

June 27, 2025

To,
The Compliance Department,
BSE Limited
P. J. Towers,
Dalal Street, Fort,
Mumbai – 400 001
Scrip Code – 522295

The Compliance Department,
National Stock Exchange of India Limited,
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051
Symbol – CONTROLPR

Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25 pursuant to Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/Ma'am,

In compliance with Regulation 34 of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed Business Responsibility and Sustainability Report forming part of Annual Report for Financial Year 2024-25.

The report is also available on the Company's website which can be accessed at <https://controlprint.com/annual-general-meeting/>.

This is for your information and records.

Yours faithfully,
For Control Print Limited



Murli Manohar Thanvi
Company Secretary & Compliance Officer

Encl: As Above

“Annexure C” to the Board’s Report

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1. Corporate Identity Number (CIN) of the Listed Entity	L22219MH1991PLC059800							
2. Name of the Listed Entity	Control Print Limited							
3. Year of incorporation	14-01-1991							
4. Registered office address	C-106, Hind Saurashtra Industrial Estate, Andheri-Kurla Road, Marol Naka, Andheri (East), Mumbai 400059							
5. Corporate address	C-106, Hind Saurashtra Industrial Estate, Andheri-Kurla Road, Marol Naka, Andheri (East), Mumbai 400059							
6. E-mail	Companysecretary@controlprint.com							
7. Telephone	+91 22 28599065/ 66938900							
8. Website	www.controlprint.com							
9. Financial year for which reporting is being done	FY 2024-25							
10. Name of the Stock Exchange(s) where shares are listed	<table border="1"> <thead> <tr> <th>Name of the Exchange</th> <th>Stock Code</th> </tr> </thead> <tbody> <tr> <td>BSE Ltd.</td> <td>522295</td> </tr> <tr> <td>National Stock Exchange of India Ltd.</td> <td>CONTROLPR</td> </tr> </tbody> </table>	Name of the Exchange	Stock Code	BSE Ltd.	522295	National Stock Exchange of India Ltd.	CONTROLPR	
Name of the Exchange	Stock Code							
BSE Ltd.	522295							
National Stock Exchange of India Ltd.	CONTROLPR							
11. Paid-up Capital	₹ 1599.42 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	<p>Murli Manohar Thanvi</p> <p>Company Secretary & Compliance Officer</p> <p>022 2859 9065</p> <p>Companysecretary@controlprint.com</p>							
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis							
14. Name of assurance or assessment provider	Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28 March 2025.							
15. Type of assurance or assessment obtained	Not Applicable for the reporting period as per SEBI Circular No. circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28 March 2025.							

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	Printing, reproduction of recorded media	85.19
2.	Support service to Organisations	Rental and leasing of motor vehicles, machinery, equipment, capital goods, etc. activities	14.81

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

S. No.	Product/ Service	NIC Code	% of Turnover contributed
1.	Manufacture of printing ink	20223	63.00
2.	Manufacture of printers etc.	26204	14.21
3.	Manufacture of other general-purpose machinery	2819	7.98
4.	Other manufacturing not elsewhere classified	82990	14.81

“Annexure C” to the Board’s Report (Contd.)

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	2	10	12
International	-	1	1*

*Note: The Company has a branch office located in Sri Lanka.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	28 states & 8 Union Territories
International (No. of Countries)	19*

*Note: The Company has a broad international presence, serving markets across Asia, Africa, Europe, and the Middle East, including countries like Germany, the UK, Saudi Arabia, Bangladesh, Kenya, and Indonesia, among others.

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 the total turnover of the entity is 2.85%. The Company plans to boost its exports through its wholly owned subsidiary (Control Print MEA FZE), reinforcing its focus on international expansion.

c. A brief on types of customers:

The Company operates in the Business to Consumer (B2C) market, where our clientele consists exclusively of corporate entities. We provide services to businesses across a wide range of industries, including Agrochemicals and Seeds, Automotive, Beverages, Cables and Wires, Cement, Chemicals and Lubricants, Electronics, FMCG, Food, Healthcare, Packaging and Packaging Materials, Plywood, Tubes and Extruded Plastics, Rubber and Tires, Steel and Metals, and Textiles.

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)	597	549	91.96	48	8.04
2.	Other than Permanent (E)	86	86	100.00	0	0.00
3.	Total employees (D + E)	683	635	92.97	48	7.03
WORKERS						
4.	Permanent (F)	199	180	90.45	19	9.55
5.	Other than Permanent (G)	0	0	0.00	0	0.00
6.	Total workers (F + G)	199	180	90.45	19	9.55

“Annexure C” to the Board’s Report (Contd.)

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	2	100.00	0	0.00
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total employees (D + E)*	2	2	100.00	0	0.00
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	0	0	0.00	0	0.00
5.	Other than Permanent (G)	0	0	0.00	0	0.00
6.	Total workers (F + G)	0	0	0.00	0	0.00

*Note: The Company promoted an inclusive work environment by employing two differently abled individuals in technical roles, one as a Technician and the other as a Senior Technician, both actively contributing to equipment maintenance and servicing.

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	7	2	28.57
Key Management Personnel	2	0	0.00

Note:

- Board of Directors includes: Managing Director, Joint Managing Director, Non-executive Non independent director and 4 Independent Directors.
- Key Management Personnel includes: Company Secretary and Chief Financial Officer.

22. Turnover rate for permanent employees and workers (in percent)

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.86	31.91	21.76	21.26	21.98	21.32	25.81	20.69	25.39
Permanent Workers	4.02	10.53	4.66	9.91	21.05	15.48	10.22	10.26	10.24

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.	Liberty Chemicals Private Limited	Wholly Owned Subsidiary	100.00	No
2.	Innovative Codes (I) Private Limited	Subsidiary	80.00	No
3.	Control Print B.V.	Wholly Owned Subsidiary	100.00	No
4.	Mark Print B.V.	Step Down Subsidiary	85.00	No
5.	Control Print Packaging Private Limited	Wholly Owned Subsidiary	100.00	No
6.	Codeology Group Limited	Subsidiary	50.49	No
7.	CP Italy S.r.l.	Step Down Subsidiary	100.00	No
8.	Control Print MEA FZE	Wholly Owned Subsidiary	100.00	No

“Annexure C” to the Board’s Report (Contd.)

VI. CSR Details

- (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in Rs.) - 38530.13 Lakhs
- (iii) Net worth (in Rs.) - 42845.11 Lakhs

VII. Transparency and Disclosures Compliances

25. Complaints/Grievance 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) <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. The Company maintains regular communication with local communities to address their concerns via it’s website	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes, the Company has established dedicated channels for grievance redressal, as outlined in the following link: https://controlprint.com/investors/investors-contact/	0	0	NA	0	0	NA
Shareholders	Yes, the Company has implemented the SEBI-prescribed mechanisms of SCORES and ODR. Shareholders can register their grievances at https://scores.gov.in . Complaints are resolved by the RTA and the Company in accordance with the procedures outlined by SEBI.	4	2	Out of 4 complaints received from shareholders, 2 were resolved during the reporting year, while the remaining 2 were resolved on 9 April 2025.	12	0	The Complaints were resolved in a timely manner

“Annexure C” to the Board’s Report (Contd.)

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/ No) <i>(If Yes, then provide web-link for grievance redress policy)</i>	FY 2024-25			FY 2023-24		
		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
Employees and workers	Yes, the Company has implemented an Employee Grievance Policy to address the concerns and grievances of employees and workers.	0	0	NA	0	0	NA
Customers	Yes, the Company has established dedicated channels for grievance redressal, as specified in the following link: https://controlprint.com/service/support .	4	1	The Company has resolved these post closure of financial year.	5	3	The Complaints were resolved in a timely manner
Value Chain Partners	Yes, the details are specified in the following link: https://controlprint.com/investors/corporate-governance-new/	0	0	NA	0	0	NA

26. Overview of the entity’s material responsible business conduct 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 implications¹

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	Energy Management	Risk	High dependence on purchased electricity increases exposure to energy price volatility and supply disruptions. Inefficient energy use or failure to adopt	To reduce energy consumption and enhance operational efficiency, the Company has implemented an energy-efficient Variable Refrigerant Flow (VRF) system for air conditioning	Negative. *There has been no negative impact in the reporting period of FY 2024-25.

¹ Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) FY 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB’s merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/> on 02 May 2025 at 18:10 IST

“Annexure C” to the Board’s Report (Contd.)

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)
			alternative/renewable sources may lead to higher operational costs and potential non-compliance with evolving energy regulations, impacting profitability and regulatory standing.	at its plant. This advanced system optimises energy usage, supports the transition to eco-friendly technologies, and contributes to lowering the Company’s dependence on conventional electricity sources.	
2	Workforce Health & Safety	Risk	The presence of heavy machinery and electrical hazards exposes employees to significant injury risks. Inadequate safety measures can lead to accidents, resulting in litigation, operational disruptions, and increased healthcare and insurance costs, thereby affecting financial and reputational stability.	To ensure employee safety and minimise risks from machinery and electrical hazards, the Company has adopted a proactive approach. It has implemented the ISO 45001:2018 Occupational Health and Safety Management System at its Guwahati and Nalagarh plants. Clear Standard Operating Procedures (SOPs) are in place for identifying and managing workplace hazards. Regular training sessions and mock drills – including fire safety, first aid, and emergency response – are conducted to keep employees well-prepared. These efforts aim to build a strong safety culture and reduce the likelihood of workplace incidents.	Negative. *There has been no negative impact in the reporting period of FY 2024-25.
3	Fuel Economy & Emissions in Use-phase	Opportunity	Increasing regulatory pressure and customer preference for energy-efficient, low-emission products create a market advantage for companies that innovate in this area. By designing printers with lower power consumption and reduced emissions, Control Print can enhance brand value, gain market share, and reduce exposure to future compliance costs.	N/A	Positive

“Annexure C” to the Board’s Report (Contd.)

