

Shankara Buildpro Limited



Date: 10<sup>th</sup> June, 2026

To  
Department of Corporate services  
**BSE Limited**  
1st Floor, New Trading Ring,  
Rotunda Building, Phiroze Jeejeebhoy  
Towers, Dalal Street  
Mumbai - 400 001

**Symbol: 544517**

To  
Listing Department  
**National Stock Exchange of India Limited**  
Exchange Plaza, Plot No. C-1,  
Block G,  
Bandra Kurla Complex, Bandra (E)  
Mumbai - 400 051

**Scrip Code: BUILDPRO**

Dear Sir/ Madam

**Sub: Business Responsibility and Sustainability Reporting (BRSR) for the year 2025-26.**

Pursuant to Regulations 34(2) (f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015 ("Listing Regulations"), we are submitting herewith the Business Responsibility and Sustainability Report for FY 2025-26.

This is for your information and records

Thanking You

Yours faithfully

**For Shankara Buildpro Limited**

ereena  
vikram

Digitally signed by  
ereena vikram  
Date: 2026.06.10  
14:43:02 +05'30'

Ereena Vikram  
**Company Secretary & Compliance Officer**

Encl: As above

**Corporate Office:**

G2, Farah Winsford, 133 Infantry Road,  
Bengaluru-560001. Karnataka  
Ph.: +91-080-40117777

**Registered Office:**

No.21/1 & 35-A-1, Hosur Main Road,  
Electronic City, Veerasandra, Bengaluru-560100  
Ph.: +91-080-29910702 | 080-29910709

Email :- [info@shankarabuildpro.com](mailto:info@shankarabuildpro.com)

| CIN: L24311KA2023PLC179791

| Website : [www.shankarabuildpro.com](http://www.shankarabuildpro.com)



## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT 2026

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L24311KA2023PLC179791
2	Name of the Company	Shankara Buildpro Limited
3	Year of incorporation	2023
4	Registered office address	21/1 & 35-A-1, Hosur Main Road, Electronic City Post, Veerasandra, Bengaluru- 560 100
5	Corporate address	G-2, Farah Winsford, 133 Infantry Road, Bengaluru-560001
6	E-mail	sbl.cs@shankarabuildpro.com
7	Telephone	+91 80-29910702
8	Website	www.shankarabuildpro.com
9	Financial year for which reporting is being done	FY 2025-2026 (April 1, 2025 to March 31, 2026)
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital (Rs.)	24.25 crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ereena Vikram Company Secretary & Compliance Officer +91 80-29910702 sbl.cs@shankarabuildpro.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 basis
14.	Name of the Assurance Provider	Not Applicable
15.	Type of Assurance Obtained	Not Applicable



## II Products/ Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity*
1.	Retail and Omni-Channel	Sales of Steel and Building Materials like steel tubes, tmt and other plumbing and sanitaryware, flooring, electrical items and interior-exterior finishing.	100

\* Note: % of turnover on standalone basis.

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

S. No.	Product/Service	NIC Code	% of total contributed	Turnover (amount in crore) *
1.	Steel, Pipes and Tubes	477,466	61.63%	4,206.20
2.	HR, CR, GP, GC, Flat Steel Products	477,466	17.05%	1,163.34
3.	TMT Rebars	477,466	3.31%	226.14
4.	Color Coated Profiles	477,466	4.81%	328.09
5.	Angle, Channel, Rerolled long products	477,466	4.34%	296.37
6.	PVC Pipes and Fittings, Other Accessories	477,466	0.71%	48.34
7.	CP Fittings, Sanitary ware and tiles	477,466	6.11%	416.62
8.	Others (accessories)		2.04%	139.55

\* Note: Turnover on standalone basis

## 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	Nil	4	4
International	Nil	Nil	Nil

### 19. Markets served by the entity:

#### a. Number of locations

Locations	Number
National (No. of States)	10 States 1 Union Territory
International (No. of Countries)	Nil



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

NIL

c. A brief on types of customers:

The Company caters to a wide spectrum of customers in steel consumption which includes multiple industries like auto, general engineering etc and in the retail building materials segment, including individual homeowners, contractors, builders and fabricators.

#### IV. Employees

##### 20. Details as at the end of Financial Year: 2025-2026

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>EMPLOYEES</b>						
1.	Permanent(D)	799	684	86	115	14
2.	Other than Permanent (E)*	126	100	79	26	21
3.	<b>Total Employees (D+E)</b>	<b>925</b>	<b>784</b>	<b>86</b>	<b>141</b>	<b>35</b>
<b>WORKERS</b>						
4.	Permanent(F)	Not Applicable				
5.	Other than Permanent (G)					
6.	Total Employees (F+G)					

*\*Shankara Buildpro Limited categorises its entire workforce as 'Employees'. Employees consist of Permanent Employees across locations who are on the Company's and its subsidiaries' payroll.*



b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>Differently abled Employees</b>						
1.	Permanent(D)		NA			
2.	Other than Permanent (E)					
3.	Total Employees (D+E)					
<b>Differently abled workers</b>						
4.	Permanent(F)	1	1	100	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total Employees (F+G)	1	1	100	-	-

Note: Shankara Buildpro Limited upholds a policy of equal employment opportunity for all individuals. The company strictly prohibits discrimination of any kind, whether based on race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality and disability.

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

	Total (A)	No. and percentage of	
		No. (B)	%(B / A)
Board of Directors	6	1	17%
Key Management Personnel	5	1	20%

Note: At Shankara Buildpro Limited Key Managerial Personnel includes MD, Executive Director & Chief Financial Officer and Company Secretary.

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

(Disclose trends for the past 3 years)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees</b>	4.64	3.54	8.18	-	-	-	-	-	-
<b>Permanent Workers</b>	Not Applicable								

V. Holding Subsidiary and Associate Companies (including Joint ventures)

Yes. The Company has one subsidiary as on March 31, 2026. Refer to Form AOC-1 provided in the Annual Report for information on holding/subsidiary/associated companies.



