

Greenlam/2026-27

July 07, 2026

The Manager

BSE Limited
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Mumbai - 400 001
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The Manager

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NSE Symbol: GREENLAM

Sub: Business Responsibility and Sustainability Report (BRSR) for Financial Year 2025-26

Dear Sir/Madam,

Pursuant to the applicable provisions of Regulation 34 (2) (f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report (BRSR) of the Company for the Financial Year 2025-2026.

You are requested to take the above information on records.

Thanking you,
Your faithfully,

For **Greenlam Industries Limited**

Prakash Kumar Biswal

Company Secretary &
Senior Vice President – Legal

Encl: As above

Business Responsibility & Sustainability Reporting

SECTION A:

GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L21016DL2013PLC386045
2. Name of the Listed Entity: Greenlam Industries Limited
3. Year of incorporation: 2013
4. Registered office address: 203, 2nd Floor, West Wing, Worldmark 1, Aerocity, IGI Airport Hospitality District, New Delhi-110 037
5. Corporate address: 203, 2nd Floor, West Wing, Worldmark 1, Aerocity, IGI Airport Hospitality District, New Delhi-110 037
6. E-mail: investor.relations@greenlam.com
7. Telephone: +91-1142791399
8. Website: www.greenlamindustries.com
9. Financial year for which reporting is being done: From April 01, 2025 to March 31, 2026
10. Name of the Stock Exchange(s) where shares are listed: BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11. Paid-up Capital: ₹25.51 crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:
Mr. Ashok Kumar Sharma,
Chief Financial Officer
Contact No.: +91-1142791399
Email Id: ashok.sharma@greenlam.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).

Data for FY 2025-26 and FY 2024-25 are on consolidated basis at the manufacturing subsidiaries level.
14. Name of assurance provider: Not Applicable
15. Type of assurance obtained: Not Applicable

II. Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Wood and wood products, furniture, paper, and paper products	100

17. 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.	Laminates and Allied Products	16219	79.9
2.	Plywood and Allied Products	16211	13.1
3.	Panel and Allied Products	16212	7.0

III. Operations

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

Location	Number of plants	Number of offices	Total
National	5	23	28
International	0	22	22

In addition, the Company has 1 Corporate Office, 10 Regional Distribution Centers, 7 Warehouses, 2 Experience Centers and 2 Madera Hubs in India.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States & UTs)	28 states and 8 union territories
International (No. of Countries)	120+ countries

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

43.8%

c. A brief on types of customers

Greenlam is committed to deliver best-in-class products and services to its customers. Our customers include trade partners (super stockists, distributors, wholesalers, dealers/retailers), OEM, project and institutional customers, architects and designers, and fabricators. We have been successful in building trust among our customers through wide range of quality products.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	2740	2483	90.62%	257	9.38%
2.	Other than Permanent (E)	16	10	62.50%	6	37.50%
3.	Total employees (D + E)	2756	2493	90.50%	263	9.54%
WORKERS						
4.	Permanent (F)	740	740	100%	0	0.0%
5.	Other than Permanent (G)	5296	4831	91.22%	465	8.78%
6.	Total workers (F + G)	6036	5571	92.30%	465	7.70%

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.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

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

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.20%	31.90%	22.20%	22.10%	24.30%	22.30%	23.00%	30.50%	23.60%
Permanent Workers	2.10%	NA	2.10%	8.50%	NA	8.50%	2.60%	NA	2.60%

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^	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Greenlam Asia Pacific Pte. Ltd.	Subsidiary	100	No
2	Greenlam America Inc.	Subsidiary	100	No
3	Greenlam Europe (UK) Ltd.	Subsidiary	100	No
4	Greenlam Asia Pacific (Thailand) Co. Ltd.	Subsidiary	97.5	No
5	Greenlam Holding Co. Ltd.	Subsidiary	99	No
6	Pt Greenlam Asia Pacific	Subsidiary	99	No
7	Greenlam Decolan SA	Subsidiary	100	No
8	Greenlam Limited	Subsidiary	100	Yes
9	Pt Greenlam Indo Pacific*	Subsidiary	100	No
10	Greenlam Rus LLC	Subsidiary	100	No
11	Greenlam Poland Sp. z.o.o.	Subsidiary	100	No
12	Greenlam Industries SDN. BHD., Malaysia	Subsidiary	100	No
13	Greenlam Overseas Bengal Limited, Bangladesh	Subsidiary	99.9	No
14	GRLAM Trading, Egypt	Subsidiary	100	No
15	Greenlam Limited S.L., Spain	Subsidiary	100	No
16	Greenlam Gmbh, Germany	Subsidiary	100	No

^Includes controlling interest

* 100% of shares held w.e.f. February 26, 2026

VI. CSR Details

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

- Yes
- a. Turnover (in ₹): 3046.1 crores

b. Net worth (in ₹): 1179.1 crores (including capital reserves)

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26			FY 2024-25		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	The Company does not have a structured mechanism to receive and redress grievances of communities	Nil	NA	Nil	Nil	NA	Nil
Investors (other than shareholders)	Yes https://www.greenlamindustries.com/contact-us/	2	0	Nil	Nil	NA	Nil
Shareholders	Yes https://www.greenlamindustries.com/contact-us/	Nil	NA	Nil	Nil	NA	Nil
Employees and workers	Yes https://www.greenlamindustries.com/wp-content/uploads/2026/04/vigil-mechanism-policy.pdf	Nil	NA	Nil	Nil	NA	Nil
Customers*	Yes https://www.greenlamindustries.com/contact-us/	1676	129	Nil	1269	111	Nil
Value Chain Partners#	Yes https://www.greenlamindustries.com/	Nil	NA	Nil	Nil	NA	Nil

* The link provided on the Company's website enables our customers to lodge their complaints / grievances related to our products

For value chain partners to report grievances, the Company has established a detailed escalation matrix within its COBEC document, which is available on the Company's website.

