CELLO WORLD LIMITED
(formerly known as 'Cello World Private Limited')

Regd. Office: 597/2A, Somnath Road, Dabhel, Nani Daman, Daman & Diu - 396 210. (India)
Corp Office: Cello House, Corporate Avenue, 'B' wing, 8th Floor, Sonawala Road, Goregaon (east), Mumbai-400063, (India),
Tel: 022 6997 0000 **E-mail**: cello.sales@celloworld.com, grievance@celloworld.com
Website: www.corporate.celloworld.com **CIN: L25209DD2018PLC009865**

July 16, 2026

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400 001 **Scrip Code: 544012**	**National Stock Exchange of India Limited** Exchange Plaza, C-1, Block - G, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051 **Symbol: CELLO**

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

Dear Sir/Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended, we are enclosing herewith the Business Responsibility and Sustainability Report for the Financial Year 2025-26, which forms an integral part of the Annual Report for the Financial Year 2025-26.

This is for the information of the Exchanges and the Members.

Thanking you.

Yours faithfully,

For Cello World Limited

Hemangi Pragnesh Trivedi
Digitally signed by Hemangi Pragnesh Trivedi
Date: 2026.07.16 22:04:26 +05'30'

Hemangi Trivedi
Company Secretary and Compliance Officer
Encl: aa

cello

ANNEXURE - IV

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

Section A: GENERAL DISCLOSURES

I Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L25209DD2018PLC009865
2	Name of the Listed Entity	Cello World Limited
3	Year of incorporation	2018
4	Registered office address	597/2A, Somnath Road, Dabhel, Nani Daman 396 210, Daman and Diu, India
5	Corporate address	Cello House, Corporate Avenue, B Wing, 8th Floor, Sonawala Road, Goregaon (East), Mumbai – 400 063, Maharashtra, India
6	E-mail	grievance@celloworld.com
7	Telephone	+91 22 6997 0000
8	Website	www.corporate.celloworld.com
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	NSE and BSE
11	Paid-up Capital	₹ 1,10,44,25,170
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ritesh Bhardwaj ritesh.bhardwaj@celloworld.com +91 22 6997 0000
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)	Standalone Basis
14	Name of assurance provider	Dhir and Dhir Associates
15	Type of assurance obtained	Reasonable

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	Trading of Houseware Products	Our company provides a wide array of household products ranging from hydration bottles and lunch boxes to tableware, dinnerware, storage containers, kitchen appliances, cookware, glassware, melamine, and cleaning aids	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	Houseware Consumer Products	23105 and 46492	100%

III Operations

18 No. of locations where plants and/or operations/ offices of the entity are situated:

Location	No. of plants	No. of offices	Total
National	6 (warehouses)	2	8
International	Nil	Nil	Nil

19 Markets served by the entity

a	No. of Locations	
	Location	**Number**
	National (No. of States)	States - 28, Union Territories – 8
	International (No. of States)	17 countries
b	What is the contribution of exports as a percentage of the total turnover of the entity?	7.9%
c	A brief on types of customers	Our company offers a comprehensive range of household products designed to meet the diverse needs and lifestyles of modern consumers. Our portfolio includes hydration bottles, lunch boxes, tableware, dinnerware, storage containers, kitchen appliances, cookware, glassware, melamine products, and cleaning solutions each crafted to enhance convenience and everyday living. We cater to a broad customer base, including homemakers, working professionals, travellers, students, and children, with products that appeal across age groups and demographics. Our focus is on delivering high-quality, innovative, and reliable products that resonate with middle and upper income consumers. To ensure seamless accessibility, our products are distributed across India through an extensive network of retailers, modern trade outlets, and leading ecommerce platforms. Customers can also conveniently explore and purchase our complete product range through our official online store www.celloworld.com

IV Employees

20 Details as at the end of Financial Year:

a) Employees and workers (including differently abled):

Particulars		Male		Female	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees					
Permanent (A)	469	404	86.14	65	13.86
Other than Permanent (B)	0	0	0	0	0
Total employees (A + B)	469	404	86.14	65	13.86
Workers					
Permanent (C)	18	14	77.78	4	22.22
Other than Permanent (D)	0	0	0	0	0
Total workers (C + D)	18	14	77.78	4	22.22

b Differently abled Employees and workers:

Particulars		Male		Female	
	Total (A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Differently-abled Employees					
Permanent (E)	0	0	0	0	0
Other than Permanent (F)	0	0	0	0	0
Total employees (E + F)	**0**	**0**	**0**	**0**	**0**
Differently-abled Workers					
Permanent (G)	0	0	0	0	0
Other than Permanent (H)	0	0	0	0	0
Total employees (G + H)	0	0	0	0	0

21 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	**9**	2	22.22%
Key Management Personnel	**2**	1	50%

22 Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY (2025-26) (Turnover rate in current FY)			FY (2024-25) (Turnover rate in previous FY)			FY (2023-24) (Turnover rate in year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.0%	6.5%	9.0%	31.0%	34.0%	31.0%	24.0%	20.5%	23.6%
Permanent Workers	0.%	0.%	0.0%	0.%	0.%	0.0%	15%	0.%	12.5%

V Holding, Subsidiary and Associate Companies (including joint ventures)

