31st August, 2026

BSE Ltd.
Listing Department,
Pheeroze Jeejeebhoy Towers,
Dalal Street, Fort,
Mumbai-400 001

National Stock Exchange of India Ltd.
Listing Department,
Exchange Plaza,
Bandra-Kurla Complex, Bandra (E),
Mumbai-400 051

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

Ref: BSE Scrip Code: 500650; NSE Scrip Code: EXCELINDUS

Dear Sir/Madam,

Pursuant to provisions of Regulations 34(2)(f) 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 2025-26. The BRSR also forms part of the Annual Report for the financial year 2025-26, submitted to the exchanges vide letter of even date.

The BRSR is also available on the Website of the Company at www.excelind.co.in

Kindly take the information on record.

Thanking you,
Yours faithfully,

For Excel Industries Limited

Surendra Kumar Singhvi
Digitally signed by Surendra Kumar Singhvi
Date: 2026.08.31 16:27:13 +05'30'

S K Singhvi
Company Secretary
Encl: As above



BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

[As per Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]

A SECTION GENERAL DISCLOSURE

I. DETAILS OF THE LISTED ENTITY

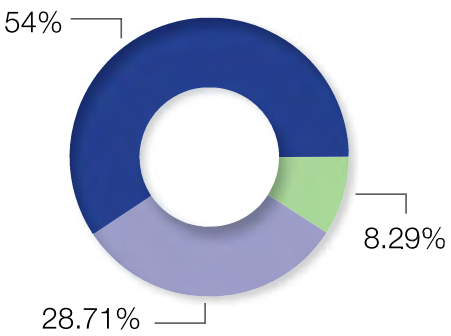
1.	**Corpo rate Identity Number (CIN) of the Company**	L24200MH1960PLC011807
2.	**Name of the Company**	EXCEL INDUSTRIES LIMITED
3.	**Year of Incorporation**	1960
4.	**Registered Address**	184-87, S.V. Road, Jogeshwari West, Mumbai-400102
5.	**Corporate Address**	184-87, S.V. Road, Jogeshwari West, Mumbai-400102
6.	**E-mail –Id**	surendra.singhvi@excelind.com
7.	**Telephone**	022-66464200
8.	**Website**	www.excelind.co.in
9.	**Financial Year reported**	April 1, 2025 to March 31, 2026
10.	**Name of the Stock Exchange(s) where shares are listed**	BSE Limited & National Stock Exchange of India Limited
11.	**Paid-up Capital**	6,28,53,460/-
12.	**Name and contact details of the person who may be contacted in case of any queries on the BRSR report**	Name: Surendra Singhvi Mob No. 9930949248 Email id: surendra.singhvi@excelind.com
13.	**Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)**	Standalone basis
14.	**Name of assessment or assurance provider**	NA
15.	**Type of assessment of assurance obtained**	NA

II. PRODUCTS/SERVICES –

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

Description of Main Activity	Description of Business Activity	% of Turnover of the entity
Manufacturing	Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products	98%

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



Product/Service	NIC Code (Group)
Agrochemicals Intermediaries	20219
Performance Solutions	20119
Y P derivatives	20119

III. OPERATIONS

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

National	Number of plants	3
	Number of offices	3
	Total	06
International	Number of plants	Nil
	Number of offices	Nil
	Total	Nil



19. Markets served by the entity:

a. Number of locations

25	29
National (No. of States)	**International** (No. of Countries)

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

- 20%

c. A brief on types of customers

- The company serves customers of Agrochemical, Pharma, Lube Oil, Polymers, Industrial and water treatment chemicals etc, to customers directly as well as through distributors. It also does Institutional and retail, municipal waste management.

IV. EMPLOYEES

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		EMPLOYEES				
1.	Permanent (D)	675	636	94.22	39	5.78
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total employees (D + E)	675	636	94.22	39	5.78
		WORKERS				
4.	Permanent (F)	487	486	99.79	1	0.21
5.	Other than Permanent (G)	0	0	0	0	0
6.	Total workers (F + G)	487	486	99.79	1	0.21

b. Differently abled Employees and workers:

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	2	1	50	1	50
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D +E)**	**2**	**1**	**50**	**1**	**50**
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	0	0	0	0	0
5.	Other than permanent (G)	0	0	0	0	0
6.	**Total differently abled workers (F + G)**	**0**	**0**	**0**	**0**	**0**

21. Participation/Inclusion/Representation of women

Board of Directors

	No. and percentage of Females	
Total (A)	No. (B)	% (B/A)
8	1	12.5

Key Management Personnel

	No. and percentage of Females	
Total (A)	No. (B)	% (B/A)
3	0	0

22. Turnover rate for permanent employees and workers

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	11.32%	10.26%	11.26%	11.25%	2.56%	10.69%	15.38%	2.86%	14.51%
Permanent Workers	13.99%	0.00%	13.96%	6.69%	0.00%	6.68%	4.23%	0.00%	4.20%



V. HOLDING, SUBSIDIARY AND ASSOCIATE COMPANIES (INCLUDING JOINT VENTURES)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity or its subsidiary	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Excel Bio Resources Limited	Subsidiary	100%	No
2.	Kamaljyot Investments Limited	Subsidiary	100%	No
3.	Excel Rajkot C&D Waste Recycling Private Limited	Subsidiary	80%	No
4.	First Energy 7 Pvt. Ltd.	Associate	28.83%	No

VI. CSR DETAILS-

24. **Yes**

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013:

Rs. 10,94,24,93,409/-

(ii) Turnover (in Rs.)

Rs. 12,21,24,84,171/-

(iii) Net worth (in Rs.)

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	(If Yes, then provide web-link for grievance redress policy)	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, https://www.excelind.co.in/	0	0	--	0	0	--
Investors (other than shareholder)	Yes, https://excelind.co.in/contact-us/	0	0	--	0	0	--
Shareholders	investors@excelind.com and https://scores.gov.in/scores/Welcome.html	5	0	-	2	0	--
Employees and workers	Yes, https://www.excelind.co.in/companyPolicies.html	0	0	--	0	0	--
Customers	Yes, https://excelind.co.in/contact-us/	12	0	All the complaints were resolved	11	0	All the complaints were resolved
Value Chain Partners	Yes, https://excelind.co.in/contact-us/	0	0	-	0	0	--
Other (please specify)	Yes, https://excelind.co.in/contact-us/	0	0	-	0	0	--