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	Occupational Health and Safety	Risk	Large workforce, chemical handling at factories, risk of adverse employee health and well being	ISO 45001 implemented across plants supported by voluntary audits and internal safety programs	Negative - Workforce productivity loss, - Fines & Penalties
2	GHG and Carbon emissions	Opportunity	Customer preference for products with low GHG emissions		Positive - Increased product demand as it complies with Green building requirements

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)
3	Energy Management	Opportunity	Business benefits, Customer preference for greener product		Positive - Reduced operational costs
4	Sustainable sourcing & value chain sustainability	Risk	Risk of business disruption, reputational risk, customer demands for ensuring legal sources of raw materials	Business partner code of conduct shared with all suppliers; Periodic due diligence for key suppliers, support for legal local wood supply from Trees outside forests (TOF)	Negative - Increased administrative and operational cost
5	Resource efficiency, recycled content and Waste Management	Opportunity	Reduced waste generation and improved resource use and recycled materials help reduce environmental footprint of our products		Positive - Reduced raw material, operating and waste disposal costs
6	Environmental Compliance	Risk	Chemical handling at factories, reputational risk, risk of regulatory review, customer demands	Regular tracking of all applicable environmental laws using a reputed compliance tracking software	Negative - Increased administrative and operational costs due to regulatory reporting - Fines & Penalties
7	Water Management	Risk	Risk of business disruption, economic costs	Water recycling initiatives, and Rainwater harvesting system implemented to reduce net water withdrawal.	Negative - increased operational costs and risk of production loss
8	Health & safety of products	Opportunity	Engaging with customers and proactive disclosure of information about product safety	Obtained certifications like Greenguard Gold, Greenlabel, NSF	Positive - Improved sales from Customer trust and product compliance with requirements in export markets
9	Business ethics and behavior	Risk	We have operations spread over several sites in India and abroad, with different business practices	Clearly stated Business responsibility policy, Business partner code of conduct, Internal code of conduct for employees, regular training to employees on business ethics and code of conduct.	Negative - Increased administrative costs of training, due diligence and compliance audits
10	Employee satisfaction	Opportunity	Employee well-being and engagement helps in attracting and retaining talent		Positive - Engaged employees are productive and in turn help customer engagement and retention
11	Corporate governance	Opportunity	Well-diversified, experienced Board, Board oversight practices through sub-committees, and Board engagement in business strategy and direction		Positive - Board oversight practices help mitigate corporate risk, and involvement in business strategy adds to long term value creation potential

SECTION B:

MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
1.	a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/ No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b. Has the policy been approved by the Board? (Yes/No)*	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c. Web Link of the Policies, if available	https://www.greenlamindustries.com/investor/company-policy.html Refer to Table 1								
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4.	Name of the national and international codes/certifications/labels/ standards adopted by your entity and mapped to each principle	Refer to table 2								
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Company re-evaluated its materiality assessment in FY 2024-25 and updated its list of material issues accordingly. Clear commitments and targets have been established for each identified issue, accompanied by a detailed roadmap to guide effective implementation and progress tracking. Specific commitments, goals and targets are given in the Value Creation Section which forms an integral part of the Annual Report.								
6.	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Company has set clear goals and targets in this financial year. Performance against these goals will be reviewed and disclosed in the coming years. Specific commitments, goals and targets are given in the Value Creation Section which forms an integral part of the Annual Report. Principle wise performance is disclosed in subsequent section.								
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)	At Greenlam, ESG is a core element of our business strategy, driven by our reliance on natural resources and our commitment to responsible growth. We recognise that strong environmental and social performance is essential to maintaining stakeholder trust and long-term competitiveness. During the year, we formalised our ESG goals and made steady progress across key areas. We advanced our transition towards cleaner energy and improved energy efficiency through system upgrades, continuous monitoring and awareness initiatives. Our water stewardship efforts were strengthened through higher reuse of recycled water and expansion of rainwater harvesting infrastructure, supporting conservation and reduced dependency on freshwater resources.								

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
		We also enhanced safety performance across our manufacturing facilities and continued to build resilient relationships with employees, partners and communities. While challenges remain in scaling renewable energy adoption and further reducing resource intensity, ESG continues to guide our approach towards sustainable and responsible growth. At Greenlam, we remain committed to creating long-term value by embedding ESG into our decision-making and operations.								
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Ashok Kumar Sharma, Chief Financial Officer of the Company shall act as Business Responsibility Head (BR Head) and shall be responsible for implementing the Business Responsibility initiatives. Mr. Saurabh Mittal, Managing Director & CEO of the Company shall be responsible for overseeing the implementation of this Policy								
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 implemented a three-tier ESG structure, with a Sustainability board, Green Strategy Group and an ESG Core team for direction, strategy and implementation. The overall progress is overseen by the Risk Management & ESG Committee of the Board of Directors of the Company.								

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
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Quarterly								
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	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
										No								

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

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)	

*The COBEC document which aligns with the requirements of several Principles has been approved by our Executive Directors

Table 1- Annexure to 1a- Policies aligned to NGRBC Principles

Principles	Greenlam Industries Limited – Policy(ies)
P1	- Code of Business Ethics and Conduct (COBEC) - Business Responsibility Policy
P2	- Code of Business Ethics and Conduct (COBEC) - Quality, Environment, Health & Safety Policy - Business Responsibility Policy
P3	- Quality, Environment, Health & Safety Policy - Business Responsibility Policy - Business Partner Code of Conduct
P4	- Corporate Social Responsibility Policy - Business Partner Code of Conduct - Investor Related Policy - Customer Policy
P5	- Code of Business Ethics and Conduct (COBEC) - Business Responsibility Policy - Human Rights Policy
P6	- Quality, Environment, Health & Safety Policy - Business Responsibility Policy - Energy Policy - FSC® & PEFC Policy
P7	Business Responsibility Policy
P8	Business Responsibility Policy
P9	- Business Responsibility Policy - Quality Policy - Data Privacy and IT Security Policy

