Company has established appropriate systems and processes to ensure adherence to applicable laws, regulations, and standards across its operations. - Regular internal audits and reviews are conducted to ensure compliance across all functions and locations. - Engagement with legal experts and consultants to interpret complex regulatory frameworks and assess impact.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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)	The policies as per the Companies Act, 2013 and SEBI Regulations are approved by the Board and the rest of the policies are approved by the CSR Committee as designated by the Board.								
c. Web Link of the Policies, if available	The Policies of the Company are placed on the Company's website, which can be accessed at: https://sandhargroup.com/investors/corporate-governance. Additionally, the Company's intranet hosts a number of internal policies that are available to internal stakeholders only.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes. The STL Supplier Code of Conduct, which applies to its upstream value chain partners, outlines ethical and business requirements including human rights, environmental sustainability, occupational health and safety, and fair working conditions. These principles are expected to be adhered to by all relevant value chain partners.								
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	IATF:16949: 2016 ISO 14001:2015 ISO 45001:2018 ISO 9001:2015 ISO 27001:2022								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set a goal to become Carbon Neutral by 2050.								

6. Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	STL is committed to undertake all the environmentally viable initiatives to reduce cost, increase productivity and enhance quality of the products manufactured by it. Together with taking other initiatives, the Company's endeavor is to achieve Carbon Neutrality by 2050 as a long-term environmental goal. As against the previous year's commitments, during the reporting year Financial Year 2025–26, significant progress has been made toward this commitment through the following measures: Increased use of renewable energy: The Company recorded renewable energy consumption of 12,713.37 GJ, marking a 15 % increase compared to the previous year (10,808.40 GJ), thereby demonstrating an accelerating transition toward green energy sources. Total energy efficiency: There has been a notable improvement in energy intensity per rupee of turnover, which reduced from 0.000009 in Financial Year 2024–25 to 0.000007 in Financial Year 2025–26. This reflects enhanced energy efficiency across operations. Water management: The Company has adopted sustainable water practices, including implementation of ZLD compliant systems in two key units, along with widespread reuse of treated water for non-potable purposes such as gardening. These steps have helped reduce freshwater dependency and liquid discharge volumes. Waste Management: STL ensured safe disposal of hazardous and other operational waste through authorized vendors. Recycled input materials such as aluminum alloy (12%) have been integrated into manufacturing processes. These achievements are in alignment with the Company's broader ESG vision. While the Company is already on its path to meet its previously undertaken initiatives or targets, the Company is further committed for continued efforts to further enhance transparency through stronger data management systems, monitoring ESG commitments and performance assessments. These efforts will support better tracking of progress against long-term sustainability goals and help refine intermediate milestones over time.
Governance, leadership, and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)	We are pleased to present our Business Responsibility and Sustainability Report for the financial year 2025–26. At STL, we view sustainability not just as a compliance requirement but as a strategic priority embedded in our values and operations. Our commitment to ESG principles continues to shape the way we create long-term value for all stakeholders. During the reporting year, we made meaningful progress across key areas: We achieved a 15% increase in renewable energy consumption, advancing our transition toward cleaner energy sources. Our ZLD systems, now operational at two major units, have significantly enhanced our water conservation efforts. We strengthened waste management practices, including the use of recycled input materials like aluminium alloy and ensured safe disposal through authorized channels. We ensured 100% insurance coverage for our employees and workers and conducted regular training programs on safety, ethics, and human rights. We deepened stakeholder engagement through robust grievance mechanisms, community initiatives, and capacity-building efforts within our value chain. While these are encouraging steps, we acknowledge that several ESG-related challenges persist. These include the need for better integration of ESG data systems, improved monitoring of performance indicators across the supply chain, and further clarity on interim milestones for our long-term goal of carbon neutrality by 2050. Looking forward, we remain focused on continuously improving our sustainability performance, strengthening accountability, and aligning with evolving national and global ESG standards. We understand that responsible business conduct is a dynamic and ongoing journey one we are committed to pursuing with integrity, purpose, and collaboration.
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Sandhar Leadership Team (SLT) is responsible for implementation of Business Responsibility policy (ies). Shri Jayant Davar (DIN 00100801), Executive Chairman (Executive Director) and Chief Executive Officer is responsible for oversight of the Business Responsibility policy (ies).

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Sandhar Leadership (SLT) is responsible for decision making on sustainability related issues, which comprises of the following members:

Name	Designation
Shri Niraj Hans	Chief Information Officer
Shri Gurvinder Jeet Singh	Whole-time Director and Head Corporate Strategy
Shri Ajay Kumar Raghav	Chief Operating Officer – Casting Machining & Tooling Business
Rashmi Mohan Srivastava	Deputy Chief Operating Officer
Smt. Shirin Sachdeva	Chief of Staff
Shri Ankush Passi	Chief Operating Officer–Sheet Metal & Allied Business
Shri Vikas Puri	Chief Operating Officer-Automotive Business

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review wasundertaken 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 andfollow up action	Review is being taken by the SLT	Annual basis.
Compliance withstatutory requirements ofelevance to the principles, and rectification of any non-compliances	Nil	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1 P2 P3 P4 P5 P6 P7 P8 P9 No. The Company currently conducts internal assessments of the working of its policies. However, it is evaluating the possibility of engaging an external agency for independent assessments in the future.