### 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 initiative of the listed entity?
1.	Purple Splash Materials Private Limited	Subsidiary Company	51%	No

## VI. CSR Details

### 24. Corporate Social Responsibility (as per standalone financials)

₹ in Crores

(i)	Whether CSR is applicable as per Section 135 of Companies Act, 2013	Yes
(ii)	Turnover	6,824.65
(iii)	Net worth	545.46



**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 <a href="https://shankarabuild-pro.com/wp-content/uploads/2026/05/S-BL-Whistleblower-Policy.pdf">https://shankarabuild-pro.com/wp-content/uploads/2026/05/S-BL-Whistleblower-Policy.pdf</a>			Nil			
Investors (other than shareholders)	Yes <a href="https://shankarabuild-pro.com/wp-content/uploads/2026/05/S-BL-Whistleblower-Policy.pdf">https://shankarabuild-pro.com/wp-content/uploads/2026/05/S-BL-Whistleblower-Policy.pdf</a>			Nil			
Shareholders	Yes <a href="mailto:ir@shankarabuild-pro.com">ir@shankarabuild-pro.com</a> & <a href="https://scores.gov.in/scores/Welcome.html">https://scores.gov.in/scores/Welcome.html</a>			Nil			
Employees and Workers (includes former employees)	Yes <a href="https://shankarabuild-pro.com/wp-content/uploads/2026/05/S-BL-Whistleblower-Policy.pdf">https://shankarabuild-pro.com/wp-content/uploads/2026/05/S-BL-Whistleblower-Policy.pdf</a>			Nil			



Customers	Yes <a href="https://shankarabuild-pro.com/wp-content/uploads/2026/05/S-BL-Whistleblower-Policy.pdf">https://shankarabuild-pro.com/wp-content/uploads/2026/05/S-BL-Whistleblower-Policy.pdf</a>	Nil
Value Chain Partners	Yes <a href="https://shankarabuild-pro.com/wp-content/uploads/2026/05/S-BL-Whistleblower-Policy.pdf">https://shankarabuild-pro.com/wp-content/uploads/2026/05/S-BL-Whistleblower-Policy.pdf</a>	Nil
Others (Anonymous reporters or others who do not fall under above categories)		Not Applicable

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

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



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Water and Waste	R	Guided by the principle of efficient resource utilization, the organization continually strives to reduce overall resource consumption across its operations.	<p>As part of this commitment, it has established focused measures to strengthen water management practices through regular monitoring of usage, reduction of wastage, and implementation of conservation initiatives. We implement Rainwater harvesting wherever possible. These efforts contribute to sustainable operations and promote the responsible and efficient use of natural resources.</p> <p>Further, the organization promotes waste reduction through employee awareness initiatives and responsible disposal practices that encourage recycling and reuse.</p>	Negative implications
2.	Electricity	O	Electricity has been identified as a key opportunity to conserve scarce resources.	The Company has implemented energy-efficient lights to reduce overall power consumption. Conducting regular maintenance of electrical systems. Creating employee awareness regarding energy conservation practices to encourage responsible usage across operations.	Positive implications



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Health & Safety	R	The Company places significant emphasis on maintaining a safe and secure working environment, which may influence operational costs and resource availability. The implementation of stringent safety measures, regulatory compliance requirements, and preventive protocols often involves additional investments, dedicated time, and careful resource planning, which can impact operational scheduling and resource accessibility.	The Company implements a wide range of employee-centric initiatives across its workplaces with the objective of promoting employee well-being, health, and overall workplace satisfaction. These initiatives include regular health awareness programs, wellness campaigns, preventive healthcare sessions, and interactive workshops aimed at encouraging healthy lifestyle practices among employees.	Negative implications
4.	Ethical and Transparent Business Conduct	O	Ethical conduct forms the foundation of an organization's long-term success and sustainability. When ethical standards are not upheld, a company may face serious risks such as damage to its reputation, erosion of trust among stakeholders, legal and regulatory penalties, and disruptions to business operations. Maintaining strong ethical practices is therefore essential to safeguarding the organization's credibility, ensuring compliance, and supporting sustained growth.	Regular internal reviews, audits, and presentations are conducted to keep stakeholders informed about changes introduced by regulatory authorities.	Positive Implications



S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	CSR	O	<p>As part of its commitment to social responsibility, the Company actively undertakes a wide range of initiatives aimed at creating meaningful and sustainable impact in society. In the field of education, it supports programs that enhance access to learning opportunities, improve infrastructure, and promote skill development among students and youth. In healthcare, the Company contributes through awareness campaigns, medical support initiatives, and facilitation of basic healthcare services to improve community well-being and promote preventive care. In the area of environmental sustainability, the Company focuses on initiatives such as resource conservation, and promotion of eco-friendly practices to reduce environmental impact. Through these integrated efforts, the Company aims to contribute to inclusive development while reinforcing its commitment to responsible and sustainable business practices.</p>	<p>The company remains committed to sustainable development in both social and environmental spheres</p> <p>Key Projects:</p> <ul style="list-style-type: none"> <li>i. Shankara Boys School &amp; Girls School</li> <li>ii. Water shed management</li> <li>iii. Promotion of Indian Art &amp; Culture</li> </ul>	Positive Implications



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## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs has updated and adopted nine areas of Business Responsibility. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect and promote the well-being of all employees, including those in their value chains
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should respect and make efforts to protect and restore the environment
P9	Businesses should engage with and provide value to their consumers in a responsible manner



No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>										
1.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
2.	Has the policy been approved by the board?	Yes*	Yes***	Yes**	Yes**	Yes*	Yes**	No	Yes***	Yes****
3.	Web Link of the Policies, if available	CSR Policy, Whistle Blower Policy <a href="https://shankarabuildpro.com/wp-content/uploads/2026/05/SBL-Whistleblower-Policy.pdf">https://shankarabuildpro.com/wp-content/uploads/2026/05/SBL-Whistleblower-Policy.pdf</a>								
4.	Whether the entity has translated the policy into procedures (Yes/No)	No	No	No	No	No	No	No	No	No
5.	Do the enlisted policies extend to your value chain partner (Yes/No)	No	No	No	No	No	No	No	No	No
6.	Name of the National and international codes/certifications/labels/standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 9001:2015								
7.	Specific commitments, goals and targets set by the entity with defined timelines, if any	At the beginning of each financial year, the Company outlines its defined goals, commitments, and targets for review and approval by the Board of Directors, while the Risk Management Committee actively monitors key parameters to track progress and ensure their effective achievement.								
8.	Performance of the entity against the specific commitments' goals and targets along with reasons in case the same are not met.	Performance of each of the principles is reviewed periodically by Risk Management Committee.								
<b>Governance, leadership and oversight</b>										
9.	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):  The Company is committed to upholding the highest standards of ethical conduct and fair business practices, ensuring that the interests of all stakeholders including customers, employees, business partners, investors, and the wider community are consistently respected and protected. The Company places strong emphasis on integrity, transparency, and accountability in all its dealings, thereby fostering trust and long-term relationships with its stakeholders.  In addition, the Company prioritizes the creation of clean, safe, healthy, and equitable working conditions across its operations and value chain. It is dedicated to ensuring that employees and business partners operate in a secure and supportive environment that promotes well-being, dignity, and equal opportunity. Through these efforts, the Company seeks to build a responsible and sustainable business ecosystem that aligns ethical practices with long-term value creation.									
10.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility Policies.  Mr. C. Ravikumar, Whole-time Director under the guidance of the Board of Directors and its Committees is responsible for implementation and oversight of the Business Responsibility policy.									