Table 2- Annexure to 4- National and International standards

Principles	Name of the national and international codes/certifications/labels/ standards
P2	- ISO 14001 Environment Management System - ISO 45001 Occupational Health and Safety Management System - ISO 50001 Energy Management System - FSC®, PEFC, Greenguard, NSF, SEFA certification
P3	- ISO 14001 Environmental Management System - FSC®, PEFC, GRIHA, GreenPro - UN Guiding principle on business and human rights, International Labor Organization Core Conventions
P4	Materiality assessment and Stakeholder Engagement in line with GRI Standards
P5	UN Guiding principle on business and human rights, International Labor Organization Core Conventions
P6	- ISO 14001 Environment Management System - ISO 50001 Energy Management System - FSC®, PEFC, Greenguard, NSF, SEFA certification
P9	- ISO 9001 Quality Management System - ISO14001 Environment Management System - ISO 50001 Energy Management System

SECTION C:

PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

PRINCIPLE 1

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

Essential Indicators

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	Topic / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	All Principles	100%
Key Managerial Personnel	1	All Principles	100%
Employees other than BoD & KMPs	773	Principle 3 (Awareness on safety and well-being of employee)	35.4%
	132 offline sessions & others are covered through online modules	Principle 5 & 8 (Human rights training)	67.6%
	874	Principle 9 (Quality and product trainings)	77.3%
	47	Principle 6 (ESG awareness trainings)	35.6%
	3	Principle 9 (IT related training)	98.0% (of the relevant stakeholders were covered)
Workers	321	Principle 3 (Awareness on safety and well-being of employee)	92.1%
	166	Principle 5 (Human rights training)	52.8%
	4	Principle 6 (ESG awareness training)	2.1%
	143	Principle 9 (Quality and product trainings)	54.1%

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 Requirements) Regulations, 2015 and as disclosed on the entity’s website):

Monetary					
Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹ ‘000)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine			Nil		
Settlement			Nil		
Compounding Fees			Nil		

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

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 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.

Yes. Greenlam Industries Limited has defined guidelines on anti-corruption and anti-bribery as part of Code of Business Ethics and Conduct (COBEC). The COBEC covers all employees whether directly or indirectly employed with the company as well as its subsidiaries and affiliate companies. It also extends to contractual and part time employees, interns and apprentices. Further, employees who are directly dealing with third parties, vendors, suppliers and distributors on behalf of the Company, have the obligation to provide relevant information to these third parties to ensure that they comply with the applicable policies and sections of the COBEC. However, COBEC is an internal document and is not available for public view.

Anti-Corruption & Bribery Clause is also provided under Code of Conduct of Business Partners which can be accessed through the below link.

https://www.greenlamindustries.com/wp-content/uploads/2026/04/GRLM_Code-of-Conduct-for-Suppliers-06-04-2023.pdf

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

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

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

Nil

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	61	59

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	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	79%	81%
	b. Number of dealers / distributors to whom sales are made	2,688	2403
	c. Sales to top 10 dealers/distributors as % of total sales to dealers /distributors	27%	30%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	0.66%	0.70%
	b. Sales (Sales to related parties / Total Sales)	2.5%	2.9%
	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

Leadership Indicators

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

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

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, Greenlam Industries Limited has stringent procedures to avoid any conflict of interest involving members of the Board. Company's Code of Conduct for Board Member covers Conflict of interest for Board of Directors as well. In addition, the company has policy on related party transactions and dealing with related party transactions. Company policies are available here <https://www.greenlamindustries.com/investors/governance-compliance/company-policy/>

PRINCIPLE 2

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

Essential Indicators

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

	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
R & D	100%	100%	CAPEX and Developmental expenses to enhance EHS performance were made on - Installation of advanced energy monitoring and control systems (CT-PT units, ABT meters, VCB panels) - Boiler conversion to High Pressure Hot Water system for improved energy and water efficiency at Behror Plant - Commissioning of high-capacity wet scrubbers, VOC monitoring devices, and stack monitoring systems - Installation of dust collection units across operations to control particulate emissions - Enhancement of rainwater harvesting systems and development of treated water reuse pipelines (STP/ETP integration) - Deployment of electromagnetic flow meters for accurate water consumption monitoring - Strengthening of environmental testing infrastructure through advanced lab equipment and analyzers. - Investments for accessing renewable energy
Capex	7.5%	27.5%	

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

Yes, Greenlam has upgraded and implemented our sustainable sourcing policy and procedures. In addition, a detailed presentation has been shared with strategic suppliers, outlining the Company's sustainability goals and opportunities for collaboration in this journey. All new vendors are required to sign the Business Partner Code of Conduct. To date, approximately 65% of suppliers are compliant, and the Company is actively progressing towards full coverage through continued engagement and formal adherence from the remaining suppliers

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

Nearly 92% of timber procured for Plywood and Chipboard production are sourced through agroforestry.

Approximately 28% of the paper consumed in laminate manufacturing is sourced from FSC® Certified sources.

Further, ~60% of the paper consumed in laminate manufacturing is sustainable raw material.

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.

The company does not have a formal mechanism to safely reclaim its products as laminates have a long shelf life of 20 years or more. In addition, the company also provides its customers a Safety Data Sheet along with the final product which contains instructions for disposing of laminates as per applicable regulations in the respective geographies / location. Some of the safe disposal techniques of laminates includes landfill, incineration or co-processing in cement manufacturing.

Decorative Veneers, Engineered Wooden Flooring, Engineered Doors, Plywood and Prelaminated Particle Board can be recycled by the consumer.

Safety Data Sheet for products are also available on company's website at the links below –

Laminate & Compact - <https://www.greenlamindustries.com/offerings/decorative-laminates/>

Chipboard - <https://www.greenlammfc.com/resources/>

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 Extended Producers Responsibility (EPR) is applicable to our company under the Plastic Waste Management Rules of 2016. We are ensuring the processing of their plastic packaging waste as mandated.

