GOPAL SNACKS LIMITED

Regd. Office / Unit 1- Plot No. G - 2322 - 23 - 24, GIDC, Metoda,
Tal. - Lodhika. Dist - Rajkot - 360 021, (Gujarat), INDIA. Phone : +91 85111 85130

CIN: L15400GJ2009PLC058781
email: info@gopalsnacks.com | www.gopalnamkeen.com

Ref: GSL/CS/BRSR/2026-27 **Date: 17th August 2026**

BSE Limited
Department of Corporate Services,
Pheroze Jeejeebhoy Towers,
Dalal Street,
Mumbai – 400001

Script code: 544140

National Stock Exchange Limited
Exchange Plaza, 5th Floor,
Plot No. C/1, G Block,
Bandra-Kurla Complex,
Mumbai – 400051

Symbol: GOPAL

Sub: Business Responsibility and Sustainability Report for FY2025-26

Dear Sir / Madam,

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report **("BRSR")** for Financial Year 2025-26. The BRSR forms an integral part of the Annual Report of the Company for the financial year 2025-26.

The aforesaid report is also available on the website of the Company viz. https://www.gopalnamkeen.com/brsr

Please acknowledge and take on your record. Thanking You.

Yours Faithfully,
For, GOPAL SNACKS LIMITED

Gangani Mayur Popatbhai
Digitally signed by Gangani Mayur Popatbhai
Date: 2026.08.17 14:25:07 +05'30'

CS Mayur Gangani
Head – Legal & Compliance
cum Company Secretary
Membership No. F9980

Encl: as above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT FOR FY 2025-26

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L15400GJ2009PLC058781
2. Name of the Listed Entity: Gopal Snacks Limited
3. Year of incorporation: 2009
4. Registered office address: Plot Nos. G2322, G2323 and G2324, GIDC Metoda, Taluka Lodhika, Rajkot–360021, Gujarat, India
5. E-mail: info@gopalsnacks.com
6. Telephone: 02827-297060
7. Website: www.gopalnamkeen.com
8. Financial year for which reporting is being done: FY 2025-26
9. Name of the Stock Exchange(s) where shares are listed: (i) BSE Limited (ii) National Stock Exchange of India Limited
10. Paid-up Capital: INR 12,46,48,419/- (Indian Rupees Twelve Crore Forty-Six Lakh Forty-Eight Thousand Four Hundred and Nineteen) divided into 12,46,48,419 (Twelve Crore Forty-Six Lakh Forty-Eight Thousand Four Hundred and Nineteen) Equity Shares of face value of INR 1/- (Indian Rupee One) each.
11. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: Mayur Gangani, +91 (02827) 297060, cs@gopalsnacks.com
12. 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): Disclosures under this report are made on a standalone basis
13. Name of assurance provider: Not Applicable
14. Type of assurance obtained: Not Applicable

II. PRODUCTS/SERVICES

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Manufacturing Food Products	90.22%
2.	Trading	Trading Food Products	7.90%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Potato chips, Namkeen and other snacks	1030	90.22%
2.	Trading Food Products	46101	7.90%

III. OPERATIONS

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

Location	Number of plants	Number of offices	Total
National	4	1	5
International	-	-	-
TOTAL	**4**	**1**	**5**

18. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	13
International (No. of Countries)	9

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

0.11%

c. A brief on types of customers

Gopal, a prominent snack manufacturing company, specializes in a diverse range of products, including namkeen and sweets. With a global consumer base, Gopal serves customers through multiple channels, including general trade (wholesalers, retailers, and local shops) modern trade (supermarkets) E-commerce platform.

IV. EMPLOYEES

19. 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)	1455	1,312	90.17%	143	9.83%
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total employees (D + E)**	**1455**	**1,312**	**90.17%**	**143**	**9.83%**
		WORKERS				
4.	Permanent (F)	3761	2,559	68.04%	1202	31.96%
5.	Other than Permanent (G)	354	128	36.16%	226	63.84%
6.	**Total**	**4115**	**2,687**	**65.30%**	**1428**	**34.70%**

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
		DIFFERENTLY ABLED EMPLOYEES				
1.	Permanent (D)	0	0	0	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	**Total differently abled employees (D + E)**	**0**	**0**	**0**	**0**	**0**
		DIFFERENTLY ABLED WORKERS				
4.	Permanent (F)	14	13	92.86%	1	7.14%
5.	Other than permanent (G)	0	0	0	0	0
6.	**Total differently abled workers (F + G)**	**14**	**13**	**92.86%**	**1**	**7.14%**

20. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel (*)	2	0	0%

* Note–The above details of KMP and Board of Directors are as on March 31, 2026. KMPs includes the members of the Board.

21. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	45.04%	36.17%	44.20	59.43%	3.79%	63.23%	9%	22%	31%
Permanent Workers	71.33%	64.89%	69.21	29.57%	15.03%	44.60%	40%	17%	58%

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
Nil				

VI. CSR DETAILS

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

Yes

(ii) Turnover (₹ in millions) 15,082.26

(iii) Net worth (₹ in millions) 4,788.00

VII. TRANSPARENCY AND DISCLOSURES COMPLIANCES

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	(If Yes, then provide web-link for grievance redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
			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, Communities can submit their grievances	https://www.gopalnamkeen.com/contact	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	Yes	https://www.gopalnamkeen.com/investor-grievance	Nil	Nil	Nil	Nil	Nil	Nil
Shareholders	Yes	https://www.gopalnamkeen.com/investor-grievance	Nil	Nil	Nil	41	Nil	Nil
Employees and workers	Yes. The Company has whistleblower policy and Vigil mechanism policy in place.	https://www.gopalnamkeen.com/corporate-governance-policies	Nil	Nil	Nil	Nil	Nil	Nil
Customers	Yes, Customers can submit their grievances	https://www.gopalnamkeen.com/contact	Nil	Nil	Nil	100	Nil	Product Market Complaints
Value Chain Partners	Yes, Value Chain Partners can submit their grievances	https://www.gopalnamkeen.com/contact	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)			Nil	Nil	Nil	Nil	Nil	Nil