11	<p>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 :-</p> <p>Yes, the Board of Directors has delegated the oversight of the Company's sustainability initiatives to the Risk Management Committee. This Committee comprises three Non-Executive Independent Directors and two Executive Directors, ensuring a balanced mix of independent oversight and operational insight.</p> <p>The Risk Management Committee, chaired by an Independent Director, is responsible for regularly reviewing and guiding the Company's risk management and sustainability framework. It monitors the progress of identified risks and mitigation measures on a quarterly basis, assesses emerging risk areas, and ensures that appropriate strategies are implemented in a timely manner. Through this structured governance mechanism, the Company strengthens its commitment to effective risk oversight, sustainability performance, and long-term value creation.</p>	
Member of the Risk Management Committee	Designation	DIN
Mr. B. Jayaraman	Chairman	00022567
Ms. Jayashri Murali	Member	00317201
Mr. C. Ravikumar	Member	01247347
Mr. N. Muthuraman	Member	02375046

\* Shankara Code of Conduct

\*\* Corporate Social Responsibility Policy

\*\*\*Shankara Vision & Mission

\*\*\*\*Shankara Quality Policy

\*\*\*\*\* The Company has adopted The National Guidelines on Responsible Business Conduct (NGRBC) released by the Ministry of Corporate Affairs.



**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	Yes a. By Internal Management on need basis b. Committee of the Board on quarterly basis									On a need basis								
Compliance with Statutory requirements of relevance to the principles and rectification of any non-compliances	The Company is in compliance with the applicable statutory rules and regulations.									On a need basis								

**11. Has the entity carried out independent assessment/evaluation of the working of its policies by an external agency? (Yes/ no). If yes, provide name of the agency.**

No

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

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

The Company's policies undergo periodic review by the Board of Directors, its committees, and senior management to ensure their continued relevance and effectiveness. These reviews help in assessing the adequacy of existing frameworks and in identifying areas that may require improvement or refinement in line with evolving business needs.

All policies and procedures are designed to be in alignment with applicable regulatory requirements and industry standards. They are updated from time to time, as necessary, to reflect changes in laws, regulations, and best practices, thereby ensuring continuous compliance and robust governance across the organization.

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**

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



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

**Essential Indicators**

<b>1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:</b>			
<b>Segment</b>	<b>Total number of training and awareness programmes held</b>	<b>Topics/principles covered under the training and its impact</b>	<b>% age of the persons in the respective category covered by the awareness programmes</b>
Board of Directors		At every Board Meeting, the Board reviews and discusses key regulatory updates and their implications under applicable laws, including SEBI Regulations, the Companies Act, corporate governance norms, and the Income Tax Act, in consultation with the Statutory and Internal Auditors. In addition, the Board and the Audit Committee engage in detailed deliberations on matters relating to business integrity, strategic priorities, financial performance, as well as the Company's CSR and sustainability initiatives, ensuring comprehensive oversight and informed decision-making.	100%
Key Managerial Personnel		Since the Managing Director, Executive Director, Chief Financial Officer, and Company Secretary are regular participants in all Board Meetings, they remain closely involved in discussions on regulatory developments and governance matters. As part of this engagement, they are continuously exposed to updates on various regulatory changes and emerging compliance topics.  This ongoing participation enables them to stay well-informed and effectively aligned with evolving legal, financial, and governance requirements. In addition, it supports continuous learning and capacity building, ensuring that the leadership team is equipped to understand, interpret, and implement regulatory changes in a timely and effective manner across the organization.	100%
Employees other than Board of Directors and KMPs	1	1) Code of Conduct 2) Whistleblower Policy 3) Prevention of Sexual Harassment at the Workplace	100%

*Note: All the principles laid down in this Report are covered in the Company's Code of Conduct, which is mandatorily adhered to by all employees of the Company.*

**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:**

There are no 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 for the financial year ended March 31, 2026.



**3. Of the instance disclosed in question 2 above, details of 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 please provide a web link to the policy.**

The Company has implemented a comprehensive Code of Conduct that includes clear provisions on anti-corruption and anti-bribery practices, reinforcing its commitment to ethical business operations and zero tolerance towards misconduct. This framework is further strengthened by a Whistleblower Policy and a Vigil Mechanism that enable employees, stakeholders, and other concerned parties to report instances of unethical behaviour, fraud, or violations of the Code of Conduct.

The mechanism ensures confidentiality and provides protection against any form of victimization, thereby

encouraging individuals to report concerns without fear. These policies are designed to promote transparency, accountability, and integrity across all levels of the organization. For ease of access and awareness, the Code of Conduct and related policies are made available on the Company's official website.

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

There has been no cases involving disciplinary action taken by any law enforcement agency for the charges of bribery/corruption against directors/KMP/employees/workers that have been brought to our attention.