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?**

Yes, LCA has been undertaken as a part of Environment Product Declaration (EPD) Assessment

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.
16219	Laminate & Allied Products	79.9	Cradle-to-Gate	Yes	Yes https://www.greenlam.co.in/media/pdf/EPDHPL.pdf https://www.greenlam.co.in/media/pdf/EPDCompact.pdf

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

Name of Product / Service	Description of the risk / concern	Action Taken
Laminate & Allied Products	Acidification Potential	Increased the recycled content in the product
	Eutrophication Potential	Increased the recycled content in the product
	Global Warming Potential (GWP 100 years)	Use of biomass/biofuel and energy-efficient equipment
	Water use	Water conservation and recycling measures

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26	FY 2024-25*
Laminate and Allied	27.7%	29.6%
Plywood and Allied	-	-
Panel and Allied	-	-

*Data for FY2024-25 has been reclassified based on value of recycled material

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:
- NA, please refer to Essential Indicator Question 3
5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
None	

PRINCIPLE 3

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

Essential Indicators

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent employees											
Male	2483	2483	100%	2483	100%	NA	NA	2483	100%	Nil	NA
Female	257	257	100%	257	100%	257	100%	NA	NA	Nil	NA
Total	2740	2740	100%	2740	100%	257	9.38%	2483	90.62%	Nil	NA
Other than Permanent employees											
Male	10	10	100%	Nil	NA	NA	NA	10	100%	Nil	NA
Female	6	6	100%	Nil	NA	6	100%	NA	NA	Nil	NA
Total	16	16	100%	Nil	NA	6	37.50%	10	62.50%	Nil	NA

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

% of employees covered by											
Category	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent Workers											
Male	740	740	100%	740	100%	NA	NA	740	100%	Nil	NA
Female	0	0	NA	0	NA	0	NA	NA	NA	Nil	NA
Total	740	740	100%	740	100%	0	NA	740	100%	Nil	NA
Other than Permanent Workers											
Male	4831	4831	100%	Nil	NA	NA	NA	4831	100%	Nil	NA
Female	465	465	100%	Nil	NA	465	100%	NA	NA	Nil	NA
Total	5296	5296	100%	Nil	NA	465	8.78%	4831	91.22%	Nil	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 well- being measures as a % of total revenue of the company	0.07%	0.09%

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

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a % of total employee	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%	Nil	NA	100%	Nil	NA
ESI	34%	98%	Y	32%	98%	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.

Yes

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, equal opportunity is covered under COBEC document. However, COBEC is an internal document of the company.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	100%	100%
Female	88%	100%	NA	NA
Total	99%	100%	100%	100%

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	Yes, Grievance Redressal is part of company's COBEC which is applicable to employees, suppliers, business partners, etc. The COBEC details out procedures for reporting concern, escalation matrix, procedures for protection against retaliation, procedures of handling frivolous complaints and disciplinary action.
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

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

Nil. None of our employees are members to any recognized association or trade unions.

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 / A)	No. (F)	% (F / A)
Permanent Employees										
Male	2483	961	38.70%	1875	75.51%	2443	509	20.84%	2192	89.73%
Female	257	10	3.89%	242	94.16%	226	2	0.88%	226	100%
Total	2740	971	35.44%	2117	77.26%	2669	511	19.15%	2418	90.50%
Permanent Workers										
Male	740	676	91.35%	396	53.51%	714	539	75.49%	651	91.18%
Female	0	0	0%	0	0%	0	0	0.0%	0	0.0%
Total	740	676	91.35%	396	53.51%	714	539	75.49%	651	91.18%

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 / A)	No. (F)	% (F / A)
Other Than Permanent Workers										
Male	4831	4434	91.8%	2443	50.6%	5013	3240	64.6%	60	1.2%
Female	465	451	97.0%	428	92.0%	284	210	73.9%	22	7.7%
Total	5296	4885	92.2%	2871	54.2%	5297	3450	65.1%	82	1.5%

^This does not cover “Other than Permanent Employees” data

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	%(B / A)	Total (C)	No. (D)	%(D / C)
Permanent Employees						
Male	2483	2483	100%	2443	2443	100%
Female	257	257	100%	226	226	100%
Total	2740	2740	100%	2669	2669	100%
Permanent Workers						
Male	740	Nil	Nil	714	Nil	Nil
Female	0	Nil	Nil	0	Nil	Nil
Total	740	Nil	Nil	714	Nil	Nil

The above data is with respect to permanent employees and permanent workers

10. Health and safety management system:

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

Yes, Our Occupational Health and Safety Management System is based on ISO 45001, and it covers all our manufacturing plants.

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

Hazard Identification and Risk Assessment and Incident Management System are in place to identify work-related hazards and assess risks on routine and non-routine basis.

These processes are supported by proactive initiatives such as Visible Felt Leadership (VFL) engagements, regular safety walks, and toolbox talks, which facilitate continuous on-ground hazard identification, employee participation, and real-time risk mitigation.

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

Yes

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

Yes, all our employees are covered with either medical insurance or ESI benefits for non-occupational medical and healthcare services.

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	0.37	Nil
	Workers	0.58	0.24
Total recordable work-related injuries	Employees	2	7
	Workers	93	48
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

The company has implemented all the procedures as per ISO 45001 (Occupational Health & Safety System). Listed below are some of the measures undertaken by the company during the reporting year

- Hazard Identification and Risk Assessment of all processes and machinery
- Machine Guarding, Sensors, Workplace Safety Trainings, Personal Protective Equipment Provision
- Provision of reporting of Unsafe Conditions and Unsafe Acts
- Safety Committee Meetings
- Permit to Work system
- Health Check-up
- First Aid, Fire Fighting System, OHC and Ambulance Provision
- Safety mock drills and emergency evacuation trainings
- Internal programs – Safety Walks, Visible Felt Leadership, Toolbox talks, Monthly reporting on selected KPI

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	-	-	NA	-	-	NA
Health & Safety	-	-	NA	-	-	NA

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	100%

*All the plants at Behror, Nalagarh, Prantij, Naidupeta and Tindivanam are periodically assessed in accordance with ISO 14001 and 45001. No major observations/ non-compliances reported in the respective audits.

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.