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	Materials Sourcing	Risk	Dependence on critical raw materials with limited substitutes and concentrated geographic sourcing exposes Control Print to supply chain disruptions, input cost volatility, and geopolitical risks. These factors can impact production timelines, cost structure, and overall business continuity.	To mitigate the risk of supply chain disruptions and raw material shortages, the Company places weekly bulk orders to maintain adequate buffer stock. This approach ensures continuity in production by providing a reserve of essential materials, reducing dependence on just-in-time deliveries. By stabilising material availability, the Company is better positioned to manage input cost fluctuations and external supply challenges.	Negative. *There has been no negative impact in the reporting period of FY 2024-25.
5	Remanufacturing and Materials Efficiency	Opportunity	Implementing remanufacturing strategies allows Control Print to reduce raw material usage, lower production costs, and generate additional revenue streams by reselling refurbished printers. This approach supports sustainability goals, reduces waste, and can enhance customer loyalty and brand differentiation.	N/A	Positive

“Annexure C” to the Board’s Report (Contd.)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management processes										
1.	a. Whether your entity’s policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://controlprint.com/investors/corporate-governance-new/								
Sr. No.	Name of policy	Link to Policy								Which Principles each policies goes into
1	Dividend Distribution Policy	https://controlprint.com/wp-content/uploads/Dividned-Distribution-Policy.pdf								P1
2	Related Party Transactions	https://controlprint.com/wp-content/uploads/Related-Party-Transactions-Policy-Final-Clean.pdf								P1
3	Health, Safety and Environment Policy	https://controlprint.com/wp-content/uploads/Health-Safety-and-Environment-Policy.pdf								P2, P6
4	Code of Conduct for Board Members and Senior Management	https://controlprint.com/wp-content/uploads/Code-of-Conduct-24.pdf								P1
5	Code of Practices and Procedures for Fair-Disclosure	https://controlprint.com/wp-content/uploads/Code-of-Practices-and-Procedures-for-Fair-Disclosure.pdf								P1
6	Vigil-Mechanism or Whistle-Blower Policy	https://controlprint.com/wp-content/uploads/Vigil-Mechanism-or-Whistle-Blower-Policy.pdf								P1, P3
7	Nomination and Remuneration Policy	https://controlprint.com/wp-content/uploads/Nomination_and_Remuneration-Policy.pdf								P5
8	Policy for determining material subsidiaries	https://controlprint.com/wp-content/uploads/Policy-for-Determining-Material-Subsidiary.pdf								P1
9	Familiarisation programme for Independent Directors	https://controlprint.com/wp-content/uploads/Familiarisation-Programme-for-Independent-Directors.pdf								P1
10	Policy on Determination of Materiality of Events and Information	https://controlprint.com/wp-content/uploads/Policy-on-Determination-of-Materiality-of-Events-and-Information.pdf								P1
11	Policy on Preservation of Documents	https://controlprint.com/wp-content/uploads/Policy-on-Preservation-of-Documents.pdf								P1
12	Corporate Social Responsibility Policy	https://controlprint.com/wp-content/uploads/Corporate-Social-Responsibility-Policy.pdf								P4, P8
13	Risk Management Policy	https://controlprint.com/wp-content/uploads/Risk-Management-Policy.pdf								P2
14	POSH Policy	Intranet								P5
15	Leave Policy	Intranet								P3
16	Privacy Policy	Intranet								P9
17	BRSR Policy	Intranet								P1 – P9
18	Social Media Policy	Intranet								P9
19	Attendance Policy	Intranet								P3
20	Employee Handbook and/or HR Policy Document	Intranet								P1, P3
21	Leave Policy	Intranet								P3
22	Recruitment and Onboarding Policy	Intranet								P3

“Annexure C” to the Board’s Report (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3. Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				
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.	Certifications Applicable to Plant Locations (Nalagarh & Guwahati): i. ISO 9001:2015 – Quality Management System ii. ISO 14001:2015 – Environmental Management System iii. ISO 45001:2018 – Occupational Health and Safety Management System iv. 5S Workplace Organisation Management System Certification, and v. Bureau of Indian Standards Certification: IS 13252:2010 and IS 9473:2002 Certifications Applicable to Office Location (Andheri, Mumbai) and Other Locations: i. BIS (Bureau of Indian Standards) – As applicable Other Certifications – As applicable to specific locations								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company has set comprehensive ESG (Environmental, Social, and Governance) goals covering diverse focus areas such as responsible product management, achieving water neutrality, enhancing energy efficiency, promoting biodiversity, ensuring workplace safety, and fostering an inclusive, fair, and engaging work culture. These objectives also extend to water management, strong governance practices, ethical conduct, transparency, quality assurance, accountability, and building a sustainable supply chain.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.									

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.

At the heart of our Company’s philosophy lies a deep-rooted commitment to sustainability and responsible growth. We continuously work to embed environmental and social responsibility into every aspect of our operations, ensuring that our business not only delivers value but also creates a lasting positive impact.

One of our key focus areas is the effective management of plastic waste. By partnering with specialised third-party agencies, we have implemented a robust system for the recycling of all forms of plastic waste, including packaging materials. This initiative supports our vision of fostering a circular economy and minimising our environmental footprint.

We have also made notable progress in advancing employee health and safety through the adoption of ISO 45001:2018 – the international standard for occupational health and safety management. This milestone reflects our unwavering commitment to creating a safe, secure, and supportive workplace environment.

While challenges persist in aligning rapid business growth with evolving ESG expectations, we remain resolute in our pursuit of ambitious targets such as achieving water neutrality, advancing energy efficiency, and promoting inclusive workplace practices. Our initiatives are guided by principles of transparency, ethical conduct, strong governance, and a dedication to continuous improvement.

Through these collective efforts, we aim not just to meet compliance standards but to become a force for sustainable transformation—leading by example and inspiring meaningful change beyond our own operations.

- Basant Kabra, Managing Director
- Shiva Kabra, Joint Managing Director

“Annexure C” to the Board’s Report (Contd.)

8. **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**
- Basant Kabra, Managing Director**
 DIN : 00176807
 Telephone number : +91 022-2859 9065
 Email ID: Kabra_bs@controlprint.com
- Shiva Kabra, Joint Managing Director**
 DIN : 00190173
 Telephone number : +91 022-2859 9065
 Email ID: shiva@controlprint.com

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.**
- No, While there is no dedicated committee solely focused on sustainability-related decision-making, the Company addresses ESG matters through existing Board-level committees, including the Risk Management Committee, the Stakeholder Relationship Committee, and the Corporate Social Responsibility (CSR) Committee. These committees collectively oversee and guide key aspects of the Company’s sustainability agenda as part of their broader mandates.

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

Subject for Review	Indicate whether review was under taken by Director / Committee of the Board/ Any other Committee									Frequency (Annually (A)/ Half yearly (H) / Quarterly (Q) / 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	Y	Y	Y	Y	Y	Y	Y	Y	Y	A	H	Q	Q	Q	Q	Q	Q	Q
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	Q	Q	Q	Q	Q	Q	Q

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.**
- Yes. Dhir & Dhir Associates, an eminent law firm, assessed the implementation and adequacy of our policies, highlighting their effectiveness.

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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/ human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA

“Annexure C” to the Board’s Report (Contd.)

SSECTION 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	4	Business activities of the Company and its subsidiaries, industry trends, and regulatory changes.	100.00
Key Managerial Personnel	4	Business activities and operations of the Company and its subsidiaries, as well as developments in the industry and regulatory landscape.	100.00
Employees other than BoD and KMPs	26	Fire & Safety overview, Quality Circle basics, chemical fire training, DG use for fire systems, foam unit application, and waste segregation importance.	100.00
Workers	12	Fire & Safety, Quality Circle, Chemical Fire Training, DG Use for Fire Systems, Foam Mobile Unit, and Waste Segregation Importance.	100.00

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 (basis the 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 Settlement Compounding Fee	The Company, its Directors and/or KMPs have not been subjected to any thresholds of the materiality policy ² to pay any fines, penalties, punishments, awards, compounding fees or settlement amounts in the financial year.				
Non-Monetary					
Imprisonment Punishment	The Company, its Directors and/or KMPs have not been subjected to any thresholds of the materiality ³ policy to pay any fines, penalties, punishments, awards, compounding fees or settlement amounts in the financial year.				

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	

² The Company, pursuant to the 12 December 2024 changes prescribed by LODR third amendment w.r.t to materiality threshold of fines & penalties, as per regulation XXXVIII (i)(a)(6), has been adopted under the materiality policy in Q1 of FY 25-26.

³ The Company, pursuant to the 12 December 2024 changes prescribed by LODR third amendment w.r.t to materiality threshold of fines & penalties, as per regulation XXXVIII (i)(a)(6), has been adopted under the materiality policy in Q1 of FY 25-26.

“Annexure C” to the Board’s Report (Contd.)

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.

While the Company does not have a standalone Anti-Bribery and Anti-Corruption (ABAC) policy, it demonstrates a strong commitment to ethical conduct through its comprehensive Code of Conduct. This overarching policy, applicable to the Board, Senior Management, and all employees, specifically addresses the avoidance of conflicts of interest and the prohibition of bribes, kickbacks, or any other inappropriate payments.