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Cello Houseware Private Limited	Subsidiary	100%	No
2	Cello Consumerware Private Limited	Subsidiary	100%	No
3	Cello Household Products Private Limited	Subsidiary	100%	No
4	Cello Consumer Products Private Limited	Subsidiary	100%	No
5	Cello Industries Private Limited	Subsidiary	100%	No
6	Arko Glass International Private Limited	Step-down Subsidiary	100%	No
7	Unomax Stationary Private Limited	Subsidiary	100%	No
8	Unomax Sales & Marketing Private Limited	Step-down Subsidiary	100%	No
9	Unomax Writing Instruments Private Limited	Step-down Subsidiary	100%	No

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)
10	Cello Writing and Stationery Private Limited	Step-down Subsidiary	100%	No
11	Cello Tips Private Limited	Step-down Subsidiary	100%	No
12	Wim Plast Moulding Private Limited	Step Down Subsidiary	100%	No

VI CSR Details

24 CSR Details

A	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
B	Turnover (in ₹ lakhs)	1,11,549.87
C	Net worth (in ₹ lakhs)	2,01,459.72

VII Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, the company has different mechanisms in place for grievance redressal, established policy is available for employees on their intranet. While for others, they can raise concerns through the 'Contact us' page available on the official website. Contact Us: https://corporate.celloworld.com/investor-contact/	0	0	NA	-	-	NA
Investors (other than shareholders)		0	0	NA	-	-	NA
Shareholders		2	0	NA	1,311	2	All pending complaints of shareholders were closed in April 2024
Employees & Workers		0	0	NA	-	-	NA
Customers		1,310	0	Complaints related to quality of products. They were resolved during the year	735	0	Complaints related to quality of products. They were resolved during the year
Value Chain Partners		0	0	NA	0	0	NA

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	Corporate Governance	Risk	Assessing governance aspects like ownership and control, board compensation, accounting methods, business ethics, and transparency highlights the impact of board governance and ethical practices on investors and other stakeholders. Strong governance fosters trust improves corporate reputation, and can boost financial results. On the other hand, inadequate governance may lead to legal troubles, financial setbacks, and strained stakeholder relationships.	Maintain robust internal control systems, Setting defined governance structures and clear roles and responsibilities.	Negative: Legal Troubles, Financial setbacks and strained stakeholder relationships
2	Data Privacy & Security	Risk	Regular assessment of data privacy policy, data related controls, protection systems and relevant privacy regulations	Ensure continuous monitoring of the implementation of data privacy policy adopted	Negative: Data or Monetary Loss, Loss of stakeholder confidence
3	Customer Satisfaction	Opportunity	To establish ourselves as the most preferred consumer houseware brand offering high quality products at affordable prices	NA	Positive: Catering to evolving consumer demands , will lead to building trust and create a long term brand value
4	Employee Well-being	Risk	Higher absenteeism, Low motivated employees - decreased productivity, Compromised work quality, increased turnover rates	To provide safe and hygienic working conditions, better infrastructure, provide appraisals	Negative: Layoffs, reputational damage
5	Environment Footprint	Risk	Climate-related regulations, policies, and changing climate conditions, including extreme weather events, can significantly impact operations and profitability. These factors can lead to increased costs for energy and raw materials, along with heightened compliance demands for environmental regulations. Additionally, the shift towards a low-carbon future may require substantial investments and operational changes.	Exploring ways to reduce carbon footprints, Engaging with stakeholders, Staying informed about the relevant regulations	Negative: Fines, Legal issues, reputational damage
6	Product Responsibility	Opportunity		NA	Positive: Improving product quality, will lead to better customer relations and building trust which will in turn help us to increase our market share in consumer products sector

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	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	No	Yes	No	No	Yes
	Has the policy been approved by the Board? (Yes/ No)	Yes	Yes	Yes	Yes	No	Yes	No	No	Yes
	Web Link of the Policies, if available	Internal company policies are accessible on the company's intranet portal, while few other policies are available on the company's official website: https://corporate.celloworld.com/corporate-governance/								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	No	Yes	No	No	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	Yes	Yes	No	No	No	No	No
4	Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.							-		
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company currently has no specific commitments or targets; however, a formal approach to defining and implementing such commitments is expected to be undertaken soon.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not applicable								
Governance, leadership and oversight										
	Disclosure Questions	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
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)	Cello is one of India's leading consumer houseware brands, serving millions of households across the country. As we continue to grow and expand our reach, we remain mindful of our impact on the environment and society. We are progressively integrating Environmental, Social, and Governance (ESG) principles into our business strategy and operations. We are committed to delivering the highest standards of product quality and safety while responsibly managing our environmental footprint and contributing positively to the communities we serve. Through our evolving ESG journey, we aim to create sustainable value for our customers, employees, business partners, and other stakeholders.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ritesh Bhardwaj – HR & Legal head of the Company is the highest authority responsible for implementing all the policies.								
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.	The CSR committee which is a board-level committee is responsible for reviewing and monitoring the Company's sustainability initiatives. It will be highest governing body for the sustainability initiatives.								

