

August 26, 2025

1.	National Stock Exchange of India Limited Exchange Plaza Plot No. C/1, G Block Bandra - Kurla Complex Bandra (E), Mumbai - 400 051 Scrip Code: EVERESTIND	2.	BSE Limited Phiroze Jeejeebhoy Towers Dalal Street, Mumbai - 400 001. Scrip Code: 508906
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Sub.: Submission of Business Responsibility and Sustainability Report for the financial year ended March 31, 2025

Dear Sir/Madam,

Pursuant to Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") of the Company for the financial year ended March 31, 2025, which also forms part of the Annual Report of the Company for the financial year 2024-25.

Kindly take the same on record.

Yours faithfully,

For **Everest Industries Limited**

Amruta Avasare
Company Secretary & Compliance Officer
Membership No.: A18844

Encl.: A/a

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity:** L74999MH1934PLC002093
2. **Name of the Listed Entity:** Everest Industries Limited
3. **Year of incorporation:** 1934
4. **Registered office address:** GAT 152, Lakhmapur, Taluka Dindori, Nashik-422202 (Maharashtra)
5. **Corporate address:** Level 3, Tower 14, Solitaire Corporate Park, Chakala, Andheri (E), Mumbai – 400093.
6. **E-mail:** compofficer@everestind.com
7. **Telephone:** 022-6977 2000
8. **Website:** <https://www.everestind.com/>
9. **Financial year for which reporting is being done:** FY 2024-25
10. **Name of the Stock Exchange(s) where shares are listed:** BSE Limited and National Stock Exchange of India Limited
11. **Paid-up Capital:** Rs. 15,81,98,800/- (1,58,19,880 equity shares of Rs. 10/- each) as on March 31, 2025
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**
 - Mr. Niranjan Gokhale, VP- Strategy and Internal Audit.
 - Email: Niranjan.gokhale@everestind.com
 - Phone: 022-6977 2000/ 022-6977 2004
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).** - The disclosures in this year's report are made on a standalone basis.
14. **Name of assurance provider:** Not Applicable as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12 July, 2023.
15. **Type of assurance obtained:** Not Applicable

Products/services

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

Sl. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Manufacturing	Other manufacturing-Building products	64%
2	Construction	Steel Buildings	36%

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

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Roofing Sheets	23593	47%
2	Boards	16212 16213 23952	17%
3	Pre-Engineering Steel Buildings	25111 25112 25119	36%

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	8	5	13
International	0	0	0

Note: Number of Offices do not include co-working space.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	36*
International (No. of Countries)	18

*We have our presence in all 28 states and 8 union territories.

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

1.63%.

c. A brief on types of customers

Everest Industries Limited ("EIL"/ "Everest") stands at the forefront of the building solutions industry, offering a wide array of products and services. Specializing in roofing, ceilings, walls, flooring, and cladding, as well as Pre-Engineered Steel Buildings, EIL provides integrated solutions tailored for industrial, commercial, and residential needs.

Our diverse clientele includes corporates, wholesalers, distributors, architects, interior designers, influencers, homeowners, and various other businesses, ensuring comprehensive support for all building projects.

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)	892	824	92.38%	68	7.62%
2.	Other than Permanent (E)	231	204	88.31%	27	11.69%
3.	Total Employees (D+E)	1,123	1,028	91.54%	95	8.46%

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
WORKERS						
4.	Permanent (F)	526	526	100.00%	0	0.00%
5.	Other than Permanent (G)	4,209	4,163	98.91%	46	1.09%
6.	Total workers (F + G)	4,735	4,689	99.03%	46	0.97%

Note: All contract workers have been considered as other than permanent workers.

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	3	3	100%	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	3	3	100%	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	6	6	100%	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	6	6	100%	-	-

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	29%
Key Management Personnel (KMP)	2	1	50%

Note 1: Mr. Rajesh Joshi, Managing Director & CEO of the Company is considered under both the Board of Directors and KMP. Further, Mr. M.L. Gupta, Independent Director retired on close of Business hours of September 30, 2024, due to completion of his two terms of directorship.

Note 2: As on March 31, 2025, the Company had 2 KMPs Mr. Rajesh Joshi, Managing Director & CEO and Ms. Amruta Avasare, Company Secretary. During the year, Mr. Pramod Nair resigned from the post of CFO w.e.f. January 10, 2025 and the said position was filled post March 31, 2025.

22. Turnover rate for permanent employees and workers:

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	32%	38%	33%	29%	36%	29%	32%	42%	33%
Permanent Workers	4%	-	4%	0.39%	-	0.39%	1.22%	-	1.22%

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	Falak Investment Private Limited	Holding Company	50.15%	No
2	Everest Buildpro Pvt Ltd	Subsidiary	100%	No
3	Everest Steel Buildings Pvt. Ltd	Subsidiary	100%	No
4	Everest Building Products (Note 1)	Subsidiary	100%	No

Note: Everest Building Products is incorporated in Mauritius and has a subsidiary Everest FZE incorporated in UAE.

CSR DETAILS:

24. (a) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes.

(b) Turnover (in Rs.) 1,707.02 crores.

(c) Net worth (in Rs.) 623.27 crores.

TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 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. Link: https://www.everestind.com/public/storage/codes-and-policies/August2025/C3BFHbTINokF3G0NMkRZ.pdf We also have an email address (foundation@everestind.com) that allows community members to lodge grievances	0	0		0	0	
Investors (other than shareholders)	Yes. Link: https://www.everestind.com/contact-us	0	0		0	0	
Shareholders	Yes. Link: https://www.everestind.com/contact-us	11	0		10	0	

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 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. Link: https://www.everestind.com/public/storage/codes-and-policies/August2025/C3BFHbTlNokF3G0NMkRZ.pdf	5	0	Refer Note 1	3	0	
Customers	Yes. Link: https://www.everestind.com/public/storage/codes-and-policies/August2025/C3BFHbTlNokF3G0NMkRZ.pdf	29,645	1,273	Refer Note 2	29,993	1,217	
Value Chain Partners	Yes. Link: https://www.everestind.com/public/storage/codes-and-policies/August2025/C3BFHbTlNokF3G0NMkRZ.pdf	0	0		0	0	
Other	Yes. Link: https://www.everestind.com/public/storage/codes-and-policies/February2025/y5d2EkGekGs8EmVOnUHK.pdf	29	1	Refer Note 3	11	0	

Note: Additionally, stakeholders can lodge complaints/ grievances by emailing everest@ethicalview.com or call our toll-free number 1800 209 9098.

Notes:

1. Employees and workers' complaints related to workplace grievances are tracked separately and reported together.
2. Customer complaints like breakage, returns, etc. and the outstanding complaints will be addressed in due course.
3. Others are anonymous complaints (stakeholder category not known) received by the company through the whistleblower mechanism.

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

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

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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 & Emissions (GHG Emissions, Climate Change, Energy Efficiency)	Risk and Opportunity	<p>(Risk): The Company's manufacturing operations are energy-intensive, relying on grid electricity, which contributes to GHG emissions. This exposes Everest to risks from global warming, which may disrupt business operations. Furthermore, evolving regulatory frameworks, such as the introduction of carbon taxes, could increase financial exposure.</p> <p>(Opportunity): The rising cost of conventional energy and decreasing prices of renewable energy present an opportunity for cost efficiency. Additionally, shifting consumer preferences towards low-carbon products offers a market advantage for sustainable products.</p>	<p>Everest is exploring a two-pronged approach aimed at improving energy efficiency and evaluating the potential for renewable energy integration.</p> <p>Energy Efficiency: The Company is in the process of assessing factory-level energy consumption metrics (Units/MT), with the goal of identifying opportunities to enhance efficiency and reduce GHG emissions. Initial reviews are being carried out within the Roofing and ESBS business units.</p> <p>Renewable Energy: Preliminary steps have been taken to assess the viability of rooftop solar installations, which currently contribute a share (6.4%) to total electricity consumption at select plants. Everest is considering a broader evaluation of renewable energy options across its facilities to potentially lower Scope 2 emissions and improve long-term resource efficiency.</p>	Positive for Opportunity and Negative for Risk