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Product Quality and Safety, and Data integrity	Risk	The Company recognises the legal and reputational risks associated with non-compliance with applicable product standards, particularly where product ingredients may trigger allergic reactions or involve religious or cultural sensitivities. It places strong emphasis on product safety, quality assurance and data integrity as critical elements for meeting customer expectations, maintaining regulatory compliance and creating stakeholder value. Any deficiency in these areas may result in customer dissatisfaction, regulatory exposure, liability risks and adverse impact on the Company's reputation and business performance.	At each manufacturing site, dedicated quality professionals are responsible for monitoring, guiding and strengthening quality performance, thereby ensuring sustained compliance and continuous audit readiness. The Company leverages information technology to digitise, standardise and enhance the effectiveness of its quality assurance and quality control processes. A structured quality improvement and training framework is implemented to address historical quality issues, build employee competency and reinforce adherence to defined quality standards. Robust Corrective and Preventive Action (CAPA) procedures are in place to identify root causes, manage non-conformities and prevent recurrence. Further, the Company undertakes rigorous evaluation of vendors and suppliers to ensure alignment with applicable FSSC food safety requirements, thereby strengthening product safety, supply-chain quality assurance and regulatory compliance across its operations.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2.	Environment & Safety	Opportunity	The Company views Environmental, Health and Safety (EHS) management as a strategic enabler for operational resilience, regulatory compliance and long-term stakeholder value creation. A robust EHS management system helps the Company proactively identify, assess and control environmental and workplace safety risks across its operations. Through adherence to applicable legal and regulatory requirements, including those relating to e-waste management and the Company's EHS policy, the organisation strengthens compliance discipline and reduces the likelihood of incidents, penalties and operational disruptions. Structured EHS controls, monitoring mechanisms, audits, training and corrective actions further support safer workplaces, improved environmental performance and business continuity. By embedding EHS considerations into day-to-day operations, the Company is able to convert potential risks into opportunities for improved productivity, resource efficiency, employee well-being, regulatory confidence and enhanced stakeholder trust. This approach reinforces the Company's commitment to responsible operations and sustainable business performance.	Not applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Supply Chain management	Opportunity	The Company views supply-chain management as an opportunity to strengthen procurement resilience, cost efficiency and business continuity. Recognising the importance of secure and reliable sourcing for key raw materials, the Company has adopted a structured procurement approach focused on vendor diversification, direct sourcing and development of alternative supply channels. By sourcing agricultural commodities directly from farmers and APMCs, the Company reduces dependence on single-source suppliers and improves supply visibility, price competitiveness and traceability. The procurement team also continues to identify new vendors, maintain approved alternative supplier records and expand the vendor base for critical raw materials. These measures enhance the Company's ability to manage supply disruptions, optimise procurement costs and build a more resilient, diversified and locally connected supply network, thereby converting potential supply-chain risks into opportunities for operational stability and long-term value creation.	Not applicable	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Human Resources	Opportunity	The Company views talent continuity and succession planning as a key governance opportunity for strengthening organisational resilience, leadership stability and long-term business continuity. By identifying critical roles and developing internal talent pipelines, the Company seeks to ensure timely decision-making, operational continuity and reduced dependency on specific individuals. To support this objective, the Company is implementing initiatives aimed at retaining key talent and managing employee turnover, including work-life balance measures, rewards and recognition programmes, talent calibration and succession planning for key positions. These practices enable the Company to build leadership depth, improve employee engagement and create a structured framework for future readiness. Through this governance-led approach, the Company is converting potential people-related risks into opportunities for stronger workforce stability, institutional knowledge retention, improved accountability and sustainable organisational growth.	Not applicable	Positive
5.	Energy Efficiency	Opportunity	The Company prioritizes the use of alternative energy sources, such as solar power, to minimize emissions and optimize the use of natural resources.	Not applicable	Positive
6.	Corporate Governance	Risk	Non-compliance with regulatory and statutory requirements may impact the Company's operations, future fundraising capabilities, and overall valuation.	The Company adheres to all regulatory and statutory requirements, safeguards investor interests through robust governance protocols, and addresses concerns via its Investor Relations and Grievance Redressal Policy.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	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	The above mentioned policies are available on (1) website of the Company–www.gopalnamkeen.com and (2) Intranet portal of the Company–accessible to the employees of the Company except for P2, P3, P5, P6 and P9 Corporate Social Responsibility Policy (https://www.gopalnamkeen.com/storage/policy_images/1700374602.pdf) Archival and Preservation of document policy (https://www.gopalnamkeen.com/storage/policy_images/1700568738.pdf) Policy on Diversity of Board (https://www.gopalnamkeen.com/storage/policy_images/1700374333.pdf) Vigil mechanism policy (https://www.gopalnamkeen.com/storage/policy_images/1700378466.pdf) Policy for determination of materiality events (https://www.gopalnamkeen.com/storage/policy_images/1700375378.pdf) Code of Conduct for Director and Senior Management (https://www.gopalnamkeen.com/storage/policy_images/1692437677.pdf) Dividend Distribution Policy (https://www.gopalnamkeen.com/storage/policy_images/1700374742.pdf) Familiarisation Programme for Independent Directors (https://www.gopalnamkeen.com/storage/policy_images/1700374893.pdf) Policy on Succession Planning for Board and Senior Management (https://www.gopalnamkeen.com/storage/policy_images/1692438251.pdf) Risk Management Policy (https://www.gopalnamkeen.com/storage/policy_images/1692438286.pdf) Business Responsibility Policy (https://www.gopalnamkeen.com/storage/policy_images/1700374430.pdf) Prevention of sexual harassment policy (https://www.gopalnamkeen.com/storage/policy_images/1700377876.pdf) Anti-Bribery Policy (https://www.gopalnamkeen.com/storage/policy_images/1700374027.pdf)									