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Management Team reviews the performance of the Company's policies on an ongoing basis and reports the status to the Board of Directors									Annually								

10 Details of Review of NGRBCs by the Company:																		
Subject for Review	**Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee**									**Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)**								
	P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company has satisfactorily implemented its policies during the year and remains compliant with applicable statutory and regulatory requirements. No material non-compliance or policy breaches were reported.									Annually								

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

Section C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

P1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable

ESSENTIAL INDICATORS

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Overview of Company and Business and Management and Policies	100%
Key Managerial Personnel	4	Training on PMS Module in Sensys software	100%
Employees other than BoD and KMPs		POSH Training	92%
		Building Performance Culture for Next Leap - Sales Admin Team	53%
		Building Performance Culture for Next Leap- Leadership	57%
Workers	4	Health awareness (1st aid & CPR, Heat stress alert and Menstrual Hygiene)	100%
		Mental Health	70%
		Fire Safety	100%
		POSH	68%

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

Category	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	Nil				
Penalty/ Fine					
Penalty/ Fine					
Penalty/ Fine					
Settlement					
Compounding fee					

Non-Monetary

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil				
Punishment					

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

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

4 Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy. Cello has a code of conduct policy for Director/Senior Management which states that they shall not offer or receive any gifts, donations, remuneration, hospitality, illegal payments and comparable benefits which are intended to obtain business favours/ personal gains. However currently we are evaluating a formal Anti-Bribery and Anti-Corruption Policy covering a wider scope

Link:https://corporate.celloworld.com/wp-content/uploads/2024/02/Code-of-Conduct-for-Board-members-and-SMP-1.pdf.

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

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Directors	Nil	Nil	Nil	Nil	No
KMPs					
Employees					
Workers					

6 Details of complaints with regard to conflict of interest

Category	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	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	98	82

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	1.54%	16.92%
	b. Number of trading houses where purchases are made from	11	47
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	99.64%	54.96%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	58.43%	66.73%
	b. Number of dealers / distributors to whom sales are made	565	571
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	29.61%	28.54%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	72.86%	63.34%
	b. Sales (Sales to related parties / Total Sales)	0.14%	0.29%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	71.24%	99.90%
	d. Investments (Investments in related parties / Total Investments made)	56.78%	37.51%

P2 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.

<table>
<tr><th></th><th>Category</th><th>FY 2025-26 (Current Financial Year)</th><th>FY 2024-25 (Previous Financial Year)</th><th>Details of improvements in environmental and social impacts</th></tr>
<tr><td></td><td>R&D</td><td colspan="3" rowspan="2">Cello is in the process of evaluating the contribution of its R&D activities and capital expenditure investments to the environmental and social performance of its products and processes. The Company intends to adopt a structured approach to measure and strengthen the positive impact of these initiatives.</td></tr>
<tr><td></td><td>CapEx</td></tr>
<tr><td>2</td><td>Does the entity have procedures in place for sustainable sourcing? (Yes/No)</td><td colspan="3">Cello does not have a formal procedure in place for sustainable sourcing however we follow certain practises :
1. We source our primary materials through subsidiaries, implementing strict inspection procedures at the dispatch origin to ensure they meet our specified standards.
2. Our imports are managed exclusively by registered vendors, however we have developed a local procurement supply chain through our subsidiaries to lessen the dependency on imports and promote Indian manufacturers</td></tr>
<tr><td></td><td>If yes, what percentage of inputs were sourced sustainably?</td><td colspan="3">The percentage of inputs sourced sustainably has not been determined yet</td></tr>
<tr><td>3</td><td colspan="4">Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for:</td></tr>
<tr><td></td><td>Plastics (including packaging)</td><td colspan="3" rowspan="4">Cello Group has implemented an internal initiative across several of its manufacturing facilities to responsibly manage Low-Density Polyethylene (LDPE) waste. Under this initiative, LDPE waste is sent to authorized third-party processors, where it is recycled and converted into poly bags that are subsequently utilized for various internal applications. This practice supports resource efficiency and promotes the circular use of materials within the organization.

As part of its broader commitment to responsible waste management, the Group has also adopted measures such as prioritizing the procurement of recyclable electronic equipment and partnering with certified recyclers for the environmentally sound disposal and recycling of waste. These initiatives reflect the Company's ongoing efforts to minimize environmental impact and strengthen sustainable operational practices.</td></tr>
<tr><td></td><td>E-waste</td></tr>
<tr><td></td><td>Hazardous waste</td></tr>
<tr><td></td><td>Other waste</td></tr>
<tr><td>4</td><td>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.</td><td colspan="3">Yes, the EPR is applicable for our entity's activities with respect to the packaging waste. Currently five of our subsidiaries are registered for EPR. To ensure compliance we have appointed external agency for waste collection and we also regularly file the necessary returns.</td></tr>
</table>

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1a 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	404	69	17.08%	69	17.08%	N/A	N/A	0	0	0	0
Female	65	6	9.23%	6	9.23%	65	100%	N/A	N/A	0	0
Total	469	75	15.99%	75	15.99%	65	13.86%	0	0	0	0
Other than Permanent Employees											
Male	N/A										
Female	N/A										
Total	N/A										

1b 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	14	0	0%	0	0%	N/A	N/A	0	0%	0	0%
Female	4	0	0%	0	0%	4	100%	N/A	N/A	0	0%
Total	18	0	0%	0	0%	4	22.22%	0	0%	0	0%
Other than Permanent Workers											
Male	N/A										
Female	N/A										
Total	N/A										

1c 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	0.0165%	0.00%

2 Details of retirement benefits, for Current and Previous FY

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 worker	Deducted and deposited with the authority (Y/N/N.A.)
PF	99%	100%	Y	99%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	3%	33%	Y	4%	35%	Y
Others - please specify	0%	0%	N.A.	0%	0%	N.A.