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)	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.	Health and Safety	Risk	Accidents and injuries can affect employees' morale, productivity, asset integrity and reputation of the organization.	1. Our Health and Safety theme is "Zero Harm". 2. Our EHS Policy has been freshly drafted to include Qualitative and Quantitative targets and a separate Responsible Care Policy has been implemented. 3. Employees adhere to the standards of ISO 14001:2015 EHS and ISO 45001:2018 OHSMS Management systems, Responsible Care Code guidelines etc. 4. This is being achieved through various workshops, on the job trainings, awareness programs, enhancing visual display, daily housekeeping, Good Engineering Practices, Workplace monitoring, internal and external safety audits etc. 5. Review of Safety and Risk mitigation plans by the Risk Management Committee, Top Management and by the board of directors. 6. On-site and Off-site emergency plans. 7. Regular mock drills including those in silent hours to enhance emergency preparedness. 8. Initiatives like 365 days Toolbox Talks, Stop one minute for Safety, Monthly tracking of Near miss, unsafe acts and Unsafe Condition, Personal Protective Equipment (PPE) compliance, Management of Hazardous chemicals, Preventive Maintenance, Mean Time Between Failures (MTBF), Chemical Sweep etc are in place.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
				9. Hazards identification through Job Safety Analysis (JSA), Hazard and Operability Study (HAZOP), Hazard Identification and Risk Analysis (HIRA), why-why analysis, Failure Mode Effect Analysis (FMEA) etc are practice. 10. Automation of existing production processes done to increased occupational safety.	
2.	Sustainability	Risk	Failure to mitigate risks in relation to climate change, reduce carbon emissions, manage product life cycle, preserve nature, and its bio diversity.	1. Policies related to ESG has been implemented like Business Ethics Policy, Sustainable Procurement Policy, Labor and Human Rights Policy and Living Wage Policy. 2. Double Materiality analysis has been completed. 3. ESG KPI Performance and Long Range Roadmap for year 2034 and 2035, as per GRI Universal Standards 2021, Green House Gas protocol and UN Sustainable Development Goals have been prepared. 4. GHG Emission Report with base year 2021-22, as per ISO 14064, GHG Protocol has been published till 2024-25. 5. Product Carbon Footprints (PCF) of 7 products have been completed. 6. Review of ESG KPI Risks and Performance with Top Management. 7. Implement solutions identified to reduce carbon emissions across all sites. 8. Focus on principles of Green Chemistry, Circular economy, Industrial Symbiosis in existing and new product development.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
a.	Climate Change	Risk	Planning for reduction of carbon emissions and enhancing the green cover at sites and neighboring communities.	1. Continue usage of solar and wind based renewable electricity from the existing group captive project. 2. Improve energy efficiency and GHG emissions at sites, through value creation projects with specific CO2 reduction targets. 3. Exploring possibility of use of alternative fuels in utilities / production processes. 4. Planting more trees and increasing the green cover at sites and in the neighboring communities.	Negative
b.	Resource Conservation	Opportunity	Optimizing the usage of Raw materials and reduction of Non Renewable fuels.	1. Further exploring the use of renewable energy sources. 2. Reuse and recycle raw materials to conserve natural resources and promote circular economy. 3. Follow 5R framework refers to the five principles of sustainable waste management: Refuse, Reduce, Reuse, Repurpose, and Recycle. 4. Convert byproducts / wastes into value added products.	Positive
3.	Energy efficiency	Risk	High volatility in prices of energy like Oil, Coal, Electricity impacts variable costs.	1. Saving energy through process improvements to increase process efficiency and waste heat recovery. 2. Redesign, conversion or retrofitting of existing equipment's. 3. Installation of energy efficient motors and light fittings.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Cyber Security	Risk	Impairment of business operations, Loss of valuable data resulting from Cyber-attacks.	1. Security Policy has been implemented. 2. Security code Manual and SOP's for Cyber security has been implemented. 3. Third party engaged to ensure 24x7 monitoring and early detection of Cyber security threats. 4. The Extended data SOFOS system has been implemented on all the workstations. 5. Two factor authentication and automated firewall management and monitoring implemented. 6. Cyber security awareness sessions have been conducted for all the employees. 7. Periodic review of Cyber Security risks is being done by the Risk Management Committee.	Negative
5.	CSR	Opportunity	Developmental projects to create a positive impact and improve community relations.	Our CSR practices have impacted neighboring communities around sites and at designated villages. We have been closely working with Government and their related NGO's for development. The major initiatives are: 1. Regular Health, well-being of communities. 2. Providing education camps to students and farmers. 3. Strong focus on water conservation and ground water recharge through watershed management. 4. Enabling farmers to enhance income, through better agricultural practices. 5. Creating employment or entrepreneurship openings through skill development. 6. Farmers are now directly selling agricultural produce in APMC / local market.	Positive



B SECTION MANAGEMENT AND PROCESS DISCLOSURES

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

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

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

Disclosure Questions			P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes											
1.	a.	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/ No)					Yes				
	b.	Has the policy been approved by the Board? (Yes/No)					Yes				
	c.	Web Link of the Policies, if available					https://www.excelind.co.in/policies/				
2.		Whether the entity has translated the policy into procedures. (Yes / No)					Yes				
3.		Do the enlisted policies extend to your value chain partners? (Yes/No)					Yes				

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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.*	Y	Y	Y	Y	Y	Y	Y	Y	Y
Note: * Responsible Care; ISO 14001:2015; ISO 45001:2018; ISO 9001:2015.										
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Y	Y	Y	Y	Y	Y	Y	Y	Y
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Performance of each principles are reviewed periodically through internal audits, Sustainability Reporting, Responsible Care audits, Environment and Occupational Health Management System by each department through annual objectives and KPI's.								

GOVERNANCE, LEADERSHIP AND OVERSIGHT

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

The company has integrated its Environmental, Social and Governance (ESG) principles into its business, through 164 KPIs. The first Annual Sustainability Report (ASR) for 2024-25 has been published, which shows our commitment to integrate business with principles of ESG.

Our Environment Health and Safety policy, Business Ethics Policy, Sustainable Procurement Policy, Labor and Human Rights Policy and Living Wage Policy all focusses on our dedicated approach to meet our ESG related challenges and targets.

The company adheres to the principles of Responsible Care and through Responsible Care policy aims to have a focused approach on Sustainability. Our product stewardship team has been diligently focusing on educating our customers on Health, Safety and Environmental impacts of products and services across their entire life cycles.

Although we have been measuring our Scope 1 and 2 carbon emissions for about 10 years and reporting it to Indian Chemical Council, in year 2024-25 we estimated our Scope 3 emissions on 9 parameters and published it in our ASR and GHG emission report.

The company has committed to reduce its carbon emission (Scope 1 & 2) as per in-house methods and initiatives. The company has set up its own group captive solar power plant to reduce its GHG Scope 2 emissions. In 2025-26, 14267 TCO2Eq GHG emission has been avoided due to the renewable energy generation through this solar and wind power sourcing.

The company is committed to conduct beneficial and fair business practices to the labor, human capital, stakeholders and to its neighboring community. The company provides employees, stakeholders and business associates with working conditions that are clean, safe, healthy and fair. It strives to be the neighbor of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the company has a separate CSR cell and team at all locations.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

Policy is approved by the Board of Directors and signed by Executive Chairman. Oversight of the policy is done by the Executive Director, of the Company Mr. Hrishit Shroff. The functional heads of all the departments and their teams are responsible for implementation.

9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No).

If yes, provide details.

Yes, the Board from time to time reviews the implementation of Policies and provides valuable directions and guidance to the Management to ensure that Safety and Sustainability implications are duly addressed in all its new initiatives, budgets, CAPEX, OPEX, FOH, audit actions and improvement plans.

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	Business Responsibility policies of the company are reviewed by Senior Leadership Team including Managing Director, President & Chief Operating Officer. During the assessment, the efficacy of the policies is reviewed and necessary changes to policies and procedures are done for implementation. Review frequency is Half Yearly.																	
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company complies with the existing regulations as applicable and a Statutory Compliance Certificate on applicable laws is provided by the Managing Director, President & Chief Operating Officer, Chief Financial Officer & Company Secretary to the Board of Directors. Review frequency is Quarterly.																	

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
Ans: No								

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

- All the above principles are covered by the policies.

PRINCIPLE 1

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

Essential Indicators

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

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impacts	% of persons in respective categories covered by the awareness programs.
Board of Directors	4	The Company conducts familiarization programs for its Board of Directors at regular intervals which covers topics such as Risk Mitigation, Business opportunities and various other regulatory updates	100
Key Management Personnel	3	1. Code of conduct and its implementation (CoC). 2. Prevention of Sexual Harassment (POSH). 3. Anti-Corruption / Anti-Bribery (ACAB) policy.	100
Employees other than BOD and KMP	2	1. Code of conduct and its implementation (CoC). 2. Prevention of Sexual Harassment (POSH).	99
Workers	1	1. Prevention of Sexual Harassment (POSH).	94

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

Monetary				
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			NIL		
Settlement			NIL		
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial Institutions		Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment			Nil		
Punishment					

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
Nil	Nil



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

- Yes, we have a Business Ethics Policy which includes anti-corruption or anti-bribery.