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Materiality Policy (https://www.gopalnamkeen.com/storage/policy_images/1700390464.pdf) Policy & Procedure for Inquiry in case of leak of UPSI (https://www.gopalnamkeen.com/storage/policy_images/1700390797.pdf) Code of Practices and Procedure for Fair Disclosure of UPSI (https://www.gopalnamkeen.com/storage/policy_images/1707220573.pdf) Policy on Related Party Transactions (https://www.gopalnamkeen.com/storage/policy_images/1709038466.pdf) Terms and Conditions of Appointment of Independent Directors Policy (https://www.gopalnamkeen.com/storage/policy_images/1701087590.pdf) Criteria for making payment to Non-Executive Directors (https://www.gopalnamkeen.com/storage/policy_images/1712743989.pdf)								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	FSSAI (Food Safety and Standards Authority of India) HALAL APEDA (Agricultural and Processed Food Products Export Development Authority) FDA (Food and Drug Administration)								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company recognises FY 2025–26 as the baseline year for defining, monitoring and strengthening its ESG performance across key sustainability parameters. As a snack manufacturing company in the FMCG sector, the Company is committed to building a responsible, resource-efficient and resilient business model that balances product quality, consumer trust, environmental stewardship and long-term value creation. The Company aims to progressively measure, monitor and improve its performance in areas such as carbon emissions, energy efficiency, waste management, circularity, responsible packaging and water stewardship. It will focus on reducing the environmental impact of its operations through improved process efficiency, better resource utilisation, enhanced waste segregation, increased recycling and reuse, responsible plastic waste management, and conservation of water across manufacturing locations. Using FY 2025–26 as the baseline, the Company intends to set practical and measurable ESG goals over the coming years, supported by stronger data systems, internal controls, periodic reviews and governance oversight. Through these commitments, the Company seeks to embed sustainability into its operations, value chain and decision-making processes, while contributing to responsible growth in the FMCG sector.								

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Since FY 2025–26 has been identified as the baseline year for the Company's ESG parameters, performance against specific ESG commitments, goals and targets will be measured and reported from subsequent reporting periods. During the year, the Company focused on establishing baseline data for key ESG parameters, including carbon emissions, energy consumption, waste management, circularity, responsible packaging and water stewardship. This baseline will support the setting of practical, measurable and time-bound targets in future years, along with improved monitoring, internal controls and periodic management review. Accordingly, there were no unmet ESG targets during FY 2025–26, as the Company's current objective was to define the baseline, strengthen data systems and identify priority areas for future performance improvement. Going forward, the Company intends to track progress against these commitments and disclose year-on-year performance in line with its ESG roadmap and BRSR reporting requirements.								
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)	I am pleased to present our Business Responsibility and Sustainability Report (BRSR) for FY 2025–26, which provides a transparent overview of the Company's sustainability performance, priorities and progress. As a snacks manufacturing company, we recognise that sustainable growth requires a balanced focus on product quality, food safety, responsible resource use, consumer trust and long-term value creation. We remain committed to delivering safe, high-quality and reliable products while continuously working to minimise the environmental footprint of our operations. We believe that sustainability and business performance are mutually reinforcing, particularly through improved resource efficiency, responsible sourcing, waste reduction, energy optimisation and stronger process discipline across manufacturing and distribution. Our Board-level Environmental, Social and Governance (ESG) oversight mechanism provides strategic direction to the Company's ESG agenda, including implementation, monitoring and reporting of sustainability initiatives. In line with this direction, the Company is strengthening its focus on key priorities such as water conservation, energy efficiency, responsible packaging, food waste reduction, plastic waste management and improved management of process-related waste. We are also implementing measures to monitor and reduce environmental impacts through better water-use efficiency, effluent management, circular waste practices, packaging optimisation and carbon emissions measurement. Alongside these efforts, we continue to strengthen food safety systems, occupational health and safety practices, workforce diversity, employee well-being, stakeholder engagement and responsible value-chain practices. Going forward, the Company aims to deepen its engagement with suppliers, distributors, employees, consumers and communities to build a more resilient and responsible business ecosystem. These initiatives contribute to the UN Sustainable Development Goals, including SDG 3 — Good Health and Well-being, SDG 5 — Gender Equality, SDG 6 — Clean Water and Sanitation, SDG 8 — Decent Work and Economic Growth, SDG 12 — Responsible Consumption and Production, SDG 13 — Climate Action and SDG 17 — Partnerships for the Goals.								

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Bipinbhai Vithalbhai Hadvani CMD (Chairman and Managing Director). (DIN: 02858118)								
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 Company has designated Board-level oversight for sustainability-related matters through its responsible Director/Board Committee. Sustainability-related issues, including ESG performance, environmental compliance, social responsibility, stakeholder concerns and governance matters, are reviewed periodically to support informed decision-making, effective monitoring and alignment with the Company's long-term business objectives.							

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)
	P 1, P 2, P 3, P 4, P 5, P 6, P 7, P 8, P 9	P 1, P 2, P 3, P 4, P 5, P 6, P 7, P 8, P 9
Performance against above policies and follow up action	The policies of the Company are reviewed periodically by department heads/directors / board committees / board members, wherever applicable.	Continuous assessment is an inherent component of corporate functioning and remains of a continual pursuit.
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Status of compliance with all applicable statutory requirements is reviewed by the Board on a quarterly basis.	Quarterly basis

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

P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The Company's policies are subject to audit by its internal auditors and with its Board level oversight. Compliance with these policies is further ensured by the various department heads, directors, board committees, and board members, as applicable, thereby reinforcing the Company's commitment to its guiding principles.								