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

**6. Details of complains with regard to conflict of interest**

	FY 2025-26 (Current Financial year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	Not Applicable	-	Not Applicable
Number of complaints received in relation to issues of conflict NIL 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 (Account payable \*365)/ Cost of goods/services procured) in the following format:**

	FY 2025-26	FY 2024-25
Number of days of account payables	54	52

**9. Openness 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:**

	Metric	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	5.85%	6.27%
	b. Number of trading houses where purchases are made from		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	80.75%	84.32%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	26.85%	25.76%
	b. Number of dealers / distributors to whom sales are made		
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	17.14%	21.04%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	14.29%	11.39%
	b. Sales (Sales to related parties / Total Sales)	2.21%	6.82%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	6.60%	NA
	d. Investments (Investments in related parties / Total Investments made)	NA	NA

**Leadership Indicators**

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

Total number of awareness programmes held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programmes
Nil		



In the Company's Code of Conduct and general terms and conditions, the Company has emphasized on all integrity aspects, which are applicable to all suppliers.

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

Pursuant to the provisions of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company requires all Directors to furnish an annual declaration under the Code of Conduct. This declaration includes details of their interests in any other companies, bodies corporate, firms, or

associations of individuals, along with their respective shareholdings, if any. These disclosures are essential in ensuring transparency, maintaining accountability, and upholding the trust of shareholders and other stakeholders.

The same principles of disclosure and ethical responsibility are extended to the Senior Management as well. They are required to provide an annual affirmation confirming that they have not been involved in any material financial or commercial transactions that may give rise to a conflict of interest with the Company. This process reinforces the Company's commitment to integrity, good governance, and the avoidance of any potential conflicts that could affect independent decision-making or organizational interests.

**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

	Current Financial Year 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and social impacts
R & D	Nil		
Capex			

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

Yes

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

Although the Company has not formally quantified the percentage of inputs sourced through sustainable means, Shankara Buildpro Limited is committed to integrating environmental considerations into its procurement practices. It consistently endeavors to source products and services that are environmentally friendly, recyclable, energy-efficient, and locally procured, wherever feasible.

This approach reflects the Company's focus on reducing environmental impact, supporting responsible consumption, and encouraging the use of sustainable materials across its value chain. By prioritizing such sourcing practices to the extent possible, the Company aims to contribute to resource conservation, lower its carbon footprint, and promote sustainability-driven decision-making in its operations.

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

At the Company, environmental responsibility is not viewed as a standalone initiative but as a fundamental principle that guides its operations,



decision-making processes, and long-term strategic vision. The Company recognizes that adopting sustainable business practices is essential not only for environmental protection but also for generating enduring value for all stakeholders.

A significant area of focus within its environmental commitment is the reduction of plastic usage across facilities and operational processes. The Company actively seeks to identify and eliminate unnecessary single-use plastics and replace them with sustainable and reusable alternatives wherever feasible. This includes the adoption of eco-friendly packaging materials, promotion of refillable containers, and incorporation of biodegradable or recyclable options within its supply chain practices.

In addition to operational improvements, the Company is committed to fostering a strong culture of environmental awareness among employees and business partners. Through ongoing engagement initiatives, awareness programs, and internal guidelines, it encourages individuals to adopt environmentally responsible practices in their daily activities, such as minimizing waste generation, ensuring proper waste segregation and disposal,

and making informed choices in favor of sustainable products.

Through these sustained efforts, the Company continues to reinforce its commitment to responsible growth, ensuring that present progress is achieved in a manner that safeguards environmental well-being for the future.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the Company's activities. 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**

Not Applicable

**Leadership Indicators**

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

NIC Code	Name of the product / Services	Has the entity conducted Life Cycle products (for manufacturing industry) provide details in the following format? Name of Product / Service	% of total Turnover contributed	Perspective / or for its services Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Assessments (LCA) for any of its for service industry)? If yes, Results communicated in public domain (Yes/ No) If yes, provide the web-link.
Not Applicable						



2. If there are any significant social or environmental concerns and /or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same

There are no significant social/environmental concerns and /or risks arising from production.

Name of Product / Service	Description of the risk / concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material Action Taken	
	FY 2025-2026	FY 2024-2025
	Nil	

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

Indicate input material	Recycled or re-used input material to total material Action Taken					
	FY 2025-2026			FY 2024-2025		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Nil	



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

**Essential Indicators**

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

Category	% of workers covered by:									
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity benefits availed		Day Care facilities
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	(D) % (D/A)	Number (E)	% (E/A)	
<b>Permanent employees</b>										
Male	580	580	100	580	100	0	0	0	0	0
Female	81	81	100	81	100	81	100	0	0	0
<b>Total</b>	<b>661</b>	<b>661</b>	<b>100</b>	<b>661</b>	<b>100</b>	<b>81</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Other than Permanent employees</b>										
Male		Not Applicable								
Female										
<b>Total</b>										

Note: Include employees other than ESI coverage and Probationary employees.  
Health Insurance covers maternity benefits. It is renewed till 13th January, 2027.

**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 availed		Day Care facilities
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	(D) % (D/A)	Number (E)	% (E/A)	
<b>Permanent workers</b>										
Male		Not Applicable								
Female										
<b>Total</b>										
<b>Other than Permanent (workers)</b>										
Male		Not Applicable								
Female										
<b>Total</b>										

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

Gender	FY 2025-2026	FY 2024-2025
Cost incurred on wellbeing measures as a % of total revenue of the company	1%	-

Note: The above disclosure regarding well-being measures are benefits provided to permanent employees including employee insurance. The well being is calculated by total well being expenditure/Total Revenue\*100



**2. Details of retirement benefits for Current FY and Previous financial year**

Your Company makes contributions to Provident Fund (PF), Employee State Insurance (ESI), National Pension System (NPS) etc. for eligible employees.

Benefits	FY 2025 - 2026 (Current financial year)			FY 2024 - 2025 (Previous financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A)
PF	100	Not Applicable	Yes	-	Not Applicable	Yes
Gratuity	86	Not Applicable	Yes	-	Not Applicable	Yes
ESI	17	Not Applicable	Yes	-	Not Applicable	Yes
Others - please specify	Not Applicable					

**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 existing and upcoming infrastructure is developed in accordance with a comprehensive and forward-looking approach aimed at ensuring that workplaces are accessible, inclusive, and responsive to the diverse needs of all individuals. This approach reflects the Company's commitment to creating an environment that supports equal access and usability across its facilities.

For existing infrastructure, the Company conducts periodic assessments to identify and address potential barriers that may restrict ease of movement or limit accessibility. Based on these evaluations, necessary modifications and improvements are undertaken to enhance usability and ensure compliance with applicable accessibility standards. Through these continuous efforts, the Company strives to foster a more inclusive and

user-friendly workplace environment for employees, visitors, and other stakeholders.

