

Ref. No. DOMS/SE/26-27/43

Date: August 12, 2026

To,

The Manager
Corporate Relationship Department
BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001

The Manager
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, Bandra Kurla Complex,
Bandra (East),
Mumbai - 400 051

BSE Symbol - DOMS
BSE Scrip Code - 544045

NSE Symbol - DOMS

Subject: 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 ('SEBI LODR Regulations'), we are enclosing herewith, the Business Responsibility and Sustainability Report for the financial year 2025-26, which forms part of the Annual Report for the financial year 2025-26.

The above is for your kind information and record.

Thanking You,

Yours Faithfully,

For DOMS Industries Limited

Mitesh
Ashok Padia

Digitally signed by
Mitesh Ashok Padia
Date: 2026.08.12
19:14:40 +05'30'

Mitesh Padia
Company Secretary and Compliance Officer
Membership No.: A58693

Encl.: As above

Registered Office:

J-19, Opp. Telephone Exchange,
G.I.D.C., Umbergaon- 396171,
Dist. Valsad, Gujarat, India.

Website:

www.domsindia.com

Corporate Office:

Plot No. 117, G.I.D.C., 52, Hector Expansion
Area, Umbergaon- 396171,
Dist. Valsad, Gujarat, India.

Tel: (+91) 7434888445 / 446

E-mail: info@domsindia.com

Mumbai Office:

17th Floor, C-Wing, Kailas Business Park,
Hiranandani Link Road, Vikhroli (W)
Mumbai- 400079, Maharashtra, India.

Tel: (+91) 7069028500 / 600

Email: asst.admin@domsindia.com

Business Responsibility and Sustainability Report



Dear Stakeholders,

Sustainable growth has been one of the core focus areas of our vision. This year too, I am happy to report that our Company has made good progress across key sustainability parameters.

Environmental Stewardship

The Company continued its efforts to improve environmental performance across its operations. We continued the use of solar power at our Umbergaon facilities and strengthened our focus on responsible resource management. We continued to reuse production residues, recycle plastic waste through authorised partners and improve wastewater treatment and recycling infrastructure. We also progressed towards the use of more sustainable packaging solutions while ensuring compliance with applicable environmental regulations.

Our People, our Strength

As at the end of this financial year, our Company employed over 12,000 employees and workers, including contract workers. We continue to provide a safe and inclusive workplace supported by regular health and safety training, employee welfare measures and

equal opportunity for all. Our workplaces are accessible to differently abled employees and workers, and we remain focused on creating an environment where everyone is treated with fairness and respect.

Governance at the Center of Operations

We have always considered governance at the forefront of all our activities. We continue to make incremental improvements in our processes, controls and systems to build resilience and protect against risks. Various members of the Board, key managerial personnel and other senior managerial personnel have been tasked with leading matters on regulatory compliance, occupational health and safety, human resource management and development, risk management, IT security and controls, among other sustainability-linked matters. The Company's Stakeholder Engagement Policy also helps to protect stakeholder interests and instate formal grievance redressal mechanisms.

Warm Regards,
Santosh Raveshia
Managing Director

Section A: General Disclosures



I. Details of the listed entity

Sr. No.	Particulars	Response
1	Corporate Identity Number (CIN) of the Listed Entity	L36991GJ2006PLC049275
2	Name of the Listed Entity	DOMS Industries Limited
3	Year of incorporation	2006
4	Registered office address	J-19, Opp. Telephone Exchange, G.I.D.C., Umbergaon- 396171, Dist. Valsad, Gujarat, India.
5	Corporate office address	Gujarat: Plot No. 117, G.I.D.C., 52 Hector Expansion Area, Umbergaon- 396171, Dist. Valsad, Gujarat, India. Maharashtra: 17th Floor, C Wing, Kailas Business Park, Hiranandani Link Road, Vikhroli (West), Mumbai- 400079, Maharashtra, India.
6	E-mail	ir@domsindia.com
7	Telephone	+91 74348 88445/446
8	Website	www.domsindia.com
9	Financial year for which reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited ('BSE') and National Stock Exchange of India Limited ('NSE')
11	Paid-up Capital	₹ 6,068.83 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	Mitesh Padia Company Secretary & Compliance Officer +91 70690 28500 cs@domsindia.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone
14	Name of assessment or assurance provider	N.S. Bhargava and Co., Chartered Accountant
15	Type of assessment or assurance obtained	Reasonable Assurance for BRSR Core Attributes

II. Products/ Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing and trading	Manufacturing, marketing and distribution of stationery and art material products	100%

Note:

- DOMS is engaged in the business of manufacturing and marketing scholastic stationery, scholastic art materials, paper stationery, office supplies, hobby and craft products, fine arts products, back to school products, as well as kits and combo packs.

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	Scholastic Stationery	32901, 32909, 22199,	36%
2	Scholastic Art Material	20224, 32901	23%
3	Office Supplies		17%
4	Kits & Combos		12%
5	Paper Stationery		7%

III. Operations**18. Number of locations where plants and/or operations/offices of the entity are situated:**

Location	Number of Plants	Number of Offices	Total
National	11	15 ¹	26
International	-	-	-

Note:

¹This number includes offices, warehouses and depots.

19. Markets served by the entity:**a. Number of Locations**

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	55 Countries

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

The contribution of exports as a percentage of total turnover of the Company is 12%. The Company's major export markets include the United States, Italy, Nepal, and Canada.

c. A brief on types of customers

DOMS is engaged in the business of manufacturing and marketing scholastic stationery, scholastic art materials, paper stationery, office supplies, hobby and craft products, fine arts products, back to school products as well as kits and combo packs. Our products cater to consumers across all ages and segments- kids, students, young adults, office professionals, artists and creative enthusiasts.

Our products are primarily sold under the flagship brand 'DOMS', as well as through other brands/ sub-brands like C3, Amariz, and FixyFix.

We primarily conduct our business through the following channels:

i. Domestic Network:

In India, our products are distributed through a robust and well-established network of super stockists, distributors, and retailers. Additionally, we reach consumers via modern trade outlets, retail chains, e-commerce platforms, and quick-commerce channels.

ii. Export Network:

In global markets, we operate through merchants and trading houses to ensure wide accessibility of our products. Our international sales are also facilitated through FILA and FILA Group companies network in regions where they have a presence.

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)	2117	1921	90.74%	196	9.26%
2	Other than Permanent (E)	-	-	-	-	-
3	Total employees (D+E)	2117	1921	90.74%	196	9.26%
WORKERS						
4	Permanent (F)	9530	3520	36.94%	6010	63.06%
5	Other than Permanent (G)	527	244	46.30%	283	53.70%
6	Total workers (F+G)	10057	3764	37.43%	6293	62.57%

Notes:

- Employee and Workers are mutually exclusive categories. Permanent Employees (D) include management and non-management staff on the rolls of the Company excluding permanent workers (F) which has been showed separately.
- Permanent Workers (F) include the Workers on rolls of the Company.
- Other than permanent Workers (G) include workforce hired through third party contractors/ service providers.
- Apprentices have not been included in employees and workers.

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)	-	-	-	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently abled employees (D+E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	38	28	73.7%	10	26.3%
5	Other than Permanent (G)	-	-	-	-	-
6	Total differently abled employees (F+G)	38	28	73.7%	10	26.3%

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	16	03	18.75%
Key Management Personnel	02	-	-

Note:

- Key Managerial Personnel comprises of Company Secretary and Chief Financial Officer.

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

	F.Y. 2025-26 (Turnover rate in current FY)			F.Y. 2024-25 (Turnover rate in previous FY)			F.Y. 2023-24 (Turnover rate in year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	14.83%	14.04%	14.75%	14.62%	18.12%	14.95%	15.63%	21.54%	16.23%
Permanent Workers	32.41%	19.82%	24.55%	29.00%	19.85%	23.44%	29.74%	23.08%	25.76%

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	Pioneer Stationery Private Limited	Subsidiary Company	64.00%	No
2	Micro Wood Private Limited	Subsidiary Company	75.00%	No
3	Skido Industries Private Limited	Subsidiary Company	51.00%	No
4	Uniclan Healthcare Private Limited	Subsidiary Company	51.77%	No
5	Super Treads Private Limited	Subsidiary Company	51.00%	No
6	DOMS Foundation	Subsidiary Company	Note 3	No
7	Clapjoy Innovations Private Limited	Associate Company	30.00%	No

Notes:

- During the financial year, the Company acquired an additional stake of 13.00% in Pioneer Stationery Private Limited. Consequently, the Company's shareholding in Pioneer Stationery Private Limited increased from 51.00% to 64.00%.
- During the financial year, the Company acquired a controlling stake of 51.00% in Super Treads Private Limited making it a subsidiary of the Company.
- DOMS Foundation, a Section 8 company, was incorporated on March 19, 2026 as a company limited by guarantee and not having share capital.