Brief details of the policy are mentioned as follows:

1. Zero Tolerance towards any form of corruption, including bribery, fraud, money laundering, sensitive transactions and embezzlement.
2. Compliance with all employees with all applicable anti-corruption laws and regulations.
3. Prohibition from offering, giving, or receiving gifts, hospitality, or benefits that could influence their routine activities, work and their business decisions.
4. Commitment of the company and its Management to Fair and Ethical Competition in the marketplace.
5. Non engagement of any employee in any practices that restrict competition, including but not limited to price-fixing, market division and bid-rigging.
6. Compliance of all employees with applicable antitrust and competition laws.
7. Adequate training for all the employees concerned to ensure understanding and compliance of the Ethics Policy.
8. The company through its practices and policies protects the confidentiality and integrity of all business-related data, intellectual property, documents of eternal origin, personal data of employees, customers and partners.
9. Employees must comply with all applicable information / data privacy laws and regulations.
10. Employees must follow all company policies and procedures related to information security to protect against unauthorized access, disclosure, alteration, or destruction.
11. Employees must report suspected or actual instances of corruption, anticompetitive behavior, and breaches of information security or data privacy to the respective HR Heads or Members of ethics committee.
12. Qualitative and Quantitative targets have been defined for each of the parameters.

Web Link to the policy : https://www.excelind.co.in/sustainability-policies/

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 2025-26	FY 2024-25
Directors	Nil	Nil
KMP's	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26		FY 2024-25	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

- Not Applicable.

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

	FY 2025-26	FY 2024-25
Number of days of accounts payables	55 days	70 days

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	34.30	11.13
	b. Number of trading houses where purchases are made from	76	82
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	76.15%	86.65%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	14.69%	9.56%
	b. Number of dealers / distributors to whom sales are made	238	224
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	80.38%	80.57%

Parameter	Metrics	FY 2025-26	FY 2024-25
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.37	0.52
	b. Sales (Sales to related parties / Total Sales)	0.01	0.03
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0	0
	d. Investments (Investments in related parties / Total Investments made)	1.74	1.52

Leadership Indicators

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

Total number of awareness programs held	Topics / principles covered	Value chain partners covered (by value of business done with such partners)
3	Principle: 03 Principle: 06	2%

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

- Yes, every Director of the Company discloses his/her concern or interest in the Company or companies or bodies corporate, firms or other association of individuals and any change therein, annually or upon any change, which includes the shareholding. Further, a declaration is also taken annually from the Directors under the Code of Conduct confirming that they will always act in the interest of the Company and ensure that any other business or personal association which they may have, does not involve any conflict of interest with the operations of the Company and the role therein. The Senior Management also affirms annually that they have not entered into any material, financial and commercial transactions, which may have a potential conflict with the interest of the Company at large. In the Meetings of the Board, the Directors abstain from participating in the items in which they are concerned or interested. For identifying and tracking conflict of interests involving the Directors / KMPs of the Company, the Corporate Secretarial team maintains a database of the Directors and the entities in which they are interested. This list is shared with the Finance department which flags off the parties in their system for monitoring and tracking transaction(s) entered by the Company with such related parties.

  For related party transactions. Full disclosure is made for all transactions with audit committee. This is on prior approval basis and the information is reviewed quarterly.

PRINCIPLE 2

Businesses should provide goods and services in a manner that are sustainable and safe.

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts.
R&D	996.40 Lacs 53.99%	358.20 Lacs 52.04%	All R&D Investments are focused on sustainable technologies and on principles of green chemistry. Development of sustainable technologies, improvement of energy efficiencies, wastewater treatability etc.
Capex	343.30 Lacs 3.00%	914.48 Lacs 11.75%	Projects for Water Conservation, Conservation of Natural resources, Pollution Control, Safety for Employees & Community, encouraging use of green energy for human health and producing sustainable chemicals.

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

- Yes

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

- About 49 % of our electricity used in manufacturing at our Roha and Lote site are sourced from Renewable resources.
- Ethanol majorly is sourced sustainably, which is the main raw material of our Agrochemical, Specialty and Pharma intermediates.
- Chlorine, which is a byproduct from Caustic manufacturing process, is used as a raw material to convert into many products of value.



3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life:**

- We have processes in place for reusing and recycling of our raw materials and products through principles of Circular Economy, Industrial symbiosis and through principles of Green Chemistry. Our R&D has developed quite a few products where Industrial symbiosis is in practice. Similarly, Sulphur, Ethanol, Solvents are recycled and reused in processes.
- Our Responsible Care Product Safety and Stewardship code, have Standard Operating Procedures (SOP's) for handling, storage and disposal of each product. These procedures have been communicated to our Customers and Channel Partners to enhance product safety at their premises and the neighboring communities. Similarly, procedures are available for disposal at the products end of life cycle assessment.

Some of the examples of reusing and recycling Packaging materials are as under:

(a) Plastics packaging: HMHDPE and MS drums are recycled inside the plant and within sites.

(b) MS Drums: Empty MS drums are cleaned, cut and straightened into sheets before disposal.

(c) Use of recyclable totebins for transportation of Lube oil additive production. This has stopped end of life disposal of MS drums.

(d) E-waste: Recycled through MPCB certified vendors for safe segregation and disposal.

(e) Hazardous Waste: Coprocessing of Hazardous waste is done instead of dedicated incineration at Government approved TSDF sites to reduce GHG emissions.

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

- Yes, Extended Producer Responsibility (EPR) is applicable to the company. Both our Roha and Lote sites have received Extended Producer Responsibility (EPR) Certificates from Maharashtra Pollution Control Board and activities are done and reported in line with MPCB norms. The application of Vizag site is in the final stages of approval.

Leadership Indicators

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

No, We have not conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry). However, we have taken the first step in this direction by conducting Product Carbon Footprint (PCF) for Seven key products, from Cradle to Gate and Cradle to Customers Gate (Domestic and Export).

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
-	-	-	-	-	Not Applicable

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

- Not Applicable.

Since, we have not conducted the Life Cycle Perspective/Assessments (LCA), social or environmental concerns were not verified.

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

Indicate Input material	Recycled or reused input material to total material	
	FY 2025-26	FY 2024-25
Sulphur	19%	20%
Ethanol	16%	18%

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

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	0	0	91 MT	0	0	81 MT
E-waste	0	0	1.15 MT	0	0	0
Hazardous waste	0	0	16170 MT	0	0	15796 MT
Other Waste- Boiler Ash.	0	0	1832.88 MT	0	0	2204 MT

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

- Packaging materials like HMHDPE drums and dedicated SS totebins are repeatedly reused for dispatch of products. The SS totebins can be recycled >1000 times with minor maintenance.



PRINCIPLE 3

Businesses should respect and promote the wellbeing of all employees, including those in the value chain.

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	636	636	100%	636	100%	NA	NA	NA	NA	NA	NA
Female	39	39	100%	39	100%	39	100%	NA	NA	NA	NA
Total	675	675	100%	675	100%	39	5.78%	NA	NA	NA	NA
Other than Permanent Employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	486	486	100%	486	100%	NA	NA	NA	NA	NA	NA
Female	1	1	100%	1	100%	1	100%	NA	NA	NA	NA
Total	487	487	100%	487	100%	1	0.21%	NA	NA	NA	NA
Other than Permanent Workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

	FY 2025-26	FY 2024-25
Cost incurred on wellbeing measures as a % of total revenue of the company	0.12%	0.13%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	-	-	-	-	-	-
Others : Please Specify.	-	-	-	-	-	-

3. Accessibility of workplaces:

a. 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. D&I Policy has been published; we are working on the infra for the differently abled employees and workers.

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 Diversity, Equity and Inclusion (DEI) Policy, which creates an inclusive environment, which embraces differences and fosters inclusion.