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

Yes, the Company is committed to upholding the principle of equal opportunity and ensures that all employees are treated fairly and with respect. It does not engage in or tolerate any form of discrimination on grounds such as race, caste, religion, colour, marital status, gender, age, nationality, disability, or any other characteristic protected under applicable laws.

The Company promotes an inclusive and equitable work environment where employment decisions related to recruitment, training, compensation, promotion, and career development are based solely on merit, qualifications, performance, and business requirements. By fostering a culture of fairness and respect, the Company aims to provide a supportive workplace that enables all employees to contribute and grow without bias.



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

Gender	Permanent employees		Non-Permanent workers	
	Return to work rate*	Retention Rate	Return to work rate	Retention Rate
Male	100	-	-	-
Female	100	-	-	-
Total	100	-	-	-

\*Return to work rate includes employees who took maternal and illness leave in financial year 2025-26 and returned to work

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker (Permanent Workers/Employees)? If yes, give details of the mechanism in brief.**

Category	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes. Employees are encouraged to first raise their concerns with their respective Department Heads or the Head of Human Resources to enable prompt resolution at the appropriate level through direct communication. If issues remain unresolved or require further escalation, employees may approach Senior Management. This structured mechanism ensures that all concerns are addressed fairly, transparently, and in a timely manner, reinforcing a supportive and accountable workplace culture.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

Employees are encouraged to share their concerns with their reporting managers and the HR department. Employees can raise their concerns to POSH Committee Members, the Whistleblower channel, and Grievance Redressal channel.

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

Category	FY 2025-2026			FY 2024-2025		
	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	Not Applicable					
Male						
Female						
Total Permanent Workers						
Male						
Female						



8. Details of training given to employees and workers

Category	FY 2025-2026					Total (D)	FY 2024-2025			
	Total (A)	On Health and safety measures		On Skill upgradation			On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Male	784	625	80	625	80	-	-	-	-	-
Female	141	95	67	95	67	-	-	-	-	-
<b>Total</b>	<b>925</b>	<b>720</b>	<b>78</b>	<b>720</b>	<b>78</b>	-	-	-	-	-
<b>Workers</b>										
Male	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

Throughout the year there will be informal meeting with the Management of the Company and once in year formal review on performance and career development of employees

Category	FY 2025-2026			FY 2025-2026		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Male	784	784	100	-	-	-
Female	141	141	100	-	-	-
<b>Total</b>	<b>925</b>	<b>925</b>	<b>100</b>	-	-	-
<b>Workers</b>						
Male	Not Applicable					
Female						
Total						

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 is committed to ensuring a safe and healthy workplace environment with the objective of preventing occupational incidents and work-related illnesses. Although a formal Occupational Health and Safety management system has not yet been established, the Company proactively implements a range of measures to safeguard employee well-being.

These initiatives include conducting regular safety awareness and training programs to educate employees on safe work practices, organizing

periodic health check-ups to monitor and support employee health, and systematically tracking safety-related incidents. The Company also undertakes periodic reviews of such incidents to identify root causes and implement corrective and preventive actions. Through these ongoing efforts, the Company continuously strives to strengthen workplace safety standards and enhance the overall health and well-being of its workforce.

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

The Company has established processes to identify and manage workplace hazards, including physical hazards such as slippery floors or inadequate lighting, ergonomic risks such as improper seating



arrangements, and safety-related hazards such as unsafe equipment or insufficient protective measures. It also assesses risks arising from both routine and non-routine activities, enabling early identification of potential safety concerns and timely implementation of preventive actions.

Employees and workers are encouraged to promptly report incidents, accidents, and near-misses, fostering a culture of transparency and proactive risk management. This enables the Company to investigate issues effectively and implement corrective measures to prevent recurrence.

In addition, the Company conducts regular safety walkthroughs across its offices and branches to systematically identify potential risks and strengthen existing safety practices. These ongoing efforts help ensure a safe, secure, and well-managed working environment for all employees.

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

Yes. Any kind of incidents are recorded. Process and procedures have been established and complied with.

**d. Do the employees/worker of the Company have access to non-occupational medical and healthcare services?**

Yes. All employees are covered under the Company's health insurance policy. The Company also offers employee-friendly work-life balance initiatives, including flexible work arrangements to support those facing challenges with standard working hours. A supportive work culture is actively promoted, and annual health check-up camps are conducted for all employees to encourage preventive healthcare and overall well-being.

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

Safety Incident/Number	Category	FY 2025-2026 (Current financial year)	FY 2024-2025 (Previous financial year)
Lost Time Injury Frequency Rate (LTIFR) (per one million -person hours worked)	Employees	Nil	Nil
	Workers		
Total recordable work-related injuries	Employees	Nil	Nil
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers		

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

The Company is committed to maintaining a safe, healthy, and compliant work environment for all employees. The management undertakes regular reviews of company policies, procedures, and operational practices to ensure alignment with all applicable laws, regulations, and internal governance standards.

This continuous oversight enables the Company to ensure that workplace practices remain effective, relevant, and in line with evolving statutory

requirements. Through periodic evaluations, audits, and ongoing monitoring, the Company actively identifies areas that require improvement and implements necessary corrective and preventive measures.

These efforts not only strengthen safety and regulatory compliance but also enhance overall operational efficiency and performance. By maintaining a structured and proactive governance approach, the Company fosters a responsible, well-regulated, and continuously improving work environment.



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

	FY 2025-2026			FY 2024-2025		
	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					
Health & Safety						

14. Assessments for the year: 2025-2026

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

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

The Company has not reported any safety-related incidents or significant concerns pertaining to health and safety practices or working conditions that necessitate corrective action.

The Company remains strongly committed to maintaining a safe, healthy, and compliant workplace for all employees. It continuously works to uphold and strengthen its health and safety standards through regular monitoring, structured employee training programs, and proactive risk assessments across its operations. The Company's approach is focused on preventing potential risks, addressing emerging issues promptly, and fostering a strong culture of safety and accountability. These efforts are aligned with applicable regulatory requirements and industry best practices, ensuring a secure and well-managed work environment for all.