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

Not applicable

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors and Key Managerial Personnel	30	1. Compliance Training 2. Tax-Related Queries and Awareness 3. WC & GPA Policy 4. AOP File Awareness & Preparation Guidelines 5. Work Permit System 6. Service Level Report 7. Team Responsibilities & Skill Development 8. Waste Management & Wastage Control 9. 0.5% Moisture Effect on Cost 10. Preventive Measures for Safety & Quality 11. SAP Training 12. Online Document Filing Procedure 13. Procol Training	100%
Employees other than BoD and KMPs	213	1. Company Introduction & Induction Training 2. Attendance Application & Leave Policy with Salary Guidelines 3. L1 & L2 in Sales 4. Excel Skills & Social Media Usage for Lead Generation 5. Smart Selling Steps & Meetings & Greetings 6. X-Ray Report Training for Sales 7. Awareness for Dealer Complaint & Order Billing Process 8. DMS Software Training & Assessment 9. DMS (Geo Tagging Retailer Shop) 10. Retailer Lat Log Report DMS Software 11. Sales Order Processing & Billing 12. Credit & Debit Note Reduction 13. Tax-Related Queries and Awareness 14. SAP Training 15. Online Document Filing Procedure 16. Quality Standards & Inspection Training 17. Stock Handling and Storage Process 18. Warehouse Training Manual 19. FIFO Implementation and Store Management 20. RM/PM/SFG Inward & Handling with Crash Check 21. Vehicle Loading & Dispatch Handling 22. Comprehensive Workplace Safety Training 23. Fire Extinguisher Operation & Safety 24. Compliance Training 25. Workplace Management & 5S 26. Work Permit System	70%

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Workers	220	1. Steps of Expiry Return Process Via Mobile App 2. Minimizing Customer Complaints through Production Vigilance 3. Waste Management & Wastage Control 4. Frying & Seasoning Process Control 5. Comprehensive Workplace Safety Training 6. GMP Implementation & Hygiene Practices 7. Box Handling & Dispatch Efficiency Training 8. Laminate Handling & Quality Optimization Training 9. Sensory Evaluation 10. Quality Standards & Inspection Training 11. Safe & Efficient Machine Operation with Cleaning and Speed Control 12. Production Process from Start to Finish 13. Operations: Line Speed Optimization, Quality & Material Planning 14. 0.5% Moisture Effect on Cost 15. Weigher Weight Setting & Pre-Start Checks 16. Vehicle Loading & Dispatch Handling 17. RM/PM/SFG Inward & Handling with Crash Check 18. T.P.C. (Total Polar Compounds) 19. Fire Extinguisher Operation & Safety 20. PM Carton Handling SOP & Access Control 21. Operational Cleaning & Product Hygiene 22. Preventive Measures for Safety & Quality 23. Workplace Management & 5S 24. Stock Handling and Storage Process 25. Checkweigher Weight Control & Format Maintenance 26. Packing Process Detailed Training 27. Risk of Foreign Matter 28. Warehouse Training Manual 29. FIFO Implementation and Store Management 30. Training about Potato Cutting & Wafers Sorting 31. Work Permit System	70%

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					
Settlement			Nil		
Compounding fee					

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

The Company has established a robust Anti-Bribery Policy that reinforces its zero-tolerance approach towards bribery, facilitation payments and corruption in any form. The policy sets out clear standards of ethical conduct and ensures that appropriate preventive procedures are in place to safeguard the Company from direct or indirect involvement in corrupt practices. The policy applies to employees at all levels, including senior management, officers, contractors, Board members and third parties acting on behalf of the Company, such as clients, suppliers, business partners, intermediaries and government-facing representatives. It clearly defines bribery to include the offer, promise, giving, solicitation or acceptance of any undue advantage intended to influence a decision, action or business outcome in an illegal, unethical or improper manner. Bribes may take the form of cash payments, gifts, hospitality, employment opportunities, favours or any other benefit that may create a conflict of interest or breach of trust. Any violation of the policy is treated seriously and may result in appropriate disciplinary or corrective action. Through this framework, the Company promotes transparency, integrity, accountability and ethical business conduct across its operations and business relationships.

The policy is available https://www.gopalnamkeen.com/corporate-governance-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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	9	6

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	16%	13%
	b.	Number of trading houses where purchases are made from	52	32
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	51%	59%
Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	98%	96%
	b.	Number of dealers / distributors to whom sales are made	953	880
	c.	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	7%	14%
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	0.80%	2%
	b.	Sales (Sales to related parties / Total Sales)	0.06%	Nil
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)	Nil	Nil
	d.	Investments (Investments in related parties / Total Investments made)	Nil	Nil

PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

Essential Indicators

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

	2025-26	2024-25	Details of improvements in environmental and social impacts
Sustainable R&D	Nil	Nil	Not applicable
Sustainable Capex	Nil	3.29%	Installation of Solar Power Plant

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

The Company has established guidelines and procedures to support sustainable sourcing and responsible supply-chain management. Supplier selection is governed through defined protocols to ensure alignment with the Company's quality, safety, compliance and sustainability expectations. The Company places emphasis on engaging local suppliers where feasible, helping improve cost efficiency, reduce transportation-related environmental impacts and lower the consumption of fuels such as petrol and diesel. Robust quality management practices are embedded across the supply chain to ensure the delivery of safe, reliable and high-quality products. Safety remains a key priority, with appropriate controls in place to identify, assess and communicate product-related benefits, risks and safety considerations. This approach supports informed stakeholder engagement, responsible sourcing and continued focus on consumer well-being.