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicator

1. Percentage coverage by training and awareness programs 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	3	Familiarisation Programme for the Board of Directors of the Company are being organised on regular basis on various topics about the business segments, operations of the Company, regulatory requirements and other matters.	77.77%
Key Managerial Personnel	3	Training on various topics about the business segments, operations of the Company, regulatory requirements and other matters.	100%
Employees other than BoDs and KMPs	38	Session on Employee Code of Conduct, POSH, Anti Bribery, Whisle Blower	96%
Workers	41	Session on Employee Code of Conduct, POSH, Anti Bribery, Whisle Blower	93%

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

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

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

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-Bribery Policy, which is accessible on the Company's Intranet. STL is committed to upholding the highest standards of ethical conduct and integrity in all its business activities. Every employee, as well as any individual acting on behalf of STL, is expected to conduct business in an honest, transparent, and professional manner.

STL maintains a strict zero-tolerance stance towards bribery and corruption. The Company does not permit any form of bribery by or of its employees, or by any individual or organization acting on its behalf. The Board of Directors and senior management are fully committed to the implementation and enforcement of effective systems and controls designed to prevent, detect, and address any instances of bribery or unethical conduct.

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

	FY 2025-26 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Director's	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

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

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 of corruption and conflicts of interest which were reported during the year.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payable	51	49

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0.41%	2.04%
	b. Number of trading houses where purchases are made from	2	7
	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	3.5%	0.08%
	b. Number of dealers / distributors to whom sales are made	342	13
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	66.05%	97.93%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	10.81%	2.87%
	b. Sales (Sales to related parties / Total Sales)	3.67%	3.06%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	47.33%	54.28%
	d. Investments (Investments in related parties / Total Investments made)	26.99%	18.31%

Leadership Indicator

1. Awareness programs 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	Awareness Session on 9 principles of NGRBC, and 5 Ps of Sustainable Development awareness session given to Value Chain Partners for HR Dept.	77% of value chain partners, comprising manpower services, security services, housekeeping and canteen providers, were covered under the awareness programmes during the financial year. Note: The percentage has been calculated based on the number of value chain partners for these categories.

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 processes in place to avoid/manage conflict of interests involving members of the Board. The Company has a detailed 'Code of Conduct for its Directors and Senior Management', which includes instructions and a reporting process for instances that can lead to a potential conflict of interest. The Policy is available on the website: https://sandhargroup.com/uploads/Investor/policy-on-code-of-conduct-for-bod-senior-mgt_new.pdf

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

Essential Indicators

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvements inenvironmental and social impacts
R&D	-	-	-
Capex	0.26%	0.34%	During the reporting period, the Company undertook several capital investments aimed at improving both environmental performance and social safety outcomes. These initiatives reflect our continued commitment to sustainable operations and responsible resource management. Key improvements include: • **STP and ETP Upgradation:** Upgrading these systems has enhanced the efficiency of wastewater treatment, ensuring compliance with environmental discharge norms and reducing water pollution risks. • **Reverse Osmosis Plant (Capacity: 2000 LPH):** Installation of this RO plant has improved water purification capacity, supporting safe and sustainable water use within the facility and reducing reliance on external water sources. • **Retrofit Emission Control Devices St for Diesel Generators:** The installation of Retrofit Emission Control Devices on diesel generators has significantly reduced particulate emissions, supporting cleaner air and alignment with regulatory air quality standards. • **Harris-Reg 653Z014 (Lockable) Gas Saver – 32 LPM:** This device enhances gas usage efficiency and safety during welding operations, reducing wastage and minimizing potential risks associated with gas handling. • **Modular ABC-10kgs Automatic Fire Extinguisher:** These automatic fire suppression units have been installed to improve workplace fire safety, ensuring quicker response to fire hazards and reducing risk to personnel and assets. These measures have contributed positively to our environmental footprint through better resource efficiency and emission control, while also enhancing the health and safety of our workforce and the communities in which we operate.

   Note: For the purpose of this disclosure, total capital expenditure (capex) investments made by the entity include both tangible and intangible assets.

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

   Yes, the Company has procedures in place for sustainable sourcing, wherein, the Company assesses the sustainability parameters of its vendors at the time of their onboarding.

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

   100% of inputs were sourced sustainably as assessed at the time of onboarding of suppliers.

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.

   As a manufacturer of automotive components supplied directly to OEMs, the Company has limited scope for product reclamation at end-of-life. However, the Company ensures safe handling, recycling, and disposal of plastics (including packaging), e-waste, hazardous waste, and other operational waste through authorized recyclers and agencies in compliance with applicable environmental regulations. Reusable packaging materials such as crates are also used to promote resource efficiency and waste reduction.

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.

   No, EPR is not applicable to the Company's activities. However, we ensure that all waste generated from our operations is managed through Government-approved vendors in compliance with applicable waste management regulations.

Leadership Indicator

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

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
The Company has not yet conducted the Life Cycle Perspective/ Assessments for any of its products. However, the Company is planning to carry out such assessments in the coming years.					

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
Not Applicable as currently, the Company is not conducting any Life Cycle Assessment for any of its products.		

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

Indicate input material*	Recycled or re-used input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Allum Alloy	12%	40%

*Excludes packaging material

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable, as the Company supplies its products directly to the OEMs, therefore, there is limited scope for reclaiming it at the end of its life cycle.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable, as the Company supplies its products directly to the OEMs, therefore, there is limited scope for reclaiming it at the end of its life cycle.	