**Leadership Indicators**

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

Yes. The Company provides a group term life insurance policy that extends coverage to all employees. Additionally, at its discretion, the Company may offer financial assistance to the legal dependents of an employee in the event of death while in service.

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

The Company has entered into arrangements with external agencies for the deployment of contract employees, ensuring adherence to all applicable statutory obligations. These include compliance with requirements related to employee dues such as income tax, provident fund, professional tax, ESIC, and other relevant regulations, as amended from time to time. To ensure ongoing compliance, the Company also conducts regular audits and reviews of these arrangements.

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



Particulars	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-2025	FY 2025-26	FY 2024-2025
Employees	Nil			
Workers				

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

Yes

employment laws and regulations. This includes adherence to requirements relating to gender diversity, protection of human rights, prohibition of child labour, fair wages, working hours, and prevention of bribery and corruption.

**5. Details on assessment of value chain partners on health and safety practices and working conditions.**

The Company is committed to continuously strengthening awareness and ensuring strict compliance with all applicable labour and

The Company actively promotes understanding of these legal and ethical standards across its workforce through regular communication, training, and policy reinforcement. By embedding these principles into its operations, the Company seeks to foster a fair, inclusive, and ethical workplace while ensuring full regulatory compliance and promoting responsible business conduct.

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

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

No areas of concern were raised during the assessment conducted for the value chain partners in FY 2025-2026.

that key stakeholder groups are appropriately recognized and engaged in the Company's decision-making and governance processes.

The primary stakeholders include employees, shareholders and investors, customers, key business partners, regulatory authorities, lenders, and vendors. Employees contribute to operational efficiency and organizational growth, while shareholders and investors provide financial support and confidence in the Company's performance. Customers drive demand and business continuity, and business partners and vendors play a crucial role in ensuring smooth supply chain and operational activities. Regulatory authorities ensure compliance with applicable laws, and lenders support the Company's financial requirements.

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

**Essential Indicators**

**1. Describe the process for identifying key stakeholder groups:**

The Company identifies its stakeholders through an informal yet structured process led by management, based on their relevance to the business and the degree of their impact on its operations and long-term sustainability. This approach helps ensure

Each of these stakeholder groups plays an integral role in the Company's operations, growth, and governance framework, and the Company strives to maintain constructive engagement with them to support sustainable and responsible business practices.



**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	No	Annual General Meeting, Shareholder meets, email, Stock Exchange intimations, investor/analysts meet/ conference calls, annual report, quarterly results, media releases and Company/SE website	Ongoing	Share price appreciation, dividends, profitability and financial stability, growth prospects
Employees	No	Senior leaders' communication, Employee Communication, goal setting and performance appraisal meetings/ review,	Ongoing	Efficiencies, improvement areas, long- term strategy plans, training and awareness, brand
Customers	No	Website, distributor / direct customer, senior leader-customer meets / visits, Dealer's meet	Ongoing	Product quality and availability, responsiveness to needs, after sales service
Suppliers / Partners	No	Communication and partnership meets, MoU and framework agreements, professional networks, contract management/ review, on site presentations, satisfaction surveys	Ongoing	Quality, timely delivery and payments and digitalization opportunities
Communities	No	CSR projects, CSR Partner's meet	Ongoing	Community development and Education development

**Leadership Indicators**

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

Stakeholder engagement is a key priority for the Company and extends beyond shareholders to include employees, customers, and suppliers. The Company actively seeks to understand their needs and expectations, addresses their concerns, and works towards creating meaningful positive impact. This engagement is an ongoing and continuous process.

**2. Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes/No) If so,**

**provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity**

No

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

Since there is no vulnerable / marginalized stakeholder groups identified by the Management, so there is no instances of engagement with and actions taken to address the concerns of vulnerable / marginalized stakeholder groups.

**4. Out of the above, has the company identified the disadvantaged, vulnerable & marginalized stakeholders?**

Not Applicable



## PRINCIPLE 5 Businesses should respect and promote Human Rights

### Essential Indicators

#### 1. Employees and workers who have been provide training on human rights issues and policy (ies) of the entity

Category	FY 2025-2026 (Current Financial Year)			FY 2024-2025 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (C/D)
<b>Employees</b>						
Permanent	799	580	73	-	-	-
Other than permanent	126	75	60	-	-	-
<b>Total Employees</b>	<b>925</b>	<b>655</b>	<b>71</b>	-	-	-
<b>Workers</b>						
Permanent	Not Applicable					
Other than permanent						
<b>Total Employees</b>						





2. Details of minimum wages paid to employees and workers

Category	Total (A)	FY 2025-2026 (Current Financial Year)				Total (D)	FY 2024-2025 (Previous Financial Year)			
		Equal to Minimum Wage		More than Minimum Wage			Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
<b>Employees</b>										
Permanent	799	-	-	-	-	-	-	-	-	-
Male	684	-	-	684	100	-	-	-	-	-
Female	115	-	-	115	100	-	-	-	-	-
Other than Permanent	126	-	-	-	-	-	-	-	-	-
Male	100	-	-	100	100	-	-	-	-	-
Female	26	-	-	26	100	-	-	-	-	-
<b>Workers</b>										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent										
Male										
Female										

3. (a) Details of remuneration /salary/wages in the following format:

	Number	Male		Number	Female	
		Median remuneration/ salary/ wages of respective category			Median remuneration/ salary/ wages of respective category	
Board of Directors (BoD)*	3	65.64				
Key Managerial Personnel	1	11.89		1	7.12	
Employees other than BoD and KMP	920	-		-	-	
Workers	-	-		-	-	

\* Only Executive Directors are considered for median calculation.



**(b) Gross wages paid to Female as % of total wages paid by the entity, in the following format.**

	FY 2025-2026	FY 2024-2025
Gross wages paid to Females as % of total wages	15	11

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

Yes, the Company has assigned the responsibility of addressing human rights issues or impact to the Human Resource Department.

In furtherance of this commitment, the Company has constituted a Prevention of Sexual Harassment (POSH) Committee to address, investigate, and redress complaints related to workplace harassment in a fair, transparent, and timely manner. The Committee operates with a strong emphasis on confidentiality, sensitivity, and impartiality, ensuring that all matters are handled with due care and seriousness.