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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)
2	Water Management	Risk	<p>Everest relies heavily on groundwater for its manufacturing processes. With water scarcity on the rise and increasing regulatory scrutiny, the Company faces potential operational risks.</p> <p>Most of our plants rely on groundwater, and declining availability in certain regions increases the risk of water scarcity, potentially impacting production and raising operational costs. Two of our facilities—Podanur Works in Tamil Nadu and Bhagwanpur Works in Uttarakhand—are situated in semi-critical groundwater zones, further heightening the risk to long-term water availability.</p>	<p>To mitigate this risk, Everest is prioritizing groundwater conservation and rainwater harvesting. Over the next 2-3 years, the Company aims to reduce and replenish the groundwater it consumes.</p> <p>All the Company's plants are Zero Liquid Discharge (ZLD) facilities, minimizing effluent discharge-related regulatory risks. Sewage is treated through STPs and fully reused for greenbelt maintenance.</p> <p>As a result of the company's efforts towards water conservation and water recycling there has been an improvement in water intensity per unit revenue.</p>	Negative
3	Waste Management	Risk	<p>Increasing regulatory scrutiny around waste management, including plastic waste under EPR regulations, presents a growing compliance challenge.</p> <p>Everest generates both hazardous and non-hazardous waste, making regulatory compliance and responsible disposal critical to business continuity and reputation.</p>	<p>Everest is actively evaluating alternative materials to reduce plastic consumption in packaging and is evaluating the feasibility of substituting virgin plastic with recycled plastic.</p> <p>The Company ensures compliance with EPR regulations. Hazardous and non-hazardous waste is disposed of through certified vendors in line with legal requirements.</p>	Negative
4	Product Stewardship	Risk and Opportunity	<p>(Risk): Regulatory bodies are increasingly requiring lifecycle assessments (LCAs) and certifications, such as EPDs, to disclose product emissions. Non-compliance could lead to regulatory and financial risks.</p> <p>(Opportunity): With growing consumer demand for transparent, eco-friendly products, Everest can leverage product stewardship to enhance customer trust and market differentiation.</p>	<p>Everest has planned for EPD certifications for its products in the Boards and Panels division. The Company plans to generate at least 50% of its Boards and Panels division revenue from EPD-certified products by 2027.</p> <p>80% of Everest's products in the Boards and Panels division are already GreenPro certified. Moving forward, the Company aims to focus on low-carbon product innovations.</p>	Positive for Opportunity and Negative for Risk

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	The rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Health & Safety	Risk	The Company's manufacturing operations involve interactions with machinery and material-handling equipment, posing inherent safety risks to employees. Failure to comply with safety regulations could result in loss of employee lives, damage to machinery, labour unrest and a halt in production.	Everest has implemented an EHS risk management programme through HIRA (Hazard Identification and Risk Assessment) and aims to have all eight plants ISO 45001 certified by 2027. The Company conducts regular safety audits, training, and technology upgrades to enhance adherence to safety standards. Facilities are designed not only to meet but also to exceed regulatory requirements.	Negative
6	Supply Chain and Sustainable Sourcing	Risk and Opportunity	(Risk): Everest's value chain is resource- and energy-intensive, relying heavily on raw materials like cement and steel, which have significant environmental impacts. Supplier non-compliance could expose Everest to reputational and regulatory risks. (Opportunity): Enhancing supply chain sustainability improves business resilience, reduces environmental impact, and strengthens social responsibility.	Everest has established long-term partnerships with certain critical suppliers, reflecting a strategic approach to building supply chain resilience and reliability. The Company has introduced a Code of Conduct for Business Partners, outlining sustainability expectations. To reduce exposure to supply chain disruptions, Everest is increasing domestic sourcing and diversifying its supplier base for critical imports, such as pulp and asbestos fiber.	Positive for Opportunity and Negative for Risk
7	CSR	Opportunity	Many of Everest's plants are located near local communities. Through CSR initiatives, the Company addresses social challenges, fosters goodwill, and strengthens its social license to operate. Targeted CSR programmes in education, skills training, and health can contribute to community development and build positive brand equity.	Everest is enhancing its CSR focus by evaluating environmental indicators such as water which will have broader societal impacts. The Company has dedicated CSR teams running programmes in education, vocational skills, youth skill-building (e.g., building master training), and tobacco cessation.	Positive

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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)
8	Diversity & Inclusion	Opportunity	Promoting diversity and inclusion enables Everest to access a broader talent pool, improve workforce productivity, and enhance its reputation as a socially responsible employer.	Everest actively promotes diversity across gender and workforce groups. The Company has implemented an Equal Opportunities Policy for differently abled individuals and has introduced online training modules for fostering an inclusive culture.	Positive
9	Business Ethics	Risk	Non-compliance with regulations or failure to prevent unethical practices could lead to financial losses, legal penalties, and reputational damage. Lack of reporting mechanisms for fraud could further expose the Company to financial and operational risks.	<p>Everest has adopted Legatrix to ensure continuous regulatory compliance and avoid defaults.</p> <p>The Company conducts regular fraud awareness sessions and offers whistleblower mechanisms to encourage the reporting of malpractices.</p> <p>Regular code of conduct training reinforces ethical practices across the organisation.</p>	Negative

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	The 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)
10	Human Capital - Employee Engagement, Retention	Opportunity	<p>Opportunity: Fostering a culture of strong employee engagement and retention presents an opportunity to build a motivated, high-performing, and future-ready workforce. When employees feel valued, empowered, and connected to the organisation's purpose, they are more likely to contribute proactively, collaborate effectively, and champion innovation.</p> <p>A stable and engaged workforce enhances institutional knowledge, reduces hiring and training costs, and accelerates productivity. It also strengthens organisational culture and loyalty, helping position the company as an employer of choice. This, in turn, supports long-term business resilience and sustained stakeholder value creation.</p>	<p>We continued to strengthen employee engagement through impactful initiatives that promote transparency, growth, and recognition. Monthly union meetings and open house townhalls with workmen across all plants have fostered open communication and trust. Our rewards and recognition framework, aligned to our core values, celebrates individuals who go beyond their regular responsibilities, inspiring a culture of excellence. Career growth is enabled through fair, merit-based performance assessments, annual merit-linked increments, and internal job postings that provide equal opportunities for advancement. Development remains a key focus, with targeted product and process training, on-the-job learning, and specially designed organisational development interventions for workmen, along with leadership development programs for union leaders. In addition, succession planning through talent management reviews and focused capability-building for critical roles ensures a strong, future-ready talent pipeline.</p>	Positive

Sr. No	Material issue identified	Indicate whether risk or opportunity (R/O)	The rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11	Labour Relations	Risk	Disruption in manufacturing due to labour unrest or compliance issues	We have strong processes to ensure regulatory and legal compliance for both direct and indirect manpower. The management engages with the entire workforce to ensure that their issues are heard and understood. Knowledge-sharing sessions on labor laws, situation-based learning, employee life cycle documentation, regular IR management and contract labor management are being undertaken.	Negative
12	Risk Management	Opportunity	A comprehensive risk management strategy protects an organisation from a wide range of vulnerabilities, including operational disruptions, financial losses, and reputational damage. Without proactive identification and mitigation of risks, companies are ill-prepared to respond to unexpected events such as regulatory changes, supply chain breakdowns, or environmental incidents. This not only increases the likelihood of non-compliance with legal and statutory requirements but also weakens stakeholder trust.	Everest has established a comprehensive risk management framework to proactively identify potential risks and implement effective mitigation strategies. The ESG risk register plays a key role in prioritizing critical focus areas. As part of our risk mitigation efforts, we have finalised a detailed Business Continuity and Disaster Recovery Plan. Additionally, Everest utilises a dedicated technology platform to ensure compliance with applicable laws and regulations, while also staying informed through regular legal updates accessed via seminars, online resources, and expert platforms.	Positive

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)	Y	Y	Y	Y	Y	Y	N*	Y	Y	
b. Has the policy been approved by the Board? (Yes/No)	Yes									
c. Web Link of the Policies, if available	Refer Note 1**									
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	NA	Y	Y	
Business policies have procedures for stakeholders where appropriate.										
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	NA*	Y	Y	
Note*: We currently do not take any public policy positions. As and when it shall be required, we shall draft a policy.										
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.	EIL adheres to the below certifications, standards and codes aligned with BRSR principles.									
	Principle 1	-								
	Principle 2	ISO 9001, ISO 14001, Green Pro, GRIHA, BIS								
	Principle 3	ISO 45001 (2 plants of steel building)								
	Principle 4	-								
	Principle 5	-								
	Principle 6	ISO 14001, Green Pro, GRIHA								
	Principle 7	-								
	Principle 8	-								
Principle 9	ISO 9001, BIS									
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	As mentioned below									
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.										