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

100% of critical inputs sourced is sourced sustainably from approved suppliers.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

(a) Plastics (including packaging)	The Company has been registered on the CPCB's Extended Producer Responsibility (EPR) portal since 2021 and has consistently met the annual plastic waste management targets prescribed by the CPCB. It ensures the collection, recycling, and environmentally responsible disposal of end-of-life (EOL) plastic in compliance with applicable regulations. The Company also ensures timely submission of all required annual returns and supporting documentation within prescribed timelines.
(b) E-waste	The Company has been registered on the CPCB's Extended Producer Responsibility (EPR) portal since 2021 and complies with applicable e-waste management requirements. It ensures the collection, recycling, and environmentally responsible disposal of end-of-life (EOL) electrical and electronic waste in accordance with regulatory requirements. The Company also ensures timely submission of all mandatory annual returns and supporting documentation within prescribed timelines.
(c) Hazardous waste	Hazardous waste, including waste oil, chemical sludge, and evaporator residue, is generated annually at the respective plant units—such as waste oil from production processes and chemical sludge and evaporator residue from ETP operations. The waste is disposed of through authorised vendors holding valid CCA from GPCB. Evaporator residue is further managed through membership with a TSDF landfill site and is disposed of via secure landfill facilities.
(d) other waste.	The Company ensures that metal and paper waste is sent to government-approved recyclers, along with the necessary statutory documentation in compliance with applicable regulatory requirements.

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.

The Company complies with the principles of Extended Producer Responsibility (EPR) applicable to its operations. Its waste collection and management plan is aligned with the EPR framework submitted to the relevant Pollution Control Boards, and is subject to periodic review and compliance monitoring to ensure adherence to the approved plan. In accordance with the Plastic Waste Management Rules, 2016, as amended from time to time, the Company fulfils its EPR obligations, including registration with the Gujarat Pollution Control Board, establishment of systems for collection of post-consumer plastic waste generated from its products, and ensuring appropriate recycling, processing or disposal through authorised channels. Non-compliance with the applicable EPR requirements may attract action under the Environment (Protection) Act, 1986. Any legal matters in this regard shall be subject to the jurisdiction of Gandhinagar.

PRINCIPLE 3 BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number €	% (C / A)	Number (D)	% (D / A)	Number €	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,312	582	44.36%	1,312	100%	0	0	0	0	0	0
Female	143	42	29.37%	143	100%	143	100%	0	0	0	0
Total	**1,455**	**624**	**42.89%**	**1,455**	**100%**	**143**	**9.83%**	**0**	**0**	**0**	**0**
Other than permanent employees											
Male	0	0	0	0	0	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number €	% (C / A)	Number (D)	% (D / A)	Number €	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2,559	28	1.09%	2,559	100%	0	0	0	0	0	0
Female	1202	146	12.15%	1202	100%	0	0	0	0	0	0
Total	**3,761**	**174**	**4.63%**	**3,761**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**
Other than permanent employees											
Male	128	0	0	128	100%	0	0	0	0	0	0
Female	226	0	0	226	100%	0	0	0	0	0	0
Total	**354**	**0**	**0**	**354**	**100%**	**0**	**0**	**0**	**0**	**0**	**0**

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
% of costs incurred on well-being / Total Revenues	0.66%	0.71%

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	98.21%	98.80%	Y	98.10%	97.45%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	6.32%	14.68%	Y	13%	15.59%	Y
Others – please Specify (NPS)	-	-	NA	0.70%	-	Y

3. Accessibility of workplaces

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

The Company recognises accessibility and inclusion as important elements of its governance and responsible business framework. In line with the Rights of Persons with Disabilities Act, 2016, the Company ensures that its premises and offices are accessible to individuals with disabilities. Accessible infrastructure, including ramps and designated restrooms, has been provided to support ease of access and participation. Through these measures, the Company reinforces its commitment to diversity, inclusion, equal opportunity and a workplace environment that respects the dignity of all individuals.

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

The Company considers equal opportunity, diversity and merit-based growth as integral elements of its governance and responsible employment framework. It promotes a fair and inclusive workplace by providing equal employment opportunities to individuals across diverse backgrounds, education and experience. The Company follows a performance-driven culture where rewards, recognition and career progression are based on merit, capability and contribution. It does not discriminate on the basis of caste, creed, gender, nationality, colour, race, religion, disability, sexual orientation or any other protected characteristic. Through this approach, the Company seeks to uphold fairness, dignity, accountability and inclusivity across all levels of the organisation.

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	0	0	0	0
Other	0	0	0	0
Total	**0**	**0**	**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)
Permanent Workers	Channels such as email, letterboxes, and registered post are readily available to employees and workers at Gopal Snacks. These communication channels provide a direct line of access to business leaders, Human Resources, and senior management, ensuring that employee concerns and issues are effectively communicated and addressed in a timely manner.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	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	1,455					
Male	1,312	-				
Female	143	-				
Other	0	-	Nil		Nil	
Total Permanent Workers	3,761					
Male	2,559	-				
Female	1202	-				
Other	-	-				

8. **Details of training given to employees and workers:**

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	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	1,312	650	49.54%	633	48%	921	500	54.28%	Nil	
Female	143	70	48.95%	30	21%	84	40	50%		
Other	-	-	-	-	-	-	-	-	-	-
Total	**1,455**	**720**	**49.48%**	**663**	**46%**	**1005**	**540**	**53.75%**	**Nil**	
Workers										
Male	2,687	1,700	63.3%	813	30.26%	1368	1000	73%	Nil	
Female	1,428	1,100	77.0%	530	37.11%	672	500	74%		
Other	-	-	-	-	-	-	-	-	-	-
Total	**4,115**	**2,800**	**68.04%**	**1,343**	**32.64%**	**2040**	**1500**	**73%**	**Nil**	