**5. Describe the internal mechanism in place to redress grievances related to Human Rights issues.**

The Company is committed to maintaining a safe, secure, and harmonious business environment for all employees and stakeholders. It firmly upholds the principle that every individual has the right to work in an atmosphere that is free from harassment, discrimination, and any form of conduct that may compromise dignity, respect, or well-being.

In addition to grievance redressal, the Committee also plays a proactive role in creating awareness among employees through training sessions and sensitization programs. These initiatives aim to prevent incidents of harassment and promote a culture of respect, inclusivity, and safe workplace practices across the organization.

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

Category	FY 2025-2026 Current Financial year			FY 2024-2025 Previous Financial Year		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment						
Discrimination at workplace (discriminations based on caste, age, gender, ethnic backgrounds, or other factors etc.)						
Child labour						
Forced labor / Involuntary Labor						
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 2025-2026	FY 2024-2025
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013(POSH)	-	-
Complaints on POSH as a % of female employees/ workers	-	-
Complaints on POSH upheld	-	-

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

The Company has established clear policies and conducts regular awareness training to ensure a safe and respectful workplace for all employees. These policies reinforce its commitment to a work environment free from harassment, including sexual harassment, while promoting dignity and mutual respect. The Company follows a strict zero-tolerance approach toward any form of harassment or inappropriate behaviour. Employees are encouraged to report incidents of misconduct

without fear of retaliation, and all complaints are addressed promptly and thoroughly investigated. To ensure accountability and transparency, the Company has constituted dedicated Whistle Blower and Sexual Harassment Committees responsible for receiving, reviewing, and appropriately acting on complaints.

**9. Do Human Rights requirements form a part of your business agreements and contacts? (Yes/No)**

Yes

**10. Assessments for the year: 2025-2026**

Category	% of your Plants and Offices that were Assessed (by Entity or Statutory Authorities or Third Parties)
Child Labour	Not Applicable
Child Labour 100% Forced/Involuntary Labour	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Others- please specify	

**11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.**

Not Applicable

**Leadership Indicators**

**1. Details of a business process being modified/introduced as a result of addressing Human Rights grievances/ complaints**

Not Applicable

**2. Details of the scope and coverage of human rights due diligence conducted**

None

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

Yes, most of our locations are accessible to differently abled visitors.



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

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

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

Not Applicable

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

#### **Essential Indicators**

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

Parameter	FY 2025-2026 Current Financial year	FY 2024-2025 Previous Financial Year
Total electricity consumption (A)	Units	Units
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	12,00,228	-
Total energy consumption (A+B+C)	Units	Units
Energy intensity per Rupee of turnover (Total energy consumption turnover in Rupees) (MWh/INR crore)	11.53	-
Energy intensity (optional)- the relevant metric may be selected by the entity	-	-

*Note: Total electricity consumption excludes total fuel consumption. The Company has not made independent assessment/evaluation has not carried out by the external agencies.*



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

Not Applicable

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

Parameter	FY 2025-2026 (Current Financial year)	FY 2024-2025 (Previous Financial Year)
Water withdrawal by source (in KL)	-	-
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
Seawater/desalinated water	-	-
(iv) Others (Rainwater use)	-	-
Total volume of water withdrawal (in KL) (I + ii + iii+ iv + v)	-	-
Water intensity per rupee of turnover (Water consumed/turnover) (KL/₹ - Crore)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-



**4. Provide the following details related to water discharged:**

Parameter	FY 2025-2026	FY 2024-2025
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water - No treatment - With treatment – please specify level of treatment	Not Applicable	
(ii) To Groundwater - No treatment - With treatment – please specify level of treatment		
(iii) To Seawater - No treatment - With treatment – please specify level of treatment	Not Applicable	
(iv) Sent to third-parties - No treatment - With treatment – please specify level of treatment	Not Applicable	
(v) Others - No treatment - With treatment – please specify level of treatment		

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

Not Applicable

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

Parameter	Please specify unit	FY 2025 - 2026 Current Financial year	FY 2024 - 2025 Previous Financial year
NOx	-	0	0
Sox	-	0	0
Particulate Matter (PM)	-	0	0
Persistent organic pollutants (POP)	-	0	0
Volatile organic compounds (VOC)	-	0	0
Hazardous air pollutants (HAP)	-	0	0
Others-please specify	-	0	0



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

Parameter	Unit	FY 2025-2026 Current Financial year	FY 2024-2025 Previous Financial year
Total Scope 1 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	-	0	0
Total Scope 2 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	-	0	0
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	0	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	0	0

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

No



**9. Provide details related to waste management by the entity:**

Parameter	FY 2025-2026	FY 2024-2025
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	Nil	Not Applicable
E-waste (B)	NIL	
Bio-medical waste (C)	NIL	
Construction and demolition waste (D)	NIL	
Battery waste (E)	NIL	
Radioactive waste (F)	NIL	
Other Hazardous waste. Please specify, if any. (G)	NIL	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NIL	
<b>Total (A+B + C + D + E + F + G + H)</b>	NIL	
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)</b>		
Category of waste	Not Applicable	
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations		
<b>Total</b>		
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)</b>		
Category of waste	Not Applicable	
(i) Incineration		
(ii) Landfilling		
(iii) Other disposal operations		
<b>Total</b>		



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

All solid waste generated by the Company is collected, segregated, and handed over to authorized municipal waste agencies for further processing, including recycling, treatment, or safe disposal in line with applicable regulations. This approach

supports sustainable waste management, minimizes environmental impact, and ensures compliance with local waste disposal norms, reflecting the Company's commitment to responsible environmental practices.