Though no major observations have been highlighted during ISO audits, however on a proactive basis the following measures were implemented during the reporting year

- Increased Hydrant Points, near Canteen and accommodation Area.
- Modular type fire Extinguisher installed in UPS & sample storage rooms
- 67 new Hazards discovered and updated in HIRA
- Installation of PNG lines outside the canteen with integrated fire protection and alarm systems for safe gas handling and emergency response.
- Installation of modular fire extinguishers in electrical panel rooms for quick response to electrical fire hazards.
- Installation of pillars for safe and systematic paper stacking in all paper godowns to improve storage safety and housekeeping.
- Installation of certified spark arrestors and earthing systems on chemical handling vehicles to prevent fire and explosion risks.
- Toolbox Talk (TBT) Mandatory before starting any work or shift
- Installation of Upper and Lower and Trolley Front and Reverse Side Cut Off Interlocks in EOT Cranes 1 & 2

- Enhanced machine guarding systems, including fixed, interlocked, adjustable, and self-adjusting guards, have been installed across all rotating and moving parts of machinery to effectively prevent entanglement and minimize the risk of accidental contact.
- Safe and efficient access within the dryer area has been strengthened through the installation of a dedicated ladder system.
- Operational safety and housekeeping standards in high air usage zones have been improved by introducing fixed air gun provisions.
- Operator protection on the WBS machine (plywood loading side) has been enhanced through the installation of robust guarding mechanisms.

Leadership Indicators

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

Yes, the company provides Future Service Gratuity and Group Personal Accident Policy Coverage to all permanent employees in event of death.

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

Periodic inspections are performed at the value chain partners to ensure that statutory dues are deducted and deposited as per due dates. For the contractors, plant HR teams conduct regular audits to ensure that all contractual employees are paid their statutory dues as per statutory timelines.

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

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

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)

No

5. Details on assessment of value chain partners:

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

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.

Nil

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.
- Greenlam has undertaken detailed stakeholder engagement through an external agency in FY 2021-22. A detailed stakeholder identification process followed by stakeholder interactions was conducted. This process has helped Greenlam to identify stakeholder that:
- a. Are directly or indirectly dependent on Greenlam’s products or services and associated performance

b. Can influence or have impact on Greenlam’s strategic or operational decision-making
2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key Topics and Concerns raised during such engagement
Customer	No	Emails, SMS, Pamphlets, Advertisement, Website, Meetings	Regularly	Product Updates, Offers, product promotion, customer service, queries & feedback
Regulators	No	Email, Website	Regularly	Regulatory Compliances
Employees	No	Email, Notice Board, Website	Regularly	Trainings, Learning & Development, Career Development and Performance Review, Health and Safety, Employee Recognition
Suppliers	No	Email, SMS	Regularly	Procurement
Investors	No	Email, SMS, Meetings, Website	Regularly	Business and Financial Updates

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.
- We have an external consultant and a three-tier ESG Governance model which comprises of ESG Core Team, Green Strategy Group and Sustainability Board who is responsible for consultation of stakeholders (employees, customers & suppliers). The feedback to Board of Directors is communicated through the Risk Management & ESG Committee which comprises of five Directors & three senior management personnel of the Company.
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, in FY 2024-25, we re-assessed our concern issues with respect to stakeholders and revised our material topics
3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.
- NA

PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employee/workers covered (B)	% (B / A)	Total (C)	No of employees/workers covered (D)	% (D / C)
Employee						
Permanent	2740	1864	68.03%	2669	1614	60.47%
Other than permanent	16	0	0	163	0	0.0%
Total Employees	2756	1864	67.63%	2832	1614	56.99%
Workers						
Permanent	740	691	93.38%	714	605	84.73%
Other than permanent	5296	2498	47.17%	5297	3210	60.60%
Total Workers	6036	3189	52.83%	6011	3815	63.47%

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	2483	Nil	-	2483	100%	2443	Nil	-	2443	100%
Female	257	Nil	-	257	100%	226	Nil	-	226	100%
Other than Permanent										
Male	10	Nil	-	10	100%	144	Nil	-	144	100%
Female	6	Nil	-	6	100%	19	Nil	-	19	100%
Workers										
Permanent										
Male	740	Nil	-	740	100%	714	Nil	-	714	100%
Female	0	Nil	-	0	100%	0	Nil	-	0	Nil
Other than Permanent										
Male	4831	Nil	-	4831	100%	5013	Nil	-	5013	100%
Female	465	Nil	-	465	100%	284	Nil	-	284	100%

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

a. Median remuneration / wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category ₹ in Crores	Number	Median remuneration/ salary/ wages of respective category ₹ in Crores
Board of Directors (BoD)	6	0.29	2	3.01
Key Managerial Personnel	2	1.40	-	-

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category ₹ in Crores	Number	Median remuneration/ salary/ wages of respective category ₹ in Crores
Employees other than BoD and KMP	1828	0.08	170	2062
Workers	740	0.02	0	0

The above table shows data with respect to permanent employee and workers only

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	7.95%	7.19%

The above table shows data with respect to permanent employee and workers only

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, there are identified people in each facility who address human rights impacts or issues caused.

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

The company has vigil mechanism policy and anti-sexual harassment policy. In addition, the company's COBEC defines criteria for grievance redressal against violation of COBEC norms and is applicable to all employees and other value chain partners.

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

Complaints	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	NA		Nil	NA	
Discrimination at workplace	Nil	NA		Nil	NA	
Child Labour	Nil	NA		Nil	NA	
Forced Labour/Involuntary Labour	Nil	NA		Nil	NA	
Wages	Nil	NA		Nil	NA	
Other Human						
Rights related issues	Nil	NA		Nil	NA	

7. 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 of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

Our COBEC outlines strict policy towards non-retaliation for the people who report a concern. Anyone who is found to be involved in retaliation or in targeting a person for reporting a misconduct or violation is subjected to strict disciplinary actions. All complaints of retaliation are reported to the Ethics Committee

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

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Our Nalagarh, Himachal Pradesh plant is covered under annual SEDEX audit which covers all these aspects.
Forced/involuntary labour	
Sexual harassment	Behror, Nalagarh, Prantij and Naidupeta are certified with FSC® Chain of Custody certificate. As part of FSC® audits conducted by DNV, human rights are assessed based on the FSC® Core Labour Requirements, which align with ILO and UN human rights standards.
Discrimination at workplace	
Wages	
	These checks are also included in our regular internal audit process.
	Our Naidupeta plant complies with International Finance Corporation (IFC) Performance Standard - 2, the audits are conducted annually which covers all these aspects