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 Company's premises are currently not fully accessible to persons with disabilities. However, Cello is assessing opportunities to improve accessibility and inclusivity across its facilities. As of the reporting period, the Company does not have any employees or workers with disclosed disabilities.
4	Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.	The Company's Equal Employment Opportunity Policy is founded on the principles of fairness, inclusivity, and non-discrimination. The policy is designed to provide equal employment opportunities to all employees and applicants, irrespective of gender, age, social origin, religion, beliefs, disability, race, colour, genetic information, protected veteran status, or any other legally protected characteristic. The Company is committed to fostering a diverse and inclusive workplace where all individuals are treated with dignity and respect and have equal access to opportunities for growth and development. The policy is communicated to employees and is accessible through the Company's intranet portal.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	NA	NA	NA	NA
Female	100%	0	NA	NA
Total	100%	0	0	0

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

Category	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company has established a grievance redressal mechanism that provides employees with a confidential platform to report concerns related to workplace harassment, health and safety, supervisory behaviour, adverse changes in employment conditions, and other workplace matters. The mechanism outlines clear reporting channels, procedures for protected disclosures, and investigation processes, fostering a safe, respectful, and inclusive work environment.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	Nil					
Female	Nil					
Total Permanent Workers						
Male	Nil					
Female	Nil					

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	27	21	77.78%	6	22.22%	0	0	0.0%	0	0.0%
Female	2	2	100%	0	0.0%	0	0	0.0%	0	0.0%
Total	29	23	79.31%	6	20.69%	0	0	0.0%	0	0.0%
Workers										
Male	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Female	0	0	0.0%	0	0.0%	0	0	0.0%	0	0.0%
Total	**0**	**0**	**0.0%**	**0**	**0.0%**	**0**	**0**	**0.0%**	**0**	**0.0%**

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)
Total Permanent Employees						
Male	404	241	59.65%	0	0	0.0%
Female	65	42	64.62%	0	0	0.0%
Total	469	283	60.34%	0	0	0.0%
Total Permanent Workers						
Male	0	0	0.0%	0	0	0.0%
Female	0	0	0.0%	0	0	0.0%
Total	0	0	0.0%	0	0	0.0%

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 such system?	The company has formulated an environmental health and safety policy that covers all employees, contractors, and operations across all locations. The system focuses on hazard and risk management, preventive measures, and incident reporting. It also includes disciplinary actions for safety violations to ensure compliance and maintain a safe work environment.
b	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	To identify work-related hazards and assess risks, Cello World and its subsidiaries follow a comprehensive process 1. **Regular Inspections:** Conduct regular workplace inspections to identify hazards such as unsafe conditions (e.g., faulty equipment, slippery floors) and unsafe practices (e.g., improper techniques). 2. **Maintenance and Assessments:** Perform periodic assessments and maintenance of machinery, plant, and equipment to ensure safety and efficiency. 3. **Systematic Hazard Identification:** Implement a systematic approach to identify hazards associated with specific processes or job roles, assess the associated risks, and apply controls to mitigate them. 4. **Risk Assessment for Changes:** Assess risks associated with changes in equipment, processes, or procedures before implementation, including the evaluation of new technologies and facilities.
c	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	According to the policy, Cello has a structured protocol for employees to report occupational injuries, accidents, and near misses to the safety officer or their supervisor immediately. This ensures that hazards are promptly addressed and mitigated, allowing workers to remove themselves from such risks.
d	Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	Yes, Cello, at subsidiary plant level, conducts monthly routine medical check-up. At the Cello corporate level, yoga sessions and eye check-ups are conducted to promote the wellbeing of the employees

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

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

12 Describe the measures taken by the entity to ensure a safe and healthy workplace.	Regular inspections are carried out to identify hazards and unsafe practises. Additionally, fire extinguishers and smoke detectors are installed on the premises to enhance safety

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

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

14 Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties
Health & Safety Practices	100%
Working Conditions	100%

15 Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.	No significant risks/concerns were identified

P4 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.	To identify key stakeholder groups, we employ a systematic approach to understanding who is impacted by or has an interest in our organization's activities, decisions, and outcomes. The process includes: 1. Engage with various internal departments to identify relevant stakeholders. 2. Identify internal stakeholders (employees, managers, board members) and external stakeholders (customers, suppliers, shareholders, regulators, government authorities, local communities, NGOs). 3. Categorize stakeholders by their level of influence and interest in the organization's activities. 4. Prioritize stakeholders based on their potential impact on or by the entity.

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

S. No.	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
1	Board of Directors	No	Email, SMS, Meeting & Notice	Regular for executive directors and quarterly for non-executive directors	Business Management
2	Senior Management	No	Email, SMS, Meeting & Notice	Regular	Business & Operation Management
3	Employees and Workers	No	Email, SMS, Meeting & Notice	Regular	Business, Operation and administration Management
4	Shareholders	No	Email, SMS, Meeting, Notice, Newspapers & website	Quarterly and as per the statute	Financial results, business developments & updates
5	Investors	No	Email, SMS, Meeting, Notice, Newspapers & website	Quarterly & monthly	Financial results, business updates
6	Customers	No	Email, SMS, Sales meet, Conferences, Exhibitions, Newspaper, Pamphlets, Advertisement, Website,	Regular	Order, Sales, dispatch, Product Service, collection, products updates, new launch, customer feedback,
7	Suppliers	No	Email, SMS, meeting, advertisement & Website	Regular	Enquiry, Purchase, Service, demo, testing, inspection
8	Regulators/ Government Authorities	No	Email, meeting, filings, advertisement & Website	Monthly, Quarterly, half yearly, annually and as per statute	Regulatory return filing, permission, application, certification, inspection and Enquiry
9	NGOs	No	Email, SMS & meeting	Periodic interval, as per the CSR project requirement	Site visit, supervision, inspection, feedback