Sl No	Specific Targets	Achievements Against the Targets
1	Reduce energy consumption and GHG emissions through improved energy efficiency and increased use of renewable electricity.	Baseline year and key metrics have been established. Internal targets are currently being defined.
2	Develop a strategic roadmap to enhance water management through efficiency measures and groundwater recharge plans.	Site-level assessments are underway to evaluate rainwater harvesting and groundwater recharge potential.
3	Conduct Life Cycle Assessments (LCA) to quantify and understand environmental impacts across key products.	Key products are being prioritised for LCA.
4	Achieve ISO 45001 certification across all plant locations by 2027.	EHS risk management implemented via HIRA (Hazard Identification and Risk Assessment). Two plants are ISO 45001 certified; rest six plants targeted by 2027.
5	Establish a robust framework to evaluate ESG performance of suppliers.	Supplier Code of Conduct formalised.

Governance, leadership and oversight

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

At Everest, our core values are Respect, Excellence and Integrity (REI) and this also extends to our Vision of improving the lives of people by reimagining spaces. We would like to achieve our vision in a long-term and sustainable manner using ESG as a foundation for future growth of the organisation.

In this sustainability journey, our goal is to grow the business while lowering our environmental footprint, particularly in terms of energy consumption, emissions and natural resource use. We recognise the importance of embedding sustainability across all dimensions of our operations - not just in emissions and energy, but also in how we manage resources, reduce waste and protect natural ecosystems. We are setting plant specific actionable targets that will help us build a comprehensive decarbonisation roadmap and replenish water through site-level evaluations. Another area we intend to prioritize in the near future is the undertaking of Life Cycle Assessments for key products within the Boards and Panels division, to gain a more comprehensive understanding of their environmental impacts.

On the social front, two pillars stand out as central to our efforts:

- 1. Advancing Health and Safety standards:

Health and Safety are embedded as a core value throughout our operations. We are actively working toward ISO 45001 certification across all manufacturing sites. This enables us to systematically identify risks, establish stringent safety protocols and promote continuous improvement in workplace safety practices. We aim to cultivate a culture where safety is deeply ingrained, incidents are minimised, and the physical and mental well-being of our employees is prioritised at every level.

- 2. Fostering a truly inclusive and diverse workplace:

We recognize the importance of building a more inclusive and diverse workplace and acknowledge that continued effort is needed in this area. Women currently hold 29% of board positions and represent 7.62% of the overall workforce. Moving forward, we plan to place greater emphasis on supporting individuals with disabilities through targeted initiatives and inclusive policies. Our aim is to foster a work environment where all individuals feel respected, valued, and able to contribute meaningfully to our broader mission.

These areas also form the foundation of our commitment to employee well-being and equal opportunity for all.

On the Governance front, we have introduced a Code of Conduct for Business Partners and are in the process of building a comprehensive ESG assessment framework for our supply chain.

These steps are critical to strengthening compliance, improving risk management, and cultivating long-term, responsible partnerships that support our sustainability goals.

ESG is a core component of our objective to build a resilient, future-ready company. Our ESG framework is embedded across operations and is aligned with a long-term strategy of sustainable growth.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Board is responsible for the oversight of the Business Responsibility Policies. The implementation of the policies is the responsibility of the MD & CEO of the Company.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Risk Management Committee is responsible for matters related to ESG.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Managing Director & CEO									Annual								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Managing Director & CEO									Annual, As required								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	N	Y	Y	N	Y	Y	N	N	Y
All policies are periodically reviewed internally.									
Occupational Health and Safety, Quality Management' and 'Environmental Policy' have been evaluated by certifying agencies viz. M/s. TUV, M/s. BIS and M/s. DQS.									

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

Questions	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee								
	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)							YES		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)							NO		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)							NO		
It is planned to be done in the next financial year (Yes/No)							NO		
Any other reason							Note 1		

Note 1 - We currently do not take any public policy positions. As and when it shall be required, we shall draft a policy.

Note 1**: List of Policies and link to the Policies:

Principle	Name of Policy	Link of the Policy
Principle 1	Vigil Mechanism/ Whistle Blower	https://www.everestind.com/public/storage/codes-and-policies/February2025/y5d2EkGekGs8EmV0nUHK.pdf
	Code of Conduct	https://www.everestind.com/public/storage/codes-and-policies/August2025/CgUygsMbknlmZauoPeD.pdf
	Anti Corruption Anti Bribery	https://www.everestind.com/public/storage/codes-and-policies/August2025/qcrZUNoCilVebzyLXeg.pdf
	Code of Conduct for Board and Senior Management Personnel	https://www.everestind.com/public/storage/codes-and-policies/January2023/KIEI8gKrszPyoWbcyVzR.pdf
	Code of Practices and Procedures for Fair Disclosure	https://www.everestind.com/public/storage/codes-and-policies/November2022/ehmEP3aiv7i1aaAdcxwL.pdf
	Code of Conduct for Prevention of Insider Trading	https://www.everestind.com/public/storage/codes-and-policies/April2025/dxDQaMCYtzgVyiicPHzM.pdf
	Policy on dealing with Related Party Transactions	https://www.everestind.com/public/storage/codes-and-policies/April2025/ceMJps7Ffv8NP5bczw3Z.pdf
Principle 2	Sustainable Sourcing and Procurement Policy	https://www.everestind.com/public/storage/codes-and-policies/August2025/cT1w7QnYROTQxnbBgYRw.pdf
	Quality Policy	Offline version of the policy is displayed at all plants & Head Office.
Principle 3	OHS Policy	https://www.everestind.com/public/storage/codes-and-policies/August2025/l3pdJp49Qfp58tg4YPK2.pdf
	Equal Opportunity Policy	https://www.everestind.com/public/storage/codes-and-policies/August2025/99R2nBbCgZaPoLislM8.pdf

Principle	Name of Policy	Link of the Policy
Principle 4	Grievance Handling Policy	https://www.everestind.com/public/storage/codes-and-policies/August2025/C3BFHbTlNokF3G0NMkRZ.pdf
	CSR Policy	https://www.everestind.com/public/storage/codes-and-policies/February2025/S2jOQID2m9PjR26c3JuW.pdf
	Code of Conduct	https://www.everestind.com/public/storage/codes-and-policies/August2025/CgUygsMbknlmZauoPeD.pdf
	Dividend Distribution Policy	https://www.everestind.com/public/storage/codes-and-policies/November2022/T6v1LE6DIXqnmbSURX0s.pdf
Principle 5	Human Rights Policy	https://www.everestind.com/public/storage/codes-and-policies/August2025/Wml5oDTz7iVZM3o7y5V8.pdf
	Equal Opportunity Policy	https://www.everestind.com/public/storage/codes-and-policies/August2025/99R2nBbCgZaPolislM8.pdf
Principle 6	Environmental Policy	https://www.everestind.com/public/storage/codes-and-policies/August2025/EaHvmQ6WyzU4PJkl6su.pdf
Principle 7	NA	NA
Principle 8	CSR Policy	https://www.everestind.com/public/storage/codes-and-policies/February2025/S2jOQID2m9PjR26c3JuW.pdf
Principle 9	IT Security Policy	https://www.everestind.com/public/storage/codes-and-policies/August2025/9krYiAcv1K0PnsT0Xh72.pdf
	Quality Policy	Offline version of the policy is displayed at all plants & Head Office.

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total No of training & awareness programmes held	Topics / principles covered under the training and its impact	% age coverage by awareness programmes
Board of Directors	4*	Business presentations, outlook of industry, governance and regulatory compliance requirements, and risk management among others.	100%
Key Managerial Personnel	6	All Board familiarisation programmes as above and other training courses such as POSH, Code of conduct.	100%
Employees other than BoD and KMPs	147	Health & Safety, POSH, Mandatory, Functional, Behavioral & External Trainings, Code of Conduct.	100%
Workmen	85	Health & Safety, POSH, Productivity Improvement & Housekeeping, Raw Material Handling, 3R Concept of Waste Management, Forklift Operation, ISO 45001 Awareness, 5 - S System, First Aid Training and Shop Floor Discipline.	100%

*Details of board familiarisation programme can be viewed on the link –

<https://www.everestind.com/public/storage/familiarization-programmes/April2025/eFvZj9sok7HHuc2yRC8.pdf>

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	Nil	NA	NA	NA
Settlement	Nil	NA	NA	NA
Compounding fee	Nil	NA	NA	NA

Non-Monetary

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

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	Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a link to the policy.