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

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B)/ (A)	Number (C)	% (C)/ (A)	Number (D)	% (D)/ (A)	Number (E)	% (E)/ (A)	Number (F)	% (F)/ (A)
Permanent Employees											
Male	789	789	100%	789	100%	Not Applicable	Not Applicable	-	-	-	-
Female	56	56	100%	56	100%	56	100%	-	-	-	-
Total	845	845	100%	845	100%	56	100%*	-	-	-	-
Other than Permanent Employees											
Male	26	26	100%	26	100%	Not Applicable	Not Applicable	-	-	-	-
Female	13	13	100%	13	100%	13	100%	-	-	-	-
Total	39	39	100%	39	100%	13	100%*	-	-	-	-

* Employees covered under maternity benefits is disclosed as % of only female Employees and not total Employees.

For Health insurance 100% coverage. Employees are covered under either Group Medical Claim Policy or Personal Health Policy or ESIC.

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B)/ (A)	Number (C)	% (C)/ (A)	Number (D)	% (D)/ (A)	Number (E)	% (E)/ (A)	Number (F)	% (F)/ (A)
Permanent workers											
Male	385	385	100%	385	100%	Not Applicable	Not Applicable	-	-	-	-
Female	23	23	100%	23	100%	23	100%	-	-	-	-
Total	408	408	100%	408	100%	23	100%*	-	-	-	-
Other than Permanent workers											
Male	15	15	100%	15	100%	Not Applicable	Not Applicable	-	-	-	-
Female	-	-	0%	-	0%	-	0%	-	-	-	-
Total	15	15	100%	15	100%	-	0%	-	-	-	-

*Permanent Workers covered under maternity benefits is disclosed as % of only female workers and not total permanent workers.

For Health Insurance: 100% coverage. Workers are covered under either Group Medical Claim Policy or ESIC or Personal Health Insurance Policy.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well- being measures as a % of total revenue of the company*	0.0220%	0.0163%

* Expenditure incurred on Health Checkups, Personal Accident Insurance and maternity benefits have been considered for the purpose of the aforesaid disclosure.

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (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.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity*	100%	100%	Yes	100%	100%	Yes
ESI**	100%	100%	Yes	100%	100%	Yes
Others-National Pension Scheme (NPS)***	3.91%	Not Applicable	Yes	3.58%	Not Applicable	Yes

*Employees who have successfully completed 5 years of tenure are entitled for Gratuity benefits.

** Applicable to employees as per the threshold limit prescribed under the Employees State Insurance Act, 1948.

***Pertains to contribution made by employers for employees who have opted for the same.

The previous year's figures have been revised or regrouped wherever necessary

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.

The premises / offices of the entity are largely accessible to differently abled employees and workers, barring some of the locations, where it is practically not possible. However, the Company is planning to improvise the current system in place.

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

Yes, the Company has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016, which is available on the Company's Intranet.

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*	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Female	100%	100%	0%	0%
Total	**0%**	**0%**	**0%**	**0%**

* For male employees and workers, the return-to-work and retention rates are not applicable, as the Company does not have a Paternity Leave Policy.

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes, STL has a formal Grievance Redressal Committee and an established Grievance Redressal Policy to address concerns raised by employees and workers, including permanent, temporary, and contractual staff. Employees, and worker groups may raise their grievances to the Committee through a structured and confidential process, in line with the provisions of the Policy.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	**845**	**-**	**0%**	**1144**	**-**	**0%**
Male	789	-	0%	1,082	-	0%
Female	56	-	0%	62	-	0%
Total Permanent Workers	**408**	**206**	**50%**	**501**	**112**	**42%**
Male	385	203	53%	475	209	44%
Female	23	3	13%	26	3	12%

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	815	735	90%	578	71%	1,120	1,052	94%	797	71%
Female	69	55	80%	44	64%	68	57	84%	51	75%
Total Employees	884	790	89%	622	70%	1,188	1,109	93%	848	71%
Workers										
Male	400	390	98%	341	85%	534	497	93%	451	84%
Female	23	20	87%	21	91%	26	24	92%	23	88%
Total Workers	423	410	97%	362	86%	560	521	93%	474	85%

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B)/(A)	Total (C)	No.(D)	%(D)/ (C)
			Employees			
Male	815	595	73%	1,120	1,091	97%
Female	69	39	57%	68	64	94%
Total	**884**	**634**	**72%**	**1,188**	**1,155**	**97%**
			Workers			
Male	400	368	92%	534	510	96%
Female	23	20	87%	26	24	92%
Total	**423**	**388**	**92%**	**560**	**534**	**95%**

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?

Yes, an Occupational Health and Safety Management System has been implemented across 15 out of 16 manufacturing plants of the Company, in accordance with the ISO 45001 standard. The implementation at the remaining unit (SKC Unit) is currently underway and is expected to be completed shortly. The system ensures proactive identification, assessment, and mitigation of occupational health and safety risks across the covered facilities.

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

STL follows a well-defined Hazard Identification and Risk Assessment (HIRA) process in alignment with EHS standards and ISO 45001:2018. This process is used to routinely and systematically identify occupational health and safety hazards, as well as assess associated risks for both employees and workers.

HIRA involves the evaluation of both routine and non-routine activities through manual monitoring, as well as internal and external audits. It characterizes risks based on their likelihood, frequency, and severity, and assesses potential adverse outcomes, such as injuries or operational losses.