VI. CSR Details

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

ii. Turnover (in ₹): 2,04,964.07 Lakhs

iii. Net worth (in ₹): 1,17,020.52 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 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholder)	Yes	-	-	-	-	-	-
Shareholders	Yes	02	Nil	Note 2	13	Nil	Note 3
Employees and workers	Yes	-	-	-	-	-	-
Customers	Yes	240	9	Note 4	243	Nil	Note 4
Value Chain Partners	Yes	-	-	-	-	-	-
Others	Yes	-	-	-	-	-	-

Notes:

- Respective policies can be accessed at <https://domsindia.com/policies/>.
- During the financial year, the Company received 02 complaints from shareholders. The complaints were duly addressed and resolved, and no complaints remained pending as on the end of the financial year.
- The Company received these complaints from applicants during and after its IPO in relation to allotment of shares or processing of refund after non-allotment of shares. These applicants were later connected with relevant beneficiary banks, brokers and intermediaries to facilitate redressal. These complaints were not per se against any of our services or for non-fulfilment of our obligations, and DOMS only acted as an intermediary to get these complaints resolved.
- All consumer complaints were acknowledged and addressed during the year. In cases where we could not procure a response including evidence of legitimacy, the complaints were deemed closed within a period of 20 days.

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)
Environment					
1	Energy Management and Renewable Energy Adoption	Opportunity	Energy consumption is a key aspect of manufacturing operations. Increasing focus on renewable energy and low-carbon operations presents an opportunity to improve operational efficiency and strengthen environmental performance.	The Company considers energy management and renewable energy adoption as a strategic opportunity to enhance operational efficiency and sustainability performance. The installation of a solar energy system at its Umbergaon facility supports clean energy usage and reduction in carbon footprint. Briquettes provide an alternate energy solution by converting waste into efficient, low-cost, and eco-friendly fuel.	Positive: Increased adoption of renewable energy may help reduce dependence on conventional energy sources and mitigate long-term energy cost volatility. It also strengthens the Company's sustainability profile and stakeholder confidence.
2	Waste Management	Risk	The Company's operations result in generation of different kinds of waste, primarily plastic waste. The Company is tasked with its proper disposal and adherence to applicable laws and regulations. We are susceptible to fines or legal action in case of violation.	The Company follows a circular manufacturing approach by reusing raw material residues such as leftover polymers, graphite and calcium carbonate in production processes wherever feasible. Packaging materials are reused, water is treated and recycled, and plastic waste is managed through authorised recycling partners in compliance with EPR regulations and pollution control guidelines. Hazardous waste is disposed of through certified agencies, while sawdust generated from wood processing is converted into briquettes for in-house use or resale.	Positive: Efficient waste reutilization and recycling practices may reduce material procurement and disposal costs, improve operational efficiency and strengthen environmental sustainability performance.
Social					
3	Occupational Health and Safety	Risk & Opportunity	Manufacturing operations involve occupational health and safety risks that may impact employee well-being, operational continuity and productivity. Maintaining a safe workplace is essential for sustainable operations.	The Company maintains health and safety protocols across all manufacturing locations through regular audits, risk assessments and preventive measures. Occupational Health Centres at the Umbergaon facilities provide medical support and emergency preparedness. The Company also promotes a culture of safety awareness through training programmes, National Safety Week initiatives, incident reporting mechanisms and root cause analysis to prevent recurrence of incidents.	Positive: Effective health and safety practices may reduce workplace incidents, operational disruptions and associated liabilities while improving employee well-being, morale and productivity.

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)
4	Supply Chain Disruptions and Raw Material Availability	Risk	The Company's operations are dependent on the timely availability of raw materials, packaging materials and other inputs. Geopolitical tensions, trade restrictions, changes in import/export regulations, global supply chain disruptions and fluctuations in raw material prices, freight and logistics costs may adversely impact procurement, increase operational costs, disrupt supply continuity and affect export volumes to impacted countries.	The Company focuses on maintenance of buffer stock for critical raw materials and long-term supplier relationships to reduce procurement-related risks and ensure continuity of operations. Continuous monitoring of procurement risks and market conditions is undertaken to ensure operational continuity and minimize supply chain disruptions.	Negative: Supply chain disruptions or increase in input costs may adversely impact production schedules, operational efficiency and profitability.
5	Employee / Worker Growth & Development	Opportunity	The Company's workforce plays a critical role in driving operational efficiency, innovation and long-term business growth. Continuous skill development and employee engagement contribute towards improved productivity and organizational performance.	The Company focuses on workforce development through on-the-job training, skill enhancement initiatives and structured performance evaluation processes. Special training programmes are provided to workers based on performance and operational requirements. The Company also promotes employee motivation and retention through performance recognition initiatives and employee stock option schemes aimed at fostering long-term value creation and employee engagement.	Positive: A skilled, motivated and engaged workforce supports operational excellence, productivity improvement and long-term business sustainability.
6	Stakeholder Engagement	Opportunity	Effective engagement with stakeholders enables the Company to build long-term relationships, enhance transparency and better understand stakeholder expectations, thereby supporting continuous improvement in business performance and sustainability practices.	The Company has adopted a Stakeholder Engagement Policy that facilitates structured communication, stakeholder consultations and grievance redressal mechanisms. The Company regularly engages with stakeholders across various channels to encourage transparency, strengthen trust and address stakeholder concerns in a timely manner.	Positive: Strong stakeholder engagement practices enhance stakeholder confidence, support sustainable business growth and contribute towards long-term value creation.

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)
Governance					
7	Corporate Governance and Business Ethics	Risk & Opportunity	Risk: Like all other businesses, we are susceptible to negligence or override of controls due to human errors or conflicts. It may lead to non-compliance, damage to environment or loss of business. Opportunity: Strong governance practices and ethical business conduct support transparency, accountability and sustainable business growth while fostering a positive organizational culture.	The Company has implemented a comprehensive risk management framework covering operational, compliance and sustainability-related risks. Various policies, internal controls, approval mechanisms and monitoring processes have been established to prevent non-compliance, misuse of authority and unethical practices. The Company also promotes ethical conduct and accountability across all levels of the organization.	Negative: Weak governance practices may lead to regulatory actions, reputational loss and operational disruptions. Positive: Strong governance and ethical practices enhance stakeholder confidence, operational efficiency and long-term business sustainability.

Section B: Management and Process Disclosures



Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available					Note				
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
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.	P1	ISO 9001							
	P2	REACH, EN71, ACMI-AP, ISO 14001, ISO 45001, ISO 9001, BIS standard IS 9873: Part 1: 2019							
	P3	ISO 45001							
	P4	ISO 14001, ISO 9001							
	P5	ISO 9001							
	P6	Forest Steward Council's Chain of Custody Certification, ISO 14001, ISO 9001							
	P7	ISO 9001							
	P8	ISO 9001							
	P9	ISO 14001, ISO 9001							
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	At present, the Company has not established any specific commitments, goals, or targets. However, it remains committed to ensuring compliance with all applicable laws, rules, and regulations.								
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									
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)	Provided at the beginning of the BRSR report								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Santosh Raveshia, Managing Director								
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 Board has delegated sustainability-specific responsibilities to various committees including the Risk Management Committee, Stakeholder Relationship Committee and the Corporate Social Responsibility Committee.								