P5 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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	Nil					
Other than permanent	Nil					
Total						
Workers						
Permanent	Nil					
Other than permanent	Nil					
Total						

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)
Permanent Employees										
Male	404	0	0	404	100%	441	0	0	441	100%
Female	65	0	0	65	100%	66	0	0	66	100%
Other than permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Permanent Workers										
Male	14	1	7.14%	13	92.86%	16	4	25%	12	75%
Female	4	4	100%	0	0	4	4	100%	0	0
Other than permanent										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0

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

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR lakhs)	Number	Median remuneration/ salary/ wages of respective category (INR lakhs)
Board of Directors (BoD)	7	(BoD are not entitled to remunerations. Independent directors receive sitting fees only)	2	(BoD are not entitled to remunerations. Independent directors receive sitting fees only)
Key Managerial Personnel	1	180.18	1	30.02

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Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR lakhs)	Number	Median remuneration/ salary/ wages of respective category (INR lakhs)
Employees other than BoD and KMP	403	5.25	69	5.65
Workers	14	2.36	4	1.29

3 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	11.13%	9%

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)	The Human Resources department of the Company is responsible for addressing human rights issues
5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	The company's Employee Grievance Redressal Policy provides a structured process for employees to voice and resolve grievances constructively. Employees can file grievances related to workplace harassment, health and safety, supervisor behaviour, and adverse changes in employment conditions. The procedure involves multiple levels, starting with reporting to the immediate manager and escalating to the HR department if necessary. The HR department is responsible for investigating grievances, ensuring confidentiality, and keeping all parties informed throughout the process. The policy also ensures non-retaliation and equal treatment for all employees who file grievances.

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

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

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 of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	
Complaints on POSH as a % of female employees / workers	Nil	
Complaints on POSH upheld	Nil	

8	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	Cello's **Employee grievance policy** includes mechanisms to protect complainants in discrimination and harassment cases by ensuring strict confidentiality, enforcing a non-retaliation policy, providing a structured grievance procedure with multiple oversight levels, and guaranteeing equal treatment for all employees who file grievances. These measures collectively prevent any adverse consequences for the complainant, ensuring their rights and well-being are safeguarded throughout the process. Cello's **POSH Policy** states that to prevent adverse consequences for complainants in discrimination and harassment cases, they ensure strict confidentiality throughout the investigation process. The company prohibits any form of retaliation against complainants or witnesses who report incidents. Measures include transferring either party to different locations if necessary, granting additional leave to the complainant, and preventing the respondent from assessing the complainant's work performance during the inquiry. These actions help maintain a safe and supportive environment for all parties involved
9	Do human rights requirements form part of your business agreements and contracts? (Yes/ No)	No
10	Assessments for the year:	
	Category	**% of your plants and offices that were assessed (by entity or statutory authorities or third parties)**
	Child labour	100%
	Forced/involuntary labour	100%
	Sexual harassment	100%
	Discrimination at workplace	100%
	Wages	100%
	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.	No significant risks / concerns were identified from the assessments on the above points.

P6 Businesses should respect and make efforts to protect and restore the environment

Please Note: *Cello has provided the data on a standalone basis and has initiated the process of calculating emissions and energy/water/waste consumptions for its manufacturing units. Our manufacturing is handled by the subsidiary companies and we have not disclosed the subsidiary information.*

ESSENTIAL INDICATORS

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	1958.42	1527.14
Total fuel consumption (E)	744.75	609.31
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	2703.17	2136.45
Total energy consumed (A+B+C+D+E+F)	2703.17	2136.45
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/ Rupees)	0.0242×10^{-5}	0.02×10^{-5}
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/ Rupees adjusted for PPP)	0.486×10^{-5}	0.001×10^{-5}
Energy intensity in terms of physical Output	-	-
Energy intensity *(optional)* – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (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

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

S. No.	Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)			
i	Surface water	-	-
ii	Groundwater	-	-
iii	Third party water	0	4445
iv	Seawater / desalinated water	-	-
v	Other	-	-
	Total volume of water withdrawal (in kilolitres (i + ii + iii + iv + v)	0	4445
	Total volume of water consumption (in kilolitres)	0	4445
	Water intensity per rupee of turnover (Water consumed / revenue from operations)(KL / Rupees)	0	0.05×10^{-5}
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL / Rupees adjusted for PPP)	0	0.002×10^{-5}
	Water intensity in terms of physical Output	-	-
	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	

*Water disclosure is not quantified. The Company operates from its corporate office and water is drained in the municipal sewage.

4 Provide the following details related to water discharged:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
To Surface water	No treatment	Cello is in the process of evaluating a mechanism to monitor the water discharged
	With treatment – please specify level of treatment	
To Groundwater	No treatment	
	With treatment – please specify level of treatment	
To Seawater	No treatment	
	With treatment – please specify level of treatment	

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	Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
	Sent to third-parties	No treatment	
		With treatment – please specify level of treatment	
	Others	No treatment	
		With treatment – please specify level of treatment	
	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	No, Cello World is involved in trading of houseware products	

*Water disclosure is not quantified. The Company operates from its corporate office and water is drained in the municipal sewage.