Furthermore, the Company has established a Whistle-blower policy and actively promotes awareness of these ethical guidelines through various training initiatives. This underscores Company’s dedication to upholding high standards of corporate governance and cultivating a culture of ethical business practices.

The following are the links to both of these policies:

1. Code of Conduct for Board Members and Senior Management:
<https://controlprint.com/wp-content/uploads/Code-of-Conduct-24.pdf>
2. Vigil Mechanism/Whistle Blower Policy:
<https://controlprint.com/wp-content/uploads/Vigil-Mechanism-or-Whistle-Blower-Policy.pdf>
5. **Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:**

	FY 2024-25	FY 2023-24
Directors	No such actions were taken against any of the Directors/ KMPs/ employees/ workers in these reporting years	
KMPs		
Employees		
Workers		

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the Directors	No such complaints were received during these reporting years			
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.

No relevant corrective actions or regulatory measures have been implemented concerning corruption or conflicts of interest.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format⁴:

	FY 2024-25	FY 2023-24
Number of days of accounts payables	53.08	61.01

⁴ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure C” to the Board’s Report (Contd.)

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 format⁵:

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from Trading houses as % of total purchases	NIL	NIL
	b. Number of trading houses where purchases and made from	NIL	NIL
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NIL	NIL
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NIL	NIL
	b. Number of dealers/distributors to whom sales are made	NIL	NIL
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	NIL	NIL
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	2.45	0.60
	b. Sales (Sales to related parties/Total Sales)	0.90	0.72
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	37.69	93.64
	d. Investments (Investments in related parties/ Total Investments made)	100.00	100.00

* The Company operates in B2C where all our customers are Corporate entities with no dealers/ distributors.

Leadership Indicators

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

Total number of awareness programmes held	Topic/principles covered under the training	% age of value chain partners covered (by value of business done with such partners) that were assessed
12	Training for value chain partners focuses on five key operational areas: inbound operations, outbound logistics, marketing, sales, and service, as well as four secondary functions: procurement and purchasing, human resource management (HRM), technological development, and Company infrastructure.	100.00

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.

The Company maintains a Code of Conduct for its Board and Senior Management, providing clear guidelines for identifying, avoiding, and disclosing any potential or actual conflicts of interest with the Company. As part of this process, all Board members and Senior Management are required to declare their interests in any external entities or firms annually.

To ensure compliance with applicable laws and internal policies, the Company obtains the necessary approvals before engaging in transactions with such entities or individuals. The composition of the Board committees reflects a strong emphasis on independence, with all committees meeting regulatory requirements for both size and independence. Only individuals without any conflicts of interest are appointed to serve on the Audit Committee and the Nomination and Remuneration Committees. Throughout the year, the Company did not enter into any material Related Party Transactions (RPTs) with entities connected to its Directors or senior executives.

⁵ The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure C” to the Board’s Report (Contd.)

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

Essential Indicators

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

	FY 2024-25	2023-24	Details of Improvements in environmental and social impacts
R&D	5.97%	9.68%	The Company’s R&D division is committed to enhancing manufacturing solutions through continuous innovation. As part of its efforts to optimise energy usage, the Company regularly assesses its manufacturing processes to minimise or eliminate effluent emissions. By integrating advanced technologies, the Company produces energy-efficient and affordable products with extended lifespans. Additionally, through collaborative initiatives with technology partners, the Company’s R&D engineers have successfully developed high-quality, durable products that demonstrate exceptional performance and sustainability.
Capex	0.84%	1.76%	

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

Yes, the Company has implemented procedures for sustainable sourcing, ensuring that materials are sourced from suppliers who prioritise sustainability and contribute positively to the environment and local communities. The Company also encourages sustainability within its supply chain by enforcing a rigorous Code of Conduct for all suppliers and vendors. This code mandates the maintenance of safe working conditions and strictly prohibits practices such as child labour, forced labour, and any human rights violations. By upholding these standards, the Company ensures that its commitment to ethical sourcing and sustainability is reflected throughout its supply chain operations.

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

Approximately 90% of the inputs were sourced sustainably, reflecting the Company’s commitment to responsible sourcing and environmental stewardship.

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.**

- i. Plastics (Including Packaging)**

The Company has established a structured process for the reclamation and recycling of plastic waste, encompassing all packaging materials. In compliance with the Extended Producer Responsibility (EPR) framework, The Company collaborates with certified external agencies to ensure the environmentally sound collection, segregation, and recycling of plastic waste. This systematic approach guarantees that plastic materials are diverted from landfills and reintegrated into the production cycle, thereby mitigating ecological harm.

- ii. E-Waste**

To address the responsible disposal of electronic waste, The Company has instituted a buyback and exchange program for end-of-life printers. Under this program, customers are permitted to return obsolete devices in exchange for new products. The Company subsequently collects the returned units, conducts methodical dismantling, and categorises the components in accordance with e-waste classification standards. These materials are then directed to authorised recycling facilities i.e. Ortech India Corporation to ensure compliance with EPR Framework, processing and resource recovery.

- iii. Hazardous Waste**

The Company adheres to stringent protocols for the disposal of hazardous waste, including scrap materials and consumables classified under hazardous categories. All such waste is exclusively handled by registered and

“Annexure C” to the Board’s Report (Contd.)

licensed disposal entities approved by relevant regulatory authorities. This ensures full compliance with statutory requirements and safeguards against environmental contamination.

iv. Non-Hazardous Waste

For non-hazardous waste streams, the Company engages local regulatory bodies or authorised waste management service providers to facilitate proper disposal or recycling. This practice ensures alignment with municipal guidelines and promotes sustainable waste handling practices.

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

Yes, Extended Producer Responsibility (EPR) is applicable to The Company’s activities. The Company’s waste collection and management processes are fully aligned with the Extended Producer Responsibility (EPR) plan submitted to the relevant Pollution Control Boards. The Company ensures strict adherence to regulatory requirements, including proper documentation, authorised recycling partnerships, and periodic reporting to maintain compliance.

Comprehensive information regarding The Company’s EPR commitments, including waste collection mechanisms, recycling partnerships, and regulatory compliance, is publicly available at: <https://controlprint.com/about/extended-producer-responsibility/>.

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total Turnover Contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
----------	-------------------------	---------------------------------	--	---	--

The Company has not yet conducted Life Cycle Assessments (LCA) for any of its products or services. However, it is currently exploring the potential for incorporating LCA into its operations in the future.

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

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
Plastic Granules Blow Molding Grade B6401	30.00	30.00

“Annexure C” to the Board’s Report (Contd.)

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

	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	18.48	0	0	18.48	2.00
E-waste	0	0.13	0.99	0	0.08	2.05
Hazardous Waste	0	0	6.87	0	0	0
Other waste	0	0	2.2	0	0	0

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 percentage of products sold) for each product category
	Not Quantifiable

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:

	% 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	549	549	100.00	549	100.00	0	0.00	549	100.00	549	100.00
Female	48	48	100.00	48	100.00	48	100.00	0	0.00	48	100.00
Total*	597	597	100.00	597	100.00	48	100.00	549	100.00	597	100.00
Other than Permanent Employees											
Male	86	86	100.00	86	100.00	0	0.00	86	100.00	86	100.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	86	86	100.00	86	100.00	0	0.00	86	100.00	86	100.00

* Percentage of (D) & (E) – Maternity and Paternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dated 10 May 2024

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

	% 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	180	180	100.00	180	100.00	0	0.00	180	100.00	180	100.00
Female	19	19	100.00	19	100.00	19	100.00	0	0.00	19	100.00
Total*	199	199	100.00	199	100.00	19	100.00	180	100.00	199	100.00
Other than Permanent Workers											
Male	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Total	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

* Percentage of (D) & (E) – Maternity and Paternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dated 10 May 2024

“Annexure C” to the Board’s Report (Contd.)

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format⁶:

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the Company	0.71	0.81

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

Benefits	FY 2024-25			FY 2023-24		
	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	99.00	100.00	Yes	99.00	100.00	Yes
Gratuity	100.00	100.00	N.A.	100.00	100.00	N.A.
ESI	14.00	68.00	Yes	23.00	75.00	Yes

Note 1: Provident Fund (PF) coverage is extended to all employees and workers of the Company. However, a small number of employees have opted not to enrol under the scheme.

Note 2: Employees and workers who do not fall under the purview of the Employees’ State Insurance (ESI) scheme are covered through alternative arrangements, including a Workmen’s Compensation policy and a Group Insurance policy.

3. **Accessibility of workplaces**

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

The Company is committed to creating an inclusive and accessible work environment in line with the requirements of the Rights of Persons with Disabilities Act, 2016. To this end, the Company has ensured that its office premises are accessible to persons with disabilities, including employees and workers. These include the installation of ramps and elevators to facilitate barrier-free movement across all floors and workspaces. These measures have been implemented to support equal access and ease of mobility within the Company’s facilities.

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 is in the process of finalising a comprehensive Equal Opportunity Policy in alignment with the provisions of the Rights of Persons with Disabilities Act, 2016. The objective of this policy is to promote a workplace environment that ensures fair and equitable treatment for all individuals, free from discrimination, bias, or preferential practices.

The policy is intended to support a culture of respect and inclusion across all levels of the organisation, affirming the Company’s commitment to providing equal access to opportunities irrespective of an individual’s background, abilities, or personal characteristics. Through this initiative, the Company seeks to cultivate a professional setting where all employees are empowered to contribute meaningfully and are treated with dignity. The policy will be made available on the Company’s official communication channels upon formal adoption.

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	100.00	100.00	100.00
Female	100.00	100.00	66.67	66.67
Total	100.00	100.00	83.33	83.33

⁶ The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure C” to the Board’s Report (Contd.)