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																		
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																		
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.																		
12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated																		

Note:

Principle	Policy Name	Link
1	Code of Conduct and Ethics	https://domsindia.com/policies/
	Code of Conduct for Directors and Senior Management	
	Whistle Blower and Vigil Mechanism	
	Policy on Related Party Transactions	
	Policy for Determination of Materiality of Events	
	Policy on Preservation of Documents and Archival	
	Code of fair disclosure for Unpublished Price Sensitive Information	
	Risk Management Policy	
2	Board Evaluation Policy	https://domsindia.com/policies/
	Environment Policy	
	Responsible Supply Chain Policy	
3	Risk Management Policy	https://domsindia.com/policies/
	Human Rights Policy	
	Nomination and Remuneration Policy	
	Succession Policy	
4	Board Diversity Policy	https://domsindia.com/policies/
	Code of Conduct and Ethics	
	Stakeholder Engagement Policy	
	Corporate Social Responsibility Policy	
5	Whistle Blower and Vigil Mechanism	https://domsindia.com/policies/
	Policy for Determination of Materiality of Events	
	Human Rights Policy	
6	Responsible Supply Chain Policy	https://domsindia.com/policies/
	Code of Conduct and Ethics	
	Environment Policy	
	Responsible Supply Chain Policy	
7	Corporate Social Responsibility Policy	https://domsindia.com/policies/
	Risk Management Policy	
	Code of Conduct and Ethics	
	Policy for Determination of Materiality of Events	
8	Code of Conduct for Directors and Senior Management	https://domsindia.com/policies/
	Corporate Social Responsibility Policy	
	Human Rights Policy	
9	Stakeholder Engagement Policy	https://domsindia.com/policies/
	Code of Conduct and Ethics	
	Responsible Supply Chain Policy	
	Policy for Determination of Materiality of Events	

Section C: Principle-wise Performance Disclosure



Principle 1

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	3	The Board of Directors and Key Managerial Personnel (KMPs) are periodically apprised of significant sustainability-related developments and initiatives. The Company also conducts familiarisation programmes for Independent Directors at regular intervals, covering areas such as ESG-related matters, corporate governance practices, industry developments, business updates, and regulatory changes. Additionally, discussions and training on similar subjects are undertaken during Board and Committee meetings. Such sessions have not been separately considered in the reported training count.	100%
Key Managerial Personnel	1		100%
Employees other than BoD and KMPs	61	Employees and workers participate in various training programmes at the time of induction as well as periodically during their tenure with the Company. These programmes primarily focus on key health and safety aspects, including: 1. Workplace safety awareness 2. Fire safety 3. First aid and CPR 4. Emergency preparedness	100%
Workers	56	5. Environment, Health and Safety 6. Code of Conduct 7. POSH (Prevention of Sexual Harassment) In addition, employees and workers receive job-specific, on-the-job training, delivered either individually or in groups, based on their respective roles and responsibilities. Such role-based trainings are not included in the total training numbers reported alongside.	100%

Note:

- All Employees/ Workers are covered under at least one of the topics.

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 ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/ Fine			Nil		
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			Nil		
Punishment					

Note:

- Based on the materiality criteria specified under Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, there were no instances during FY 2025-26 that required disclosure.

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.

The Company has established frameworks such as the Code of Conduct and Ethics, Code of Conduct for Directors and Senior Management, and the Responsible Supply Chain Policy, which incorporate guidelines on anti-corruption and anti-bribery. These provisions are applicable to all Directors, employees, and value chain partners in relation to their association with the Company. The policies are available at <https://domsindia.com/policies/>.

We are committed to integrity and transparency, and do not allow any corrupt practices. The Company's policy strictly prohibits offering, accepting, or soliciting bribes, kickbacks, or facilitation payments from or to competitors, vendors, suppliers, customers, or any other parties engaged or intending to engage in business with the Company.

The policy framework reasonably regulates exchange of gifts, contributions, and hospitality in the course of business interactions. The Company endeavours to ensure that all dealings are conducted on an arm's length basis and remain free from any influence that could compromise objectivity or decision-making.

The Company complies with the provisions of the Prevention of Corruption Act, 1988 and adheres to equivalent legal requirements in jurisdictions where it conducts international operations.

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

Particulars	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors		There have been no such complaints against the directors or KMPs. We ensure that all transactions are conducted at arm's length without bias to any personal interests.		
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

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

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	29 Days	30 Days

Note :-

- The average of opening and closing accounts balances has been considered, as it provides a more representative reflection of the business activities carried out during the year.

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	FY 2024-25
Concentration of Purchases	Purchases from trading houses as % of total purchases	7.18%	3.47%
	Number of trading houses where purchases are made from	131	142
	Purchases from top 10 trading houses as % of total purchases from trading houses	61.57%	55.84%
Concentration of Sales ¹	Sales to dealers/ distributors as % of total sales	78.58%	81.20%
	Number of dealers / distributors to whom sales are made	133	159
	Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	33.46%	37.97%
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	17.57%	15.21%
	Sales (Sales to related parties / total sales)	6.63%	7.24%
	Loans & advances (Loans & advances given to related parties/ total loans & advances)	28.60% ²	35.60% ²
	Investments (Investments in related parties/ total Investments made)	100.00%	100.00%

Notes:

¹ This constitutes sales undertaken through super stockists/ dealers / distributors in the domestic market.

² Based on balances as on March 31, 2026 or March 31, 2025 of the respective year.

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.**

(₹ in lakhs)

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R&D	-	-	Refer note below
Capex	216.70	558.68	Refer note below
	1.35%	4.22%	

Note:

Research and Development Process:

The Company's research and development efforts are focused on designing products that are safe, non-toxic, user-friendly, economical, and capable of minimizing wastage. Over the years, the Company has continuously enhanced its practices and introduced several initiatives aimed at generating positive environmental and social outcomes. These initiatives include the adoption of recycled materials, in-house recycling practices, adherence to product safety standards, and periodic reassessment of products.

The Company also undertakes regular Life Cycle Assessments (LCA) of its products to improve product safety and reduce environmental impact. In addition, initiatives have been undertaken to gradually replace plastic/PVC-based packaging with eco-friendly paper-based packaging alternatives, wherever feasible.

As these initiatives have evolved as part of the Company's continuous operational and product improvement processes, no separate research and development expenditure is specifically attributable to such activities.

Capital Expenditure:

The Company has incurred capital expenditure towards fire safety systems, sewage treatment plants, water sanitation facilities, and electrical infrastructure across its facilities. These investments enhance workplace safety, improve operational efficiency, and strengthen emergency preparedness. Further, the wastewater treatment and water management systems support environmental compliance and resource conservation. Overall, these initiatives contribute towards improving the environmental and social impact of the Company's operations and processes.

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

Yes, the Company has adopted a Responsible Supply Chain Policy (<https://domsindia.com/policies/>), which is applicable to all regular suppliers and vendors. To facilitate effective implementation, relevant clauses have been incorporated into purchase orders and new contractual agreements.

The Company also undertakes appropriate due diligence while onboarding new partners and continues to monitor existing partners to evaluate any instances of non-compliance with the policy.

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

100%. All our recurring vendors and suppliers are covered under the Responsible Supply Chain Policy.

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.**

Type of waste	Process
Plastic Waste	Post-consumer Plastic Waste In accordance with the Extended Producer Responsibility (EPR) requirements applicable to the Company, arrangements have been made with authorised third-party Plastic waste Processors (PWPs) for the collection of post-consumer plastic waste. The collected waste is processed and recycled in an appropriate manner, and the Company receives corresponding Certificates of Recycling for the same.

Type of waste	Process
	Pre-consumer Plastic Waste The Company makes efforts to reutilize a significant portion of polymer-based waste generated during its manufacturing operations. Any plastic waste that cannot be reused internally is either returned to suppliers or disposed of through authorised plastic scrap dealers, in compliance with applicable regulatory provisions.
E-waste	E-waste generated as a result of our operations is either reused internally or sold to authorised vendors who manage the waste suitably, in compliance with applicable regulatory provisions.
Hazardous Waste	Wastewater generated from operations is treated through in-house effluent treatment plants prior to discharge. The sludge arising from the treatment process is disposed of at authorised landfill facilities (TSDF sites) in accordance with applicable regulatory requirements. Additionally, all other categories of hazardous waste are managed and disposed of through authorised agencies, ensuring compliance with relevant laws and regulations.
Sawdust	The Company recycles sawdust from processing of wood-based products to produce wood briquettes. These briquettes are either used for heating (as a replacement to other forms of fuel/energy) or sold to dealers for resale.
Others	All other waste is disposed through authorized agencies in line with applicable regulations.

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

Yes, DOMS is compliant with the requirements of Extended Producer Responsibility (EPR) under the Plastic Waste Management Rules, 2016, as amended from time to time.

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	1921	1125	58.6%	1921	100%	NA	-	NA	-	1921	100%
Female	196	101	51.5%	196	100%	196	100%	NA	-	196	100%
TOTAL	2117	1226	57.9%	2117	100%	196	100%	-	-	2117	100%
Other than Permanent Employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
TOTAL	-	-	-	-	-	-	-	-	-	-	-

- 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	3520	3520	100%	3520	100%	NA	-	NA	-	3520	100%
Female	6010	6010	100%	6010	100%	6010	100%	NA	-	6010	100%
TOTAL	9530	9530	100%	9530	100%	6010	100%	-	-	9530	100%

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)
Other than Permanent Workers											
Male	244	244	100%	244	100%	NA	-	NA	-	NA	-
Female	283	283	100%	283	100%	283	100%	NA	-	NA	-
TOTAL	527	527	100%	527	100%	283	100%	-	-	-	-

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

Particulars	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.29%	0.25%

Note:

- Spending on measures towards well-being of employees and workers includes Insurance Expense, Staff-welfare Expenses and Employer's contribution in ESIC.