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

No significant risk and concerns were noticed in the audit

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	FY 2024-25
From renewable sources		
Total electricity consumption (A)	11.6 TJ	2.87 TJ
Total fuel consumption (B)	764.1 TJ	759.5 TJ
Energy consumption through other sources (C)		-
Total energy consumed from renewable sources (A+B+C)	775.7 TJ	762.3 TJ
From non-renewable sources		
Total electricity consumption (D)	326.5 TJ	191.5 TJ
Total fuel consumption (E)	839.8 TJ	678.6 TJ
Energy consumption through other sources (F)		
Total energy consumed from non-renewable sources (D+E+F)	1166.3 TJ	870.1 TJ
Total energy consumed (A+B+C+ D+E+F)	1942.0 TJ	1632.4 TJ
Energy intensity per rupee of turnover (Total energy consumption/ Revenue from operations)	63.8 kJ/Rupee	63.5 kJ/Rupee
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total energy consumed / Revenue from operations adjusted for PPP)	1301.9 kJ/USD	1283.4 kJ/USD
Energy intensity in terms of physical output Energy intensity (optional) – the relevant metric may be selected by the entity	HPL - 62.71 MJ/ sheet, Plywood - 17.08 MJ/sq.m., Chipboard - 3570.35 MJ/CBM	HPL - 71.35 MJ/ sheet, Plywood - 42.73 MJ/ sq.m.

* For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @20.42 ₹/USD as per World Bank website has been considered. Link- <https://data.worldbank.org/indicator/PA.NUS.PPP>

This year's data includes energy consumption of a new product i.e. chipboard

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.

Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	327536	270945
(iii) Third party water	2967	448
(iv) Seawater / desalinated water		0
(v) Others		0
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	330503	271393
Total volume of water consumption (in kiloliters)	330503	271393
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	0.011 L/Rupee	0.011 L/Rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total water consumption / Revenue from operations adjusted for PPP)	0.22 L/USD	0.21 L/USD
Water intensity in terms of physical output	HPL - 11.8 L/ sheet, Plywood - 3.4 L/ sq. m., Chipboard - 280.6 L/CBM	HPL - 12.8 L/ sheet, Plywood - 3.2 L/ sq.m.
Water intensity (optional) – the relevant metric may be selected by the entity		

* For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @20.42 ₹/USD as per World Bank website has been considered.

Link- <https://data.worldbank.org/indicator/PA.NUS.PPP>

* This year's data includes water consumption of new product i.e. Chipboard
This data is consolidated at the manufacturing level

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

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres) –		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		

Parameter	FY 2025-26	FY 2024-25
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		
(iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		
(v) Others	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		
Total water discharged (in kilolitres)	Nil	Nil

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.

All Greenlam facilities are equipped with Sewage Treatment Plant (STP) and/or Effluent Treatment Plant (ETP), wherever required. The treated wastewater is utilized for process, flushing and gardening purposes. In addition to that, Reaction kettle distillates and wash waters are evaporated. The ETP sludge generated goes to authorized hazardous waste vendor.

Also, the cooling tower blowdown is treated through Dual Media Filtration (DMF) and Reverse Osmosis (RO) and is reused in the cooling tower, forming a closed-loop system aligned with Zero Liquid Discharge principles

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	FY 2024-25
Nox	MT	194.2	13.8*
Sox	MT	120.3	13.9*
Particulate matter (PM)s	MT	207.1	315.3*
Persistent organic pollutants (POP)	MT	NA	NA
Volatile organic compounds (VOC)	MT	NA	NA
Hazardous air pollutants (HAP)	MT	NA	NA
Others - Carbon Mono Oxide (CO)	MT	71.9	28*
Others - hydrocarbons	MT	2.0	0.5*

Focus on complete burning of fuel and installation of a high capacity wet scrubber has lead to reduction in SOx & PM
Current year data includes stack emission data of new product i.e. Chipboard.

* Data for last year has been reclassified as NOx - 189.4, SOx - 282.2, PM - 231.1, CO - 67.3

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

Yes

Plant	External Agency Name
Behror	Universal Analytical Lab
Nalagarh	Eco Paryavarán Laboratories and Consultants
Prantij	Eco Earth Technologies
Naidupeta	Airmass Eco Enviro Sustainability (OPC)s Pvt Ltd.
Tindivanam	EHS 360 Labs

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

Parameter	Unit	FY 2025-26
Total Scope 1 emissions	Metric tonnes of CO2 equivalent	87154.1 85278.2 (Biogenic)
Total Scope 2 emissions	Metric tonnes of CO2 equivalent	63640.4
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.0050 kg/Rupee
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)		0.1011 kg/USD
Total Scope 1 and Scope 2 emission intensity in terms of physical output		HPL - 5.24 kg/sheet, Plywood - 0.81 kg/sq.m., Chipboard - 190.77 kg/CBM
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		

* For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @20.42 H/USD as per World Bank website has been considered. Link- [https://data.worldbank.org/indicator/ PA.NUS.PPP](https://data.worldbank.org/indicator/PA.NUS.PPP)

Scope 2 emissions reported herein include electricity consumption from all manufacturing plants, the Corporate Office (HO), Regional Distribution Centres (RDCs), Branch offices, Greenlam Experience Centres (GEC), and Madera hubs.

* This year's data includes emissions of new product i.e. Chipboard

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.

Yes, the entity has undertaken initiatives to reduce GHG emissions and has formalized its goal to achieve Net Zero (Scope 1 & 2 for manufacturing operations) by 2030.