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 Other than Permanent Workers	The Company has implemented a structured internal mechanism to enable employees and workers to raise grievances in a secure and transparent manner. This includes access to established frameworks such as the Whistle Blower Policy and the Internal Committee constituted under the Prevention of Sexual Harassment (POSH) framework. In addition, an open-door policy is in effect, permitting employees and workers to directly approach any member of the management, including senior leadership, thereby fostering a culture of openness and accountability.
Permanent Employees Other than Permanent Employees	
	Employees and workers may also raise concerns through dedicated forums provided by the Company, including direct engagement with the Human Resources department. Grievances may be communicated verbally or in writing, and are reviewed and addressed promptly to ensure timely and appropriate resolution. These mechanisms are designed to support a fair, respectful, and responsive work environment.

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

Category	FY 2024-25			FY 2023-24		
	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	597	0	0.00	561	0	0.00
Male	549	0	0.00	515	0	0.00
Female	48	0	0.00	46	0	0.00
Total Permanent Worker	199	0	0.00	187	0	0.00
Male	180	0	0.00	168	0	0.00
Female	19	0	0.00	19	0	0.00

8. Details of training given to employees and workers:

	FY 2024-25					FY 2023-24				
	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	635	271	42.67	240	37.79	616	251	40.75	220	35.71
Female	48	31	64.58	31	64.58	48	28	58.33	21	43.75
Total	683	302	44.21	271	39.67	664	279	42.02	241	36.30
Workers										
Male	180	180	100.00	148	82.22	168	167	99.40	136	80.95
Female	19	19	100.00	19	100.00	19	19	100.00	19	100.00
Total	199	199	100.00	167	83.91	187	186	99.47	155	82.89

Note: Individuals who have previously completed training on the same parameters in prior years have not been included in the above count.

“Annexure C” to the Board’s Report (Contd.)

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	635	635	100.00	616	616	100.00
Female	48	48	100.00	48	48	100.00
Total	683	683	100.00	664	664	100.00
Workers						
Male	180	180	100.00	168	168	100.00
Female	19	19	100.00	19	19	100.00
Total	199	199	100.00	187	187	100.00

10. Health and Safety Management System:

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

The Company has adopted the ISO 45001:2018 Occupational Health and Safety Management System at its facilities located in Guwahati and Nalagarh. In addition to the formal system, the Company regularly organises initiatives such as annual health check-ups, safety awareness sessions, celebration of Safety Day/Week, appointment of dedicated safety officers, and training programs on industrial safety to strengthen the safety culture across its operations.

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

The Company follows a structured approach to identifying and assessing both routine and non-routine work-related hazards. Standard Operating Procedures (SOPs) are in place, supported by regular employee training. Emergency preparedness is ensured through mock drills related to fire safety, first aid, and handling of critical situations. Emergency meeting points have been designated, and sirens installed at strategic locations to ensure swift action during any untoward incident.

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

Yes, Workers are empowered to report unsafe conditions and are encouraged to step away from hazardous environments when necessary. Reporting mechanisms are available at each operational site, and all hazard reports are systematically reviewed by the management team. This framework ensures that risks are promptly identified and addressed in a transparent and responsible manner.

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

Yes, the Company provides access to non-occupational medical and healthcare services for its employees. All employees are covered under a Group Medical Insurance policy, which offers financial protection for a range of healthcare needs unrelated to occupational hazards. In addition, the Company conducts mandatory annual health check-ups to monitor and promote the overall well-being of its workforce.

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

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

“Annexure C” to the Board’s Report (Contd.)

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

The Company is committed to maintaining a safe and healthy work environment by implementing proactive safety measures and promoting workplace hygiene. Efforts to support environmental sustainability are also integrated into workplace safety initiatives, including tree plantation drives to improve air quality and create a greener workspace.

To minimise occupational risks, all employees are required to follow strict safety protocols, including the mandatory use of Personal Protective Equipment (PPE). Additionally, the Company has developed detailed on-site and off-site emergency response plans to ensure preparedness for unexpected situations. Emergency exits are clearly marked across facilities to enable swift evacuation when necessary.

Safety awareness is reinforced through the implementation of Standard Operating Procedures (SOPs) for identifying workplace hazards. Regular mock drills are conducted to train employees in fire safety, first aid, and crisis management. These drills ensure that employees are familiar with emergency protocols and can respond effectively in case of an incident.

Key initiatives undertaken by the Company to uphold workplace safety include:

- i Ongoing safety training programs to equip employees with essential knowledge and skills.
- ii Regular risk assessments to identify and mitigate potential hazards.
- iii Implementation of continuous safety measures to improve workplace security and well-being.

By taking these measures, the Company fosters a work environment that prioritises both employee safety and overall workplace sustainability.

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

	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions Health & Safety	There were no complaints received from any employees or workers in the reporting years regarding the mentioned parameters.					

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	100.00
Working Conditions	100.00

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

During the reporting period, no safety-related incidents or concerns were reported. However, the Company remains deeply committed to ensuring a safe and healthy work environment. Efforts to maintain workplace safety include ongoing initiatives to promote cleanliness and environmental sustainability. For example, tree plantation programs are regularly organised, contributing to a greener, healthier environment.

The Company enforces strict safety protocols, which require all employees to use Personal Protective Equipment (PPE) to reduce occupational risks. In addition, comprehensive emergency response plans, both on-site and off-site, are in place to ensure the Company is prepared for unforeseen circumstances. Emergency exits are clearly marked across facilities to ensure efficient evacuation, should the need arise.

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 comprehensive compensatory package in the event of the death of both employees and workers. This package includes coverage under a Group Personal Accident (GPA) policy, accident and health

“Annexure C” to the Board’s Report (Contd.)

insurance, as well as benefits such as Employee Compensation (EC) and Employees’ State Insurance Corporation (ESIC) benefits.

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 ensures that statutory dues are accurately deducted and deposited by its value chain partners through a systematic process. Payment documentation is collected from value chain partners and subjected to thorough verification. If any discrepancies or issues are identified, the Company actively engages with the respective value chain partner to address and resolve the concerns before proceeding with the payment. This ensures that all payments are made in compliance with applicable statutory requirements.

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

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	There were no incidents of high-consequence work-related injuries, ill-health, or fatalities reported during the reporting periods			
Workers				

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

Yes, the Company offers transition assistance programs designed for employees nearing retirement or termination of employment. These programs are aimed at leveraging the experience and expertise of departing employees, ensuring that their knowledge is effectively passed on to the organisation for continued benefit.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	100.00
Working Conditions	100.00

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 concerns were identified in this regard, and therefore, no corrective actions have been required or undertaken.

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 recognises that its stakeholders are integral to its success and understands the importance of meaningful collaboration to address their concerns and achieve optimal outcomes. To this end, the Company follows a structured approach to stakeholder engagement that emphasises both understanding and alignment with stakeholder needs.

The first step in this process is the identification of key internal and external stakeholders, followed by a detailed analysis of the impact each group has on the Company and vice versa. This thorough evaluation allows the Company to prioritise stakeholders based on their level of influence and relevance, ensuring that their expectations and concerns are fully understood.

To maintain strong, ongoing relationships, the Company engages with stakeholders regularly through a variety of communication channels. This continuous interaction not only fosters trust but also contributes to refining the Company’s strategy, enabling it to better address both present and future challenges.

“Annexure C” to the Board’s Report (Contd.)

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 & Marginalised Group (Yes/No)	Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other)	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Email, Calls & Visit, Exhibition, Advertisement, Social media, Website	As needed	Business Promotion, Payment recovery, Installation Audit (Courtesy Visit), Preventive maintenance
Government/ Competent Authorities	No	Email, Meeting, Website	As needed	Notices, Show Cause Notice, changes in law and regulations and other requirements
Employees	No	Email, Meetings, Notice Board, Digital Platforms	As needed	Sharing Policies, Welfare Scheme, Appraisal, Career Development, Health & Safety
Suppliers	No	Email, Meeting, Digital Platform	As needed	Invoices, Bill Payment, Grievances, Long term relationship
Investors & funders	No	Physical & Virtual Meeting (AGM/EGM), Email, Newspaper, Advertisement, Website	As needed	Financial and Non- Financial report sharing/Dividend/IEPF related matters
Communities	Yes	Meeting, Website	As needed	CSR, Social initiatives

Leadership Indicators

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

The process of stakeholder consultation involves multiple levels of engagement, each tailored to ensure appropriate input and collaboration on economic, environmental, and social matters. When consultation is directly handled by the relevant departments or teams, the feedback gathered from stakeholders is systematically communicated to the Board for further consideration and decision-making. Below is a breakdown of the various engagement levels utilised in such consultations:

- Inform:** At this stage, stakeholders are provided with clear, unbiased information about the project, issue, or potential solutions. While stakeholders gain insight into the matters at hand, no opportunity for input or decision-making is offered.
- Consult:** In this phase, feedback is actively sought from stakeholders on the provided information. This can range from simple methods such as online surveys to more in-depth feedback sessions. Stakeholder contributions are carefully considered as part of the decision-making process.
- Involve:** Stakeholders are directly engaged throughout the process to ensure that their concerns, needs, and preferences are fully understood and integrated into each stage. While the final decisions rest with the Company, stakeholder input plays a critical role in shaping the outcomes.
- Collaborate:** At this level, the Company partners with stakeholders in the decision-making process, jointly developing alternative solutions and collectively choosing the preferred option. The aim is to reach a consensus that reflects the interests and concerns of all parties involved.
- Empower:** In rare cases, stakeholders are granted the authority to make final decisions, typically through voting or referenda. This level of engagement is generally reserved for specific, highly significant matters, involving a small group representing key stakeholder interests.