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.48%	100%	Yes	98.00%	100.00%	Yes
Gratuity ¹	100%	100%	Yes	100.00%	100.00%	Yes
ESI	15.05%	99.54%	Yes	21.00%	100.00%	Yes

Note:

¹All eligible employees and workers are granted gratuity in accordance with Payment of Gratuity Act 1972.

3. Accessibility of workplaces

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

Yes, the Company's premises are designed to be accessible to differently abled employees and workers, in line with the requirements of the Rights of Persons with Disabilities Act, 2016. The facilities are equipped with the following accessibility features:

- Lifts
- Wheelchair-accessible ramps, wherever required
- Accessible washroom facilities
- Designated accessible parking spaces

The Company remains committed to maintaining and enhancing infrastructure that supports ease of access and usability for differently abled individuals across its premises.

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 Code of Conduct and Ethics and Human Rights Policy (<https://domsindia.com/policies/>) incorporate provisions aimed at preventing discrimination in the workplace. The Company is committed to fostering an inclusive work environment that offers equal opportunities to all individuals, including persons with disabilities.

At present, the Company employs 38 differently abled individuals, all of whom receive payment on par with other employees performing comparable roles.

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

Gender	Permanent Employees		Permanent Workers	
	Return To Work	Retention Rate	Return to Work	Retention Rate
Male	Not Applicable			
Female	-	-	-	-
Total	-	-	-	-

Note:

- Maternity/ parental leave is available as per the policy and applicable government regulations. However, as the Company's manufacturing facilities and most offices are in semi-urban areas, female employees/ workers prefer to temporarily discontinue employment prior to childbirth and generally rejoin the workforce once their child attains the age of around 4 to 5 years. The Company continues to respect and support such personal and family-related decisions and remains committed to providing equal employment opportunities and a supportive work environment for all employees/workers.

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	A. Submission of Grievance: Employees and workers may raise concerns with their immediate supervisor/ manager. If the concern involves them, it can be escalated to the department head or the Human Resources team ("concerned authority"). Relevant details such as nature of issue, dates, parties involved, and expected resolution should be provided. B. Acknowledgement: The concerned authority acknowledges receipt of the grievance within 2–4 working days. C. Assessment & Review: An objective and unbiased review is conducted, involving collection of information and consultation with relevant stakeholders. D. Closure & Resolution: Based on the review, appropriate action is taken to resolve the matter, which may include mediation, corrective action, or disciplinary measures, as applicable. E. Escalation / Appeal: If the resolution is not satisfactory, the grievance may be escalated to senior management or addressed through the Whistleblower and Vigil Mechanism (https://domsindia.com/policies/).
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	
Employees	

Note:

- The above grievance redressal mechanism is uniformly applicable to all categories of employees and workers across the Company, ensuring equal access to a fair, transparent, and confidential process for raising and resolving concerns.

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	2117	-	-	1787	-	-
Male	1921	-	-	1627	-	-
Female	196	-	-	160	-	-
Total Permanent Workers	9530	-	-	8456	-	-
Male	3520	-	-	3244	-	-
Female	6010	-	-	5212	-	-

Note:

- The Company has an open policy and allows full freedom of association, however none of our employees or workers are part of any associations or unions.

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health And Safety Measures		On Skill Upgradation		Total (D)	On Health And Safety Measures		On Skill Upgradation	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No. (E)	%(E/D)	No. (F)	%(F/D)
Employees										
Male	1921	440	22.90%	440	22.90%	1627	506	31.0%	506	31.0%
Female	196	50	25.51%	50	25.51%	160	47	29.0%	47	29.0%
Total	2117	490	23.15%	490	23.15%	1787	553	31.0%	553	31.0%
Workers										
Male	3764	3764	100.00%	3764	100.00%	3558	3558	100.0%	3558	100.0%
Female	6293	6293	100.00%	6293	100.00%	5554	5554	100.0%	5554	100.0%
Total	10057	10057	100.00%	10057	100.00%	9112	9112	100.0%	9112	100.0%

Note:

- This information relates to both permanent and non-permanent employees and workers. Basic health and safety trainings are provided to all production related staff at least once after joining. Specialized trainings are provided based on plant-specific health and safety measures applicable to employees/workers of that plant or department. Skill upgradation trainings are largely on-field trainings provided to production-related staff to enhance their productivity or during transfer to another department.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	1921	1921	100.0%	1627	1627	100.0%
Female	196	196	100.0%	160	160	100.0%
Total	2117	2117	100.0%	1787	1787	100.0%
Workers						
Male	3520	-	-	3244	-	-
Female	6010	-	-	5212	-	-
Total	9530	-	-	8456	-	-

Notes:

- This information relates to permanent employees and workers. As of now, only white-collar staff is covered under performance reviews, which happen at the time of yearly appraisals.
- In case of workers, although a formal performance review system is not applicable to workers, the Company ensures that constructive feedback and discussions on-the-job improvement areas are carried out on a regular basis.

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, the Company has a dedicated team comprising more than 25+ personnel responsible for overseeing the health and safety management systems across its premises. The framework covers all employees and workers operating within the Company's facilities and includes the following key measures:

- Policy Framework:** The Company has implemented a comprehensive Health, Safety and Environment (HSE) Policy that addresses critical workplace health and safety risks across operations.
- Risk Identification and Assessment:** Hazard Identification and Risk Assessment (HIRA) exercises are conducted periodically to identify workplace hazards and implement appropriate preventive and control measures.
- Fire and Emergency Safety:** The manufacturing facilities are equipped with fire safety infrastructure including pump houses, fire water tanks, fire hydrant systems, fire extinguishers, alarm systems, and sprinkler arrangements at relevant locations to mitigate fire-related risks.

- **Occupational Health Management:** The Company operates an in-house Occupational Health Centre (OHC) at its flagship manufacturing facility in Umbergaon to provide immediate medical assistance in case of accidents or health emergencies. The facilities are also equipped with first-aid kits, oxygen cylinders, ECG devices, BiPAP machines, and CPR kits.
- **Accident Reporting and Emergency Response:** A 24*7 ambulance facility is available at the Umbergaon premises for emergency response. Workplace accidents and injuries are systematically documented and reviewed in accordance with the Company's Accident Reporting and Inspection Policy. In cases of serious incidents, joint investigations are conducted and corrective actions are implemented. Employees are covered under applicable workmen compensation insurance policies or ESIC coverage.
- **Personal Protective Equipment (PPE):** Appropriate PPE such as gloves, masks, goggles, safety shoes, aprons, ear protection devices, and helmets are provided to employees and workers based on the nature of their job functions.
- **Safety Monitoring and Work Permits:** The HSE team oversees workplace safety risks and implements a Safety Work Approval mechanism for high-risk activities such as welding and work at heights. Necessary approval systems and records are maintained to ensure compliance with prescribed safety procedures.
- **Training and Awareness:** Employees engaged in production activities undergo basic health and safety training upon joining the Company. In addition, specialised training programmes are conducted based on plant-specific or department-specific safety requirements.
- **Integrated Management System (IMS):** The Company has implemented an Integrated Management System (IMS) covering ISO 45001. As part of this process, existing health and safety policies and procedures were reviewed and strengthened through necessary corrective measures.

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

As part of the Integrated Management System (IMS) implementation, the Company undertook Hazard Identification and Risk Assessment (HIRA) exercises to identify workplace hazards and establish appropriate mitigation and control measures.

Production-related departments are subject to periodic inspections, at least on a monthly basis, to assess health and safety conditions. The designated HSE officer communicates observations, instances of non-compliance, and improvement recommendations to the respective department heads through Inter-Office Memos. Necessary follow-ups are also carried out to monitor implementation of the suggested corrective measures.

The HSE team operates in accordance with internally defined Standard Operating Procedures (SOPs) for routine inspection and monitoring of safety equipment, health infrastructure, and operational processes across the Company's premises.

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

Yes, the HSE team regularly engages with department heads and workers to review and monitor the effectiveness of health and safety controls across the premises. Feedback is actively sought on specific concerns, operational risks, and potential areas for improvement, and necessary guidance and support are provided for implementation of corrective and preventive actions.

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

Yes. The Company's flagship facility located at Umbergaon is equipped with essential medical and emergency support equipment, including oxygen cylinders, ECG devices, BiPAP machines, and CPR kits. Employees at the Umbergaon facility also undergo periodic health check-ups free of cost through the Company's Occupational Health Centre (OHC) laboratory.