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

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx		-	-
SOx		-	-
Particulate Matter (PM)		-	-
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pollutants (HAP)		-	-
Others – please specify		-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.	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)	Tonnes Co2e	51.61	48.03
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Tonnes Co2e	386.24	312.42
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations	Tonnes Co2e/ rupees	0.0039×10^{-5}	0.004×10^{-5}

Parameter	unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
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) (Tonnes Co2e/rupees)	Tonnes Co2e/rupees adjusted for PPP	0.078×10^{-5}	0.00016×10^{-5}
Total Scope 1 and Scope 2 emission intensity in terms of physical output			
Total Scope 1 and Scope 2 emission intensity *(optional)* – per ton of production			
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		

*Scope 1 emissions include emissions from fuel combustion in company-owned vehicles only.

8	Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.	Cello at its subsidiaries has installed rooftop solar PV across five (5) factories in Daman with installed capacity of 3.5 MW The opal ware and plastic waste generated in the production process is granulated and reused in the production process.

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)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	0
Total (A + B + C + D + E + F + G + H)	**0**	**0**
Waste intensity per rupee of Turnover (Total waste generated / Revenue from operations)	0	0
Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP) (Total Revenue waste from generated / operations adjusted for PPP)	0	0

Parameter		FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Waste intensity in terms of physical output		-	-
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.	Incineration	0	0
ii.	Landfill	0	0
iii.	Other disposal methods	0	0
	Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)			
Category of waste			
i.	Incineration	0	0
ii.	Landfill	0	0
iii.	Other disposal methods	0	0
	Total	0	0
	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	

*The waste generated in minimum as is current not quantified. Waste collected in dustbins is handed over to the municipal personnel.

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.	At Cello Group level, we implement a comprehensive waste management strategy focusing on reducing, reusing, and recycling waste. We target to a 5% annual waste reduction by optimizing processes, using highly productive machines, and encouraging innovative ideas from cross-functional teams. Hazardous waste, primarily polyurethane, is managed through Gujarat Enviro Protection & Infrastructure Ltd.'s (GEPIL) incineration process, while non-hazardous waste is auctioned through agreements with Omnibus Industrial Development Corporation (OIDC) Daman and Metal Scrap Trade Corporation (MSTC) Baroda. We also prioritize material substitution and process optimization to reduce the usage of hazardous chemicals, working closely with suppliers and educating employees on safe practices.

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.
1	N/A		
2	N/A		
3	N/A		

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

S. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not applicable.						

13	Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:	Yes, Cello follows all relevant laws and regulations. There has been no instance of any non-compliances during the year.

*The waste generated in minimum as is current not quantified. Waste collected in dustbins is handed over to the municipal personnel.

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
	N/A	N/A	N/A	N/A

P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

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

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1b	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, in the following format

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)	
1	Organization of Plastics Processors of India	National	
2	The All India Plastics Manufacturers Association	National	
3	Federation of Indian Exporters Organisation	National	
4	Indian Merchant Chambers	National	
2	Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.	There is no action taken or underway against Cello on any issues related to anti-competitive conduct	
S. No.	**Name of authority**	**Brief of the case**	**Corrective action taken**
	N/A	N/A	N/A

P8 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
N/A					

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

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)
N/A					

3	Describe the mechanisms to receive and redress grievances of the community.	We have a Stakeholder Engagement and Grievance Redressal Policy under which a mechanism to receive complaints from local communities and point of contacts have been given. The said Policy is available on the Company's website at https://corporate.celloworld.com/investors.

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

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	16.19%	0.98%
Sourced directly from within the district and neighbouring districts	11.48%	65.08%

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

Location	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	Nil	Nil
Semi-urban	0.32%	Nil
Urban	10.40%	8.54%
Metropolitan	89.28%	91.46%

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

P9 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.	Cello has established a structured consumer grievance redressal process to address customer complaints and feedback efficiently. Consumer queries are received through the call centre or Area Service Managers and routed to the appropriate Authorized Service Centre based on location and product category. Service requests are tracked through a CRM system, with technicians assigned to resolve issues and provide timely updates. Follow-up actions, including warranty processing and customer satisfaction checks, are undertaken to ensure effective resolution and a positive customer experience.

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	100%
Safe and responsible usage	
Recycling and/or safe disposal	

3 Number of consumer complaints in respect of the following:

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0		0	0	
Advertising	0	0		0	0	
Cyber-security	0	0		0	0	
Delivery of essential services	0	0		0	0	
Restrictive Trade Practices	0	0		0	0	
Unfair Trade Practices	0	0		0	0	
Other	1310	0	Related to quality of the product	737	0	Related to quality of the product

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

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

5 Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.		Yes, Cello has a policy on cybersecurity and data privacy. The policy outlines guidelines for secure access, data protection, and user responsibilities
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.		There is no adverse action taken by any Authority till date.
7 Provide the following information relating to data breaches:		
a Number of instances of data breaches		0
b Percentage of data breaches involving personally identifiable information of customers		0
c Impact, if any, of the data breaches		There have been no cases of data breaches till date.