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	0	0	0	0
Female	1	100%	0	0
Total	1	100%	0	0

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

Yes/No (If Yes, then give details of the mechanism in brief)

- Yes



Category	Mechanism in Brief	Category
Permanent Workers	Receipt of any grievance through email, letter, or telephonically etc., is registered at the HR & Admin office. The complaints which are within the purview of the company are taken up for further investigation through an internal investigator. The investigator conducts investigation by gathering the data, validating, analyzing and providing his observations and recommendations. The investigation report is further reviewed by the VP-HR and Admin and the recommendations are acted upon. The documentation of the action taken is filed for records. The Audit Committee and the Board review these, where necessary.	Permanent Employees
Other than Permanent Workers		Other than Permanent Employees



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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	675	85	12.59	606	91	15
Male	636	83	13.05	567	88	16
Female	39	2	5.13	39	3	8
Total Permanent Workers	487	429	88.09	506	449	89
Male	486	428	88.07	505	448	89
Female	1	1	100	1	1	100.0%

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skill upgradation		Total (D)	On Health and Safety Measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	636	636	100	222	35	567	567	100	263	46
Female	39	39	100	13	33	39	39	100	19	49
Total	675	675	100	235	35	606	606	100	282	47
Workers										
Male	486	486	100	242	50	505	505	100	500	99
Female	1	1	100	1	100	1	1	100	1	100
Total	487	487	100	243	50	506	506	100	501	99

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	636	496	78	567	429	76
Female	39	35	90	39	34	87
Total	675	531	79	606	463	76
Workers						
Male	486	74	15	505	55	11
Female	1	0	0	1	0	0
Total	487	74	15	506	55	11

10. Health and safety management system:

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

- Yes, ISO 45001:2018 Occupational Health and Safety Management system (OHSAS) has been implemented across all the three sites. Certified by Bureau of Indian Standards, ensuring the protection of health & safety of its employees, contractors, visitors and relevant stakeholders

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

The procedures followed for routine process are Hazard and Operability studies (HAZOP), Management of Change (MOC), Permit-to-Work (PTW) Systems, Daily Walkthroughs by HOD and Supervisors, review of Safety Data Sheets (SDS) for updates and Behavioral observations of workmen (Own and contractual).

For non-routine processes we follow procedures like Job Safety Analysis (JSA), Non routine Permit-to-Work (PTW) Systems, What-If Analysis and Temporary Management of Change (MOC).

Each routine and non-routine process is defined, and Safe Operating Processes are in place with PPE matrix. Frequent audits are carried out to identify work-related hazards and assess risks on a routine and surprise basis.

Frequent audits are carried out to identify work-related hazards and assess risks on a routine and non-routine basis.

Annual trainings imparted on EHS to company employees and contractual workmen: 9161 hours.

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

- Yes. Some of the processes are Immediate Supervisor Notification, writing in shift logbooks, Safety Suggestion Drop boxes, intercom communication with HOD or EHS head and discussion in Department / Site Safety Committees.

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

- Yes. We have our Occupational Health Centers at all the Sites and HO, with FMO and trained male nurses. Health center is also available at our Mumbai, HO.

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

Safety Incident / Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.000	0.000
	Workers	0.000	0.000
Total recordable work-related injuries	Employees	0.000	0.000
	Workers	0.000	0.000
No. of fatalities	Employees	0.000	0.000
	Workers	0.000	0.000
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0.000	0.000
	Workers	0.000	0.000

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

- Safety drills
- Trainings on work-related hazards and hazardous material handling
- System for capturing, reporting and review of unsafe conditions, acts and near misses.
- 365 different toolbox talk for each day of the year.
- Awareness campaigns on specific topics.

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

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

14. Assessments for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)

Health and Safety Practices	**100%**	Working conditions

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

- NA

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees –

- Yes

(B) Workers (Y/N).

- Yes

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

- Yearly internal and external audits are carried out for monitoring all the HR Compliances.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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

- Yes, on case to case basis

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	2% of our value chain partners (RM, PM Suppliers) were assessed through paper audits, and a follow up physical audit.
Working conditions	

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

- Value chain partners are being evaluated through questionnaires and physical audits.
- We have helped customers transition from handling hazardous products which we supply to them from drums to dedicated ISO tankers.
- Similarly, we have helped customers in transitioning from drums to dedicated totes for handling a solid hazardous product also. This process is ongoing.

PRINCIPLE 4

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

Essential Indicators

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

- Identifying key stakeholder groups is done by defining organizational and operational scope, brainstorming with internal groups i.e. executives, plant managers, workmen etc, while external groups involved are Statutory / Government regulators, surrounding communities, raw material suppliers, transporters, downstream customers etc.

  Our stakeholders have been identified, who have the immediate impact on the operations and working of the Company like Shareholders, Customers, Communities, Employees, Suppliers, Partners and Vendors

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, pamphlets, advertisements, community meetings, Notice board, website, others).	Frequency of engagement. (Annually, Half Yearly, Quarterly/ others – Please Specify).	Purpose and scope of engagement including key topics and concerns raised during such engagements.
Shareholders	No	Email, Website & Newspapers	Quarterly	Share price appreciation, dividends, profitability and financial stability, robust ESG practices, climate change risks, cyber risks, growth prospects.
Employees	No	Email, Website	Periodically, an ongoing activity.	Responsible Care (RC), innovation, operational efficiencies, improvement areas, long-term strategy plans, brand communication, health, safety and engagement initiatives
Customers	No	Email, Website	Periodically, an ongoing activity.	Product quality and availability, responsiveness to needs, aftersales service, responsible guidelines / manufacturing, climate change disclosures, life cycle assessment

Stakeholder Group	Whether identified as Vulnerable & Marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, pamphlets, advertisements, community meetings, Notice board, website, others).	Frequency of engagement. (Annually, Half Yearly, Quarterly/ others – Please Specify).	Purpose and scope of engagement including key topics and concerns raised during such engagements.
Suppliers / Partners	No	Email, Website	Periodically, an ongoing activity.	Quality, timely delivery and payments, ESG consideration (sustainability, safety checks, compliances, ethical behavior), ISO and OHSAS standards, collaboration and digitalization opportunities
Government	No	Email, Website	Periodically, an ongoing activity.	Strong ESG practices (climate change roadmap, frameworks for sustainability and beyond compliance and RC, changes in regulatory frameworks, skill and capacity building, employment, environmental measures), policy advocacy, timely contribution to exchequer/ local infrastructure, proactive engagement
Communities	No	Email, Website	Periodically, an ongoing activity.	RC, waste management, integrated water management, clean water, climate change impacts, community development, self-sustainability, livelihood support, disaster relief, support of the United Nations Sustainable Development Goals (UN SDGs) building capacity of future leaders, digital ecosystem development



Leadership Indicators

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

   - The Company management regularly interacts with key stakeholders i.e. investors, customers, suppliers, employees, etc. The Company has focused on this aspect through its EHS (Environment, Health, Safety) policy that updates the progress on the actions to the Board and takes inputs on a quarterly basis.

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

   Yes, through community interactions, the Company engages with its stakeholders to identify and prioritize issues pertaining to economic, environmental and social topics. Our CSR activities which we conduct in collaboration with our NGO network have the philosophy of "capacity building" as the foundation. We hold extensive consultations with the local stakeholders to identify the specific local needs based on which we decide on specific CSR projects which will meet these needs – Vocational Training, Check Dam Building, Animal Husbandry related projects etc.

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

   - The Company follows an extensive development approach for the vulnerable and marginalized stakeholders. It has been the Company's constant endeavor to focus on inclusive and collaborative growth. While the Company continues to progress on this roadmap, in the Company's integrated development interventions all the social initiatives under these elements are conducted around the Company's areas of operations aiming to improve the quality of life, especially in their neighborhoods. As per the need assessment, the vulnerable and marginalized stakeholder's community in the Company's neighborhood regions aspires for better education, health care, agriculture/animal husbandry better livelihood skills and employment. The Company site's entry-level recruitments like Diploma Engineer Trainees, Graduate Engineer Trainees and Management Trainees focus on recruitment from nearby communities.

     The CSR has a very wide focus of vulnerable/ marginalized stakeholder groups, and are determined for their growth and development through many of its programs on a continual basis year after year.