Yes, the Company has an established policy on anti-corruption and anti-bribery. Additionally, comprehensive training has been given to all the employees in the current year on the above-mentioned topic.

<https://www.everestind.com/public/storage/codes-and-policies/August2025/qcrZUNoCILvEbzyzIXeg.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	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2024-25		FY 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

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

Not Applicable as there are no issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	59.06	64.23

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

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases (Refer Note 1)	7%	11%
	b. Number of trading houses where purchases are made from	808	1,430
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	39%	28%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales (Refer Note 2)	59.21%	69.01%
	b. Number of dealers/distributors to whom sales are made	3,485	4,541
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/ distributors	9.39%	8.51%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	-	-
	b. Sales (Sales to related parties/ Total Sales)	0.87%	1.14%
	c. Loans & advances (Loans & advances given to related parties /Total loans & advances)	100%	100%
	d. Investments (Investments in related parties/ Total Investments made) (Refer Note 3)	0.22%	100%

Note:

- For purchases from trading houses, materials, spares, consumables, traded materials, capital expenditures and administrative materials have been considered in both the numerator and denominator.
- For the calculation of sales, only revenue from operations has been considered.

Everest Foundation is the CSR implementing arm, and the above does not include CSR funds transferred to Everest Foundation.

- For details please refer to note no. 2.05 of Audited Standalone Financial statements.

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 products and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2024-25	FY 2023-24	Details of improvements in environmental and social impacts
R&D	100%	100%	Cost reduction, process and quality improvements by plant upgradation, use of alternate raw material and reduction in use of virgin pulp.
Capex	11%	16%	Energy management system, VFDs, Servo drive, Water flow meter for water monitoring.

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

At Everest, we approach sustainable sourcing and procurement through both internal and external lenses. Internally, we have established a Sustainable Sourcing and Procurement Policy (<https://www.everestind.com/public/storage/codes-and-policies/August2025/cT1w7QnYROTQxnbBgYRw.pdf>), which serves as the foundation for conducting business with our partners. Externally, we have developed a Code of Conduct for Business Partners, which acts as a guiding framework, ensuring that our partners align with our sustainability principles. As part of our ongoing efforts, we are committed to ensuring that our critical suppliers formally acknowledge and adhere to this code of conduct in the coming years.

In line with our long-term sustainability objectives, Everest remains focused on risk mitigation and the production of low-carbon products. To strengthen supply chain resilience, we are actively diversifying our supplier base, reducing dependency on any single source. Additionally, we are prioritizing domestic sourcing of input materials and integrating industrial waste by-products as supplementary cementitious materials. This strategic approach not only enhances resource circularity but also significantly reduces the carbon footprint of our products.

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

We will categorise EIL's spending based on sustainability criteria and quantify this in the subsequent reporting years.

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.**

Post-consumer product management currently falls outside the direct operational boundaries of Everest, as it involves downstream activities that extend beyond the company's immediate control.

- Plastics (Including packaging): Everest is registered as a "brand owner" and "importer" and has adopted EPR practices in compliance with the Plastic Waste Management Rules, 2016, and its amendments to address its responsibilities for recycling plastic packaging. Details are provided in Principle 2, Essential Indicator 4.
- E-waste: Not applicable. The products of Everest don't come under the category of e-waste.
- Hazardous waste: Not applicable.
- Other: Not applicable.

4. **Whether Extended Producer Responsibility (EPR) applies 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 under The Plastic Waste Management Rules, 2016. We are registered as an "Brand owner" & "Importer". We have adopted EPR practices and approved from CPCB for pre- & post-consumer plastic waste management under The Plastic Waste Management Rules, 2016 & its amendments. Waste collection plan is in line with the EPR plan submitted to PCB.

As per the EPR target for FY 2024-25, we have engaged authorised recyclers to manage 205 MT of plastic waste in alignment with regulatory and ESG compliance frameworks.

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

Essential Indicators

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

Category	% Of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	% (E/A)	No.(F)	% (F/A)
I. Permanent Employees											
a. Male	824	824	100%	824	100%	NA	NA	824	100%	NA	NA
b. Female	68	68	100%	68	100%	68	100%	NA	NA	-	-
c. Total	892	892	100%	892	100%	68	100%	824	100%	NA	NA
II. Other than Permanent Employees											
a. Male	204	NA	NA	204	100%	NA	NA	NA	NA	NA	NA
b. Female	27	NA	NA	27	100%	27	100%	NA	NA	-	-
c. Total	231	NA	NA	231	100%	27	100%	NA	NA	NA	NA

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	% (E/A)	No.(F)	% (F/A)
I. Permanent Workers											
a. Male	526	526	100%	526	100%	NA	NA	-	-	NA	NA
b. Female	0	0	0	0	0	0	0	0	0	0	0
c. Total	526	526	100%	526	100%	NA	NA	NA	NA	NA	NA
II. Other than Permanent Workers											
a. Male	4,163	4,163	100%	4,163	100%	NA	NA	NA	NA	0	0
b. Female	46	46	100%	46	100%	46	100%	NA	NA	0	0
c. Total	4,209	4,209	100%	4,209	100%	46	100%	NA	NA	0	0

Note: Labour contractors are required to adhere to the statutory compliances as per applicable laws and rules thereunder. Well-being of workers is covered under the ESIC and Workmen's Compensation Act (in case ESIC is not applicable).

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.12 %	0.15%

Well-being measures include health and medical benefits given to permanent employees and workers. Eligible women have received maternity benefits as per law.

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

Benefits	FY 2024-25			FY 2023-24		
	No. of emp covered as a % of total emp.	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of emp covered as a % of total emp	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	NA	100%	100%	NA
ESI	11%	12%	Y	13%	18%	Y
Others	NA	NA	NA	NA	NA	NA

Note: ESI percentage is calculated based on the number of employees who are eligible for the benefit.

3. Accessibility of workplaces

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

Yes, at Everest, we are committed to fostering an inclusive and accessible work environment in line with the Rights of Persons with Disabilities Act, 2016. Our manufacturing facilities have been designed with accessibility as a key consideration, ensuring that employees with disabilities can access workspaces and perform their responsibilities effectively.

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

Yes, The Company has a policy as per the Rights of Persons with Disabilities Act 2016 and the same is available on

<https://www.everestind.com/public/storage/codes-and-policies/August2025/99R2nBbCgZaPoLisllM8.pdf>

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%	100%	NA*	NA*
Female	100%	100%	-	-
Total	100%	100%	NA	NA

100% of our permanent employees who availed of maternity/ paternity leave returned to work.

*In the case of permanent workers, we do not offer paternity.

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

The company is committed to ensuring a safe and supportive work environment for all its employees and associates. Employees are encouraged to express their concerns to their Reporting Manager, Human Resource Function, or senior management members.

Furthermore, our whistleblower policy enables all employees to report any suspected or actual misconduct within the organisation anonymously. Non-permanent employees and workers can address their grievances via email to the relevant person/management. The company provides an Ethics Helpline for individuals to register grievances while maintaining their anonymity.

All such concerns are addressed within a specified timeframe and are logically resolved.

Additionally, the management is accessible through various channels such as town halls and direct interactions; employees are sensitised to any occurrences through town halls as a deterrent measure for future occurrences.

Besides the above the following initiatives are continued:

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workmen	Yes, besides the above, other mechanisms are mentioned for which grievances get documented, tracked and resolved: <ul style="list-style-type: none"> • Townhall • HR Connect with workmen • Whistleblower mechanism can be accessed by email & telephone
Other than Permanent Workmen	Yes, HR Connect.
Permanent Employees	Yes, once a month with Plant Head for permanent employees at plants. Annual Family Get together, Monthly Birthday Celebrations. Employees are encouraged to express their concerns to their Reporting Manager, Human Resource Function, or senior management members.
Other than Permanent Employees	Yes, other than permanent employees have access to the same mechanisms as permanent employees.