The Company operates boilers on biofuels at its Behror, Naidupeta, and Tindivanam units, and is actively exploring alternative fuels for the remaining plants. Additionally, the Company has significantly scaled up its renewable electricity sourcing from 1 MW TO 11 MW through long-term clean energy arrangements during this year. Further, we are evaluating opportunities to enhance the share of renewable power in the coming years.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	672.9	550.5
E-waste (B)	5.76	1.26
Bio-medical waste (C)	0.005	0.006
Construction and demolition waste (D)	30	0
Battery waste (E)	7.3	2.3
Radioactive waste (F)	0	0
Other Hazardous waste. (Used oil, STP sludge, contaminated barrels etc.) (G)	251.1	174.7
Other Non-hazardous waste generated (H). (Sanding dust, Iron Scrap, wood waste etc.) (Break-up by composition i.e. by materials relevant to the sector)	45899.7	22415.2
Total (A+B + C + D + E + F + G+ H)	46866.7	23144.0

Parameter	FY 2025-26	FY 2024-25
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	1.54 g/Rupee	0.90 g/Rupee
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total waste generated / Revenue from operations adjusted for PPP)	31.42 g/USD	18.20 g/USD
Waste intensity in terms of physical output	HPL - 1123.08 g/ sheet, Plywood - 1278.34 g/ sq.m., Chipboard - 128.61 kg/ CBM#	HPL - 961.98 g/ sheet, Plywood - 811.86 g/ sq.m.
Waste intensity (optional) – the relevant metric may be selected by the entity		
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	15894.0	5721.6
(ii) Re-used	5303.5	2872.8
(iii) Other recovery operations (Co-processing or Energy Recovery)	25378.2	14515.3**
Total	46575.7	23109.7
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	21.4	0.1
(ii) Landfilling	269.0	34.2
(iii) Other disposal operations		
Total	290.4	34.3

* For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @20.42 ₹/USD as per World Bank website has been considered. Link- [https://data.worldbank.org/indicator/ PA.NUS.PPP](https://data.worldbank.org/indicator/PA.NUS.PPP)

** The data has been reclassified from 'Other disposal operations' to 'Other recovery operations (Co-processing & Energy recovery)'

* This year's data includes waste generation of new product i.e. Chipboard

Chipboard intensity includes the wood waste which is reused as fuel in the HWG/THF

This data is consolidated at the manufacturing level

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.

As part of Integrated Management System, waste management procedures are adopted for handling and disposal of hazardous and other waste, biomedical waste, e-waste, battery waste, solid waste and plastic waste with clear roles, responsibilities and accountabilities defined. The company has identified various categories of waste generated in different processes and laid down procedures of handling of waste as part of waste management system. Waste monitoring and management objectives are reviewed on yearly basis. Future actions are planned based on the previous practices and the findings.

Company adopts waste circularity business model by using wood waste generated in Tindivanam as fuel for its boilers and as raw material / fuel for chipboard plant at Naidupeta. Further, wood waste generated at Naidupeta plant is also utilized as raw material / fuel in Naidupeta plant itself. In this way there is complete utilization of wood waste generated at Tindivanam and Naidupeta plants.

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:

Sr. 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.
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Not applicable as none of company's operations are in/around ecological sensitive areas.

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
Captive Resin Plant for Manufacturing of High-Pressure Laminates, Plain Particle Board, Pre-Laminated Boards at Naidupeta, Andhra Pradesh	SEAC-Raj/ Sectt/Project/ Cat. 5(f)B2 (17017)/ 2019- 20	23-11-2024	Yes	Yes	https://www.greenlamindustries.com/wp-content/uploads/2026/04/Environmental-and-Social-Impact-Assessment.pdf

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:

Sr. 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
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Yes, the company is compliant with all applicable environmental law/ regulations/ guidelines of India as of March 31, 2026

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:

- a. Name of the area: Behror, Rajasthan, Prantij, Gujarat, Naidupeta, Andhra Pradesh & Tindivanam, Tamil Nadu
- b. Nature of operations: Manufacturing of Laminates, Decorative Veneers, Engineered Wooden Flooring, Engineered Doors & Frames Chipboard and Plywood

c. Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres) -		
(i) Surface water		-
(ii) Groundwater	236110	191246
(iii) Third party water	2967	448
(iv) Seawater / desalinated water		-
(v) Others		-
Total volume of water withdrawal (in kilolitres)	239078	191694
Total volume of water consumption (in kilolitres)	239078	191694
Water intensity per rupee of turnover (Water consumed / turnover) (Litre/Re)	0.008	0.007
Water discharge by destination and level of treatment (in kilolitres) –		
(i) To Surface water	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		
(ii) To Groundwater	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		
(iii) To Seawater	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		
(iv) Sent to third-parties	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		
(v) Others	Nil	Nil
- No treatment		
- With treatment – please specify level of Treatment		
Total water discharged (in kilolitres)	Nil	Nil

* For the purpose of calculation of revenue adjusted Purchasing power parity (PPP), conversion factor @20.42 H/ USD as per World Bank website has been considered. Link- [https://data.worldbank.org/indicator/ PA.NUS.PPP](https://data.worldbank.org/indicator/PA.NUS.PPP)

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

Not Available. Greenlam is currently in the process of data collection and will disclose the findings in the coming years.

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.

Not Applicable

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

At Greenlam Industries, business continuity is embedded in our core operating philosophy of resilience, preparedness, and stakeholder responsibility. We recognize that uninterrupted operations are critical to sustaining trust among customers, employees, and partners. Accordingly, the Company has established a comprehensive Business Continuity Plan (BCP) to proactively manage potential disruptions.

Now implemented across two phases, the BCP covers all manufacturing plants, the corporate office, branches, and regional distribution centres. It encompasses critical functions, including IT, Procurement, Production, Sales, and Logistics, as well as support systems like HR and SAP applications. To ensure readiness, concerned functions conduct periodic drills. Our framework focuses on risk assessment, impact analysis, response recovery, and clear communication, with the programme being regularly enhanced to address evolving risks.

This proactive approach is an ongoing process. By continually refining our strategies and incorporating best practices, we maintain the operational resilience necessary to uphold our promise of reliability to all stakeholders.

5. **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?**

Company has not undertaken any formal study to measure the negative environmental impact from its value chain.