PRINCIPLE 5

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

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	675	675	100	606	606	100
Other than Permanent	0	0	NA	0	0	NA
Total Employees	675	675	100	606	606	100
Workers						
Permanent	487	487	100	506	506	100
Other than Permanent	0	0	NA	0	0	NA
Total Employees	487	487	100	506	506	100

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)
Employees										
Permanent										
Male	636	0	0.00	636	100	567	0	0.00	567	100
Female	39	0	0.00	39	100	39	0	0.00	39	100
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/A)	No. (F)	% (F/A)
Workers										
Permanent										
Male	486	0	0.00	486	100	505	0	0.00	505	100
Female	1	0	0.00	1	100	1	0	0.00	1	100
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

3. Details of Remunerations / salary / wages,

a. Median remuneration/ wages:

Gender	Male		Females	
Particulars	Number	Median remuneration/ salary/ wages of respective category (Rs in lakhs)	Number	Median remuneration/ salary/ wages of respective category (Rs in lakhs)
Board of Directors	8	21,00,000	1	15,00,000
Key Managerial Personnel	3	11522897	0	-
Employees other than BoD and KMP	633	7,19,000	39	8,25,000#
Workers	486		1	

(#) This median is combined of employees and workers. This may vary post wage agreement of Lote.

4. Assessments for the year:

FY 2025-26		FY 2024-25
3.65%	Gross wages paid to females as % of total wages	**3.68%**

5. Do you have a focal point (Individual/ Committee) responsible for addressing human rights 1impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Company has adopted a Human Resource Policy (HR Policy), which is applicable across all its locations. Under the policy, the Company's HR Managers are the focal points to receive the grievances and address the issues. The MD, COO and the VP-HR are the main counselors. Every location has a local ethics counselor as its HR Head who reports the grievances with respect to human rights, etc

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

The company has a common mechanism to redress grievances under human rights as for other grievances. Grievances are received through email, letter, or telephonically etc., it is registered by the HR and Admin department at respective locations and its sanity check is done. For complaints, which are in the purview of the Code of Conduct committee, merits further investigation. Investigation is either internal or external, based on its severity. The investigator conducts investigation by gathering the data, validating, analyzing and gives his observations and recommendations. The investigation report is further reviewed by the HR & Admin department at Sites or at H.O. Mumbai and the recommendations are acted upon. The documentation of the action taken is filed for records. These are reviewed by MD and the Audit Committee.

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

Category	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	--	Nil	Nil	--
Discrimination at workplace	Nil	Nil	--	Nil	Nil	--
Child Labour	Nil	Nil	--	Nil	Nil	--
Forced Labour / Involuntary Labour	Nil	Nil	--	Nil	Nil	--
Wages	Nil	Nil	--	Nil	Nil	--
Other human Rights related Issues	Nil	Nil	--	Nil	Nil	--

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

	FY-2025-26	FY-2024-25
Total complaints reported under Sexual Harassment on Women at workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	0%	0%
Complaints on POSH upheld	Nil	Nil

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

As part of Whistleblower Policy and POSH Policy, the Company strictly maintains the protection of identity of the complainant. All such matters are dealt in strict confidence. As a part of our policy on Code of Conduct, the Company does not tolerate any form of retaliation or revenge against anyone reporting legitimate concerns. Anyone involved in targeting such a person is subjected to disciplinary action, wherever found.

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

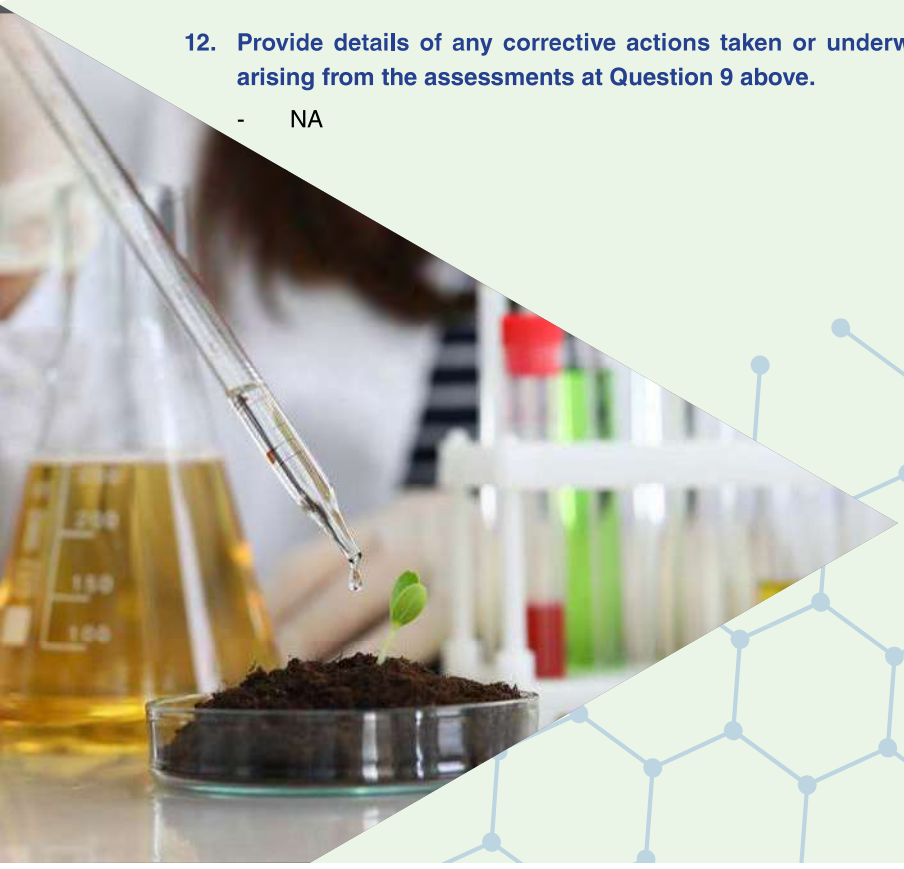
Yes, the company has specific clauses included in the business agreements and contracts / purchase orders. Human rights form a part of the company's Code of Conduct. The Company at any of its premises does not employ children below 18 years of age at its workplaces and does not use forced labor in any form.

11. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others : Please Specify.	0%

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

- NA



Leadership Indicators

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

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

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

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	2%
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others : Please Specify.	

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



PRINCIPLE 6

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

Essential Indicators

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

Parameters	FY 2025-26 (GJ)	FY 2024-25 (GJ)
From renewable resources	-----	-----
Total electricity consumption (A)	72,339	61,883
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total Energy consumed from Renewable sources (A+B+C)	72,339	61,883
From non-renewable resources	-----	-----
Total electricity consumption (D)	1,30,206	1,07,837
Total fuel consumption (E)	8,30,394	8,28,416
Energy consumption through other sources (F)	0	0
Total Energy consumed from Non-Renewable sources (D+E+F)	9,60,600	9,36,253
Total Energy consumed (A+B+C+D+E+F)	10,32,939	9,98,136
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.00009437	0.0001020
Energy intensity per rupee of turnover adjusted for purchasing power parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP)	0.001919	0.002108
Energy intensity in terms of physical output	6.087 GJ/MT	7.670 GJ/MT
Energy intensity (optional) – the relevant metric may be selected by the entity	943.737 GJ/Crore	Not Applicable

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

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI

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

   - Not Applicable

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

Parameters	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	5,78,538 KL	5,72,702 KL
(iv) Seawater / desalinated water	0	0
(v) Others	14,171 KL	11,411 KL
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	59,2709 KL	5,84,113 KL
Total volume of water consumption (in kilolitres)	5,51,229 KL	5,38,443 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.050 litre/rupee	0.055 litre/rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.001024	0.001137
Water intensity in terms of physical output	3.24 KL/MT	4.13 KL/MT
Water intensity (optional) – the relevant metric may be selected by the entity	503.626 KL / Crore	Not Applicable