INDEPENDENT ASSURANCE STATEMENT

To,

The Board of Directors

Cello World Limited

Scope and Approach

Dhir & Dhir Associates (hereinafter referred to as "the Firm") has been appointed by the management of Cello World Limited ("the Company") to serve as an Independent Reasonable Assurance Provider in connection with the Company's Business Responsibility and Sustainability Report (BRSR) Core Matrices (refer to Annexure to this statement) for the Financial Year 2025-26.

Reporting Criteria

The scope of our reasonable assurance covers the sustainability information set out in Annexure to this statement of this report. The reporting boundary has been disclosed under Question 13 of Section A: General Disclosures of the BRSR, subject to any exceptions noted against individual questions.

The criteria applied by the Company in preparing the identified sustainability information are as follows:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended;
- Chapter IV-B of the SEBI Master Circular for Compliance with the Provisions of the SEBI (LODR) Regulations by Listed Entities, issued vide SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024;
- "Guidance Note for Business Responsibility and Sustainability Reporting Format" issued by the Securities and Exchange Board of India (SEBI);
- SEBI/HO/CFD/PoD-1/P/CIR/2024/177 dated December 20, 2024 - Industry Standards Note on Reporting of BRSR Core; and
- SEBI/HO/CFD/PoD-1/P/CIR/2025/42 dated March 28, 2025 - Measures to facilitate ease of doing business with respect to the framework for assurance or assessment, ESG disclosures for value chain, and the introduction of voluntary disclosures on green credits.

Management Responsibilities

The Company's Management bears responsibility for identifying key aspects, determining content, and presenting the Business Responsibility and Sustainability Report (BRSR) in accordance with the criteria outlined above. This responsibility encompasses the design, implementation, and maintenance of internal controls relevant to the preparation of the BRSR, as well as the measurement of BRSR Core Metrics in a manner that is free from material misstatement, whether arising from fraud or error.

Independence and Quality Control

The Firm maintains independence from the entity in accordance with the requirements governing independence as stipulated under applicable BRSR provisions and professional standards, and has fulfilled its obligations in that regard throughout the engagement.

The Firm is certified under ISO 9001:2015 and 27001:2022, and is committed to maintaining robust quality management systems and information security management system across all service lines, including assurance engagements. In conducting this engagement, the Firm has exercised due professional care and applied a structured, systematic approach to ensure that the work performed meets the requisite standards of quality, objectivity, and rigour.

The engagement is premised on the assumption that the data and information furnished by the Company have been provided in good faith and are free from material misstatements. The Firm was not involved in the preparation of any statements or data included in the Report, other than this Assurance Statement.

Reasonable Assurance

A reasonable assurance engagement involves identifying and evaluating the risks of material misstatement in the identified sustainability information, whether attributable to fraud or error, and designing procedures to respond to those assessed risks.

Our assurance process involves performing procedures to obtain sufficient and appropriate evidence regarding the reliability and accuracy of the disclosures covered within the assurance scope. This includes a review and verification of data collection, consolidation, and calculation methodologies, along with an assessment of the rationale for inclusion or exclusion of relevant information and data in the Report.

The review process broadly includes:

- Evaluation of the appropriateness of the methodologies and assumptions adopted for quantification of non-financial and sustainability-related information disclosed in the Report;
- Review of consistency and alignment of information presented within the Report and with the underlying supporting documents and records;
- Discussions and engagements with relevant personnel responsible for the preparation, management, and reporting of the disclosed information;
- Examination of audit trails and data flows to assess the accuracy of data collection, compilation, transcription, and aggregation processes;

- Review of data management systems, reporting mechanisms, and related internal control processes; and
- Verification of select non-financial and sustainability performance data on a sample basis, based on professional judgment and the scope of assurance undertaken.

The Firm is of the view that the evidence gathered is sufficient and appropriate to support a reasonable assurance conclusion.

Our Responsibility

The Firm's responsibility is to express a reasonable assurance conclusion on the identified sustainability indicators, on the basis of the procedures performed and evidence obtained. The engagement was conducted in accordance with the International Standard for Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000), and in accordance with the terms of reference agreed with the Company. Those standards require that the engagement be planned and executed to obtain reasonable assurance as to whether, in all material respects, the Subject Matter is presented in conformity with the applicable Criteria, and that a report be issued accordingly. The nature, timing, and extent of the procedures selected are determined by professional judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

Reasonable Assurance Opinion

Based on the procedures performed and the evidence obtained, nothing has come to the Firm's attention that would lead it to conclude that the Company's identified sustainability criteria as per the BRSR Core Framework for the financial year ended 31st March 2026 are not prepared, in all material respects, in accordance with the Reporting Criteria.

Limitations and Exclusions

The Firm has relied upon the information, documents, records, data, and explanations furnished by the Company for the purposes of this review. The following limitations and exclusions apply to this engagement:

- Any disclosures other than those specified in the scope section above;
- Data and information falling outside the defined reporting period;
- Data relating to the Company's financial performance, strategy, and associated linkages as expressed in the Report;
- The reported financial data, which is derived from the audited financial statements issued by the Company's statutory auditors and is subject to a separate audit process; the Firm was not involved in the review of financial data from the Annual Report;

- Statements expressing opinions, beliefs, aspirations, expectations, forward-looking projections, and assertions relating to intellectual property rights or competitive matters;
- Mapping of the Report against reporting frameworks other than those referenced in the Reporting Criteria above;
- While the effectiveness of management's internal controls was considered in determining the nature and extent of the Firm's procedures, the assurance engagement was not designed to provide assurance on internal controls; and
- Procedures relating to the testing of controls or the checking of aggregation or calculation of data within IT systems.