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						
Male	824	0	0	850	0	0
Female	68	0	0	66	0	0
Total Permanent Workers						
Male	526	429	81.56%	515	437	85%
Female	0	0	0%	0	0	0%

8. Details of training given to employees and workers

Category	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	No. (C/A)		No. (E)	% (E/D)	No. F	% (F/D)
Employees										
Male	1,028	1,028	100%	874	85%	1,022	1,022	100%	622	61%
Female	95	70	74%	74	78%	92	92	100%	53	58%
Total	1,123	1,098	98%	948	84%	1,114	1,114	100%	675	61%
Workers										
Male	4,689	4,689	100%	240	5%	3,890	3,890	100%	287	7%
Female	46	46	100%	0	0%	13	13	100%	0	0%
Total	4,735	4,735	100%	240	5%	3,903	3,903	100%	287	7%

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,028	1,028	100%	1,022	1,022	100%
Female	95	95	100%	92	92	100%
Total	1,123	1,123	100%	1,114	1,114	100%
Workers						
Male	4,689	526	11%	3,890	515	13%
Female	46	0	0%	13	0	0%
Total	4,735	526	11%	3,903	515	13%

10. Health and safety management system:

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

Yes, Everest Industries Ltd. (EIL) has implemented a comprehensive Occupational Health and Safety Management System (OHSMS), reflecting its strong commitment to the safety and well-being of employees, workers, contract staff, and other stakeholders. Occupational Health and Safety is a core component of EIL's values and is accorded the highest priority across operations.

1. Certification and Coverage

EIL has obtained ISO 45001: 2018 certification for Occupational Health and Safety Management Systems at its ESBS plants (two locations), as well as at major project sites and the corporate office.

2. Systems and Initiatives

- **EHS Management System Revamp:** An in-house EHS management system has been developed, including standardised checklists and documentation templates deployed across plants and projects.

- **QR Code-Based Monitoring:** A QR code system has been implemented to report EHS observations, enabling real-time feedback and prompt action by the concerned departments.
 - **Forklift Safety Management:** A major project on forklift safety has been completed, enhancing equipment and personnel safety.
 - **Early Warning & Stakeholder Feedback:** A multi-channel system (QR codes, phone lines, suggestion boxes, visitor registers) has been developed to capture the voice of stakeholders and act on early warning signs.
- 3. Compliance and Risk Management**
- Regular risk assessments and horizontal deployment of learnings from incidents are carried out to ensure continuous improvement and legal compliance related to occupational health, safety, and the environment.
- 4. Awareness and Training**
- **Training Content Development:** Holistic training modules have been created on topics such as material handling, lifting & rigging, PPE usage, asbestos awareness, and permit systems.
 - **Learning Management System (LMS):** Capacity-building initiatives are delivered through LMS, including online quizzes, acknowledgement tracking, and performance management.
 - **Involvement of Line Managers:** Focused efforts are being made to increase the engagement of line managers in timely closure of safety-related observations.
- 5. Campaigns and Observances**
- Monthly awareness campaigns and observance of national events such as National Safety Week and Road Safety Week are conducted across locations.
 - Safety Month is observed annually in March, including promotional activities and training for employees, contract workers, and even extended families.
- Regular EHS competitions are held to encourage participation and awareness.
- 6. Communication and Engagement**
- Multi-language posters and transparent communication materials are developed to ensure that safety messages reach all levels, including contract workers and site visitors.
 - A comprehensive EHS induction programme is conducted for employees, visitors, and contractors.
- 7. Recognition and Motivation**
- Reward and recognition programmes are in place at both plant and corporate levels, conducted quarterly and annually to motivate and acknowledge safety performance.
- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**
- Everest Industries Ltd. (EIL) follows a structured system for hazard identification, risk assessment, and control, covering both routine and non-routine activities. A holistic and integrated approach has been adopted across all plants through multi-domain risk assessments that include HIRAC (Hazard Identification, Risk Assessment, and Control), legal risk evaluation, internal findings, and industry best practices.
- Routine risk assessments are carried out through regular safety audits, inspections, employee feedback, and job hazard analyses. Non-routine assessments are conducted for new or modified tasks, changes in processes or work environments, and during planned shutdowns or emergencies. These assessments are supported by checklists, safety data sheets, and hazard identification workshops. All risks are periodically reviewed to ensure timely mitigation based on operational changes and emerging concerns.
- c. Whether you have processes for workers to report work-related hazards and to remove themselves from such risks?**
- Yes, Everest Industries Ltd. (EIL) has well-defined processes that enable workers to report work-related hazards and remove themselves from potentially unsafe situations. Reporting

mechanisms include QR code-based systems, safety committee and departmental meetings, as well as an open-door policy that allows direct access to supervisors and leadership. All reported hazards are recorded in the EHS Management Information System (MIS) and addressed by the concerned departments, with regular monitoring by plant heads and senior leadership, including the MD & CEO.

Workers are actively encouraged to step back from tasks they believe pose a risk to their safety. This right is communicated through ongoing awareness and training initiatives. To strengthen engagement, EIL also runs recognition programmes to reward employees and workers who proactively report hazards and contribute to improving workplace safety.

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

Yes, employees and workers at Everest Industries Ltd. (EIL) have access to non-occupational medical and healthcare services. Support is provided not only for medical emergencies but also for routine health needs, in addition to Mediclaim coverage.

Necessary infrastructure for non-occupational medical care is available at plant locations. Pre-employment medical examinations are conducted, and as per statutory requirements, annual and half-yearly health check-ups are carried out for employees and workmen at the plants.

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	0.44	1.35
	Workers	0.91	1.34
Total recordable work-related injuries	Employees	1	4
	Workers	5	9
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High-consequence work-related injury or ill health (excluding fatalities)	Employees	1	Nil
	Workers	Nil	Nil

*Including the contract workforce.

LTIFR for FY 2023-24 have been restated.

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

Everest Industries Ltd. (EIL) is committed to providing a safe and healthy workplace and has adopted a proactive, zero-harm approach. A range of initiatives and best-in-class practices have been implemented to safeguard the well-being of employees and workers, aligned with international standards and legal requirements. The following key measures reflect our focus on continuous improvement in occupational health and safety:

- Role and responsibility mapping initiated through Legasis.
- QR code system implemented for reporting EHS findings.
- EHS Management System revamped in line with ISO 14001, ISO 45001, and legal requirements.
- Integrated EHSQ Apex Manual and separate policies aligned with statutory and international standards.
- Comprehensive EHS training modules developed (induction, asbestos, rigging, defensive driving).
- Continuous improvement in PPE usage and availability.

- Top-down and bottom-up EHS communication including leadership-led sessions and feedback loops.
- Monthly plant-level safety campaign walkthroughs conducted.
- Strategic Lockout-Tagout (LOTO) campaign initiated to reduce related incidents.
- Training conducted on material handling, EOT crane, and forklift safety.
- Regular release of one-pager EHS bulletins.
- EHS competitions and training extended to staff, workers, contractors, and their families.
- EHS signage revamped in Hindi, English, and local languages as per regional needs.
- Strict consequence management enforced safety violations to promote discipline.

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 the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0	Not Applicable	0	0	Not Applicable
Health & Safety	0	0	Not Applicable	0	0	Not Applicable

14. Assessments for the year:

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

Note: We undertake internal assessments periodically for health and safety as well as working conditions for our workers and employees.

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.

At Everest, we follow a fail-safe philosophy, emphasizing continuous monitoring, robust engineering controls, and ongoing training to address safety-related incidents and risks. Corrective measures implemented include installation of safety beacons, improved forklift tilting angle reviews, pedestrian arch lights, zebra markings, convex mirrors, and mandatory seat belts for drivers. Walkways have been redesigned with zigzag pathways to enhance pedestrian safety.

We have also updated SOPs, checklists, and training programmes—particularly for forklift and EOT crane operations—by incorporating advanced safety features like operational alerts and multi-limit switches. These measures are being uniformly deployed across all plants and tracked through a centralised findings tracker. Every incident is investigated in detail, with outcomes reviewed at the corporate level to ensure corrective actions are effectively applied. Consequence management protocols are enforced in cases of critical violations to uphold accountability and discipline.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

At Everest, we recognise that stakeholders are integral to the success of our organisational vision. We follow a multi-stakeholder approach to systematically identify, assess, and engage with key internal and external stakeholders—such as employees, vendors, customers, investors, industry partners, and the local community. This process involves analyzing their influence on our operations and how our business decisions impact them in return.

Engagement methods are tailored based on stakeholder type and include workshops, meetings, surveys, consultations, and public interactions. These activities help us understand stakeholder expectations, identify emerging concerns, and gather feedback on our products and practices. Insights gained from these interactions inform our strategy, strengthen relationships, and ensure alignment with shared goals. Stakeholders are prioritised based on the materiality of their influence, and engagement plans are regularly reviewed to remain relevant and responsive.