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

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

4. Provide the following details related to water discharged:

Parameters		FY 2025-26	FY 2024-25
Water discharged by destination and level of treatment (in kilolitres)			
(i)	To Surface water	--	--
	- No treatment	0	0
	- With treatment- please specify level of treatment	0	0
(ii)	To Groundwater	-----	-----
	- No treatment	0	0
	- With treatment- please specify level of treatment	0	0
(iii)	To Seawater	-----	-----
	- No treatment	0	0
	- With treatment- please specify level of treatment	0	0
(iv)	Sent to third parties	86,331 KL	1,02,536 KL
	- No treatment	0	0
	- With treatment- please specify level of treatment	86,331 KL (as per MPCB Norms to CETP)	1,02,536 KL (as per MPCB Norms to CETP)
(v)	Others	-----	-----
	- No treatment	0	0
	- With treatment- please specify level of treatment	0	0
Total water discharged (in kilolitres)		86,331 KL	1,02,536 KL

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

- This data will be shared with Indian Chemical Council (ICC) as a part of annual KPI

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

- Yes, the Visakhapatnam production facility is a Zero Liquid Discharge (ZLD) unit. Roha and Lote Site has implemented partial ZLD. Both Roha and Lote units have approved consented discharge facility to CETP.

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

Parameters	Please specify unit	FY 2025-2026	FY 2024-25
Nox	Tons	44.93	50.40
Sox	Tons	326.98	258.77
Particulate matter (PM)	$\mu g/m_3$	70	83
Persistent organic pollutants (POP)	--	Not Applicable	Not Applicable
Volatile organic compounds (VOC)	--	Not Applicable	Not Applicable
Hazardous air pollutants (HAP)	--	Not Applicable	Not Applicable
Others – please specify	--	Not Applicable	Not Applicable

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

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI

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

Parameters	Unit	FY 2025-2026	FY 2024-2025
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent (Scope 1: Direct emission)	78993	78907
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent (Scope 2 : Indirect emission)	29687	24587
Total Scope 1 and Scope 2 emissions per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	MT CO_2 /INR	0.00000993	0.00001058
Total Scope 1 and Scope 2 emissions per rupee of Turnover adjusted for purchasing power parity (PPP) (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	MT CO_2/PPP adjusted INR	0.0002019	0.0002186
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO_2 /MT production	0.641 MT	0.795 MT
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	99.29	Not Applicable

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

- This data will be shared with Indian Chemical Council (ICC) as a part of annual KPI.

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

Roha and Lote site received about 49% of its electricity requirements from Renewable resources. The company has setup a solar power project to increase its consumption of renewable energy. The roadmap for carbon emission reductions has been established and the company is working to meet its carbon reduction plan.

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

Parameters	FY 2025-26	FY 2024-25
Total waste generated (in metric tons)		
Plastic waste (A)	91	81
E-waste (B)	1.15	0
Bio-medical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous waste. Please specify, if any. (G)	16,170	15,796
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	984	1463
Total (A+B + C + D + E + F + G + H)	17246.15	17,340
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.000001576 MT/INR	0.000001772 MT/INR
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00003188	0.0000366
Waste intensity in terms of Physical Output	0.1011	0.1332
Waste intensity (optional) – the relevant metric may be selected by the entity	15.6726	Not Applicable
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	Nil	Nil
(ii) Re-used	Nil	Nil
(iii) Other recovery operations	Nil	Nil
Total	Nil	Nil

Parameters	FY 2025-26	FY 2024-25
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	298	341
(ii) Landfilling	15,420	15,162
(iii) Other disposal operations	206	212
Total	15,924	15,715

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

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI reporting.

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

- The Company has established processes to responsibly dispose off its generated wastes. The waste management practices involves 100% recycling of gaseous wastes through scrubbing resulting in value added products.

  Solid and liquid hazardous wastes are disposed off to PCB approved TSDF units. The company started coprocessing of partially quantities of our incineration waste as a step towards lowering our GHG emissions.

  Both our Roha and Lote sites have received Extended Producer Responsibility (EPR) Certificates from Maharashtra Pollution Control Board and activities are done and reported in line with MPCB norms.

  The empty MS packaging items from raw materials are washed, cut and flattened into sheets before disposal. Other drums are also washed and then sold off to PCB approved vendors.



11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and Corrective action taken, if any.
1	-	-	Not Applicable

None of our operating sites have operations/offices in/around ecologically sensitive areas. They are located at Government approved MIDC / APIDC zones only meant for industrial activities.

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

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

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

- Yes, the company is Complying with all the above mentioned acts and rules

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



Leadership Indicators

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

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

(i) Name of the area: None of our sites are in water stressed areas. Therefore, Not Applicable

(ii) Nature of operations: Manufacturing of Chemical intermediates for B2B / Industrial use.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (In kilolitees)		
(i) Surface Water	Not Applicable	Not Applicable
(ii) Groundwater	Not Applicable	Not Applicable
(iii) Third party water	Not Applicable	Not Applicable
(iv) Seawater/ desalined water	Not Applicable	Not Applicable
(v) Others	Not Applicable	Not Applicable
Total volume of water withdrawal (In kilolitres)	Not Applicable	Not Applicable
Total volume of water consumption (In kilolitres)	Not Applicable	Not Applicable
Water intensity per rupee of turnover (Water consumed / turnover)	Not Applicable	Not Applicable
Water intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable
Water discharge by destination and level of treatment (in kilolitres)	--	--
(i) Into Surface water	--	--
- No treatment	Not Applicable	Not Applicable
- With treatment – please specify level of treatment	Not Applicable	Not Applicable
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0 (Fresh water is used for gardening)
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0

Parameter		FY 2025-26	FY 2024-25
(iv)	Sent to third-parties (KL released to CETP)	86331	102536
	- No treatment	0	0
	- With treatment – please specify level of Treatment	86331 (as per MPCB Norms to CETP)	102536 (as per MPCB Norms to CETP)
(v)	Others	0	0
	- No treatment	0	0
	- With treatment – please specify level of Treatment	0	0
Total water discharged (in kilolitres)		86331	102536

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

- This data is shared with Indian Chemical Council (ICC) as a part of annual KPI.

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

Parameters	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	Not Assessed	Not Assessed
Total Scope 3 emissions per rupee of turnover	MT/INR	Not Assessed	Not Assessed
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Not Applicable	Not Assessed	Not Assessed

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

- Our Annual Sustainability Report of year 2024-25 which includes GHG emissions, ESG KPI's etc have been endorsed by Growlity Inc., USA.

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

- Not Applicable

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

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Process Improvements	Use of Catalyst for faster reaction and improve atom economy.	Reduction of GHG emissions.
2	Integrated waste management.	Recovery and Consumption of certain by products generated in process.	Reduction of GHG emissions.
3	Integrated waste management.	Use of byproduct / product / waste of one process in another as Industrial symbiosis.	Reduction of GHG emissions.
4	Integrated waste management.	Recycling of Solvents from process as Circular Economy.	Reduction of GHG emissions.
5	Water shed Management	Rain water harvesting at site.	Conservation of natural resources

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

- Yes, Business continuity plan has been prepared from materiality assessment of ESG issues. Company has disaster management plan or onsite emergency plan, which is reviewed periodically. Similarly, guidelines of Responsible Care Distribution code, Security Code and Nicer Globe are followed for safe offsite transportation of Hazardous goods.

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

- No significant impact has been recorded yet.

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

- A two stage Vendor Questionnaire has been developed for our suppliers. Critical Suppliers (Overseas and Domestic) by value has been assessed and our internal team has completed physical and paper audits for sustainable sourcing.

  Vendors assessed -2%

8. How many Green Credits have been generated and procured

By the Listed Entity	Generated		Procured	
List of top 10 value chain partners	In terms of Purchase		In term of Sale	
	Generated	Procured	Generated	Procured
--	None	None	None	None

This activity has not been initiated by Excel Industries Limited.