The insights from HIRA serve as a factual basis for implementing targeted risk mitigation measures and shaping the Company's overall workplace safety strategy, ensuring continuous improvement in health and safety performance.

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

Yes, the Company have defined processes in place at unit level for workers to report work-related hazards and to remove themselves from such risks, in accordance with the nature of operations.

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

Yes, all employees and workers of the entity have access to non-occupational medical and healthcare services.

Details of safety related incidents, in the following format:

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

*Including in the contract workforce

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

Sandhar Technologies Limited (STL) is committed to providing a safe and healthy working environment for all its employees and workers. The Company has implemented several proactive measures to promote workplace safety and well-being, including:

- Regular safety training programs for employees and workers
- Periodic fire mock drills
- First-aid training sessions
- Health and safety awareness sessions of 10-minutes conducted on a regular basis during tea breaks
- Reporting and analysis of safety near-miss incidents
- Implementation of Poka-Yoke (error-proofing solutions to prevent future incidents)
- Conducting Root Cause Analysis (RCA) for incidents
- Continuous improvement initiatives through Quality Circles (QC) and Kaizen
- Annual observance of Safety Week to strengthen safety cultured

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	-	-	-	-	-	-
Health & Safety	-	-	-	-	-	-

13. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and Safety practices	37% of plants were assessed by statutory authorities and third parties.
Working Conditions	37% of plants were assessed by statutory authorities and third parties.

14. 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.

    Not Applicable, as there were no significant risks/concerns which have arisen from assessments of health and safety practices and working conditions.

Leadership Indicators

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

   Yes, the Company extends life insurance and compensatory package in the event of an accidental death of employees and workers.

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 takes due care to ensure that the statutory dues applicable are deducted and deposited by the value chain partners. The Company's Supplier Code of Conduct outlines the specifics. To support business responsibility principles and ideals of transparency and accountability, all supply chain partners are required to adhere to it in every way. Some of the measures undertaken by the Company to ensure that statutory dues have been deducted and deposited by these value chain partners includes:

   - Periodic Review of Compliance Documents: Routine examination of relevant statutory forms and returns to ensure adherence to applicable tax and regulatory requirements.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

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

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)

   Yes, the Company provides transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment on merits.

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 Working conditions	BOM suppliers accounting for 100% of the total procurement value were assessed through audits for their health and safety practices and working conditions. Additionally, 100% of the value chain partners providing manpower services, security services, housekeeping and canteen services were assessed on health and safety practices and working conditions.

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

   Not Applicable, as there were no significant risks / concerns which have arisen from assessments of health and safety practices and working conditions of value chain partners.

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

Essential Indicators

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

   Key Stakeholders are identified as all the individuals, organizations and institutions who are connected with the Company and have material influence on the Company or how they are materially influenced by the Company's corporate decisions and the results of those decisions.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	- Emails - Analyst meets and conference calls - Annual General Meeting - Official communication channels such as Newspaper publications, website etc.; - Investor meeting	Quarterly	To inform about Company's current performance and future plans.
Board of Directors and KMPs	No	- Board Meetings - One-to-one meetings	Quarterly	Compliance of law Major decisions Day-to-day functioning
Employees and Workers	No	- Emails - Phone Calls - Conferences - Workshops - Training Sessions - Notice Boards - One-to-one interaction - Grievance Redressal Mechanism	Frequently	Day to day activities/ conduct of business.
Suppliers/ Vendors	No	- Email - Meetings - Supplier Portal	As and when required	- **Price and Terms** Negotiation: Discussion on pricing and payment terms - **Delivery Coordination:** Alignment on delivery schedules and timelines. - **Quality Assurance:** Ensuring compliance with product quality and specifications. - **Contract Management:** Monitoring and enforcement of contractual obligations

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	- Email; - SMS; - Website; - Meeting; - Phone Calls; - Feedback reports; - Surveys etc.	As and when required	Business discussion related to Quality, Cost, Delivery and Development Activities (QCCD)
Government and Regulatory Bodies	No	- Official communication channels - Regulatory Audits/ Inspections - Environmental Compliances - Statutory Corporate Filings - Good Governance	As and when required	Regulatory and legal requirements
Communities	Yes	Community Meetings and in person visit by project representatives	Half yearly	Promote activities to raise awareness on green, safe and sustainable living, education, empowering communities for economic progress and inclusive prosperity.

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 consultation process between stakeholders and the Board on economic, environmental, and social topics begins with the identification and mapping of relevant stakeholders and ESG-related matters to appropriate business divisions.

   Consultation is delegated to the Senior Leadership Team, which includes business heads and the Executive Chairman (Executive Director) and Chief Executive Office. The SLT engages regularly with key stakeholders such as investors, customers, suppliers, and employees and escalates significant inputs and concerns to the Board.

   Additionally, the Company has constituted dedicated committees such as the Risk Management Committee, Stakeholder Relationship Committee, Grievance Redressal Committee and CSR Committee. These committees are responsible for reviewing and monitoring developments related to economic, environmental, and social topics, and they regularly update the Board and seek its guidance on strategic actions and responses.

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, the Company has maintained consistent and proactive contact with its key stakeholders, ensuring the identification and management of environmental and social needs of the community. Engaging with stakeholders aids in identifying community needs and promotes accountability, compliance, organizational learning, quality management, community support, and sustainability within both the community and the organization. Based on the identified needs, the Company implements policies and initiatives to reach out to various stakeholders.