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 or marginalised	Channel of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Direct Customers	No	Direct one-on-one meetings, Schemes and Contests Campaigns Digital mediums and Websites, Joint Advisory Groups Meetings Sales, Meetings Messages, emails.	Daily/Weekly	<ul style="list-style-type: none"> To create awareness about the Company and its products. Key Account Management to ensure the best possible solutions. To inform the channel network and customers about new products and innovations. To improve relationships with Customers, Channel partners and Dealers.
Employees	No	Emails & Meetings, social media and LinkedIn platforms, One Everest HRMS, Townhalls, Training Programs, Leadership Meets, Performance Review Meets, WhatsApp broadcasts, Values Awards ceremony & celebrations.	Daily / Monthly / Half-yearly / Annually	<ul style="list-style-type: none"> All employees are covered. To drive engagement across the Organisation and build a sense of belonging and purpose with Everest. Learning & development. To ensure employees are rewarded and recognised. Performance feedback & career path. Wellbeing of employees Health and Safety.
Vendors	No	Telephonic and Messages, Mails and Meetings, Vendor Assessment Reviews.	Daily	<ul style="list-style-type: none"> Value creation. Continuity of Orders Pricing and Negotiation. Fair dealings. Capacity Building to build a sustainable Supply Chain.

Stakeholder Group	Whether identified as vulnerable or marginalised	Channel of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and Shareholders	No	Mails, Website, Annual Reports, BSE & NSE Website, Newspaper Advertisement, Investor Meetings	As and when required	<ul style="list-style-type: none"> Core Values of Respect, Excellence and Integrity. Improved Corporate governance. Consistent returns and sustainable Growth.
Communities	Yes	One to One meetings / social media, Messages	Monthly/ as and when required	<ul style="list-style-type: none"> Anti-Tobacco drives. Livelihood and skilling programmes. To work with the Communities on Education, Health.
Government and Regulatory bodies	No	Emails, Meetings and Formal Dialogues Letters, Representations, Conferences	As and when required	<ul style="list-style-type: none"> Strict legal compliance. Timely tax payments. New Investments. New Permissions/ Renewal of Existing Permissions. Operational Challenges. Factory Visits by representatives from these bodies.
Influencers	No	One-on-one meetings, Expos, Digital medium and website	As and when required	<ul style="list-style-type: none"> To create awareness about the Company and its products. Business Collaboration Value Addition. Enhancing brand image.
Industry Associations	No	Emails, Meetings and Seminars, Letters, Representations, Conferences	Annually/ Half yearly/ Quarterly / as and when required	<ul style="list-style-type: none"> Policy matters and initiatives. Broader policy development and consensus-building process.
Workers	No	One-to-one meetings, Plant head visits to the shop floor, senior management visits to the plant Annual Family get-togethers	As and when required/ daily	<ul style="list-style-type: none"> To drive engagement, Health and safety, to review productivity and other deliverables and provide feedback, well-being of workers.

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. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Permanent	892	892	100%	916	916	100%
Other than permanent	231	0	4.33%	198	0	0%
Total Employees	1,123	902	80.32%	1,114	916	82.22%

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Workmen						
Permanent	526	526	100%	515	515	100%
Other than permanent	4,209	0	0%	3,388	0	0%
Total Workers	4,735	526	11.11%	3,903	515	13.19%

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

The company provides minimum wages to all workers whether permanent or temporary. These minimum wages vary across plants depending on the State laws and local regulations.

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	No. (C/A)		No. (E)	% (E/D)	No. F	No. (F/D)
Employees										
Permanent										
Male	824	-	-	824	100%	850	-	-	850	100%
Female	68	-	-	68	100%	66	-	-	66	100%
Other than Permanent										
Male	204	-	-	204	100%	172	-	-	172	100%
Female	27	-	-	27	100%	26	-	-	26	100%
Workers										
Permanent										
Male	526	-	-	526	100%	515	-	-	515	100%
Female	0	-	-	0	0	-	-	-	-	-
Other than Permanent										
Male	4,163	4,163	100%	-	-	3,375	3,078	91%	297	9%
Female	46	46	100%	-	-	13	13	100%	-	-

3. Details of remunerations/ salary/ wages

a. Median remuneration/ wages:

Particulars	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category	Number	Median remuneration/ salary/ wages of the respective category
Board of Directors (BoD)	5	10.5	2	3.95
Key Managerial Personnel	1	317.71	1	58.55
Employees other than BoD and KMP	823	9.86	67	7.52
Workers	526	3.12	0	-

Note: Median figures are Rs. In lakh.

MD is considered under both the Board of Directors and the KMP.

Remuneration to the Board of Directors includes total compensation received during the reporting period.

As on March 31, 2025, the CFO position was vacant with effect from Feb 11, 2025. Hence his compensation is not considered in the median.

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	10.98%	9.12%

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 Chief Human Resources Officer (CHRO) of the Company is responsible for addressing Human Rights impacts or issues caused by the business.

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

We do have a grievance mechanism policy in place. This policy outlines the processes and reporting channels through which grievances can be reported. It serves as an avenue for both internal and external stakeholders to voice their concerns. If anyone encounters issues related to human rights or other matters, they can utilise this mechanism to seek redress. Besides the grievance mechanism policy, we have the following:

1. Human Rights Policy and Awareness:

- Having a human rights policy reflects the company's dedication to upholding fundamental rights. It provides clear guidelines for ethical behavior.
- We also emphasize the importance of identifying, reporting and monitoring human rights issues.

2. Notification mechanism:

- Employees shall notify their Line Manager or consult the Chief Human Resources Officer (CHRO) if they believe or suspect or have a reason to believe or suspect that a breach of this Human Rights Policy has occurred or may occur in the future.

3. Whistleblower Hotline:

- The company demonstrates its commitment to accountability by maintaining a Whistleblower Hotline. This confidential channel allows employees and stakeholders to report any unethical or illegal behavior as well as any human rights issues.
- By promptly addressing concerns raised through the hotline, the company ensures that human rights violations are thoroughly investigated.

4. POSH (Prevention of Sexual Harassment Committee):

- The POSH Committee plays a critical role in safeguarding human rights within the organisation. It focuses specifically on matters related to preventing sexual harassment.
- Through its investigations, the committee ensures a safe and respectful workplace for all employees.

5. Ethics Committee and Senior Management Involvement:

- The Ethics Officer, along with select senior management executives, oversees investigations. Their impartiality and expertise contribute to fair assessments.

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	0	0		0	0	
Discrimination at workplace	0	0		0	0	
Child Labour	0	0		0	0	
Forced Labour/Involuntary Labour	0	0		0	0	
Wages	0	0		0	0	
Other human rights-related issues	0	0		0	0	

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

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

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

We maintain a comprehensive Prevention of Sexual Harassment (POSH) policy that is readily accessible to all employees. This policy is designed to protect complainants from any form of retaliation, including adverse actions such as termination, demotion or harassment stemming from their complaint.

In addition to safeguarding complainants, our policy outlines specific provisions for supporting them throughout the investigation and resolution process. This support may include offering counseling services, granting leaves of absence, or implementing temporary arrangements to ensure a secure working environment by separating the complainant and the accused.

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

Every business agreement and contract executed by the company with any party incorporates pertinent clauses affirming compliance with applicable regulatory requirements, including those related to human rights.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others – please specify	N.A.

100% assessments are being carried out by the Company and no discrepancies were found.

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

While no cases were identified, the following preventive and detective measures are in place:

- Third-party audits for contractual workmen.
- Internal audits at plant locations.
- Compliance checks before clearing contractor bills.
- Human rights training for all categories of workers.
- POSH sensitisation sessions reinforced this year.
- Legal tracking system for labour law compliance.

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

Source for PPP across Principle 6: IMF USD-Rs. PPP data for FY 2024-25 and FY 2023-24 at 20.66 has been used as per guidance from the Industry Standards Note on BRSR Core (SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024).