- Calculating and measuring certain amounts and BRSR Core metrics, such as GHG emissions, water, waste and energy footprint, involves assumptions, estimations and inherent measurement uncertainty. Even though we obtain sufficient appropriate evidence to support our opinion, it does not eliminate the uncertainty in these amounts and metrics.
- Evaluation, verification and assessment of the Company's financial performance and data have been out of the scope of this engagement, except relying on the Company's third-party audited financial reports as provided to us during the course of engagement, wherever materially required concerning the nine core attributes of the BRSR Core. The assurance does not cover the Company's statements that express opinions, claims, beliefs, aspirations, expectations, aims, or future intentions. Additionally, assertions related to Intellectual Property Rights and other competitive issues are beyond the scope of this assurance.

Annexure: Cross-reference to the indicators in BRSR of Cello World Limited [Cello]

The following table provides a cross-reference of the nine BRSR Core attributes covered under the scope of this assurance to the corresponding indicators and values reported by the Company in its BRSR for the reporting period.

BRSR Core Attribute	Parameter	BRSR of MDL	Values Reported by the Company in BRSR
1. Greenhouse gas (GHG) footprint	Total Scope 1 emissions	Principle (P)6, Question (Q)7	51.61tonnes CO2 equivalent (only fuel combusted in company owned vehicles are disclosed.)
	Total Scope 2 emissions	P6 Q7	386.24 tonnes CO2 equivalent
	GHG Emission Intensity (Scope 1 + 2)	P6 Q7	0.0039×10^{-5} tonnes CO2 equivalent/rupees

	GHG Emission Intensity in terms of physical output (Scope 1+2)	P6 Q7	This is not quantified by the Company
2. Water Footprint	Total water consumption	P6, Q3	The company does not quantify its water consumption and discharge.
	Water consumption intensity	P6 Q3	
	Water Discharge by destination and levels of Treatment	P6 Q4	
3. Energy footprint	Total energy consumed	P6, Q1	2703.17 GJ
	% of the energy consumed from renewable sources	P6 Q1	NIL
	Energy intensity	P6 Q1	0.0242 x 10-5 GJ/rupees
	Energy Intensity in terms of physical output	P6 Q1	This is not quantified by the Company
Green Credits	How many Green Credits have been generated or procured?	P6, LI 8	Green Credits generated or procured: a. By the listed entity: NIL b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: NIL
4. Embracing circularity - details related to waste management by the entity	Plastic waste (A)	P6, Q9	The company does not quantify its waste generation.
	E-waste (B)	P6, Q9	
	Bio-medical waste (C)	P6, Q9	
	Construction and demolition waste (D)	P6, Q9	
	Battery waste (E)	P6, Q9	
	Radioactive waste (F)	P6, Q9	
	Other Hazardous waste. Please specify, if any. (G)	P6, Q9	
	Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	P6, Q9	
	Total waste generated (A+B + C + D + E + F + G + H)	P6, Q9	
	Waste intensity	P6, Q9	
	Waste intensity in terms of physical output	P6, Q9	
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	P6, Q9	
	For each category of waste generated, total waste disposed by nature of disposal method.	P6, Q9	
5. Enhancing	Spending on measures towards wellbeing of	P3, Q1(c)	0.02%

Employee Wellbeing and Safety	employees and workers – cost incurred as a % of the total revenue of the company		
	Details of safety-related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	P3, Q11	1. Number of Permanent Disabilities: Employees - 0; Workers - 0 2. Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked): Employees - 0; Worker - 0 3. No. of fatalities: Employees - 0; Worker - 0
6. Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	P5 Q3(b)	11.13%
	Complaints on POSH	P5, Q7	0
7. Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	P8, Q4	Directly sourced from MSMEs/ small producers: 16.19% Sourced directly from within India: 11.48%
	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	P8, Q5	Rural: -; Semi-urban: 0.32; Urban: 10.40; Metropolitan: 89.28;
8. Fairness in Engaging with Customers and Suppliers	Instances involving loss/ breach of data of customers as a percentage of total data breaches or cyber security events.	P9, Q7	Nil
	Number of days of accounts payable.	P1, Q8	98 days
9. Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties; Loans and advances & investments with related parties	P1, Q9	Concentration of Purchases A. Purchases from trading houses as % of total purchases: 1.54% B. Number of trading houses where purchases are made from: 11 C. Purchases from top 10 trading houses as % of total purchases from trading houses: 99.64%
			Concentration of Sales

			A. Sales to dealers / distributors as % of total sales: 58.43% B. Number of dealers / distributors to whom sales are made: 565 A. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors: 29.61%
		P1, Q9	Share of RPTs in: A. Purchases (Purchases with related parties/ Total Purchases): 72.86% B. Sales (Sales to related parties/ Total Sales): 0.14% C. Loans & advances (Loans & advances given to related parties/ Total loans & advances): 71.24% D. Investments (Investments in related parties/ Total Investments made): 56.78%

For and on behalf of Dhir & Dhir Associates,

Dr. Sonal Verma

Partner, ESG Advisory

Dhir & Dhir Associates

Date: 15-07-26

Place: Mumbai