   Please find below instances of stakeholder feedback being incorporated into policies and activities:

A. Details of Instances of Stakeholder Feedback Incorporated into Policies and Activities:

- **Access to Primary Healthcare Services**

As per community requirements and recommendations by the village panchayat, a Community Healthcare Centre has been established at Begumpur Khatola, where a doctor provides OPD services and medicines to migrant workers and community members. Further, gynaecological services have been introduced based on the identified needs.

- **Ensuring Nutrition for the Elderly**

During the implementation of the 'Adopt a Gran' project, a need was identified to support the nutritional requirements of the elderly. As a result, monthly grocery distributions were initiated, benefiting 32 elderly community members. Additionally, regular health check-ups were conducted to ensure their overall well-being.

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

   The Company is committed to supporting vulnerable and marginalized stakeholder groups through its various Corporate Social Responsibility (CSR) initiatives. The Company continuously endeavours to identify and address the concerns of such groups and undertakes need-based interventions aimed at enhancing their socio-economic well-being.

   For more details on the Company's engagement and initiatives, please refer to Annexure C 'Annual Report on CSR Activities' for Financial Year 2025–26.

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-2026 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	845	745	88%	1,144	965	84%
Other than permanent	39	37	95%	44	41	93%
Total Employees	884	782	88%	1,188	1,006	85%
Workers						
Permanent	408	395	97%	501	490	98%
Other than permanent	15	13	87%	59	56	95%
Total Workers	423	408	96%	560	546	98%

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	845	0	0%	845	100%	1,144	-	0%	1,144	100%
Male	789	0	0%	789	100%	1,082	-	0%	1,082	100%
Female	56	0	0%	56	100%	62	-	0%	62	100%
Other than permanent	39	0	0%	39	100%	44	-	0%	44	100%
Male	26	0	0%	26	100%	38	-	0%	38	100%
Female	13	0	0%	13	100%	6	-	0%	6	100%
Workers										
Permanent	408	0	0%	408	100%	501	-	0%	501	100%
Male	385	0	0%	385	100%	475	-	0%	475	100%
Female	23	0	0%	23	100%	26	-	0%	26	100%
Other than permanent	15	0	0%	15	100%	59	-	0%	59	100%
Male	15	0	0%	15	100%	59	-	0%	59	100%
Female	0	0	0%	0	0%	-	-	0%	-	0%

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

   a. Median remuneration / Wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in Rs.)	Number	Median remuneration/ salary/ wages of respective category (in Rs.)
Board of Directors (BoD)*	6	6,37,500	3	8,10,000
Key Managerial Personnel**	3	1,93,99,812	-	-.
Employees other than BoD and KMP	812	10,14,566	69	8,42,602
Workers	400	4,10,003	23	2,69,559

*Includes Non-Executive Directors only (including Independent Directors) who are paid only sitting fee and commission. Hence the median is calculated considering the same. Non-Executive Directors who were paid only sitting fees and resigned

during the year have not been considered for the purpose of this disclosure.

** Executive Chairman (Executive Director) & Chief Executive Officer and Whole-time Director remuneration considered in calculation of median remuneration of KMP including commission and not in Board of Directors. (As per section 197(12) of the Companies Act, 2013).

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages*	5.84%	4.59%

*The aforesaid calculations have been provided on the basis of Cost to the Company which includes perquisites as well.

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

Yes, the Company has a team of senior leaders responsible for addressing human rights impacts or issues caused or contributed to by the business. This team meets periodically to review and discuss such matters.

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

To uphold honest and ethical business and employment practices, the Company considers respect for human rights as a core value. It is committed to providing a safe and inclusive work environment, regardless of an individual's ethnicity, gender, race, caste, religion, or other identity.

To support this commitment, the Company has established the following internal mechanisms to address grievances related to human rights issues:

- Code of Conduct for Employees

- POSH Policy

- Grievance Redressal Policy.

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

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

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

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

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

The Company has a comprehensive Grievance Redressal Policy and a Policy on Prevention of Sexual Harassment of Women at Workplace, both of which include specific provisions to protect complainants from any adverse consequences in cases of discrimination and harassment. These policies outline procedures to ensure that all concerns are handled with strict confidentiality and impartiality.

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

Yes. The business agreements and contracts do include company's expectations to promote sustainability, fair competition

and respect for human rights.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	No such assessments were conducted during the Financial Year.
Forced/ Involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others- please specify	

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

    Not Applicable.

Leadership Indicators

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

   Not Applicable, as no grievances/complaints were received with respect to human rights during the reporting period.

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

   While the Company does not conduct direct human rights due diligence as a separate exercise, relevant aspects are indirectly addressed through the Human Rights Policy of Sandhar Technology Limited (STL) During the year, the internal audit process covered several areas related to human rights across STL plants in alignment with the policy.

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?

   The premises / offices of the entity are largely accessible to differently abled visitors, barring some of the locations, where it is practically not possible. However, the Company is planning to improvise the current system in place.

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	All upstream value chain partners are required to acknowledge and comply with the Company's Supplier Code of Conduct, which explicitly prohibits sexual harassment, workplace discrimination, child labour, forced or involuntary labour, and ensures fair wage practices. 100% of the partners are assessed for compliance with these principles during the on boarding process. Periodic reviews and audits are also undertaken, as necessary, to monitor ongoing adherence.
Discrimination at workplace	
Child labour	
Forced/ Involuntary labour	
Wages	
Others- please specify	

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

   Based on the assessments referenced in Question 4 above, no significant risks or concerns were identified. As a result, no corrective actions are currently required or underway.