In addition, the Company organises specialised doctor consultation visits twice every month, enabling employees to seek medical advice for specific health-related concerns at no cost. During FY 2025-26, the Company further strengthened its employee health initiatives by increasing the frequency of medical follow-ups for affected employees, conducting audiometry tests, and undertaking voluntary exposure assessments for hazardous substances to support the overall wellbeing of employees and workers.

The Company also conducted ESI awareness programmes to familiarise employees with the healthcare and insurance benefits available under the scheme. Further, group health insurance and workmen compensation policies have been obtained for eligible employees who are not covered under ESI.

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

Safety Incident/Number	Category ¹	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	0.67
	Workers	0.36	0.18
Total recordable work-related injuries	Employees	-	8
	Workers	16	60
No. of fatalities	Employees	-	-
	Workers	-	-
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	-	-

Note:

¹Workers include other than permanent workers.

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

Refer SL. No. 10 relating to Health and Safety Management System above.

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

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

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Health and safety practices	100% of our manufacturing plants were assessed by the entity's HSE department for health, safety and working conditions.
Working Conditions	

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.

Corrective actions have been taken and are underway to address these incidents, with measures focused on strengthening workplace safety practices and preventing recurrence such as Department-specific recommendations were communicated to the respective department heads through inter-office memoranda for necessary implementation. Wherever applicable, the Company also extended the required support in terms of equipment provision and infrastructural modifications to facilitate effective implementation. The Company also provides regular safety trainings to employees/workers to strengthen preventive measures and minimize the likelihood of recurrence.

Principle 4

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

Essential Indicators

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

The Company has implemented a Stakeholder Engagement Policy (<https://domsindia.com/policies/>), which defines key stakeholder groups that either influence, or are influenced by, the Company's operations and activities. The policy also sets out the Company's approach, responsibilities, and modes of engagement with each stakeholder category.

Stakeholders have been identified based on the following criteria:

- **Dependency** – the extent to which the Company's products, services, activities, or performance affect the stakeholder group, or vice versa.

- **Responsibility** – the degree to which the Company holds direct or indirect accountability towards the stakeholder group.
- **Influence** – the ability of the Company to impact the stakeholder group’s interests, performance, or existence, or the extent to which the stakeholder group can influence the Company.

Based on the above parameters, the Company has identified the following as its key stakeholders:

- Shareholders
- Employees
- Super Stockists
- Regulators and Government Authorities
- Investors
- Workers
- Distributors and Retailers
- Industry Associations
- Directors
- Suppliers
- Consumers
- Local Communities

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
Shareholders & Investors	No	● Investor/Analyst Calls ● General Meetings ● Stock exchange filings ● Direct E-mails/ through RTA ● Press Releases ● Company Website	Quarterly Annually or on need basis Quarterly and when required otherwise Periodically on need basis	● Business performance and updates ● Growth plans ● Investor Presentation ● Voting on Company matters ● Grievance redressal ● Information requests ● Regulatory filings
Employees, Workers and Directors	No	● Notice Board ● Townhalls and events ● Emails and telephonic conversations ● In person and virtual meetings ● HR Department	Ongoing	● Function-specific briefings and discussions ● Health & Safety trainings ● Management address & business review ● Performance reviews and appraisal
Super Stockists, Distributors & Retailers	No	● DOMS Dealer Management /Field Assist Systems ● Sales fleet and relationship managers ● Zonal/ regional managers ● Emails, SMS, Whatsapp and telephonic conversations ● Management visits/ virtual meetings ● Events and industry meet-ups ● Dealer Meets	Ongoing	● Distributorship/ sales agreement ● Inventory mapping and purchases ● Market Feedback ● New product launches ● Business expansion ● Billing and delivery
Suppliers	No	● Procurement officers and business heads ● Emails and telephonic conversations ● Management visits/ virtual meetings ● Supplier Meets ● Events and industry meet-ups	Ongoing	● Product specifications ● Negotiation, billing and delivery ● Inventory mapping and purchases ● Quality checks

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
Consumers	No	- Dedicated consumer care team - E-mails and telephonic conversations - Online/ offline surveys, contests or competitions - Marketing campaigns including social media, online ads, hoardings and paid promotions - Product labels	Ongoing	- Product specifications - Product Feedback - Product quality and safe use - Grievance redressal - Delivery or packaging - Queries - Brand awareness and marketing
Local Communities	No	- Visits - Meetings/ Through industry associations - Emails and telephonic conversations	Periodically on a need basis	- Business Updates - On-field assistance - Biodiversity, safety and hygiene
Government & Regulators	No	- Meetings & virtual conferences - Events - Emails and telephonic conversations - CSR Initiatives	Ongoing	- Regulatory compliances - Advocacy through industry associations - Taxes - Transparency in disclosures
Industry Associations	No	- Meetings & virtual conferences - Events - Emails and telephonic conversations	Ongoing	- Industry updates - Knowledge sharing - Business collaboration - Policy advocacy

Principle 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total(A)	No. of employees / workers covered (B)	%(B/A)	Total (C)	No. of employees / workers covered (D)	%(D/C)
Employees						
Permanent	2117	2117	100.0%	1787	1787	100.0%
Other than Permanent	-	-	-	-	-	-
Total Employees	2117	2117	100.0%	1787	1787	100.0%
Workers						
Permanent	9530	9530	100.0%	8456	8456	100.0%
Other than Permanent	527	527	100.0%	656	656	100.0%
Total workers	10057	10057	100.0%	9112	9112	100.0%

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

	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	%(B/A)	No. (C)	%(C/A)		No.(E)	%(E/D)	No. (F)	%(F/D)
Employees										
Permanent										
Male	1921	14	1%	1907	99%	1627	25	2%	1602	98%
Female	196	28	14%	168	86%	160	27	17%	133	83%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	3520	3520	100%	-	-	3244	3239	99%	5	0.20%
Female	6010	6010	100%	-	-	5212	5212	100%	0	0.00%
Other than Permanent										
Male	244	244	100%	-	-	314	314	100%	-	-
Female	283	283	100%	-	-	342	342	100%	-	-

3. Details of remuneration/salary/wages

a. Median remuneration / wages. (₹ in Lakhs)

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	4	150.00	1	150.00
Key Managerial Personnel	2	54.57	0	-
Employees other than BoD and KMP	1915	3.23	195	2.54
Workers	3520	1.85	6010	1.53

Notes:

- Board of Directors includes only Managing Director (MD) and Whole-time Directors. Remuneration excludes sitting fees paid to Non-Executive Independent Directors of the Company.
- Key Managerial Personnel excludes Board of Directors.
- Employees excludes Board of Directors and KMPs.
- Median salary/wages of 'Employees other than BOD and KMP' and 'Workers' are annualised and pertains to the employees and workers as on March 31, 2026.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	47.04%	43.15%

Note:

- Contract-based workers have not been considered while calculating gross wages paid to females.

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 constituted an Internal Complaints Committee (ICC) to address concerns relating to human rights, including matters pertaining to sexual harassment at the workplace. The Committee comprises four members, including an external representative, and is chaired by a senior female employee.

In addition, employees and workers are encouraged to report grievances or concerns to their immediate supervisors or the Human Resources department for appropriate redressal.

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

The Committee addresses grievances relating to human rights matters through the following mechanisms:

i. Resolution through Conciliation:

Upon receipt of a complaint, and prior to initiation of a formal inquiry, the Committee may undertake conciliation proceedings between the complainant and the respondent, if requested by the aggrieved person. Necessary steps are taken to facilitate an amicable resolution of the matter.

ii. Resolution through Formal Inquiry:

- In cases requiring formal investigation, the Committee records the allegations presented by the complainant, who may also submit supporting documents or other corroborative evidence.
- The Committee conducts an impartial inquiry, which may involve discussions with the respondent, examination of witnesses, collection of evidence, and involvement of relevant persons necessary for the investigation process.
- Adequate opportunity is provided to both the complainant and the respondent to present and defend their respective positions.
- A minimum of three Committee members, including the Presiding Officer, remain present during the inquiry proceedings. The Company extends all necessary support to ensure timely and effective implementation of the process.
- In situations where the violation arises due to actions or omissions of a third party or external individual, the Company undertakes appropriate measures to support the affected person and implement preventive actions, wherever required.
- The inquiry process is ordinarily concluded through submission of an Inquiry Report within 90 days from the commencement of the inquiry, following which suitable disciplinary or corrective actions are undertaken by the employer. The entire process is conducted in a fair, unbiased, and confidential manner.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	No such complaints were filed by any employees or workers.			No such complaints were filed by any employees or workers.		
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	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

- The Company has a detailed mechanism to protect complainants from any adverse consequences, as covered under its Human Rights Policy, Whistle Blower and Vigil Mechanism, and Grievance Redressal Policy for Prevention of Sexual Harassment at Workplace.
- The identity of the complainant, the person(s) against whom the complaint is filed, witnesses, statements, evidence obtained during the inquiry, recommendations of the Committee, and action taken by the employer are treated as confidential. Such information is not published or disclosed to the public or media. Any breach of confidentiality is subject to disciplinary action.
- During the pendency of the inquiry, upon a written request from the complainant, the Committee may recommend interim relief to the employer, such as transfer, leave, or any other appropriate measure to prevent adverse consequences to the complainant.