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.

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	FICCI- Federation of Indian Chambers of Commerce and Industry	National
2	BCCI -Bombay Chamber of Commerce and Industry	
3	ICC- Indian chemical council	
4	CHEMEXCIL-Chemicals Export Promotion Council.	
5	NSCM-National Safety Council of Maharashtra.	
6	NSCI-National Safety Council of India.	
7	CII-Confederation of Indian Industry	

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.**
   - Not applicable.

Leadership Indicators

1. **Details of public policy positions advocated by the entity:**
   - Not Applicable



PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. **Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**
   - None

2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:**
   - None

3. **Describe the mechanisms to receive and redress grievances of the community.**
   - The Company has a procedure to receive and redress concerns/grievances received from the community. Each site has a committee from members of various departments like. HR & Admin., Security, CSR, etc. which receives the concerns (written/verbal) and works towards its completion. Sometimes, field visit and detailed analysis are done and the concern is addressed appropriately in a timely manner. The concerns are recorded and closely tracked until they are closed to the satisfaction of the stakeholder. The Company proactively engages with the community for development related work, site visits, visit to villages in various programs etc. A number of formal, informal and interactive sessions are conducted which helps in collaborations with the community to facilitate mutual cohesiveness and bonding while working together. We also engage through CSR, with various sections of the community like youth, women and community leaders etc. Senior Management proactively interacts with the community as and when required.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	27.82%	24.42%
Directly from within India	58.18%	79.83%

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

Location	FY 2025-26	FY 2024-25
Rural	--	--
Semi-Urban	--	--
Urban	73.60%	73.76%
Metropolitan	26.40%	26.24%

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

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

Sr. No.	State	Aspirational District	Amount Spent (in INR)
1.	Maharashtra	Roha-Raigad	50,00,000.00
2.	Maharashtra	Chiplun-Ratnagiri	60,00,000.00

Our focus of CSR projects includes villages and local communities in and around the manufacturing sites as mentioned above.

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

   - Yes, done under local procurements through sites.

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

   - Local community around the plants

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

   - Approx. 15%

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

S. No.	Intellectual property based on traditional knowledge	Owned / Acquired (Yes / No)	Benefit shared (Yes / No)	Basis of calculating benefit share
None				

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

Name of Authority	Brief of the case	Corrective action taken
None		

6. Details of beneficiaries of CSR Projects:

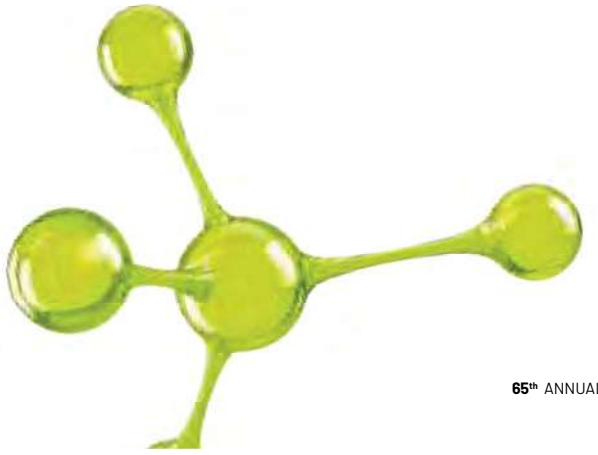
Approximate project-wise beneficiaries (including vulnerable and marginalized groups) are mentioned below:

Sr. No.	CSR Project	No. of persons benefited from CSR projects.	% of beneficiaries from vulnerable and marginalized groups
1	Drinking Water Facility - HDPE Pipes Co-operation (150 Mtr)	1250 Villagers	100% Beneficiaries from Rural areas.
2	Spring Shed Development - Storage Tank – 65m3	350 Villagers	100% Beneficiaries from Rural areas.
3	Cement Concrete Dam : 1500 m3	850 Farmers	100% Beneficiaries from Rural areas.
4	Desilting Work : 400 m3	60 Farmers	100% Beneficiaries from Rural areas.
5	UV Unit Installation: JICA Project, Stanley Co.	2000 Villagers	100% Beneficiaries from Rural areas.
6	Temporary Check Dam-21300 M3	541 villagers	100% Beneficiaries from Rural areas.
7	RCC Check dam-450 M3	2100 Villagers	100% Beneficiaries from Rural areas.
8	Construction of New/Rejuvenation of Well	160 Villagers	100% Beneficiaries from Rural areas.
9	Desilting of river	450 Villagers	100% Beneficiaries from Rural areas.
10	Drinking water facility	930 Villagers	100% Beneficiaries from Rural areas.
11	Kitchen Garden Seeds provided	330 Farmers	100% Beneficiaries from Rural areas.
12	Paddy Fertilizer Distribution	30 Farmers	100% Beneficiaries from Rural areas.
13	Flood affected Farmers supported with Bio Fertilizer and Plastic Crates	100 Farmers	100% Beneficiaries from Rural areas.
14	Solar Inverter	30 Farmers	100% Beneficiaries from Rural areas.
15	Bio Culture Fertilizer Kit Distribution	40 Farmers	100% Beneficiaries from Rural areas.
16	Group farming Irrigation Support	50 Farmers	100% Beneficiaries from Rural areas.
17	Dr. Panjabrao Deshmukh Natural Farming Mission - 10 Drum Theory Training	852 Farmers	100% Beneficiaries from Rural areas.
18	Support Organic Farming 10 Drum Material kit Distribution	48 Farmers	100% Beneficiaries from Rural areas.
19	Ranbhaji Mahotsav	200 Farmers	100% Beneficiaries from Rural areas.
20	Agri Exhibition At Head Office Excel Company	10 Farmers	100% Beneficiaries from Rural areas.
21	MahaDBT Gov scheme Form Fillup Camp	30 Farmers	100% Beneficiaries from Rural areas.
22	Farmer Melava	351 Farmers	100% Beneficiaries from Rural areas.
23	Agristack ID	85 Farmers	100% Beneficiaries from Rural areas.
24	Crop Diversification	84 Farmers	100% Beneficiaries from Rural areas.

Sr. No.	CSR Project	No. of persons benefited from CSR projects.	% of beneficiaries from vulnerable and marginalized groups
25	Kitchen Garden seed Distribution	126 Farmers	100% Beneficiaries from Rural areas.
26	Marigold saplings distribution	24 Farmers	100% Beneficiaries from Rural areas.
27	Irrigation facility	13 Farmers	100% Beneficiaries from Rural areas.
28	Watermelon Cultivation	95 Farmers	100% Beneficiaries from Rural areas.
29	Groundnut Cultivation	127 Farmers	100% Beneficiaries from Rural areas.
30	Okra Cultivation	35 Farmers	100% Beneficiaries from Rural areas.
31	Amaranthus Cultivation	20 Farmers	100% Beneficiaries from Rural areas.
32	Support Mulching Paper	14 Farmers	100% Beneficiaries from Rural areas.
33	Government Scheme Help Desk	45 Farmers	100% Beneficiaries from Rural areas.
34	Support for Mobile Sale Vehicle	800 Farmers	100% Beneficiaries from Rural areas.
35	Animals Vaccination Camp (LSD & FMD Vaccine)	35 Farmers	100% Beneficiaries from Rural areas.
36	Distribution of Poultry	70 Farmers	100% Beneficiaries from Rural areas.
37	Distribution Of Milk Can	40 Farmers	100% Beneficiaries from Rural areas.
38	Animal Feed Ghamel Distribution	50 Farmers	100% Beneficiaries from Rural areas.
39	Cow Lifting Machine Distribution	40 Farmers	100% Beneficiaries from Rural areas.
40	Safety Gum Boot Distribution For Fisher Man Farmers	17 Farmers	100% Beneficiaries from Rural areas.
41	Distribution Of Goat	04 Farmers	100% Beneficiaries from Rural areas.
42	Fish Value Added Products Training	50 Farmers	100% Beneficiaries from Rural areas.
43	ASCAD Yojna - Farmers Training	40 Farmers	100% Beneficiaries from Rural areas.
44	Animal Dieases - Training Program	50 Farmers	100% Beneficiaries from Rural areas.
45	Dairy Farmers Study Trip	20 Farmers	100% Beneficiaries from Rural areas.
46	Washishthi Agriculture & Animal Exhibition Chiplun	07 Farmers	100% Beneficiaries from Rural areas.
47	Fishermen Awareness Program	80 Farmers	100% Beneficiaries from Rural areas.
48	Cattle Health Check up Camp	15 Farmers	100% Beneficiaries from Rural areas.
49	Support for Chicks & Feed	40 Farmers	100% Beneficiaries from Rural areas.
50	Outboard Boat Motor	9 Fishermen	100% Beneficiaries from Rural areas.
51	Fishing Net	7 Fishermen	100% Beneficiaries from Rural areas.
52	Health Checkup Camps (Eye, Blood Group)	2770 Ladies & Students	100% Beneficiaries from Rural areas.