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,312	1,200	91.46			
Female	143	99	69.23		Nil	
Other	-	-	-			
Total	**1,455**	**1,299**	**89.28**			

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Workers						
Male	2,687	2,570	95.65	Nil		
Female	1,428	1,390	97.34			
Other	-	-	-			
Total	**4,115**	**3,960**	**96.23**			

10. Health and safety management system:

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

At Gopal Snacks, occupational health and safety is a core operational priority. The Company implements defined health and safety policies across its manufacturing facilities, including contract operations, to ensure a consistent and structured approach to workplace safety. The Safety Management Framework forms an integral part of the Company's operating practices and covers all business activities in alignment with its Quality and Safety Management System. The framework applies to employees and workers across relevant operations, helping embed safety discipline, risk prevention and accountability throughout the organisation.

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

The Company has implemented a range of measures to identify, assess and prevent work-related hazards, injuries, emergencies and occupational diseases, thereby supporting a safe workplace and operational continuity. As part of its safety management framework, workplace conditions are continuously monitored and recorded, including key parameters such as noise levels, temperature, ambient lighting, near-miss incidents and high-potential events. These monitoring practices enable timely risk identification, corrective action and continual improvement in occupational health and safety performance.

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

The Company fosters a strong culture of safety and vigilance among employees, encouraging continuous observation and reporting of work-related hazards. Employees may report concerns directly to supervisors or managers, or through a dedicated complaints mechanism. The Company places significant emphasis on maintaining a safe and secure work environment and actively encourages employee participation in identifying and addressing potential risks.

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

The Company provides employees with access to non-occupational medical and healthcare services through a fully equipped, round-the-clock dispensary that ensures timely medical assistance during working hours. Ambulance services are also available at Company facilities to respond to medical emergencies. Employee welfare is further supported through comprehensive Mediclaim and Group Term Life Insurance policies, with all employees additionally covered under workmen compensation insurance, reinforcing the Company's commitment to a safe and supportive workplace.

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

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

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

The Company accords utmost importance to safety, compliance, and risk management across its operations. Structured systems are implemented to ensure adherence to established safety standards. Regular internal and external audits, including ISO 45001 audits, are conducted to ensure continued compliance and improvement of safety systems at site level. A strong safety culture is promoted through various awareness initiatives. The Company observes Safety Week, Fire Safety Week, and Environment Day to educate and actively engage employees on health, safety, and environmental practices. Regular safety committee meetings are held to review incidents, identify improvement areas, and strengthen workplace safety culture.

Common measures often implemented include:

- Safety training: Employees undergo periodic training on workplace safety protocols, emergency response procedures, and safe handling of equipment to ensure preparedness and risk awareness.
- Risk assessments: Potential workplace hazards are systematically identified through regular risk assessments covering physical hazards (such as slippery floors and machinery risks) and occupational health risks (including exposure to hazardous substances).
- Safety equipment: Appropriate personal protective equipment (PPE), including safety shoes, gloves, goggles, and respiratory protection, is provided based on the nature of work and associated risks.
- Health and wellness programs: The Company implements health and wellness initiatives, including first-aid training, counselling support, and programmes aimed at improving physical and mental well-being of employees.
- Ergonomic considerations: Workstations are designed with ergonomic principles to minimise repetitive strain injuries and musculoskeletal disorders and improve employee comfort and efficiency.
- Regular inspections: Routine inspections are carried out across facilities to identify potential hazards and ensure timely corrective actions.
- Compliance with regulations: The Company ensures adherence to applicable occupational health and safety regulations and industry standards prescribed by statutory authorities.
- Emergency preparedness: Robust emergency response systems are in place for scenarios such as fire incidents, natural disasters, and medical emergencies. Regular drills are conducted to ensure preparedness and effective response.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	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	Not applicable	Nil	Nil	Not applicable
Health & Safety	Nil	Nil	Not applicable	Nil	Nil	Not applicable

14. **Assessments for the year:**

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

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

Not applicable

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

Essential Indicators

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

The Company follows a structured process for identifying, engaging and responding to its key stakeholders. Relevant stakeholder groups, including distributors, customers, employees, shareholders, suppliers, local communities, regulatory authorities and other business partners, are identified based on their relationship with the Company, their influence on operations and the impact of business activities on them. As part of this process, the Company assesses stakeholder expectations, concerns and areas of interest through appropriate communication and engagement channels. The inputs received are evaluated to support decision-making, policy development, risk management and business planning. This process-driven approach enables the Company to maintain effective stakeholder relationships, address concerns in a timely manner, identify opportunities for collaboration and support shared value creation aligned with its long-term strategic objectives.

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

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, 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 engagement
Distributors/ Customers	No	In-market visits/ Meetings/ Email	Periodic	Engagement with consumers is a priority. Providing awareness about products, product quality, safety, nutrition and other relevant information.
Suppliers	No	Supplier visits/ Supplier audits/ Supplier engagement on compliance and QMS	Periodic	The company ensures business continuity and opportunities without quality-related challenges by identifying and closing gaps at supplier facilities related to cGMP practices and seeking their confirmation on compliance with the Company's Suppliers Code of Conduct.
Government & Regulators	No	Written communication/ Faculty visits/ Engagement with Industry Associations/ subcommittees	Event based/ Periodic	The Company ensures timely compliance with government and regulatory requirements and actively responds to any communication from the agencies.
Shareholders & Investors	No	General meeting/ Annual report/ Grievance mechanism/ Financial results/ Stock exchange and other communications/ Annual report	Annual/ Event based/ Quarterly	The Company understands the expectations of shareholders and investors, seeks their feedback, and presents it to the management and Board. It communicates the business and financial performance and overall strategy of the Company.
Employees	No	Appraisal, awards and recognition / Grievance mechanism/One-to-one manager connects	Quarterly/ Annual / Event based	The Company conducts performance and career development reviews to build a safe, diverse, and inclusive working environment. It communicates the performance and strategy of the Company and seeks feedback on the work culture.