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

The Company incorporates human rights requirements in its new business agreements and contracts. The Company has implemented a Code of Conduct and Ethics that addresses human rights-related matters. Further, the Company exercises due diligence while engaging with external vendors and partners and maintains active oversight to identify and prevent any potential human rights violations.

10. Assessments for the year:

% 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	-

Note:

- All plants and offices are assessed internally for these matters, including compliance with laws that inhibit these acts. Further, the Company's internal audit also covers inspection for child labour and minimum wages.

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

No adverse findings relating to human rights were observed during the internal assessment.

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	FY 2024-25
From renewable sources		
Total electricity consumption (A)	3,511	1,285
Total fuel consumption (B)	-	-
Energy consumption through other sources [Recycled wood briquettes] (C)	63,830	60,127
Total energy consumed from renewable sources (A+B+C)	67,341	61,412
From non-renewable sources		
Total electricity consumption (D)	2,37,235	2,03,603
Total fuel consumption (E)	2,608	2,926
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	2,39,843	2,06,529
Total energy consumed (in GJ) (A+B+C+D+E+F)	3,07,184	2,67,941
Energy intensity per rupee of turnover [GJ per ₹ lakh] (Total energy consumed / Revenue from operations)	1.50	1.57
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [GJ per USD lakh¹] (Total energy consumed / Revenue from operations adjusted for PPP)	30.60	32.39
Energy intensity in terms of physical output [GJ per million numbers²]	46.88	43.76

Notes:

- PPP conversion rate of 20.42 has been used, as published by the International Monetary Fund.
- The unit of measurement varies for each product category, however the units are consistent for corresponding products over the two years shown above, to facilitate comparison.

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 such independent assessment has been conducted.

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

No, the entity does not have any sites/ facilities identified as DCs under the PAT scheme.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	10,700	9,493
(iii) Third party water	15,703	11,898
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	26,403	21,391
Total volume of water consumption (in kilolitres)	12,385	12,918
Water intensity per rupee of turnover [KL per ₹ lakh]	0.06	0.08
(Total water consumption / Revenue from operations)		
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [KL per USD lakh] (Total water consumption / Revenue from operations adjusted for PPP)	1.23	1.56
Water intensity in terms of physical output [KL per million numbers¹]	1.89	2.11

Note:

¹The unit of measurement varies for each product category, however the units are consistent for corresponding products over the two years shown above, to facilitate comparison.

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 independent assessment, evaluation, or assurance has been carried out by any external agency.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No Treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment ¹	-	8,473
- With treatment – please specify level of treatment	14,018	-
Total water discharged (in kilolitres)	14,018	8,473

Note:

¹Water discharged into septic tanks and soak pits is appropriately treated, and the resulting sludge is disposed of in an environmentally responsible manner.

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

Yes, an independent waste water analysis was conducted by a NABL accredited and GPCB approved agency- Eco Clean Consulting LLP.

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

The Company is in the process of implementing a Zero Liquid Discharge (ZLD) mechanism across its key manufacturing plants. Active measures are underway, including the installation of Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP), with the objective of progressively converting these facilities into fully compliant ZLD units. Treated wastewater is reused for operational processes, gardening, flushing, and other non-potable applications, significantly reducing freshwater consumption and minimizing wastewater discharge. These initiatives support the Company's commitment to sustainable water management and resource conservation.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format¹:

Parameter	Unit	FY 2025-26	FY 2024-25
NOx	ppm	7.05	6.20
SOx	ppm	9.00	8.53
Particulate matter (PM)	mg/Nm ³	18.92	17.41
Persistent organic pollutants (POP)		NA	NA
Volatile organic compounds (VOC)		NA	NA
Hazardous air pollutants (HAP)		NA	NA
Others – please specify		NA	NA

Note

¹Average across different sites has been taken.

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

Yes, an independent assessment has been carried out by an external agency. The assessment was conducted by a NABL accredited and GPCB approved agency- Eco Clean Consulting LLP.

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	425.50	402.11
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	46,787.97	41,116.54
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e / ₹ lakh	0.23	0.24
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) Total Scope	tCO ₂ e / PPP ₹	4.70	5.02
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e /per million numbers	7.21	6.78

Notes:

- Scope 1 emissions have been calculated using UK Defra 2025 GHG conversion factors.
- Scope 2 emissions have been calculated using CEA-published grid emissions factors.
- The unit of measurement varies for each product category, however the units are consistent for corresponding products over the two years shown above, to facilitate comparison.

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 such independent assessment has been conducted.

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

The Company has undertaken the following activities to reduce its Green House Gas Emissions:

1 Wood Briquettes as a Biofuel	During the manufacturing process of wooden pencils, the Company generates sawdust comprising leftover wood shavings and lead particles. This sawdust is recycled into briquettes through the Company's wood briquette production facility. The briquettes produced have a high calorific value and are used as an alternative fuel for heating purposes in the furnace, thereby reducing the consumption of other conventional fuels. During the current financial year, the Company produced briquettes with an energy capacity of approximately 1.60 lakhs GJ. These briquettes are either utilized internally or sold to dealers for further resale.
2 Use of Cultivated Wood	Contrary to conventional perceptions, all wooden slats used in the production of wooden pencils are responsibly sourced from cultivated plantations and not through the depletion of natural forest cover. The cultivation of these trees contributes positively towards environmental sustainability by absorbing carbon dioxide (CO ₂) during their growth period, thereby supporting the reduction of greenhouse gas emissions until the trees are harvested.
3 Renewable Energy Sources	The Company had installed a 1 MW solar power plant in FY 2024-25. During FY 2025-26, the plant generated 3,510.61 GJ of solar energy. The Company remains committed to increasing the adoption of renewable energy and plans to further expand its solar energy capacity in the coming years.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in Metric Tonnes ('MT'))		
Plastic waste ¹ (A)	1,851.68	303.14
E-waste (B)	0.87	-
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	11.99
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Industrial Sludge (G)	149.33	208.37
Sawdust (H)	5,527.56	5,147.36
Other non-hazardous waste generated (I).	1,480.24	807.58
Total (A + B + C + D + E + F + G + H + I)	9,009.68	6,478.44
Waste intensity per rupee of turnover		
(Total waste generated / Revenue from operations) [MT per ₹ lakh]	0.04	0.04
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		
(Total waste generated / Revenue from operations adjusted for PPP) [MT per USD lakh]	0.90	0.78
Waste intensity in terms of physical output [MT per million numbers²]	1.38	1.06

Notes:

¹Pertains to pre-consumer waste generated on the premises, during the production process. Post consumer plastic waste targets are met in line with the EPR guidelines.

²The unit of measurement varies for each product category, however the units are consistent for corresponding products over the two years shown above, to facilitate comparison.

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

Category of waste		
Plastic waste		
(i) Recycled	1,851.68	303.14
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,851.68	303.14
E-Waste		
(i) Recycled		

Parameter	FY 2025-26	FY 2024-25
(ii) Re-used		
(iii) Other recovery operations	0.87	
Total	0.87	
Construction & Demolition Waste		
(i) Recycled	-	11.99
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	11.99
Sawdust		
(i) Recycled	-	-
(ii) Re-used	5,527.56	5,147.36
(iii) Other recovery operations	-	-
Total	5,527.56	5,147.36
Industrial Sludge		
(i) Recycled	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
Other Non-Hazardous Waste		
(i) Recycled	1,478.80	804.81
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	1,478.80	804.81

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

Category of waste		
Plastic waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-
E-Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-
Construction & Demolition Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-
Sawdust		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-
Industrial Sludge		
(i) Incineration	-	-
(ii) Landfilling	149.33	208.37
(iii) Other disposal operations	-	-
Total	149.33	208.37
Other Non-Hazardous Waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	1.44	2.77
Total	1.44	2.77

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 such independent assessment has been conducted.

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.