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

None

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.**
Greenlam Industries Limited has affiliations with 3 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.**

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Laminate Manufacturers Association	National
2	The Plastics Export Promotion Council	National
3	The Federation of Indian Export Organizations	National

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

Name of authority	Brief of the case	Corrective action taken
Nil		

Leadership Indicators

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

Sr. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	PLI Scheme for High Pressure Laminates	Greenlam made a representation to the Government of India through Indian Laminate Manufacturers Association for extending PLI scheme to the laminate industry and there is no progress made in this regard during the year under review.	No	As and when required	NA

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

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

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

Sr. 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 ₹)
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Not Applicable

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

Currently, the company does not have a structured mechanism to receive and redress grievances of the community. However, Company plans to develop and implement mechanism for community grievance redressal.

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

Parameters	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	27.5%	19.4%
Directly from within India	69.2%	60.4%

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

Parameter	FY 2025-26	FY 2024-25
Rural	23.0%	13.6%
Semi-urban	28.1%	14.5%
Urban	4.8%	4.9%
Metropolitan	44.1%	66.9%

The above data is for job creation in India only.

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
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Not Applicable

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

Not Applicable as Greenlam undertakes its CSR activities predominantly within the proximity of its manufacturing facilities.

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

No

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

Not Applicable

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

Not Applicable

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

Sr. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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

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

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups *
1	Learning Links Foundation at Behror, Rajasthan; Nalagarh, Himachal Pradesh; and Tindivanam, Tamil Nadu Improved learning outcomes in primary education through the Whole School Transformation Programme in 2 schools in Behror, 1 school in Nalagarh, and 1 school in Tindivanam.	Primary Direct Beneficiaries (students and teachers) – 199 Indirect Beneficiaries (parents and community members reached through PTMs and community events) – 388	Majority beneficiaries belong to rural and underserved government school communities, including children from economically vulnerable households.
2	MAMTA Health Institute for Mother and Child at Behror, Rajasthan; Nalagarh, Himachal Pradesh; and Prantij, Gujarat Improved maternal and child healthcare through awareness sessions, behaviour change communication, volunteer engagement, and community healthcare activities in 34 villages in Behror, 9 villages in Nalagarh, and 4 villages in Prantij.	Primary Direct Beneficiaries (mothers, adolescents, senior citizens, frontline health workers, mothers-in-law, and male members) – 7,722 Secondary and Indirect Beneficiaries (PRI members, schoolteachers, health departments, volunteers, and district administration) – 6,134	Majority beneficiaries belong to rural and underserved communities with limited access to preventive healthcare and health awareness services.
3	Sambhav Foundation at Tindivanam, Tamil Nadu Strengthened preventive and community-led healthcare through women health circles, baseline assessments, and NCD screening camps in 3 villages in Tindivanam	Primary Direct Beneficiaries (women, senior citizens, and screened patients) – 400 Indirect Beneficiaries (households and community members reached through awareness activities) – 200	Majority beneficiaries belong to vulnerable rural communities with limited access to primary healthcare services.
4	Sir Syed Trust at Behror, Rajasthan; Nalagarh, Himachal Pradesh; and Prantij, Gujarat Improved water security and groundwater recharge through pond rejuvenation, RO maintenance, construction of recharge borewells and check dams, and promotion of sustainable agricultural practices.	Primary Direct Beneficiaries (farmers, women groups, and VDC members) – 1,100 Indirect Beneficiaries (community members benefiting from improved water availability and water infrastructure) – 2,300	Majority beneficiaries belong to rural agrarian communities dependent on groundwater resources and community water structures.

* Currently the company is not tracking impact of its CSR activities on vulnerable and marginalized groups

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.

Greenlam has provision of registering complaints / feedback from customers related to its products. The company has created a “Contact Us” tab on its website (<https://www.greenlamindustries.com/contact-us.html>) wherein customers can submit their queries, complaints and/ or suggestions on different product categories. Greenlam tracks and monitors all the customer submissions on regular basis.

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

Plant	As a percentage to total turnover
Environmental and social parameters relevant to the product	Safety Data Sheet (SDS) for high pressure laminate and allied segment is provided with the products, this comprises 79.9% of the total turnover of the Company. Further, EPDs for laminates and compacts, along with SDS for laminate & allied and chipboard & allied products, are accessible on the Company’s website.
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY 2025-26			FY 2024-25		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil	NA		Nil	NA	
Advertising	Nil	NA		1	Nil	
Cyber-security	Nil	NA		Nil	NA	
Delivery of essential services	NA	NA		NA	NA	
Restrictive Trade Practices	Nil	NA		Nil	NA	
Unfair Trade Practices	Nil	NA		Nil	NA	
Other	Nil	NA		Nil	NA	

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

Number	Reasons for recall
Voluntary recalls	Not Applicable
Forced recalls	

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

Yes. The company has in place framework on Information Security.

Link - <https://www.greenlamindustries.com/privacy-policy.html>

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.

NA

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

None

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

Details of all our products and services is available on our website: <https://www.greenlamindustries.com/>

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

The company has obtained certification such as 'Greenguard' and 'Greenlabel' among others for its products. The certification labels are displayed on the products for consumers to make informed decisions. The company products are compliant to all the expected standards of VOCs, formalin, and other allied chemical constituents' emissions. The company also discloses this information on its corporate website. Additionally, customers are also provided with Safety Data Sheet to facilitate the safe handling and disposal of products. These documents are also available on company website at the link below -

Laminate- <https://www.greenlamindustries.com/offerings/decorative-laminates/>

Chipboard - <https://www.greenlammfc.com/resources/>

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

Our products do not qualify as essential services, however, whenever necessary, information about disruption is shared through e-mail / call / visit in person.

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, 'Greenguard' and FSC® logos are displayed on applicable high-pressure laminates. In addition to that, BIS logo, emission class, warranty are also provided on applicable product categories. We also highlight products specific properties like anti-bacterial and anti-virus properties, water resistance grades, termite resistance etc.

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)

No.

For and on behalf of the Board of Directors
Greenlam Industries Limited

Place: New Delhi
Date: May 22, 2026

Saurabh Mittal
Managing Director & CEO
[DIN: 00273917]

Parul Mittal
Whole-time Director
[DIN: 00348783]