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

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 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1,455	904	62.13%	1005	Nil	Not applicable
Other than permanent	-	-	-	-	-	-
Total Employees	**1,455**	**904**	**62.13%**	**1005**	**Nil**	**Not applicable**
Workers						
Permanent	2,687	600	22.33%	2038	Nil	Not applicable
Other than permanent	1,428	200	14.01%	-	-	-
Total Workers	**4,115**	**800**	**19.44%**	**2038**	**Nil**	**Not applicable**

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	%(F/D)
Employees										
Permanent Employees	1,455	414	-	1,041	-	1005	0	-	1005	-
Male	1,312	325	24.77%	987	75.23%	922	0	0%	922	45%
Female	143	89	62.24%	54	37.76%	83	0	0%	83	60%
Other than Permanent Employees										
Male	Nil					Nil				
Female										
Workers										
Permanent workers	3,761	3,554	-	207	-	2038	1324	-	716	-
Male	2,559	2353	91.95%	206	8.05%	1367	858	62%	510	38%
Female	1202	1201	99.92%	1	0.08%	671	466	69%	206	31%
Other than Permanent workers										
Male	128	54	42.19%	74	57.81%	Nil				
Female	226	213	94.25%	13	5.75%					

3. **Details of remuneration/salary/wages**

a. **Median remuneration / wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	2	14920908	1	19894548
Key Managerial Personnel (*)	2	4507264	0	0
Employees other than BoD and KMP	1308	379067	142	280678
Workers	2687	243713	1428	222668

* Note–Excluding the remuneration paid to Directors who fall under the category of KMP's (Key Managerial Personnel)

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	19.08%	17.70%

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

Yes, The Company assigns dedicated personnel to address any human rights issues arising within the Company.

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

The Company is committed to maintaining a safe, respectful and healthy work environment, with zero tolerance towards any form of human rights violation. To support this commitment, it has established a structured grievance redressal mechanism that enables employees and other stakeholders to raise work-related concerns through defined and transparent channels. Grievances are reviewed and addressed through appropriate forums, including the Grievance Handling Committee and the Internal Complaints Committee (IIC). In addition, employees, retainers, consultants, associates, suppliers and business partners may escalate concerns to the Ombudsman, where required. All complaints are handled in accordance with the principles of natural justice, with due emphasis on confidentiality, sensitivity, fairness, non-retaliation and timely resolution. This framework supports accountability, trust and effective protection of stakeholder rights across the Company's operations and business relationships.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	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	-

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

		FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
i)	Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
ii)	Average number of female employees/workers at the beginning of the year and as at end of the year	Nil	Nil
ii)	Complaints on POSH as a % of female employees / workers	Nil	Nil
	Complaints on POSH upheld	Nil	Nil

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

The Company has established structured mechanisms to promote a safe, respectful and inclusive workplace. An Internal Complaints Committee has been constituted in accordance with the POSH framework to provide employees with a secure and confidential channel for reporting sexual harassment concerns. Complaints are addressed through a fair, transparent and timely process, with appropriate investigation, corrective action and resolution in line with the principles of natural justice. In addition, the Company has established a Grievance Redressal Committee to address broader work-related concerns, disputes and conflicts. These mechanisms reinforce trust, accountability, dignity and inclusivity across the organisation.

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

Yes

10. **Assessments conducted:**

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

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

There was no need to take any corrective actions as no significant concerns or risks were identified during these assessments.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year) (in Gigajoules)	FY 2024-25 (Previous Financial Year) (in Gigajoules)
From renewable sources		
Total electricity consumption (A)	29898.05	19047.59
Total fuel consumption (B)	Nil	Nil
Energy consumption through other sources (C)	Nil	Nil
Total energy consumed from renewable sources (A+B+C)	**29898.05**	**19047.59**

Parameter	FY 2025-26 (Current Financial Year) (in Gigajoules)	FY 2024-25 (Previous Financial Year) (in Gigajoules)
From non-renewable sources		
Total electricity consumption (D)	26225.03	134077.61
Total fuel consumption (E)	212339.8	103.20
Energy consumption through other sources (F)	0	0
Total energy consumed from non renewable sources (D+E+F)	238564.828	134180.81
Total energy consumed (A+B+C+D+E+F)	**268462.882**	**153228.40**
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	0.0000178 GJ / INR	1.04
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.0003621 GJ / International USD	7.07
Energy intensity in terms of physical output	3.43895 GJ / MT	0.75
Energy intensity (optional) – the relevant metric may be selected by the entity	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.

No

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.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,02,228	32,547
(iii) Third party water	5640	9455
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**107868**	**42,002**
Total volume of water consumption (in kilolitres)	**107868**	**42,002**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.00000715 KL / INR	0.28
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.0001454 KL / International USD	7.50
Water intensity in terms of physical output	1.381764 KL / MT	0.55
Water intensity (optional) – the relevant metric may be selected by the entity	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.

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

Parameter	FY 2025-26 (Current financial year)	FY2024-25 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment (primary, secondary & tertiary)	81,378	36,824
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	3,245	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**84,623**	**36,824**

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

No

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

The Company operates a state-of-the-art Effluent Treatment Plant (ETP) featuring a comprehensive three-stage treatment system comprising primary, secondary, and tertiary processes. In addition, ozone treatment is utilized as an advanced oxidation step to facilitate the effective removal of organic compounds and other residual contaminants. The primary stage is followed by neutralisation, while the secondary stage involves a combination of aerobic and anaerobic biological treatment processes to ensure efficient effluent degradation. The treated effluent is further subjected to a two-stage Ultrafiltration and Reverse Osmosis (RO) system, which effectively removes dissolved salts, heavy metals, and other impurities, thereby ensuring high-quality treated water that complies with stringent regulatory standards. Furthermore, a dedicated evaporator system is in place to manage RO reject water, reinforcing the Company's commitment to environmental compliance and resource optimisation.