   The organization remains committed to continuous monitoring of all relevant processes to ensure ongoing compliance and the early detection of any emerging risks.

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

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From Renewable sources		
Total electricity consumption (A) (In Giga Joules)	12713.37	10,808.40
Total fuel consumption (B) (In Giga Joules)	-	-
Energy consumption through other sources (C) (In Giga Joules)	-	-
Total energy consumed from renewable sources (A+B+C)	12713.37	10,808.40
From Non-Renewable sources		
Total electricity consumption (D) (In Giga Joules)	113644.40	2,39,014.80
Total fuel consumption (E) (In Giga Joules)	47664.37	24,305.30
Energy consumption through other sources (F) (In Giga Joules)	-	-
Total energy consumed from non- renewable sources (D+E+F) (In Giga Joules)	161308.77	2,63,320.10
Total energy consumed (A+B+C+D+E+F) (In Giga Joules)	174022.14	2,74,128.50
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	0.000007	0.000009
Energy intensity per rupee of turnover adjusted for Purchasing power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP*)	0.000160	0.000194
Energy intensity in terms of physical output – Total energy consumption in Giga Joules/ production of finished goods in Metric Tonnes	1.17	1.73
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

* The source for Purchasing Power Parity (PPP) is International Monetary Fund (IMF). The PPP rates considered is 22.4 as per the 2025 update.

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

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

   Not Applicable, as the Company does not have any sites / facilities identified as DCs under the PAT Scheme of the Government of India.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	79524.48	1,24,769.81
(iii) Third party water	56192.46	1,24,682.86
(iv) Seawater/Desalinated water		-
(v) Others		-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	135716.94	2,49,452.67
Total volume of water consumption (in kilolitres)	67797.2	1,79,460.71
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000027	0.000006
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.000062	0.000127
Water intensity in terms of physical output - Total water consumption in Kilolitres/ production of finished goods in Metric Tonnes	0.46	1.14
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water discharge by destination and level of treatment (in kiloliters)		
(i) To surface Water	67919.74	69,991.96
No treatment	-	-
With treatment (please specify level of treatment)	As per State Pollution Control Board (SPCB)/Central Pollution Control Board (CPCB) Guidelines, wastewater generated is treated in STP.	As per SPCB / CPCB Guidelines, wastewater generated is treated in STP.
(ii) To Ground Water	-	-
No treatment	-	-
With treatment (please specify level of treatment)	-	-
(iii) To Seawater	-	-
No treatment	-	-
With treatment (please specify level of treatment)	-	-
(iv) Sent to third parties	-	-
No treatment	-	-
With treatment (please specify level of treatment)	-	-
(v) Others	-	-
No treatment	-	-
With treatment (please specify level of treatment)	-	-
Total water discharge (in kiloliters)	**67919.74**	**69,991.96**

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

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

While the Company does not currently hold formal ZLD certification, it recognizes the importance of responsible water management across its operations. The Company is committed to enhancing water-use efficiency and ensuring equitable access to water for all stakeholders within and around its operational areas.

The Company has implemented ZLD-compliant systems in four of its major units, which include the use of Rotary Evaporators and Solar Evaporators to minimize liquid discharge. In other units, ETPs and STPs have been installed to treat wastewater. The treated water is reused for gardening and other non-potable applications, thereby reducing freshwater dependency and promoting sustainable water practices.

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

Parameter	Please specify unit	FY 2024-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	MT	0.02909	0.04321
Sox	MT	0.01329	0.02843
Particulate matter (PM)	MT	0.00013	0.00024
Persistent organic pollutants (POP)	MT	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	MT	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	MT	Not Applicable	Not Applicable
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. No

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2550.44	11,297.61
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	22413.20	45,430.58
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	0.0000010	0.000002
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.000023	0.00004
Total Scope 1 and Scope 2 emission intensity in terms of physical output (Total Scope 1 and Scope 2 GHG emissions / production of finished goods in Metric Tonnes)		0.17	0.36
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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

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

Yes, the Company has implemented multiple initiatives aimed at reducing greenhouse gas emissions. These initiatives are part of the Company's broader commitment to sustainability and environmental responsibility. Key projects include:

- **Solar Power Integration**

  Installation of solar energy systems across various operational units to harness renewable energy and reduce dependency on fossil fuel-based electricity.

- **Installation of Retrofit Emission Control Devices**

  Deployment of Retrofit Emission Control Devices in diesel generator sets to reduce air emissions and improve the environmental performance of backup power systems.

- **Adoption of Variable Frequency Drives (VFD)**

  Implementation of VFDs in air compressors, particularly in utility areas like wastewater treatment systems, to enhance energy efficiency and lower electricity consumption.

- **Installation of IE-3 Energy-Efficient Motors**

  Replacement of conventional motors with IE-3 class energy-efficient motors to optimize energy use and contribute to indirect GHG reduction.

- **Installation of LED Lighting**

  Transition to LED lighting across all units to reduce energy consumption associated with lighting infrastructure.