Sr. No.	CSR Project	No. of persons benefited from CSR projects.	% of beneficiaries from vulnerable and marginalized groups
53	Nursing Students Dress Material Distribution	11 Womens	100% Beneficiaries from Rural areas.
54	First Aid Medicine Kit (School)	500 Students	100% Beneficiaries from Rural areas.
55	Bodybuilding Competition	72 Competitor	100% Beneficiaries from Rural areas.
56	Health Checkup Camp	41 Villagers	100% Beneficiaries from Rural areas.
57	Bakery / Cake Making Batch	176 Ladies	100% Beneficiaries from Rural areas.
58	Beauty and Wellness Batch	50 Ladies	100% Beneficiaries from Rural areas.
59	Night Dress,Kaftan Gown Batch	20 Ladies	100% Beneficiaries from Rural areas.
60	Fashion Designing Batch	20 Ladies	100% Beneficiaries from Rural areas.
61	Basic Tailoring Batch	84 Ladies	100% Beneficiaries from Rural areas.
62	Jute Bag Batch	20 Ladies	100% Beneficiaries from Rural areas.
63	Flower Making Batch	20 Ladies	100% Beneficiaries from Rural areas.
64	Aari work Batch	60 Ladies	100% Beneficiaries from Rural areas.
65	Distribution of Tailoring Bussiness Kit	50 Ladies	100% Beneficiaries from Rural areas.
66	Millet Value Addition	50 Ladies	100% Beneficiaries from Rural areas.
67	Bags Making	60 Ladies	100% Beneficiaries from Rural areas.
68	Dhopakandi Making	18 Ladies	100% Beneficiaries from Rural areas.
69	Distribution of Sewing Machine	12 Ladies	100% Beneficiaries from Rural areas.
70	Vikas Mitra Program Students From 5th To 7th Standard	614 Students	100% Beneficiaries from Rural areas.
71	Experts Lectures for SSC Students: Guidance Prog.	272 Students	100% Beneficiaries from Rural areas.
72	Practice Question Paper 10th Standard Support	500 Students	100% Beneficiaries from Rural areas.
73	Support to Library Cupboard & Library Books	250 Students	100% Beneficiaries from Rural areas.
74	Note Books Distribution	304 Students	100% Beneficiaries from Rural areas.
75	Summer Camp	614 Students	100% Beneficiaries from Rural areas.
76	Personality Development & Self Study Workshop	94 Students	100% Beneficiaries from Rural areas.
77	Scholarship Book & Study Charts	1100 Students	100% Beneficiaries from Rural areas.
78	Digital Facilitation	129 Students	100% Beneficiaries from Rural areas.
79	Infrastructure Facility & Furniture	1282 Students	100% Beneficiaries from Rural areas.
80	Drinking water facility	800 Students	100% Beneficiaries from Rural areas.

Sr. No.	CSR Project	No. of persons benefited from CSR projects.	% of beneficiaries from vulnerable and marginalized groups
81	Mauli Vruddhashram Material Support	50 People	100% Beneficiaries from Rural areas.
82	Donate for M.B.Patil college - Benches	60 Students	100% Beneficiaries from Rural areas.
83	Donate for Roha kabrasthan - Cement Benches	500 People	100% Beneficiaries from Rural areas.
84	To carry out Road repair work,Painting work	1500 People	100% Beneficiaries from Rural areas.
85	protective mesh on the well.	450 People	100% Beneficiaries from Rural areas.
86	Z.P School of mhaskarwadi Repairing work	35 Students	100% Beneficiaries from Rural areas.
87	To build a social theater, Shed Erection	750 People	100% Beneficiaries from Rural areas.
88	Mahila karyashala - Community Hall	100 People	100% Beneficiaries from Rural areas.
89	Donation to Roha Nagarparishad - Cement Benches	500 People	100% Beneficiaries from Rural areas.
90	Community Hall/Shed	4481 People	100% Beneficiaries from Rural areas.
91	Retaining Wall	400People	100% Beneficiaries from Rural areas.
92	Cultural Program	800 People	100% Beneficiaries from Rural areas.
93	Tree plantation (140 Saplings)	140 Villagers	100% Beneficiaries from Rural areas.
94	Drip Irrigation Material Distribution to School Garden	135 Students	100% Beneficiaries from Rural areas.
95	Installation of Solar Street Light for Adiwasiwadi	1700 Villagers	100% Beneficiaries from Rural areas.
96	Installation of Solar Street Light for Villages	2600 Villagers	100% Beneficiaries from Rural areas.
97	Safety Training Program	120 Villagers	100% Beneficiaries from Rural areas.
98	Climate change education in schools	120 Students	100% Beneficiaries from Rural areas.
99	Bamboo Sapling Distribution	20 Farmers	100% Beneficiaries from Rural areas.
100	Solar Light Distribution	100 Villagers	100% Beneficiaries from Rural areas.
101	Renewable Energy (Solar roof Panel)	70 Farmers	100% Beneficiaries from Rural areas.
102	Soak Pit	150 Farmers	100% Beneficiaries from Rural areas.



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.**

   - All the sites are ISO 9001:2015 Certified and has a well-established setup of Quality Management System for receiving and responding to complaints for the existing consumers through emails, letters and phone. Complaints are escalated and resolved within stipulated time depending on its nature.

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



All our products are industrial intermediates for B2B use. Our Safety Data Sheet (SDS) and Transport Emergency (TREM) cards are designed to carry information about the above subjects.

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential Services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	12	0	Resolved Satisfactorily	11	0	Resolved Satisfactorily

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 of the policy.

- Yes, the Company has a detailed IT Policy for mitigation of cyber security and risk related to data privacy. Proper vigilance is kept on implementation of the IT Policy.

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

- The company's cyber security has been outsourced and managed by a leading IT service company. Internally regular reviews are conducted by employees of Excel Industries Limited and corrective actions are taken to improve the cyber security as per requirements. Data privacy requirements are also being evaluated. There is a provision of Disciplinary action against the guilty as per data privacy law.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches: None

b. Percentage of data breaches involving personally identifiable information of customers: None

c. Impact, if any, of the data breaches: Not applicable.

Leadership Indicators

1. **Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**
   - The information on products and services of the entity can be accessed at www.excelind.co.in. Additionally there are telephones and emails as well.

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**
   - Customers are informed and educated about safe and responsible usage of products through Safety Data Sheets (SDS)/ Product Brochures and customized modules of trainings as a part of Product Safety and Stewardship code.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**
   - Yes, the Company informs customers through Video calls, emails and phone calls.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.**
   - Yes, our product labels are detailed and carry information about Hazards and safe handling of the product. Address and contact numbers of Manufacturing site and H.O. is provided on product labels.

5. **Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**
   - Yes, Consumer satisfaction survey related to the major products of the company has been done for all the locations of operation.