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

Parameter	Please specify unit	FY 2025-26 (Current financial year)	FY2024-25 (Previous financial year)
NOx	ug/m^3	24.4	26.88
SOx	ug/m^3	18.6	16.29
Particulate matter (PM)	ug/m^3	76.5	80.83
Persistent organic pollutants (POP)	ug/m^3	32	Not Applicable
Volatile organic compounds (VOC)		Not Applicable	Not Applicable
Hazardous air pollutants (HAP)			
Others – please specify			

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.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	19845.45	48.14
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	51721.58	2999.06
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT CO e/ Turnover 2 in Lakh	0.000004745 tCO_2e / INR	0.02
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	MT CO e/ Turnover 2 in Lakh	0.00009651 tCO_2e / International USD	0.92
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO2e/ MT	0.916757439 tCO_2e / MT	0.052
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		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.

No

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

As a prominent player in the snack manufacturing industry, the Company recognises its responsibility in mitigating greenhouse gas emissions and addressing climate change. It remains committed to implementing initiatives aimed at reducing its carbon footprint and promoting long-term environmental sustainability. A key step in this direction includes investments in energy-efficient technologies, such as the transition to LED lighting across all facilities, marking a significant advancement in energy conservation efforts. In addition, the Company is actively exploring solar energy solutions and increasing the adoption of electric vehicles to further reduce greenhouse gas emissions and support its decarbonisation objectives.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	8,691	8758
E-waste (B)	1	0
Bio-medical waste (C)	-	0.0055
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	3.12
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	8,730	551 195
Total (A+B + C + D + E + F + G + H)	**17,422**	**9507.12**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0000011551 MT / INR	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00002349 MT / International USD	0.94
Waste intensity in terms of physical output	0.2231719 MT / MT	0.054
Waste intensity (optional) – the relevant metric may be selected by the entity	Not applicable	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	3,437	4,372.87
(ii) Re-used	2	3.01
(iii) Other recovery operations	-	4348
Total	**3,439**	**8,723.88**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	5,214	0.022
(ii) Landfilling	2	0.9
(iii) Other disposal operations	-	0.922
Total	**5,216**	**1.844**

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

No

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 ensures that all waste and by-products are managed and disposed of in strict compliance with applicable Central and State Pollution Control Board regulations. Plastic waste generated from packaging activities is responsibly handled through authorised waste management partners, ensuring its proper collection, processing, and disposal in an environmentally sound manner. Furthermore, the Company maintains a responsible operational approach by refraining from the use of hazardous or toxic chemicals across its processes.

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

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

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
During the year under review, the Company hasn't undertaken environmental impact assessment.					

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

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, The Company is compliant with the applicable environmental law/ regulations/ guidelines				

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.**

   3

   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	GIDC (Lodhika) Industrial Association	State
2	Gujarat Chamber of Commerce & Industry	State
3	Rajkot Chamber of Commerce & Industry	State

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

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

PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency	Results communicated in public domain
Not Applicable				

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

   The Company's CSR Committee, supported by the corporate CSR team, provides overall governance and oversight of CSR initiatives and programmes. At the plant level, dedicated CSR teams are responsible for stakeholder engagement and grievance management, in coordination with the central CSR function. The Company undertakes regular community engagement activities, either directly or through implementation partners, to maintain continuous stakeholder interaction. All grievances received are promptly assessed and resolved under the supervision of the CSR Committee, ensuring timely and effective redressal.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSME's/small producers	34%	30%
Directly from within India	99%	100%

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

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	31%	30%
Semi-urban	44%	50%
Urban	19%	20%
Metropolitan	6%	1%

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

PRINCIPLE 9 BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

Essential Indicators

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

   The Company has established a dedicated customer care function to ensure structured recording, review and resolution of customer complaints and feedback received through emails and telephone calls. Product-related concerns, including defects or taste-related issues, are assessed through a defined process wherein customer samples are obtained, examined and compared with retained product standards. Based on the evaluation, detailed analysis and reporting are carried out, and where complaints are found valid, appropriate corrective and preventive actions are implemented. This enables effective issue resolution, accountability and continual improvement in product quality. Customer feedback is also systematically classified into improvement inputs and suggestions. Constructive feedback relating to product or process enhancement is reviewed by the relevant teams for potential implementation, thereby supporting customer responsiveness, quality governance and continuous improvement.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

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

	FY 2025-26 (Current Financial Year)		Remarks	FY 2024-25 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	Not applicable	Nil		Not applicable
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other	139	Nil		150	Nil	Product market complaints

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

	Product	Number	Reasons for recall
Voluntary recalls		NIL	
Forced recalls			

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

The Company maintains comprehensive IT policies and governance frameworks covering cybersecurity, data privacy, acceptable use, and incident management. These policies clearly define user responsibilities, including prescribed dos and don'ts, and establish structured protocols for identifying, reporting, and managing cybersecurity incidents, along with defined consequences for non-compliance. In addition, the Company has implemented robust technical safeguards, including web filtering to restrict access to unauthorised external websites and prevent data leakage, as well as controls restricting the use of removable media across systems, thereby strengthening its overall cybersecurity and data protection framework.

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

Not Applicable.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	Nil
b. Percentage of data breaches involving personally identifiable information of customers	Nil
c. Impact, if any, of the data breaches	NA