These initiatives collectively support the organization's efforts to mitigate climate change impacts by actively reducing GHG emissions through energy efficiency and cleaner energy sources.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	184.00	270.99
E-waste (B)	0.329	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	10
Battery waste (E)	-	0.05
Radioactive waste (F)		-
Other Hazardous waste. Please specify, if any. (G) (ETP sludge, hydraulic oil, paint sludge)	269.70	367.48
Other Non-hazardous waste generated (H). Please specify, if any. (Waste paper, drum, board, wood, furniture etc.)	385.58	552.5
Total (A+B + C + D + E + F + G + H)	**839.60**	**1,201.02**
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000000035	0.00000004
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00000077	0.0000009
Waste intensity in terms of physical output - Total waste generated in Metric Tonnes/ production of finished goods in Metric Tonnes	0.0056	0.0076
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	**-**	**-**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	0	10
(iii) Other disposal operations	839.60	1,190.02
Total	**839.60**	**1,200.02**

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

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

The Company has adopted a structured waste management policy that emphasizes segregation at source and promotes a hierarchy of practices aligned with circular economy principles namely, Recover, Reduce, Reuse, and Recycle. The key waste management practices implemented across the Company's establishments include:

- Waste prevention
- Reusing waste where practicable
- Recycling of materials
- Responsible and compliant disposal

To support these practices, the Company continuously seeks to recover resources, minimize the use of natural inputs, and adopt low-impact, cost-effective solutions that drive both environmental and operational efficiencies.

With regard to hazardous waste, the Company ensures full compliance with applicable regulations issued by the SPCB and CPCB. All hazardous materials are handled, stored, transported, and disposed of through licensed agencies, with proper documentation maintained to track their movement and disposal.

For non-hazardous waste, the Company has implemented innovative, low-investment solutions aimed at minimizing environmental impact. For example, recycled cardboard boxes are now used as fillers in packaging to reduce dependence on wooden pallets. Additionally, initiatives such as the use of reusable pallets and ongoing recycling programs for paper and plastic are part of the Company's broader strategy to reduce waste generation and promote resource conservation.

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, as the Company does not have any operations/offices in/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
No environmental impact assessment of projects was undertaken by the Company during the current Financial Year. Hence, this requirement is not applicable.					

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, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

13. Yes, the Company is compliant with all the applicable environmental laws/ regulations/ guidelines in India.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Not Applicable, since there is no non-compliance with the applicable environmental laws/ regulations / guidelines in India.				

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of water stress (in kiloliters):

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

(i) Name of the area: Gurugram, Bawal, Jaipur, Pathredi (Tijara), Bengaluru

(ii) Nature of operations: Manufacturing of auto components.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	54613.32	83,990.96
(iii) Third party water	16135.14	40,584.86
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	**70746.5**	**1,24,575.82**
Total volume of water consumption (in kilolitres)	**39097.32**	**86,781.28**
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000016	0.000003
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	31,651.14	37,794.54
- No treatment	-	-
- With treatment – please specify level of treatment	As per SPCB/CPCB Guidelines, waste water generated is treated in STP.	As per SPCB/CPCB Guidelines, waste water generated is treated in STP.
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
- 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	-	-
Total water discharged (in kilolitres)	**31,651.14**	**37,794.54**

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

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	The Company is currently not reporting Scope 3 emissions. A roadmap for the assessment and disclosure of Scope 3 emissions is being developed and is expected to be implemented in the near future.	
Total Scope 3 emissions per rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Not Applicable

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

   Not Applicable, as the Company does not have any operations/offices in/around ecologically sensitive areas.

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Solar Power Integration	Some part of the electricity comes from solar systems installed across various units, contributing to renewable energy use.	Reduction in carbon footprint by 2567.37 MT of CO2e through solar energy utilization.
2.	Installation of Retrofit Emission Control Devices	The Company has Installed Retrofit Emission Control Devices in all the DG sets & also company is now purchasing DG sets which are following CPCB IV+ compliance standard, will help the company in reducing its air emissions and in improving the overall environmental impact.	Reduction in air pollution by 70%.
3.	Adoption of Variable Frequency Drives (VFD)	Adoption of VFD for air compressors to enhance energy efficiency and reduce power consumption in ETP/STP.	Saved 39540 KWH of energy consumption annually with a corresponding reduction of 32MT of CO2e.
4.	Installation of ETP and Ultra filtration in STP	Installation of Effluent Treatment Plants (ETPs) and upgradation of Sewage Treatment Plants (STPs) to enhance water recycling and reuse, conserve freshwater resources, and minimize wastewater discharge.	Reduced freshwater usage.
5.	Installation of LED Lighting	The Company has installed LED lighting systems across all units to enhance energy efficiency, reduce electricity consumption, lower greenhouse gas emissions, and improve overall workplace illumination.	Saving in energy consumption.

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

   Yes, STL has a Business Continuity Policy, available on the Company's Intranet. The Policy aims to ensure that all business activities are maintained at normal or near-normal performance levels following any disruptive incident. It focuses on minimizing impacts on human life, environment, economic losses, and stakeholders.

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 have been identified within the Company's upstream value chain, based on periodic assessments of sourcing suppliers. As part of STL's commitment to environmental sustainability, all suppliers are required to acknowledge and comply with the Supplier Code of Conduct, which includes adherence to applicable environmental regulations. Furthermore, suppliers are encouraged to embed and promote these principles within their own supply chains. While no major impacts have been observed, STL continues to monitor supplier practices and is prepared to implement mitigation or adaptation measures as necessary.