Recycling: The Company undertakes recycling of polymer waste generated during the moulding of polymer-based products by reusing it in subsequent production processes. Similar recycling practices are implemented for materials such as graphite and calcium carbonate. During the financial year, the Company recycled approximately 574 MT of polymer granules.

Reuse: The Company promotes the reuse of crates, metal containers, plastic drums, and cartons used for storage and transportation. Wherever feasible, these materials are returned to vendors for reuse or disposed of in accordance with applicable regulations. The Company also reuses water for cleaning and cooling processes to reduce wastewater discharge. These practices support efficient resource utilization and waste minimization across operations.

Disposal: Kindly refer to Question 3, under Principle 2 for disposal techniques adopted by the Company for different categories of waste.

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			

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

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

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

S. No	Specify the law / regulation / guidelines 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				

Principle 7

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

Essential Indicators

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

The Company is affiliated with 9 trade and industry chambers/ associations.

- 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.

Sr. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	The Art and Creative Material Institute Inc.	International
2	Bureau of Indian Standards	National
3	Chemicals And Allied Products Export Promotion Council (CAPEXIL)	National
4	Federation of Indian Export Organisations	National

5	Menon Chamber of Commerce	National
6	Pen and Stationery Association of India	National
7	Southern Gujarat Chamber of Commerce and Industries	State
8	Umargam Industries Association	State
9	Bari Brahmana Industries Association	State

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

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

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 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					

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						

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

The Company maintains regular engagement with local residents and surrounding communities on matters relating to shared interests, including land usage, biodiversity impact, employment opportunities, and health and safety concerns, among others. Although no grievances or disputes have been reported to date, the Company seeks to address and resolve any potential concerns through constructive dialogue and continuous community interaction.

Further, the Company's Stakeholder Engagement Policy and Whistleblower and Vigil Mechanism Policy provide channels for stakeholders, including local communities, to raise concerns or submit complaints. Relevant contact details and reporting mechanisms are included within these policies, which are accessible on the Company's website at: <https://domsindia.com/policies/>.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	16.46%	22.83%
Directly from within India	90.84%	87.98%

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	FY 2024-25
Rural	-	-
Semi-Urban	97.12% ¹	98.33% ¹
Urban	1.62%	0.25%
Metropolitan	1.26%	1.42%

(Places categorized as per RBI Classification System- rural / semi-urban / urban / metropolitan)

Note:

¹Some portion of our manufacturing plants fall within the boundaries of rural areas; however due to difficulty in segregating the employees and workers, the primary location of operations has been considered as Semi urban.

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.

We are committed to providing our consumers with high-quality products, which go through numerous quality control checks before finally reaching the end consumer. However, issues do arise due to human lapses or unforeseen situations. In those cases:

- Consumers can register their complaints by calling the toll-free number, mentioned on the product labels, on weekdays during business hours. Consumers may also share their complaints at info@domsindia.com.
- Upon receiving the complaint via phone or email, we generally acknowledge the request within 2-4 business days. A dedicated consumer service representative is assigned to investigate the complaint and work towards a resolution.
- We keep consumers informed of the progress and aim to resolve it within 2-7 business days. Depending on the nature of the complaint, possible resolutions may include product replacement, repair, refund, or store credit. In all cases, our liability is restricted to the retail price of the product.

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	All our products contain the necessary information required under applicable laws, rules and regulations on the safe use, disposal and environmental parameters, wherever relevant.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26			FY 2024-25		
	Received during the Year	Pending resolution at end of year	Remarks	Received during the Year	Pending resolution at end of year	Remarks
Data privacy	240	9	Refer Note	243	0	Refer Note
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Others						

Note:

- These include complaints received from consumers with respect to the product and/ or its packaging.

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

	Number	Reasons For Recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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

Yes. The Company has established an Information Technology Policy that governs the use of IT systems and infrastructure, while also outlining measures for safeguarding against cybersecurity risks. The Company has implemented various preventive and monitoring controls, including periodic data backups, regular system patching, system audits, deployment of antivirus and firewall protection, password management protocols, software licensing controls, and email usage guidelines.

Further, appropriate security arrangements have been implemented with third-party cloud service providers to help ensure the protection and security of information hosted on external data centres.

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 were no cases.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches:** Nil
- b. Percentage of data breaches involving personally identifiable information of customers:** Nil
- c. Impact, if any, of the data breaches:** Not Applicable

Independent Practitioners' Reasonable Assurance Report

To,
The Board of Directors,
Doms Industries Limited

We have been engaged to provide a reasonable assurance on the Business Responsibility and Sustainability Report ('BRSR') Core disclosures of Doms Industries Limited ('DOMS' or 'the Company') included in its Annual Report for the financial year 2025-26.

Scope and Subject Matter

The subject matter of this reasonable assurance engagement comprises of the BRSR Core disclosures ('the Subject Matter') made by the Company in its BRSR for the financial year 2025-2026, covering the following 09 (nine) attributes of BRSR Core as prescribed under SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 ('SEBI Circular') dated July 12, 2023:

Sr. No.	BRSR Core Attribute(s)	Relevant BRSR Principle(s)
1	Greenhouse Gas (GHG) Emissions (Scope 1 & 2)	Principle 6 — Environment
2	Water Withdrawal and Consumption	Principle 6 — Environment
3	Energy Consumption and Intensity	Principle 6 — Environment
4	Waste Management	Principle 6 — Environment
5	Gender and Social Inclusivity (% Women Employees & Wages)	Principle 5 — Human Rights
6	Wages and Salaries (including median wages)	Principle 5 — Human Rights
7	Job Creation in Smaller Towns (% employees from districts / aspirational districts)	Principle 8 — Inclusive Growth
8	Engaging with Customers and Suppliers	Principle 9 — Consumer Value
9	Openness of Business (Complaints received from stakeholders)	Principle 9 — Consumer Value

Note: The above nine attributes include approximately 46+ Key Performance Indicators ('KPIs') as specified in Annexure I of the SEBI Circular dated July 12, 2023. The specific KPIs covered by this engagement are set out in 'Annexure A' to this Report.

Responsibility of the Management of the Company

The Management of the Company is responsible for:

- the preparation, presentation and completeness of the BRSR Core disclosures in accordance with the requirements of SEBI Circular dated July 12, 2023 and the BRSR Guidance Note issued by SEBI.
- designing, implementing and maintaining internal controls relevant to the preparation of BRSR Core disclosures that are free from material misstatement, whether due to fraud or error.
- selecting and applying appropriate measurement methodologies, estimation techniques and reporting criteria for each BRSR Core KPIs.
- the accuracy, completeness and fair presentation of all data, assertions and disclosures constituting the BRSR Core.
- ensuring that the disclosures made in the BRSR Core are consistent with any other information included in the Annual Report.
- providing us with access to all records, documentation, personnel and other information relevant to the engagement.

Independence and Eligibility of the Assurance Provider

We hereby declare that:

- we are independent of the Company and its group entities within the meaning of the SEBI Circular dated July 12, 2023, the SEBI FAQs dated August 2023 and the applicable assurance standards.
- neither we nor any of our associates have sold any products or provided any non-audit/ non-assurance related services (including consulting, risk management, investment advisory, accounting or management services) to the Company or any of its group entities during the financial year 2025-26, which could give rise to a conflict of interest.
- we are not the Internal Auditor of the Company or any of its group entities.
- we possess the necessary expertise in sustainability assurance to conduct this reasonable assurance engagement as required under SEBI Circular dated July 12, 2023.
- our engagement was approved by the Audit Committee and the Board of Directors of the Company.

Assurance Standard and Criteria Applied

Assurance Standard

This reasonable assurance engagement has been conducted in accordance with:

- Standard on Sustainability Assurance Engagements (SSAE) 3000, 'Assurance Engagements on Sustainability Information', issued by the Institute of Chartered Accountants of India (ICAI).
- Standard on Assurance Engagements (SAE) 3410, 'Assurance Engagements on Greenhouse Gas Statements', issued by ICAI for GHG specific attributes.

Reporting Criteria

The criteria used by the Company in preparing the BRSR Core disclosures and against which we evaluated the subject matter include:

- SEBI Circular dated July 12, 2023 (BRSR Core Framework).
- SEBI Annexure II- Guidance Note for Business Responsibility and Sustainability Reporting Format.
- Industry Standards on Reporting of BRSR Core issued by the Industry Standards Forum (ISF), comprising the Associated Chambers of Commerce and Industry of India (ASSOCHAM), the Federation of Indian Chambers of Commerce and Industry (FICCI) and the Confederation of Indian Industry (CII), under the aegis of the Stock Exchanges, as notified by SEBI vide Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024, where applicable.
- National Guidelines for Responsible Business Conduct (NGRBC) issued by the Ministry of Corporate Affairs in 2019.