“Annexure C” to the Board’s Report (Contd.)

Through these structured levels of consultation, the Company ensures that feedback from stakeholders is not only heard but actively influences the decision-making process, with the Board receiving comprehensive reports on the outcomes of such engagements.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, stakeholder consultation is utilised to support the identification and management of environmental, social, and governance (ESG) topics. At Control Print, stakeholder engagement is vital for effectively addressing key ESG issues, including governance oversight, employee empowerment and well-being, diversity and inclusion, and broader stakeholder engagement.

The Company places a strong emphasis on identifying and prioritising material issues that have a significant impact on both stakeholders and the business. Feedback from stakeholders is actively sought and integrated into the development of policies and strategic plans. This consultation ensures that stakeholder perspectives directly inform the Company’s approach to addressing ESG challenges and shaping its objectives in these areas. As a result, the inputs received from stakeholders are crucial in refining and enhancing the Company’s ESG initiatives, policies, and activities. However, no such instances were recorded during the reporting year.

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

The Company is committed to sustainable growth that prioritises environmental protection and community welfare. It recognises the importance of building strong relationships with all stakeholders—including vulnerable and marginalised groups—within a multi-stakeholder framework designed to ensure equitable and sustainable progress.

Engagement with stakeholders, particularly vulnerable and marginalised groups, is managed through dedicated departments in consultation with leadership and is overseen by the ESG Committee. The Company ensures that interactions are governed by its Code of Business Principles (CoBP) and Code Policies, which emphasise transparency, honesty, integrity, and openness. Concerns raised by vulnerable or marginalised groups, especially those related to environmental, social, or economic matters, are systematically gathered and shared with the Board’s ESG Committee for review. This process ensures that the Company’s strategies and actions are responsive to the needs of these groups.

Furthermore, the Company’s CSR Committee plays a pivotal role in reviewing and providing strategic guidance on corporate social responsibility initiatives. This committee ensures that the concerns of vulnerable stakeholders are incorporated into the Company’s CSR practices, aligning them with broader goals of community welfare and inclusion. Through these structured channels, the Company addresses the concerns of marginalised groups and takes concrete actions to support their well-being and empowerment. However, no such instances were recorded during the reporting year.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	597	271	45.39	561	252	44.92
Other than permanent	86	31	36.05	103	27	26.21
Total Employees	683	302	44.22	664	279	42.02

“Annexure C” to the Board’s Report (Contd.)

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Workers						
Permanent	199	199	100.00	187	186	99.47
Other than permanent	0	0	0.00	0	0	0.00
Total Workers	199	199	100.00	187	186	99.47

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

Category	FY 2024-25					FY 2023-24				
	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	597	0	0.00	597	100.00	561	0	0.00	561	100.00
Male	549	0	0.00	549	100.00	515	0	0.00	515	100.00
Female	48	0	0.00	48	100.00	46	0	0.00	46	100.00
Other than Permanent	86	0	0.00	86	100.00	103	0	0.00	103	100.00
Male	86	0	0.00	86	100.00	101	0	0.00	101	100.00
Female	0	0	0.00	0	100.00	2	0	0.00	2	100.00
Workers										
Permanent	199	0	0.00	199	100.00	187	0	0.00	187	100.00
Male	180	0	0.00	180	100.00	168	0	0.00	168	100.00
Female	19	0	0.00	19	100.00	19	0	0.00	19	100.00
Other than Permanent	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Male	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ Salary/ Wages of respective category	Number	Median remuneration/ Salary/ Wages of respective category
Board of Directors (BoD)	7	43,72,800	2	0
Key Managerial Personnel	2	30,15,004	0	0
Employees other than BoD and KMP	631	50,0004	48	45,4896
Workers	180	26,0607	19	21,2290

Note 1: Since there are only 2 BoD and KMP's drawing remuneration average has been taken instead of the median.

Note 2: 5 out of 7 Male Bod are independent Directors and draw sitting fee. 2 Female Bod out of whom one is Independent & other is non-executive director draw sitting fees.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format⁷:

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	5.68	5.54

“Annexure C” to the Board’s Report (Contd.)

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 defined a framework for addressing human rights concerns that may arise from its operations. At the core of this framework is a dedicated grievance redressal mechanism, overseen by the Human Resources department, which serves as the first point of contact for any workplace-related issues. Complementing this is an open-door policy that allows employees to escalate matters directly to senior management without procedural barriers.

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

The Company has put in place comprehensive internal systems to address grievances relating to human rights in a fair and transparent manner. A dedicated grievance mechanism is available to both employees and workers, offering a structured channel to voice concerns without fear of bias or retaliation. To reinforce accountability, the Company also operates a Whistleblower Policy, which allows individuals including stakeholders, employees and workers to confidentially report unethical conduct, suspected fraud or breaches of its Code of Conduct to a designated officer. This policy not only protects the identity of the complainant but also ensures that every report is taken seriously and addressed appropriately. These mechanisms collectively reflect the Company’s commitment to fostering a respectful, safe and rights-based workplace environment.

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

	FY 2024-25			FY 2023-24		
	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						
Child Labour						
Forced Labour/ Involuntary Labour						
Wages						
Other Human Rights related issues						

No complaints relating to Sexual harassment, Discrimination at workplace, Child Labour, Forced Labour/ Involuntary Labour, Wages, and Other Human Rights related issues were received during the reporting periods.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format⁷:

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0.00	0.00
Complaints on POSH upheld	0	0

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

The Company has instituted a comprehensive Prohibition of Sexual Harassment (POSH) Policy aimed at preventing and addressing any incidents of workplace harassment or discrimination. To ensure effective handling of such issues, an Internal Complaints Committee (ICC) has been established. This committee is responsible for investigating complaints related to harassment, with a strict policy of maintaining the confidentiality of the complainant throughout the process. Additionally, the Company’s Whistleblower Policy offers protection to individuals who report unethical behaviour, ensuring a safe and confidential environment for all employees to raise concerns without fear of retaliation.

⁷ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122

⁸ The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure C” to the Board’s Report (Contd.)

9. Do human rights requirements form part of your business agreements and contracts?

Yes, human rights requirements are integrated into the Company’s business agreements and contracts, ensuring that all partners and stakeholders adhere to ethical standards that protect and promote human rights in all business dealings.

10. Assessments for the year:

	% of your plants and Offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100.00
Forced/involuntary labour	100.00
Sexual Harassment	100.00
Discrimination at workplace	100.00
Wages	100.00

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

No significant concerns or risks were identified from the assessments conducted in response to Question 10, and therefore, no corrective actions have been necessary or undertaken.

Leadership Indicators

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

There have been no specific instances that necessitated the modification or introduction of a business process solely in response to human rights grievances or complaints. However, the Company has established accessible channels for employees to raise concerns. Employees can directly contact the HR department via email, ensuring that grievances are addressed in a timely and effective manner.

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

Human rights due diligence is a key element of the Company’s commitment to upholding ethical standards and ensuring sustainable operations. The Company conducts internal audits to assess and monitor compliance with human rights practices across its operations. These audits evaluate the Company’s adherence to human rights standards, helping to protect the rights and well-being of all employees and workers.

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

Yes, the Company is fully committed to ensuring accessibility and inclusivity in its premises, adhering to the provisions of the Rights of Persons with Disabilities Act, 2016. To facilitate ease of access for all individuals, including those with mobility impairments, the Company has equipped its facilities with essential features such as ramps and lifts. These measures are specifically designed to offer a comfortable experience for visitors with disabilities, ensuring that everyone can move freely and safely throughout the premises.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	100.00
Discrimination at workplace	100.00
Child Labour	100.00
Forced Labour / Involuntary Labour	100.00
Wages	100.00

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

No significant concerns or risks have been identified from the assessments conducted in response to Question 4, and as such, no corrective actions have been necessary or undertaken.

“Annexure C” to the Board’s Report (Contd.)

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 format⁹:

Parameter	FY 2024-25 (In Mega joules)	FY 2023-24 (In Mega joules)
From renewable sources		
Total electricity consumption (A)	0.00	0.00
Total fuel consumption (B)	0.00	0.00
Energy consumption through other sources (C)	0.00	0.00
Total Energy consumption from renewable sources (A+B+C)	0.00	0.00
From non-renewable sources		
Total electricity consumption (D)	38,84,025.60	33,44,142.46
Total fuel consumption (E)	84,32,905.09	1,05,97,263.96
Energy consumption through other sources (F)	0.00	0.00
Total Energy consumption from non-renewable sources (D+E+F)	1,23,16,930.69	1,39,41,406.42
Total energy consumed (A+B+C+D+E+F)	1,23,16,930.69	1,39,41,406.42
Energy intensity per rupee of turnover - MJ/Rupee (Total energy consumption/ Revenue from Operations)	0.0032	0.0041
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)¹⁰ - MJ/Rupee (Total energy consumed / Revenue from operations adjusted for PPP)	0.066	0.091
Energy intensity in terms of physical output¹¹ - MJ/Unit of Product	1.57	2.55
Energy intensity (optional) – the relevant metric may be selected by the entity - MJ/employee	18,033.57	20,996.09

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.

There has been no independent assessment, evaluation, or assurance undertaken by an external agency to review the Company’s operations, performance, or compliance with applicable standards or regulations.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Perform, 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

The Company does not fall under the scope of the Perform, Achieve, and Trade (PAT) Scheme administered by the Government of India, and therefore no targets under the scheme are applicable.

⁹ The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁰ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹¹ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure C” to the Board’s Report (Contd.)