Essential Indicators

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

Parameter	FY 2024-25	FY 2023-24
From renewable sources (in Giga Joules)		
Total electricity consumption (A)	11,694.03	8,122.45
Total fuel consumption (B)	1,29,970.34	1,44,188.71
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	1,41,664.37	1,52,311.16
From non-renewable sources (in Giga Joules)		
Total electricity consumption (D)	1,70,276.36	1,55,342.75
Total fuel consumption (E)	35,157.04	31,352.97
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	2,05,433.40	1,86,695.72
Total energy consumed (A+B+C+D+E+F)	3,47,097.78	3,39,006.87

Parameter	FY 2024-25	FY 2023-24
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	2.03*10 ⁻⁵	2.13*10 ⁻⁵
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	4.20*10 ⁻⁴	4.41*10 ⁻⁴
Energy intensity in terms of physical Output	Not Evaluated Currently	
Energy intensity (optional) – the relevant metric may be selected by the entity	Not Evaluated Currently	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. No

Note: Under renewable sources for total energy accounting stationary fuel consumption (DG set, Boiler) & vehicles within the boundary are taken into account.

Sources for Energy: Based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA and 2016 IPCC Protocol. Renewable sources include solar energy from Captive Capex, purchased via Opex and Biomass (Briquettes) uses in boilers. Non-Renewable sources include grid electricity for plants and offices, diesel for DG sets and material handling equipment as well as LPG for process use and in the canteens.

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

Not applicable as the Company does not fall in the category of Industries that fall in the PAT scheme.

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

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	144124	172006
(ii) Groundwater	386098	364462
(iii) Third-party water	26327	27796
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	Nil	Nil
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	556549	564264
Total volume of water consumption (in kilolitres)	556549	564264
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	3.26*10 ⁻⁵	3.55*10 ⁻⁵
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	6.74*10 ⁻⁴	7.34*10 ⁻⁴
Water intensity in terms of physical Output	Not Evaluated Currently	
Water intensity (optional) – the relevant metric may be selected by the Entity	Not Evaluated Currently	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency.: No

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	NIL	NIL
- No treatment		
- With treatment – please specify the level of treatment		
(ii) To Groundwater	NIL	NIL
- No treatment		
- With treatment – please specify the level of treatment		
(iii) To Seawater	NIL	NIL
- No treatment		
- With treatment – please specify the level of treatment		
(iv) Sent to third-parties	NIL	NIL
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment	NIL	NIL
- With treatment – Primary & Secondary treatment	NIL	NIL
Total water discharged (in kilolitres)	NIL	NIL

The company operates Zero Liquid Discharge plants and in FY 2024-25 22,348 KL of water was treated and recycled for use in the garden and domestic use, the value for FY 2023-24 was 29,160 KL.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. No

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

Yes, the entity has implemented a comprehensive Zero Liquid Discharge (ZLD) mechanism across all its manufacturing units producing roofing, boards, and panel products.

As part of our commitment to responsible water stewardship, no industrial wastewater—treated or untreated—is discharged outside plant premises. Wastewater generated from production processes and cleaning activities is treated and fully recycled back into operations, achieving 100% reuse within the facility.

For domestic sewage, advanced treatment technologies such as Moving Bed Biofilm Reactor (MBBR) are deployed in our Sewage Treatment Plants (STPs). The treated water is effectively utilised for green belt development within the premises, aligning with our circular water management approach.

To ensure consistent performance, these treatment systems are routinely monitored and maintained, with appropriate capital investments made as required.

In addition to ZLD, we have implemented several water conservation initiatives, including:

- Rainwater harvesting systems to support groundwater recharge;
- Water recycling initiatives to reduce dependency on freshwater sources; and
- A real-time telemetry system to monitor and govern groundwater abstraction in accordance with regulatory requirements.

Overall, the ZLD framework, supported by these initiatives, underscores our commitment to sustainable operations and environmental compliance.

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

Parameter	Unit	FY 2024-25	FY 2023-24
NOx	Tonnes	0.8	1.37
SOx	Tonnes	0.37	0.19
Particulate matter (PM)	Tonnes	0.31	0.76
Persistent organic pollutants (POP)		Not Material	
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others- please specify			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency – No
Emission calculations for FY 2023-24 have been restated.

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

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	3,035.99	2,772.97
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	34,386.37	30,895.95
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		2.19*10 ⁻⁶	2.12*10 ⁻⁶
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		4.53*10 ⁻⁵	4.38*10 ⁻⁵
Total Scope 1 and Scope 2 emission intensity in terms of physical output		Not Evaluated Currently	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Evaluated	

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. (Y/N) No

Source for Calculation of Scope 1 GHG emissions: Based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA and IPCC's fifth assessment report. Fuels for Stationary Combustion (2006 IPCC guidelines) include diesel for DG sets and LPG. Mobile Combustion includes Diesel consumed in forklifts and Hydra. Refrigerants are not considered. Carbon content for Biomass is not considered in the accounting while CH₄ and N₂O are included in the calculation as per IPCC standards. Biogenic Emissions for FY 2024-25 are ~13,293 tCO₂e and for FY 2023-24 it is ~14,747 tCO₂e.

Source for Calculation of Scope 2 emissions: Based on the Grid Electricity EF - Central Electricity Authority, Govt. of India, CO₂ baseline database for Indian Power Sector, Version 20, December 2024 at the aggregate level (With RE). Purchased Renewable Energy has been accounted as a "0" contribution to Scope 2.

Emission calculations for FY 2023-24 have been restated.

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

As part of our ESG commitments, Everest is advancing a comprehensive strategy to reduce Scope 1 and Scope 2 GHG emissions through energy efficiency, renewable energy adoption with a focus on electricity and fuels consumed, and responsible product stewardship.

Energy Efficiency:

We are committed to enhancing energy performance across our operations through structured energy management. Multiple energy efficiency projects are underway, with particular emphasis on reducing Units/MT across Business Units—initially targeting Roofing and ESBS. Additional initiatives include adoption of Variable Frequency Drives (VFDs), rigorous preventive maintenance, and other energy-saving interventions to drive sustainable improvements.

Renewable Electricity:

To reduce reliance on conventional energy sources, we are in the process of evaluating group captive open access models to potentially scale renewable electricity use. A broader feasibility study is underway to assess the viability of extending these initiatives across locations. Preliminary consumption of renewable electricity from solar in FY25 stood at 11694.03 GJ, with an estimated CO₂ emissions avoidance of 2,362.55tCO₂e.

[Based on the Grid Electricity EF – Central Electricity Authority, Govt. of India, CO₂ baseline database for Indian Power Sector, Version 20, December 2024 at the aggregate level (With RE).]

Renewable Fuels:

We have adopted agricultural biomass as an alternative renewable fuel to generate sustainable energy. In FY25, renewable fuel consumption reached 129,970.34 GJ, contributing to a carbon emissions avoidance of approximately 15000 tCO₂e as compared to Sub-Bituminous coal.

[Based on factors and equations from WRI's GHG Protocol, EPA.Gov, DEFRA and IPCC's fifth assessment report.]

Product Stewardship:

As part of our long-term sustainability vision, we will be conducting a Life Cycle Assessment (LCA) of our Boards and Panels business to quantify environmental impacts throughout the product value chain. This evidence-based approach will enable us to identify emission hotspots, implement low-carbon materials and technologies, and optimise processes. The insights derived will play a critical role in supporting our overall GHG emissions reduction targets.

Conclusion:

Our integrated approach across operations, energy sources, and product innovation reflects our firm commitment to decarbonisation. These collective efforts are pivotal in advancing Everest's journey toward long-term climate resilience.

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

Parameter	FY 2024-25	FY 2023-24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	340	203
E-waste (B)	12	1,714
Bio-medical waste (C)	0.02	0.00435
Construction and demolition waste (D)	0.00	0
Battery waste (E)	1.35	0.005
Radioactive waste (F)	0.00	0
Other Hazardous waste. Please specify, if any. (G)	160	117
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,701	1,950
Total (A+B + C + D + E + F + G + H)	4,214.37	2,271.72
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	2.47*10 ⁻⁷	1.43*10 ⁻⁷
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	5.10*10 ⁻⁶	2.95*10 ⁻⁶
Waste intensity in terms of physical output	Not Evaluated Currently	
Waste intensity (optional) – the relevant metric may be selected by the entity	Not Evaluated Currently	

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		
(i) Recycled	3,714.30	Complying with legal requirements.
(ii) Re-used	262.00	Complying with legal requirements.
(iii) Other recovery operations	131.90	Complying with legal requirements.
Total	4,108.20	Complying with legal requirements.

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

Parameter	FY 2024-25	FY 2023-24
Category of waste		
(i) Incineration	0.02	Complying with legal requirements.
(ii) Landfilling	106.60	Complying with legal requirements.
(iii) Other disposal operations	0.70	Complying with legal requirements.
Total	107.32	Complying with legal requirements.