Basis of our Opinion

This reasonable assurance engagement involved performing procedures to obtain sufficient appropriate evidence to express an opinion on the subject matter. The nature, timing, and extent of procedures selected depend on our judgment, including assessment of risks of material misstatement of the subject matter. Our procedures included, but were not limited to, the following:

Risk Assessment and Planning

- Obtaining an understanding of the Company's BRSR Core reporting processes, data systems and internal controls.
- Performing risk assessment to identify areas where material misstatement of BRSR Core disclosures may occur.
- Developing an assurance plan based on assessed risks, materiality and the nature of each BRSR Core attribute(s).

Data and Process Verification

- Inspecting and testing source documents, underlying records, invoices, measurement data and supporting calculations for each BRSR Core KPIs.

- Performing analytical procedures on quantitative data to identify unusual trends, inconsistencies or anomalies.
- Re-calculating figures and testing mathematical accuracy of reported KPI values.
- Testing the completeness of reporting boundaries (for e.g. plant-level, entity-level, group-level as applicable).
- Verifying the appropriateness of emission factors, conversion factors and other technical parameters used.

Inquiry and Interviews

- Conducting interviews and inquiries with key management personnel of the Company and personnel responsible for data collection, compilation and review of each BRSR Core KPIs.
- Discussing the Company's policies, processes, governance structures and data systems related to each attribute with the relevant staff of the Company.

Site Visits

- Visiting manufacturing/ operational sites, to observe processes, inspect records and verify reported operational data for energy, water, waste and emissions.

Comparison and Consistency Checks

- Comparing BRSR Core disclosures with information disclosed in the Annual Report (Board's Report, Management Discussion & Analysis) for internal consistency.
- Assessing the presentation and disclosure of the BRSR Core in the Annual Report against SEBI's prescribed format and criteria.

Management Representations

Obtained written representations from the Management of the Company, dated August 03, 2026, confirming, among other matters, the completeness and accuracy of the BRSR Core disclosures, the appropriateness of the reporting criteria, management's responsibility for the disclosures and that all material information relevant to this assurance engagement had been made available to us.

Limitations

Our engagement was limited to the subject matter. Our procedures were limited to the BRSR Core disclosures identified in the scope of this engagement, as mentioned aforesaid. Our engagement does not constitute a financial audit.

Inherent Limitations

Non-financial data and sustainability disclosures involve estimation techniques, methodological choices and assumptions that may differ from those used by other companies. As a result:

- certain BRSR Core KPIs (such as GHG emissions and waste metrics) are dependent on emission factors, engineering estimates and scientific methodologies that carry inherent imprecision.

- absolute assurance is not attainable due to the nature of sustainability data and the inherent limitations of any assurance engagement.
- our opinion is based on the information and explanations made available to us. We do not accept responsibility for the consequences of information withheld from us or deliberately misrepresented by management.

Assurance Opinion

Unmodified Opinion

Based on the procedures performed, evidence obtained and subject to the aforesaid inherent limitations, in our opinion, the BRSR Core disclosures of the Company for the financial year ended March 31, 2026, prepared in accordance with the aforesaid reporting criteria, are presented fairly, in all material respects, in accordance with the requirements of SEBI Circular dated July 12, 2023.

Restriction on use and distribution

This Report has been prepared solely for the purpose of the Company's compliance with the requirements of SEBI Circular dated July 12, 2023 and inclusion in the Annual Report of the Company for the financial year 2025-2026. It is addressed to the Board of Directors of the Company and should not be used for any other purpose. We accept no responsibility to any other party to whom this Report may be shown or who may acquire it.

For N S Bhargava & Co

Chartered Accountants

ICAI Firm Registration No.: 101262W

Kushal Bhargava

Partner

ICAI Membership No.:135494

UDIN: 26135494RJVSZY9731

Place: Mumbai

Date: August 03, 2026

Annexure A - KPIs covered under this Assurance Engagement

The following Key Performance Indicators ('KPIs'), as specified in Annexure I of the SEBI Circular dated July 12, 2023, have been subject to reasonable assurance under this engagement:

Sr.	KPIs Description	Attribute(s)	Disclosure Reference in BRSR
1	Scope 1 GHG Emissions (in metric tonnes CO ₂ e)	GHG Emissions	Section C, P6, Q7
2	Scope 2 GHG Emissions (in metric tonnes CO ₂ e)	GHG Emissions	Section C, P6, Q7
3	GHG Emission Intensity (per rupee of turnover)	GHG Emissions	Section C, P6, Q7
4	Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	GHG Emissions	Section C, P6, Q7
5	Water discharge (in KL)	Water	Section C, P6, Q3
6	Total Water Withdrawn (in KL)	Water	Section C, P6, Q3
7	Total Water Consumed (in KL)	Water	Section C, P6, Q3
8	Water Intensity per rupee of turnover	Water	Section C, P6, Q3
9	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Water	Section C, P6, Q3
10	Total Waste Generated (in MT)	Waste	Section C, P6, Q9
11	Total Waste Recycled	Waste	Section C, P6, Q9
12	Total Waste Sent to Landfill	Waste	Section C, P6, Q9
13	Plastic Waste Recovered through Extended Producer Responsibility (EPR)	Waste	Section C, P2, Q4
14	Waste Intensity per rupee of turnover	Waste	Section C, P6, Q9
15	Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP)	Waste	Section C, P6, Q9
16	Total Energy Consumption (in GJ)	Energy	Section C, P6, Q1
17	Total energy consumed from renewable sources	Energy	Section C, P6, Q1
18	Total energy consumed from non-renewable sources	Energy	Section C, P6, Q1
19	Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	Energy	Section C, P6, Q1
20	Energy Intensity per rupee of turnover	Energy	Section C, P6, Q1
21	Air Emissions (other than GHG emissions)	Air Emission	Section C, P6, Q6
22	Spending on Measures towards Well-being of Employees and Workers	Employee Wellbeing and Safety	Section C, P3, Q1
23	Lost Time Injury Frequency Rate (LTIFR) of Employees and Workers	Employee Wellbeing and Safety	Section C, P3, Q11
24	Total recordable work-related injuries	Employee Wellbeing and Safety	Section C, P3, Q11
25	Number of fatalities (deaths)	Employee Wellbeing and Safety	Section C, P3, Q11
26	High consequence work-related injury or ill-health (excluding fatalities)	Employee Wellbeing and Safety	Section C, P3, Q11
27	Retirement Benefit Coverage for Employees and Workers	Employee Wellbeing and Safety	Section C, P3, Q2
28	Employees Covered under Paternity Benefits	Employee Wellbeing and Safety	Section C, P3, Q1
29	Employees Covered under Maternity Benefits	Employee Wellbeing and Safety	Section C, P3, Q1
30	Employees Covered under Accident Insurance	Employee Wellbeing and Safety	Section C, P3, Q1
31	Employees Covered under Health Insurance	Employee Wellbeing and Safety	Section C, P3, Q1
32	Number of POSH Complaints Upheld	Gender & Social Inclusivity	Section C, P5, Q7
33	Incidence of POSH Complaints among Female Employees and Workers	Gender & Social Inclusivity	Section C, P5, Q7
34	% of input material sourced from within India	Job Creation	Section C, P8, Q4
35	% of input material sourced from MSMEs / small producers	Job Creation	Section C, P8, Q4
36	% of employees from districts, aspirational districts / small towns	Job Creation	Section C, P8, Q5
37	Number of consumer complaints received, resolved, and pending	Engaging with customer and supplier	Section C, P9, Q3
38	Purchases and Sales through Trading Houses, Dealers and Distributors	Openness of Business	Section C, P1, Q9
39	Workplace Accessibility for Differently Abled Employees	Employee Wellbeing and Safety	Section C, P3, P3
40	Percentage of R&D and Capital Expenditure Investments in Technologies that Improve Environmental and Social Impacts	Sustainable Innovation & Investment	Section C, P2, Q1
41	Gross wages paid to female employees as % of total wages	Wages	Section C, P5, Q3
42	Median wages - male vs female (employees & workers)	Wages	Section C, P5, Q3
43	Customer data privacy breach incidents	Enabling Inclusive Development	Section C, P9, Q6
44	Number of days of accounts payable	Engaging with Customers and Suppliers	Section C, P1, Q8
45	% of female employees in Senior and Board Management	Gender & Social Inclusivity	Section A
46	% of female employees and workers	Gender & Social Inclusivity	Section A