3. Provide details of the following disclosures related to water, in the following format¹²:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	0.00	0.00
(ii) Groundwater	16,273.70	12,923.00
(iii) Third party water	1,083.60	1,114.38
(iv) Seawater / desalinated water	0.00	0.00
(v) Others	0.00	0.00
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	17,357.30	14,037.38
Total volume of water consumption (in kilolitres)	13,817.16	10,675.48
Water intensity per rupee of turnover - KL/Rupee (Water consumed / Revenue from operations)	0.0000036	0.0000031
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP¹³) - KL/Rupee (Total water consumption / Revenue from operations adjusted for PPP)	0.000074	0.000057
Water intensity in terms of physical output¹⁴ - KL/Unit of Product	0.00176	0.00195
Water intensity (optional) – the relevant metric may be selected by the entity - KL/employee	20.23	16.08

The water withdrawal for the corporate office has been calculated in accordance with the National Building Code (NBC) 2016, Estimation of water requirement for drinking and domestic use, where 45 litres per head per day is considered as the water requirement for offices with canteen facilities.

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.

There has been no independent assessment, evaluation, or assurance undertaken by an external agency to review the Company’s operations, performance, or compliance with applicable standards or regulations.

4. Provide the following details related to water discharged

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(ii) To Groundwater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iii) To Seawater	0.00	0.00
- No treatment	0.00	0.00
- With treatment – please specify level of treatment	0.00	0.00
(iv) Sent to third-parties	0.00	0.00
- No treatment	866.88	891.50
- With treatment – Primary and Secondary Treatment	213.26	149.40
(v) Others - Gardening	0.00	0.00
- No treatment	0.00	0.00
- With treatment - Primary and Secondary Treatment	2,460.00	2,321.00
Total water discharged (in kilolitres)	3,540.14	3,361.90

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.

¹² The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹³ The above calculations are in accordance with Part A, Section 1(l) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁴ The above calculations are in accordance with Part A, Section 1(l) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure C” to the Board’s Report (Contd.)

There has been no independent assessment, evaluation, or assurance undertaken by an external agency to review the Company’s operations, performance, or compliance with applicable standards or regulations.

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

At the Guwahati unit, a Sewage Treatment Plant (STP) with a capacity of 7.5 kiloliters per day (KLD) and a 20,000-liter Rainwater Harvesting Tank have been installed as part of the Company’s commitment to responsible water management. While the unit has not yet achieved Zero Liquid Discharge (ZLD), the STP follows a structured treatment process:

1. Raw Sewage Collection:

Incoming sewage is first directed into a collection tank designed to trap coarse and floating solids. This preliminary stage prevents clogging of pumps and infrastructure, ensuring smooth operation of subsequent treatment phases. It also minimises the risk of sludge buildup at disposal sites in cases where only primary treatment is performed.

2. Biological Treatment:

The collected sewage is then processed in a biological tank, where microbial activity forms the core of the treatment process. Microorganisms such as bacteria degrade organic matter, while protozoa help maintain balance in microbial populations. To sustain microbial efficiency, nutrients such as DAP and urea are introduced every three days.

3. Clarification:

The partially treated wastewater moves into a clarifier tank. This component allows solid impurities to settle, forming a sludge layer at the bottom. A mechanical scraper collects the settled sludge, while floating debris (scum) is separated from the surface, resulting in clarified water suitable for further treatment.

4. Filtration:

The clarified water undergoes advanced filtration using an iron filter and a carbon filter. Chlorine dosing is performed before filtration to enhance efficiency. The iron filter removes iron content, while the carbon filter, using granular activated carbon (GAC), adsorbs organic contaminants and residual chemicals.

At the Nalagarh facility, while ZLD is yet to be fully adopted, a functional STP has been set up with the following components:

i Collection Tank:

Wastewater is first gathered in a holding tank, enabling temporary storage and stabilisation.

ii Biological Treatment:

This stage involves aeration using twin lobe blowers and diffusers that introduce oxygen from the base of the tank. The biological degradation process is supported either by synthetic media or complete mixing systems, reducing the organic load. The resulting mixture flows into a secondary clarifier, where solids settle at the bottom. This sludge is partly recycled to maintain optimal MLSS levels, while the excess is dried and repurposed as manure. The clarified effluent is then transferred for tertiary treatment.

iii Tertiary Treatment:

In the final stage, the treated water passes through a dual media filter system containing sand and carbon. This ensures further removal of fine suspended and dissolved impurities. The fully treated effluent is reused for landscaping and plantation activities within the premises.

“Annexure C” to the Board’s Report (Contd.)

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24
NOx	mg/Nm ³	187.60	189.02
SOx	mg/Nm ³	22.22	15.01
Particulate matter (PM)	mg/Nm ³	125.00	62.07
Persistent organic pollutants (POP)	-	0.00	0.00
Volatile organic compounds (VOC)	-	0.00	0.00
Hazardous air pollutants (HAP)	-	0.00	0.00
Others – please specify	-	0.00	0.00

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, independent assessments have been conducted. The Guwahati Unit underwent evaluation by ABNS Scientific Services, while the Nalagarh Unit was assessed by Eco Paryavaran Laboratories and Consultants Pvt. Ltd.

** Control Print is in coding and marking Industry wherein we are the manufacturer of printers and consumables. Printer manufacturing carried out by outsourcing major components in printers. Final assembly & testing of printers are carried out at our plants which is non-polluting process. We outsource major chemicals and other components of the consumables. The final formulation is carried out at our plant as per requirements. There is no significant air emission in manufacturing process. Those arising from the operations of diesel generator sets during power outages is negligible, as generator operates only instant of power failure which is rare. Also, we have necessary consent under the Air (prevention and control pollution) Act for business operations wherever required.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format¹⁵:

Parameter	Unit	FY 2024-25	FY 2023-24
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)	Metric tonnes of CO ₂ equivalent	342.54	350.64
Total Scope 2 emissions ¹⁶ (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,045.45	752.43
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes of CO ₂ equivalent/ Rupee	0.00000036	0.00000032
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) ¹⁷ (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ Rupee	0.00000074	0.00000072
Total Scope 1 and Scope 2 emissions intensity in terms of physical output ¹⁸	Metric tonnes of CO ₂ equivalent/ Unit of Product	0.00018	0.00020

¹⁵ The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁶ The above calculations as per the updated emission factors provided in the CO₂ Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

¹⁷ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

¹⁸ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure C” to the Board’s Report (Contd.)

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	<i>Metric tonnes of CO2 equivalent/employee</i>	2.03	1.66

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 undertaken by an external agency to date in relation to our operational practices, performance metrics, or compliance with applicable standards and regulatory frameworks.

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

At present, the Company has not undertaken a specific project solely focused on reducing greenhouse gas emissions. However, in alignment with its commitment to environmental responsibility, the Company continues to implement various sustainability initiatives. These include rainwater harvesting systems to conserve water resources, operational sewage treatment plants (STPs) to manage wastewater responsibly, and structured programs for recycling plastic waste. While not directly targeting GHG reduction, these measures contribute meaningfully to the Company’s broader environmental sustainability goals.

9. Provide details related to waste management by the entity, in the following format¹⁹:

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	24.48	24.48
E-waste (B)	1.15	0.85
Bio-medical waste (C)	0.00	0.00
Construction and demolition waste (D)	0.00	0.00
Battery waste (E)	0.00	0.00
Radioactive waste (F)	0.00	0.00
Other Hazardous waste (G) - Chemical waste and Ink Solvent	19.59	15.16
Other Non-hazardous waste generated (H). Please specify, if any.		
Food Waste	2.20	2.00
Packing Waste	5.50	5.00
Total (A+B + C + D + E + F + G + H)	52.92	47.49
Waste intensity per rupee of turnover - MT/Rupee (Total waste generated / Revenue from operations)	0.00000014	0.00000014
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)²⁰ - MT/Rupee (Total waste generated / Revenue from operations adjusted for PPP)	0.00000028	0.00000031
Waste intensity in terms of physical output²¹ - MT/Unit of Product	0.0000067	0.0000087
Waste intensity (optional) - the relevant metric may be selected by the entity MT/Employee	0.077	0.072

¹⁹ The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²⁰ The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

²¹ The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure C” to the Board’s Report (Contd.)

Parameter	FY 2024-25	FY 2023-24
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste - Plastic, E-waste and hazardous waste		
(i) Recycled (Oil and Plastic)	25.63	25.32
(ii) Re-used	0.00	0.00
(iii) Other recovery operations - Composting	2.20	2.00
(iv) Other recovery operations (Co-processing) - Ink and Solvent	19.59	15.16
Total	47.42	42.48
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste - Non - Hazardous waste		
(i) Incineration	0.00	0.00
(ii) Landfilling - Packing Waste	5.50	5.00
(iii) Other disposal operations	0.00	0.00
Total	5.50	5.00

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 or third-party evaluation has been conducted to review the Company’s operations, performance, or compliance with regulatory standards.

The Company follows a structured and responsible waste management process involving various specialised agencies for the collection and disposal of different waste types. All plastic waste is systematically recycled, avoiding landfill contribution. E-waste is managed through entities authorised by the Central Pollution Control Board (CPCB), while hazardous waste is handled in accordance with guidelines set by the State Pollution Control Board (SPCB). Non-hazardous waste is disposed of through the local Municipal Board. Additionally, the Company has implemented in-house composting for canteen waste using a dedicated composting machine, reinforcing its commitment to sustainable and eco-friendly practices.