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

   BOM suppliers accounting for 50% of the total procurement value were assessed through audits for their environmental impact.

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

   a. By the listed entity

      No Green Credits have been generated or procured by the listed entity during the reporting period.

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

      According to SEBI's Circular issued on 28 March 2025, Green Credits has been identified as a new non-mandatory leadership indicator. STL is committed to incorporate this in Value Chain Partners disclosures from Financial Year 2026-27 onwards, in line with SEBI's guidelines.

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

Essential Indicators

a. Number of affiliations with trade and industry chambers/ associations: 5

   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	Confederation of Indian Industry (CII)	National
2	Automotive Component Manufacturers Association (ACMA)	National
3	Gurgaon Industrial Association (GIA)	State
4	Quality Circle Forum of India (QCFI)	National
5	National Safety Council (NSC)	National

1. 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, since the Company has not received any adverse order from any regulatory authorities on any issues relating to anti-competitive conduct.		

Leadership Indicators

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

S.No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
The Company does not engage in influencing regulatory policy. However, the Company practices proactive advocacy not for securing certain benefits for industry, but for advocating certain best practices for the benefit of society at large. We believe in adopting best practices and using the common platforms like ACMA, CII and other business forums for the purpose. We continuously engage with all our stakeholders including customers and investors. Our endeavour is always to seek their opinion and share our views as a means of two-way communication, including accepting the best of the industry practices to make our Company better place to work.					

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable, as there were no projects that required SIA as per the law in the current Financial Year.					

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

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

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

The Company has designated representatives who engage with the local communities at regular and need-based intervals. Feedback and suggestions received during these interactions are duly acknowledged and addressed in a timely and appropriate manner.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	43%	51%
Directly from within India	96%	98%

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	0.00%	0.00%
Semi-Urban	22.30%	15.88%
Urban	31.42%	50.12%
Metropolitan	46.28%	34.00%

Note: The aforesaid calculations have been provided on the basis of Cost to the Company which includes perquisites as well.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable, as there were no projects that required SIA based on applicable laws in the current Financial Year.	

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

S. No.	State	Aspirational District	Amount spent (In INR)
The Company has not undertaken any CSR projects in designated aspirational districts as identified by government bodies during the current Financial Year.			

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

   No, as of now, the Company does not have a preferential procurement policy, where it gives preference to purchase from suppliers comprising marginalized/vulnerable groups.

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

   Not Applicable.

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

   Not Applicable.

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

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

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

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

10. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	Remedial Education	900	100%
2	Adopt a Gran	32	100%
3	Sandhar Ki Beti	24	100%
4	Prayaas for Animal Welfare	195	100%
5	Sandhar Healthcare Centre	12274	100%

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

Essential Indicators

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

   The Company obtains customer assessment and feedback through specified platforms as per the Company's Policy on a regular basis to identify the areas of concern reported. In order to improve customer satisfaction, remedial measures are therefore devised and put into action. To access the overall business objectives, top management compiles, monitors and reviews the success of the actions at predetermined intervals.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Since, the Company operates in the B2B segment, supplying its products directly to OEMs, therefore the Company's products do not reach the end consumers directly, henceforth, these requirements are not directly applicable to the Company.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	The Company has not received any consumer complaints with respect to data privacy, advertising, cyber-security, delivery of essential services, restrictive trade practices, unfair trade practices.		-
Advertising	-	-	-			
Cyber-security	-	-				
Delivery of essential services	-	-	-			
Restrictive Trade Practices	-	-	-			
Unfair Trade Practices	-	-	-			
Other (Technical Complaints)	907	-	-	1,361	-	-

*The previous year's figures have been revised or regrouped wherever necessary.

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

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

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

   Yes, the Company has a Policy on Cyber Security and risks related to data privacy, which can be accessed at Company's Intranet.

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

   Not Applicable, as neither any complaints with respect to advertising, delivery of essential services, cyber security and data privacy of customers, re-occurrence of instances of product recalls were received during the reporting period nor were any penalties paid to, or actions were taken by regulatory authorities on account of safety of products/services.

7. Provide the following information relating to data breaches:

Number of instances of data breaches	No instances of data breaches were identified during the current Financial Year.
Percentage of data breaches involving personally identifiable information of customers	Not Applicable, as no instances of data breaches were identified during the current Financial Year.
Impact, if any, of the data breaches	Not Applicable, as no instances of data breaches were identified during the current Financial Year.

Leadership Indicators

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

2. Information on products and services of the Company can be accessed at the Company's website: https://sandhargroup.com/products.

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

4. As the Company primarily supplies its products directly to OEMs, who in turn assemble and market the final products to end-user customers, its direct role in informing or educating end-users about the safe and responsible usage of its products remains limited.

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

6. STL does not directly provide essential services. However, the Company remains committed to minimizing any potential disruptions that could affect its customers' operations. Regular and proactive communication channels are maintained with customers to ensure timely updates and necessary support, thereby helping to mitigate risks related to any potential disruptions.

7. 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)

8. Not Applicable, as STL supplies its products to OEMs, where their products are used as components or raw materials in the OEMs' finished goods.

   The Company has not conducted any formal survey regarding consumer satisfaction relating to its major products, services, or significant locations of operation. However, STL maintains regular engagement with its customers through various feedback mechanisms and incorporates the inputs received to continuously improve its products and services.