Notes:

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

Notes:

- All our waste is either recycled or sent to an authorized agency for further re-use/ recovery options. Our current process doesn't include actual reporting of re-use/ recycling by authorized vendors. The waste-handling vendors have been selected based on compliance with relevant rules.
- The Non-Hazardous scrap numbers have increased in the current year on account of increased steel building production resulting in additional MS scrap.
- Waste sent for re-use includes wooden scrap which was given by vendor.
- Waste sent for other recovery operations include vegetation, paper, cardboard, board waste and cloth used for cleaning purpose.
- Waste sent to landfill includes Boiler Ash, Process Sludge etc.
- The increase in plastic waste volume this year is attributable to the introduction of an additional in-house curing process that necessitated the use of plastic sheets, which was unavoidable due to process requirements. Consequently, a larger share of pre-consumer plastic waste was generated.

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

In line with its Environmental Responsibility objectives, Everest has implemented a structured and responsible waste management strategy aligned with its key material sustainability topics. The Company adopts a rigorous approach to waste segregation—by material type as well as by hazardous and non-hazardous classification—ensuring safe storage, handling, and disposal in accordance with regulatory requirements.

Hazardous waste is managed with utmost care and is routed exclusively through Pollution Control Board (PCB)-authorised vendors for compliant and secure disposal. More than 50% of the hazardous waste is sent for recycling by certified vendors and further recovered for utilisation. Asbestos-containing dry waste is either reused in the manufacturing process as Hard Ground Waste or re-circulated as green asbestos waste, supported by a robust reuse mechanism that mitigates environmental and health risks. Used lubricant oil is also repurposed to reduce the ecological footprint.

Defective or discarded products such as boards, panels, and sheets are processed and converted into Dry Waste Recycle (DWR), which is reintroduced into the manufacturing cycle wherever feasible—thereby promoting material circularity.

For non-hazardous waste streams, including metal scraps, wooden pallets, and MS drums—which constitute more than 90% of the non-hazardous waste—Everest enforces strict segregation and compliance with recycling protocols. These materials are sold to authorised recyclers for further processing, ensuring environmentally sound reuse or repurposing.

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:**

No, manufacturing sites are located within eco-sensitive areas; hence, the above-mentioned clearances are not required at any of our sites.

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

No, environmental impact assessments of projects have been conducted in the reporting year.

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

Yes, Everest Industries is compliant with all applicable environmental laws, regulations, and guidelines in the reporting year.

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

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

Essential Indicators

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

The Company is affiliated with two (2) trade and industry chambers/associations.

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

S. No.	Name of trade and industry chambers/ associations	Scope of Entity (State/National)
1	Confederation of Indian Industry (CII)	Primary Membership – Western Region Additional Membership – Southern Region However, the Coverage for any policy matters/events/ activities is National
2	The Fibre Cement Products Manufacturers Association (FCPMA)	National

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

No adverse order was received by the Company from regulatory authorities during FY 2024-25, hence no corrective action was required.

Name Of Authority	Brief of Case	Corrective Action Taken
NA	NA	NA

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.**

None of the projects of the Company had any stipulation to conduct a Social Impact Assessment (SIA) during the reporting period.

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

No Rehabilitation and Resettlement is ongoing or required for any of projects.

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

Everest is committed to fostering respectful, transparent, and constructive relationships with the communities in which we operate. Through our CSR initiatives and regular engagement by local employees, we maintain regular interactions with communities to understand and address their concerns effectively.

Community members are encouraged to voice their grievances directly to Plant Heads, CSR or HR representatives, or through our implementation partners. We ensure accessibility by allowing concerns to be raised verbally or in writing and in local languages.

Our Grievance Handling Policy extends to the community and is supported by a formal Grievance Redress Mechanism (GRM) to ensure timely and transparent resolution. A dedicated email ID (foundation@everestind.com) is also available for submitting concerns. All grievances received are reviewed promptly and escalated, if necessary, demonstrating our commitment to responsive and responsible community engagement.

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

Parameter	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/ small producers	6%	7%
Directly from within India	75%	75%

Note: The percentage is calculated by considering only those values in the numerator and denominator that consist of raw materials, traded goods, and bought outs.

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

Location	FY 2024-25	FY 2023-24
Rural	0.72%	-
Semi-urban	16.37%	18.73%
Urban	12.54%	16.68%
Metropolitan	70.37%	64.59%

The above data includes permanent employees, permanent workers and other than permanent employees. Location-wise split of wages paid to the contractual workforce will be disclosed in future disclosures.

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.**

Our customer engagement and complaint resolution processes are uniquely designed for each business unit.

In the case of our Fibre Cement Business, we have a structured approach to address customer grievances, with documented procedures for each complaint type. For non-transactional issues, customers can directly contact the Business Unit Head via email or phone, with all communications recorded. For transactional or product related issues, the primary resolution path involves a structured process governed by our sales force and regional leaders. Along with the sales team, the customer service teams conduct on-site inspections to determine the validity of product-related complaints, leading to compensation, education, or claim rejection based on merit.

Alternate channels of complaints include a helpline number and email address provided on our website. Regular meetings with contractors and industry influencers serve as additional feedback channels. A dedicated WhatsApp helpline allows for immediate complaint registration and tracking, with resolutions delivered swiftly according to set timelines.

For Pre-Engineered Steel Buildings with B2B customers, a distinct process addresses grievances, with sales representatives and site engineers serving as the first point of contact. Issues are collaboratively examined with stakeholders, followed by a formal action plan communicated by the sales team. A dedicated committee handles escalated issues, while Non-Conformance Reports are systematically tracked. Contractors engage via calls or emails, with resolutions often reached through face-to-face discussions. Upon project completion, a comprehensive feedback form evaluates all stages, from design to handover.

This streamlined structure ensures that all customer feedback is addressed efficiently and effectively, maintaining high standards of service and support.

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

Our three business units predominantly deal in products that are not packaged, which inherently limits the extent to which environmental, social, safety, and end-of-life information can be communicated directly on the products themselves.

The Roofing division, which accounts for 47% of our turnover, comprises entirely unpackaged products. Accordingly, these products display only the information mandated by regulatory authorities—such as the ISI mark, date of manufacture, company branding, and batch number.

The Boards and Panels division, contributing 17% to our revenue, includes a mix of packaged and unpackaged products. For unpackaged products, we go beyond regulatory compliance by incorporating green labels and symbolic mnemonics to indicate key environmental features. Packaged products within this segment are equipped with material handling instructions printed on the packaging, while detailed handling guidelines are consistently shared along with each invoice across both the Roofing and Boards and Panels businesses. For selected products, we provide comprehensive technical documentation and installation manuals in both print and digital formats, including video-based guidance.

To further embed sustainability and safety across the product life cycle, we conduct targeted training programmes for our network of installers, including roofers and contractors—focusing on safe handling practices, efficiency enhancement, and methods to extend product durability.

The Pre-Engineered Buildings (PEB) division, which represents 36% of our turnover, operates on a supply-and-service model. Here, product-specific communication is facilitated through our site engineers and sales teams, who advise on safety protocols during both erection and operational phases, in alignment with project specifications. Additionally, we

have institutionalised the provision of a comprehensive Maintenance Manual to end-users, offering detailed guidance for the safe use and upkeep of the structures over their operational lifecycle.

	As a percentage of total turnover
Environmental and social parameters relevant to the product	14%
Safe and responsible usage	3%
Recycling and/or safe disposal	0%

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

	FY 2024-25			FY 2023-24		
	Received during the year	Pending Resolution at end of year	Remarks	Received during the year	Pending Resolution at end of year	Remarks
Data privacy	0	NA	NA	0	NA	NA
Advertising	0	NA	NA	0	NA	NA
Cyber-security	0	NA	NA	0	NA	NA
Delivery of essential services	NA*	NA	NA	NA	NA	NA
Restrictive Trade Practices	0	NA	NA	0	NA	NA
Unfair Trade Practices	0	NA	NA	0	NA	NA
Other	0	NA	NA	0	NA	NA

*EIL businesses do not fall under the ESMA regulations.

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

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

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

Yes, our company has a policy on cyber security and data privacy. This policy is available at <https://www.everestind.com/public/storage/codes-and-policies/August2025/9krYiAcv1K0PnsT0Xh72.pdf>.

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

No corrective actions were required since there were no complaints.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - NIL
- Percentage of data breaches involving personally identifiable information of customers – Not Applicable
- Impact, if any, of the data breaches - Not Applicable