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

At both the Guwahati and Nalagarh facilities, the Company has implemented structured waste management practices to ensure responsible disposal of hazardous and non-hazardous materials. Hazardous waste—including used oil, grease, residual ink, paints, ink-contaminated rags, gloves, empty chemical containers, and ink drums—is collected and safely stored in designated hazardous waste yards. These materials are clearly labeled and handled using appropriate personal protective equipment (PPE) before being transferred to authorised disposal agencies, in full compliance with regulatory norms.

For non-hazardous waste such as worn-out PPE, process residues, packaging materials, and discarded mechanical parts, the Company utilises a separate scrap yard for temporary storage. These materials are then routed through certified scrap dealers for responsible disposal or recycling.

To minimise the use of toxic and hazardous chemicals in its operations, the Company continually evaluates and refines its processes. The focus remains on adopting safer alternatives and reducing chemical dependence wherever feasible, thereby promoting a safer workplace and minimising environmental impact.

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	Types 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
--------	--------------------------------	---------------------	--

The Company does not have any operations or offices located in ecologically sensitive areas.

“Annexure C” to the Board’s Report (Contd.)

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
-----------------------------------	----------------------	------	---	--	-------------------

As per the Ministry of Environment, Forest & Climate Change (MoEF) guidelines, the nature of the Company’s industrial operations does not require environmental clearance or the conduct of an Environmental Impact Assessment (EIA).

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

Serial Number	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 taken, if any action
---------------	---	---------------------------------------	---	---------------------------------

The Company remains fully compliant with all applicable environmental laws, regulations, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment (Protection) Act, along with the rules framed thereunder. There have been no instances of non-compliance, penalties, or regulatory actions during the reporting period.

Leadership Indicators

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

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

- (i) Name of the area
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
<i>Total volume of water withdrawal (in kilolitres)</i>		
<i>Total volume of water consumption (in kilolitres)</i>		
<i>Water intensity per rupee of turnover (Water consumed / turnover)</i>		
<i>Water intensity (optional) - the relevant metric may be selected by the entity</i>		

Not Applicable

“Annexure C” to the Board’s Report (Contd.)

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Not Applicable	
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater		
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		

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 conducted by an external agency to date in relation to the Company’s operations, performance, or regulatory compliance.

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	<i>Metric tonnes of CO₂ equivalent</i>	3.46	3.10
Total Scope 3 emissions per rupee of turnover	<i>Metric tonnes of CO₂ Equivalent/Rupee</i>	0.00000000090	0.00000000090
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	<i>Metric tonnes of CO₂ Equivalent/ Unit of Product</i>	0.0051	0.0047

Scope 3 emissions are calculated basis the data for waste generation only

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 conducted by an external agency to date in relation to the Company’s operations, performance, or regulatory compliance.

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

The Company does not have any operations or offices located in ecologically sensitive areas.

“Annexure C” to the Board’s Report (Contd.)

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Waste Segregation and Compliance	Dedicated storage areas have been created for different categories of waste, which are disposed of through authorised recyclers in accordance with Extended Producer Responsibility (EPR) and Plastic Waste Management (PWM) regulations. Waste is primarily classified into Dry and Wet categories, and further subdivided into types such as Electronic, Plastic, Chemical, and Metal.	Improved waste management efficiency and environmental compliance have been achieved. Different types of waste are managed separately, minimising environmental risks. Authorised disposal ensures adherence to legal and sustainable recycling practices
2	Waste Minimisation Training	Multiple awareness sessions have been organised to educate employees on the importance of waste reduction at the source, segregation practices, and the consequences of improper waste handling.	These training sessions have led to better-informed employees and enhanced waste segregation practices. As a result, the accuracy and effectiveness of waste disposal have significantly improved.
3	Installation of Sewage Treatment plant	The Company has implemented a Sewage Treatment Plant (STP) designed to recycle and reuse wastewater. The system involves anaerobic and aerobic treatment processes that purify wastewater for non-potable reuse, such as in landscaping and industrial cooling.	The STP has yielded environmental and operational benefits by reducing the demand for freshwater, lowering water consumption costs, and promoting sustainable water reuse practices.
4	Environmental Training and SOPs	Environmental awareness and waste management training sessions have been regularly conducted. Standard Operating Procedures (SOPs) are maintained to guide employees in their day-to-day waste handling responsibilities.	These initiatives have resulted in enhanced employee awareness, reduced training gaps, optimised resource use, and minimised waste generation through better internal practices.
5	Green Cover Enhancement through Plantations	On occasions like World Environment Day, the Company promotes environmental awareness through tree plantation drives and green initiatives. These activities are part of ongoing efforts to improve the ecological balance.	Plantation drives have contributed to a greener, healthier work environment and have improved the visual and ecological quality of the workplace through increased biodiversity and beautification.
6	Water Conservation Measures	Several initiatives have been introduced to promote water efficiency, including repairing leaks, installing water level sensors, using pressmatic taps, implementing rainwater harvesting systems, and recycling water through STP.	These measures have significantly enhanced water conservation. Outcomes include minimised water wastage, optimised water use, and reduced dependence on freshwater sources, supporting long-term sustainability.
7	Energy Efficiency Improvements	The Company has replaced traditional lighting with energy-efficient LED lights and installed automated timers for street lighting to reduce energy consumption.	These actions have improved overall energy efficiency across operations and contributed to lower electricity consumption and reduced environmental impact.

“Annexure C” to the Board’s Report (Contd.)

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

The Company has implemented a comprehensive Business Continuity and Disaster Management Plan. This includes a detailed data backup system to ensure critical information can be restored in the event of a disaster. A thorough risk assessment process is conducted to identify and address potential hazards. Seven lightning arresters have been installed to protect against electrical surges, and various fire extinguishers are placed according to Fire Office guidelines. Water sprinklers are installed in necessary areas to help manage temperatures during emergencies. Regular training sessions are held to ensure employees are well-equipped to handle disaster situations.

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

At present, the Company does not assess the environmental impact of its value chain partners. However, in the future, the Company is committed to identifying and managing any potential environmental risks that may arise. We will take the necessary steps to implement mitigation or adaptation strategies where needed. Our objective is to consistently improve sustainability efforts across all areas of our operations, reducing environmental impact throughout the entire value chain.

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

The Company has not yet conducted formal assessments of value chain partners for environmental impacts. However, it is committed to proactively evaluating potential environmental risks moving forward and will take necessary steps to implement suitable mitigation or adaptation measures.

8. How many Green Credits have been generated or procured²²:

a) By the listed entity - NIL

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

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 maintains affiliations with a total of five (5) trade and industry chambers or 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.

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	The Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2.	BN Industries Association	National
3.	Bombay Chamber of Commerce	State
4.	Federation of Industries & Commerce of North Eastern Region (FINER), Guwahati	State
5.	Nalgarah Industries Association	State

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

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

²² The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28 March 2025.

“Annexure C” to the Board’s Report (Contd.)

Leadership Indicators

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

Sr. No	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others - please specify)	Web Link, If available
--------	-------------------------	-----------------------------------	--	---	------------------------

The Company has not taken independent stances on public policy matters to date; however, it participates in policy discussions through its affiliations with trade and industry chambers. These engagements, though conducted collectively rather than individually, enable the Company to contribute meaningfully to initiatives that promote industry advancement and serve the broader public good. All such interactions are governed by a robust Code of Conduct that ensures transparency, ethical conduct, and alignment with the Company’s core values. While details of these activities are not disclosed in the public domain, oversight is exercised by senior management and relevant board committees, with matters reviewed by the Board on a need basis to ensure consistency with the Company’s strategic and governance priorities.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and Brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Link
-----------------------------------	----------------------	----------------------	---	--	-------------------

Not Applicable as the Company did not undertake any projects requiring SIA

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)	5 of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
-------	--	-------	----------	---	--------------------------	---------------------------------------

Not Applicable

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

The Company maintains comprehensive procedures for receiving and addressing community concerns. It has implemented a structured system that ensures all stakeholder feedback is properly recorded, reviewed, and resolved in a timely and equitable fashion. Through ongoing dialogue with local communities, the Company actively identify potential issues and work collaboratively toward sustainable solutions.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers²³:

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	26.57	21.00
Directly from within India	73.43	79.00

²³ The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure C” to the Board’s Report (Contd.)

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 cost²⁴

Location	FY 2024-25	FY 2023-24
Rural	21.17	25.18
Semi-Urban	6.44	8.31
Urban	15.62	9.79
Metropolitan	56.77	56.72

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable as the Company did not undertake any projects requiring SIA	

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 ₹)
The Company has not initiated any CSR projects in the designated aspirational districts.			

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

The Company does not currently have a separate preferential procurement policy specifically aimed at suppliers from marginalised or vulnerable groups. However, diversity and inclusion are actively promoted in our procurement practices.

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

This is not applicable.

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

This is not applicable.

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

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating 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 CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Education support through Aavaan Academy (₹ 25 Lakhs spent)	Not ascertainable in number	Not ascertainable

²⁴ The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure C” to the Board’s Report (Contd.)

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

Essential Indicators

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

The Company has set up a clear process to handle consumer complaints and feedback. The sales team stays in regular contact with customers to quickly identify and resolve any issues with products or services. Complaints and feedback are gathered through various channels, such as the Company’s website and social media platforms. Once received, each complaint is entered into a centralised database and given a unique ticket number to help with tracking and management.