**11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspot, forests, coastal regulation zones etc.) where environmental approvals/clearances are required, 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 projects	EIA Notifications No	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No)	Relevant Weblink
Not Applicable					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the noncompliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				



## Leadership Indicators

### 1. Water withdrawal consumption and discharge in the areas of water stress (in KL):

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

(i) Name of the area : Not Applicable

(ii) Nature of operations : Not Applicable

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

Parameter	FY 2025-2026 Current Financial year	FY 2024-2025 Previous Financial year
Water withdrawal by source (in KL)	Not Applicable	Not Applicable
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater /desalinated water		
(v) Others (rain water)		
Total volume of water withdrawal (in KL)		
Total volume of water consumption (in KL)		
Water intensity (optional) - the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in KL)		
(i) Into Surface water		
No treatment - please specify level of treatment		
With treatment		
(ii) Into Groundwater		
No treatment		
With treatment - please specify level of treatment		
(iii) Into Seawater		
No treatment		
With treatment - please specify level of treatment		
(iv) Sent to third parties		
No treatment		
With treatment - please specify level of treatment		
(v) Others (To municipal sewerage)		
No treatment		
With treatment & complying with discharge Quality & Quantity limit based on Consent to Operate		
Total water discharged ( in KL)		



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

Parameter	Unit	FY 2025-2026 (Current Financial year)	FY 2024-2025 (Previous Financial year)
Total Scope 3 emissions (Break-up of the GHG into CO2 , CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	-	-
Total Scope 3 emissions per Rupee of turnover			
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			

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

Not Applicable

S. No	Initiative undertaken	Details of the initiatives (Web-link, if any, may be provided along with summary)	Outcome of the initiative
Not Applicable			

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

Yes, all business segments within the Company have established Business Continuity Plans (BCPs), which are periodically reviewed by senior management and the respective department heads across various functions. These plans are designed to ensure operational resilience and preparedness to effectively manage and respond to unexpected disruptions.

The BCP framework enables the Company to identify critical business processes, assess potential risks, and implement appropriate response and recovery strategies to minimize operational impact. Through regular reviews and updates, the Company ensures that these plans

remain relevant, effective, and aligned with evolving business needs and risk scenarios, thereby strengthening overall business continuity and stability.

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

No such incidents has happened which affected the business.

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

Not Applicable



**PRINCIPLE 7: Businesses, when engaging in influencing public 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:

Five (5)

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

S. No	Name of the trade and Industry chambers/associations	Reach of trade and industry chambers /associations (State/ National)
1.	FKCCI, Karnataka Chambers of Commerce & Industry	National
2.	FEI (Federation of Engineering Industry)	National
3.	Karnataka Pipes Dealer Association	State
4.	Bangalore Iron & Steel Merchant Association	State
5.	Telangana State Tube Manufacturers 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		

Not applicable, since the Company has not received any issues related to anti-competitive conduct.

The Company is not involved in influencing directly any Government schemes or its policy. Whenever a policy is made or Government wants to come up with some scheme to support the domestic OEM, the inputs are sought from the associations generally. The Company being part of this association actively give its inputs in various forums, Committee or Taskforce meetings.

**Leadership Indicators**

1. Details of public policy positions advocated by the entity

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



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

**Essential Indicators**

projects undertaken by the entity based on applicable laws, in the current financial year.

The Company shall make CSR contributions to projects or programs of Healthcare and Education and other areas in accordance with the CSR Policy of the Company.

**1. Details of Social Impact Assessments (SIA) of**

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 has established a Stakeholders' Relationship Committee and a Sexual Harassment Committee to address and resolve grievances in a structured and timely manner. These committees ensure that concerns raised by stakeholders and employees are reviewed appropriately and handled in accordance with defined policies and procedures.

In addition to these formal mechanisms, employees and workers may also approach the Human

Resources Department for the redressal of any grievances, ensuring ease of access and prompt internal resolution. For external stakeholders, the Company provides dedicated contact details and email addresses on its official website to address enquiries related to services, sales, and other business-related matters. This multi-channel approach reflects the Company's commitment to effective communication, responsiveness, and transparent grievance handling.

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

Category	FY 2025-2026	FY 2024-2025
Directly sourced from MSMEs/ small producers	Nil	Nil
Sourced directly from within the district and neighboring districts	Nil	Nil

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

S. No.	FY 2025-2026	FY 2024-2025
Rural	12	-
Semi-Urban	8	-
Urban	22	-
Metropolitan	57	-

Place to be categorized as per RBI classification system –rural/semi-urban/urban/metropolitan



## Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. No.State	Aspirational District	Amount spent (In INR)
Not Applicable		

The Company is committed to contributing to societal development through its focused efforts in corporate social responsibility initiatives. It extends support to projects aimed at promoting education, strengthening healthcare infrastructure, enhancing access to quality primary education, and advancing environmental sustainability practices.

In addition, the Company actively supports rehabilitation and welfare programs for abandoned women and children, helping them lead dignified and secure lives. Through these diverse initiatives, the Company strives to create meaningful social impact and contribute to inclusive and sustainable community development.

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

No

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

If such a vendor is available, the Company prefers the vendor, if competitive.

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

Not Applicable

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

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes / No)	Benefits Shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

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



6. Details of beneficiaries of key CSR Projects

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

Please refer Corporate Social Responsibility Annual Report.

**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.**

To ensure the prompt and effective resolution of customer queries, concerns, and complaints, the Company has established dedicated communication channels. A separate customer support email address and contact number have been made available, enabling customers to directly connect with the support team for timely assistance.

These structured channels facilitate efficient handling of customer issues by ensuring that requests are appropriately logged, tracked, and addressed within defined timelines. The system is designed to enhance responsiveness, improve customer satisfaction, and ensure that all concerns are resolved in a systematic and transparent manner.

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

	As a percentage of total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	Not Applicable

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

Sl. No	FY 2025-2026 (Previous Financial year)		Remarks	FY 2024-2025 (Previous Financial year)		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Not Applicable						

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls		



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

Yes, the Company is committed to protecting the privacy of individuals whose personal data it holds.

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

No issue were reported as on March 31, 2026.

**7. Provide the following information relating to data breaches:**

a. Number of instances of data breaches along-with impact.

There were no data breaches as on March 31, 2026.

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

Not applicable

c. Impacts, if any, of the data breaches

Not applicable

### **Leadership Indicators**

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

Information relating to all products of the Company

are available on the website at <https://shankarabuildpro.com/investors/>

An agency has been appointed for monitoring the website, coordinating digital marketing, which includes SEO and related efforts.

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

The Company conducts meetings to educate its customers on responsible usage of our products.

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

Not Applicable

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

No, the Company discloses information in accordance with applicable regulatory requirements and ensures timely and accurate statutory reporting. In addition, it conducts an annual customer satisfaction survey covering its key products to understand customer feedback, assess service quality, and identify areas for improvement. The insights gathered through these surveys are used to enhance product offerings and strengthen overall customer experience.