The Company is committed to responding to and resolving complaints within an established timeframe. Each complaint is closely monitored throughout the process to ensure it is addressed appropriately. This process reflects the Company’s commitment to providing good customer service and resolving issues effectively.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100.00
Safe and responsible usage	100.00
Recycling and/or safe disposal	100.00

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the Year	Pending resolution at end of year		Received during the Year	Pending resolution at end of year	
Data Privacy	NIL	NIL	NA	NIL		
Advertising						
Cyber-security	NIL	NIL	NA			
Delivery of essential services	NIL	NIL	NA			
Restrictive Trade Practices	NIL	NIL	NA			
Unfair Trade Practices	NIL	NIL	NA			
Other - Customers	4	1	The Company is working to resolve complaints promptly	5	3	The Company is working to resolve complaints promptly

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

	Number	Reasons for recall
Voluntary recalls	There were no instances of product recalls on account of safety issues during the reporting year.	
Forced recalls		

“Annexure C” to the Board’s Report (Contd.)

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

Yes. The Company has established a comprehensive policy designed to address cybersecurity concerns and mitigate risks related to data privacy. This policy outlines the procedures and safeguards in place for the secure handling of customer data throughout its entire lifecycle, including collection, storage, processing, and retention. The policy is accessible on the Company’s intranet. Through the implementation of this policy, the Company reaffirms its commitment to the protection of customer data and the prioritisation of data privacy.

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.

The Company has not encountered any issues relating to advertising and delivery of essential services, cyber security, data privacy of customers, re-occurrence of product recalls, or actions taken by regulatory authorities concerning the safety of products/services during the reporting period. As such, no corrective actions have been taken or are currently underway.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches -

The Company has not experienced any recorded instances of data breaches during the reporting period.

b. Percentage of data breaches involving personally identifiable information of customers²⁵ -

No breaches involving the personally identifiable information of customers have been identified or reported.





c. Impact, if any, of the data breaches -

As no data breaches have occurred, this matter is not applicable to The Company at this time.

Leadership Indicators

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

Information pertaining to the Company’s products and services is publicly accessible through its official website at <https://controlprint.com>. In addition, the Company disseminates updates and promotional content via its official social media channels, including:

	LinkedIn: https://www.linkedin.com/Company/control-print-ltd/
	Facebook: https://www.facebook.com/controlprintindia
	Instagram: https://www.instagram.com/control_print_ltd/
	X: https://x.com/controlprintin
	YouTube: https://youtube.com/@ControlPrintLimited

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

Yes. The Company adopts a proactive approach to ensuring that consumers are adequately informed about the safe and responsible use of its products and services. Consumers are provided with comprehensive usage instructions and safety guidance at the time of installation, delivered by trained personnel. Thereafter, the Company continues to support consumers through structured follow-up initiatives, including the dissemination of educational videos, email communications, and live product demonstrations. These initiatives are intended to promote consumer awareness, prevent misuse, and enhance the overall safety and effectiveness of the Company’s products and services.

²⁵ The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

“Annexure C” to the Board’s Report (Contd.)

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

While the Company does not engage in the provision of essential services as defined under applicable law, it has instituted mechanisms to ensure timely and effective communication with consumers regarding any potential service disruptions or discontinuations. These include regular outreach through email and telephonic communication conducted by the Sales and Service Teams. All material updates are published on the Company’s official website to promote transparency and ease of access. The Company also ensures adherence to all statutory requirements pertaining to the disclosure of information related to service continuity. Such measures are implemented with the objective of maintaining consumer awareness and preserving confidence in the Company’s offerings.

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)

The Company provides product information on its packaging with a view to ensuring that end consumers are well-informed about the nature and characteristics of the products. Furthermore, the Company, through its internal sales and client engagement teams, undertakes periodic customer satisfaction surveys across its key operational regions. These surveys are aimed at evaluating customer experience in relation to the Company’s principal products and services, and the insights derived therefrom are utilised to inform continuous improvements in quality and service delivery.

UN SUSTAINABLE DEVELOPMENT GOALS ALLIGNMENT

SDG 3: GOOD HEALTH AND WELL-BEING

The Company organised a cricket tournament at its Guwahati factory to promote teamwork, employee engagement, and workplace camaraderie. The event successfully fostered collaboration and strengthened bonds beyond the office environment.

The Company has implemented the ISO 45001:2018 Occupational Health and Safety system at its Guwahati and Nalagarth plant

SDG 4: QUALITY EDUCATION

Through its CSR strategy, the Company is committed to enhancing education and employability by supporting initiatives such as Aavaan Academy, where ₹ 25 Lakhs was spent to improve vocational skills and nurture youth innovation.

SDG 5: GENDER EQUALITY

To foster a safe and inclusive work environment, an Internal Complaints Committee (ICC) has been constituted to handle matters related to discrimination and harassment. The identity of the complainant is kept strictly confidential during investigations, and the ICC ensures adherence to the principles of natural justice throughout the process.

SDG 6: CLEAN WATER AND SANITATION

At its Guwahati and Nalagarh units, the Company has implemented structured sewage treatment systems as part of its commitment to responsible water management, although Zero Liquid Discharge (ZLD) is yet to be achieved at both sites. The Guwahati facility features a 7.5 KLD Sewage Treatment Plant (STP) and a 20,000-liter Rainwater Harvesting Tank, employing a multi-stage process including raw sewage collection, biological treatment using microbial activity, clarification, and advanced filtration with iron and carbon filters. Similarly, the Nalagarh unit operates an STP with stages such as collection, biological treatment through aeration and microbial degradation, and tertiary treatment via sand and carbon filters. Treated effluent at Nalagarh is repurposed for landscaping and plantation, while sludge is reused as manure, reflecting a circular approach to resource use.

SDG 7: AFFORDABLE AND CLEAN ENERGY

The Company has enhanced energy efficiency by replacing conventional lighting with energy-efficient LED lights and installing automated timers for street lighting. These measures have led to reduced electricity consumption and a lower environmental footprint across its operations.

“Annexure C” to the Board’s Report (Contd.)

SDG 8: DECENT WORK AND ECONOMIC GROWTH

The Company organised a comprehensive hands-on training session on its Continuous Inkjet (CIJ) printer for the Operators, Supervisors, and Engineers of Svarn Group at their Faridabad, Haryana facility. Conducted on 20 March 2025, the session aimed to strengthen participants’ technical know-how, ensure consistent printer performance, and enhance the overall efficiency of coding and marking processes within the production line.

The Company conducted a training and outbound program for its branch finance and admin teams at its Nalagarh facility, enhancing their understanding of operations and products. The initiative also promoted team bonding through immersive learning and scenic exploration.

SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

The Company participated in INDIAWOOD 2025, where it showcased its Thermal Inkjet and High-ResolDemand) printers, along with advanced track & trace solutions designed for the woodworking industry. The event provided an excellent platform for engaging with visitors, exchanging valuable insights, and demonstrating how the Company’s solutions can enhance marking precision, traceability, and regulatory compliance.

The Company participated in INDPLAS 2025, showcasing its innovative coding and marking solutions for the plastics industry. The event facilitated valuable engagements with industry leaders and potential clients, reinforcing the Company’s presence in the manufacturing sector.

The Company participated in Odisha Plast 2024, showcasing its specialised coding and marking solutions for the plastics sector. The exhibition offered a platform to highlight innovations that enhance traceability, compliance, and packaging aesthetics.

The Company participated in PackPlus 2024, India’s leading packaging, converting, and supply chain exhibition, to showcase its advanced coding and marking solutions tailored for the packaging industry. The event offered opportunities for expert discussions and real-time demonstrations of industrial applications.

The Company participated in the Tube & Pipe Fair 2024, showcasing its specialised coding and marking solutions tailored for the tube and pipe sector. The event provided a platform to engage with industry stakeholders and demonstrate technology designed for durability and industrial performance.

The Company showcased its advanced coding and marking solutions at the PackVision Expo in Pune, engaging with packaging industry professionals and highlighting innovations that enhance traceability and packaging efficiency. The event drew strong interest from stakeholders across the sector.

SDG 11: SUSTAINABLE CITIES AND COMMUNITIES

The Company’s CSR committee is dedicated to promoting rural development and laying the groundwork for a developed India by providing basic infrastructure and renewable energy sources to rural areas.

SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

The Company shows its commitment to caring for the long-term economic, social, and environmental health of the Company and the communities in which it carries out its activities. The Company has obtained the following certifications:

- Plastic EPR Certificate
- EPR Certificate- Guwahati Plant
- EPR Certificate for Plastic- Guwahati Plant- Brand Owner

The Company is the Manufacturer and Importer as per E-waste (Management) Rules 2016, hereby declares the EPR plan for the extended producer responsibility pan India.

“Annexure C” to the Board’s Report (Contd.)

SDG 13: CLIMATE CHANGE

The Company is undertaking two key projects aimed at reducing Greenhouse Gas (GHG) emissions at its Guwahati and Nalagarh plants. As part of its broader environmental responsibility, the Company has implemented comprehensive waste management strategies. Designated areas, such as the PESO-compliant store and isolated storage zones, are allocated for waste storage, while employees are trained extensively on proper disposal protocols, including the use of Personal Protective Equipment (PPE) to ensure safety. The waste distribution mechanism includes collection by authorized external agencies: all plastic waste is recycled, e-waste is managed by a CPEC-authorized party, hazardous waste by an SPCB-authorized agency, and non-hazardous waste by a locally authorised vendor.

Additionally, food and pantry waste are composted on-site using an in-house composting machine.

SDG 17: PARTNERSHIPS FOR THE GOALS

The Company is a member of following trade, associations and chambers:

- The Federation of Indian Chambers of Commerce & Industry (FICCI)
- Bombay Chamber of Commerce
- Federation of Industries & Commerce of North Eastern Region (FINER), Guwahati
- Nalgarah Industries Association
- BN Industries Association.